

Max I. Kagan

CONTACT INFORMATION	Columbia Business School Henry R. Kravis Hall, 790 WS 13 665 West 130th Street New York, NY 10027	mik2124@columbia.edu www.maxkagan.com
ACADEMIC APPOINTMENTS	Columbia Business School Postdoctoral Research Scholar, Management Division	2024–present
EDUCATION	University of California, Berkeley Ph.D., Political Science M.A., Political Science	2024 2021
	Middlebury College B.A., Political Science	2014
PEER-REVIEWED PUBLICATIONS	[3] Frake, Justin*, Reuben Hurst*, and Max Kagan*. “Political Segregation in the U.S. Workplace.” Conditionally accepted at <i>Nature Human Behavior</i> . <ul style="list-style-type: none"> • 2025 Dorothy Day Award for Outstanding Labor Research (American Political Science Association) • Media coverage: Niskanen Center [2] Kagan, Max*, Justin Frake*, and Reuben Hurst*, 2026. “VRscores: A Voter Registration-Based Approach for Measuring Workforce Politics.” <i>Organization Science</i> , 37(2):444–465. <ul style="list-style-type: none"> • Politics at Work website [1] Brutger, Ryan*, Stephen Chaudoin*, and Max Kagan*, 2023. “Trade Wars and Election Interference.” <i>Review of International Organizations</i> , 18:1–25. * denotes equal authorship	
WORKING PAPERS	[4] Hurst, Reuben*, Max Kagan*, Matthew Lee*, and Justin Frake*. “Workplaces as Engines of Democratic Participation.” Revise and resubmit at <i>Administrative Science Quarterly</i> . [3] White, James*, Reuben Hurst*, and Max Kagan*. “Corporate Political Stances and Employee Turnover.” Revise and resubmit at <i>Management Science</i> . <ul style="list-style-type: none"> • SMS Strategic Human Capital Interest Group Best Paper Prize (2025) • Nominated for SMS Annual Conference Best Paper Prize (2025) [2] Kagan, Max. “Business on the Ballot: Employee Voting as Nonmarket Strategy.” [1] Kagan, Max, and Vanessa Burbano. “Beyond Left and Right: New Evidence on Consumer Reactions to Corporate Sociopolitical Stance-Taking.” <ul style="list-style-type: none"> • AOM Annual Meeting Best Paper Designation (2025) * denotes equal authorship	
EARLIER-STAGE PROJECTS	[2] “Organizational Political Stratification: Extent, Causes, Effects” (with JT Gartner, Justin Frake, and Reuben Hurst) [1] “Which Employers Get Out the Vote?” (with Justin Frake, Matthew Lee, and Reuben Hurst)	
FELLOWSHIPS AND GRANTS	Fellowships <ul style="list-style-type: none"> • National Science Foundation Graduate Research Fellowship Program (NSF GRFP) #2146752, 2021–2024 • Law, Economics, and Policy (LEAP) Center, Berkeley Law, 2022–2023 	\$141,000 \$9,000

Grants

• University of Michigan “U.S. at 250” Grant, 2026 (with Justin Frake)	\$5,000
• National Science Foundation Advanced Cyberinfrastructure Coordination Ecosystem: Services & Support (ACCESS), “SOC260009: Using Big Data to Measure Stakeholder Ideology,” 2026	400,000 credits
• University of Michigan “Year of Democracy” Grant, 2025 (with Justin Frake)	\$5,000
• Faculty Research Grant, Bernstein Center for Leadership and Ethics Columbia Business School, 2024–2025 (with Vanessa Burbano)	\$10,000
• Berkeley Economy and Society Initiative (Hewlett Foundation), 2024	\$2,500
• Berkeley Graduate Division Travel Grant, 2024	\$1,500
• Berkeley Graduate Division Travel Grant, 2024	\$900
• Berkeley Economy and Society Initiative (Hewlett Foundation), 2023	\$4,600
• Berkeley Center for the Study of American Democracy (CSAD), 2023	\$2,500
• Berkeley Network for a New Political Economy (N2PE), 2022	\$2,000
• American Political Science Association (APSA) Travel Grant, 2021	\$300
• Berkeley Political Science Departmental Award, 2021	\$2,600

