

Caroline Fry

Curriculum Vitae

Appointments

University of Hawai'i at Manoa, Shidler College of Business	2020-present
Associate Professor (with tenure), Management and Industrial Relations	2025-present
Shidler College Faculty Fellow	2022-present
Assistant Professor, Management and Industrial Relations	2020-2025
Invited researcher at J-PAL's Science for Progress Initiative	2023-present

Education

Massachusetts Institute of Technology	
Ph.D: Technological Innovation, Entrepreneurship and Strategic Management	2020
Dissertation: The Very Invisible College: Global Science and African Participation	
Committee: Scott Stern (chair), Pierre Azoulay, Ezra Zuckerman	
The University of Cambridge	2010
MSci in Organic Chemistry	
The University of Cambridge	2009
BA Natural Sciences	

Publications

- [1] Fry, CV., Furman, J.,* (2025) Migration and Global Network Formation: Evidence from Female Scientists in Developing Countries. *Organization Science*, 36.3: 1047-1071
covered in [Nature Index](#)
- [2] Fry, CV., Tran, S.,* (2025) The price of mistrust: the impact of a medical ethics scandal on scientific capacity in Sub-Saharan Africa. *Industry & Innovation*, 32.4: 476-499
- [3] Fry, CV., MacGarvie, M.,* (2024). Author Country of Origin and Attention on Open Science Platforms: Evidence from COVID-19 Preprints. *Management Science*, 70(8), 5426-5444
- [4] Fry, CV., Bradley.,* (2024). Gender and Entrepreneurial Intentions in Low-Income Countries: The relative roles played by anticipated financial returns versus perceived barriers for university students in Sierra Leone. *International Journal of Entrepreneurial Behaviour and Research*, 30(7), 1750-1778

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- [5] Fry, CV., Lynham, J., Tran, S.,* (2023). Ranking Researchers: Evidence from Indonesia. *Research Policy*, 52(5), 104753
- [6] Fry, CV., (2023). Bridging the Gap: The Impact of Return Migration by African scientists. *Organization Science*, 34(1), 404-432
- [7] Fry, CV., (2023). Crisis and the Trajectory of Science: Evidence from the 2014 Ebola Outbreak. *Review of Economics and Statistics*, 105(4), 1028-1038
- [8] Fry, CV., (2023). A Lasting Connection: Colonial Ties and Scientific Capabilities in Sub-Saharan Africa. *Economics of Innovation and New Technology*, 32(4), 476-497
- [9] Wagner, C., Cai, X., Zhang, Y., Fry, CV., (2022). One Year In: COVID-19 Research at the International Level in CORD-19 Data. *PLOS One*, 17(5), e0261624
- [10] Zhang, Y., Cai, X., Fry, CV., Wu, M., Wagner, C., (2021). Topic Evolution, Disruption and Resilience in Early COVID-19 Research. *Scientometrics*, 126(5), 4225–4253
- [11] Cai, X., Fry, CV., Wagner, C., (2021). International Collaboration During the COVID-19 Crisis: Autumn 2020 Developments. *Scientometrics*, 126(4), 3683–3692
- covered in [Nature News](#), [Nature Articles](#)
- [12] Fry, CV., Cai, X., Zhang, Y., Wagner, C., (2020). Convergence in a Crisis: Patterns of International Collaboration in COVID-19 Research. *PLoS ONE*, 15(7), e0236307
- covered in the [Washington Post](#)
- [13] Marjanovic, S., Fry, CV., Chataway, J., (2012). Crowdsourcing Based Business Models: In Search for Evidence for Innovation 2.0. *Science and Public Policy*, 39(1), 318-332
- [14] Chataway, J., Fry, CV., Marjanovic, S., Yaqub, O., (2012). Public Private Collaborations and Partnerships in Personalised or Stratified Medicine: Making sense of new interactions. *New Biotechnology*, 29(6), 732-740

Manuscripts Under Review

- [1] Fry, CV., Glennon, B.,* Where do Immigrant Scientists Work: Evidence from AI? (*R&R Organization Science*)
- [2] Fry, CV., Ganguli, I.,* Return on Returns: Building Scientific Capacity in AIDS Endemic Countries. (*R&R Health Economics*)
- [3] Fry, CV., Blomfield, M., If You Build it They Will Come. (*R&R Strategic Management Journal*)
- [4] Fry, CV., Subramani, G.,* Migration and Local Problem Solving. (*under review*)

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Research in Progress

[1] Bertolotti, F., Fry CV., Myers, K.,* Science as Trade. (*data analysis*)

[2] Fry CV., The Role of Information on Labor Mobility Pathways in Educational Investments Amongst Female Refugees. (*data collection*)

[3] Fry CV., Macgarvie, M., Kahn, S.,* The Price of Going Home: Salary Differences of Return Scientists. (*data analysis*)

**indicates equal authorship*

Other Writing

<https://mattsclancy.substack.com/p/funding-r-and-d-in-developing-countries>

<https://mattsclancy.substack.com/p/training-scientists-in-low-and-middle>

<https://mattsclancy.substack.com/p/geography-and-what-gets-researched>

<https://www.newthingsunderthesun.com/pub/Oxbyxmz4/draft?access=ykatn0ym>

Invited Talks

2025

Massachusetts Institute of Technology Sloan School of Management TIES Seminar
Oxford University, Said Business School Seminar
Entrepreneurship and Innovation Policy Research Seminar

