Moksh Garg
PhD Student, MIT Sloan
NBER Entrepreneurship Research Boot Camp 2026 Application

Summary Document

Name:	MOKSH GARG
Contact Information:	Email: mokshg@mit.edu Mobile: +1 734 937 0419 Webpage: https://mitsloan.mit.edu/programs/phd/moksh-garg
School:	MIT Sloan School of Management
Area of Interest:	Entrepreneurship, Labor Markets, Inequality
Year of Entry in the PhD Program:	2023
Expected Year of Completion:	2028
Name of Faculty Recommender:	Fiona Murray Email: fmurray@mit.edu Webpage: https://mitsloan.mit.edu/faculty/directory/fiona-e-murray

MOKSH GARG CV

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EDUCATIONAL QUALIFICATIONS

MIT Sloan School of Management — Cambridge, MA
PhD in Management — 2023-2028e
Committee: Ezra W. Zuckerman, Emilio J. Castilla, Fiona Murray

MIT Sloan School of Management — Cambridge, MA
Master of Science in Management Studies — 2026

Indian Institute of Management Ahmedabad — Gujarat, India
Master of Business Administration — 2019

University of Delhi — Delhi, India
Bachelor of Management Studies, Specialization: Finance — 2016

RESEARCH INTERESTS

Entrepreneurship, Labor Markets, Inequality, Development

WORKING PAPERS

Garg M and Castilla EJ. Cracks of Opportunity: Unveiling the Impact of Misconduct Disclosure on Workers' Employment Trajectories.

- MIT Institute of Work Employment and Research, Boston, USA — March 2026
- 18th People and Organizations Conference, Philadelphia, USA — September 2025
- INSPER Brown Bag, Virtual — September 2025
- 1st HEC RICE Organizational Underworld Conference, Paris, France — June 2025
- 2nd Equitable Opportunity Conference, Boston, USA — June 2025
- MIT Economic Sociology Working Group, Boston, USA — February 2025

Garg M. Who Follows the Founder? Gender and Network Mobilization in Startup Hiring

AWARDS, GRANTS, AND FELLOWSHIPS

Paul Lewis Fellowship, Mercatus Centre ($3,500) † — 2025

Adam Smith Fellowship, Mercatus Centre ($10,000) †	2024
Research Travel Grant, Massachusetts Institute of Technology ($600)	2024
Doctoral Fellowship, Massachusetts Institute of Technology	2023-28
Doctoral Fellowship, University of Pennsylvania†	2023
Doctoral Fellowship, University of California Berkeley†	2023
Secured All India Rank 1 out of 43,000+ applicants; Awarded Junior Research Fellowship in Management, University Grants Commission, India ($21,000) †	2020
Dipak Gupta Merit-cum-Means Scholarship, IIM Ahmedabad ($3,000)	2019
Peri Viswanath Scholarship, IIM Ahmedabad ($8,000)	2019
Innovation Research Grant, University of Delhi ($4,600)	2016
Secured 1st Position out of 308 students in Undergraduate Research Dissertation	2016
All India Rank 16 in Foundation Exam and National Merit List Awardee, Institute of Company Secretaries of India	2015
Secured 2nd Position out of 166 students in Senior Secondary Examinations	2013
Grand Master in Abacus Learning of Higher Arithmetic	2009

† *Offered but not availed*

OTHER PUBLICATIONS

Bhatnagar N, Ramachandran K, Ray S, and **Garg M**. (2023). Mariwala's Family Entrepreneurship Challenges (A). Harvard Business Publishing.

Bhatnagar N, Ramachandran K, Ray S, and **Garg M**. (2023). Mariwala's Family Entrepreneurship Challenges (B). Harvard Business Publishing.

Garg M, Bang N, and Ray S. (2023). ESG and Stakeholder Capitalism: Seeking Value for All. Outlook Business.

Bhatnagar N and **Garg M**. (2022). Governance at Glenmark: Developing an Effective Formulation. Family Enterprise Quarterly, 1(1), 9-10.

Garg M and Agarwal P. (2022). ESG and Stakeholder Capitalism: Seeking Value for All. Financial Express.

Garg M and Mahanti A. (2023). An Unofficial Guide for Business PhD Applicants. Self-Published.

