

VITA

Keith Mark Hmieleski

Robert and Edith Schumacher Faculty Fellow and
Professor of Entrepreneurship
M. J. Neeley School of Business
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EDUCATION

- Ph.D. Rensselaer Polytechnic Institute, 2005
Lally School of Management & Technology
Business Management (with a concentration in Entrepreneurship)

Dissertation: A Social Cognitive Examination of the Linkage between Entrepreneur
Improvisational Behavior and New Venture Performance [*Winner of Rensselaer's
Del and Edith Karger (1978) Award for Best Dissertation in Management*]

Dissertation Chair: Robert A. Baron
- M.S. Rensselaer Polytechnic Institute, 2002
Industrial and Organizational Psychology
- B.S. University of Massachusetts—Amherst, 1998
Psychology

ACADEMIC APPOINTMENTS

- 2017-present *Professor of Entrepreneurship (w/tenure)*, M. J. Neeley School of
Business, Texas Christian University
- 2012-present Robert and Edith Schumacher Faculty Fellowship in Entrepreneurship and
Innovation, M. J. Neeley School of Business, Texas Christian University
- 2011-2017 *Associate Professor of Entrepreneurship (w/tenure)*, M. J. Neeley School
of Business, Texas Christian University
- 2005-2011 *Assistant Professor of Entrepreneurship*, M. J. Neeley School of Business,
Texas Christian University

EDITORIAL APPOINTMENTS

Associate Editor, *Strategic Entrepreneurship Journal (SEJ)*, 2016-present

Special Issue Co-Editor, Human Capital and Technology Entrepreneurship, *Entrepreneurship Theory and Practice (ETP)*, 2007

REFEREED JOURNAL PUBLICATIONS

1. Davis, B. C., Hmieleski, K. M., Webb, J. W., & Coombs, J. E. (2017). Funders' positive affective reactions to entrepreneurs' crowdfunding pitches: The influence of perceived creativity and entrepreneurial passion. *Journal of Business Venturing*, 32, 90-106. doi:10.1016/j.jbusvent.2016.10.006
2. Hmieleski, K. M., & Lerner, D. A. (2016). The dark triad and nascent entrepreneurship: An examination of unproductive versus productive entrepreneurial motives. *Journal of Small Business Management*, 54, 7-32. doi:10.1111/jsbm.12296
3. Baron, R. A., Franklin, R. J., & Hmieleski, K. M. (2016). Why entrepreneurs often experience low, not high, levels of stress: The joint effects of selection and psychological capital. *Journal of Management*, 42(3), 742-768. doi:10.1177/0149206313495411
4. Hmieleski, K. M., Carr, J. C., & Baron, R. A. (2015). Integrating discovery and creation perspectives of entrepreneurial action: The relative roles of founding CEO human capital, social capital, and psychological capital in contexts of risk versus uncertainty. *Strategic Entrepreneurship Journal*, 9(4), 289-312. doi:10.1002/sej.1208
5. Carr, J. C., & Hmieleski, K. M. (2015). Differences in the outcomes of work and family conflict between family- and non-family businesses: An examination of founding CEOs. *Entrepreneurship Theory and Practice*, 39(6), 1413-1432. doi:10.1111/etap.12174
6. Klotz, A. C., Hmieleski, K. M., Bradley, B. H., & Busenitz, L. W. (2014). New venture teams: A review of the literature and roadmap for future research. *Journal of Management*, 40(1), 226-255. doi:10.1177/0149206313493325
7. Hmieleski, K. M., Corbett, A. C., & Baron, R. A. (2013). Entrepreneurs' improvisational behavior and firm performance: A study of dispositional and environmental moderators. *Strategic Entrepreneurship Journal*, 7(2), 138-150. doi:10.1002/sej.1143

