

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 "Capital Before Grit: A Field Experiment in Morocco"
 - Revise and Resubmit *Strategic Management Journal*
- Greenberg, Kuppuswamy, Mollick, and Younkin, "Gender and the Interpretation of Signals in Crowdfunding"
 - Revise and Resubmit *Strategic Management Journal*
- Gorbatai & Younkin "Rejection and Discrimination"

Presentations

Conference Proceedings

- A Sociological Perspective on Gender Inequality in Entrepreneurship, Discussant
 - *Academy of Management, OMT Division*, 2025.
- Inequalities in Organizations Conference, Discussant, 2025.
- Managing in Emerging Markets Conference, Discussant, 2025
- Judge/Mentor: INFORMS/Organization Science Dissertation Comp, 2024.
- "Rejection and Discrimination"
 - *EGOS, Organizational Practices & Diversity*, Milan, 2024.
- "Brakes or Accelerators?"
 - *Academy of Management, OMT Division*, 2023.
- AIEA Innovation Seminar, Discussant, 2022.
- "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), 2023
 Cornell University (Sociology), 2010
 ESMT, 2023
 INSEAD (Organizational Behavior), 2021
 NYU (Technology Management), 2018
 Santa Clara University (Management), 2018
 University of California, Davis (Management), 2011
 University of Chicago (Markets & Organizations), 2010
 University of Toronto (Strategy), 2017
 University of Washington (Management & Organization), 2020
 Virginia Tech (Management), 2025

Awards & Honors

2023	Finalist for <i>Best OMT Publication of 2022</i> , 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 <i>Journal of Business Venturing</i>
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+ New Venture Planning (MBA & EMBA)
- 2022+ Organizational Theory Seminar (PhD)
- 2018-21 Launching New Ventures (Undergraduate; *avg. rating: 4.7/5*)
- 2019+ 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

- Keoindre McAllister, LCB Management
- Brian Downs, LCB, Management
- Hannah Grubbs, LCB, Management
- Abbi Pearson, LCB, 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*
- Judge for INFORMS/Organization Science Dissertation Competition (2024)

University of Oregon Service

- University of Oregon, Academic Diversity Initiative
 - Steering Committee Member (2021-22)

Lundquist College of Business Service

- Lundquist Inclusion Council, 2025-26
- MBA Program Committee, 2025-26
- Management PhD. Seminar Coordinator, 2024-25
- Lundquist Faculty Mentoring Program, Mentor 2024-present
- Management Dept. Search Chair
 - 3 hiring lines (2022)
 - 4 hiring lines (2023)
- LCB Undergraduate Program Committee, 2021-22
- Course Coordinator (MGMT 335), 2019-2020
- Management Dept. Research Seminar Coordinator, 2018-2019

Press Coverage of Research

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