

Amisha Miller

Curriculum Vitae version: January 26, 2025

Assistant Professor, Management and Organizations, New York University

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Latest CV [link](#)

RESEARCH INTERESTS

I am fascinated by how individuals and organizations create and scale innovative solutions to benefit users and drive economic growth. However, the overwhelming concentration of resources funneled into demographically homogeneous founders limits the benefits from diverse startup growth and innovation. I examine how to broaden these benefits by examining how organizations evaluate potential – future value creation by innovators and their ventures. To do so, I build deep relationships with development finance institutions, investment organizations and startups, and I have developed expertise in both field research and field experiments to explore my research questions.

ACADEMIC APPOINTMENTS

NYU Stern

Assistant Professor, Management and Organizations. July 2023 to present.

EDUCATION

Ph.D. in Management, Boston University, 2023.

Chair: Siobhan O'Mahony. Committee: Howard Aldrich, Rem Koning, Saurabh Lall, Rosemary Ziedonis.

- Best Dissertation Award for Academy of Management's Technology Innovation and Management division. 2024
- Finalist for Best Dissertation Award for Academy of Management's Strategy division. 2024. (Selected as 1 of 5)
- Finalist for Organization Science/INFORMS Dissertation Proposal Competition, 2022 (Selected as 1 of 8 from 100+ proposals)
- Questrom School of Business Outstanding Research by a PhD Student Award. 2022
- SRF Research Dissertation award 2020
- Questrom School of Business Diversity Equity and Inclusion Student Award. 2022
- Questrom School of Business Best Teaching PhD Student Award 2021

M.Sc. in Population & Development, London School of Economics, 2009.

B.A. in History, University of Warwick, 2006. First class degree.

PUBLICATIONS

Publications

*Miller, A., O'Mahony, S. and Cohen, S. 2024. Opening the aperture: Explaining the complementary roles of advice and testing when forming entrepreneurial strategy. *Organization Science*, 35 (1), 1-26.

*Miller, A. 2022. Making Intuition Count: Structuring intuition to evaluate novel ideas from underrepresented founders. *Academy of Management Proceedings* (Accepted, May 2022. Academy of Management OMT Best Paper.)

Karp, R., Miller, A. and O'Mahony, S., 2019. Governing for growth in scope: Cultivating a dynamic understanding of how peer production collectives evolve. In M. O'Neil, C. Pentzold, and S. Toupin (Eds.) *The Handbook of Peer Production*. Wiley Handbooks in Communication and Media Series.

Working Papers

*Miller, A., Lall, S., Goldstein, M. and Montalvao, J. 2024. Asking Better Questions: The Effect of Changing Investment Organizations' Evaluation Practices on Gender Disparities in Funding Innovation. (Revise and Resubmit, *Management Science*. Resubmitted in October 2024.)

- Strategic Management Society's Best Paper 2022, and Best PhD Paper
- ISA Giarratani Rising Star Award 2022 – Runner Up

*Miller, A. and O'Mahony S. 2024. Evaluating entrepreneurial potential in organizations: Where do disparities come from?

- Academy of Management Best Paper – OMT

Research-in-Progress

*Miller, A. (2024). Unpacking investor evaluation: What prevents investors from investing in black founders? (Short working paper.)

*Miller, A. (2024). Revealing the sources of disparities in investment decisions: An experiment with avatars. (Short working paper.)

Langburd-Wright N. and Miller, A. (2024). The impact of strategic reflection on entrepreneurial decision-making: Experimental evidence from global startups. (Short working paper.)

Langburd-Wright N. and Miller, A. (2024). Where entrepreneurs see the glass half full: Promotion positioning among global startups (Short working paper.)

*Miller, A., O'Mahony, S., and Cain, C. (2024). When the tides change: Shifting strategies to tackle inequality. (Short working paper.)

Chen, L., Lall, S., Miller, A. and Roberts, P.W. Consideration or differentiation? The role of impact-oriented accelerators in the equity investment market. (Analysis.)

