

Bo Cowgill

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ACADEMIC EMPLOYMENT	Columbia University, Graduate School of Business. Assistant Professor, 2016-present. (2× parental leave). Data Science Institute, Affiliated Faculty. Russell Sage Foundation. Visiting Scholar, 2026-2027 (planned).
AFFILIATIONS	Stigler Center, University of Chicago Booth School of Business. Affiliate Fellow. 2025-present. Centre for AI, Management, and Organization (CAMO), HKU. Fellow, 2025-present. Institute for the Study of Labor (IZA). Research Fellow, 2024-present. Center for Economic Studies + Ifo Institute (CESifo). Distinguished affiliate, 2017-present.
PRIOR EMPLOYMENT	Wharton School, University of Pennsylvania. Visiting Assistant Professor, Fall 2024. J. Robert Beyster Fellowship (Fall 2015). New York City, NY.
INDUSTRY EXPERIENCE	Google (Alphabet), Inc., Mountain View, CA. I worked in engineering, product management, and economic research for Hal Varian. 2003-2016.
EDUCATION	University of California, Berkeley, Berkeley, CA, USA - PhD, Business and Public Policy, Haas School of Business. 2015 (MS 2011). Stanford University, Palo Alto, CA, USA - MS, Statistics 2007-2009 (unfinished). Employer sponsored (Google). - BA, Public Policy, 2004. Undergraduate Senate Chair (elected), Byrd Scholar.
SELECTED PUBLICATIONS	Political Power and Market Power. <i>American Economic Journal: Economic Policy</i> (conditional accept, 2026). with Andrea Prat and Tommaso Valletti. Does AI Cheapen Talk? Theory and Evidence from Entrepreneurship and Hiring. <i>Management Science</i> (2025). With Nataliya Langburd Wright and Pablo Hernández-Lagos. Salary History and Employer Demand: Evidence from a Two-Sided Audit. <i>American Economic Journal: Applied Economics</i> (2024). With Amanda Agan and Laura Gee. Stable Matching on the Job? Theory and Evidence on Internal Talent Markets. <i>Management Science</i> (2024). With Jonathan Davis, Pablo Montagnes and Patryk Perkowski. Delegation in Hiring: Evidence from a Two-Sided Audit. <i>Journal of Political Economy: Microeconomics</i> (2024), with Patryk Perkowski. The Gender Disclosure Gap: Salary History Bans Unravel When Men Volunteer their Income. <i>Organization Science</i> (2024). With Amanda Agan and Laura Gee. Targeting versus Competition in Marketplace Design, <i>Proceedings of the Twenty-Fourth ACM Conference on Economics and Computation</i> (2023). With Cosmina Dorobatu. Biased Programmers and Data: A Field Experiment in Algorithmic Bias, <i>Proceedings of the Twenty-First ACM Conference on Economics and Computation</i> (2020). With Fabrizio Dell'Acqua, Samuel Deng, Daniel Hsu, Nakul Verma and Augustin Chaintreau. The Value of Hiring Through Employee Referrals, <i>Quarterly Journal of Economics</i> , Volume 130, Issue 2 (2015), 805-839 (with Stephen Burks, Mitch Hoffman and Michael Housman). Corporate Prediction Markets: Evidence from Google, Ford, and Firm X, <i>Review of Economic Studies</i> , Volume 82, Issue 4 (2015), 1309-1341. Also in <i>Proceedings of the ACM Conference on Economics and Computation</i> . (with Eric Zitzewitz).

Television Advertising and Online Search, *Management Science*. Volume 60 Issue 1 (2014), pp. 56-73 (with Mingyu Joo, Kenneth C. Wilbur and Yi Zhu).

- Winner of *INFORMS Don Morrison Long Term Impact Award* (2023).

UNDER
REVIEW

The Tradeoffs of Transparency: Measuring Discrimination When Subjects Are Told They Are in an Experiment. With Amanda Agan and Laura Gee. *Reject and Resubmit at JPE*.

Clause and Effect: Theory and Experimental Evidence on Noncompetes. With Evan P. Starr and Brandon Frieberg. *Reject and Resubmit at QJE*.

