

## Roman V. Galperin

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CONTACT INFORMATION	<i>Address:</i> Desautels Faculty of Management McGill University 1001 rue Sherbrooke Ouest Montreal, QC, H3A 1G5, Canada	<i>E-mail:</i> roman.galperin@mcgill.ca
RESEARCH INTERESTS	Experts, Professions and Occupations, Labor Markets, Signaling and Perceptions of Expertise, Careers of Knowledge Workers, New Forms of Work and Employment	
ACADEMIC APPOINTMENTS	<b>McGill University</b> , Montreal, QC, Canada <i>Associate Professor</i> , Desautels Faculty of Management <i>Associate Faculty</i> , McGill Centre for Population Dynamics	2020 - present 2020 - present
	<b>Johns Hopkins University</b> , Baltimore, MD, USA (on leave 2020-2021) <i>Associate Professor</i> , Carey Business School <i>Associate Faculty</i> , Institute for Data-Intensive Engineering and Science (IDIES) <i>Assistant Professor</i> , Carey Business School	2019 - 2021 2018 - 2021 2013 - 2019
	<b>Cornell University</b> , Ithaca, NY, USA <i>NSF-ASA Postdoctoral Associate</i> , Sociology Department	2012 - 2013
OTHER RESEARCH APPOINTMENTS	<b>Federal Reserve Bank of Boston</b> , Boston, MA, USA <i>Visiting Scholar</i> <b>Harvard University</b> , Cambridge, MA, USA <i>Network Fellow</i> , Edmond J. Safra Center for Ethics	2013 - 2016 2012 - 2013
EDUCATION	<b>Massachusetts Institute of Technology</b> , Sloan School of Management, Cambridge, MA, USA Ph.D., Management (Economic Sociology Program), 2012 <b>University of Illinois at Chicago</b> , Chicago, IL, USA B.S., Finance, 2004	
ACADEMIC PUBLICATIONS	[1] Galperin, Roman V. 2020. "Organizational powers: Contested innovation and loss of professional jurisdiction in the case of retail medicine" <i>Organization Science</i> , 31(2): 508-534. <a href="#">[link]</a> <ul style="list-style-type: none"> <li>• Honorable Mention, 2012 James D. Thompson Award for Outstanding Graduate Student Paper, OOW section of the American Sociological Association.</li> </ul> [2] Galperin, Roman V., Oliver Hahl, Adina D. Sterling and Jerry Guo. 2020. "Too good to hire? Capability and inferences about commitment in labor markets" (Equal authorship with Hahl and Sterling) <i>Administrative Science Quarterly</i> , 65(2): 275-313. <a href="#">[link]</a> [3] Albert, Kyle, Roman V. Galperin, and Aleksandra Kacperczyk. 2019. "Occupational licensure and entrepreneurs: The case of tax preparers in the U.S." (Corresponding author, equal authorship) <i>Industrial &amp; Labor Relations Review</i> , 72(5): 1065-1093. <a href="#">[link]</a> <ul style="list-style-type: none"> <li>• Runner-up, Best Paper in Innovation and Entrepreneurship, Industry Studies Conference 2019</li> <li>• Competitive Paper, LERA 2017</li> </ul>	

- [4] Galperin, Roman V. 2017. “Mass-production of professional services and pseudo-professional identity in tax preparation work” *Academy of Management Discoveries*, 3(2): 208-229. [[link](#)]
- [5] Fernandez, Roberto M. and Roman V. Galperin. 2014. “The causal status of social capital in labor markets” *Research in the Sociology of Organizations*, Vol. 40. Contemporary Perspectives on Organizational Social Networks. [[link](#)]

PAPERS IN  
REVIEW  
PROCESS

- [6] Stuart, H. Colleen and Roman V. Galperin. “Work style activation and gender inequality” (Equal authorship, authors listed in reverse alphabetical order)  
(*under review*)
- formerly circulated with a title “Extra-organizational determinants of careers: Gendered expert authority and attainment of patent examiners”
  - Best Paper Award, 2019 Academy of Management, OMT Division
  - Winner, 2019 Wharton People Analytics Research Competition
  - Academy of Management Best Papers, 2019
  - Best Paper, LERA 2019
- [7] Galperin, Roman V., Dennie Kim, and Gurneeta Vasudeva “Incumbent heterogeneity and new industry emergence: The case of retail clinics in the U.S.” (Equal authorship)  
(*under review*)
- [8] Galperin, Roman V. and John-Paul Ferguson “Occupational licensure, race and entrepreneurship” (Equal authorship) [[link](#)]  
(*under review*)