*Miller, A., Li, C., and O'Mahony, S. Founder-market fit: How underrepresented founders leverage their deep knowledge of markets and develop their ventures. (Analysis.)

*Miller, A. Socrates revisited. 2022. Examining the effects of investor' questions on investment (Preparing for Analysis.)

*Miller, A. How do venture capitalist firms change their evaluation processes? (Data collection.)

Note: * represents first author

AWARDS AND FUNDING

Research Awards

Best Dissertation Award for Academy of Management's Technology Innovation and Management division. \$1,500. 2024

Finalist for Best Dissertation Award for Academy of Management's Strategy division. 2024

NYU Stern Yukai Arai research prize. \$5,000. 2024.

Finalist for Organization Science/INFORMS Dissertation Proposal Competition, 2022 (Selected from 8 of 100+ proposals)

Strategic Management Society Winner, Best Paper at the SMS Annual Conference. \$2,000. 2022

Strategic Management Society Winner, Best Paper by a PhD author. \$1,500. 2022

Industry Studies Association's 2022 Giarratani Rising Star Award – Runner Up, \$250. 2022

Academy of Management Best Paper, Organization and Management Theory Division. 2022

Questrom School of Business Diversity Equity and Inclusion Student Award. 2022

Questrom School of Business Outstanding Research by a PhD Student Award. 2022

SRF Research Dissertation award, \$10,000. 2020

Finalist for Kauffman Best Student Paper in Entrepreneurial Cognition. 2020

Research Grants

Awarded grant from Jerome A. Chazen Institute for Global Business, University of Columbia. \$10,000. 2024

Awarded grant from SGB Evidence Fund - International Growth Center, LSE, and ANDE. \$25,000. 2019

Wrote proposal and designed research for \$500,000 grant from International Finance Corporation / World Bank awarded to field research site. 2019

Wrote proposal and designed research for \$200,000 grant from Aspen Network of Development Entrepreneurs awarded to field research site. 2019

Teaching & Service Awards

Best Teaching Award (PhD), from Questrom School of Business 2021

Outstanding Reviewer for the TIM Division for AOM 2023

Outstanding Reviewer for the STR Division for AOM 2021

FIELD SITE DEVELOPMENT

Connect

Developed and managed a relationship with Connect, a global accelerator / equity investor, to examine how investment organizations could improve equity investments, and increase participation by female founders. Designed a field research project and led three field experiments,

as well as qualitative field research in four regions, involving over 20 program staff, \$320,000 in investments, and funded for over \$1 million by grants. Managed field research and experiments and trained and managed four research assistants. Led relationships with research funders at the World Bank, International Growth Center at the London School of Economics, and the Aspen Network of Development Entrepreneurs.

DVC

Developed and managed a relationship with a Boston-based accelerator / investor to examine how investment organizations could identify and fund underrepresented founders. Managed field research with a team of four research assistants, observing over 200 hours of selection processes to invest a \$10 million fund, and accelerator support. Accessed and analyzed selection data for over 3,000 investment decisions on 911 underrepresented founders made by 130 demographically diverse investors over 4 months. Collected data on 51 founders, and developing a further longitudinal study.

INVITED AND REFEREED PRESENTATIONS

Invited Talks:

Miller, A. Author/ presenter. Evaluating Entrepreneurial Potential. Cornell IET/SBFI Seminar Series. December 3, 2024.

Miller, A. Author/ presenter. Asking Better Questions. Harvard Business School. Entrepreneurial Management Unit Seminar. October 2, 2024.

Miller, A. Author/ presenter. Evaluating Entrepreneurial Potential. Tuck Summer Camp. August 1-2, 2024.

Miller, A. Author/ presenter. Asking Better Questions. UC Berkeley. Entrepreneurship and Innovation group seminar series. January 31, 2024.

Miller, A. Author/ presenter. Changing the System, Not the Seeker. INSEAD. “Strategy Process Research: Then, Now, and Next...” Conference. April 14, 2023.

