

JUSTIN A. FRAKE

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ACADEMIC POSITIONS

2018-present **UNIVERSITY OF MICHIGAN, ROSS SCHOOL OF BUSINESS**
Assistant Professor of Strategy

EDUCATION

2018 **UNIVERSITY OF MARYLAND**, College Park, MD
Ph.D., Strategic Management and Entrepreneurship

2006 **UNIVERSITY OF OKLAHOMA**, Norman, OK
B.S., Business Administration - Finance

RESEARCH INTERESTS

Social evaluation, inter-firm labor mobility, entrepreneurship, innovation, human capital, signaling, authenticity, status

RESEARCH

Selling Out: The Inauthenticity Discount in the Craft Beer Industry. **Management Science**, 2017, 63(11): 3930-3943.

- 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: [The Huffington Post](#), Business Insider

Leveraging Who You Know by What You Know: Returns to Relational and Human Capital, with Heejung Byun & Rajshree Agarwal (equal contribution). **Strategic Management Journal**, 2018, 39:1803–1833.

- Winner, Best PhD Paper Prize, SMS Conference, 2016
- Winner, Best Interdisciplinary Paper (Strategic Human Capital IG), SMS Conference, 2016

Mobility Constraint Externalities, with Evan Starr and Rajshree Agarwal (equal contribution). **Organization Science** (forthcoming).

- Media mentions: [Financial Times](#), [Bloomberg](#)

WORKING PAPERS

Signals, Not Shackles: The Effect of Patents on Inventor Mobility

The (De)Motivating Effects of Awards

Stealing Status: The Individual Appropriation of Organizational Awards

PRESENTATIONS

(Presentations at home institution excluded)

- 2019 Signals, Not Shackles: How Patents Affect Inventor Mobility
- UCLA
- 2017 Signals, Not Shackles: How Patents Affect Inventor Mobility
- 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
- Mobility Constraint Externalities
- AEA/ASSA
- 2015 Selling Out: The Inauthenticity Discount in the Craft Beer Industry
- Strategic Management Society Annual International Conference
 - AOM Annual Meeting
 - Medici Summer School
- 2014 The Streetlight Effect: Identifying Bias in Patent-Based Measures of Mobility
- Strategic Management Society Annual International Conference
 - AOM Annual Meeting

OTHER INVITED PARTICIPATION

- 2017 Yale Workshop on Authenticity
- 2016 West Coast Research Symposium
Oxford Reputation Symposium PDW

2015 Northwestern Causal Inference Workshop
Medici Summer School in Management Studies
2014 Strategy Research Initiative (SRI) PhD Boot Camp
Wharton Mack Institute Emerging Scholar Workshop

HONORS AND AWARDS

- 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 2016 Best Interdisciplinary Paper. Strategic Human Capital IG. Strategic Management Society
- Winner 2016 Strategic Management Society Best Conference PhD Paper Prize
- Winner 2015 Strategic Management Society Best Conference PhD Paper Prize
- Finalist 2015 Strategic Management Society Best Conference Paper Prize
- Dean's Summer Research Fellowship, Robert H. Smith School of Business, University of Maryland (2013–present)
- University Fellowship, Robert H. Smith School of Business, University of Maryland (2013–present)

ACADEMIC SERVICE

Editorial Review Board
Organizational Science, 2019-present

Ad hoc Reviewer
Administrative Science Quarterly, Management Science, Strategic Management Journal, Research Policy, Strategic Entrepreneurship Journal

OTHER SERVICE

2017 –18 Co-founder, Computational Social Science – University of Maryland.
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 PhD Student Bootcamp (UMD)

TEACHING

Corporate Strategy – Instructor, University of Michigan
Overall instructor rating: **4.75/5.0**

Fall 2018

Strategic Management – Instructor, University of Maryland

Overall instructor rating: **3.93/4.0** (Class size: 30)

Summer 2016

PROFESSIONAL EXPERIENCE

2006–12 Ernst & Young (EY) – Manager, Advisory Services

2004–06 Telogical Systems – Software Developer & Database Administrator