Legalizing Entrepreneurship. With Dany Bahar and Jorge Guzman. *R&R at The Economic Journal*.

Firm Strategy and Internal Talent Markets. With Jonathan Davis, Pablo Montagnes and Patryk Perkowski. *R&R at Strategic Management Journal*.

“Multidimensional Screening with Element-wise Monotone Independence” (with Zikai Xu).

IN PROGRESS

“Rationalizing Equal Pay: Monotonicity and the Limits of Aggregation” (with Bobby Pakzad-Hurson).

“Decision Markets” (with Zikai Xu).

“Untitled Political Economy, Technology, & Non-Market Strategy Paper” (with Grace Chuan, Andrea Prat and Tommaso Valletti).

AWARDS AND
FELLOWSHIPS

2026 Russell Sage Foundation Visiting Scholar Fellowship (accepted, planned for 2026-2027).

2025 Affiliate Fellowship, Stigler Center for the Study of the Economy and the State, University of Chicago.

Marie Curie Prize for most creative paper at the Advances with Field Experiments Conference organized by John List and Robert Metcalfe.

Best Innovation & Entrepreneurship Paper Award, Industry Studies Association.

2024 Research Fellow, Institute for the Study of Labor (IZA), 2024-present.

Term Member, Council on Foreign Relations. 2018-2024.

Strategy Research Forum, 2018-2024.

2023 Long Term Impact Award, *Management Science*.

Smith Richardson Foundation Grant. ≈\$25K.

2021 Management Science Distinguished Service Award (2021).

2020 Kauffman Junior Faculty Fellowship in Entrepreneurship Research. 2017-2020.

Poets & Quant’s Best 40 Under 40 Professors.

Finalist, Wharton People Analytics Conference Research Competition. 2×: 2019 & 2020.

2019 The Aspen Institute’s *Ideas Worth Teaching* Award.

Franz Edelman Award Semifinalist. INFORMS Award for Achievement in Advanced Analytics, Operations Research, and Management Science.

2018 Columbia University Nominee to the Andrew Carnegie Fellowship. 2018.

2017 CESifo Prize in Economics of Digitization (“Distinguished Affiliate”). For a research economist for scientific originality, policy relevance, and quality of exposition.

Best Paper, Workshop on Information Systems and Economics (WISE).

INFORMS TIMES Best Dissertation Award Finalist. One of five. INFORMS, Technology, Innovation Management and Entrepreneurship Section (TIMES).

- 2016** Winner, Ronald H. Coase Dissertation Award, 2016. Society for Institutional & Organizational Economics (SIOE).
- Wiley Blackwell Award for Outstanding Dissertation Research in Business Policy and Strategy Finalist. One of six. AOM, Business Policy and Strategy Division (BPS).
- Technology in Management Best Dissertation Award Finalist. One of four. Academy of Management, Technology in Management Division (TIM).
- Society for Business Ethics Best Dissertation Award Finalist. One of three.
- 2015** John D. C. Little Award, given annually to the best marketing-related paper published in *Management Science* or *Marketing Science*.
- J. Robert Beyster Fellowship.
- Frank M. Bass Dissertation Paper Award Finalist (one of three, 2015), given annually to the best marketing paper derived from a Ph.D. thesis published in *Management Science* or *Marketing Science*.
- Kauffman Dissertation Fellowship (2012-2015).
- 2025** Stellar Development Foundation Academic Research Grant. \$75K. With Zikai Xu.
- Columbia-Ethereum Center for Blockchain Protocol Design Fellowship. Full PhD support for Zikai Xu for joint projects.
- NET Institute Summer Research Award. 2025 & 2018.
- 2024** Faculty Research Grant Winner, Center for Political Economy, Columbia World Projects, Columbia University. \$40K.
- 2023** Russell Sage Foundation Presidential Grant on the Future of Work, with Evan Starr, 2020 (\$50K). Renewed 2023 (+\$25K).
- Digital Future Initiative Award. \$30K. With Nataliya Langburg Wright.
- 2020** W.E. Upjohn Institute Early Career Research Grant. 2016 (solo). 2019 (with Laura Gee and Amanda Agan). 2020 (with Evan Starr).
- 2019** Facebook Research Grant. With Laura Gee and Amanda Agan. \$50K.
- Grant from Richard Paul Richman Center for Business, Law and Public Policy (\$10K).
- 2018** NBER Productivity, Innovation and Entrepreneurship Program Research Grant (\$20K).
- 2017** J-PAL Southeast Asia IRF Grant Award. Grant for field experiment about digital jobs in developing economies.
- Chazen Institute Research Grant.
- 2015** Institute for Humane Studies. \$2,000 graduate student award.
- 2014** IARPA Research Award: IARPA-BAA-10-05 (2011-2012): PhD supported “The Good Judgment Project” in US Government forecasting competition.
- 2013** European Commission, Joint Research Centre. Appointment and Grant. Independent Expert for the EU’s Digital Agenda. For research about cross-border ecommerce. With Cosmina Dorobantu, 2013.