Miller, A. Author/ presenter. The effect of investment organizations’ evaluation practices on gender disparities in investments. The Colloquium on the Multi-dimensional Impacts of Business Accelerators. London School of Economics. July 8, 2022.

Miller, A. Author/ presenter. How can early-stage equity investment be more gender inclusive? University of Oregon Institute for Policy Research and Engagement 2021 Research Seminar Series. May 13, 2021.

Conference Papers, Presentations, and Symposia:

- Miller, A. Panel speaker. The impact of strategic reflection on entrepreneurial decision-making: Experimental evidence from global startups. Conference on Field Experiments in Strategy. Fontainebleau. December 19-20, 2024.
- Miller, A. Panel speaker. Evaluating entrepreneurial potential: Where do gender disparities come from? INSEAD Doriot Entrepreneurship Conference. Abu Dhabi. December 16-17, 2024.
- Miller, A. Panel speaker. Evaluating entrepreneurial potential: Where do gender disparities come from? Economic Sociology Conference. Houston. November 1-2, 2024.
- Miller, A. Panel speaker. Evaluating entrepreneurial potential: Where do gender disparities come from? Strategic Management Society. Istanbul. October 19-20, 2024.
- Miller, A. Panel speaker. Evaluating entrepreneurial potential: Where do gender disparities come from? Strategic Management Society Extension. Belgrade. October 17, 2024.
- Miller, A. Panel speaker. Bridging qualitative and quantitative research: Exploring three mixed methods approaches. Academy of Management. Chicago. August 10-12, 2024.
- Miller, A. Author/presenter. Unpacking investor evaluation: What prevents investors from investing in black founders? Academy of Management. Chicago. August 10-12, 2024.
- Miller, A. Author/presenter. Unpacking investor evaluation: What prevents investors from investing in black founders? Academy of Management. Chicago. August 10-12, 2024.
- Miller, A. Author/presenter. Evaluating entrepreneurial potential: Where do gender disparities come from? Academy of Management. Chicago. August 10-12, 2024.
- Miller, A. Author/presenter. Changing the system, not the seeker. Academy of Management. Chicago. August 10-12, 2024.
- Miller, A. Author/presenter. Evaluating entrepreneurial potential: Where do gender disparities come from? Smith Entrepreneurship Research Conference. University of Maryland. May 10-12, 2024.
- Miller, A. Author/presenter. Asking better questions: The effect of changing investment organizations' evaluation systems on gender disparities in funding innovation. Wharton Management in Emerging Markets Conference. University of Penn. April 19-20, 2024.
- Miller, A. Discussant/participant. Entrepreneurial learning. Bayesian Entrepreneurship Conference. MIT. March 22-23, 2024.
- Miller, A. Author/presenter. Asking better questions: The effect of changing investment organizations' evaluation systems on gender disparities in funding innovation. Organization Science Winter Conference. Zurich. February 29 - March 2, 2024.

