

**JOSEPH (JOE) RAFFIEE**  
(JOSEPH RAFFIEE-SHIRAZI)

Curriculum Vitae

Marshall School of Business, University of Southern California  
701 Exposition Blvd., HOH 512; Los Angeles, CA 90089  
E-mail: [joe.raffiee@marshall.usc.edu](mailto:joe.raffiee@marshall.usc.edu); Phone: 213.821.9895

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**ACADEMIC APPOINTMENTS**

**University of Southern California**

Assistant Professor, Department of Management and Organization, 2016-present  
Research Affiliate, Lloyd Greif Center for Entrepreneurial Studies, 2016-present

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**EDUCATION**

**University of Wisconsin-Madison**

Ph.D. in Management and Human Resources, 2016

**University of Wisconsin-Madison**

Master of Business Administration (MBA), 2010

**California State University Fullerton**

Bachelor of Arts in Business Economics, 2006

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**RESEARCH**

**Peer-Reviewed Publications**

Câmara, O., Jia, N., & Raffiee, J. 2023. Reputation, competition, and lies in labor market recommendations. *Management Science*. In press (\*Equal authorship)

Byun, H., & Raffiee, J. 2023. Career specialization, involuntary worker-firm separations, and employment outcomes: Why generalists outperform specialists when jobs are displaced. *Administrative Science Quarterly*. 68(1): 270-316. (\*Equal authorship)

Kaul, A., Ganco, M., & Raffiee, J. 2022. When subjective judgements lead to spinouts: Employee entrepreneurship under uncertainty, firm-specificity, and appropriability. *Academy of Management Review*. In press  
▪ 2017 Strategic Management Society Best Conference Paper Prize, Honorable Mention

Raffiee, J., Fehder, D., & Teodoridis, F. 2022. Revealing the revealed preferences of public firm CEOs and top executives: A new database from credit card spending. *Strategic Management Journal*. 43(10): 2042-2065 (\*Equal authorship)

Agarwal, R., Ganco, M., & Raffiee, J. 2022. Immigrant entrepreneurship: The effect of early career immigration constraints on new venture formation. *Organization Science*. 33(4): 1372-1395 (\*Equal authorship)

- Sergeant, K., Lee, D., Stajkovic, A. D., Greenwald, J. M., Younger, S., & Raffee, J. 2021. The mitigating role of trait core confidence on psychological distress in entrepreneurship. *Applied Psychology*. 70 (3): 1128-1153
- Raffee, J., & Byun, H. 2020. Revisiting the portability of performance paradox: Employee mobility and the utilization of human and social capital resources. *Academy of Management Journal*. 63 (1): 34-63 (\*Equal authorship)
- Byun, H., Raffee, J., & Ganco, M. 2019. Discontinuities in the value of relational capital: The effects on employee entrepreneurship and mobility. *Organization Science*. 30 (6): 1125-1393 (\*Equal authorship)
- Raffee, J. 2017. Employee mobility and interfirm relationship transfer: Evidence from the mobility and client attachments of United States federal lobbyists, 1998-2014. *Strategic Management Journal*. 38 (10): 2019-2040
- Raffee, J., & Coff, R. 2016. Micro-foundations of firm-specific human capital: When do employees perceive their skills to be firm-specific? *Academy of Management Journal*. 59 (3): 766-790
- Coff, R., & Raffee, J. 2015. Toward a theory of perceived firm-specific human capital. *Academy of Management Perspectives*. 29 (3): 326-341 (\*Equal authorship)
- Stajkovic, A. D., Lee, D. S., Greenwald, J., & Raffee, J. 2015. The role of trait core confidence higher-order construct in self-regulation of performance and attitudes: Evidence from four studies. *Organizational Behavior and Human Decision Processes*. 128: 29-48
- Raffee, J., & Feng, J. 2014. Should I quit my day job? A hybrid path to entrepreneurship. *Academy of Management Journal*. 57 (4): 936-963 (\*Lead article\*)
- Selected Press Coverage: Harvard Business Review (Daily Stat), Forbes, Inc. Magazine, Wired, The Huffington Post, Entrepreneur.com, On Wisconsin Alumni Magazine

### Refereed Chapters

- Raffee, J., Ganco, M., & Campbell, B. 2020. Better the devil you know? Examining the relationship between spin-out team assembly and spin-out survival. *Advances in Strategic Management*. 389-409 (\*Equal authorship)
- Ganco, M., Honoré, F., & Raffee, J. 2019. Entrepreneurial team assembly: Knowledge transfer, customer transfer, and matching models. In J. Reuer & Matusik, S. (Eds), *The Oxford Handbook of Collaboration and Entrepreneurship*. 631-654. (\*Equal authorship)

### Working Papers (all equal authorship)

- Khashabi, P., Kretschmer, T., Mohammadi, A., & Raffee, J. Cognitive ability and employee mobility: Evidence from Swedish microdata
- Revise and resubmit at *Strategic Management Journal*

Raffee, J., Kim, J., & Byun, H. Scandal, stigma, and sorting in labor markets: Archival and experimental evidence

