

INÊS BLACK

Citizenship: Portuguese, US Permanent Resident (Green Card Holder)

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EMPLOYMENT

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| Assistant Professor of Strategy , Duke University, Fuqua School of Business | <i>2018 -</i> |
| Excellence in Teaching Award, MMS DKU | <i>2019 - 2020</i> |
| Maternity leave | <i>2021 - 2022</i> |

EDUCATION

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| Universidad Autònoma Barcelona, BSE , Ph.D. Economics | <i>2013 - 2018</i> |
| Thesis: “Essays in Labor and Organizational Economics” | |
| Supervisors: Prof. Caterina Calsamiglia and Prof. Imran Rasul | |
| Universidad Autònoma Barcelona, BSE , M.Res. Economics | <i>2011 - 2013</i> |
| Nova School of Business and Economics, Portugal , M.A. Economics | <i>2007 - 2009</i> |
| Nova School of Business and Economics, Portugal , B.A. Economics | <i>2004 - 2007</i> |

VISITING POSITIONS

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| Bank of Portugal, Economic and Research Department , Visiting Researcher | <i>2017 - 2018</i> |
| University College London, Department of Economics , Visiting Ph.D. student | <i>2016 - 2017</i> |

RESEARCH FIELDS

Strategic Human Capital, Organizations, Technological Change, Labor Economics

WORKING PAPERS

- [1] Hunting for talent: Firm-driven labor market search in the United States, *with Sharique Hasan and Rem Koning* [*Under review at Strategic Management Journal*]
- [2] Market Segment, Organizational Form, and Technology Adoption, *with Victor Bennett and Todd Hall* [*Under review at Strategy Science*]
- [3] Better Together? Top Manager and Firm Performance [*Reject & Resubmit at Management Science*]
- [4] Network Hiring and Match Quality, *with Sharique Hasan* [*In preparation for submission*]
- [5] The False Illusion of Wage Cyclicity, *with Ana Figueiredo* [*In preparation for submission*]
- [6] The Role of Human Capital: Firm Resilience across Business Cycles

WORK IN PROGRESS

- [7] Hunting for talent and the great labor shortage, *with Sharique Hasan*
- [8] Occupation Sorting, Internal Labor Markets and Firm Wage Premium, *with Ana Figueiredo*
- [9] Manager-Firm Matching and the Firm Life Cycle

AWARDS AND GRANTS

- 2019 Excellence in Teaching Award, MMS DKU
- 2022 Social Sciences Network Institute Grant Award, with Sharique Hasan, \$20,000
- 2022 Duke Hiring Channel and Labor Market Survey, with Sharique Hasan, \$45,000
- 2020 Duke Seed Grant, with Sarah Komisarow and Matthew Johnson, \$5,200

SEMINARS & CONFERENCE PRESENTATIONS

INVITED SEMINARS

- 2022 UCLA, Anderson School of Management (Strategy); *"Better Together?"*
- 2021 Washington University at St. Louis, Olin Business School (Strategy); *"Hunting for talent"*
- 2021 Goethe University, Frankfurt (Economics); *"Hunting for talent"*
- 2020 London Business School (Strategy & Entrepreneurship); Norwich Business School *"The Role of Human Capital: Firm Resilience across Business Cycles"*; Yeshiva University (Strategy & Entrepreneurship); Eccles School of Business (Entrepreneurship & Strategy); *"Hunting for talent"*
- 2019 Ohio State (Economics), *"Better Together?"*; LMU Munich (Economics), *The Role of Human Capital: Firm Resilience across Business Cycles*
- 2018 Fuqua School of Business; Uppsala University; Toulouse School of Economics; IZA; Sciences Po; University of Copenhagen; LMU Munich; BI Norwegian Business School; *"Better Together?"*

CONFERENCE AND WORKSHOP PRESENTATIONS

- 2022 SIOE Conference, Toronto; *"Network hiring and match quality"*
- 2021 SIOE Conference (virtual); *"Hunting for talent"*; AOM PDW - Using Employer-Employee Panel Matched Datasets to Advance Management Research (virtual)
- 2020 NBER Summer Institute, Productivity session; People and Organizations Conference, Wharton School; *"Hunting for talent"*
- 2019 Strategy Science Conference, Eccles Business School, Utah; SIOE Conference, Stockholm School of Economics; Technology, Regulation and Governance Conference, Jerusalem; Strategy Summer Camp, Tuck School of Business, New Hampshire; Economics of Strategy Workshop, NYU Stern School of Business; EARIE, Barcelona GSE; People and Organizations Conference, Wharton School; *"Better Together? Top Manager and Firm Performance"*

- 2017 Exchange Seminar, Department of Economic Studies, Bank of Portugal; Ph.D Jamboree, Barcelona GSE; Applied Economics Seminar, University Autònoma de Barcelona; EEA-ESEM Summer Meeting, Lisbon; LACEA-LAMES, Buenos Aires; Econometric Society Winter Meeting, Barcelona; Organizational Economics Workshop, Barcelona Summer Forum; *"Better Together? Top Manager and Firm Performance"*
- 2016 SWIPS Seminar, Department of Economics, University College of London; *"Better Together? Top Manager and Firm Performance"*
- 2015 ENTER Seminar, Department of Economics, Tilburg University; J-PAL Conference, Paris School of Economics; Annual Ph.D. Conference, University of Leicester
- 2014 Micro Lab, University Autònoma de Barcelona; Ph.D Jamboree, Barcelona GSE

INVITED PANELS

- 2019 Careers in Economics, Panel Speaker, LMU Munich
- 2018 STAGE Round Table on Women in Academia, Panel Speaker, Fuqua School of Business

SERVICE

- 2020- Member of the Editorial Board at the Strategic Management Journal
- 2018- *Ad hoc* reviewer for Management Science, Strategic Management Journal. B.E. Journal of Economic Analysis and Policy, Portuguese Economic Journal
- 2018- Triangle Economists in Applied Micro, Co-founder and co-organizer (group of junior scholars in the Triangle area whose goal is to foster community, idea exchange, and peer feedback during early-career)
- 2018- Served in the dissertation committee of Rahul Gupta (Georgetown University) and Todd Hall (Kansas University)

TEACHING EXPERIENCE

Ph.D. Strategy Course, Duke University, Fuqua School of Business

Spring 2022

Principles of Strategy, Duke University, Fuqua School of Business MMS FOB and MMS DKU programs

Fall 2018, 2019, 2020

Excellence in Teaching Award 2019; average instructor rating: 6.2/7

Econometrics, Universidad Autònoma de Barcelona, Ph.D. program

Spring 2013, 2015, 2016

Computation Brush-Up, Barcelona GSE, M.A. program

Fall 2014, 2015

Quantitative Methods for Policy Evaluation, Barcelona GSE, M.A. program

Spring 2014, 2015

LANGUAGES & COMPUTER SKILLS

Languages: Portuguese (mother tongue); English, Spanish (fluent); French, Catalan (intermediate)

Skills: Stata, R, Latex

OTHER EMPLOYMENT

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| Consultant in Strategy & Operations , Deloitte, Portugal | <i>2009 - 2011</i> |
| Analysit in Mergers & Acquisitions , Pricewaterhouse Coopers, Portugal | <i>2007 - 2009</i> |
| Analysit in Mergers & Acquisitions , Freelance, Portugal | <i>2006 - 2007</i> |