

Seth Carnahan

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ACADEMIC POSITIONS

Washington University, Olin Business School 2018-present
Associate Professor, Strategy Area (with tenure as of 2021)

University of Michigan, Ross School of Business 2013-2018
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, [University Honors](#) 2006

RESEARCH

Interests: Strategy, entrepreneurship, human capital, inequality

Peer Reviewed Publications

Do Managers' Affiliation Ties Have a Negative Relationship with Subordinates' Inter-firm Mobility? Evidence from Large US Law Firms. **Organization Science**. Accepted.
(with MaryJane Rabier and Jose Uribe) [Link](#)

Patient–physician gender concordance and increased mortality among female heart attack patients. **Proceedings of the National Academy of Sciences**, 115(34): 8569-8574. 2018.
(with Brad Greenwood and Laura Huang) [Link](#)

- Selected media: [New York Times](#), [The Atlantic](#), [NBC](#), [ABC](#), [CBS](#), [Time](#), [BBC](#), [St. Louis Public Radio](#), [NPR's Hidden Brain](#)

Can You Gig It? An Empirical Examination of the Gig Economy and Entrepreneurial Activity. **Management Science**, 64(12): 5497-5520. 2018.

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

- Academy of Management Best Paper Proceedings
- 2020 Finalist for Best Paper in Management Science, Information Systems Department (one of three papers)
- Selected 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**, 63(2): 287-322. 2018.

(with Brad Greenwood) [Link](#)

- Runner up, Best Conference Paper Award, Organization & Management Theory division of Academy of Management
- Academy of Management Best Paper Proceedings
- Selected 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](#)

Men Check out, Women Pitch in: How Familiarity Influences Effort in Mixed-Gender Teams. 2018. **Academy of Management Best Paper Proceedings**. [Link](#)

(with Jose Uribe)

Working Papers

Flying High or Crashing Down? Pre-Entry Knowledge and the Distribution of Startup Performance.

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

- Academy of Management Best Paper Proceedings

Do Employee Absences Help Managers Evaluate Individual Contributions to Team Production? Evidence from Plant Productivity Data

(with Jesse Austen-Breneman, John Meluso, and Jose Uribe) [Link](#)

Work in Progress with Completed Data Collection

Census Bureau Federal Statistical Research Data Center Proposal #2296: Management and Organizational Practices, Business Dynamism, and Employee Entrepreneurship

(with Rajshree Agarwal, Joonkyu Choi, Serguey Braguinsky, Martin Ganco, Florence Honore, and Evan Starr)

- Confidential US Census Microdata Proposal, received final approval on 10/28/20.

Do Routines Bias Decision Making? Evidence from Left Digit Effects in Physician Prescribing Behavior

(with Brad Greenwood and Laura Huang) Analyses and initial draft complete

Modular Collaboration within Organizations and Variability in Organizational Performance

(with Exequiel Hernandez and Francisco Morales)

Immigrants and Firm Performance

(with Britta Glennon, Exequiel Hernandez, and Francisco Morales)

Robots and Gender Equality: Evidence from Surgeons in the US
(with Harsh Ketkar and Brad Greenwood) Analyses and initial draft complete

Non-Linear Incentives and Performance under Pressure
(with Lamar Pierce and Shirley Tang)

AWARDS AND GRANTS

See above for awards given to individual manuscripts

- [Poets and Quants Top 40 MBA Professor under 40](#) 2020
- Selected from global pool of 2,000 faculty nominated by MBA students for outstanding teaching and research.
- [Emerging Scholar Award](#), STR Division of Academy of Management 2019
- Awarded every two years by the largest global body of academic strategy researchers (5.5k members) to a “promising scholar who has established a research record of exceptional quality early in his/her career, has a notable publication record, and has already demonstrated an impact on the field of strategic management. Candidates are judged by the relevance, academic contribution, theoretical and methodological rigor, and practical implications of their work.”
- [Sanford R. Robertson Assistant Professorship](#) in Business Administration 2017
- School-wide junior faculty chair that recognizes career achievement and outstanding performance in research and teaching at Ross School of Business, University of Michigan.
- [Kauffman Junior Faculty Fellowship](#) for Entrepreneurship Research (\$35,000) 2017
- Awarded yearly by the most significant funder of entrepreneurship research to “tenure-track junior faculty who show the potential to make significant contributions to the field of entrepreneurship and have begun establishing a record of scholarship in entrepreneurship.”
- [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

INVITED RESEARCH PRESENTATIONS

2021 (scheduled)

- Invited panelist, Academy of Management session on “Employer-Employee Linked Datasets”
- Colorado (Strategy)
- Copenhagen Business School (Strategy)

2020

- [Strategy, Innovation, and Entrepreneurship Virtual Workshop](#)

