

# Max I. Kagan

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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	<b>Columbia Business School</b> Postdoctoral Research Scholar, Management Division	2024–present
EDUCATION	<b>University of California, Berkeley</b> Ph.D., Political Science M.A., Political Science	2024 2021
	<b>Middlebury College</b> B.A., Political Science	2014
PUBLICATIONS	<p>[2] Kagan, Max*, Justin Frake*, and Reuben Hurst*. <b>“VRscores: A Voter Registration-Based Approach for Measuring Workforce Politics.”</b> Conditionally accepted at <i>Organization Science</i>.</p> <ul style="list-style-type: none"> <li>• Project website: <a href="#">Politics at Work website</a></li> </ul> <p>[1] Brutger, Ryan*, Stephen Chaudoin*, and Max Kagan*, 2023. <b>“Trade Wars and Election Interference.”</b> <i>Review of International Organizations</i>, 18:1–25.</p> <p>* denotes equal authorship</p>	
WORKING PAPERS	<p>[5] Frake, Justin*, Reuben Hurst*, and Max Kagan*. <b>“Political Segregation in the U.S. Workplace.”</b> Revise and resubmit at <i>Nature Human Behavior</i>.</p> <ul style="list-style-type: none"> <li>• 2025 Dorothy Day Award for Outstanding Labor Research (American Political Science Association)</li> <li>• Media coverage: <a href="#">Niskanen Center</a>, <a href="#">UC Berkeley</a></li> </ul> <p>[4] Hurst, Reuben*, Max Kagan*, Matthew Lee*, and Justin Frake*. <b>“Workplaces as Engines of Democratic Participation.”</b> Revise and resubmit at <i>Administrative Science Quarterly</i>.</p> <p>[3] White, James*, Reuben Hurst*, and Max Kagan*. <b>“Corporate Political Stances and Employee Turnover.”</b> Submitted to <i>Management Science</i>.</p> <ul style="list-style-type: none"> <li>• SMS Strategic Human Capital Interest Group Best Paper Prize (2025)</li> <li>• Nominated for SMS Annual Conference Best Paper Prize (2025)</li> </ul> <p>[2] Kagan, Max. <b>“Business on the Ballot: Employee Voting as Nonmarket Strategy.”</b></p> <p>[1] Kagan, Max, and Vanessa Burbano. <b>“Beyond Left and Right: New Evidence on Consumer Reactions to Corporate Sociopolitical Stance-Taking.”</b></p> <ul style="list-style-type: none"> <li>• AOM Annual Meeting Best Paper Designation (2025)</li> </ul> <p>* denotes equal authorship</p>	
FELLOWSHIPS AND GRANTS	<p><b>Fellowships</b></p> <ul style="list-style-type: none"> <li>• National Science Foundation Graduate Research Fellowship Program (NSF GRFP) #2146752, 2021–2024 (\$141,000)</li> <li>• Law, Economics, and Policy (LEAP) Center, Berkeley Law, 2022–2023 (\$9,000)</li> </ul> <p><b>Grants</b></p> <ul style="list-style-type: none"> <li>• University of Michigan Year of Democracy Grant, 2025 (with Justin Frake) (\$5,000)</li> <li>• Faculty Research Grant, Bernstein Center for Leadership and Ethics, Columbia Business School, 2024–2025 (with Vanessa Burbano) (\$10,000)</li> </ul>	

- 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), 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)

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

**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 (GSPIE) (virtual)

SERVICE TO  
THE DISCIPLINE**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)

**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  
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**Justin Frake**

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