

JUSTIN A. FRAKE

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University of Michigan ◇ Ross School of Business ◇ 701 Tappan Street, R4442, Ann Arbor, MI 48109

ACADEMIC POSITIONS

University of Michigan, Ross School of Business	2018 - present
Assistant Professor of Strategy	
Sanford R. Robertson Assistant Professorship in Business Administration	2022 - 2023

EDUCATION

University of Maryland	2018
Ph.D., Strategic Management and Entrepreneurship	
University of Oklahoma	2006
B.S., Business Administration - Finance	

RESEARCH INTERESTS

strategy, causal inference, strategic human capital, organizational misconduct

PUBLISHED AND ACCEPTED RESEARCH

1. Frake, J., Gibbs, A., Goldfarb, B., Hiraiwa, T., Starr, E., and Yamaguchi, S. Forthcoming. From Perfect to Practical: Partial Identification Methods for Causal Inference in Strategic Management Research, **Strategic Management Journal**. [Download paper]
2. Sharma, S., Frake, J., Watson, J. 2025. Symbolic vs. Substantive Support: The Impact of Black Lives Matter on Black-Owned Businesses, **Marketing Science**. [Download paper]
3. Frake, J., Byun, H., Kim, J. 2024. The Effect of Financial Resources on Misconduct: Evidence from Lottery Ticket Sales, **Organization Science**, 36(1): 1-546.[Download paper]
4. Frake, J., Hagemann, A., Uribe, J. 2024. Collider Bias in Strategy and Management Research: An Illustration of How Women CEOs Affect Other Women's' Career Outcomes, **Strategic Management Journal**. [Download paper]
5. Hurst, R., Lee, S., Frake, J. 2024. The Effect of Hierarchy on Applicant Pool Gender Diversity: Evidence from Experiments, **Strategic Management Journal**. [Download paper]
 - Strategic Management Society Conference Strategic Human Capital Interest Group Best Paper Award (2022)
 - Finalist, Strategic Management Society Conference Responsible Research Paper Prize (2022)
 - Academy of Management OMT Division Best Paper Award (2022)
 - Strategy Science Conference Best Paper Award (2022)
 - Academy of Management Meeting OMT Division Best Student Paper (2022)
 - Strategic Management Society Conference Best PhD Paper (2022)
 - Strategic Management Society Responsible Research Paper Prize (2022)

- Strategic Management Society Conference Stakeholder Strategy Interest Group Best Student Proposal (2022)
 - Michigan Ross PhD DEI Research Award (2022)
 - Organization Science/INFORMS Best Dissertation Proposal Competition (Finalist, 2022)
 - Strategic Management Society Conference Best Paper (Honorable Mention, 2022)
 - Media mentions: Harvard Business Review, Wharton Magazine, The Wall Street Journal
6. Frake, J., Harmon, D. 2023. Intergenerational Transmission of Organizational Misconduct: Evidence from the Chicago Police Department. **Management Science**. [Download paper]
 7. Starr, E., Frake, J. Agarwal, R. 2019. Mobility Constraint Externalities. **Organization Science**, 30(5): 961-980. [Download paper]
 - Media mentions: Bloomberg, Forbes Financial Times, Federal Trade Commission, and in Congressional testimony
 8. Byun, H., Frake, J., Agarwal, R. 2018. Leveraging Who You Know by What You Know: Returns to Relational and Human Capital. **Strategic Management Journal**, 39(7):1803–1833. [Download paper]
 - Winner, Best PhD Paper Prize, SMS Conference, 2016
 - Winner, Best Interdisciplinary Paper (Strategic Human Capital IG), SMS Conference, 2016
 9. Frake, J. 2017. Selling Out: The Inauthenticity Discount in the Craft Beer Industry. **Management Science**, 63(11): 3930-3943. [Download paper]
 - Winner, 2017 Best Published Paper, Oxford University Centre for Corporate Reputation
 - Winner, Best PhD Paper Prize, SMS Conference, 2015
 - Finalist, Best Conference Paper Prize, SMS Conference, 2015
 - Media mentions: Associated Press, Business Insider, The Conversation, and The Huffington Post

OTHER PUBLICATIONS

Hurst, R., Lee, S., Frake, J. 2024. Research: Flat Hierarchies Can Discourage Women Applicants, **Harvard Business Review**. [Read article]

WORKING PAPERS

1. Frake, J. Hurst, R., and Kagan, M. Office Parties: Partisan Sorting in the United States Labor Market. **Under Review at Nature Human Behavior**. [Download paper]
2. Kagen, M., Frake, J., and Hurst, R. Measuring Workplace Partisanship.
3. Gordon, S., Frake, J., and Harmon, D. Beyond Deterrence: Unintended Consequences of Punishment in the Chicago Police Department.

