

# **Andreea Gorbatâi**

**Assistant Professor at Haas School of Business, University of California,  
Berkeley**

Berkeley, CA, US

Expert on new forms of organizing

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## **About**

Andreea Gorbatâi is an Assistant Professor in Management of Organizations at Berkeley Haas. She currently teaches the Leading People course in the evening MBA program. Her research focuses on social mechanisms related to knowledge production and information sharing and on the role of language and emotions in markets. Organizational theory research has examined the various social mechanisms and structures that play a role in knowledge diffusion and the characteristics of this knowledge. However, the perspective of information as a public good and the unintended consequences of different modes of free knowledge production and sharing have been underexplored in this field. In response to this issue, Gorbatâi's work seeks to answer questions such as: Under what conditions do collective producers make useful goods? How do social networks of collective production affect social norm infringement and enforcement? Under what conditions does conflict improve the quality of collective goods? When does entrepreneurship emerge from free knowledge production settings, and what strategies do entrepreneurs adopt in relation to the community they emerged from? How does media make sense of information about new organizational forms, and under what conditions does it contribute to their legitimization?

Gorbatâi received her PhD in organizational behavior from the Harvard Business School and was a finalist of the 2011 INFORMS / Organization Science Dissertation Proposal Competition. She earned her a master's degree in sociology from Harvard University and an undergraduate degree in economics and sociology from Dartmouth College. Before her academic career, she worked in economic consulting for National Economic Research Associates (NERA), a Marsh & McLennan company, and in strategy and operations consulting for Deloitte Consulting. Her work spanned a wide range of projects—from estimations of intellectual property damage in biotech and competitive analyses for antitrust trials in the software industry to IT merger and integration planning, consumer packaged goods process redesign, and performance management system design for the publishing industry. She has extensive international experience and is fluent in five languages.

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## **Areas of Expertise**

Collective Entrepreneurship, Mechanisms of Collective Production, Open Innovation, Collective Action Participation, Social Structures, Social Norms

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## **Selected External Service & Affiliations**

Professional Membership: Academy of Management, American Sociological Association, International Network for Social Network Analysis, Program Committee Member and Reviewer: International Symposium on Wikis and Open Collaboration, 2009 – 2012

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## **Positions Held**

## **At Haas since 2012**

2012 – present, Assistant Professor, Haas School of Business

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## **Education**

### **Harvard University**

PhD Organizational Behavior

### **Harvard University**

MA Sociology

### **Dartmouth College**

BA Economics and Sociology

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## **Honors & Awards**

### **Research Enabling Grant, Committee on Research, UC Berkeley**

Spring 2013-2017

### **Undergraduate Research Apprentice Program funding, UC Berkeley**

2012-2017

### **Garwood Center, Haas School of Business, UC Berkeley**

2013-2014

### **Research Program on the Economics of Knowledge Contribution grant**

2013

### **Research Assistantship in the Humanities, Committee on Research, UC Berkeley**

Summer 2013 - 2014

### **Dissertation Completion Fellowship**

Harvard University

### **Wyss Doctoral Fellowship**

Harvard Business School

### **Truxal Award, Sociology Department**

Dartmouth College

### **Phi Beta Kappa**

Dartmouth College

**Rufus Choate Scholar**  
Dartmouth College

**Presidential Scholar Research Grant**  
Dartmouth College

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