

# Seth Carnahan

Ross School of Business, University of Michigan  
701 Tappan St, Room R4460, Ann Arbor, MI, 48109, Phone: 734-747-3581  
[scarnaha@umich.edu](mailto:scarnaha@umich.edu) | [Website](#) | [Google Scholar](#)

## ACADEMIC POSITIONS

---

**University of Michigan, Ross School of Business** July 2013 - present  
Assistant Professor, Strategy Group  
Sanford R. Robertson Assistant Professorship in Business Administration 2017-2018

## EDUCATION

---

**University of Maryland, Smith School of Business**  
PhD – Strategy, Department of Management and Organization 2013  
**Committee:** Rajshree Agarwal (chair), Cristian Dezsö, Waverly Ding,  
David Sicilia, David Waguespack

**University of Illinois**  
Master of Accounting Science 2007  
Bachelor of Accounting Science, summa cum laude 2006

## RESEARCH

---

**Interests:** Strategy, entrepreneurship, human capital, employee mobility

### Peer Reviewed Publications

Can You Gig It? An Empirical Examination of the Gig Economy and Entrepreneurial Activity. **Management Science**, in press.

(with Gordon Burtch and Brad Greenwood) [Link](#)

- Academy of Management Best Paper Proceedings.
- Media: [NPR](#), [Wall Street Journal](#), [Forbes](#), [Marginal Revolution](#)

Managers' Political Ideology and Gender Inequality among Subordinates: Does His Ideology Matter More Than Hers? **Administrative Science Quarterly**, in press.

(with Brad Greenwood) [Link](#)

- Runner up, Best Conference Paper Award, Organization & Management Theory division of Academy of Management
- Academy of Management Best Paper Proceedings
- Media: [Washington Post](#), [The Guardian](#), [American Lawyer](#), [Forbes](#), [Politico](#), [Knowledge@Wharton](#), [Law360](#), [Journal of the American Bar Association](#), [Reason.com](#), [Above the Bar](#)

Blocked But Not Tackled: Who Finds New Firms When Rivals Dissolve? **Strategic Management Journal**, 38(11): 2189-2212. 2017. [Link](#)

- Winner, Robert J. Litschert Award for best paper based on a dissertation, Business Policy and Strategy Division of Academy of Management
- Winner, Best Student Paper Award, Strategic Management Society Conference
- Academy of Management Best Paper Proceedings

When Does Corporate Social Responsibility Reduce Employee Turnover? Evidence from Attorneys before and after 9/11. **Academy of Management Journal**, 60(5): 1932-1962. 2017.

(with David Kryscynski and Daniel Olson). [Link](#) [Video summary](#)

- Winner, Best Conference Paper Award, Atlanta Competitive Advantage Conference
- Academy of Management Best Paper Proceedings

Alumni Effects and Relative Relational Advantage: The Impact on Outsourcing when Your Client Hires from Your Competitors. **Academy of Management Journal**, 56(6): 1578-1600. 2013.

(with Deepak Somaya) [Link](#)

- Runner up, Strategic Management Society Best Conference Paper Award

Heterogeneity in Turnover: The Effect of Relative Compensation Dispersion of Firms on the Employee Mobility and Entrepreneurship of Extreme Performers. **Strategic Management Journal**, 33(12), 1411-1430. 2012.

(with Rajshree Agarwal and Benjamin Campbell) [Link](#)

- Academy of Management Best Paper Proceedings

## Other Publications

Unknowns of the Gig-Economy: Future Directions and Opportunities. **Communications of the Association of Computing Machinery**, 60(7): 27-29.

(with Gordon Burtch and Brad Greenwood) [Link](#)

The Other Talent War: Competing Through Alumni. 2015. **MIT Sloan Management Review**. Spring Issue. 14-16.

(with Deepak Somaya) [Link](#)

Does the Exit of a Woman from the Firm Increase or Decrease Her Female Colleagues' Earnings? 2014. **Academy of Management Best Paper Proceedings**. [Link](#)

## Working Papers

Friends Don't Compete with Friends in the Labor Market

(with MaryJane Rabier and Jose Uribe)

*Revise and resubmit at Management Science*

Doctor-Patient Gender Overlap and Heart Attack Survival  
(with Brad Greenwood and Laura Huang)  
*Revise and resubmit at Proceedings of National Academy of Sciences (PNAS)*

Men Check out, Women Pitch in: How Familiarity Influences Effort in Mixed-Gender Teams  
(with Jose Uribe)  
*Reject and resubmit at Organization Science*

Intangible Assets and Post-Acquisition Turnover of Target Managers  
(with MaryJane Rabier and Maggie Zhou)  
*Under review at Journal of Accounting Research*

All in the Tails? Pre-Entry Knowledge and the Distribution of Startup Performance.  
(with Rajshree Agarwal, Benjamin Campbell, and Joonkyu Choi)

