

# ETHAN J. POSKANZER

Leeds School of Business  
University of Colorado  
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## Positions and Affiliations

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### University of Colorado, Boulder

Assistant Professor of Entrepreneurship, Leeds School of Business	2022 -
Deming Center for Entrepreneurship	2022 -
Frank Schiff Faculty Scholar	2023 -

## Education

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### 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

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Kim, Minjae, Oliver Hahl, **Ethan Poskanzer** and Ezra Zuckerman. 2024. "When Truth Trumps Facts: Studies on Partisan Moral Flexibility in American Politics" *American Journal of Sociology* 130(1): 193-240.

Coverage: *Colorado Public Radio, iHeartRadio Media, Yahoo!, The Conversation, ZDF*

Bond, Brittany\* and **Ethan Poskanzer**\*. 2024. "Striking Out Swinging: Specialist Success After Forced Task Inferiority" *Organization Science* 35(2): 698-718.

Coverage: *Harvard Business Review, Cornell Chronicle*

Rheinhardt, Alexandra\*, **Ethan Poskanzer**\* and Forrest Briscoe. 2024. "Political Protests and Career Outcomes: Evidence from the NFL "Take a Knee" Movement" *Organization Science* 35(3): 888-910.

Coverage: *The Denver Post, Creative Distillation*

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, Boston Globe, BBC, Forbes, New York Magazine, NBC News, ABC News, Yahoo! News, Vice*

\* = co-first authors.

## Working Papers

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Tristan Botelho\* and **Ethan Poskanzer**\*. "Getting in the Door vs. Winning It All: Gender Differences Across Evaluation Stages in Entrepreneurship." Revise and Resubmit at *Administrative Science Quarterly*.

Tristan Botelho\* and **Ethan Poskanzer**\*. "The Luck Factor: Random External Influences Shape Evaluations of Innovative Startups" Reject and Resubmit at *Nature*.

Valentina Assenova\* and **Ethan Poskanzer**\*. "The Long-Term Impact of Entrepreneurial Training on Technology Entrepreneurship and Employment in Ghana."

**Poskanzer, Ethan** and Fiona Murray. "Why Do Birds of a Feather Stick Together? Homophily and Gender Inequality in Entrepreneurs' Social Networks"

Minjae Kim\* and **Ethan Poskanzer\***. "Unanswered Outreach: A Mechanism of Gender-Based Network Segregation in Entrepreneurship"

## **Works in Progress**

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**Poskanzer, Ethan**. "Learner Before Teacher: Matching Entrepreneurs to Mentors"

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

## **Awards, Grants and Honors**

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Outstanding Reviewer Award – Strategic Entrepreneurship Journal (2025)

Honorable Mention - American Sociological Association Altruism, Morality and Social Solidarity Best Published Paper (2025)

*When Truth Trumps Facts: Studies on Partisan Moral Flexibility in American Politics*

Academy of Management OMT Division Best Entrepreneurship Paper (2024)

*Unanswered Outreach: A Mechanism of Gender-Based Network Segregation in Entrepreneurship*

University of Colorado Center for Ethics and Social Responsibility Highest Impact Paper (2024)

*Through the Front Door: Why Do Organizations (Still) Prefer Legacy Applicants?"*

Miske Faculty Research Award (2023)

Frank Schiff Faculty Scholar Research Grant (2023-2026) - \$18,000

University of Colorado Center for Ethics and Social Responsibility (2025) - \$10,000

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

## **Seminars and Other Invited Presentations**

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\*Includes Scheduled

**2025** University of California Berkeley, Haas School of Business

**2024** China Innovation Seminar; Colorado Junior Scholar Research Symposium; Global Entrepreneurship and Innovation Research Conference (Discussant)

**2023** University of Colorado Boulder, Leeds School of Business

**2021** University of Colorado Boulder, Leeds School of Business; MIT Sloan Technological Innovation, Entrepreneurship and Strategic Management Seminar

## **Conference Presentations (Includes Scheduled)**

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**2025** Columbia Conference on the (Re)Production of Inequality, New York, NY; Academy of Management, Copenhagen, Denmark; Economic Sociology Conference, New Haven, CT

**2024** Academy of Management, Chicago, IL; Wharton Management in Emerging Markets Conference, Philadelphia PA; Oxford Entrepreneurship Residential Workshop, Oxford, UK

**2023** Academy of Management, Boston, MA; Oxford Entrepreneurship Residential Workshop, Oxford, UK; MIT Economic Sociology Working Group

**2022** Organization Theory Junior Faculty Conference; Ann Arbor, MI; Academy of Management, Seattle WA

**2021** Jamal Abdul Latif World Education Lab Connections Showcase, Cambridge, MA; Strategic Management Society Annual Meeting, Toronto, ON; Academy of Management (Virtual); East Coast Doctoral Conference; Wharton People & Organizations Conference (Plenary Session), Philadelphia, PA

**2020** American Sociological Association (Virtual); Sports Paper and Idea Development Conference (Virtual)

**2019** Wharton People & Organizations Conference, Philadelphia, PA; Academy of Management, Boston, MA

## **Teaching Experience**

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### **CU Boulder Leeds School of Business**

*Boulder, Colorado*

*Undergraduate:*

ESBM 3700: Entrepreneurial Environments

#### Iterations and Ratings

4.6/5 (Spring 2023); 4.8/5 (Spring 2024); 4.7/5 (Spring 2025)

*Doctoral:*

Seminar on Field Experiments in Entrepreneurship

### **University of the Witwatersrand**

*Johannesburg, South Africa*

Global Startup Labs Entrepreneurship Course

Winter 2019

## **Professional and Departmental Service**

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Editorial Review Board – *Organization Science*

Editorial Review Board – *Strategic Entrepreneurship Journal*

Reviewer – *Organization Science, Management Science, Strategic Management Journal, Strategic Entrepreneurship Journal, California Management Review*

CU Boulder Strategy and Entrepreneurship Seminar Organizer 2022-2025

Leeds Honor Code Committee 2023-2025

Faculty Hiring Committee, Strategy and Entrepreneurship 2024

Ph.D. Admissions Committee, Strategy and Entrepreneurship 2023-2025

Diverse Doctorates in Business Faculty Mentor 2023-2024

Economic Sociology Conference Co-Organizer 2021

## **Industry Experience**

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Analyst – Goldman, Sachs & Co.

*2014-2016, New York, NY*