8. Hmieleski, K. M., Cole, M. S., & Baron, R. A. (2012). Shared authentic leadership and new venture performance. *Journal of Management*, 38(5), 1476-1499.
doi:10.1177/0149206311415419
9. Baron, R. A., Hmieleski, K. M., & Henry, R. A. (2012). Entrepreneurs' dispositional positive affect: The Potential benefits—and potential costs—of being “up”. *Journal of Business Venturing*, 27(3), 310-324.
doi:10.1016/j.jbusvent.2011.04.002
10. Baron, R. A., Tang, J., & Hmieleski, K. M. (2011). The downside of being ‘up’: Entrepreneurs' dispositional affect and firm performance. *Strategic Entrepreneurship Journal*, 5(2), 101-119.
doi:10.1002/sej.109
11. Carr, J. C., Haggard, S., Hmieleski, K. M., & Zahra, S. A. (2010). A study of the moderating effects of firm age at internationalization on firm survival and short-term growth. *Strategic Entrepreneurship Journal*, 4(2), 183-192.
doi:10.1002/sej.90
12. Hmieleski, K. M., & Baron, R. A. (2009). Entrepreneurs' optimism and new venture performance: A social cognitive perspective. *Academy of Management Journal*, 52(3), 473-488.
doi:10.5465/AMJ.2009.41330755
13. Hmieleski, K. M., & Baron, R. A. (2008). Regulatory focus and new venture performance: A study of entrepreneurial opportunity exploitation under conditions of risk versus uncertainty. *Strategic Entrepreneurship Journal*, 2(4), 285-299.
doi:10.1002/sej.56
14. Hmieleski, K. M., & Corbett, A. C. (2008). The contrasting interaction effects of improvisational behavior with entrepreneurial self-efficacy on new venture performance and entrepreneur work satisfaction. *Journal of Business Venturing*, 23(4), 482-496.
doi:10.1016/j.jbusvent.2007.04.002
15. Hmieleski, K. M., & Baron, R. A. (2008). When does entrepreneurial self-efficacy enhance versus reduce firm performance? *Strategic Entrepreneurship Journal*, 2(1), 57-72.
doi:10.1002/sej.42
16. Wright, M., Hmieleski, K. M., Siegel, D., & Ensley, M. D. (2007). The role of human capital in technological entrepreneurship. *Entrepreneurship Theory & Practice*, 31(6), 791-806.
doi:10.1111/j.1540-6520.2007.00202.x
17. Hmieleski, K. M., & Ensley, M. D. (2007). A contextual examination of new venture performance: Entrepreneur leadership behavior, top management team heterogeneity

and environmental dynamism. *Journal of Organizational Behavior*, 28(7), 865-889.
doi:10.1002/job.479

18. Corbett, A. C., & Hmieleski, K. M. (2007). The conflicting cognitions of corporate entrepreneurs. *Entrepreneurship Theory & Practice*, 31(1), 103-121.
doi:10.1111/j.1540-6520.2007.00165.x
19. Ensley, M. D., Hmieleski, K. M., & Pearce, C. L. (equal authorship, 2006). The importance of vertical and shared leadership within new venture top management teams: Implications for the performance of startups. *The Leadership Quarterly*, 17(3), 217-231.
doi:10.1016/j.leaqua.2006.02.002
20. Ensley, M. D., Pearce, C. L., & Hmieleski, K. M. (2006). The moderating effect of environmental dynamism on the relationship between entrepreneur leadership behavior and new venture performance. *Journal of Business Venturing*, 21(2), 243-263.
doi:10.1016/j.jbusvent.2005.04.006
21. Hmieleski, K. M., & Corbett, A. C. (2006). Proclivity for improvisation as a predictor of entrepreneurial intentions. *Journal of Small Business Management*, 44(1), 45-63.
doi:10.1111/j.1540-627X.2006.00153.x
22. Ensley, M. D., & Hmieleski, K. M. (equal authorship, 2005). A comparative study of new venture top management team composition, dynamics and performance between university-based and independent start-ups. *Research Policy*, 34(7), 1091-1105.
doi:10.1016/j.respol.2005.05.008

CITATIONS OF REFEREED JOURNAL PUBLICATIONS AND SCHOLARLY IMPACT

<i>Index</i>	<i>Total citations</i>	<i>h-index</i>
Web of Science	1,077	16
Scopus	1,167	14
Google Scholar	3,557	21

IQp score = 35.91*

Category	Approximate IQp
Tenured professor	5
Full professor	8 - 10
Chaired professor	> 10
Substantial impact on field	> 15
Very important influence on field	> 20
A great scholar	40
Nobel prize territory	> 60
Towering figure	> 80
True colossus status	> 100

IQp scores take into account a scholar's total impact and also corrects for field-specific citation rates, scholarly productivity, and scientific age (i.e., amount of time in the field).

For further reference, see: Antonakis, J., & Lalive, R. (2008). Quantifying scholarly impact: IQp versus the Hirsch h. *Journal of the American Society for Information Science and Technology*, 59(6), 956–969.