## RESEARCH AWARDS AND GRANTS

---

Top 15 Reviewer Award, <i>Strategic Management Journal</i>	2018
Sanford R. Robertson Assistant Professorship in Business Administration	2017
Kauffman Junior Faculty Fellowship in Entrepreneurship Research (\$35,000)	2017
Distinguished Service Award, <i>Management Science</i>	2016
Outstanding Reviewer Award, <i>Organization Science</i>	2016
National Science Foundation Research Grant #1561250 (\$50,739)	2016
Kauffman Foundation Research Grant (\$81,327)	2015
Finalist, Wiley Outstanding Dissertation Award in Strategy, BPS Division of Academy of Management	2014
National Science Foundation Research Grant #1159364	2012
Kauffman Dissertation Fellow (\$20,000)	2012
Strategy Research Foundation Fellow (\$10,000)	2012
Allen Nash Award for Outstanding Doctoral Student, Smith School of Business	2012
PhD Student Travel Award, ASQ-HEC Conference	2011
DRUID Conference Most Innovative Paper Award	2011

## ACADEMIC SERVICE AND AFFILIATIONS

---

### Editorial Board

- Academy of Management Journal 2017-2019
- Academy of Management Review 2017-2019
- Strategic Management Journal 2017-2019
- Organization Science 2017-2020
  - Member of empirical methodology specialists panel
- Strategic Entrepreneurship Journal 2015-2018

### Ad hoc reviewer:

- Administrative Science Quarterly, Journal of Economics and Management Strategy,  
Journal of Management, Management Science, Research Policy

## Membership

Academy of Management, Strategic Management Society, Strategy Research Forum

## INVITED RESEARCH PRESENTATIONS

---

### 2018 (including scheduled)

- Wharton Management Seminar Series, Philadelphia
- London Business School Strategy Seminar Series
- University of Texas, Austin Technology and Entrepreneurship Conference
- Academy of Management Panelist: “Human Capital Analytics”

### 2017

- Harvard Business School Workshop on Innovation in a Global Economy, Boston
- Smith Entrepreneurship Research Conference, College Park

### 2016

- Duke Strategy Conference, Durham
- Washington University Strategy Seminar Series, St. Louis
- University of Illinois Strategy Seminar Series, Urbana
- University of California Management Seminar Series, Riverside
- McGill University Management Seminar Series, Montreal

### 2015

- BYU-Utah Strategy Conference, Park City
- Academy of Management Panelist: “New Research Questions in Employee Mobility”

### 2014

- Washington University Strategy Seminar Series, St. Louis

### 2013

- Consortium on Competitiveness and Cooperation (CCC)
- Strategic Management Society Panelist: “New Empirical Methods in Strategy”
- Academy of Management Panelist: “Job Market Strategies for PhD Students”

## TEACHING

---

### University of Michigan

Strategy 502, Corporate Strategy (full-time MBA; core course)

- Fall 2013, Fall 2014, Fall 2015, Fall 2016, Fall 2017

Strategy 557, Corporate Strategy (Master of Management program; core course)

- Fall 2016

Strategy 898, Human Capital and Entrepreneurship in Strategy Research (PhD elective)

- Winter 2017

### University of Maryland

BMGT 495, Business Policies and Strategy (undergraduate capstone)

- Summer 2011, Spring 2012

## University of Illinois

Accountancy 201, 202 (teaching assistant, section leader)

## SERVICE

---

### University of Michigan

2016-2017: Organizer, Strategy External Seminar Series

2014-2016: Member, PhD Recruiting Committee

2013-2014: Organizer, Strategy Brown Bag Series

PhD advising

Date	Name	Role	Group	Placement
2019	Harsh Ketkar	chair	Strategy	Pending
2019	Lindsey Cameron	member	Management	Pending
2019	Teddy Dewitt	member	Management	Pending
2018	Jin Woo Chang	member	Business Economics	Pending
2018	Casidhe Horan Troyer	member	Strategy	London Business School
2018	Sara Ryoo	co-chair	Strategy	SUNY Binghamton
2017	Guy Shani	member	Strategy	Michigan State University
2017	Ashley Hardin	member	Management	Washington University, STL

### University of Maryland

2011-2012: PhD Student-Faculty Liaison

Organizer, New PhD Student Bootcamp

2010-2011: Social Chair, Association of Doctoral Students

### Academy of Management

2015-2017 Research Committee, Business Policy and Strategy Division (elected)

2011-2012 Assistant to Division Chair, Business Policy and Strategy Division

### Strategic Management Society

2015-2016 Representative-at-Large, Strategic Human Capital Interest Group (elected)

2017-2018 Representative-at-Large, Competitive Strategy Interest Group (elected)

## PRIOR EXPERIENCE

---

### Deloitte & Touche LLP, St. Louis, MO

2007-2008

Certified Public Accountant, State of Illinois (Certificate # 91427)

## REFERENCES

---

**Rajshree Agarwal**

Professor in Entrepreneurship and Strategy  
University of Maryland  
rajshree@rthsmith.umd.edu

**Gautam Ahuja**

Professor of Management and Organizations  
Cornell University  
ga337@cornell.edu

**Benjamin Campbell**

Associate Professor  
Ohio State University  
campbell@fisher.osu.edu

**David Waguespack**

Associate Professor  
University of Maryland  
dwaguesp@rthsmith.umd.edu