

W. REUBEN HURST

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7699 Mowatt Lane, College Park, MD 20742

ACADEMIC POSITION

University of Maryland Robert H. Smith School of Business

- Assistant Professor of Management and Organization 2024 -
- Full Time Lecturer 2023 - 2024

EDUCATION

University of Michigan Ross School of Business

2024

PhD in Strategy and Political Science

Dissertation: Diversity, Polarization, and Recruiting

The London School of Economics

2015

MSc Political Science and Political Economy

Distinction

Dartmouth College

2014

BA Government, Economics (minor)

Cum Laude with High Honors

PUBLICATIONS (ALL EQUAL CONTRIBUTION)

Kim, Jin Hyung, Reuben Hurst, and Jordan I. Siegel. "Status Amplified Deterrence: Paul Manafort's Prosecution under the Foreign Agents Registration Act." Forthcoming. [Link](#). *Organization Science*.

- Coverage: Research at Smith

Hurst, Reuben, Ronnie Lee, and Justin Frake. "The Hidden Cost of Flatness on Applicant Pool Gender Diversity: Evidence from Experiments," *Strategic Management Journal* 45, no. 8 (August 2024): 1446-1484. [Link](#).

- Awards: 2022 Academy of Management Annual Meeting OMT Division Best Paper, 2022 Strategy Science Conference Best Paper Prize, 2022 Strategic Management Society Strategic Human Capital Interest Group Best Paper, 2022 Strategic Management Society Responsible Research Paper Prize (Finalist)
- Coverage: Harvard Business Review, The Wall Street Journal, The Loop, Wharton Magazine, Yahoo Finance, University of Michigan, Research at Smith

Hurst, Reuben. "Countervailing Claims: Pro-Diversity Responses to Stigma by Association Following the Unite the Right Rally," *Administrative Science Quarterly* 68, no. 4 (December 2023): 1094-1132. [Link](#).

- Awards: 2022 Academy of Management Meeting OMT Division Best Student Paper, 2022 Strategic Management Society Conference Best PhD Paper, 2022 Strategic Management Society Responsible Research Paper Prize, 2022 Strategic Management Society Conference Stakeholder Strategy Interest Group Best Student Proposal, 2022 Michigan Ross PhD DEI Research Award, 2022 Organization Science/INFORMS Best Dissertation Proposal Competition (Finalist), 2022 Strategic Management Society Conference Best Paper (Honorable Mention)
- Coverage: Smith Research

Hurst, Reuben. "Strategically Ambiguous Identities: Evidence from Evangelical Clergy in Brazilian Elections." *The Journal of Politics* 85, no. 4 (October 2023): 1336-51. [Link](#).

- Coverage: The JOP's Political Science Blog

Hurst, Reuben, Taylor Tidwell, and Darren Hawkins. "Down the Rathole? Public Support for US Foreign Aid." *International Studies Quarterly* 61, no. 2 (June 2017): 442-54. [Link](#).

- Coverage: The Washington Post, The National Interest

WORKING PAPERS (ALL EQUAL CONTRIBUTION)

Frake, Justin, Reuben Hurst, and Max Kagan. "Political Sorting in the U.S. Workplace is Large and Rising." [Link](#). *Revision Submitted to Nature Human Behavior*.

- Award: Dorothy Day Award for Outstanding Labor Research from the APSA Labor Politics Section
- Coverage: Niskanen Center Science of Politics Podcast

Kagan, Max, Justin Frake, and Reuben Hurst. "VRscores: A Voter Registration-Based Approach for Measuring Workforce Politics." 2025. [Link](#). *Minor Revision Resubmitted to Organization Science*.

Lee, Ronnie and Reuben Hurst. "When Autonomy Backfires: Adverse Selection in Startup Recruitment." [Link](#). *Revise and Resubmit at Management Science*.

Hurst, Reuben, Max Kagan, Matthew Lee, and Justin Frake. "Organizational Civic Culture: Workplaces as Engines of Democratic Participation." 2025. [Link](#). *Revise and Resubmit at Administrative Science Quarterly*.

Hurst, Reuben and Ronnie Lee. 'Sociopolitical Stance-taking and Labor Market Sorting: Evidence from Experiments.' [Link](#). *Under Review*.

White, James, Reuben Hurst, and Max Kagan. "Corporate Political Stances and Employee Turnover." 2025. [Link](#).

- Awards: 2025 Strategic Management Society Strategic Human Capital Interest Group Best Paper, 2025 Strategic Management Society Annual Meeting Best Conference Paper (Finalist)

Hurst, Reuben, Andrew Simon, and Michael Ricks. "Public Good Perceptions and Polarization: Evidence from Higher Education Appropriations." 2024. [Link](#).

Hurst, Reuben. "Workforce Backlash: Applicant Pool Implications and Employer Response." [Link](#).

- Award: 2019 Michigan Ross Emeritus Award for best second-year PhD paper across all academic areas
- Grant: 2019 Strategic Research Foundation Dissertation Grant

POPULAR WRITING AND BOOK REVIEWS

Hurst, Reuben. "Matt Grossmann and David A. Hopkins. Polarized by Degrees: How the Diploma Divide and the Culture War Transformed American Politics," *Administrative Science Quarterly* April 10, 2025. [Link](#).

