

JOSEPH (JOE) RAFFIEE
(JOSEPH RAFFIEE-SHIRAZI)
Curriculum Vitae
Marshall School of Business, University of Southern California
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ACADEMIC APPOINTMENTS

University of Southern California

Assistant Professor, Department of Management and Organization, 2016-present

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

RESEARCH

Peer-Reviewed Publications

- Raffiee, J., & Byun, H. 2019. Revisiting the portability of performance paradox: Employee mobility and the utilization of human and social capital resources. *Academy of Management Journal* (forthcoming). (*Authors contributed equally)
- Byun, H., Raffiee, J., & Ganco, M. 2019. Discontinuities in the value of relational capital: The effects on employee entrepreneurship and mobility. *Organization Science* (forthcoming). (*All authors contributed equally)
- Raffiee, 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.
- Selected Press Coverage: Harvard Business Review (HBR.org)
- Raffiee, 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., & Raffiee, J. 2015. Toward a theory of perceived firm-specific human capital. *Academy of Management Perspectives*. 29 (3): 326-341. (*Authors listed alphabetically)

Stajkovic, A. D., Lee, D. S., Greenwald, J., & Raffiee, 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.

Raffiee, 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

Book Chapters

Raffiee, J., Ganco, M., & Campbell, B. 2019. Better the devil you know? Examining the relationship between spin-out team assembly and spin-out survival

- *Advances in Strategic Management*. In press. (*Authors listed reverse alphabetically)

Ganco, M., Honoré, F., & Raffiee, 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*. In press. (*Authors listed alphabetically)

Working Papers

Agarwal, R., Ganco, M., & Raffiee, J. Immigrant entrepreneurship: The effect of early career immigration constraints and job-education match on science and engineering workforce

- 2nd revise and resubmit at *Organization Science*

Raffiee, J., & Teodoridis, F. Patent examiner bias

- Under 2nd review at *Strategic Management Journal*

Kaul, A., Ganco, M., & Raffiee, J. A general theory of employee entrepreneurship: A knowledge-based view

- 2017 Strategic Management Society Best Conference Paper Prize, Honorable Mention

Raffiee, J., & Byun, H. Signals of shade? How lobbyists benefit when their political connections become tainted in scandal

Camara, O., Jia, N., & Raffiee, J. Foisted! A theory of sinister recommendations in labor markets

Work in progress

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

Khashabi, P., Kretschmer, T., Mohammadi, A., & Raffiee, J. Cognitive ability and employee exit

Khashabi, P., Mohammadi, A., & Raffiee, J. Cognitive ability, non-cognitive ability, and the sorting of PhDs into and out of academic careers

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

Fehder, D., Raffiee, J., & Teodoridis, F. Political Ideology, Innovation, and Entrepreneurship

ACADEMIC HONORS AND AWARDS

- 2018-2019 Management and Organization Department (USC) Top Gun Award for Excellence in Research, Teaching, and Service
- 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: \$438,303)

- 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)

INVITED PRESENTATIONS

- WU Vienna
- Ludwig Maximilian University of Munich
- Northwestern University, Kellogg School of Management
- Singapore Management University

CONFERENCE PRESENTATIONS

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.
- “Does X lead me to infer Y? Distal and proximate analogies and the initiation of product markets,” with Jon Eckhardt

2012 **Academy of Management Annual Meeting, Boston, MA**

- “Overlooked outcomes? Human resource practices, information, and employee entrepreneurship.”
- “Does X lead me to infer Y? Distal and proximate analogies and the initiation of product markets,” with Jon Eckhardt

UNIVERSITY SERVICE

- 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)

PROFESSIONAL SERVICE

- Editorial Review Board – *Strategic Management Journal* (2019-present)
- Ad Hoc Reviewer – *Academy of Management Journal*, *Administrative Science Quarterly*, *Organization Science*, *Research Policy*, *Strategic Entrepreneurship Journal*, *Journal of Business Venturing*, *Advances in Strategic Management*
- Academy of Management STR Division – Research Committee (2019-2021)
- Strategic Management Society – Best conference paper prize reviewer

PROFESSIONAL AFFILIATIONS

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

TEACHING

- 2019 BUAD 497: Strategic Management (University of Southern California)
- Section I: Instructor evaluation: 4.62/5
 - Section II: Instructor evaluation: 4.68/5
 - Section III: Instructor evaluation: 4.72/5
- 2017 BUAD 497: Strategic Management (University of Southern California)
- Section I: Instructor evaluation: 4.73/5
 - Section II: Instructor evaluation: 4.38/5
- 2016 BUAD 497: Strategic Management (University of Southern California)
- Section I: Instructor evaluation: 4.46/5
 - Section II: Instructor evaluation: 4.24/5

ACADEMIC REFERENCES

Russ Coff, Ph.D.
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Martin Ganco, Ph.D.
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