INVITED TALKS

2025

- Michigan Ross (Strategy)
- Rice (Organizational Behavior)
- University of Texas at Austin (Business, Government, and Society)

CONFERENCE
PRESENTATIONS**2026**

- Berkeley Culture Connect Conference
- Oxford University Centre for Corporate Reputation Symposium[†]
- Sumantra Ghoshal Strategy Conference (London Business School)[†]

[†] denotes scheduled

2025

- Academy of Management (Copenhagen)
- Alliance for Research on Corporate Sustainability (HEC Paris)
- Columbia–Cornell Political Economy of Work Junior Scholars Workshop (Columbia)
- Non-Market Strategy Research Consortium Doctoral Conference (virtual)
- People & Organizations Conference (Wharton)
- Strategic Management Society (San Francisco)
- Strategy and the Business Environment (Wharton)

2024

- Academy of Management (Chicago)
- Bay Area Affective Polarization Workshop (Stanford)
- Consortium on the American Political Economy (virtual)
- Copenhagen Business School–Princeton Money in Politics Conference (Copenhagen)
- Midwest Political Science Association (Chicago)
- Non-Market Strategy Research Consortium Doctoral Conference (virtual)
- Polarization Research Lab Annual Meeting (New Orleans, LA)
- Stanford-Berkeley American Politics Conference (Stanford GSB)
- Strategic Management Society Special Conference (Washington, D.C.)

2023

- American Political Science Association (Los Angeles)
- Conference on Field Experiments in Strategy (CFXS) (Harvard Business School)
- Junior Americanist Workshop Series (JAWS) MPSA Pre-Conference (Chicago)
- Midwest Political Science Association (Chicago)

2021

- American Political Science Association (Seattle)
- Graduate Student International Political Economy (GSIPE) (virtual)

HONORS AND AWARDS

- Outstanding Graduate Student Instructor Award, University of California, Berkeley, 2022
- Phi Beta Kappa, Middlebury College, 2014
- Katerina Kraus Prize in Political Science, Middlebury College, 2014

SERVICE TO THE DISCIPLINE

Journal Reviewer

- Management: *Organization Science* (×7), *Strategic Management Journal* (×4)
- Political Science: *Business and Politics* (×2), *Journal of Politics* (×2), *Review of International Organizations* (×2)

Organizer

- “Workplace Sorting by Political Partisanship” Symposium, AOM 2024, 2025

Invited Participation

- Consortium on the American Political Economy–Junior Working Group (invited discussant, 2025)
- “Macro and Micro Perspectives on Political Ideology and Partisanship in Organizations,” Academy of Management (panelist, 2025)
- “Research Frontiers in Nonmarket Strategy,” Academy of Management (invited discussant, 2025)

Committee Service

- Dorothy Day Award Committee, American Political Science Association Labor Politics Group, 2026

TEACHING EXPERIENCE

University of California, Berkeley

- The Politics of Public Policy (undergraduate; TA for David Broockman)
- International Political Economy (undergraduate; TA for Ryan Brutger)
- War in the Middle East (undergraduate; TA for Ron Hassner)

PROFESSIONAL EXPERIENCE

Good Jobs Institute, Cambridge, MA

Associate 2018–19

Non-profit consultancy that helps companies thrive by creating good jobs.

Long Ridge Equity Partners, New York City

Associate 2017–18

Growth equity firm investing in financial and business technology companies.

McKinsey & Company

Senior Business Analyst, Private Equity & Principal Investors Practice (PEPI), New York City 2016–17

Business Analyst, Middle East Office, Dubai 2014–16

Served clients in banking, telecommunications, and the public sector across Saudi Arabia, Qatar, and the United States; conducted market due diligence for private equity firms.

LANGUAGES

Arabic (intermediate)
 French (intermediate)
 Turkish (upper-intermediate)

REFERENCES

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