PRESENTATIONS

(Presentations at home institution excluded)

- **2025** Columbia (planned)

- **2024** Washington University in Saint Louis, Yale SOM, Austin Technology and Entrepreneurship Conference, AOM Annual Meeting, Dartmouth Summer Camp
- **2023** Consortium on Competitiveness and Cooperation (discussant)
- **2022** Austin Technology and Entrepreneurship Conference
- **2021** Washington University in St. Louis; Strategy, Innovation, and Entrepreneurship Workshop
- **2019** UCLA, AOM Annual Meeting
- **2017** Consortium on Competitiveness and Cooperation (CCC), Industry Studies Association, AOM Annual Meeting, Economic Sociology Conference, University of Washington, Rice University, University of Texas-Austin, University of Minnesota, Boston University, NYU Stern, University of Michigan, Boston University, UC Irvine, INSEAD, Columbia University, AEA/ASSA
- **2015** Strategic Management Society Annual International Conference, AOM Annual Meeting, Medici Summer School
- **2014** Strategic Management Society Annual International Conference, AOM Annual Meeting

OTHER INVITED PARTICIPATION

Yale Workshop on Authenticity, West Coast Research Symposium, Oxford Reputation Symposium PDW, Northwestern Causal Inference Workshop, Medici Summer School in Management Studies, Strategy Research Initiative (SRI) PhD Boot Camp, Wharton Mack Institute Emerging Scholar Workshop, Consortium on Competitiveness and Cooperation (CCC), Junior Faculty OT Conference, Tuck Summer Camp, Strategy Research Forum (SRF)

HONORS AND AWARDS

- Year of Democracy Grant from the University of Michigan (\$5,000) (2025)
- Research grant from the Ross School of Business (\$45,000, with Derek Harmon) (2023)
- Organization Science Outstanding Reviewer Award (2021–2023)
- Neary BBA Teaching Excellence Award (2023)
- Academy of Management OMT Division Best Paper Award (2022)
- Strategy Science Conference Best Paper Award (2022)
- Strategic Management Society Conference Strategic Human Capital Interest Group Best Paper Award (2022)
- Finalist, Strategic Management Society Conference Responsible Research Paper Prize (2022)
- Winner 2017 Best Published Paper, Oxford University Centre for Corporate Reputation (2018)
- Kauffman Dissertation Fellowship (2017-2018)
- Frank T. Paine Award for Academic Achievement, Robert H. Smith School of Business, University of Maryland (2017)
- Winner Best Interdisciplinary Paper. Strategic Human Capital IG. Strategic Management Society (2016)
- Winner Strategic Management Society Best Conference PhD Paper Prize (2016)
- Winner Strategic Management Society Best Conference PhD Paper Prize (2015)
- Finalist Strategic Management Society Best Conference Paper Prize (2015)

- Dean's Summer Research Fellowship, Robert H. Smith School of Business, University of Maryland (2013-2018)
- University Fellowship, Robert H. Smith School of Business, University of Maryland (2013-2018)

ACADEMIC SERVICE

Editorial Review Board

- Administrative Science Quarterly, 2021-present
- Strategic Management Journal, 2021-present
- Organization Science, 2019-present

Ad hoc Reviewer

- Management Science, American Journal of Sociology, Strategy Science, Research Policy, Strategic Entrepreneurship Journal

PhD Advising (Dissertation Committee Member)

- Susie Choe (2025), Carlson School of Management, University of Minnesota
- Derek Lief (2025), Fordham University Gabelli School of Business
- Weikun Yang (2025), Management at Chinese University of Hong Kong
- Hyuck David Chung (2024), Gies College of Business at the University of Illinois at Urbana-Champaign
- Reuben Hurst (2023), University of Maryland
- Mana Heshmati (2023), University of Washington
- Christine Choi (2022), University of North Carolina at Chapel Hill
- Cha Li (2021), University of Texas at Austin
- Saerom (Ronnie) Lee (2020), University of Pennsylvania

Other Service

- 2019–2024 Member, Michigan Strategy Ph.D. Recruiting Committee
- 2024, MBA Strategy 502 Core Course Coordinator
- 2024, Community Values Committee
- 2024 Sponsor, Chiron Healthcare Consulting Student Organization
- 2024 Member, Michigan Strategy Clinical Contract Renewal Committee
- 2022 Co-organizer Junior Faculty Organization Theory Conference
- 2017 Organizer, DRUID PDW - Perspectives on Mobility and Entrepreneurship
- 2017 Organizer, AOM Symposium - Strategic Human Capital: Employee Mobility and Entrepreneurship
- 2016 Coordinator, Strategy Ph.D. Workshop/Symposium (UMD)
- 2015 Organizer, AOM Symposium - Employee Mobility and Entrepreneurship: Theoretical Synthesis and New Frontiers
- 2013 Organizer, New Ph.D. Student Bootcamp (UMD)

TEACHING

STRAT 502: Corporate Strategy (MBA) - Instructor, University of Michigan

- Fall 2024 instructor rating: 4.85/5.0
- Course Coordinator (2024 & 2025)

STRAT 390: Corporate Strategy (Undergrad) - Instructor, University of Michigan

- Fall 2023 instructor rating: 5/5
- Fall 2022 instructor rating: 4.9/5
 - Received the Neary BBA Teaching Excellence Award
- Fall 2021 instructor rating: 4.9/5
- Fall 2020 instructor rating: 4.9/5
- Fall 2019 instructor rating: 4.9/5
- Fall 2018 instructor rating: 4.8/5

STRAT 898: Applied Methods - Causal Inference (Ph.D.) - Instructor, University of Michigan

- Winter 2023 instructor rating: 5/5

BMGT495: Strategic Management (Undergrad) - Instructor, University of Maryland

- Summer 2016 instructor rating: 3.95/4

PROFESSIONAL EXPERIENCE

- 2006–2012 Ernst & Young (EY) - Manager
- 2004–2006 Telogical Systems – Software Developer & Database Administrator