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## RESEARCH INTERESTS

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**Primary:** Health Care Management, Strategy  
**Secondary:** Entrepreneurship, Macro-Organizational Behavior

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## EDUCATIONAL BACKGROUND

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2004-2009 A.M., Ph.D., Applied Economics and Managerial Science  
The Wharton School, University of Pennsylvania, Philadelphia, PA

1998-2002 A.B., *magna cum laude*, Health Care Policy  
Harvard University, Cambridge, MA

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## DISSERTATION

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**Title:** Organizational Form and Niche Overlap: The Dynamics of Surgery Center Entry and Exit  
**Committee:** Mark V. Pauly (Chair), Lawton R. Burns (Advisor), Guy David, Lee Fleisher, Jitendra Singh

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## PUBLICATIONS

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- Burks S.V., Cowgill B., Hoffman M., & Housman M. "The Value of Hiring Through Employee Referrals," *Quarterly Journal of Economics*, May 2015, 130(2): 805-839.
- Garrett P.R., Sammer C., Nelson A., Paisley K.A., Jones C., Shapiro E., Tonkel J., & Housman M.G. "Developing and Implementing a Standardized Process for Global Trigger Tool Application Across a Large Health System," *The Joint Commission Journal on Quality and Patient Safety*, July 2013, 39(7): 292-297.
- Lyu H., Wick E.C., Housman M.G., Freischlag J.A., & Makary M.A. "Patient Satisfaction as a Possible Indicator of Quality Surgical Care," *JAMA Surgery*, April 2013, 148(4): 362-367.
- Amin M.A., & Housman M.G. "Ambulatory Surgery Centers and General Hospitals Competition: Entry Decisions and Strategic Choices," *Health Care Management Review*, July-September 2012, 37(3): 223-234.
- Burns L.R., Housman M.G., Booth R.E., & Koenig A. "Implant Manufacturers and Hospitals: Competing Influences over Product Choice by Orthopedic Surgeons," *Health Care Management Review*, January/March 2009, 34(1): 2-18.
- Burns L.R., Housman M.G., & Robinson C.A. "Market Entry and Exit by Biotechnology and Medical Device Companies Funded by Venture Capital," *Health Affairs*, 2009, 28(1): w76-86.
- Housman M.G. "The Surgeon General's First Report on Smoking," in E. Carlson-Berne (Ed.), *The History of Drugs: Nicotine*, Detroit, MI: Thomson Gale, 2006.
- Chiang A.R., David G.R., & Housman M.G. "The Determinants of Urban Emergency Medical Services Privatization," *Critical Planning*, 2006, 13: 5-22.
- Linkins K.W., Lucca A.M., Housman M.G., & Smith S.A. "Use of PASRR Programs to Assess Serious Mental Illness and Service Access in Nursing Homes," *Psychiatric Services*, March 2006, 57(3): 325-332.
- Bovbjerg R.R., Wiener J.M., & Housman M.G. "State and Federal Roles in Health Care: Rationales for Allocating Responsibilities," in J. Holahan, A. Weil, & J.M. Wiener (Eds.), *Federalism and Health Policy*, Washington, DC: The Urban Institute Press, 2003.
- Lewis J.H., Kilgore M.L., Goldman D.P., Trimble E.L., Kaplan R., Montello M.J., Housman M.G., & Escarce J.J. "Participation of Patients 65 Years of Age or Older in Cancer Clinical Trials," *Journal of Clinical Oncology*, April 2003, 21(7): 1383-1389.

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## WORKING PAPERS

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- Managerial Relationships and Firm Specific Skills (with John McCarthy and Matthew Bidwell)
- The Value of Hiring Through Referrals (with Stephen Burks, Bo Cowgill, and Mitch Hoffman)
- Market Insiders, Relational Assets, and Entrepreneurship (with Jason Greenberg)

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## TEACHING EXPERIENCE

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2007-2008 Teaching Assistant, Professor Beth Linker (American Health Policy)

2005-2006 Teaching Assistant, Professor Guy David (The Economics and Financing of Health Care Delivery)

