

# PABLO I. HERNANDEZ-LAGOS

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## ACADEMIC POSITIONS

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<b>Yeshiva University, Sy Syms School of Business</b> <i>Director of the MBA Program</i>	<i>2025 - Present</i>
<b>Yeshiva University, Sy Syms School of Business</b> <i>Chair of the Strategy &amp; Entrepreneurship Department</i>	<i>2025 - Present</i>
<b>Yeshiva University, Sy Syms School of Business</b> <i>Associate Professor of Strategy and Entrepreneurship</i>	<i>2021 - Present</i>
<b>New York University Abu Dhabi</b> <i>Associate Professor of Economics</i>	<i>2020</i>
<b>New York University Abu Dhabi</b> <i>Assistant Professor of Economics</i>	<i>2013 - 2019</i>

## VISITING

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<b>London School of Economics</b>	<i>Summer 2019</i>
<b>Paris School of Economics</b>	<i>Winter 2014-2015</i>
<b>Northwestern University, Kellogg MEDS</b>	<i>Summer 2014</i>

## EDUCATION

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<b>PhD, University of California Berkeley, Haas School of Business</b>	<i>2008-2013</i>
<b>MSc, University of California Berkeley, Haas School of Business</b>	<i>2008-2010</i>
<b>MSc, Universidad de Chile, Center for Applied Economics</b>	<i>2005-2006</i>
<b>BSc, Universidad de Chile, Industrial Engineering, <i>Highest Distinction</i></b>	<i>2000-2006</i>

## RESEARCH FOCUS

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I study the political consequences of economic growth. My work uses theory, empirical, and experimental methods from economics. It currently explores the impact of Generative Artificial Intelligence on how accurately funders screen entrepreneurs' human capital.

## RESEARCH PAPERS

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### Published

**Does AI Cheapen Talk? Theory and Evidence From Global Entrepreneurship and Hiring** (with Bo Cowgill and Nataliya Langburd Wright).

*Management Science*, accepted for publication.

Latest draft.

Featured: The Boston Globe (Ungated version), CBS Newsroom.

**JUE Insight: What is the Impact of Opportunity Zones on Job Postings?**

*Journal of Urban Economics*, (2023), Volume 136, 2023, 103545, ISSN 0094-1190. (with R. Atkins,

C. Jara-Figueroa, and R. Seamans.)

DOI: <https://doi.org/10.1016/j.jue.2023.103545>.

Featured: Politico, Bloomberg, Pew Charitable Trusts.

Cited by the Congressional Research Service (page 12) as evidence of the limited effect of Opportunity Zones.

### **The Paradox of Civilization: Preinstitutional Sources of Security and Prosperity**

*The American Political Science Review*, (2022), 116(1), 213-230. (with E. Dal Bó and S. Mazzuca.)

DOI: <https://doi.org/10.1017/S000305542100071X>.

Featured: voxeu.org (Most read, August), NBER, bradford-delong.com (“Must-reads”).

### **Beijing’s Central Role in Global Artificial Intelligence Research**

*Nature, Scientific Reports*, (2022), (with B. AlShebli, E. Cheng, R. Jagannathan, T. Rahwan.)

URL: <https://www.nature.com/articles/s41598-022-25714-0>.

Featured: The Hill, The Times of India, Entrepreneur

### **Political Identity and Trust**

*The Quarterly Journal of Political Science* (2020) 15(3), 337-367. (with D. Minor.)

DOI: <http://dx.doi.org/10.1561/100.00018063>.

Featured: Harvard Business School

### **Cooperative Initiative through Communication in Simple Games**

*Journal of Behavioral and Experimental Economics*, (2019) 80, 108-120.

(PhD Job Market Paper)

DOI: <https://doi.org/10.1016/j.socec.2019.04.002>.

### **Do People Who Care About Others Cooperate More? Experimental Evidence from Relative Incentive Pay**

*Experimental Economics* (2017) 20(4), 809-835. (with D. Minor and D. Sisak.)