- Invited panelist, Academy of Management session on “Non-Market Strategy and Entrepreneurship”
 - Purdue (Strategy)
 - Arizona State (Management; postponed due to COVID-19)
- 2019
- Georgetown (Strategy)
 - Austin (TX) Technology and Entrepreneurship Conference
 - Syracuse Conference on Changing Nature of Work and Workplaces
 - Invited keynote panelist, Strategic Management Society Extension Conference on Human Capital and Entrepreneurship, (declined for family reasons), Madison, WI
 - Wharton Corporate Strategy Conference
- 2018
- Wharton (Management)
 - London Business School (Strategy)
 - Austin (TX) Technology and Entrepreneurship Conference
 - Invited panelist, Academy of Management session on “Human Capital Analytics”
- 2017
- Harvard Business School Workshop on Innovation in a Global Economy
 - University of Maryland Smith Entrepreneurship Research Conference
- 2016
- Duke Strategy Conference
 - Washington University (Strategy)
 - University of Illinois, Champaign (Strategy)
 - University of California, Riverside (Management)
 - McGill (Strategy and Organization)
- 2015
- BYU-Utah Strategy Conference
 - Invited panelist, Academy of Management session on “New Research Questions in Employee Mobility”
- 2014
- Washington University (Strategy)
- 2013
- Consortium on Competitiveness and Cooperation (CCC)
 - Invited panelist, Strategic Management Society session on “New Empirical Methods in Strategy”
 - Invited panelist, Academy of Management session on “Job Market Strategies for PhD Students”

TEACHING

Washington University

MGT 5311, Introduction to Management and Strategy (full-time MBA, core course)

- Fall 2020, median instructor rating: 10.00 / 10.00
- Fall 2019, median instructor rating: 9.00 / 10.00

MGT 5301, Introduction to Management and Strategy (part-time MBA, core course)

- Fall 2020, median instructor rating: 10.00 / 10.00
- Spring 2020, median instructor rating: 10.00 / 10.00
- Fall 2019, median instructor rating: 10.00 / 10.00
- Spring 2019, median instructor rating: 10.00 / 10.00

MGT 543, Corporate Strategy (full-time and part-time MBA, elective course)

- Fall 2018, median instructor rating: 9.00 / 10.00

MGT 603, Seminar in Strategy and Organization (PhD required course)

- Fall 2018, Spring 2020

ENGR 160, Seminar in Business and Computer Science (undergraduate course)

- Guest lecture in Fall 2020, “Business Strategy and Computer Science”

University of Michigan

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

- Fall 2013, Fall 2014, Fall 2015, Fall 2016, Fall 2017
- Last four years median instructor rating: 5.00/5.00
- Nominated for Full Time MBA Teaching Excellence Award in 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)

University of Illinois

Accountancy 201, 202 (teaching assistant, section leader)

- Received “[outstanding](#)” teaching rating designation (top 10%, campus-wide)

SERVICE

Associate Editor

Management Science 2019-present (Organizations department)

Editorial Board

Academy of Management Review 2017-2020

Administrative Science Quarterly 2019-present

Strategic Management Journal 2017-present

Organization Science 2017-2021

- Member of empirical specialists panel

Academy of Management Journal 2017-2019

Strategic Entrepreneurship Journal 2015-2018

Ad hoc reviewer

Journal of Economics and Management Strategy, *Journal of Management*, *Management Science*, *Research Policy*

Membership

Academy of Management, Strategic Management Society, Strategy Research Forum

PhD advising

<i>Date</i>	<i>Name</i>	<i>Role</i>	<i>Group</i>	<i>Placement</i>
2024	Hyunjoo Oh	adviser	Wash U Strategy	Pending
	Parasuram			
2020	Balasubramanian	co-chair	Wash U Strategy	Aalborg University
2019	Harsh Ketkar	chair	Michigan Strategy	Bocconi University
2019	Lindsey Cameron	member	Michigan M&O	Wharton
2018	Jin Woo Chang	member	Michigan Bus. Econ	Monitor Consulting
2018	Casidhe Horan Troyer	member	Michigan Strategy	London Business School
2018	Sara Ryoo	co-chair	Michigan Strategy	SUNY Binghamton
2017	Guy Shani	member	Michigan Strategy	Michigan State University
2017	Ashley Hardin	member	Michigan M&O	Washington University

Washington University

2021-present: Member, Diversity, Equity, and Inclusion Committee

2020-present: Organizer, Strategy Brown Bag

2020-present: Member, Faculty Committee for the MBA Program

2019-2020: Organizer, CRES External Seminar Series (Strategy group)

2018-2020: Member, Faculty Recruiting Committee

University of Michigan

2016-2017: Organizer, Strategy External Seminar Series

2014-2016: Member, PhD Recruiting Committee

2013-2014: Organizer, Strategy Brown Bag Series

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

2015-2017 Representative-at-Large, Strategic Human Capital Interest Group (elected)

2017-2019 Representative-at-Large, Competitive Strategy Interest Group (elected)

SERVICE AWARDS

Top 15 Reviewer Award, <i>Strategic Management Journal</i>	2019
Outstanding Reviewer Award, <i>Organization Science</i>	2019
Distinguished Service Award, <i>Management Science</i>	2018
Top 15 Reviewer Award, <i>Academy of Management Review</i>	2018
Top 15 Reviewer Award, <i>Strategic Management Journal</i>	2018
Distinguished Service Award, <i>Management Science</i>	2016
Outstanding Reviewer Award, <i>Organization Science</i>	2016

PRIOR EXPERIENCE

Deloitte & Touche LLP, St. Louis, MO
2007-2008
Certified Public Accountant, State of Illinois (Certificate # 91427)

REFERENCES

Rajshree Agarwal

Rudolph P. Lamone Chair in Entrepreneurship
University of Maryland
rajshree@rhsmith.umd.edu

Benjamin Campbell

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

David Waguespack

Associate Professor
University of Maryland
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Jim Westphal

Cook Professor of Business Administration
University of Michigan
westjd@umich.edu