

# 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 Strategy, Entrepreneurship and Operations, Leeds School of Business  
Deming Center for Entrepreneurship

June 2022 -  
June 2022 -

## Education

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### Massachusetts Institute of Technology

Ph.D., Management

2022

S.M., Management Research

2019

### Syracuse University

B.A., Economics & International Relations

2014

## Publications

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

## Working Papers

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**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"

Bond, Brittany and **Ethan Poskanzer**. "Striking Out Swinging: Specialist Success After Forced Task Inferiority" (Both Authors Contributed Equally, Resubmitted at *Organization Science*)

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

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

## Works in Progress

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**Poskanzer, Ethan**. "Entrepreneurship Training in West Africa"

**Poskanzer, Ethan**. "Experiment on Strategic Advice in Entrepreneurship"

**Poskanzer, Ethan**. "Experiment on Environmental Entrepreneurship"

## Grants

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

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

## **Invited Presentations**

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Learner Before Teacher: Matching Entrepreneurs to Sources of Advice

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); University of Colorado (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)

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**

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**MIT/University of the Witwatersrand Global Startup Labs**

- Introductory undergraduate entrepreneurship course

*Johannesburg, South Africa*

## **Professional and Departmental Service**

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Economic Sociology Conference Co-Organizer

2021

Reviewer – Academy of Management Annual Conference

2020 -

## **Industry Experience**

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Analyst – Goldman, Sachs & Co.

*2014-2016, New York, NY*