

ETHAN J. POSKANZER

Leeds School of Business
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Positions and Affiliations

University of Colorado, Boulder

Assistant Professor of Strategy and Entrepreneurship, Leeds School of Business	2022 -
Deming Center for Entrepreneurship	2022 -
Dean's Faculty Scholar	2023 -

Education

Massachusetts Institute of Technology

Ph.D., Economic Sociology	2022
S.M., Management Research	2019

Syracuse University

B.A., Economics & International Relations	2014
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Publications

Bond, Brittany* and **Ethan Poskanzer***. "Striking Out Swinging: Specialist Success After Forced Task Inferiority" Forthcoming at *Organization Science*.

Coverage: *Harvard Business Review*, *Cornell Chronicle*, *Diario AS*, *Phys.org*

Rheinhardt, Alexandra*, **Ethan Poskanzer*** and Forrest Briscoe. "Political Protests and Career Outcomes: Evidence from the NFL "Take a Knee" Movement" Forthcoming at *Organization Science*.

Coverage: *The Denver Post*

Castilla, Emilio and **Ethan Poskanzer**. 2022. "Through the Front Door: Why Do Organizations (Still) Prefer Legacy Applicants?" *American Sociological Review* 87(5): 782-826.

Coverage: *New York Times*, *BBC*, *Forbes*, *Poets and Quants*, *Yahoo News*, *US News and World Report*, *Business Insider*, *Creative Distillation*, *The Regressives*, *Hechinger Report*, *Diverse Issues in Education*, *Higher Ed Dive*

* = co-first authors.

Working Papers

Kim, Minjae, Ezra Zuckerman, Oliver Hahl and **Ethan Poskanzer**. "When Truth Trumps Facts: Four Studies on Partisan Evidence-Flouting in American Politics" (Conditionally Accepted at *American Journal of Sociology*)

Poskanzer, Ethan. "Learner Before Teacher: Matching Advisees to Advisors in a Network Intervention"

Poskanzer, Ethan and Fiona Murray. "Preference or Persistence? The Origins and Implications of Homophily in Entrepreneurial Networks"

Tristan Botelho* and **Ethan Poskanzer***. "Study on Gender in Startup Evaluations"

Works in Progress

Tristan Botelho* and **Ethan Poskanzer***. "Experiment on Talent Acquisition in Startups"

Shaoqin Tang, **Ethan Poskanzer** and Tony Tong. “Study on Automation and Diversity in Organizations”

Poskanzer, Ethan and Valentina Assenova. “Entrepreneurship Training in West Africa”

Poskanzer, Ethan. “Experiment on Environmental Entrepreneurship”

Awards, Grants and Honors

Miske Faculty Research Award (2023)

Dean’s Faculty Scholar Research Grant (2023-2026) - \$18,000

University of Colorado Center for Ethics and Social Responsibility (2023) - \$5,000

J-WEL Workforce Learning Innovation Research Grant (2020) - \$58,600

Roberts, Hammond Krasner Entrepreneurship Research Grant (2019) - \$5,000

Invited Presentations

Getting in vs. Winning It All: Gender Differences Across a Multistage Evaluation for Entrepreneurial Funding
Strategic Management Society Annual Meeting (2023); Academy of Management Annual Meeting (2023);
Oxford Entrepreneurship Residential Workshop (2023); Wharton People and Organizations Conference
(2023)

Automation and Diversity in Innovation
Strategic Management Society Annual Meeting (2023)

When Truth Trumps Facts: Four Studies on Partisan Evidence-Flouting in American Politics
MIT Economic Sociology Working Group (2023)

Learner Before Teacher: Matching Entrepreneurs to Sources of Advice
University of Colorado (2021); MIT Technological Innovation, Entrepreneurship and Strategic
Management Seminar (2021); Strategic Management Society Annual Meeting (2021); Academy of
Management Annual Meeting (2021); East Coast Doctoral Conference (2021); MIT Economic Sociology
Working Group (2021)

Preference or Persistence? The Origins and Implications of Homophily in Entrepreneurial Networks
Wharton People & Organizations Conference – Plenary Session (2021); MIT Economic Sociology
Working Group (2021); Organization Theory Junior Faculty Conference – Ann Arbor, MI (2022);
Academy of Management Annual Meeting (2022)

Striking Out Swinging: Specialist Success After Forced Task Inferiority
Wharton People & Organizations Conference (2019); Academy of Management Annual Meeting (2019);
MIT Economic Sociology Working Group (2019); Sports Paper and Idea Development Conference (2020)

Through the Front Door: Why Do Organizations (Still) Prefer Legacy Applicants?
American Sociological Association Annual Conference (2020)

Training the Driver, Not the Car: Entrepreneurship Training in West Africa
J-Wel Connections Showcase (2021)

Teaching Experience

CU Boulder Leeds School of Business

Boulder, Colorado

Undergraduate:

ESBM 3700: Entrepreneurial Environments

Iterations and Ratings

4.7/5 (Spring 2023);

Doctoral:

Seminar on Field Experiments in Entrepreneurship

MIT/University of the Witwatersrand Global Startup Labs

Introductory undergraduate entrepreneurship course

Johannesburg, South Africa

Summer 2019

Professional and Departmental Service

Reviewer – *Organization Science, Strategic Entrepreneurship Journal*

CU Boulder Strategy and Entrepreneurship Seminar Organizer

Economic Sociology Conference Co-Organizer

2022-2024

2021

Industry Experience

Analyst – Goldman, Sachs & Co.

2014-2016, New York, NY