GRANTS AND
RESEARCH
FUNDING

CONFERENCE
ORGANIZING

- Management, Analytics, and Data Conference (MAD) (2022–present).
- Institutions and Innovation Conference (2022–present).
- The Non-Market Effects of Market Power Conference (2022–2023).
- Area Chair, ACM FAccT Conference. Computer Science conference about Fairness, Accountability, and Transparency (2022).
- *Setting Up Your Own Firm for a Field Experiment*. Session Organizer and presenter, ASSA + American Economic Association Annual Meetings. January 2021.

- *Algorithmic Fairness and Bias*. Session Organizer and presenter, ASSA + American Economic Association Annual Meetings. San Diego, January 2020.
- *Information and Sorting in Labor Markets*. Session Organizer and presenter, ASSA + American Economic Association. San Diego, January 2020.
- Moderator, Columbia University Symposium on Trustworthy AI. Data Science Institute, 2019.
- *ACM Conference on Fairness, Accountability, and Transparency (ACM FAT*)*. Session Chair (2×, 2019).
- *AAAI/ACM Conference on Artificial Intelligence, Ethics, and Society*. Program Committee (2018).
- *10th, 11th and 12th NYU-Columbia Doctoral Conference*. 2016–2018. Moderator and discussant for human capital session.
- Professional Development Workshop (PWD) at Academy of Management (AOM) Annual Meeting, 2017 (Atlanta).
 - *Technology in Management (TIM) Doctoral Research Development Workshop*.
 - *Business Policy and Strategy (BPS) Doctoral Research Development Workshop*.
- *17th ACM Conference on Economics and Computation (“EC’16”)*. Program Committee (2016).
- *Collective Intelligence ‘15*.
- *AOM 2014*. Symposium: Skills, Innovation and Mobility in Knowledge Workers.
- *Stanford Institute for Theoretical Economics 2014, Numerical Methods in Economics*. Offsite session at Google: Ad auctions and quantum computing.
- *ACM EC’13*. Session: Econometrics for Computer Scientists.

UNIVERSITY
SERVICE

- Management Division Seminar Committee (2019–2022).
- Strategy Faculty Search Committee (2020–2021).
- Center for Political Economy Grant Review and Postdoc Hiring Committee/Review (2023, 2024).
- Strategy/Macro PhD Admissions Review (Spring 2017, 2020–2024).
- Strategy Faculty Search Committee (2016–2017).
- Microeconomics Faculty Search (Finance and Econ, 2016–2017).
- Data Science Faculty Search (2017–2018).
- Lecture to Columbia Technology Business MBA Student Group (2017).
- Proseminar talk to PhD Students (2015–2024).
- *10th & 11th NYU-Columbia Doctoral Conference*. Moderator and discussant for human capital session (2016, 2017).
- NSF Expedition in Computing Team (2018–2022): One of twelve Columbia faculty proposing a five year, \$10 million dollar renewable NSF grant proposal to create a center around “Trustworthy AI” with industry (Pymetrics), government (NYC Human Rights Commission, NYC Mayor’s Office of Data Analytics) and non-profit (ACLU) partners.