2024

NYU, Stern School of Business, Management and Organizations Seminar
INSEAD Strategy Seminar
University of California, Los Angeles Anderson School of Management, Strategy Seminar
University of South California Marshall School of Business Brown Bag
Massachusetts Institute of Technology Sloan School of Management TIES Seminar
Strategy, Innovation and Entrepreneurship Workshop
Panelist at the AOM Strategy Virtual Symposium on Impact and Relevance

2023

Lehigh Business School Strategy Seminar

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Panelist at the International Conference on the Science of Science and Innovation, Northwestern University, Immigration and Innovation Panel
Cornell Emerging Markets Institute Seminar

2021

Center for Global Development Research Seminar (online)
New York University Development Economics Seminar (online)

2020

National University of Singapore China Innovation Seminar (online)
University of Hawai'i at Manoa Economics Department Brown Bag Series (online)
EPFL Virtual Innovation Series (online)
National Bureau of Economic Research Productivity Lunch (online)

2019

Massachusetts Institute of Technology Sloan School of Management TIES Seminar

2018

Broad Institute of Harvard and MIT, Sabeti Lab Infectious Disease Research

Conference Presentations

2025

National Bureau of Economic Research Summer Institute
SciFoo Workshop, Silicon Valley Google Campus
Equitable Opportunity Conference, MIT Sloan

2024

Sumantra Ghoshal Conference at London Business School
National Bureau of Economic Research Early Career Scientists Conference
Wharton Emerging Markets in Management Conference

2023

National Bureau of Economic Research Meeting on Investments in Early Career Scientists
Migration and Organizations Conference, Columbia University

2021

National Bureau of Economic Research Summer Institute
CCC Innovation Brown Bag, University of North Carolina
Workshop on Migration and Innovation, Bourdeaux
Migration and Organizations Conference, The Wharton School

2020

National Bureau of Economic Research Development Conference
13th Annual Conference on Migration and Development, World Bank

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Workshop on Migration, Globalization and the Knowledge Economy, Bocconi University Italy
Roundtable for Engineering Entrepreneurship Research (REER) Conference, Georgia Tech,
(nomination for Kauffman Prize)

2019

Conference on Comparative Governance and Global Strategy, University of Michigan
Consortium on Competitiveness and Cooperation (CCC)

Honors, Awards and Grants

AOM TIM Best conference paper finalist, 2025
Shirley M. Lee Research Award, Shidler College of Business, 2023-2024
JPAL SFPI travel grant, 2023
NSF Regional Engines program landscape mapping team lead, leadership team, 2023
NSF i-Corps Pacific Region Faculty Fellow, leadership team, 2024
Shidler College of Business Dean's Office, appointment as Shidler College Faculty fellow, 2022-2025
Academy of Management TIM Division Best Dissertation Award Finalist, 2021
MIT Doctoral Forum Thesis Prize – 2nd place, 2020
NBER Science of Science Funding Initiative research grant, 2019
MIT MISTI Global Ambassador Award, 2019
Roberts Hammond Krasner Fund, MIT Entrepreneurship Center, 2019
MIT Legatum Center seed grant, 2017
MIT Sloan PhD Fellowship, 2016-2020

Teaching

MGT 320 (Fundamentals of Entrepreneurship), undergraduate level introductory course to entrepreneurship, University of Hawai'i at Manoa

MGT 645 (New Venture Management), graduate level, introductory course to entrepreneurship, University of Hawai'i at Manoa

MGT 645 (New Venture Management), executive MBA, introductory course to entrepreneurship, University of Hawai'i at Manoa

Service

Management and Industrial Relations Department, University of Hawai'i at Manoa

- Department brown bag series organizer 2022-2023
- MIR department hiring committee 2022
- Doctoral comprehensive exam grader, 2021, 2022 & 2024

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- Doctoral committee member, Anh Phan, graduated, 2023

Shidler College of Business and The University of Hawai'i at Manoa

- Shidler College Pacific Asian Center for Entrepreneurship (PACE) venture competition panelist (2021 and 2024), and coach (2023).
- Anuenue connections program faculty mentor 2021-2022
- Faculty Lead Fellow, NSF i-corps Desert and Pacific Region 2023-2024

Profession and Community

- Organization Science Editorial Board 2024-
- Academy of Management Technology and Innovation Management (TIM) Representative-at-Large 2024-2026
- Chair of the Innovation and Entrepreneurship early career workshop 2020-present
- Organizing committee, Migration and Organizations conference 2024-
- Ad-hoc reviewer for Management Science, Organization Science, Strategic Management Journal, Journal of Public Economics, Research Policy, Nature Communications, African Journal of Management, Economics of Innovation and New Technology, Scientometrics
- Deputy Director, NSF Development Engine (HI & USAPI), 2024

Professional Experience

The World Bank (South Africa)

Short Term Consultant

April-August 2014

Innovations for Poverty Action (Sierra Leone)

Project Associate

Sept 2012-March 2014

RAND (Rand Europe/RAND Qatar Policy Institute)

Associate Analyst in the Innovation and Technology Policy Team

Mar 2011-Sept 2012

Medicines for Malaria Venture (Switzerland)

Research Consultant

Sept 2010-Mar 2011