PAPERS IN  
PREPARATION

- “Gender in advice networks of experts” (with Jennifer Merluzzi)
- “Pipeline minority report” (with H. Colleen Stuart)
- “Race and entrepreneurship decisions”
- “Efficient search in knowledge space and evaluation of inventions” (with Marshall Hussain Shuler)

PERMANENT  
WORKING PAPERS

- “Tough times borrowing: Stratification, stigma, statistical discrimination and niche capture in consumer credit markets” (with Kaili Mauricio)
- Working paper version: Galperin, Roman V., and Kaili Mauricio “Tough times borrowing: Effects of fringe lending regulation on credit standing, search, and access” Federal Reserve Bank of Boston, Community Development Discussion Paper, No. 2015-03. [[link](#)]
- “Payday lending and the demand for alternative financial services” (with Andrew Weaver)
- Working paper version: Weaver, Andrew, and Roman V. Galperin “Payday lending and the demand for alternative financial services” Community Development Issue Brief 4, 2014. Federal Reserve Bank of Boston. [[link](#)]

AWARDS,  
FELLOWSHIPS AND  
GRANTS

- Dean’s Award for Faculty Excellence, Johns Hopkins Carey Business School (2019)
- Best Paper Award (with Colleen Stuart), Academy of Management OMT Division (2019)
- “Understanding social learning using big data on patent examiners’ search in knowledge space” IDIES Research Grant (\$25,000), JHU Institute for Data-Intensive Engineering and Science (2019)
- “Application of machine learning to assess efficiency of expert search” NVidia GPU Hardware Grant, NVidia Academic Partnership Program (2018)

“Efficient search and its implications for patenting of inventions” Discovery Award (\$100,000, Co-PI with Marshall Hussain Shuler, Dept. of Neuroscience), Johns Hopkins University (2017)  
 “Perception and adoption of occupational licensure by entrepreneurs” Black & Decker Research Grant (\$2,500), Carey Business School (2016)  
 NSF-ASA Postdoctoral Fellowship (2012)

MAJOR PROJECTS  
AND DATASETS

Patent Examination Workflow Study 2016 - present

- OCR extraction and ML analysis of text data from images of about 150 million patent application documents
- Construction of detailed datasets on patent examination workflow, searches for prior art, social networks of examiners, and examiner careers
- Supported by Discovery Award seed grant (\$100,000) and IDIES seed grant (\$25,000)
- Students supervised: Tomas Cabral (JHU Carey); Aman Kataria (JHU Carey); Obed Purwoko (JHU Carey); Cong Mu (JHU Carey); Takako Kanakubo (JHU Bloomberg)

U.S. Tax Preparation Industry Study 2012 - 2017

- Data on the population of tax preparers in the U.S.
- Students supervised: Tomas Cabral (JHU Carey); Yu Liu (JHU Economics); Takako Kanakubo (JHU Bloomberg)

Effects of Consumer Credit Regulation on Borrowers in the U.S. Military 2012 - 2016

- Construction and analysis of individual-level panel dataset on credit use among the U.S. military personnel, using Federal Reserve Bank of New York / Equifax National Consumer Credit Panel
- Supported by the Federal Reserve Bank of Boston, Community Development and Research Office

NON-ACADEMIC  
ARTICLES

“Tax preparers have job pride, if not credentials” (Op-ed) Baltimore Sun. April 8, 2017. [\[link\]](#)  
 “The Military Lending Act: Do fringe-borrowing policies help?” (Cover story) Communities and Banking. Winter 2016. [\[link\]](#)