TEACHING

- *People Analytics and Strategy*, Columbia Business School EMBA/MBA. Summer/Spring 2019-present.
- *Strategy Formulation*, Columbia Business School EMBA/MBA/undergrad. Spring/Fall 2017-2019.
- *Technology Immersion*, Columbia Business School. Spring 2017-2019.
- *Advanced Strategy (PhD)*, Columbia Business School. Spring 2018- present (even years).
- *Research Methods (PhD)*, Columbia Business School. Spring 2019-2020, Fall 2020-present.
- *PhD Proseminar*, Columbia Business School. Organizer (Fall 2017), Speaker (2015-present).
- *MBA Statistics (Data and Decisions)*, Haas School of Business, UC Berkeley. GSI, Fall 2012.

- *MBA Guest Lectures*: Northwestern/Kellogg (3/2010), Wharton/UPenn (4/2009), Stanford MS&E (2008), Stanford Stats (2007, 2008), MIT/Sloan (2007, 2008), Harvard Business School (2007, 2008), Columbia Technology Business MBA Student Group (2017).

PHD ADVISING
(FIRST JOB)

- Sungyong Chang (Assistant Professor, London Business School).
- Fabrizio Dell'Acqua (Postdoc, HBS LISH).
- Patryk Perkowski (Assistant Professor @ Yeshiva University).
- Angela Ryu (Postdoc, USC).
- Brandon Friedberg (job market candidate).
- Arslan Ali (5th year PhD student).
- Zikai Xu (4th year PhD student).

RESEARCH
ASSISTANTS
(NEXT JOB)

- Hailey Brace (Harvard predoc).
- Nadine Fares (Uber).
- Sara Shemali (Berkeley/Haas PhD program).
- Bettina Hammer (MIT predoc).
- Matthew Fondy (Berkeley MS).
- Isa Abney (JP Morgan).
- Zoe Zitewitz (Cornerstone).
- Anna Franco (Google).
- Maya Jubas (AlphaSites).
- Ian Cheng (Boston Fed predoc).

OTHER
PUBLICATIONS

How to Design an Internal Talent Marketplace: The employees you need are already on your team. *Harvard Business Review*, 2023 (with Jonathan M.V. Davis, B. Pablo Montagnes and Patryk Perkowski).

Refugee Entrepreneurship: The Case of Venezuelans in Colombia, *American Economic Association Papers and Proceedings*, May 2023. With Dany Bahar and Jorge Guzman.

The Managerial Effects of Algorithmic Fairness Activism, *American Economic Association Papers and Proceedings*, May 2020 (with Fabrizio Dell'Acqua and Sandra Matz).

Algorithmic Social Engineering, *American Economic Association Papers and Proceedings*, May 2020 (with Megan Stevenson).

Do Workers Comply with Salary History Bans? Voluntary Disclosure, Adverse Selection, and Unraveling, *American Economic Association Papers and Proceedings*, May 2020 (with Amanda Agan and Laura Gee).

Multiplicative-innovation synergies: tests in technological acquisitions, *The Journal of Technology Transfer*. Volume 42 (2017), 1212–1233, (with Kathy Harrigan and Maria Chiara Di Guardo).

“The Future of Work,” with Ufuk Akcigit, Robert Seamans and Oren Ziv. *Kauffman Foundation State of the Field Series*, 2017.

Using Prediction Markets to Track Information Flows, *International Conference on Auctions, Market Mechanisms and Their Applications*. Springer, Berlin, Heidelberg (2013), (with Justin Wolfers and Eric Zitewitz).

“McKinsey Quarterly: The promise of prediction markets” with Renee Dye, James Surowiecki, Todd Henderson and Todd Svets. Second Quarter Edition, 2008.

“Good Bet: Can Markets Forecast Election Results?” With Cass Sunstein. The New Republic. November 21, 2006.

INVITED
ACADEMIC
PRESENTATIONS

2026 University of Michigan School of Information, Carnegie Mellon (Heinz Applied Micro), University of Pittsburgh (Econ), Tufts University (Econ), Chapman, Chicago (Stigler).

2025 Yale Law School, Vanderbilt (Owen), University of Miami (Economics), Toronto (Rotman Strategy), SMS (Strategic Management Society, San Francisco), Conference on Field Experiments in Strategy (CFXS), NBER Summer Institute (Personnel), Wharton (People and Organizations), INFORMS Annual Meeting, Chicago (Stigler Center), Microsoft Research (Economics & Computation Seminar), City University of London.