- Miller, A. Author/presenter. Asking better questions: The effect of changing investment organizations' evaluation systems on gender disparities in funding innovation. West Coast Research Symposium. Seattle, WA. September 14-15, 2023.
- Miller, A. Symposium organizer (with Ming Zhu Wang). Symposium: Women and Under-Represented Minorities in High-Growth Entrepreneurship & Innovation: Challenges and Opportunities. OMT, STR and ENT. Academy of Management. Boston, MA. August 4-8, 2023.
- Miller, A. Author/presenter. Asking better questions: The effect of changing investment organizations' evaluation systems on gender disparities in funding innovation. Academy of Management. Boston, MA. August 4-8, 2023.
- Miller, A. Author/presenter. How can investment organizations evaluate novel ideas without overlooking the ideas of underrepresented innovators? Organization Science/INFORMS Dissertation Proposal Competition, INFORMS Annual Meeting. Indianapolis, IN. October 15, 2022.
- Miller, A. Author/presenter. Changing the system, not the seeker: The effect of investment organizations' evaluation practices on gender disparities in investments. Strategic Management Society Conference. London, UK. September 17-20, 2022.
- Miller, A. Author/presenter. Changing the system, not the seeker: The effect of investment organizations' evaluation practices on gender disparities in investments. Conference on Field Experiments in Strategy. London, UK. September 15-16, 2022.
- Miller, A., Making intuition count: Structuring intuition to evaluate novel ideas from underrepresented founders. Academy of Management Conference. Seattle, US. August 5-9, 2022.
- Miller, A. Author/presenter. Changing the system, not the seeker: The effect of investment organizations' evaluation practices on gender disparities in investments. Industry Studies Association Conference. Wharton, US. June 24-25, 2022.
- Miller, A. Author/presenter. How investors' evaluation systems affect investments in female-founded startups. INSEAD Doriot Entrepreneurship Conference. Fontainebleau, France. June 17-18, 2022.
- Miller, A. Author/presenter. Changing the system, not the seeker: The effect of organizational evaluation processes on gender disparities in investments. CCC. Toronto, Canada. June 2-4, 2022.
- Miller, A. Author/presenter. Investing in Underrepresented Founders. Accepted at Kenan Institute for Private Enterprise Conference. Cancelled due to Covid. January 2022.
- Miller, A. and O'Mahony, S. Author/presenter. Implications for Designing and Leading Accelerators. Accepted at Kenan Institute for Private Enterprise Conference. Cancelled due to Covid. January 2022.
- Miller, A., O'Mahony, S. and Cohen, S. Author. Opening the aperture: Explaining how advice interactions can inform entrepreneurial strategy. West Coast Research Symposium. Online. September 2021.

- Miller, A. Symposium organizer. Symposium: Evaluating ideas when innovators are diverse. OMT, STR and ENT. Online. July 29-August 2, 2021.
- Miller, A. Author/presenter. Changing the system, not the seeker: Evaluating startups with female founders. Invited to present in the symposium entitled Evaluating ideas when innovators are diverse. Academy of Management Meeting, Online. July 29-August 2, 2021.
- Miller, A. Author/ presenter. Learning from outsiders: Explaining how External advice can inform entrepreneurial strategy. Invited presentation by OMT Division. Accepted in the symposium entitled Entrepreneurship: Life cycle of new ventures. Academy of Management Meeting, Online. July 29-August 2, 2021.
- Miller, A. Author/presenter. Translating external advice into action: How learning informs entrepreneurial strategy. Invited to present in the symposium entitled Cognition in the rough. Academy of Management Meeting, Online. August 7-11, 2020.
- Miller A. Author/presenter. Changing the system, not the seeker: How can early-stage equity investors change their dominant evaluative and valuation practices? Accepted presentation at the Innovation Growth Lab Global Conference. London, UK. June 25, 2020.
<https://www.innovationgrowthlab.org/igl2020-global-conference>
- Miller, A. Author/presenter. Prospecting for gold: How ventures use advice when taking strategic action. Invited to present in the symposium entitled “Beyond taking and accuracy: Advancing advice research with new perspectives”. Academy of Management Meeting, Boston, MA. August 9-13, 2019.
- Miller, A. Symposium organizer. “How do innovators learn from others? Examining help, feedback and advice in creating novelty”. STR and TIM. Academy of Management Meeting, Boston, MA. August 9-13, 2019.
- Miller A. Author/ presenter. Entrepreneurial learning: Explaining the role of feedback interactions in strategy revision. Accepted in Research Colloquium & Practitioner Forum: Accelerating and incubating early-stage entrepreneurs, Old Dominion University, VA. June 14-15, 2019.
- Miller, A. Symposium discussant – practitioner. Included in the symposium entitled “Experiments”. Academy of Management Meeting, Vancouver, BC, Canada. August 7-11, 2015.

TEACHING EXPERIENCE

Teaching Interests: Core strategy, organizing for innovation and creativity, entrepreneurship, design thinking, strategy and innovation, management, field methods.