BOOK CHAPTERS

1. Hancock, B., Hmieleski, K., & Smilor, R. (2014). Honoring the entrepreneurial journey: A strengths-based approach to the undergraduate entrepreneurship program at TCU. In M. H. Morris (Ed.), *Annals of Entrepreneurship Education and Pedagogy* (pp. 332-343). Northampton, MA: Edward Elgar Publishing.

BEST PAPER PROCEEDINGS

1. Hmieleski, K. M., & Cole, M. S. (2017). The interacting effects of environment uncertainty, shared humor and entrepreneurial team-efficacy. In G. Atinc (Ed.), *Academy of Management Best Paper Proceedings*.
2. Hmieleski, K. M., Cole, M. S., & Baron, R. A. (2010). Linking shared authentic leadership to firm performance: A study of new venture top management teams. In W. D. Bygrave, et al. (Eds.), *Frontiers of Entrepreneurship Research*. Babson Park, MA: Babson College.
3. Hmieleski, K. M. (2009). Entrepreneur improvisational behavior and new venture performance: A social cognitive perspective. In W. D. Bygrave, et al. (Eds.), *Frontiers of Entrepreneurship Research*. Babson Park, MA: Babson College.
4. Hmieleski, K. M., & Carr, J. C. (2008). The relationship between entrepreneur psychological capital and new venture performance. In W. D. Bygrave, et al. (Eds.), *Frontiers of Entrepreneurship Research*. Babson Park, MA: Babson College.
5. Hmieleski, K. M., & Carr, J. C. (2007). The relationship between entrepreneur psychological capital and well-being. In W. D. Bygrave, et al. (Eds.), *Frontiers of Entrepreneurship Research*. Babson Park, MA: Babson College.

6. Hmieleski K. M., & Ensley, M.D. (2007). The effects of entrepreneur abusive supervision. In G. T. Solomon (Ed.), ***Academy of Management Best Paper Proceedings***.
7. Hmieleski K. M. (2007). A contextual study of entrepreneur dispositional optimism. In G. T. Solomon (Ed.), ***Academy of Management Best Paper Proceedings***.
8. Hmieleski, K. M., Baron, R. A., & Ensley, M. D. (2006). Optimism and environmental uncertainty: Implications for entrepreneurial performance. In W. D. Bygrave, et al. (Eds.), ***Frontiers of Entrepreneurship Research***. Babson Park, MA: Babson College.
9. Corbett, A. C., & Hmieleski, K. M. (2005). How corporate entrepreneurs think: Cognition, context, and entrepreneurial scripts. In K. M. Weaver (Ed.), ***Academy of Management Best Paper Proceedings***.
10. Hmieleski, K. M., & Ensley, M. D. (2004). An investigation of improvisation as a strategy for exploiting dynamic opportunities. In W. D. Bygrave et al. (Eds.), ***Frontiers of Entrepreneurship Research***. Babson Park, MA: Babson College (pp. 596-604).
11. Hmieleski, K. M., & Corbett, A. C. (2003). Improvisation as a framework for investigating entrepreneurial action. In D. H. Nagao (Ed.), ***Academy of Management Best Paper Proceedings*** (pp. F1-F6).

REFEREED CONFERENCE PRESENTATIONS

1. Fultz, A. E. F., Hmieleski, K. M., & Baker, T. (2017). ***The Day of Small Beginnings: Entrepreneurial Bricolage as a Source of Dynamic Capabilities in Young Firms***. Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Norman, OK.
2. Hmieleski, K. M., & Cole, M. S. (2017). ***The Interacting Effects of Environment Uncertainty, Shared Humor and Entrepreneurial Team-Efficacy***. Paper presented at the Academy of Management (AoM) Conference in Atlanta, GA.
3. Hmieleski, K. M., & Powell, E. E. (2016). ***The Microfoundations of Science Commercialization***. Paper presented at the Academy of Management (AoM) Conference in Anaheim, CA.
4. Hmieleski, K. M. (2016). ***The Interaction between Sex and Virtues: Implications for Entrepreneurial Outcomes***. Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Bodø, Norway.
5. Baron, R. A., & Hmieleski, K. M. (2015). ***Why Do Entrepreneurs Engage in Prosocial Behavior?*** Paper presented at the Academy of Management (AoM) Conference in Vancouver, BC, Canada.