RESEARCH EXPERIENCE

RA for Professor Emily Breza, Harvard University	2024
Pre-doctoral Researcher at Thomas Schmidhieny Centre for Family Enterprise, Indian School of Business	2021-23
RA for Professor Promila Agarwal, Indian Institute of Management Ahmedabad	2021-22

TEACHING EXPERIENCE

15.701 Innovation-Driven Entrepreneurial Advantage (IDEA) Week for Professors Fiona Murray and Phil Budden	2026
15.394 Entrepreneurial Founding and Teams for Professor Erin Scott, Rating **6.70/7.00**	2025
15.715 Entrepreneurial Strategy for Professors Scott Stern and Erin Scott, Rating **6.59/7.00**	2025
15.S61 Organizational Processes for Professor Erin Kelly, Rating **6.56/7.00**	2025

INDUSTRY EXPERIENCE

Coverage Analyst, Global Banking and Markets, HSBC India	2019-21
Finance Intern, Reliance Treasury	2018
Academic Instructor for Quantitative Aptitude, IMS Learning Resources	2016-17

PROFESSIONAL AFFILIATIONS AND SERVICE

Member, Academy of Management
Member, Tech for All Lab, Harvard University
Student Coordinator, MIT Economic Sociology Working Group

OTHER

Citizenship: India, Languages: English (Fluent) and Hindi (Native)
Skills: Python, R, Stata, Tableau, Gephi, Pajek, LaTeX
Hobbies: Competitive/Social Ballroom and Latin Dancing

REFERENCES

Ezra W. Zuckerman Sivan
Alvin J. Siteman (1948) Professor of Strategy and Entrepreneurship
ewzucker@mit.edu

Emilio J. Castilla
NTU Professor of Management and a Professor of Work and Organization Studies
ecastilla@mit.edu

Fiona E. Murray
Associate Dean of Innovation at the MIT Sloan School of Management and the William Porter (1967) Professor of Entrepreneurship
fmurray@mit.edu

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Statement of Research Interests and Motivation

I study inequality in entrepreneurship and labor markets, focusing on early hiring as a mechanism through which advantage and disadvantage become embedded in venture outcomes. My core argument is that the first hires are unusually consequential as they determine execution capacity, learning speed, and capability formation, yet early-stage labor markets are characterized by extreme informational scarcity. Without reputation, standardized screening, or credible career ladders, founders and candidates rely on imperfect signals, making recruitment deeply social. This creates channels through which inequality operates: not only through who receives financing, but through who can credibly recruit and retain the people needed to build an organization.

My research pursues three linked questions. First, how do founders differ in their ability to mobilize networks into early teams? Here, I shift emphasis from whether networks matter to how founders differ in activating them and with what consequences. Even within similar labor markets, founders face different constraints in accessing resource-rich networks and converting ties into hires, producing persistent differences in venture performance.

Second, how do recruitment processes become stratified for women and minority founders? I disentangle two mechanisms: differential network access versus differential evaluation by candidates who treat the founder as the primary signal of venture quality. Because observable signals are limited, candidates rely on social judgments. If status beliefs shape how they interpret founder credibility, marginalized founders face compounded disadvantage. I examine how founders adapt -- substituting toward weaker ties, contractors, or intermediaries -- and how these patterns affect match quality, retention, and capability accumulation.

Third, how does inequality unfold on the worker side within startups? Early-stage ventures have informal roles and evaluation systems. Task allocation and promotion decisions are discretionary, and access to high-impact work can be shaped by proximity to the founder. I study whether startup employment offers similar learning and mobility opportunities across groups or whether informal processes reproduce stratification.

Through the NBER Entrepreneurship Bootcamp, I intend to engage in multidisciplinary dialogue with esteemed economists in the field and broaden my understanding of the entrepreneurship literature and its intersection with labor markets. I seek feedback on framing early hiring as a concrete mechanism linking inequality to venture outcomes, empirically separating network access from status-based evaluation, and designing tests that preserve sociological richness while remaining persuasive to audiences prioritizing clean causal mechanisms.

I also hope to connect with speakers working on entrepreneurial innovation, such as Sabrina Howell and Ufuk Akcigit, as I believe some of the questions I am interested in exploring may have spillover effects on firms' ability to innovate and create new knowledge. Engaging with this work could help me further refine and advance my research agenda.