DOI: <https://doi.org/10.1007/s10683-017-9512-9>.

Featured: Financial Times, KelloggInsight

### **An Experimental Analysis of Risk-Shifting Behavior**

*Review of Corporate Finance Studies* (2017) 6(1): 68-101. (with P. Povel and G. Sertsios.)

DOI: <https://doi.org/10.1093/rcfs/cfw006>.

### **Rents from Power for a Dissident Elite and Mass Mobilization**

*The Scottish Journal of Political Economy*, (2019) 66(4), 584-604. (with K. Akoz.)

DOI: <https://doi.org/10.1111/sjpe.12205>.

## **By Invitation**

**Competition: The Bright Side of ESG**, in Pava, M.L., Dion, M. (eds) *Justifying Next Stage Capitalism*. Ethical Economy, vol 68. Springer, Cham. 2024.

DOI: [https://doi.org/10.1007/978-3-031-58064-2\\_13](https://doi.org/10.1007/978-3-031-58064-2_13)

**Want to Excel in ESG? Craft a “Green Ocean” Strategy.** *Harvard Business Review*, June 13, 2022 (with D. Minor).

Link: <https://hbsp.harvard.edu/product/H0734F-PDF-ENG>

**The Beijing Dilemma: Dependencies in Global Artificial Intelligence Research**, in *The Brookings Institution* May 7, 2024.

Link: The Beijing Dilemma, The Brookings Institution.

## Invited Re-submissions

### **The Origins of Industry Dominance: High-Growth Firms' Funding Allocation and Competition.**

Reject and Resubmit, *Strategy Science*

Latest draft

### **Entrepreneur's Knowledge, Firm Survival and the Normalized Burn Rate** (with R. Berman)

Reject and Resubmit, *Strategic Entrepreneurship Journal*.

Draft under revision

Featured: KNOWLEDGE@WHARTON, Social Science for the World

## Working Papers

### **Hype and Hope: Clear Purpose Reduces Adoption of New Technologies**

### **The Long Path to Civilization: The Political Consequences of Economic Growth** (with T. LeFur)

### **Too Much Talent? The Tradeoff Between Human and Non-Human Assets in Technology Startups** (with Ron Berman and Danny Kim).

In preparation for *Strategy Science*.

Latest draft

## Selected News and General Interest Outlets

**The Boston Globe** on whether the use of AI tools by a job candidate or an entrepreneur hinders evaluators' screening of expert candidates.

**The Brookings Institution** on Artificial Intelligence and the global technology landscape.

**Yahoo! Finance** on how the pandemic affects businesses.

**Politico** on how tax-breaks affect the demand for jobs.

**Bloomberg** on the policies and the politics of place-based tax-breaks.

**Stateline** on the early effects of place-based tax-breaks on economic outcomes.

**Congressional Research Service** on the early effects of the Opportunity Zones program.

**VoxEU** on why states fail.

**National Bureau of Economic Research** on the origins of civilization, peace and prosperity.

**bradford-delong.com** on the origins of civilization.

**The Hill** on how the middle class consumption dwindles.

**The Times of India** on how China uses the U.S. playbook to compete in technology.

**The Entrepreneur** on global technology adoption.

**Harvard Business School** on trust across political identities.

**Financial Times** on the effect of salary on productivity when workers care about others.

**Kellogg Insight** on cooperation in competitive workplaces.

**Harvard Business Review** on how to compete in Environmental, Social, and Governance practices.

## COMPETITIVE GRANTS AND AWARDS

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### Grants

2024 Dean's Research Fund (Total USD 12k)

2024

2023 Dean's Research Fund (Total USD 7.5k)

2023

2022 Dean's Research Fund (Total USD 6.5k)	2022
CITIES Research Center (100k, CITIES Total USD 1.7m, P.I. Professor Mónica Menéndez)	2019
Mack Institute for Innovation Management Research Fellowship. Wharton (USD 7k)	2015
X-lab Research Grant, UC Berkeley (USD 10k)	2011, 2012

