Nikhil George C.T.

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RESEARCH INTERESTS

Skills and Mobility, Research applications of Text and Image Data, Behavioral Economics, Data-driven decisions in complex economic environments

EDUCATION

Carnegie Mellon University, Pittsburgh, Pennsylvania USA

Ph.D. Candidate, Information Systems Management, (expected graduation date: Nov. 2024)
- Dissertation Topic: *Advancing Workforce Insights: Skill and Mobility Analysis with Non-Traditional Data*
- Committee: Rahul Telang, Ramayya Krishnan (Co-chairs) & Christophe Combemale

TATA Institute of Social Sciences, Mumbai India

M.S., Habitat Policy, May, 2011

Cochin University of Science and Technology, Kerala India

B.Tech., Engineering, May, 2008

HONORS AND AWARDS

CMU: Presidential Fellowship, 2017

TISS: Institute Medal, 2010

ACADEMIC EXPERIENCE

Carnegie Mellon University, Pittsburgh, Pennsylvania USA

Graduate Student **August, 2017 - present**
Key researcher on two projects with data and funding grants from major institutions for developing data-based approaches to ambiguous business problems.
Teaching Assistant - Intro to Econometrics, Economic Analysis, Information Security Policy, Disruptive Technologies - Recitation, Grading, Office Hours.
Research Assistant on Motion Picture Association project on piracy.

PAPERS PUBLISHED

Singh, A. & **George, N.** (2015). Revisiting Discrepancies in Sanitation Statistics of Rural India. *Economic and Political Weekly*, L(26 & 27).

CURRENT WORKING PAPERS

George, N., Combemale, C., Krishnan, R., & Telang, R. (2024). *Linking Skills to Mobility: Insights for Workforce Development.* Available at http://dx.doi.org/10.2139/ssrn.4857198

George, N., Krishnan, R., & Telang, R. (2024). *Skill Distance and Application Patterns: Unlocking Internal Mobility Insights in HR Trace Data.* Available at https://ssrn.com/abstract=4906323

George, N., Sharma, S., & Telang, R. (2020). *When TV Becomes a Stream: Content Decisions of a Video On Demand Service.* Available at http://dx.doi.org/10.2139/ssrn.3605989

PAPERS IN PREPARATION

George, N., Wang, Q., Huang, Y., & Singh, P. V. (n.d.). *Cognitive Bias in Inclusive Banking Customers: Implications for Financial Product Design.* Manuscript in preparation.

George, N., & Telang, R. (in preparation). *Crowdsourcing Security: The Interplay Between Bug Bounty Adoption and Information Security Labor Markets.*

OLDER WORKING PAPERS

George, N., Sharma, S., & Telang, R. (2021). *Netflix and Blockbusters: The Disparate Impact of Streaming on Box Office Revenues.*

INVITED PRESENTATION

University of Texas at Dallas - 2023

CONFERENCE PRESENTATIONS

Conference on Information Systems and Technology - 2020, 2022
Marketing Science - 2020, 2021
Fourth Annual Consortium on AI and Strategy - 2023
CMU Workforce of the Future Conference - 2022
56th Annual Convention ORSI - 2023
Population Association of America - 2017

PROFESSIONAL EXPERIENCE

Centre for Policy Research, New Delhi India

Research Associate   **June, 2013 - July, 2017**
Focus on Urbanization and Urban Services - analysis of administrative and census data, writing opinion pieces, policy briefs, research reports, technical assistance to government, stakeholder engagement and conference organization.

Administrative Staff College of India, Hyderabad India

Urban Planning Consultant   **June, 2011 - June, 2013**
Part of consulting team preparing city level strategic plans – first hand data collection, stakeholder engagement and report writing.

COMPUTER SKILLS

- Statistical Packages: R, STATA
- Languages: Python (proficient), JAVA (not current)
- Other Software: Mathematica, LaTeX
- Additional Skills: Basic working knowledge of BASH scripting, cloud environments, and HPC
- Language Model Skills: tokenization, embeddings via APIs, vector databases - FAISS, RAG