2024 Wharton, UCLA (BDM), Fordham, BU (Questrom), Georgia Tech, University of Maryland, Johns Hopkins (Carey), Strategy Research Forum, Columbia.

Talks by co-authors of joint work: MIT (Sloan), Columbia (Law and Economics), Federal Trade Commission Microeconomics Conference, Columbia, Wharton, Management, Analytics and Data Conference, Non-Market Effects of Market Power Conference, Virginia Commonwealth University, University of Maryland, Richmond Federal Reserve Bank, Hal White Antitrust Conference, Discrimination and Diversity Workshop, Empirical Contracts Conference, UK Competition and Markets Authority, Rochester Labor Conference, University of Toronto, UNC (Chapel Hill), International Center for Law & Economics, Southampton University, Leicester University, Carlo Alberto, Turin, BECCLE, Bergen, Nottingham University, Barcelona (keynote), Mannheim (keynote), CET European Commission, Athens University (keynote), CMA-Durham University (keynote), Eastern Economic Association.

2023 MIT (Sloan), United States Military Academy (Economics), Management, Analytics and Data Conference, AOM, Columbia.

Talks by co-authors of joint work: MIT (Econ, 2×), NBER Summer Institute, Northeastern, Conference on Field Experiments in Strategy, AEA Annual Meeting, UNC Chapel Hill (Economics, Triangle Micro Conference), European Commission JRC, THEMA Cergy Paris, IFC/World Bank Washington (Competition and Productivity), CREST Paris (Advances in the Economics of Antitrust), Royal Economic Society (Glasgow), NNH Bergen (Norwegian School of Economics, 2×), Australian Treasury Summit on Noncompetes.

2022 NBER Economics of Organizations, Cornell (Johnson), WUSTL (Olin Strategy), NBER-CEME Decentralization meeting, Management, Analytics and Data Conference, REER (Georgia Tech), Strategy and the Business Environment Conference, Wharton Migration and Organizations Conference, Wharton Corporate Strategy and Innovation Conference, Manhattan College, Columbia (×2), SIOE, AOM (×2).

Talks by co-authors of joint work: Stanford GSB (Political Economy Seminar) “Matchmaking Principals”, HBS Entrepreneurship Unit Seminar, RAND Corporation, Cornell (Joint Labor Economics Seminar), University of Oregon (Economics), Rochester (Economics), LEOH (Lectures on the Economics of Organizations and Human Resources), NBER Megafirms, Kellogg, Stanford GSB (Political Economy Seminar) “Political Power and Market Power”, HEC (Economics), NNH Bergen (Norwegian School of Economics), NBER Summer Institute (Political Economy), NBER Summer Institute (Entrepreneurship), SIOE CRESSE, SSES Fribourg, Köln.

2021 Carnegie Mellon (Tepper, Business Technologies Seminar), NBER *Decentralization Conference*, University of Minnesota (Carlson, Strategy Seminar), University of Hong Kong (Management & Strategy seminar), American Economic Association Annual Conference (session on *Setting Up Your Own Firm for a Field Experiment*), Chicago 2021 *Antitrust and Competition Conference: Monopolies and Politics*, Sixth *Marketplace Innovation Workshop (MIW, INFORMS)*, Workshop on Information Systems and Economics (WISE 2021), Causal Data Science Meeting 2021, Academy of Management (2×: Sessions on *Unpacking Employee Mobility* and *New Data and Methods in Strategic Management Research*), Columbia Business School (2×), Strategic Management Society (SMS, Session on *Human Capital Resource Allocation*), Wharton *People & Organizations* Conference, Stanford CASBS Convocation (Organizations and Their Effectiveness Institute).

Talks by co-authors of joint work: MIT (Organizational Economics), 4th IDSC of IZA Workshop: Matching Workers and Jobs Online (Keynote), Columbia Business School (3×: Microeconomics Seminar & Political Economy Seminar, Management Division), Rochester (Political Economy), Economic Science Association Worldwide Conference 2021, 79th Annual Midwest Political Science Conference (Session on Culture Wars and Affective Polarization), ECARES (Université Libre de Bruxelles, UCL), Autònoma Barcelona.

