

Peter A. Younkin

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Employment

University of Oregon	Eugene, OR
Associate Professor of Management (with tenure)	2021-present
Inman Research Scholar	2022-present
Assistant Professor of Management	2018-2021
McGill University	Montreal, QC
Assistant Professor of Strategy & Organization	2010-2018

Education

University of California, Berkeley	Berkeley, CA
Ph.D. in Sociology	2010
Columbia University	New York, NY
Bachelor of Arts in Urban Studies	1999

Peer-Reviewed Publications

1. Snellman & Younkinⁱ, “Who’s The Boss? A Field Experiment on Founder Race and Applicant Interest” **Management Science**, *Accepted*.
 - Winner of the *Best Paper on Social & Environmental Practices*, Academy of Management, OMT (2021)
2. Kacperczyk, Younkin & Rocha, “Conserving Time: The influence of founder gender on employee labor in startups.” **Organization Science**, vol. 34 (3), 2023.
3. Gorbatai, Younkin, & Burtchⁱ “Collateral Damage: Salient Events and Financial Support for Minority Founders” **Organization Science**, *Online First*, 2023.
4. Kacperczyk & Younkinⁱ, “A Founding Penalty: Evidence from an audit study on gender, entrepreneurship, and future employment” **Organization Science**, vol. 33 (2), 2022.
 - Finalist for *Best Publication of 2022*, Academy of Management, OMT (2023)
5. Younkin, P. & Kashkooli, K. “Stay True to Your Roots: Category distance, hierarchy, and the performance of new entrants in the music industry” **Organization Science**, vol. 31 (3), 2020.
6. Kuppaswamy, V. & Younkin P.ⁱ “Testing the theory of consumer discrimination as an explanation for the lack of minority hiring in Hollywood films.” **Management Science**, vol. 66 (3), 2020.
 - One of twenty papers featured in the *Management Science Special Issue on “Diversity, Equity, and Inclusion”* (2020)
7. Younkin, P. & Kuppaswamy, V. “Discounted: The effect of founder race on the price of new products.” **Journal of Business Venturing**, vol. 34 (2), 2019.
 - Winner of the *Lazardis Award for Best Paper Published in JBV* (2020)
8. Younkin, P. & Kuppaswamy, V. “The Colorblind Crowd? Founder race and performance in crowdfunding.” **Management Science**, vol. 64 (7), 2018.

ⁱ Authors contributed equally.

- Winner of the *Bradford-Osborne Award* (2020)
 - One of twenty papers featured in the Management Science *Special Issue on "Diversity, Equity, and Inclusion"* (2020)
9. Kacperczyk, A. & Younkin, P.ⁱ "The Paradox of Breadth: The tension between experience and legitimacy in the transition to entrepreneurship." **Administrative Science Quarterly**, vol. 62 (4), 2017.
 - Finalist *Best Entrepreneurship Paper*, Academy of Management, OMT (2015)
 10. Younkin, P. "Complicating Abandonment: How a multi-stage theory of abandonment clarifies the evolution of an adopted practice" **Organization Studies**, vol. 37 (7), pp. 1017-1053, 2016.
 11. Younkin, P. & Kashkooli, K. "What Problem Does Crowdfunding Solve?" **California Management Review**, vol. 58 (2), pp. 20-43, 2016.

Working Papers

- Hmaddi & Younkin "Brakes or Accelerators? A Field Experiment in Morocco"
- Younkin, Kuppuswamy, & Grubbs, "Trumped: Race and Politics in Hiring"
- Kacperczyk & Younkin "Race and Founding"
- Gorbatai & Younkin "Predicting Variation in Discriminatory Acts"

