

Kyle Schirmann

1400 Washington Avenue, BB 341
Albany, NY 12222

kschirmann@albany.edu

ACADEMIC EMPLOYMENT

2026– Assistant Professor of Management
Massry School of Business
University at Albany, State University of New York

EDUCATION

2026 Harvard Business School/GSAS
PhD in Business Administration (Strategy, Minor Fields: Innovation, Entrepreneurship)
Secondary Field: Science, Technology, and Society
Dissertation: “Creativity, Information, and Strategy”
Committee: Tarun Khanna (chair), Maria Roche, Scott Stern

2018 University of London (by distance)
Graduate Diploma in Social Sciences

2015 Columbia University, GSAS
MA in Middle Eastern, South Asian, and African Studies (MESAAS)
Thesis: “Ten Ragas to a Disco Beat: Futurism and Pirate Modernity in South Asian Electronica” *distinction*
Advisor: Sudipta Kaviraj

2011 New York University, CAS
BA in Mathematics (Courant Institute)

RESEARCH INTERESTS

Strategic management of organizational creativity
Computational social science
Creativity and cultural industries
Technological innovation in the Global South

PEER-REVIEWED RESEARCH

Miguel Espinosa, Raj Choudhury, Tarun Khanna, Christos Makridis, and Kyle Schirmann. “How Colocation Shapes Internal Communication: Evidence from a Randomized Hybrid-Work Experiment.” *Management Science*, Revise & Resubmit.
Stanford Remote Work Conference, October 2025
American Economic Association annual meeting, “Work-from-Home in Transition: Adoption, Persistence, and Labor Market Impacts” session, January 2026

Raj Choudhury, Tarun Khanna, Christos Makridis, and Kyle Schirmann. “Is Hybrid Work the Best of Both Worlds? Evidence from a Field Experiment.” *The Review of Economics and Statistics* 108:4, pp. 1134–1140, July 2026.
DOI: 10.1162/rest_a_01428

NBER Summer Institute, IT and Digitization Workshop, July 2022 (presented by coauthor)
Academy of Management annual meeting, “Geography and Strategy in Developing Countries” symposium, August 2022

Includes scheduled presentations.

Unless otherwise indicated, listed presentations were delivered personally, not by a coauthor.

Version: September 23, 2026

American Economic Association annual meeting, “Remote Work and Productivity” panel, January 2023

Kyle Schirmann, Raj Choudhury, Miguel Espinosa, Tarun Khanna, and Christos Makridis. “Assessing Information: The Content of Asynchronous Communication in Hybrid Work.” *AEA Papers and Proceedings* 116, pp. 212–213, May 2026. DOI: 10.1257/pandp.20261010

ACTIVE RESEARCH

“Oceans of Sound: Global Creative Production” (preparing for submission)

Cornell Emerging Markets Theme PhD Research Day, November 2022

East Coast Doctoral Conference, April 2024

HBS Faculty Research Symposium, Doctoral Students Poster Session, May 2024

Creative Industries Conference, June 2024

Society for the Advancement of Socio-Economics Annual Conference, June 2024

“Narrative and the Causal Turn in Management Research” (revising)

Harvard Kennedy School, Graduate Research in Science, Technology, and Society (GRiSTS) Conference, November 2024

Harvard Kennedy School, Science, Technology, and Society Circle, December 2025

“Noise and Representation: Creativity as Causal Ambiguity” (revising)

“The Objective Theory of Strategy” (with Amitoj Singh and Tarun Khanna)

“AI and Specialization” (with Amitoj Singh and Tarun Khanna)

“Strategy and Temporality” (researching)

RESTING RESEARCH

“English Writing Proficiency and the Diffusion of Scientific Ideas” (with Yifei Wu, SSRN working paper)

“‘More than a Likeness’: Polaroid’s Synthesis of Art and Technology in R&D Strategy” (archival research complete)

“Entry and Organizational Capability: Manufacturing in the East African Generic Drug Market” (with Tarun Khanna; ideation)

Society for the Advancement of Socio-Economics Annual Conference, June 2024

International Conference on the Science of Science & Innovation (poster session), July 2024

OTHER MATERIALS

“Royal Opera House: Setting the Stage for the Future,” HBS case (with Carolyn Fu and Juan Alcácer)

TEACHING (INSTRUCTOR OF RECORD)

Spring 2027 UAlbany: BMGT 685*, Global Strategic Management (MBA)

Spring 2027 UAlbany: BMGT 682*, Strategic Management (MBA)

Fall 2026 UAlbany: BMGT 481W*, Strategic Management (undergraduate) – capstone course

* indicates a new prep

TEACHING ASSISTANTSHIPS

Spring 2023 Harvard: TF, HBS, Strategy core course (first-year MBAs)

Spring 2023 Harvard: TF, Ec 50 (two sections), Using Big Data to Solve Economic and Social Problems (Chetty/Bruich)

PROFESSIONAL ORGANIZATIONS

Academy of Management (STR, TIM)
 American Economic Association
 INFORMS
 Strategic Management Society

CONSORTIA PARTICIPATION

2024 Academy of Management STR Dissertation Consortium
 2024 Academy of Management TIM Dissertation Consortium
 2024 Strategy Science Doctoral Workshop

SERVICE

2026– Member, Academic Affairs committee, UAlbany Massry School of Business
 2026 Reviewer, Academy of Management Annual Meeting (STR division)
 2024 Evaluator, Student Leadership Exchange, Illinois Mathematics and Science Academy
 2023–24 Reviewer, Academy of Management Annual Meeting (STR and TIM divisions)
 2021 Mentor, PRIMO summer research program, Harvard Business School

NON-ACADEMIC, FULL-TIME WORK EXPERIENCE

2018–20 Senior Software Engineer, R&D Fixed Income (Core Applications)
 Bloomberg LP, New York, NY
 2015–18 Senior Analyst, Strategy & Solutions
 Federal Home Loan Bank of Chicago, Chicago, IL
 2011–15 Software Engineer, R&D Fixed Income (Munis & New Issues)
 Bloomberg LP, New York, NY

OTHER TRAINING AND QUALIFICATIONS

2025 GenAI + Strategy Certificate, Digital Data Design (D^3) Institute
 2024 Bok Teaching Certificate, Derek Bok Center for Teaching and Learning at Harvard
 2020 MicroMasters in Statistics and Data Science, MITx
 2019 Interactive Telecommunications Program (ITP) Camp, NYU Tisch School of the Arts
 2015 Chartered Financial Analyst, CFA Institute
 2013 Financial Risk Manager, Global Association of Risk Professionals

CITIZENSHIP

USA