- 2020** MIT (Digital Economy Seminar), NBER Summer Institute (Personnel Economics), *2020 Workshop on Field Experiments in Strategy, Innovation, and Entrepreneurship* (Duke), American Economic Association Annual Conference (×2, San Diego, Sessions on *Algorithmic Fairness and Bias* and *Information and Sorting in Labor Markets*), Columbia Business School (2×), London Business School (LBS), CMU-Pitt Seminar on Information Technology & Economics, Virtual Digital Economy Seminar, Academy of Management (*Organizations in the Age of AI*), NeurIPS (*Navigating the Broader Impacts of AI Research workshop*).

Talks by co-authors of joint work: Twenty-First ACM Conference on Economics and Computation, APSA American Political Science Association Annual Conference (Session on *Formal Theories of Violence and Extermism*), INFORMS Annual Meeting, NeurIPS (*Navigating the Broader Impacts of AI Research workshop*), Workshop on Information Systems and Economics (WISE), Wharton People and Organizations (×2), INFORMS Data Science Workshop, George Mason University, AEA Session on *Gendered Effects on Wages, Employment, and Prices*, University of Missouri, UC-Santa Cruz, University of Texas Dallas (Econ), Economic Science Association Conference.

- 2019** HBS (*Digital Initiative Discussion & Symposium*), NYU, NBER Summer Institute 2019 (×3: *Crime, Labor, and Digitization*), Microsoft Research (Cambridge), *Wharton People Analytics Conference*, NBER *Market Design*, UC Santa Barbara (Economics), NBER *Economics of AI*, NBER (Conference on *Big Data: Long-Term Implications*). Simons Institute (UC Berkeley, Workshop on “*Recent Developments in Research on Algorithms and Fairness*”), Washington Center for Equitable Growth, Columbia Business School, Entrepreneurship and Private Enterprise Development (EPED), Computing Community Consortium (CCC) (Harvard, *Workshop on Economics and Fairness*), *Platform Strategy Research Symposium* (Boston University), Amazon Research Day (Cambridge, MA), SMS Annual Conference (Minneapolis), *17th Annual Information Ethics Roundtable: Justice and Fairness in Data Use and Machine Learning* (Boston University), Columbia University *Trustworthy AI Symposium*, HBS (Innovations and Institutions Conference, 10/2019), Academy of Management (×2, Boston, MA).

Talks by co-authors of joint work: MIT/Sloan 2019 Conference on Digital Experimentation (2×), Chicago Advances in Field Experiments (2×), the Federal Reserve Board, ASSA + American Economic Association Annual Meetings session on Gendered Effects on Wages, Employment, and Prices, Florida State University, Barnard College, Nuffield College at Oxford University, Urbana Champagne (UIUC), Simon Fraser.

- 2018** NBER Economics of AI (Toronto), NBER Summer Institute (Personnel), HBS (Strategy), Cornell Tech, Empirical Management Conference (HBS), Stanford Conference on Hiring, Behavioral Decision Research in Management (BDRM, 3×), Marketplace Innovation Workshop (2018 INFORMS Revenue Management and Pricing Section, Toronto), AOM (Strategy, Careers), Workshop on Information Systems and Economics (WISE), 14th Annual Smith Entrepreneurship Research Conference (Maryland), HBS (Innovations and Institutions Conference, 10/2018), Harvard Gender and Technology Conference, NYU (NET Institute), Columbia Business School (4×).

Talks by co-authors of joint work: AEA Annual Meeting (Philadelphia, PA). Boston College (Dept of Economics). Methods of Experimental Economics Research (“MEER,” Texas A&M). Advances with Field Experiments (Boston University), Clemson University (Dept. of Economics).

- 2017** MIT (Org Econ), NBER Labor Studies (Cambridge, MA), Wharton (Operations, Information and Decisions), MIT (Sloan/IDE), OECD & IZA Joint Workshop on Labor Productivity and the Digital Economy, CESifo (Area Conference on the Economics of Digitization), American Economic Association (AEA) Annual Meetings (Chicago), Organization Science Winter Conference (Utah), Winter Strategy Conference (Utah), Columbia Business School,

Rutgers (Economics), Society of Labor Economists (SOLE) Annual Meetings, University of Chicago Crime Lab, Marketing Science Conference (UCLA), INFORMS' Advances in Decision Analysis Conference, City University of New York (Econ. Seminar), INFORMS Annual Conference (Houston), HBS (Innovations and Institutions Conference, 10/2017), REER Conference (Georgia Tech), NSF Conference on Trustworthy Algorithms (Arlington, VA).