Presentations

Conference Proceedings

- "Brakes or Accelerators?"
 - *Academy of Management, OMT Division, 2023.*
- "Who's the Boss?"
 - *Wharton People & Organizations Conference, 2021.*
 - *Academy of Management, OMT Division, 2021.*
- "A Founding Penalty" (previously titled: "The Illegitimacy Premium")
 - *American Economic Association, San Diego, 2020.*
 - *Wharton People & Organizations Conference, 2019.*
 - *West Coast Research Symposium, Stanford, 2019.*
 - *Economic Sociology Conference, UNC-Duke, 2018.*
 - *INSEAD Doriot Entrepreneurship Conference, France, 2018.*
 - *EGOS, Organizational Practices & Careers, Estonia, 2018.*
 - *INSEAD Women at Work Conference, 2017.*
- "Collateral Damage" (previously titled: "Racist on Tuesday")
 - *Academy of Management, OMT Division, 2018.*
 - *West Coast Research Symposium, Alberta, 2017.*
 - *EGOS, Inequality Track, Copenhagen, 2017.*
- "Testing the consumer discrimination hypothesis as an explanation for minority hiring in Hollywood films."
 - *Academy of Management, OMT Division, 2017.*
- "Strategic Authenticity"
 - *Academy of Management, OMT Showcase Symposium, 2017.*
 - Finalist for Best OMT Symposium

- “Typical Founders: How social norms influence rates of entrepreneurship.”
 - *Academy of Management, OMT & BPS Symposium*, 2017.
- “Conserving Time”
 - *INSEAD Doriot Entrepreneurship Conference*, France, 2017.
- Discussant: Gender and Entrepreneurial Financing, *Academy of Management*, 2016.
- “The Colorblind Crowd: The effect of race on crowdfunding outcomes”
 - *West Coast Research Symposium*, Seattle, 2016.
 - *Academy of Management, OMT Division*, Anaheim, 2016.
 - *Strategic Management Society Special Conference*, Rome, 2016.
 - *Organizational Theory Conference*, Toronto, 2015.
- “The Paradox of Breadth: The tension between experience and legitimacy in transitions to entrepreneurship.”
 - *Academy of Management, OMT Divisional Paper*, Vancouver, 2015.
 - *Darden & Cambridge Entrepreneurship and Innovation Conference*, 2015.
 - *Organizational Theory Conference*, Berkeley, 2014.
- “The Price and Privilege of Membership?” (previously “A Market, A Charity, or a Community?”)
 - *West Coast Research Symposium*, Seattle, 2014.
 - *Academy of Management, Crowdfunding Symposium*, Philadelphia 2014.
 - *Berkeley Symposium on Crowdfunding*, Berkeley, 2013.
 - *Colorado-Kaufman Crowdfunding Conference*, Boulder Colorado, 2013.
- “Stay True to Your Roots?”
 - *ASA, Economic Sociology Regular Session*, San Francisco, 2014.
 - *Academy of Management, OMT/BPS Symposium*, Philadelphia 2014.
 - *EGOS, Categorical Emergence Track*, Montreal, 2013.
- “Jumping In, Easing Out: Comparing the adoption and abandonment of diversification in the U.S. pharmaceutical industry”
 - *Academy of Management, Organization & Management Theory*, Boston, 2012.
- “Good Medicine: How the pharmaceutical industry kept the power to prescribe from pharmacists”
 - *American Sociological Association, Organizations Occupations and Work*, Denver, 2012.
- “A History of Quality: Did Political Shifts Produce Variations in the Kind or Quality of New Medicine?”
 - *Academy of Management, Technology & Innovation Management*, Chicago, 2009.
 - *American Sociological Association, Economic Sociology*, Boston, 2008.
- “An American Oligopoly: How the Pharmaceutical Industry Transformed Itself During the 1940s”
 - *Berkeley Center for Culture, Organization, and Politics*, February 2008.
 - *American Sociological Association, Economic Sociology*, New York, 2007.
- “How To Succeed in Business Without Really Surviving: Network Choice and Market Stability”
 - *American Sociological Association, Economic Sociology*, Montreal, 2006.
- “Manufacturing, Marketing, Making Identity: The Evolution of Market Research”
 - *American Sociological Association, Economic Sociology*, Philadelphia, 2005.