6. Hmieleski, K. M. (2015). ***How Are New Venture Teams Able To Effectively Cope With Uncertainty?*** Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Wellesley, MA.
7. Carr, J. C., & Hmieleski, K. M. (2014). ***Work-Family Conflict and Work Tension among Family- and Non-Family Businesses.*** Paper presented at the Southern Management Association (SMA) Conference in Savanna, GA.
8. Hmieleski, K. M., Baron, R. A., & Carr, J. C. (2014). ***The Differential Value of Entrepreneurs' Intangible Resources in Environmental Contexts of Discovery versus Creation.*** Paper presented at the Academy of Management (AoM) Conference in Philadelphia, PA.
9. Hmieleski, K. M., & Lerner, D. A. (2013). ***The Dark Triad: Narcissism, Psychopathy, and Machiavellianism as Predictors of Entrepreneurial entry.*** Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Lyon, France.
10. Baron, R. A., Hmieleski, K. M., Fox, C., & Casper, C. (2012). ***Self-Regulation and Adoption of High Risk Strategies by Entrepreneurs: Self-Control and Metacognition.*** Paper presented at the Academy of Management (AoM) Conference in Boston, MA.
11. Hmieleski, K. M., Baron, R. A., and Carr, J. C. (2011). ***How Entrepreneurs Withstand Work-Family Conflict: The Buffering Role of Psychological Capital.*** Paper presented at the Academy of Management (AoM) Conference in San Antonio, TX.
12. Baron, R. A., Fox, C., Casper, W. C., & Hmieleski, K. M. (2011). ***Entrepreneurs' Self-Regulatory Processes and New Venture Strategy.*** Paper presented at the Academy of Management (AoM) Conference in San Antonio, TX.
13. Hmieleski, K. M., Carr, J. C., & Baron, R. A. (2011). ***How Do Entrepreneurs Capitalize on Environmental Dynamism to Develop Their New Ventures? The Role of Human, Social, and Psychological Capital.*** Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Syracuse, NY.
14. Baron, R. A., Tang, J., & Hmieleski, K. M. (2010). ***Entrepreneurs' Dispositional Positive Affect and Firm Performance: "Too Much of a Good Thing?"*** Paper presented at the Academy of Management (AoM) Conference in Montreal, Canada.
15. Hmieleski, K. M., Cole, M. S., & Tepper, B. J. (2010). ***New Venture Top Management Team Intra-Group Abusive Behavior and Firm Performance: A Moderated Mediation Study.*** Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Lausanne, Switzerland.
16. Hmieleski, K. M., Cole, M. S., & Baron, R. A. (2010). ***Linking Shared Authentic Leadership to Firm Performance: A study of New Venture Top Management***

Teams. Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Lausanne, Switzerland.

17. Hmieleski, K. M., Cole, M. S., & Tepper, B. J. (2009). ***Abusive Behavior within New Venture Top Management Teams.*** Paper presented at the Academy of Management (AoM) Conference in Chicago, IL.
18. Hmieleski, K. M. (2009). ***Entrepreneur Improvisational Behavior and New Venture Performance: A Social Cognitive Perspective.*** Paper presented at the 29th annual Babson College Entrepreneurship Research Conference (BCERC) in Babson Park, MA.
19. Hmieleski, K. M., & Carr, J. C. (2009). ***The Relationship between Work-Family Conflict and Psychological Outcomes for Family and Non-Family Businesses.*** Paper presented at the 29th annual Babson College Entrepreneurship Research Conference (BCERC) in Babson Park, MA.
20. Hmieleski, K. M., & Carr, J. C. (2008). ***The Attenuating Role of Entrepreneurs' Psychological Capital on the Effects of Work-Family Conflict.*** Paper presented at the Academy of Management (AoM) Conference in Anaheim, CA.
21. Hmieleski, K. M. (2008). ***Sex Differences in Entrepreneur Signature Strengths.*** Paper presented at the 28th annual Babson College Entrepreneurship Research Conference (BCERC) in Chapel Hill, NC.
22. Hmieleski, K. M., & Carr, J. C. (2008). ***The Relationship between Entrepreneur Psychological Capital and New Venture Performance.*** Paper presented at the 28th annual Babson College Entrepreneurship Research Conference (BCERC) in Chapel Hill, NC.
23. Hmieleski, K. M., & Ensley, M.D. (2007). ***The Effects of Entrepreneur Abusive Supervision.*** Paper presented at the Academy of Management (AoM) Conference in Philadelphia, PA.
24. Hmieleski, K. M. (2007). ***A Contextual Study of Entrepreneur Dispositional Optimism.*** Paper presented at the Academy of Management (AoM) Conference in Philadelphia, PA.
25. Hmieleski, K. M., & Carr, J. C. (2007). ***The Relationship between Entrepreneur Psychological Capital and Well-Being.*** Paper presented at the 27th annual Babson College Entrepreneurship Research Conference (BCERC) in Madrid, Spain.
26. Hmieleski, K. M., & Corbett, A. C. (2006). ***A Study of Entrepreneur Improvisational Behavior: Implications for Performance and Satisfaction.*** Paper presented at the Academy of Management (AoM) Conference in Atlanta, GA.

