

# ETHAN J. POSKANZER

Leeds School of Business  
University of Colorado  
995 Regent Drive, Boulder, CO, 80302

Ethan.Poskanzer@Colorado.edu  
(518) 496-3550

## Positions and Affiliations

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### University of Colorado, Boulder

Assistant Professor of Strategy and Entrepreneurship, Leeds School of Business	2022 -
Deming Center for Entrepreneurship	2022 -
Frank Schiff Faculty Scholar	2023 -

## Education

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### Massachusetts Institute of Technology

Ph.D., Economic Sociology	2022
S.M., Management Research	2019

### Syracuse University

B.A., Economics & International Relations	2014
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## Publications

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Kim, Minjae, Oliver Hahl, **Ethan Poskanzer** and Ezra Zuckerman. 2024. "When Truth Trumps Facts: Studies on Partisan Moral Flexibility in American Politics" Forthcoming at *American Journal of Sociology*.

Bond, Brittany\* and **Ethan Poskanzer**\*. 2024. "Striking Out Swinging: Specialist Success After Forced Task Inferiority" Forthcoming at *Organization Science*.

Coverage: *Harvard Business Review*, *Cornell Chronicle*, *Diario AS*, *Phys.org*

Rheinhardt, Alexandra\*, **Ethan Poskanzer**\* and Forrest Briscoe. 2024. "Political Protests and Career Outcomes: Evidence from the NFL "Take a Knee" Movement" Forthcoming at *Organization Science*.

Coverage: *The Denver Post*, *Creative Distillation*

Castilla, Emilio and **Ethan Poskanzer**. 2022. "Through the Front Door: Why Do Organizations (Still) Prefer Legacy Applicants?" *American Sociological Review* 87(5): 782-826.

Coverage: *New York Times*, *BBC*, *Forbes*, *Poets and Quants*, *Yahoo News*, *US News and World Report*, *Business Insider*, *Creative Distillation*, *The Regressives*, *Hechinger Report*, *Diverse Issues in Education*, *Higher Ed Dive*

\* = co-first authors.

## Working Papers

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**Poskanzer, Ethan** and Valentina Assenova. "The Long-Term Impact of Entrepreneurial Training on Technology Entrepreneurship and Employment in Ghana"

**Poskanzer, Ethan**. "Learner Before Teacher: Matching Entrepreneurs to Mentors"

**Poskanzer, Ethan** and Fiona Murray. "Why Do Birds of a Feather Stick Together? Homophily and Gender Inequality in Entrepreneurs' Social Networks"

Tristan Botelho\* and **Ethan Poskanzer**\*. "Getting in vs. Winning It All: Gender Differences Across a Multistage Evaluation for Entrepreneurial Funding"

## Works in Progress

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Tristan Botelho\* and **Ethan Poskanzer\***. “Experiment on Talent Acquisition in Startups”

Shaoqin Tang, **Ethan Poskanzer** and Tony Tong. “Study on Automation and Diversity in Organizations”

Minjae Kim\* and **Ethan Poskanzer\***. “Study on Homophily in Entrepreneurs’ Social Networks”

## Awards, Grants and Honors

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Center for Ethics and Social Responsibility Highest Impact Paper Award (2024)

Miske Faculty Research Award (2023)

Dean’s Faculty Scholar Research Grant (2023-2026) - \$18,000

University of Colorado Center for Ethics and Social Responsibility (2023) - \$5,000

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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The Long-Term Impact of Entrepreneurial Training on Technology Entrepreneurship and Employment in Ghana  
J-Wel Connections Showcase (2021); Wharton Management in Emerging Markets Conference (2024)

Getting in vs. Winning It All: Gender Differences Across a Multistage Evaluation for Entrepreneurial Funding  
Strategic Management Society Annual Meeting (2023); Academy of Management Annual Meeting (2023);  
Oxford Entrepreneurship Residential Workshop (2023); Wharton People and Organizations Conference  
(2023)

Automation and Diversity in Innovation  
Strategic Management Society Annual Meeting (2023)

When Truth Trumps Facts: Four Studies on Partisan Evidence-Flouting in American Politics  
MIT Economic Sociology Working Group (2023)

Learner Before Teacher: Matching Entrepreneurs to Sources of Advice  
University of Colorado (2021); 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)

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); Organization Theory Junior Faculty Conference – Ann Arbor, MI (2022);  
Academy of Management Annual Meeting (2022)

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)

## Teaching Experience

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**CU Boulder Leeds School of Business**  
*Undergraduate:*

*Boulder, Colorado*

ESBM 3700: Entrepreneurial Environments

Iterations and Ratings

4.7/5 (Spring 2023);

*Doctoral:*

Seminar on Field Experiments in Entrepreneurship

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

Introductory undergraduate entrepreneurship course

*Johannesburg, South Africa*

Summer 2019

**Professional and Departmental Service**

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Reviewer – *Organization Science, Strategic Management Journal, Strategic Entrepreneurship Journal*

CU Boulder Strategy and Entrepreneurship Seminar Organizer

2022-2024

Economic Sociology Conference Co-Organizer

2021

**Industry Experience**

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Analyst – Goldman, Sachs & Co.

*2014-2016, New York, NY*