Courses Taught:

- Strategy 1, Part-Time MBA, Winter 2025 - Professor, NYU Stern.
- Strategy 1, Part-Time MBA, Fall 2024 - Professor, NYU Stern.
- Strategy 2, Part-Time MBA, Fall 2024 - Professor, NYU Stern.

Core Strategy, Part-Time MBA, Spring 2023 - Teaching Assistant, Questrom School of Business, Boston University.

Design Thinking, MBA, Summer 2021 – Teaching Assistant, Questrom School of Business, Boston University.

Organizing for Design and Innovation, Spring 2020 – Lecturer, Questrom School of Business, Boston University. Teaching evaluation 4.8/5.

Design Thinking, MBA, Spring 2020 – Observer, Questrom School of Business, Boston University.

Design Thinking, EMBA, Summer 2019 – Teaching Assistant, Questrom School of Business, Boston University.

Evaluation methods – Guest lecture at Georgetown MBA class, summer 2014.

Entrepreneurship statistics on high growth businesses – Guest lecture at Fundacao Getulio Vargas MBA class, fall 2012.

DEPARTMENT AND PROFESSIONAL SERVICE

Reviewing

Conducted ad hoc reviews for *Administrative Science Quarterly*, *Organization Science*, *Academy of Management Journal*, *Strategic Entrepreneurship Journal*, *Strategy Science*, *Industrial and Corporate Change*, *Journal of Business Venturing*

Reviewed for INFORMS/Organization Science Dissertation Prize 2023, 2024

Academy of Management Reviewer; Organizational Management Theory Division 2020, 2021, 2022, 2023, 2024

Academy of Management Reviewer; Technology and Innovation Management Research Division 2023, 2024

Academy of Management Reviewer; Strategy Research Division 2020, 2021, 2022

Other Service

NYU Stern Diversity in Academic Pathways Event - Student feedback and panel presenter 2024

Questrom Doctoral Association, Provost's Grad Student Advisory Board, PhD representative, 2021-2022

Questrom School of Business, Strategy and Innovation Department, Brown Bag organizer, 2020-2021

Academic Research Team, BUILD Lab, Boston University, 2020-2021

Questrom School of Business, Strategy and Innovation Department, Social organizer, 2019-2020

Student organizer for Boston Field Research Conference 2018, 2020

POLICY PUBLICATIONS

Dissertation research used in the World Bank Group's World Development Report 2024: The Middle Income Trap. <https://www.worldbank.org/en/publication/wdr2024>

Village Capital/IFC "[Smarter Systems](#)" toolkit for investors and accelerator managers.

Dissertation research used in the Village Capital/IFC "[Smarter Systems](#)" toolkit for investors and accelerator managers.

Kauffman Foundation, 2016. Changing Capital: Emerging Trends in Entrepreneurial Finance.

Miller A., Suedekum, G. and Fernandez, C., 2014. *The United Nations Post 2015 Agenda: Entrepreneurship's Critical Role in Creating Youth Employment*, Washington DC

Endeavor, 2013. Empreendedores Brasileiros: Perfis e Percepções, São Paulo

Endeavor and IBGE, 2012. Estatísticas de Empreendedorismo, Rio de Janeiro

Miller, A., 2012. Training of Entrepreneurs and Future Challenges for Indicator Construction. In European Commission (Ed.), *Entrepreneurship Determinants*, ISBN 978-92-79-25308-9

Miller A., 2012. The Culture Determinant. In European Commission (Ed.), *Entrepreneurship Determinants*, ISBN 978-92-79-25308-9

Miller, A. and Melhado, J., 2012. Empreendedorismo nas Universidades Brasileiras, Endeavor Brasil, São Paulo

Miller, A., 2012. UNCTAD Study on Women and Innovation: Brazil, Geneva

Invited Policy Presentations:

Miller A. Author/Presenter. Change the system, not the Seeker: how investors' evaluation systems affect investments in female-founded startups. Small and Growing Business Evidence Fund Webinar: Reducing Gender Discrimination in Finance. Co-hosted by USAID, the Aspen Network of Development Entrepreneurs (ANDE), and the International Growth Centre (IGC). September 23, 2023.