27. Hmieleski, K. M., Baron, R. A., & Ensley, M. D. (2006). ***An Empirical Investigation of the Positive versus Negative Effects of Entrepreneurial Self-Efficacy.*** Paper presented at the Academy of Management (AoM) Conference in Atlanta, GA.
28. Hmieleski, K. M., & Baron, R. A. (2006). ***Optimism and environmental uncertainty: Implications for entrepreneurial performance and satisfaction.*** Paper to be presented at the 26th annual Babson College Entrepreneurship Research Conference (BCERC) in Bloomington, IN.
29. Hmieleski, K. M., & Ensley, M. D. (2005). ***An Upper-Echelons Theory Approach to the Emergence of Organizational Learning in Nascent Firms.*** Paper presented at the Academy of Management (AoM) Conference in Honolulu, Hawaii.
30. Corbett, A. C., & Hmieleski, K. M. (2005). ***How Corporate Entrepreneurs Think: Cognition, Context, and Entrepreneurial Scripts.*** Paper presented at the Academy of Management (AoM) Conference in Honolulu, Hawaii.
31. Bird, B. J., Honig, B., Fiet, J., Frese, M., & Hmieleski, K. M. (2005). ***Learning Entrepreneurship.*** Workshop presented at the Academy of Management (AoM) Conference in Honolulu, Hawaii.
32. Hmieleski, K. M., & Kalsher, M. J. (2005). ***Beyond Wealth Creation: The Value of Entrepreneurship in an Evolving Civilization.*** Paper presented at the 25th annual Babson Kauffman Entrepreneurship Research Conference (BKERC) in Babson Park, MA.
33. Ensley, M. D., Hmieleski, K. M., & Baron, R. A. (2005). ***Positive Emotion as a Moderator of the Linkage between Positive Emotion and Complexity of Opportunity Prototypes.*** Paper presented at the 25th annual Babson Kauffman Entrepreneurship Research Conference (BKERC) in Babson Park, MA.
34. Hmieleski, K. M., & Ensley, M. D. (2004). ***A Regulatory Model of Learning in New Ventures.*** Paper presented at the Southern Management Association (SMA) Conference in San Antonio, TX.
35. Ensley, M. D., & Hmieleski, K. M. (2004). ***A Comparative Study of New Venture Top Management Team Composition, Dynamics and Performance between University-Affiliated and Non-University-Affiliated Startups.*** Paper presented at the Technology Transfer Society's 26th Annual Conference in Albany, NY.
36. Hmieleski, K. M., Ensley, M. D., & Pearce, C. L. (2004). ***The Differential Effectiveness of Directive and Empowering Entrepreneur Leadership Behavior in New Ventures.*** Paper presented at the Academy of Management (AoM) Conference in New Orleans, LA.
37. Hmieleski, K. M., & Ensley, M. D. (2004). ***An Investigation of Improvisation as a Strategy for Exploiting Dynamic Opportunities.*** Paper presented at the 24th annual

Babson Kauffman Entrepreneurship Research Conference (BKERC) in Glasgow, Scotland.