INVITED TALKS

2021 University of Pennsylvania, Wharton Management Department seminar  
 2020 McGill University, Desautels Faculty of Management  
 2019 Cornell University, ILR School; Strategy Research in the Health Care Industry pre-conference (invited panelist) at the SMS Annual Meeting, Minneapolis, MN  
 2018 George Washington University, School of Business, Strategic Management & Public Policy; Johns Hopkins University, Institute for Applied Economics, Global Health, and the Study of Business Enterprise; USPTO Office of Chief Economist  
 2017 MIT-Harvard Economic Sociology Seminar; University of Maryland Smith School of Business  
 2016 National Academies of Sciences Innovation Policy Forum “The Labor Market and Human Resource Management Implications of Entrepreneurship”; USPTO Office of Chief Economist  
 2015 Brookings Economic Studies Seminar Series; Consumer Financial Protection Bureau Research Seminar; Boston Fed and State of Rhode Island conference on Facilitating Access to Credit for Low and Medium Income Consumers (keynote speaker)  
 2014 Federal Reserve Bank of Boston; University of Maryland Smith School of Business

2013 NYU Stern School of Management; Stanford Management Science & Engineering; Johns Hopkins Carey Business School; Cornell Center for Economy & Society; Federal Reserve Bank of Boston Community Development and Research Office  
2009 MIT-Harvard Economic Sociology Seminar

CONFERENCE  
PRESENTATIONS

2022 European Group for Organization Studies, Vienna, Austria; 2022 Academy of Management, Seattle, WA  
2020 LERA Annual Meeting (virtual); European Group for Organization Studies (virtual)  
2019 Organization Science Winter Conference, Phoenix, AZ; Wharton People Analytics Conference, Philadelphia, PA; Strategy Science Conference, Salt Lake City, UT; Industry Studies Association meeting in Nashville, TN; LERA Annual Meeting in Cleveland, OH; Academy of Management, Boston, MA  
2018 Industry Studies Association meeting in Seattle, WA; European Group for Organization Studies in Tallinn, Estonia; International Conference on Computational Social Science in Evanston, IL; Strategic Management Society meeting in Paris, France; Wharton People and Organizations conference in Philadelphia, PA  
2017 Industry Studies Association meeting in Washington, DC; LERA meeting in Anaheim, CA; Academy of Management, Atlanta, GA; ASA-OOW mini-conference, Montreal, Canada  
2016 Industry Studies Association meeting in Minneapolis, MN; Boulder Summer Conference on Consumer Financial Decision Making, Boulder, CO; Academy of Management, Anaheim, CA; Wharton People & Organizations Conference, Philadelphia, PA  
2015 Academy of Management, Vancouver, Canada; American Sociological Association, Chicago, IL; European Group for Organization Studies, Athens, Greece  
2014 Oxford Novak Druce PSF Centre Conference at the Brookings, Washington, DC; Academy of Management, Philadelphia, PA; American Sociological Association, San Francisco, CA  
2013 American Sociological Association, New York, NY; European Group for Organization Studies, Montreal, Canada  
2012 NSF-DFG Conference on Systemic Risk, Washington, DC; Wharton People & Organizations Conference, Philadelphia, PA; Academy of Management, Boston, MA  
2011 Industry Studies Association, Pittsburgh, PA; Wharton People & Organizations Conference, Philadelphia, PA; Academy of Management, San Antonio, TX  
2010 American Sociological Association, Atlanta, GA; Academy of Management, Montreal, Canada; 2010 Eastern Sociological Association, Boston, MA; European Group for Organization Studies, Lisbon, Portugal

TEACHING

**Undergraduate level**

Introduction to Organizational Behavior (McGill Desautels, core), 2021-2022  
People Analytics (Yonsei International Summer School), 2017  
Economic Sociology (Yonsei International Summer School), 2016-2017  
Research design and methods (MIT Sloan), 2009-2012

**Graduate level**

People Analytics (McGill Desautels), 2022-current  
Talent Analytics (McGill Desautels), 2022-current  
Organizational Network Analysis (McGill Desautels), 2022-current  
Strategic Human Capital (JHU Carey), 2015-2020  
Leading Health Care Organizations (JHU Carey), 2014-2018