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## CONFERENCE PRESENTATIONS

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- Searle Center Leadership Roundtable on Talent Analytics and Workforce Science, Chicago, IL, October 2014
- WorkTech 14 West Coast, San Francisco, CA, October 2014
- Telecommunications Industry Association Network of the Future Conference, Dallas, TX, June 2014
- Littler Executive Employer Conference, Phoenix, AZ, May 2014
- HRO Today Forum, Philadelphia, PA, May 2014
- Wharton People Analytics Conference, Philadelphia, PA, March 2014.
- HireCamp San Francisco 2014, San Francisco, CA, January 2014
- DataWeek 2013 Conference and Festival, San Francisco, CA, October 2013
- E2 Conference, Boston, MA, June 2013
- ICMI Call Center Demo and Conference, Dallas, TX, October 2012
- IQPC's 13TH Annual Call Center Week, Las Vegas, NV, June 2012
- Annual Meeting of the Academy of Management, Montreal, Canada, August 2010.
- AcademyHealth Annual Research Meeting, Boston, MA, June 2010.
- Annual Meeting of the Academy of Management, Chicago, IL, August 2009.
- Annual Meeting of the Academy of Management, ENT Doctoral Consortia, Chicago, IL, August 2009.
- International Health Economics Association 7<sup>th</sup> World Congress, Beijing, China, July 2009.
- AcademyHealth Annual Research Meeting, Chicago, IL, June 2009.
- National Research Service Awards (NRSA) Trainees Conference, Chicago, IL, June 2009.
- Annual Meeting of the Academy of Management, OMT Doctoral Consortia, Anaheim, CA, August 2008.
- National Research Service Awards (NRSA) Trainees Conference, Washington, DC, June 2008.
- International Health Economics Association 6<sup>th</sup> World Congress, Copenhagen Business School, July 2007.
- AcademyHealth Health Information Technology Interest Group Meeting, Orlando, FL, June 2007.
- Workshop on Information Systems and Economics (WISE), Northwestern University, December 2006.

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## PROFESSIONAL AFFILIATIONS

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- Academy of Management (AOM), International Health Economics Association (iHEA), AcademyHealth

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## HONORS AND AWARDS

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2008-2009	Wharton Doctoral Fellowship
2004-2008	AHRQ National Research Service Award (NRSA) Training Grant
2005	National Science Foundation (NSF) Fellowship, Honorable Mention
2002	Harvard Inter-Faculty Initiative in Health Policy Senior Thesis Fellowship
1999, 2001, 2002	Harvard College Scholarship
2000	John Harvard Scholarship
1998	Harvard Book Award

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## WORK EXPERIENCE

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2014-present	Chief Analytics Officer, Cornerstone OnDemand, Inc: Managed all analytic initiatives for the company, engaged in thought leadership, built relationships with University partners, developed intellectual property, and led all research and development (R&D) activities
2011-2014	Chief Analytics Officer, Evolv, Inc: Managed the firm's Analytics team responsible for applying econometric techniques to analyze client data, automating reporting / optimization processes, and leading efforts to port this functionality into a scalable SaaS platform.
2009-2011	Managing Director of Applied Science, Pascal Metrics, Inc: Led the firm's research and development (R&D) activities, coordinated all data-related activities, provided scientific expertise, and managed the migration of several core products to the next generation software platform.
2005-2008	Consultant, PricewaterhouseCoopers, LLP: Developed a collaborative research project between the firm's Health Care Advisory (HCA) practice and its Health Research Institute (HRI) measuring the impact of IT implementation on hospital productivity, cost-efficiency, profitability, and quality.

2002-2004      Research Analyst II, The Lewin Group: Managed data-related activities within the Health Care Policy practice group for projects studying national PASRR requirements to screen nursing home residents, state financing for mental illness and substance abuse, and Medicaid payment accuracy measurement.

## REFERENCES

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Professor Mark V. Pauly (Committee Chair)  
Bendheim Professor; Professor of Health Care Systems,  
Business, and Public Policy  
Former Chairperson; Health Care Systems Department  
The Wharton School  
University of Pennsylvania  
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Professor Lawton R. Burns (Dissertation Advisor)  
James Joo-Jin Kim Professor; Professor of Health Care  
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Chairperson; Health Care Systems Department  
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