

ANDREEA D. GORBATĂI

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EDUCATION

Harvard University and Harvard Business School, Cambridge and Boston, MA

Ph.D. in Organizational Behavior (degree expected May 2012)

M.A. in Sociology (May 2011)

DISSERTATION

“Social Structure and Mechanisms of Collective Production: Evidence from Wikipedia”

Committee: Mikołaj Jan Piskorski, Peter Marsden, Richard Hackman, Toby Stuart

Dartmouth College, Hanover, NH

B.A. double-major in Economics and Sociology (2003). GPA 3.91 / 4.0

Faculty advisors: John L. Campbell and Denise Anthony

FELLOWSHIPS, GRANTS AND AWARDS

<i>Dissertation Completion Fellowship</i> - Harvard University	2011
<i>Wyss Doctoral Fellowship</i> - Harvard Business School	2006-2010
<i>Truxal Award</i> - Sociology Department, Dartmouth College	2008
<i>Selected participant</i> (competitive) - Research Institute for the Science of Socio-Technical Systems, University of Michigan	2008
<i>Phi Beta Kappa</i> , Dartmouth College	2003
<i>National Mathematics Olympiad</i> , Romania (gold medal, 1995)	1994-1997

PUBLICATIONS UNDER REVIEW

Piskorski, M.J. and **A. Gorbatai**. 2010. Testing Coleman’s Social Norm Enforcement Mechanism: Evidence from Wikipedia. Revise and resubmit at *American Journal of Sociology*.

WORKING PAPERS

Gorbatai, A. 2011. Aligning Collective Production with Social Need: Evidence from Wikipedia.

PAPERS IN PROGRESS

Gorbatai, A. 2011. Failures in Social Production: Evidence from Wikipedia.

Gorbatai, A. 2011. Noblesse Oblige: Leadership and Short-Life of Status in Collective Production Settings.

Gorbatai, A. 2010. Can Too Much Commitment Hurt? Evidence from Wikipedia.

TEACHING MATERIALS

- Piskorski, M. and **Gorbatai, A.** 2009. Your Network over Time. HBS Case N9-709-476.
- Gorbatai A.** and M. Piskorski. 2009. Your Network over Time. HBS Courseware (survey tool).
- Piskorski, M., **Gorbatai, A.** and Zuzul, T. 2009. Wikipedia: Esperanza. HBS Case.

INVITED AND PROFESSIONAL MEETING PRESENTATIONS

2011

- Aligning Collective Production with Social Need: Evidence from Wikipedia.* (Gorbatai).
Accepted for presentation at the American Sociological Association meeting, Las Vegas, NV, Aug 22.
- Aligning Collective Production with Social Need: Evidence from Wikipedia.* (Gorbatai).
Accepted for OMT division presentation at the Academy of Management conference, San Antonio, TX, Aug 15.
- Online Distributed Organization.* Symposium co-organizer and presenter at the Academy of Management conference, San Antonio, TX, Aug 16.
- The Global Ecology of Crowdsourcing.* Symposium co-organizer at the Academy of Management conference, San Antonio, TX, Aug 15.
- Practicing Transcendental Leadership with Tango. Mastering the Balance between Progress and Harmony.* Coordinator for PDW session at the Academy of Management conference, San Antonio, TX, Aug 13.
- Testing Coleman's Social Norm Enforcement Mechanism: Evidence from Wikipedia.* (Piskorski and Gorbatai). Presented at the Economics of Information Technology and Digitization workshop, NBER, Cambridge, MA, July 23.
- The Surprising Role of Novice Contributors in Social Production.* (Gorbatai). Presented at the Inter-Ivy-Sorensen conference, Apr 9.

2010

- The Surprising Role of Novice Contributors in Social Production.* Invited presentation at the Faculty Seminar at the Naval Postgraduate School, Monterrey, CA, Oct 12.
- One of two HBS nominees for the *OMT/MOC Doctoral Consortium*, Academy of Management Conference, Montreal, Canada, Aug 5-6.
- The Surprising Role of Novice Contributors in Social Production.* (Gorbatai). Presented in paper session at the International Network for Social Network Analysis conference, Riva diGarda, Italy, July 4.