38. Hmieleski, K. M., & Ensley, M. D. (2004). ***An Investigation of the Linkage Between Entrepreneur Intelligence and New Venture Performance***. Paper presented at the 24th annual Babson Kauffman Entrepreneurship Research Conference (BKERC) in Glasgow, Scotland.
39. Gregoire, D., McMullen, J., Brigham, K., Haynie, M., & Hmieleski, K. (2004). ***Drawing the Implications of Cognition Research for Entrepreneurship Education***. Presentation at the United States Association of Small Business and Entrepreneurship (USASBE) Conference in Dallas, TX.
41. Ensley, M. D., Pearce, C. L., & Hmieleski, K. M. (2003). ***The Moderating Effect of Environmental Dynamism on the Relationship Between Entrepreneur Leader Behavior and New Venture Performance***. Paper presented at the Lally-Darden Entrepreneurship Scholars' Retreat in Rensselaerville, NY.
42. Hmieleski, K. M., & Corbett, A. C. (2003). ***Improvisation as a Framework for Investigating Entrepreneurial Action***. Paper presented at the Academy of Management (AoM) Conference in Seattle, WA.
43. Hmieleski, K. M., & Corbett, A. C. (2003). ***The Entrepreneurial Mindset: A Proclivity for Improvisation***. Paper presented at the 23rd annual Babson Kauffman Entrepreneurship Research (BKERC) Conference in Babson Park, MA.
44. Hmieleski, K. M., Traver, H. A., & Kalsher, M. J. (2003). ***Teaching and Learning Styles in Training and Development***. Paper presented at the 18th annual Society for Industrial and Organizational Psychology (SIOP) Conference in Orlando, FL.
45. Hmieleski, K. M. (2002). ***Suggestions for Investigating Improvisational Decision Making of Entrepreneurs***. Paper presented at the 23rd Annual Industrial Organizational Psychology and Organizational Behavior Conference, Tampa, FL.
46. Crawford, R., & Hmieleski, K. M. (2001). ***Interactions Between Continuous Variables***. Paper presented at the Southern Management Association (SMA) Conference in New Orleans, LA.
47. Hmieleski, K. M. (2001). ***An Investigation of Teaching Styles and Learning Styles in a Collaborative Technology-based Classroom***. Paper presented at the 22nd Annual Industrial Organizational Psychology and Organizational Behavior Conference in College Station, PA.
48. Traver, H. A., Kalsher, M. J., Cummings, K., & Hmieleski, K. M. (2000). ***An Evaluation of Interactive Studio Physics***. Paper presented at ED-MEDIA Conference in Montreal, Canada.

INVITED PRESENTATIONS

Babson College
Baylor University
Brown University
Drexel University
London School of Economics
Nankai University
National University of Singapore
North Carolina State University
Oklahoma State University
Queensland University of Technology
Rensselaer Polytechnic Institute
University of Cape Town
University of Central Florida
University of Cincinnati
University of Georgia
University of Texas—Arlington
Washington State University

RESEARCH INTERESTS

The psychology of entrepreneurship, including the following:

1. Optimal experience and flow
2. Leadership and influence behavior
3. Improvisation
4. Virtues and character strengths
5. The dark triad/tetrad
6. New venture teams

TEACHING EXPERIENCE

Texas Christian University

Undergraduate Courses

Instructor Ratings*

MANA 30533	Entrepreneurial Opportunity Recognition Fall 2016, Section 005, Numb. Students = 28	3.7/4.0
MANA 30533	Entrepreneurial Opportunity Recognition Fall 2016, Section 015, Numb. Students = 34	3.7/4.0
MANA 30533	Entrepreneurial Opportunity Recognition Fall 2015, Section 005, Numb. Students = 29	3.7/4.0
MANA 30533	Entrepreneurial Opportunity Recognition Fall 2015, Section 015, Numb. Students = 30	3.8/4.0
MANA 30533	Entrepreneurial Opportunity Recognition Fall 2014, Section 065, Numb. Students = 21	3.8/4.0
MANA 30533	Entrepreneurial Opportunity Recognition Fall 2014, Section 055, Numb. Students = 26	3.8/4.0
MANA 30533	Entrepreneurial Opportunity Recognition Fall 2013, Section 065, Numb. Students = 31	3.6/4.0
MANA 30533	Entrepreneurial Opportunity Recognition Fall 2013, Section 055, Numb. Students = 30	3.7/4.0
MANA 30533	Entrepreneurial Opportunity Recognition Fall 2011, Section 015, Numb. Students = 37	3.9/4.0
MANA 30533	Entrepreneurial Opportunity Recognition Fall 2011, Section 005, Numb. Students = 33	3.6/4.0
MANA 30533	Entrepreneurial Opportunity Recognition Fall 2010, Section 035, Numb. Students = 21	3.7/4.0
MANA 30533	Entrepreneurial Opportunity Recognition Fall 2010, Section 015, Numb. Students = 23	4.0/4.0
MANA 30533	Entrepreneurial Opportunity Recognition Fall 2009, Section 035, Numb. Students = 36	3.8/4.0
MANA 30533	Entrepreneurial Opportunity Recognition Fall 2009, Section 015, Numb. Students = 32	3.9/4.0
MANA 30533	Entrepreneurial Opportunity Recognition Spring 2009, Section 015, Numb. Students = 45	3.8/4.0
MANA 30533	Entrepreneurial Opportunity Recognition	3.5/4.0

