

Kara Luo

PHD CANDIDATE · ORGANIZATIONAL BEHAVIOR

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Education

Stanford Graduate School of Business

Stanford, CA

PHD CANDIDATE, ORGANIZATIONAL BEHAVIOR (MACRO)

- Advisor: Amir Goldberg. Committee: Jesper Sørensen, Glenn Carroll

Massachusetts Institute of Technology

Cambridge, MA

MENG ELECTRICAL ENGINEERING AND COMPUTER SCIENCE

BS ELECTRICAL ENGINEERING AND COMPUTER SCIENCE

BS MATHEMATICS

- Tau Beta Pi Engineering Honor Society

Research Interests

Entrepreneurship and innovation; the evaluation of novel ventures and ideas; meaning-making in markets; culture and cognition; computational social science.

Publications

PEER-REVIEWED

- [1] Voelkel, J. G., Stagnaro, ..., **Luo, K.**, ..., & Willer, R. (2024). Megastudy testing 25 treatments to reduce anti-democratic attitudes and partisan animosity. *Science*.
- [2] Brady, W. J., McLoughlin, K. L., Torres, M. P., **Luo, K. F.**, Gendron, M., & Crockett, M. J. (2023). Over-perception of moral outrage in online social networks inflates beliefs about intergroup hostility. *Nature Human Behaviour*.

UNDER REVIEW

- [3] Zhang, J., **Luo, K.**, Clement, J. & Klapper, H. *Human Coordination Shapes the Promise and Limits of Autonomous Agents*.
- [4] Minson, J. A., Hagmann, D., & **Luo, K.** *Beyond Persuasion: Improving Conversational Quality Around High-Stakes Interpersonal Disagreements*.

IN PREPARATION

- [5] **Luo, K.** & Goldberg, A. *The Broken Geometry of Culture*.
- [6] **Luo, K.** *The Comprehension-Competition Tradeoff: How Entrepreneurial Analogies Shape New Venture Evaluation*.
- [7] **Luo, K.** *Interpretations and Intentions: Entrepreneurs as Born, Made, or Both*.

Awards, Fellowships, & Honors

Selected Participant , Medici Summer School in Management Studies, Sustainability & Organization Institute. HEC Paris, Paris, France.	2025
Selected Participant , Theoretical Organizational Models Society Summer School on Computational Organization Science. Southern Denmark University, Odense, Denmark.	2025
Fellowship , Robert H. Litzenberger PhD Fellowship, Eric J. Rosen Endowed Fellowship Fund	2024
Fellowship , The Mary Dollar Hughes Fellowship; The Milton I. Mack Fellowship	2023
Fellowship , The Kistler-Thompson Family Fellowship Fund	2022
Selected Participant , The Summer Institutes in Computational Social Science; Imperial College London, London, England.	2022

Conference Presentations

* *presenting*

- Luo, K.***. 2026 (Scheduled). *The Comprehension-Competition Tradeoff: How Entrepreneurial Analogies Shape New Venture Evaluation*. Academy of Management, Philadelphia PA.
- Luo, K.*** & Goldberg, A. 2026. *The Broken Geometry of Culture*. Sociological Science Conference, Stanford, CA.
- Luo, K.*** & Goldberg, A. 2025. *The Broken Geometry of Culture*. Academy of Management, Copenhagen, Denmark.
- Luo, K.** & Goldberg, A.*. 2025. *The Broken Geometry of Culture*. International Conference on Computational Social Science (IC2S2), Norrköping, Sweden.
- Luo, K.***. 2025. *Identity Heist: How Startups Construct Identity Through Analogies*. UCLA Price Center Spring Conference in Entrepreneurship and Innovation.
- Minson, J.A., Hagmann, D. & **Luo, K.***. 2024. *Beyond persuasion: Improving conversational quality around high-stakes interpersonal disagreements*. Academy of Management, Chicago, IL.
- Minson, J.A., Hagmann, D. & **Luo, K.***. 2023. *Beyond persuasion: Improving conversational quality around high-stakes interpersonal disagreements*. The Society for Judgment and Decision Making (poster), San Francisco, CA.
- McLoughlin, K.L.* , Brady, W.J., **Luo, K.**, & Crockett, M.J. 2021. *Moral outrage drives engagement with disinformation across platforms*. Annual Meeting of the Society of Personality and Social Psychology, Virtual.

Research and Work Experience

Research Fellow , Harvard Kennedy School	2021-2022
Patent Clerk , Morrison Foerster	2021
Research Assistant , Dept. of Psychology, Yale University	2020-2021
Research Assistant , City Science Group, MIT Media Lab	2020
Patent Clerk , Polsinelli	2019-2020
Undergraduate Research Assistant , Lifelong Kindergarten, MIT Media Lab	2018-2020
Machine Learning Research Intern , Z2AI	2018

Teaching Experience ---

Strategic Leadership: Crafting and Leading Strategy , Teaching Assistant; <i>Stanford GSB</i>	Spring '26
Organizational Principles from Unusual Places , Teaching Assistant; <i>Stanford GSB</i>	Winter '26 Spring '25
Acting with Power , Teaching Assistant; <i>Stanford GSB</i>	Fall '25 Fall '24
People Operations: From Startup to Scaleup , Teaching Assistant; <i>Stanford GSB</i>	Winter '24
15.672 Negotiation Analysis , Teaching Assistant; <i>MIT Sloan</i>	IAP '22
6.S077 Introduction to Data Science , Teaching Assistant; <i>MIT</i>	Spring '20
6.036 Introduction to Machine Learning , Teaching Assistant; <i>MIT</i>	Fall '18
6.004 Computational Structure , Teaching Assistant; <i>MIT</i>	Spring '18

Service ---

PEER REVIEW

Entrepreneurship Theory and Practice
Academy of Management
International Conference on Computational Social Science