Talks by co-authors of joint work: Toulouse School of Economics (Digital Seminar Series).

- 2016** NBER Economics of Digitization (Stanford), NBER Summer Institute (Labor/Personnel), Harvard EconCS (Economics and Computer Science) Seminar, Summer Institute in Competitive Strategy (Berkeley/Haas), Tinbergen Institute, Universidad Carlos III de Madrid, NYU/Stern Creativity and Innovation Seminar (3/2016), Kauffman Emerging Scholars Conference, Collective Intelligence 2016 Conference (plenary speaker), Stanford (CASBS), Academy of Management Annual Conference (Best Dissertation Presentations, TIM and BPS), Wharton People and Organizations (Plenary, 9/2016), University of Chicago (Advances in Field Experiments, 9/2016), NYU Information Systems Seminar (11/2016), HBS (Innovations and Institutions Conference, 10/2016), Workshop on Information Systems and Economics (WISE, 12/2016), Google Quantitative Analyst Summit (3/2016).

Talks by co-authors of joint work: Oxford University (Applied Micro).

INVITED
PRESENTATIONS
(DOCTORAL)

- 2015** Kellogg (MEDS), University of Michigan (Econ), Harvard Business School (NOM), London School of Economics (Management), Harvard Business School (TOM), 2015 Empirical Management Conference (Stanford), Harvard Business School (Innovations and Institutions Conference, 11/2015), Kauffman/UToronto/FSU Workshop on Experimental Economics and Entrepreneurship, UT Austin (Economics), WUSTL Olin (Econ), Georgia Tech Scheller (Strategy), Wharton People and Organizations (Plenary, 10/2015), Vanderbilt (Strategic Management).

Talks by co-authors of joint work: Columbia Business School, LSE, European Summer Symposium in Financial Markets.

- 2014** Columbia Business School, The Fifteenth ACM Conference on Economics and Computation (*EC'14*), Emory (Goizueta ISOM), Kauffman Emerging Scholars (10/2014), Academy of Management Annual Meeting (8/2014), INFORMS Annual Meeting: Empirical Market Design Session (11/2014), Collective Intelligence 2014, Wharton People and Organizations (Plenary, 10/2014), eLance/oDesk Research Seminar (5/2014), Consortium on Competitiveness and Cooperation ("CCC") Doctoral Conference (4/2014), Beyster Symposium 2014, Berkeley Innovation Seminar (4/2014), All California Labor Economics Conference (poster, 10/2014).

Talks by co-authors of joint work: NBER Labor, Duke Fuqua, European Summer Symposium in Financial Markets, McGill (Economics).

- 2013** NBER Market Design Working Group (10/2013), Wharton People and Organizations Conference (Breakout 9/2013), *Computation in California*, (Ken Judd's Summer meeting of computational economists at Stanford, 7/2013), *EC'13* (6/2013), Berkeley Psych/Econ Non-Lunch (9/2013).

Talks by co-authors of joint work: NBER Labor Studies / Personnel Economics, NBER Organizational Economics Working Group, Columbia Business School, eBay Research, Hannover, IZA Conference on Behavioral Organizational Economics, Microsoft Research, Society of Labor Economists, Rotterdam, Tilburg, Toronto (Econ), Toronto (Rotman), UCLA Anderson, Washington St. Louis (Olin CRES Conference), Yale School of Management, USC Marshall.

- Earlier** Kauffman Foundation conference on Information Markets (11/2007), Google Faculty Summit (2007), Conference on Auctions, Market Mechanisms and Their Applications (AMMA, 2008), Center for Collective Intelligence (CCI) Seminar, Massachusetts Institutes of Technology (2008), Collective Intelligence FooCamp (Google Headquarters, Mountain View, 2008).