### Awards

The 2023 Pava-Ravid Faculty Research Award	2023
The Sy Syms Innovation and Excellence in Teaching Award	2022
Sasakawa Research Fellowship, Sasakawa Foundation, IBI-Haas.	2008 - 2012
Dean's Research Fellowship, Dean, UC Berkeley-Haas.	2008 - 2012
Haas PhD program Fellowship, PhD Program, UC Berkeley-Haas.	2008 - 2011
President of the Republic Fellowship, Ministry of Planning, Chile.	2008
Self-Application Scholarship CONICYT, Chile.	2008
Outstanding Student, Industrial Engineering, Universidad de Chile.	2003 - 2005

## SEMINARS, CONFERENCES AND LECTURES

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**2025:** Wharton, University of Pennsylvania, Corporate Strategy and Innovation Conference 2025, University of Pennsylvania, December. Columbia Business School, Institutions and Innovation Conference, New York City NY, October. Eccles School of Business, University of Utah, Seminar in honor of John Morgan, May. Questrom School of Business, Boston University, Boston MA, Research Seminar on Digital Businesses, February. Sy Syms School of Business Seminar, New York, NY, February. **2024:** Inter-American Development Bank Seminar, Washington D.C., September. SMS Special Conference in Washington D.C., June. Columbia/Wharton Management, Analytics and Data Conference, May. **2023:** Conference on Artificial Intelligence, Machine Learning, and Business Analytics, Temple University, December. 17th Institutions and Innovation. Columbia Business School, October. Escuela de Gobierno, Universidad Adolfo Ibáñez, Chile, August. Management, Analytics & Data Conference, Columbia Business School, May. David Eccles School of Business, University of Utah, Strategy Seminar, April. USC Marshall School of Business China Research Group Seminar, April. **2022:** Strategic Management Society meeting London, September. Strategy Science Conference NYU NYC, June. **2021:** Brookings, Opportunity Zones: The early evidence, online, February. **2020:** NYU Urban Initiative, Wagner, March. **2019:** 14th Institutions and Innovation. Harvard Business School, October. MIT-HU City Science Summit. Hamburg, October. 15th International Conference, Western Economic Association, Tokyo, March. New York University – CESS Experimental Political Science Conference, February. Economic Science Association – Annual Meeting, Abu Dhabi, January. **2018:** LAWEBESS, Universidad de Santiago de Chile, December 13th Institutions and Innovation. Harvard Business School, October. Culture, Institutions and Development Summer Meetings, Galatina Italy, August. Cultural Transmission and the Economics of Cultural Change Conference Paris School of Economics, March. **2017:** National Tax Association (U.S.) Annual Meeting, November 12th Institutions and Innovation. Harvard Business School, October. National Bureau of Economic Research (NBER) Summer Institute, July. Warwick-Princeton-Utah Political Economy Conference, INSEAD Doriot Entrepreneurship, May. NBER Political Economy Program, April. **2016:** 11th Institutions and Innovation. Harvard Business School, October. 36th Annual Conference Strategic Management Society, September. 31st Annual Congress of the European Economic Association, August. Econometric Society Meeting Philadelphia, June. Oxford-Duke Conference on Cognitive Approaches to Law, Economics, Politics and Policy, April. NBER Political Economy Program, April. NYU Global Network Experimental Social Sciences Workshop, January. AEA meetings: Econometric Society, North American Winter Meeting, January. **2015:** 10th Institutions and Innovation. Harvard Business School, November. Pontificia Universidad Católica de Chile, Entrepreneurial Strategy Under Uncertainty, July. Paris School of Economics, Economics and Psychology Seminar, January. Paris School of Economics, Roy-Adres Seminar Economic The-

ory, January. New York University AD, Research Conference, March. New York University AD, SSEL Inaugural, March. **2014:** NHH, SEEDEC, December. 9th Institutions and Innovation. Harvard Business School, November. U. Pompeu Fabra, Experimental Economics, October. New York University – CESS Experimental Political Science Conference, March. New York University AD, Winter Experimental Social Sciences Institute, January. **2013:** FBK Behavioral Economics, Trento, IT, October. Universidad de Chile CEA, Managerial Economics, March. University of Minnesota, Carlson School of Management, Work & Organizations Department, February. **2012:** 7th Institutions and Innovation. Harvard Business School, November. New York University NYC, Economics Science Association, June Yale University, ARCS, May.

