

Saša (Sasha) Zorc

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ACADEMIC POSITIONS

Assistant Professor of Business Administration University of Virginia, Darden School of Business (Data Analytics and Decision Sciences area)	2018-
Visiting Assistant Professor INSEAD	2025

EDUCATION

PhD in Management – INSEAD	2018
MSc in Management – INSEAD	2015
MBA – Cotrugli Business School Zagreb	2010
MSc, BSc in Mathematics – University of Zagreb	2008

RESEARCH INTERESTS

I study incentives in multi-agent systems such as healthcare and matching markets (both centralized and decentralized). Methodologically, my research relies on stochastic dynamic games, search theory, dynamic mechanism design, contract theory, and data driven simulations.

PUBLISHED WORK

Zorc, S., Tsetlin, I., Deadlines, Offer Timing, and the Search for Alternatives (2020)– *Operations Research*, 68(3), 927-948. [\[SSRN\]](#)

- INFORMS Decision Analysis Society Best Student Paper Award, 2016, Runner up
- Decision Analysis Best Publication Award, 2022, Runner up
- Media coverage: INSEAD Knowledge [\[link\]](#), Ideas to Action [\[link\]](#)

Grauer, R., Ranti, D., Greene, K., Gorin, M. A., Menon, M., Zorc, S., Characterization of Applicant Preference Signals, Invitations for Interviews, and Inclusion on Match Lists for Residency Positions in Urology (2023)– *JAMA Network Open*, 6(1), e2250974-e2250974.

Zorc, S., Tsetlin I., Hasija S., Chick S. E., The When and How of Delegated Search (2023)– *Operations Research*, 73(1), 461-482. [\[SSRN\]](#)

Baucells, M., Zorc, S., Search in the Dark: the Case with Recall and Gaussian Learning (2025)– *Operations Research*, 73(5), 2572-2590 [\[SSRN\]](#)

Zorc, S., Chick, S. E., Hasija, S., Outcomes-based Reimbursement Policies: Should we Worry about Collusion? (2025) *Management Science* (forthcoming) [\[SSRN\]](#)

- The Pierskalla Award (by INFORMS Health Applications Society), 2017, finalist
- IBM Service Science Best Student Paper Award, 2017, finalist

Ding, J., Freeman, M., Zorc, S., From Black to Grey: Improving Access to Antimalarial Drugs in the Presence of Deceptive Counterfeits (2025) *Management Science* (forthcoming) [\[SSRN\]](#)

Uppari, B.S., Zorc, S., Designing Payment Models for the Poor (2025), *Management Science* (forthcoming) [\[SSRN\]](#)

- INFORMS JFIG Best Paper Award 2024, 2nd place
- Selected for presentation in MSOM Sustainability SIG 2024

WORKING PAPERS

Xu, Z. S., Baucells, M., Zorc, S., Search without Recall and Gaussian Learning: Structural Properties and Optimal Policies (major revision in *Operations Research*) [\[SSRN\]](#)

Wan, G., Xu, Z. S., Zorc, S., Baucells, M., Hu, M., Wang, H., Li, S.: BEACON: Bayesian Optimal Stopping for Efficient LLM Sampling (submitted) [\[arXiv\]](#)

WORK IN PROGRESS

Dynamic Principal-Agent Framework for Stochastic Games

Managing Multi-Component Projects: Task Prioritization and Optimal Stopping (with I. Tsetlin and V. Smirnov)

Optimal Index Policies for Sequential Search under Bayesian Learning (with Z. S. Xu and M. Baucells)

Revealed Preferences and the Choice of Residency (with R. Grauer, D. Ranti, and K. Greene)

Empirical Stopping Rules for Search (with M. Baucells and J. Mamer)

TEACHING EXPERIENCE

Decision Analysis (DA) – University of Virginia	2018-
DA is a core MBA course covering probability, statistics, decision theory and econometrics.	
Darden Before Darden – University of Virginia	2019-
DBD is a 7-day pre-matriculation program for incoming MBA students.	
Games, Competition, and Cooperation – University of Virginia	2023-
GCC is a business-application-focused game theory elective for MBA students.	
Dynamic Programming – University of Virginia	2024-
DP is a methodological course for PhD students.	
Uncertainty, Data, and Judgment – INSEAD	2025
UDJ is a core MBA course covering probability, statistics, decision theory and econometrics.	

PROFESSIONAL EXPERIENCE

A.T. Kearney - Consultant	2009-2013
Project experience includes:	
• Product development strategy for a global technology market leader	
• National economic strategy for an East European government	
• Incentive design for sales force and innovation in a regional FMCG firm	
• Restructuring and post-merger integration in several European banks	

SELECTED HONORS

Second Place – INFORMS Junior Faculty Interest Group (JFiG), Best Paper Award	2024
Elected to the Council of the Decision Analysis Society, INFORMS	2022
Runner-up, Decision Analysis Publication Award, INFORMS DAS Society	2022
Meritorious Service Award – <i>Management Science</i>	2020,2021, 2022, 2023
Distinguished Service Award – <i>Management Science</i>	2019
Finalist – The Pierskalla Award by INFORMS Health Applications Society	2017
Finalist – IBM Service Science Best Student Paper Award	2017
Winner – INSEAD 180 PhD Thesis Competition	2017
Runner-up – INFORMS Decision Analysis Society Best Student Paper Award	2016
Winner – Dean’s Commendation for Excellence in MBA Teaching, INSEAD	2015
Passed Comprehensive Exam with Distinction	2015
INSEAD Doctoral Fellowship	2013-2018
Republic of Croatia Scholarship for Excellence	1999-2001

INVITED TALKS

University of Virginia, Darden School of Business (2017), Duke, Fuqua School of Business (2019), National University of Singapore (2019, 2024), University of Indiana, Kelley School of Business (2020), University of Chicago, Booth School of Business (2020), Nanyang Technological University (2023), Singapore Management University (2024), Georgetown University, McDonough School of Business (2024), The Wharton School of the University of Pennsylvania (2025)

PROFESSIONAL SERVICE

Associate Editor for Service Science	2024-
Ad-hoc reviewer for Management Science (MS), Operations Research (OR), Manufacturing and Service Operations Management (MSOM), Production and Operations Management (POM), Decision Analysis (DA), Naval Research Logistics (NRL), European Journal of Operations research (EJOR), Information Systems Research (ISR), Service Science (SS), Journal of Mathematical Psychology (JMP), IISE Transactions, and Theory and Decision.	
Program Committee for Algorithmic Decision Theory conference	2019, 2024
Program Committee for Advances in Decision Analysis conference	2022, 2024
Co-chair, the PhD Incubator at the Advances in Decision Analysis conference	2022, 2024
Judge, INFORMS Decision Analysis Society’s Best Student Paper competition	2018-2024
Co-chair, INFORMS Decision Analysis Society’s Best Student Paper competition	2021-2024
Judge, POMS College of Healthcare Operations Management, Best Paper competition	2020-2024
Council Member, Decision Analysis Society, INFORMS	2022-2025