	Fall 2008, Section 015, Numb. Students = 19	
MANA 30533	Introduction to Entrepreneurship Fall 2007, Section 035, Numb. Students = 39	3.8/4.0
MANA 30533	Introduction to Entrepreneurship Fall 2007, Section 015, Numb. Students = 14	3.9/4.0
MANA 40143	New Venture Planning Spring 2007, Section 015, Numb. Students = 36	3.6/4.0
MANA 40143	New Venture Planning Fall 2006, Section 015, Numb. Students = 36	3.9/4.0
MANA 20970	Invention, Innovation, & Entrepreneurship Fall 2006, Section 015, Numb. Students = 8	4.0/4.0
MANA 20970	Invention, Innovation, & Entrepreneurship Spring 2006, Section 035, Numb. Students = 33	4.0/4.0
MANA 20970	Invention, Innovation, & Entrepreneurship Spring 2006, Section 015, Numb. Students = 9	4.0/4.0

**Course rating: "The instructor did a good job with this course." (1 = Strongly Disagree; 4 = Strongly Agree)*

Graduate Courses	Instructor Ratings*	
MANA 70513	Venture Ideas Fall 2016, Section 080, Numb. Students = 26	3.4/4.0
MANA 70513	Venture Ideas Fall 2014, Section 080, Numb. Students = 17	3.4/4.0
MANA 70513	Venture Ideas Spring 2012, Section 080, Numb. Students = 11	3.6/4.0
MANA 70513	Venture Ideas Spring 2011, Section 080, Numb. Students = 13	3.5/4.0
MANA 70513	Venture Ideas Spring 2010, Section 080, Numb. Students = 18	3.6/4.0
MANA 70970	Entrepreneurial Opportunity Recognition Fall 2008, Section 015, Numb. Students = 9	3.6/4.0
MANA 70970	Entrepreneurial Opportunity Recognition	3.8/4.0

Fall 2007, Section 015, Numb. Students = 15

**Course rating: "The instructor did a good job with this course." (1 = Strongly Disagree; 4 = Strongly Agree)*

ADVISORY BOARD MEMBERSHIP

CNBC Disruptor 50 Advisory Council – appointment – from 2017-present

Cleantech Open, Academic/Research Advisor – appointment from 2014-present

The Sustainability, Ethics and Entrepreneurship (SEE) Conference – appointment from 2013-2014

EDITORIAL REVIEW BOARD MEMBERSHIP

Academy of Management Journal (AMJ), 2013-present

Journal of Business Venturing (JBV), 2009-present

Strategic Entrepreneurship Journal (SEJ), 2009-present

Entrepreneurship Theory and Practice (ETP), 2011-present

Journal of Management Studies (JMS), 2009-2014

AD HOC REVIEWING EXPERIENCE

Administrative Science Quarterly (ASQ)

Strategic Management Journal (SMJ)

Journal of Applied Psychology (JAP)

Journal of Management (JOM)

Management Science (MS)

Organization Science (OS)

Organizational Behavior and Human Decision Processes (OBHDP)

Personnel Psychology (PP)

Journal of Organizational Behavior (JOB)

Research Policy (RP)

Academy of Management Perspectives (AMP)

Sloan Management Review

Current Directions in Psychological Science (CDPS)

Journal of Technology Transfer (JTT)

Asian Pacific Journal of Management (APJM)

Journal of Managerial Psychology (JMP)

International Journal of Management Reviews (IJMR)

Academy of Management (AOM)

Babson College Entrepreneurship Research Conference (BCERC)

