

# Migration and Organizations Conference

Hosted the Wharton School, University of Pennsylvania

**October 21-22, 2022**

## **Organizers:**

Prithwiraj Choudhury, Harvard Business School  
Exequiel (Zeke) Hernandez, The Wharton School  
Elena Kulchina, North Carolina State University  
Dan Wang, Columbia University

Migration is one of the defining issues of our time. But despite its importance, migration has not been emphasized in the study of organizations and management as much as in other disciplines. Yet the movement of people across borders is central to the management and performance of organizations for several reasons. Firms are the primary entities that hire workers and determine their mobility across borders—which requires building and managing diverse teams within and across locations. Further, highly skilled migrants that power knowledge diffusion and innovation either work for established organizations or start their own firms through entrepreneurship in the receiving or sending locations. And organizations strategically determine whether and where to make investments to exploit the resources and markets created by ever-evolving migrant communities. While a growing body of research has provided evidence that migration plays an important role in organizational founding, expansion, innovation, and asset reconfiguration, the literature linking migration to organizations is young and many important questions remain unanswered.

Now in its fifth edition, this conference seeks to advance rigorous research and strengthen the community of scholars at the intersection of migration and organizations. We invite papers linking migration to topics such as:

- Organizational performance
- Employee mobility
- The management of individuals and teams
- Diversity and inclusion in organizations
- The microfoundations of firm capabilities
- Entrepreneurship
- Organizational innovation
- Firm location choice and strategic investments
- Work practices

**Any other topic at the intersection of migration and organizations is appropriate.** However, this conference is NOT for research focused exclusively on policy or other topics in which the role of the organization or firm is not apparent. Scholars from all fields and disciplines are encouraged to submit.

Please submit papers by August 15, 2022 to [immigration@wharton.upenn.edu](mailto:immigration@wharton.upenn.edu). Accepted presenters will be notified by late August and should be available to present **in person**. *If you would like to participate in the conference without submitting a paper, please email the above address with an expression of interest. We will prioritize slots for presenters but may have space for non-presenters.*