

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 https://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 Middlebury College B.A., Political Science	2024 2021 2014
WORKING PAPERS	<p>[6] Kagan, Max*, Justin Frake*, and Reuben Hurst*. “VRscores: A Voter Registration-Based Approach for Measuring Workforce Politics.” Minor revision at <i>Organization Science</i>.</p> <ul style="list-style-type: none"> • Project website: Politics at Work website <p>[5] Frake, Justin*, Reuben Hurst*, and Max Kagan*. “Political Segregation in the U.S. Workplace.” Revise and resubmit at <i>Nature Human Behavior</i>.</p> <ul style="list-style-type: none"> • 2025 Dorothy Day Award for Outstanding Labor Research (American Political Science Association) • Media coverage: Niskanen Center, UC Berkeley <p>[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>.</p> <p>[3] White, James*, Reuben Hurst*, and Max Kagan*. “Corporate Political Stances and Employee Turnover.” Submitted to <i>Management Science</i>.</p> <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) <p>[2] Kagan, Max. “Business on the Ballot: Employee Voting as Nonmarket Strategy.”</p> <p>[1] Kagan, Max, and Vanessa Burbano. “Beyond Left and Right: New Evidence on Consumer Reactions to Corporate Sociopolitical Stance-Taking.”</p> <ul style="list-style-type: none"> • AOM Annual Meeting Best Paper Designation (2025) <p>* denotes equal authorship</p>	
PUBLICATIONS	<p>[1] Brutger, Ryan*, Stephen Chaudoin*, and Max Kagan*, 2023. “Trade Wars and Election Interference.” <i>Review of International Organizations</i>, 18:1–25.</p> <p>* denotes equal authorship</p>	
FELLOWSHIPS AND GRANTS	<p>Fellowships</p> <ul style="list-style-type: none"> • National Science Foundation Graduate Research Fellowship Program (NSF GRFP) #2146752, 2021–2024 (\$141,000) • Law, Economics, and Policy (LEAP) Center, Berkeley Law, 2022–2023 (\$9,000) <p>Grants</p> <ul style="list-style-type: none"> • Institute for Humane Studies, 2024 (\$2,700) • Faculty Research Grant, Bernstein Center for Leadership and Ethics, Columbia Business School, 2024–2025 (co-PI) (\$10,000) 	

- Berkeley Economy and Society Initiative (Hewlett Foundation), 2024 (\$2,500)
- Institute for Humane Studies (IHS), 2024 (\$10,000)
- Institute for Humane Studies (IHS), 2024 (\$11,800)
- 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), 2021 (\$300)
- Berkeley Political Science Departmental Award, 2021 (\$2,600)
- Institute for Humane Studies (IHS), 2021 (\$750)
- Institute for Humane Studies (IHS), 2021 (\$1,379)

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

CONFERENCE PRESENTATIONS

2026

- Berkeley Culture Connect Conference[†]

[†] *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 (GSIFE) (virtual)

SERVICE TO THE DISCIPLINE

Organizer

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

Invited Discussant or Participant

- 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)

Journal Reviewer

- Management: *Organization Science* (×6), *Strategic Management Journal* (×3)
- Political Science: *Business and Politics* (×2), *Journal of Politics* (×2), *Review of International Organizations* (×1)

**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)

**NON-ACADEMIC
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**Vanessa C. Burbano**

Donald C. Waite III Associate Professor of
Social Enterprise, Columbia Business School
Henry R. Kravis Hall
665 West 130th Street
New York, NY 10027
vanessa.burbano@gsb.columbia.edu

Justin Frake

Assistant Professor of Strategy
Ross School of Business
University of Michigan
701 Tappan Street, R4442
Ann Arbor, MI 48109
jfrake@michigan.edu

David Broockman

Associate Professor of Political Science
University of California, Berkeley
784 Social Sciences Building
Berkeley, CA 94720
dbroockman@berkeley.edu

Paul Pierson

Professor of Political Science
University of California, Berkeley
850B Social Sciences Building
Berkeley, CA 94720
pierson@berkeley.edu