Hurst, Reuben, Saerom (Ronnie) Lee, and Justin Frake. "Research: Flat Hierarchies Can Discourage Women Applicants," *Harvard Business Review* September 18, 2024. [Link](#).

Hurst, Reuben, Taylor Tidwell, Darren Hawkins. "Americans love to hate foreign aid, but the right argument makes them like it a lot more," *The Washington Post* May 4, 2017. [Link](#).

AWARDS AND GRANTS

2025: Dorothy Day Award for Outstanding Labor Research from the APSA Labor Politics Section, Strategic Management Society Annual Meeting Strategic Human Capital Interest Group Best Paper, Finalist for Strategic Management Society Annual Meeting Best Conference Paper

2024: Maryland Smith grants to study political sorting at work (\$95,000)

2022: Strategic Management Society Annual Meeting Best Student Paper Prize, Strategic Management Society Annual Meeting Honorable Mention for Best Paper Prize, Strategic Management Society Annual Meeting Responsible Research Paper Prize, Strategic Management Society Annual Meeting Strategic Human Capital Best Paper Prize, Strategic Management Society Annual Meeting Stakeholder Strategy Best Student Proposal, Organization Science/INFORMS Dissertation Proposal Competition Finalist, Michigan Ross PhD DEI Research Award, Academy of Management Annual Meeting OMT Division Best Student Paper Award, Academy of Management Annual Meeting OMT Division Best Paper Award

2021: Academy of Management Annual Meeting Outstanding Reviewer Award, 2020 Kauffman Knowledge Challenge Student Grant, Gerald and Lillian Dykstra Award for teaching excellence (two awarded annually), Michigan Ross Flamholtz Fellow for entrepreneurship research

2019: Strategic Research Foundation Dissertation Grant (\$10,000), Michigan Ross Emeritus Award for Best Second Year Paper Across All Academic Areas (\$4,000), Ross PhD Research Grant (\$4,000)

INVITED SEMINARS

London Business School (Scheduled), University of Illinois (Scheduled), Emory University (Scheduled), Temple University, Cornell University, University of Maryland Psychology Department, University of Maryland Political Science Department

SELECTED CONFERENCE PRESENTATIONS (*BY CO-AUTHOR)

2025: Academy of Management Annual Meeting, Organization Science Winter Conference, Utah Winter Strategy Conference, Smith Research Showcase Seminar, Political Polarization and its Policy Consequences Conference, *Strategy and the Business Environment Conference, Maryland Strategy and Entrepreneurship Research Conference, University of Maryland Summer Workshop

2024: University of Maryland American Politics Workshop, *Polarization Research Lab Annual Meeting, *NBER Public Economics Meeting, BYU Political Science Young Scholars Conference, Bocconi Non-Market Strategy Conference, SMS Washington DC Special Conference, Dartmouth Junior Faculty Summer School, Academy of Management Annual Meeting, Cornell University, Michigan Ross Centennial Conference, Association for Public Policy and Management (presenter and discussant), University of Maryland School of Public Policy (book conference discussant), CFXS Conference

2023: Maryland Smith CDSS Series, Markets and Management Working Group

2022: 2022 Organization Science/INFORMS Dissertation Proposal Competition, Economic Sociology Job Market Showcase, Strategic Management Society Annual Meeting, Academy of Management Annual Meeting, Medici Summer School, Consortium on Competitiveness and Cooperation, Non-market Strategy Research Community PhD Conference, Strategy and the Business Environment Conference, Midwest Political Science Association Annual Conference, University of Michigan Interdisciplinary Workshop in American Politics

2021: People and Organizations Conference, Strategic Management Society Annual Meeting, Academy of Management Annual Meeting, Kauffman Foundation Early Stage Research Showcase

2020: University of Michigan Interdisciplinary Workshop in Comparative Politics, NYU Stern Workshop in Non-Market Strategy

2018: Midwest Political Science Association Annual Conference, University of Michigan Political Economy Working Group

TEACHING AS INSTRUCTOR OF RECORD

Instructor of Record:

Strategic Management - Maryland Smith School of Business

Fall 2023-

- Rating: 3.9/4

Competing in the Global Business Environment - Michigan Ross School of Business

Winter 2020

- Rating: 4.8/5 (school median of 4.6/5)
- Award: Gerald and Lillian Dykstra award for excellence in PhD teaching (2 students recognized annually)

SERVICE

Editorial Review Board:

- Administrative Science Quarterly 2025 -
- Organization Science 2025 -
- Strategic Management Journal 2025 -

Reviewer for *Academy of Management Journal*, *Administrative Science Quarterly*, *International Studies Quarterly*, *Journal of Organizational Design*, *Journal of Politics*, *Management Science*, *Organization Science*, *Perspectives on Politics*, *Review of International Organizations*, *Strategic Management Journal*

RELATED PROFESSIONAL EXPERIENCE

Goldman Sachs
Analyst

2016 - 2017
London, UK

LANGUAGES

Portuguese (fluent)