Miller A. Author/Presenter. How Tweaking your Due Diligence process can unlock overlooked opportunities for women-led companies. Workshop for Investors. International Finance Corporation (IFC) Scale X Program. September 21, 2023.

Miller A. Author/Presenter. How Tweaking your Due Diligence process can unlock overlooked opportunities for women-led companies. Workshop for Investors. 2X Global JEDI Community of Practice. November 21, 2023.

Miller A. Author/presenter. Accelerator Best Practices. BUILD Lab. Boston University. August 14, 2020.

RELATED PROFESSIONAL SKILLS

Summer Entrepreneurship Bootcamp, National Bureau of Economic Research, Jul '15 | **Data Visualisation Training**, Evergreen Data, March '16 | **Presentation Coaching**, Mary Milla, May '15 | **Leadership Coaching**, MBA Empresarial, Jan - Mar '12 | **Social Return on Investment (SROI) Practitioner**, New Economics Foundation, Dec '09 | **PRINCE2 Practitioner, Project Management**, QA, April '07 | **Monitoring & Evaluation**, Charities Evaluation Service, Dec '07.

INDUSTRY EXPERIENCE

RESEARCH

2015-2017 - Developed and oversaw research agendas in the U.S. on entrepreneurship support, training and entrepreneurial learning. Published paper on entrepreneurship financing.

2010-2013 – Worked on research on entrepreneurs in Brazil, studying entrepreneurship outcomes, culture and skills. For example, developed indicators with partners including the Organisation for Economic Cooperation and Development (OECD) and built on-going research partnerships including a co-working contract for all entrepreneurship studies between Endeavor and the Brazilian national statistics office (IBGE), as well as with national and international universities.

2015-2017, Senior Program Officer, Kauffman Foundation

Developed and oversaw the Foundation's research agenda on entrepreneurs, teams and entrepreneurship support programs and funders. Led partnership-building, research, writing and communicating results. Oversaw grant portfolio of thirty grants and managed annual budget of \$2.5 million.

2013-2015, Engagement Manager, Mission Measurement

Led and managed research consulting teams, client relationships, budgets and projects. Developed leads and proposal development for prospective clients including multilaterals, Fortune 500 companies, and

smaller non-profit clients. Oversaw synthesis of research to provide compelling recommendations to inform program management and client strategies.

2010 – 2013, *Research and Policy Senior Manager*, Endeavor Brazil

Created and led the policy and research area in the Brazil office of a rapidly growing non-profit focused on supporting entrepreneurs with high-impact ventures. Developed strategies, projects, partnerships and funding. Recruited and managed a team of five and annual budget of US\$ 600,000. Built on-going research partnerships including a co-working contract for all entrepreneurship studies between Endeavor and the Brazilian national statistics office (IBGE), the United Nations Conference on Trade and Development, as well as with universities including Harvard and Fundacao Getulio Vargas.

2007-2010, *Policy, Research and Evaluation Officer*, Enterprise UK

Led the monitoring and evaluation of nationwide and global campaigns at EUK, working across teams and with the UK Department for Business Innovation and Skills (BIS), Regional Development Agencies, and Google. Wrote and oversaw publications including impact reports, policy briefings, and good practice guides. Facilitated government consultations, focus groups, interviews and preliminary desk research.

2007-2009, *Founder and co-editor*, nu Magazine

Co-founded and set up ethical fashion magazine, created company guidelines, sourced funding, kept accounts, built partnerships and managed budgets and contributors, winning a Future 100 award for the business.

LANGUAGES

Portuguese – Fluent

French – Advanced

Italian and German – Basic

PROFESSIONAL MEMBERSHIPS / AFFILIATIONS

Academy of Management

Strategic Management Society

American Evaluators Association

Global Entrepreneurship Research Network

OECD Entrepreneurial Indicators Programme Steering Group

Aspen Network for Development Entrepreneurs

National Association of Entrepreneurship Researchers (ANGEPE)

Sebrae SP Research Network (R.E.D.E.)