The Sustainability, Ethics and Entrepreneurship (SEE) Conference

HONORS AND AWARDS

- 2017 Entrepreneurship Researcher of the Year Award, Oklahoma State University Riata Center for Entrepreneurship.
- 2016 Finalist for Neeley School of Business Alumni Professor of the Year
- 2015 Lead author of the sixth most cited article in the field of entrepreneurship according to the Greif Entrepreneurship 5-Year Research Impact Award Rankings (based on articles published in 2009 that were cited in the Social Science Citation Index during the period of 2010-2014)
- 2014 Placed three first-authored articles among the top 75 most cited articles in the field of entrepreneurship according to the Greif Entrepreneurship 5-Year Research Impact Award Rankings (based on articles published in 2008 that were cited in the Social Science Citation Index during the period of 2009-2013)
- 2014 Best reviewer award for *Journal of Business Venturing*
- 2013 Co-Chair of the Academy of Management (AOM) Entrepreneurship Division Doctoral Consortium
- 2013 Visiting Research Fellow, Babson College
- 2012 Co-Chair of the Academy of Management (AOM) Entrepreneurship Division Doctoral Consortium
- 2012 Co-Director of the Babson College Entrepreneurship Research Conference (BCERC) and Doctoral Consortium, co-sponsored by the Neeley School of

Business at Texas Christian University

- 2011 Best reviewer award for *Journal of Business Venturing*
- 2011 Teaching Award for Best Undergraduate Course (Elective or Major), Neeley School of Business at Texas Christian University
- 2011 United States Association for Small Business and Entrepreneurship (USASBE) Award for National Model Undergraduate Entrepreneurship Program (prepared and presented winning proposal with Brad Hancock and Ray Smilor)
- 2010 National Federation of Independent Business (NFIB) Award for excellence in research, awarded at the Babson College Entrepreneurship Research Conference (BCERC) for best paper on the general topic of entrepreneurship (w/Michael Cole and Robert Baron)
- 2010 Brown International Advanced Research Institute (BIARI) on Technology Entrepreneurship and Management, Senior Scholar
- 2009 National Federation of Independent Business (NFIB) Award for excellence in research, awarded at the Babson College Entrepreneurship Research Conference (BCERC) for best paper on the general topic of entrepreneurship (sole authored)
- 2009 Author of exemplar entrepreneurship research article published in *Academy of Management Journal* – University of Connecticut Entrepreneurship Research Exemplars Conference
- 2007 Foundation for Entrepreneurial Excellence Award for being one of the Top 10 Entrepreneurship Educators in the Nation for 2007 (student nominated award)
- 2007 Top 5 most downloaded article published in *Entrepreneurship Theory and Practice* for the year of 2007
- 2007 Finalist for AoM Entrepreneurship Division Best Empirical Paper Award
- 2006 Best reviewer award for *Journal of Business Venturing*
- 2006 Top instructor ratings of any faculty member at Texas Christian University for the year of 2006
- 2005 Rensselaer's Del and Edith Karger (1978) Award for Best Dissertation in Management
- 2005 AoM Entrepreneurship Division Award for Best Overall Reviewer within the Division (first of annual award given to the division's best overall reviewer)
- 2005 AoM Entrepreneurship Division Best Reviewer Award (awarded annually to the division's top 25 reviewers)

- 2005 Finalist for AoM Entrepreneurship Division Best Conceptual Paper Award
- 2004 AoM Entrepreneurship Division Best Reviewer Award (awarded annually to the division's top 25 reviewers)
- 2003 Finalist for AoM Entrepreneurship Division Best Conceptual Paper Award
- 2001 Finalist for Lyman Porter Award, AoM Organizational Behavior Division

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM) – Entrepreneurship Division

Academy of Management (AOM) – Organizational Behavior Division

United States Association for Small Business & Entrepreneurship (USASBE)

Strategic Management Society (SMS)

OTHER ACADEMIC EXPERIENCE

- 2004-2005 *Graduate Assistant*, Severino Center for Technological Entrepreneurship, Lally School of Management & Technology, Rensselaer Polytechnic Institute
- 2004-2005 *Instructor*, Lally School of Management & Technology, Rensselaer Polytechnic Institute
- 2002-2004 *Graduate Assistant*, Lally School of Management & Technology, Rensselaer Polytechnic Institute
- 2001-2003 *Facilitator*, Lally School of Management & Technology Executive Programs, Rensselaer Polytechnic Institute
- 2001-2002 *Instructor*, Department of Cognitive Science, Rensselaer Polytechnic Institute
- 1998-2002 *Associate Director*, Interactive and Distance Education Assessment (IDEA) Laboratory, Rensselaer Polytechnic Institute
- 2000-2001 *eBusiness Graduate Assistant*, Lally School of Management & Technology, Rensselaer Polytechnic Institute

STARTUP EXPERIENCE

- 1999-2000 *Co-founder & Director of Instructional Technology and Training*, Interactive Online Training and Assessment (IOTA) Solutions