

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

EDUCATION

University of Maryland 2018
Ph.D., Strategic Management and Entrepreneurship

University of Oklahoma 2006
B.S., Business Administration - Finance

RESEARCH INTERESTS

human capital, reputation, misconduct, authenticity, causal inference, micro-foundations

PUBLISHED RESEARCH

1. Frake, J., Hagemann, A., Uribe, J. Forthcoming. Collider Bias in Strategy and Management Research: An Illustration of How Women CEOs Affect Other Women's Career Outcomes, **Strategic Management Journal**. [Download paper]
2. Hurst, R., Lee, S., Frake, J. Forthcoming. 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)
 - Media mentions: Wharton Magazine, The Wall Street Journal
3. Frake, J., Harmon, D. 2023. Intergenerational Transmission of Organizational Misconduct: Evidence from the Chicago Police Department. **Management Science**. [Download paper]
4. 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
5. 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

6. 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

WORKING PAPERS

1. The Effect of Financial Resources on Misconduct: Evidence from Lottery Ticket Sales (with Heejung Byun and Jihyeon Kim), **Under 2nd round review at Organization Science**. [Download paper]
2. The Effect of George Floyd's Murder on Black-Owned Businesses (with Siddharth Sharma and Jared Watson), **R&R at Marketing Science**.
3. From Perfect to Practical: Partial Identification Methods for Causal Inference in Strategic Management Research (with Anthony Gibbs, Brent Goldfarb, Takuya Hiraiwa, Evan Starr, and Shotaro Yamaguchi), **Under Review at Strategic Management Journal**. [Download paper]
4. Office Parties: Partisan Sorting in the United States Labor Market (with Reuben Hurst and Max Kagan) [Download paper]
5. Unintended Consequences of Punishment: Evidence from the Chicago Police Department (with Sarah Gordon and Derek Harmon)

PRESENTATIONS

(Presentations at home institution excluded)

- **2024** Austin Technology and Entrepreneurship Conference discussant
- **2023** Consortium on Competitiveness and Cooperation (CCC) discussant
- **2022** Austin Technology and Entrepreneurship Conference
- **2021** Washington University in St. Louis; Strategy, Innovation, and Entrepreneurship Workshop
- **2019** AOM Annual Meeting, UCLA
- **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

- 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)
- Sanford R. Robertson Assistant Professorship in Business Administration (2022-2023)
- 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)
- Sanford R. Robertson Assistant Professorship in Business Administration (2022-2023)
- 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, Research Policy, Strategic Entrepreneurship Journal

Other Service

- 2019–2024 Member, Michigan Strategy Ph.D. Recruiting 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 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