INVITED
DISCUSSANT

- REER Conference (Georgia Tech), November 2023.
- BU Research Seminar on Digital Businesses, February 2023.

- AI Conference at Brookings Center on Regulation and Markets, May 2021.
- *NBER Economics of AI*, October 2020.
- *American Economic Association Annual Meetings*, 2020. Session about *Gender Differences in Career Progression*.
- *American Economic Association Annual Meetings*, 2020. Session about *Economics of Privacy*.
- *Workshop on Information Systems and Economics (WISE)*. Discussant and session chair, 2018. Labor and Information Technology Session.
- *NBER Summer Institute*. Economics of Digitization meeting. July 2017.
- *NBER Summer Institute*. Entrepreneurship Bootcamp Alumni Panel. July 2017.
- The Mid-Year Fellows Workshop in Honor of Louis O. Kelso, January 2016.
- *Workshop on Information Systems and Economics*. December 2016.

OTHER
AFFILIATIONS

- Zuckerman Institute, Columbia University. Affiliate Member. 2019-present.
- Algorithmic Economy Lab, Columbia Business School. Affiliate Faculty. 2022-present.
- Humans in the Digital Economy Lab, Columbia Business School. Affiliate Faculty. 2022-present.

REFEREEING

American Economic Review, *Quarterly Journal of Economics*, *Management Science*, *American Economic Review: Insights*, *Management Science*, *Strategic Management Review*, *Strategy Science*, *European Economic Review*, *Journal of Labor Economics*, *Marketing Science*, *Operations Research*, *Journal of Law, Economics and Organization*, *Organization Science*, *The Economic Journal*, *Economic Inquiry*, *Decision Analysis*, *17th ACM Conference on Economics and Computation ("EC'16")*, *Information Economics and Policy*, Google Faculty Research Awards, *Collective Intelligence '15* (Conference), *Global Environmental Change*.

Management Science Distinguished Service Award (2021).

PRACTITIONER
TALKS

TechComBank (Ha Noi, Vietnam, 6/2017), eLance/oDesk (5/2014), McKinsey Global Strategy Conference 2007 (Dubai), McKinsey Global Strategy Conference 2008 (Barcelona), US Defense Department, Highlands Forum (2008), National Intelligence Council Long-Term Strategic Analysis Workshop (2008). O'Reilly Money:Tech Conference (2008), O'Reilly ETech (2008), Beyster Symposium 2014, Google Faculty Summit (2007).

OUTSIDE
ACTIVITIES

None.

SELECTED PRESS
& CASE
COVERAGE

Research about bias in AI and machine learning, esp in hiring:

- New York Times: **A.I. as Talent Scout: Unorthodox Hires, and Maybe Lower Pay** by Noam Scheiber. 12/6/2018. [link](#)
- Harvard Business Review: **Want Less-Biased Decisions? Use Algorithms.** by Alex P. Miller. 7/26/2018. [link](#)
- Forbes: **Overcoming AI's Challenge In Hiring: Avoid Human Bias.** 11/29/2018. [link](#)

Research about employee referrals in New York Times:

- **Scientific Management Redux: The Difference is in the Data** by Steve Lohr. 4/21/2013. [link](#)
- **How Big Data Is Playing Recruiter for Specialized Workers.** by Matt Richtel. 4/27/2013. [link](#)

Research on internal prediction markets in New York Times:

- **At Google, Workers are placing their Bets** by Ian Austen. 11/26/2005. [link](#).
- **Future Divined by the Crowd** by Joe Nocera. 3/07/2006. [link](#).
- **Google's Lunchtime Betting Game** by Noam Cohen. 1/7/2008. [link](#).

Protagonist, **Harvard Business School Case Study N9-607-088: Prediction Markets at Google.** [link](#).

Financial Times: Table Talk by Tim Harford. 1/19/2008. [link](#).

Businessweek: Workers Place your Bets by Rachel King. August 3, 2006. [link](#).

Bloomberg: Google Gets Answers as Staff Bets on Gmail, 'Star Wars' Success By Crayton Harrison, 7/10/2008. [link](#).

BBC World Service (Radio): Business Daily: Feb 19, 2008 interview about markets inside of companies.

Updated: Friday 15th May, 2026