

# Grady Wallace Raines

## Curriculum Vitae

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## Academic Position

### Assistant Professor

Department of Management and Entrepreneurship  
Indiana University, Kelley School of Business

*Beginning July 2026*

## Education

### Ph.D. in Management and Organizations

Cornell University, SC Johnson School of Business

*Expected 2026*

### B.S. in Economics

Brigham Young University

*2021*

## Peer-Reviewed Research

1. **Raines, Grady**, Peter Polhill, Shon Hiatt, and Ryan Coles, “Cultural Norms and the Gendered Impact of Entrepreneurship Policy in Mexico,” *Administrative Science Quarterly*, 69(4), 1006–1043. [Link](#).

- 1st chapter of dissertation
- Coverage: [Organizational Musings](#), [Inside SC Johnson](#)

2. Coles, Ryan, Shon Hiatt, **Grady Raines**, and Wesley Sine\*, “Refugees at the Door: Initial Funding Partners and New Venture Performance in a Changing Emerging Market,” *Strategic Management Journal*.  
\*Equal Contribution. [Link](#).

## Working Papers

3. “Traditional Gender Norms and the Decline of Women’s Entrepreneurship: Evidence from a Natural Experiment” (with Peter Polhill and Katie Apker)

4. “Access to Capital and Exits from Entrepreneurship” (with Peter Polhill)

5. “How Social Upheaval Shaped Hiring Practices” (with Aharon Mohliver) [Link](#).

6. “When Neighborhood Stigma Matters: Evidence from an Audit Study with Romani Entrepreneurs and Czech Banks” (with Peter Polhill and Wesley Sine)

- Award: 2024 AOM OMT Best Paper Proceedings

## Other Publications

7. Sine, Wesley, **Grady Raines**, and Arkangel Cordero, “Institutional Theories of Entrepreneurship,” in *De Gruyter Handbook of Sociology of Innovation and Entrepreneurship*, 8 (2025), 95.

## Organized Symposia

Apker, Katie, Peter Polhill and **Raines, Grady**, “A Sociological Perspective on Gender Inequality in Entrepreneurship,” *2025 AOM* with Jiayi Bao, Ethan Poskanzer, Sarah Thébaud, Tiantian Yang and Peter Younkin

Hwang, Kylie, and **Raines, Grady**, “Entrepreneurship and Inequality: Barriers and Pathways for Disenfranchised Groups,” *2025 AOM* with Geoffrey Borchhardt, Seth Carnahan and Leandro Pongeluppe

Hwang, Kylie, and **Raines, Grady**, “Inequality and Entrepreneurship: Institutional Barriers Faced by Underrepresented Entrepreneurs,” *2024 AOM* with Howard Aldrich, Solène Delecourt and Kunyuan Qiao

## Selected Presentations (*Presentations by coauthors omitted*)

**2025:** Managing in Emerging Markets; Academy of Management Annual Meeting; National University of Singapore; Hong Kong University; Chinese University of Hong Kong; Hong Kong University of Science and Technology; Texas A&M Mays School of Business; Syracuse Whitman School of Business; Tennessee Haslam School of Business; Notre Dame Mendoza School of Business; Indiana University Kelley School of Business; INSEAD; London Business School; Rutgers Business School

**2024:** Harvard WOM Seminar; GEIRC; EGOS; Academy of Management Annual Meeting; University of North Carolina Kenan-Flagler School of Business

**2023:** INSEAD Doriot Entrepreneurship Conference; Academy of Management Annual Meeting; Experimental Sociology Workshop

**2022:** Academy of Management Annual Meeting

## Languages

Czech (fluent)

## Professional Service

Reviewer: *Administrative Science Quarterly, Organization Science, Strategic Entrepreneurship Journal, Urban Affairs, Academy of Management Conference*