- Under review at *Management Science*

Raffee, J., Teodoridis, F., & Fehder, D. Partisan patent examiners? Exploring the link between the political ideology of patent examiners and patent office outcomes

Fehder, D., Teodoridis, F., & Raffee, J. The partisanship of American inventors

### **Work in progress** (all equal authorship)

Teodoridis, F., Raffee, J., & Fehder, F. The partisanship of American academics

Raffee, J., Fehder, D., & Teodoridis, F. Partisanship, entrepreneurs, and investors

Gubler, T. & Raffee, J. Worker exits and incumbent worker outcomes: Evidence from unexpected deaths

Cooper, R., Gubler, T. & Raffee, J. Stigmatized groups and labor market outcomes: 9/11 and employment in the U.S. federal government

Jia, N. & Raffee, J. The evolution of gender equality in American law firms

### **Practitioner-oriented publications**

Raffee J. 2017. Are clients loyal to your firm, or the people in it? Harvard Business Review: <https://store.hbr.org/product/research-are-clients-loyal-to-your-firm-or-the-people-in-it/h03fgy?sku=H03FGY-PDF-ENG>

### **ACADEMIC HONORS AND AWARDS**

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- Western Academy of Management 2023 Ascendent Scholar Award
- Best Reviewer Award 2022, *Strategic Management Journal*
- Poets and Quants Top 50 undergraduate professor, 2021
- Best Reviewer Award 2020, *Strategic Management Journal*
- Management and Organization Department (USC) Top Gun Award for Excellence in Research, Teaching, and Service 2019
- Academy of Management Best Symposium, Careers Division, 2018
- Strategic Management Society Best Paper Honorable Mention (top 5 papers), 2017
- Wisconsin School of Business Distinguished Teaching Award, 2012-2013
- Distinguished Reviewer Award ENT Division, Academy of Management, 2013
- UW-Madison Graduate Peer Mentor Award, 2013
- Outstanding Student Paper Award ENT Division, Academy of Management, 2012
- Robert W. Pricer PhD Entrepreneurship Fellowship, 2011, 2012
- University Housing's Honored Instructor Award, 2009

## RESEARCH GRANTS (TOTAL: \$913,303)

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- National Science Foundation SOS: DCI, 2023 (\$450,000 – recommended)
- USC Marshall Institute for Outlier Research in Business, 2022 (\$20,000)
- The Blake Family Fund for Ethics, Leadership, and Governance Grant, 2021 (\$5,000)
- Llyod Greif Center for Entrepreneurial Studies Research Award, 2019 (\$4,000)
- Kauffman Foundation Knowledge Challenge, 2018 (\$399,303)
- USC Marshall Institute for Outlier Research in Business, 2018 (\$25,000)
- The Blake Family Fund for Ethics, Leadership, and Governance Grant, 2018 (\$10,000)

## EDITORIAL POSITIONS

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- Editorial Review Board – *Strategic Management Journal* (2019-present)
- Editorial Review Board – *Organization Science* (2021-present)
- Editorial Review Board – *Academy of Management Journal* (2022-present)
- Editorial Review Board – *Strategy Science* (2022-present)
- Editorial Review Board – *Strategic Entrepreneurship Journal* (2021-present)
- Ad Hoc Reviewer – *Administrative Science Quarterly*, *Management Science*, *Research Policy*, *ILR Review*, *Journal of Management Studies*, *Journal of Business Venturing*, *Advances in Strategic Management*, *National Science Foundation*, *Personnel Psychology*

## INVITED PRESENTATIONS

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- BYU, Marriot School of Business
- University of Maryland, Smith School of Business
- WU Vienna, Institute for International Business
- Ludwig Maximilian University of Munich
- Northwestern University, Kellogg School of Management
- Singapore Management University
- University of Washington, Foster School of Business
- Arizona State University, W.P. Carey School of Business
- University of Georgia, Terry College of Business
- University of Iowa, Tippie College of Business
- University of South Carolina, Darla Moore School of Business
- Texas A&M University, Mays Business School

## CONFERENCE PRESENTATIONS

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- 2020 **Wharton People and Organizations Conference (Virtual), Philadelphia, PA**
- “Does career specialization pay in times of job displacement? Evidence from a regression discontinuity” with Heejung Byun
- 2019 **Wharton People and Organizations Conference, Philadelphia, PA**
- “Cognitive ability and employee exit” with Pooyan Khashabi, Ali Mohammadi, and Tobias Kretschmer
- 2019 **Academy of Management Annual Meeting, Boston, MA**