2009

- Norms and Social Networks: Evidence from Wikipedia* (Gorbatai and Piskorski). Presented in OMT paper session at the Academy of Management conference, Chicago, IL, Aug 11.
- One of two HBS nominees for the *OMT Dissertation Proposal workshop*. Academy of Management conference, Chicago, IL, Aug 9.

Fundamental Trade-Off in Collaboration: Evidence from Wikipedia (Gorbatai and Piskorski).

Presented in paper session at the International Network for Social Network Analysis conference, San Diego, CA, Mar 12.

When Exclusive Commitment Hurts: Evidence from Wikipedia (Gorbatai). Presented at the HBS workshop on Work, Organizations and Markets, Boston, MA, Feb 10.

Fundamental Trade-Off in Collaboration: Evidence from Wikipedia. (Gorbatai) Presented at the Graduate Sociology Society Student conference, Boston, MA, Feb 8.

2008

Social Structure of Collaboration: Evidence from Wikipedia (Gorbatai). Presented in the poster session of the Political Networks conference, Kennedy School of Government, Harvard University, Cambridge, MA, June 7.

Social Structure of Wikipedia Collaboration (Gorbatai). Presented at the American Sociological Association Annual Meeting, Boston, MA, Aug 5.

Social Structure of Wikipedia Collaboration (Gorbatai). Presented at the Harvard-Oxford-Stockholm conference, Cambridge, MA, Apr 11.

TEACHING EXPERIENCE

Curriculum Adviser and Lecturer, Aspire Academy, Brasov, Romania, Summer 2011

Taught leadership and entrepreneurship concepts to a group of highly driven undergraduate students from Eastern Europe

Lecturer, Institute for English Language Programs, Harvard University, Summer 2011

Designed and taught a course on *Communication in Business*, focused on globalization, technology and business

Teaching Fellow. Sociology Department, Harvard University, Spring 2010 and 2011

Taught course on *Social Entrepreneurship*. Course instructor: Professor David Ager

Invited Guest Lecture. Naval Postgraduate School, Monterey, CA, Oct 6, 2010

Facilitator, Executive Education, Harvard Business School, 2007-2011

Assisted instruction of six weeklong sessions on *Leading Organizational Renewal and Change*. Course instructor: Professor Michael Tushman

Facilitator, Executive Education, Harvard Business School, Spring 2009

Assisted instruction of one weeklong *Women's Leadership Forum*. Course instructor: Professor Jan Hammond

Tutor and Teaching Assistant, Economics Department, Dartmouth College, 2000-2001

Assisted with instruction of introductory courses on microeconomics and macroeconomics.

Teaching Assistant, Department of French and Italian, Dartmouth College, 1999-2000

Assisted with instruction of introductory courses in Italian language.

RELATED INDUSTRY EXPERIENCE

Management Consulting Analyst, Deloitte Consulting, Boston, MA, 2005-2006

Project work in the Strategy and Operations group specializing in Merger and Acquisitions; Technology, Media and Telecom; and Consumer Packaged Goods.

Economic Consulting Analyst, National Economic Research Associates, Boston, MA, 2003-2005

Examined evidence and prepared documentation for expert testimony in cases regarding intellectual property damage due to patent infringement and antitrust infringement in the biotech and IT industries.

UNIVERSITY AND PROFESSIONAL SERVICE

Reviewer, *Academy of Management Conference*, 2009-2011

Reviewer, *Hawaii International Conference on System Sciences*, 2010

Symposium Chair and Reviewer, *International Symposium on Wikis and Open Collaboration*, 2010

Co-Coordinator, *Work, Organizations and Markets* seminar, Harvard Business School, 2007-2010

Program Committee Member and Reviewer, *International Symposium on Wikis and Open Collaboration*, 2009

Research Assistant, *Sociology of Culture*, Jason Kaufman, Harvard University, 2007

Member Academy of Management, American Sociological Association, International Network for Social Network Analysis

FOREIGN LANGUAGES

Romanian - native speaker proficiency

French, Italian, and Spanish - proficiency in writing and speaking

TECHNICAL SKILLS

Quantitative Data Analysis: MATLAB, STATA

Qualitative Data Analysis: Atlas.TI

REFERENCES

Mikołaj Jan Piskorski
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J. Richard Hackman
Professor of Social and
Organizational Psychology
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