## TEACHING AND COURSE DEVELOPMENT

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### Yeshiva University, Sy Syms School of Business (2021 to present)

Total enrollment across courses: 564 students.

#### “Leading with Emotional and Moral Intelligence”

MBA.

Developed as a new course (I developed the leadership section).

**Leading with Emotional and Moral Intelligence** is a core course in the MBA program. The course is intensive. In seven weeks, it covers leadership (first three weeks, which I teach), emotional intelligence (second three weeks, taught by faculty from the School of Social Work), and business ethics (last week, taught by faculty from the Accounting Department). The course is unique to Sy Syms in its scope and depth.

Course enrollment by term:

Semester	Course Code	N. Students Enrolled
Fall 2024	MAN5483	16
Spring 2024	MAN7783	22
Fall 2023	MAN7783	18
Summer 2023	MAN7783	9
Spring 2023	MAN7783	11
Fall 2022	MAN7783	13
Spring 2022	MAN7783	16
Fall 2021	MAN7783	5

#### “Leadership”

Undergraduate.

Developed as a new course.

**Leadership** is an elective in the Strategy & Entrepreneurship Department. The course teaches the fundamentals of leadership, from the historical emergence of leaders at the dawn of civilization to modern leadership theories in business and politics. The course concludes with practical applications to prepare students for the job market and graduate studies. The course readings are drawn from my own work and from renowned colleagues in economics, political science, business, and psychology. Instruction relies on in-class discussion and leadership exercises.

Course enrollment by term:

Semester	Course Code	N. Students Enrolled	Remarks
Spring 2025	ENT3015	26	Beren
Fall 2024	ENT3015	29	Wilf
Spring 2024	ENT3015	9	Beren
Spring 2023	ENT3015	30	Wilf
Fall 2022	ENT3015	30	Wilf
Spring 2022	ENT3015	28	Beren
Spring 2022	ENT3015	28	Wilf
Fall 2021	ENT3015	30	Wilf

### “Principles of Strategy”

Undergraduate.

Developed in the Strategy & Entrepreneurship Department.

**Principles of Strategy** is the first level core course for the Strategy & Entrepreneurship program. The course covers the principles of management strategy, including Porter’s five forces, differentiation and competition, and corporate strategy. Students are trained to understand the firm strategically across functional areas such as marketing, accounting, finance, and data analysis. Readings include case studies, academic papers, lecture notes, and professor’s writing in outlets such as Harvard Business Review. Instruction relies on in-class applied exercises and discussions. Details:

Semester	Course Code	N. Students Enrolled	Remarks
Fall 2024	ENT1020H	20	Honors, Wilf
Spring 2024	ENT1020	29	Beren
Fall 2023	ENT1020H	21	Honors, Wilf
Fall 2023	ENT1020	32	Wilf
Spring 2023	ENT1020H	23	Honors, Wilf
Fall 2022	ENT1020	31	Wilf
Fall 2021	MAN1020H	20	Honors, Wilf
Fall 2021	MAN1020	30	Wilf
Spring 2021	MAN1020	19	In-person/COVID, Wilf

### “Business Strategy Capstone”

Undergraduate

Revamped version of the traditional capstone course.

**Business Strategy Capstone** is a required course in the Strategy & Entrepreneurship Department. The course requires students to connect with the top-level management of a real firm. The firm provides data and insights to students, and the students provide strategy and leadership analysis to the firm. The students’ work follows the standard theories as well as frontier knowledge in the field of strategy and economics. The practical and theoretical approaches prepare students to manage firms and for consulting jobs. Details:

Semester	Course Code	N. Students Enrolled	Remarks
Spring 2025	ENT3720	9	Beren

### “Business Strategy & Advanced Leadership”

MBA.