Entrepreneurial Ventures (JHU Carey), 2013

**Executive education**

McGill Executive Leadership Experience, Strategy module, 2021-current

McGill Desautels Graduate Certificate in Healthcare Management, 2022-current

STUDENT ADVISING **Undergraduate**

Nada Al Mgharbel (McGill Integrated Management Student Fellowship)

Luc Holleville (McGill Integrated Management Student Fellowship)

Saruul Khishigjargal (McGill undergraduate, Integrated Management Student Fellowship)

**Master's**

Leanne Reimche (Master's thesis advisor, McGill Desautels)

**Doctoral**

Anna-Maria Broomes (co-supervisor, McGill Desautels)

Gina Page (committee member)

SERVICE TO  
PROFESSION

**Editorial board member**

*Organization Science, Academy of Management Discoveries*

**Reviewer**

*Administrative Science Quarterly, Organization Science, Management Science, Strategic Management Journal, American Sociological Review, American Journal of Sociology, Academy of Management Discoveries, Organization Studies, Work and Occupations, AoM OMT, STR and CAR Sections*

**Symposia, Seminars, and Conferences organizer**

2020 Academy of Management, OMT-CAR Symposium "Bringing tasks into the study of organizations," co-organizer

2019 Academy of Management, OMT-CAR Symposium "The ecology of signals and strategies in labor markets," co-organizer

2018 LERA pre-conference on Labor-Management Partnerships at Johns Hopkins Carey Business School, co-organizer

2017 Industry Studies Association Conference Panel "Labor markets, careers, and entrepreneurship" in Washington, DC. Organizer; Economic Sociology and Organizations Occupations and Work mini-conference at McGill University, Montreal, Canada. Member of the organizing committee and treasurer

2016 Academy of Management, OMT-HR-CAR Symposium "Identity, Nonconformity, and Careers in Organizations," co-organizer and presenter

2012 Academy of Management, OMT-OB Symposium "Dodging Death and Taxes: Risk Management on the Front Line," co-organizer and presenter

2011 Academy of Management, OMT-TIM Symposium "Expert Work in Organizations: Bridging Organization Theory and the Sociology of Professions," co-organizer and presenter

2010–2011 MIT Sloan Economic Sociology Working Group, co-organizer

UNIVERSITY  
SERVICE

McGill Executive Institute advisory committee, McGill (2022-2023)

Internal Social Sciences and Humanities Development Grants committee, McGill (2022-2023)  
 Bensadoun School of Retail Management interdisciplinary search committee, McGill (2021-2022)  
 Master of Management in Analytics steering committee, Desautels Faculty of Management (2021-2022)  
 Organizational Behavior Workgroup, organizer, Desautels Faculty of Management (2021-2022)  
 Undergraduate Awards Committee, Desautels Faculty of Management (2020-2021)  
 Seminar Speaker Series organizer, Carey Business School, M & O group (2019-2020)  
 Strategic Planning Committee, JHU Institute for Data-Intensive Engineering and Science (2019)  
 Faculty engagement committee, Carey Business School (2017-2018)  
 Carey Business School SSRN Working Paper Series committee (2017)  
 Global MBA Program and Curriculum Committee, Carey Business School (2016-2017)  
 Faculty Website Committee, Carey Business School (2016-2017)  
 Grading Policy Committee, Carey Business School (2016-2017)  
 Honor Council, Carey Business School (2015-2017)  
 Business in Government (BIG) Initiative, core faculty, Carey Business School (2013-2019)  
 Business of Health Care Online Certificate, core development faculty, Carey Business School (2014)  
 Economy and Society Lab, co-organizer, Cornell Sociology Department (2012-2013)  
 Economic Sociology Working Group, co-organizer, MIT Sloan (2010)

PROFESSIONAL  
MEMBERSHIP

Academy of Management  
 Society for Sociological Science  
 Strategic Management Society  
 American Sociological Association  
 LERA  
 Industry Studies Association

NON-ACADEMIC  
PROFESSIONAL  
EXPERIENCE

VHA/Novation Upper Midwest, Edina, MN (2005-2007)  
 USSCO, Deerfield, IL (2005)  
 McKessonHBOC and Evanston Northwestern Healthcare, Evanston, IL (2000-2001)