- “Signals of shade? How lobbyists benefit when their political connections become tainted in scandal” with Heejung Byun
- 2019 **Smith Entrepreneurship Research Conference, College Park, MD**
- “Job-education match and immigrant entrepreneurship: Theory and evidence from graduates in science and engineering” with Rajshree Agarwal and Martin Ganco
- 2019 **Strategic Management Society Special Conference, Las Vegas, NV**
- “Signals of shade? How lobbyists benefit when their political connections become tainted in scandal” with Heejung Byun
- 2018 **Strategic Management Society Annual Meeting, Paris, France**
- “Job-education match and immigrant entrepreneurship: Theory and evidence from graduates in science and engineering” with Martin Ganco
- 2018 **Academy of Management Annual Meeting, Chicago, IL**
- “Job-education match and immigrant entrepreneurship: Theory and evidence from graduates in science and engineering” with Martin Ganco
  - “Revisiting the portability of performance paradox: The role of knowledge similarity, knowledge complementarity, and relational resource transfer” with Heejung Byun
- 2018 **DRUID, Copenhagen, Denmark**
- DIRECTIONS Keynote: “Discontinuities in the value of relational capital: The effects on employee entrepreneurship and mobility” with Heejung Byun and Martin Ganco
- 2018 **Strategy Research Forum, Paris, France**
- “Discontinuities in the value of relational capital: The effects on employee entrepreneurship and mobility” with Heejung Byun and Martin Ganco
- 2018 **Austin Entrepreneurship and Technology Conference, Austin, TX**
- “Discontinuities in the value of relational capital: The effects on employee entrepreneurship and mobility” with Heejung Byun and Martin Ganco
- 2017 **Academy of Management Annual Meeting, Atlanta, GA**
- “Employee capability discontinuities and firm knowledge space: The effects on employee entrepreneurship and mobility” with Heejung Byun and Martin Ganco
- 2017 **Wharton People and Organizations Conference, Philadelphia, PA**
- “Employee capability discontinuities and firm knowledge space: The effects on employee entrepreneurship and mobility” with Heejung Byun and Martin Ganco
- 2017 **Strategic Management Society Annual Meeting, Houston, TX**
- “Employee capability discontinuities and firm knowledge space: The effects on employee entrepreneurship and mobility” with Heejung Byun and Martin Ganco
  - “A general theory of employee entrepreneurship: A knowledge-based view” with Aseem Kaul and Martin Ganco

- 2016 **Academy of Management Annual Meeting, Anaheim, CA**
- “Internal versus external labor markets: How the assembly of initial spin-out teams impacts spin-out survival”, with Ben Campbell and Martin Ganco
  - “Unpacking the relationship between pre-entry experience and new venture performance: A meta-analysis”, with Zhi Cao and Hart Posen
- 2014 **Academy of Management Annual Meeting, Philadelphia, PA**
- “Towards a theory of perceived firm-specific human capital: Peering into shrouded markets through distorted lenses”, with Russ Coff
- 2014 **Atlanta Competitive Advantage Conference, Atlanta, GA**
- Research Development Workshop “Towards a theory of perceived firm-specific human capital: Peering into shrouded markets through distorted lenses”, with Russ Coff
- 2013 **Academy of Management Annual Meeting, Orlando, FL**
- “Micro-foundations of firm-specific human capital”, with Russ Coff
- 2013 **Atlanta Competitive Advantage Conference, Atlanta, GA**
- Research Development Workshop “Micro-foundations of firm-specific human capital”, with Russ Coff
- 2012 **INFORMS Annual Meeting, Phoenix, AZ**
- “Should I quit my day job? Real options insights and hybrid entrepreneurship,” with Jie Feng.

## **SERVICE**

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- Academy of Management STR Division Doctoral Consortium co-chair (2022-2024)
- USC Marshall core course coordinator, BUAD 497 (2020-present)
- USC MOR inclusive leadership taskforce co-chair (2021-present)
- USC MOR doctoral student admissions committee (2017-present)
- USC MOR faculty recruiting committee (2017-2018; 2018-2019)
- USC MOR external seminar series organizing committee (2017-present)
- Academy of Management STR Division – Research Committee (2019-2021)
- Strategic Management Society – Best conference paper prize reviewer

## **PROFESSIONAL AFFILIATIONS**

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- Academy of Management (AOM)
- Strategic Management Society (SMS)
- Strategy Research Forum (SRF)

## **TEACHING**

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- BUAD 497: Strategic Management in Marshall core curriculum (2016 –present)
- Mini-Cases
  - Raffiee, J. 2020. Get your popcorn ready! The U.S. movie theatre industry
  - Raffiee, J. 2020. Hot dogs here! Hot dog production in the U.S.

- Raffiee, J. 2020. Competition in courier services
- Raffiee, J. 2020. Coffee Wars! Predicting competitor response in casual coffee
- Fehder, D., & Raffiee, J. 2021. Memphis Meats: Cell-cultured “meat” production
- Raffiee, J. 2021. Evolution in off-road recreation? Disruption in niche industries
- Raffiee, J. 2021. The athleisure value chain: Where do you want to be?
- Fehder, D., & Raffiee, J. 2021. Can H&M find a new grove?
- Fehder, D., & Raffiee, J. 2022. Nobbits: A new kind of shoelace

#### **ACADEMIC ADVISING**

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- Merrick Osborne, MOR PhD student (secondary mentor)
- Anna Chiara, USC World Bachelor in Business (WBB) (honors thesis supervisor)
- Silvan Baier, University of Chicago Masters student (informal advising)