Developed as a new course.

**Business Strategy & Advanced Leadership** was a core course of the previous MBA program. The course combined the topics in leadership from the “Leading with Emotional and Moral Intelligence” and “Leadership” courses, applied to the strategic management of organizations. The objective of the course was for students to understand the concepts of power and vulnerability, and highlight the importance of delegation, empowerment, and developing awareness of their own behaviors.

Course enrollment by term:

Semester	Course Code	N. Students Enrolled
Spring 2022	MAN7784	10

## COURSE IN PREPARATION

### “Negotiations”

MBA

Description: The course reviews negotiation principles and strategies.

*In Preparation for Spring 2025 II.*

### New York University Abu Dhabi (2013 to 2020)

“What do Leaders Do?” Undergraduate Core. An inter-disciplinary approach to leadership. *Fall 2020 (2 sections), Fall 2019 (2 sections), Fall 2018 (2 sections), Fall 2017 (2 sections), Fall 2016, Spring 2016.*

“U.S. in Conflict” Undergraduate. Field course (SF, LA, DC, NYC) examines social unrest in U.S. *Summer 2019.*

“Corporate Finance” Undergraduate. *Summer 2020, Spring 2019, Fall 2016, Spring 2016, Spring 2015, Spring 2014.*

“Mathematics for Social Sciences II” Undergraduate. Multivariate calculus. *Spring 2014.*

“Mathematics for Social Sciences I” Undergraduate. Univariate calculus. *Fall 2014 (2 sections), Fall 2013.*

## SERVICE, REFEREEING, AND MEMBERSHIPS

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### Summary of Service: Yeshiva University

- 2021- MBA Curriculum Committee, Sy Syms School of Business.
- Honors Program Committee, Sy Syms School of Business.
- Media outreach, including Politico, Yahoo Finance, and The Brookings Institution.
- Honors Program Candidate Interview, Sy Syms School of Business.
- Open House Host, Strategy & Entrepreneurship, Sy Syms School of Business.
- Three New Courses Developed. Developing two more in 2025, Sy Syms School of Business.
- Faculty advisor to Student Groups
  - “Food4Thought,” led by student William Besharim;
  - “The Sy Syms Academic Review Club,” led by student Samuel Huberfeld;
  - “The Financial Planning Club,” led by student Andrew Katz.
- Produced ten recommendation letters for Sy Syms School of Business alumni.

Interviews by Yahoo! Finance and wrote guest essays for Brookings, Harvard Business Review, and others.

2025 Chair of Strategy and Entrepreneurship Department.

Director of the online MBA program.

Developed the curriculum of the Science, Technology, Engineering, and Mathematics (STEM) MBA.

2024 Tenure-track Search Interviewer, Finance Department, Sy Syms School of Business.

Fireside chat with Dr. Daniel Aldrich, a world-renowned expert on disaster recovery.

2023 Tenure-track Search Committee, S&E, Sy Syms School of Business.

2021-2022 MBA Webinar Speaker Nov. 2021, Sy Syms School of Business.

MBA Webinar Speaker July 2022, Sy Syms School of Business.

### **Reviewer for**

*The American Political Science Review (APSR), The Review of Economic Studies, The Journal of the European Economic Association (JEEA), The American Journal of Political Science (AJPS), The Journal of Political Economy (JPE), The Journal of Economic Growth, Economica, European Economic Review, Theory and Decision, The Journal of Public Economics, The Journal of Economics & Management Strategy, The B.E. Journal of Theoretical Economics, Games and Economic Behavior, The Journal of the Economic Science Association.*

### **Memberships**

Strategic Management Society, INFORMS, Academy of Management, American Political Science Association, American Economic Association, Econometric Society, Economic Science Association.