Invited Talks

Carnegie Mellon University (OB)
Cornell University (Sociology)
ESMT
INSEAD (Organizational Behavior)
NYU (Technology Management)
Santa Clara University (Management)
University of California, Davis (Management)
University of Chicago (Markets & Organizations)
University of Toronto (Strategy)
University of Washington (Management & Organization)

Awards & Honors

2023 Finalist for *Best OMT Publication of 2022*, Academy of Management
2022 Stewart Distinguished Faculty Award, University of Oregon
2021 Goulet Senior Faculty Research Award, University of Oregon
2021 Best Paper on Environmental & Social Practices, AOM (OMT Division)
2020 Bradford-Osborne Award for Best Paper on Minority Entrepreneurship
2020 Lazardis Award for Best Paper Published in *Journal of Business Venturing*
2018 New Faculty Junior Research Award, University of Oregon
2014 Marcel Desautels Institute for Integrated Management Fellow
2013 McGill Undergraduate Society “Professor of the Year”, Finalist
2012 Distinguished Teaching Award, Faculty of Management, McGill University
2012 McGill Undergraduate Society “Professor of the Year”, Finalist

Grants & Fellowships

2020 COVID-19 Impact Grant (\$5,000)
2020 Kageyama Endowment Fund, University of Oregon (\$1,000)
2017 Social Sciences & Humanities Internal Development Grant (\$7,000)
2016 SSHRC Insight Development Grant (\$25,452)
2012 Social Sciences & Humanities Internal Development Grant (\$5,000)
2009 Leo Lowenthal Graduate Research Fellow, UC-Berkeley

Teaching Experience

Lundquist School of Business, University of Oregon

2022-23 New Venture Planning (MBA & EMBA)
2018-21 Launching New Ventures (Undergraduate; *avg. rating: 4.7/5*)
2019-23 Business Strategy & Planning (Undergraduate; *avg. rating: 4.6/5*)

Desautels Faculty of Management, McGill University

2013-17 Fundamentals of Entrepreneurship (MGPO 362; *avg. rating: 4.7/5*)
2012-17 Technological Entrepreneurship (BUSA 465; *avg. rating: 4.8/5*)
2010-12 The Social Context of Business (MGCR 360; *avg. rating: 4.8/5*)

Doctoral Students Advising

Russell Seidle, Suffolk U (Dissertation Committee)

Ouafaa Hmaddi, CUNY (Dissertation Committee)

Hannah Grubbs

1st Year Papers

Brian Downs, Management

Hannah Grubbs, Management

Abbi Pearson, Management

Professional Affiliations

- Academy of Management
Organization & Management Theory; Entrepreneurship; Technology & Innovation
- American Sociological Association
Economic Sociology; Organizations, Occupations, & Work

Professional Service

- Editorial Boards
 - Strategic Entrepreneurship Journal, *Associate Editor* (2022-present)
 - Administrative Science Quarterly (2022-present)
 - Strategic Management Journal (2022-present)
- Reviewed for: *Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, California Management Review, Journal of Management Inquiry, Journal of Management Studies, Management Science, MIS Quarterly, National Science Foundation, Nature: Human Behavior, Organization Science, Organization Studies, PLOS 1, PNAS, SSHRC, Strategic Entrepreneurship Journal, Strategic Management Journal, Strategic Organization*

University of Oregon Service

- University of Oregon, Academic Diversity Initiative
 - Steering Committee Member
- Management Dept. Search Chair, 2022 & 2023
- LCB Undergraduate Program Committee, 2021-22
- Course Coordinator (MGMT 335), 2019-2020
- Research Seminar Coordinator, 2018-19

Press Coverage of Research

The Atlantic, Harvard Business Review, NPR, Forbes, Huffington Post, Salon.com, Globe & Mail, Montreal Gazette, CBC News, CBC Radio

