

MOSHE A. BARACH
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<http://sites.google.com/view/mbarach>

ACADEMIC POSITIONS

University of Minnesota, Carlson School of Management Assistant Professor of Strategic Management and Entrepreneurship	Minneapolis, MN 2018 – Present
Georgetown University, McDonough School of Business Visiting Assistant Professor of Strategy	Washington, DC 2016 - 2018

EDUCATION

University of California, Berkeley, Haas School of Business Ph.D. in Business Administration, Business and Public Policy	Berkeley, CA 2016
Washington University in St. Louis, Olin School of Business Master of Business Administration	St. Louis, MO 2007
Washington University in St. Louis Bachelor of Science in Mechanical Engineering (<i>Cum Laude</i>)	St. Louis, MO 2007

PUBLICATIONS

Barach, M. A. “Filtering the labor pool: How Digitization Redistributes Hiring Costs.” *Organization Science* (2026)

Barach, M. A., and C. I. Rider. “Discovery, discernment, and exploitation: Entrepreneurial mechanisms at the nexus of individual and opportunity.” *Strategic Management Journal* (2023).

Barach, M. A., and J. J. Horton, “How Do Employers Use Compensation History?: Evidence from a Field Experiment.” *Journal of Labor Economics* (2021)

Barach, M. A., J. J. Horton and J. Golden, “Steering in Online Markets: The Role of Platform Incentives and Credibility,” *Management Science*, (2020)

Barach, M. A., A. Kaul, M. D. Leung, and S. Lu, “Strategic redundancy in the use of big data: Evidence from a two-sided labor market,” *Strategy Science* (2019)

WORKING PAPERS

“When AI Meets Copyright: How AI Reshapes Creative Labor Markets” (with Marco Jang and Hyo Kang; Preparing for submission)

“Envisioning Value: Certification, Matchmaking, and Market Intermediaries.” (with Chris Rider and Sampsa Samila; Preparing for submission)

“Casting a Wider but Less Discerning Net: How AI Reconfigures Hierarchical Decision Making” (with Linhui Wu, Niron Hashai, Yining Luo and Shaker Zahra; Under Review)

WORK IN PROGRESS

“A Human Resource View of Firms and Markets.” (with Farzam Boroomand and Justin Frake)

“Spillover Effects of Private Solutions on Public Providers in Labor Markets.” (with Farzam Boroomand and Jiao Luo)

“Stuck together: How Joiners Explain Recession Founders’ Success” (with Hart Posen)

“Leaving Without Moving: Digital Work and the Hollowing Out of Regional Law Firms.” (with Paul Vaaler and Jeremy Watson)

RESTING PROJECTS

“AI in HR.” (with Alan Benson and JR Keller)
 “The effects of AI on career trajectory”

RESEARCH GRANTS AND HONORS

2023	Dean’s Research Travel Grant (\$5,000)
2022	Finalist, Best Paper Award, Israel Strategy Conference; Teaching Innovation Grant (\$9,500)
2021	Dean’s Research Travel Grant (\$5,000)
2017	Finalist, Best Paper Award, Israel Strategy Conference
2017	Finalist, TIM Division of AOM, Best Dissertation Award
2016	Haas Dissertation Fellowship
2013-15	Sylff Research Fellowship
2013	Summer Research Fellowship
2012	Institute for Business Innovation Grant
2009-12	Berkeley Graduate Fellowship
2005-07	Guller Academic Scholarship
2003-07	Mesmer Academic Scholarship

INVITED SEMINARS

2025	Utah Winter Strategy Conference, Tuck School of Business, Wharton People and Organizations, SMS San Francisco, Institutions and Innovation Conference
2024	SRF Montreal, Wharton People and Organizations, Dartmouth Summer Camp, Disparities in AI Conference.
2023	Wharton People and Organizations, Dartmouth Summer Camp,
2022	NBER's Economics of Information Technology and Digitization workshop, MIT Sloan, SRF Lisbon, EGOS Vienna, Institutions, and Innovation Conference, Israel Strategy Conference.
2019/2021	University of Michigan Strategy, Stanford MS&E, West Coast Economics Association, Wharton People and Organizations, Strategy Science Conference, Institutions and Innovation Conference, Dartmouth Summer Camp.
2018	Stanford Economics of the Gig Economy Conference, INSEAD Doriot Entrepreneurship Conference, West Coast Research Symposium on Technology Entrepreneurship, Wharton People and Organizations, Carlson ISDS Departmental Seminar, AOM from Startup to Scaleup.
2017	Univ. of Maryland Smith School of Business, Institutions and Innovation Conference, Georgetown Univ. McDonough School of Business, Wharton People and Organizations, Israel Strategy Conference, Northeastern University, University of Minnesota.
2016	Rutgers Business School, CODE @ MIT, Institutions and Innovation Conference, Wharton People and Organizations, AOM BPS junior faculty workshop, University of Utah Eccles School of Business, Georgetown Univ. McDonough School of Business
2015	UCLA Anderson School of Business, University of Utah Eccles School of Business, USC Management, Institutions and Innovation Conference, Wharton People and Organizations, Haas School of Business, Univ. of California Economics Dept.
2014	oDesk Research Seminar, NBER Digitization Tutorial

TEACHING

University of Minnesota | Carlson School of Management

2025-2026 Corporate Strategy (Part time MBA, and undergraduate elective courses)

2018-2024 Business Strategy (undergraduate core course), Finalist for Faculty of the year (2018, 2020)

Georgetown University | McDonough School of Business

2016-17 Strategic Management (undergraduate core course)

University of California, Berkeley | Haas School of Business

2014-15 Teaching Business (PhD pedagogy course)

2012-13 Graduate Student Instructor (GSI): Strategy Structure and Incentives (MBA). Teaching Effectiveness Award (\$500 to 15 GSIs) and Outstanding GSI (< 10% of GSIs).

PROFESSIONAL EXPERIENCE

2025	Visiting Senior Data Scientist, Indeed.com	Remote
2014-15	Staff Economist & Data Scientist, Elance – Odesk	Mountain View, CA
2009-10	Senior Consultant, Navigant Consulting	Chicago, IL
2007-09	Consultant, Chicago Partners.	Chicago, IL

PROFESSIONAL AFFILIATIONS AND SERVICE

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- Editorial Board Member: *Strategy Science Journal*
 - Reviewer: *ASQ, Organization Science, Journal of Labor Economics, Management Science, Strategic Management Journal, Strategy Science*
 - Member: Strategic Management Society (Engagement Manager for SHC Interest Group), Academy of Management (Business Policy & Strategy and Entrepreneurship)

REFERENCES

Professor Chris Rider, University of Michigan, Ross School of Business, riderci@umich.edu

Professor Todd Zenger, University of Utah, Eccles School of Business, todd.zenger@eccles.utah.edu

Professor Aseem Kaul, University of Minnesota, Carlson School of Management, akaul@umn.edu