

STEPHEN E. LANIVICH, PH.D.

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Phone: 1 (586) 292-5338

EDUCATION

Ph.D. **Business Administration**, Florida State University, 2011
M.A. **Economics**, Walsh College of Business, 2007
B.B.A. **Finance**, Walsh College of Business, 2005

EXPERIENCE

2022 – PRESENT Associate Professor of Entrepreneurship and Management
University of Memphis
Department of Management

2020 – 2022 Assistant Professor of Entrepreneurship and Management
University of Memphis
Department of Management

2012 – 2019 Assistant Professor of Entrepreneurship and Management
Old Dominion University
Department of Management

RESEARCH INTERESTS

Resource-induced coping heuristic (RICH), mindset of the entrepreneur, nascent entrepreneurship, founders, start-up, coping with entrepreneurial uncertainty, entrepreneurial resources and capital, opportunity recognition

JOURNAL PUBLICATIONS

- 25 Zampetakis, L., & Lanivich, S.E. (2023). The role of job autonomy, pride, and resource competence on change-oriented OCB: A daily diary study. *Journal of Personnel Psychology*, X(x), 0-0.
- 24 Lanivich, S.E., Adomako, S., Ahsan, M., Istipliler, B., & Cox, K.C. (2023). Multidimensional cognitive style: Linking founders to firm performance through strategy and resource orchestration. *Journal of Business Research*, 166, 114081.
- 23 Franczak, J., Pidduck, R.J., Lanivich, S.E., & Tang, J. (2023). Immersed in Coleman's bathtub: Multilevel dynamics driving new venture survival in emerging markets. *Management Decision*, X(x), 0-0.

- 22 Smith, A., & Lanivich, S.E. (2023). Low income logics: Institutions' varying impact on entrepreneurship. *International Journal of Entrepreneurial Behavior & Research*, X(x), 0-0.
- 21 Mmbaga, N.A., Lerman, M.P., Munyon, T.P., & Lanivich, S.E. (2023). Juggling act: Waged time investments and the health – wealth trade-off. *Journal of Business Research*, 158: 113965.
- 20 McIntyre, N., Quaye, E.S., Anning-Dorson, T., Lanivich, S.E., & Adomako, S. (2023). Investigating the impact of religiosity on entrepreneurial intentions. *Journal of Business Research*, 156: 113528.
- 19 Franczak, J., Lanivich, S.E., Adomako, S. (2023). Filling institutional voids: Combinative effects of institutional shortcomings and gender on the alertness – opportunity recognition relationship. *Journal of Business Research*, 155(B): 113444.
- 18 Lanivich, S.E., Smith, A., Levasseur, L., Pidduck, R., Busenitz, L., & Tang, J. (2022). Advancing entrepreneurial alertness: Review, synthesis, and future research directions. *Journal of Business Research*, 139: 1165-1176.
- 17 Barreto, T.S., Lanivich, S.E., & Cox, K.C. (2022). Temporal orientation as a robust predictor of innovation. *Journal of Business Research*, 138: 287-300.
- 16 Lanivich, S.E., Lyons, L.M., & Wheeler, A. (2021). Nascent entrepreneur characteristic predictors of early-stage entrepreneurship outcomes. *Journal of Small Business and Enterprise Development*, 28(7): 1095-1116.
- 15 Bennett, A.A., Lanivich, S.E., Gharagozloo, M.M.M., Akbulut, Y. (2021). Appraisals matter: Relationships between entrepreneurs' stress appraisals and venture-based outcomes. *International Journal of Entrepreneurial Behavior & Research*, 27(4): 970-988.
- 14 Lanivich, S.E., Bennett, A.A., Kessler, S., McIntyre, N., & Smith, A. (2021). RICH with well-being: An entrepreneurial mindset for thriving in early-stage entrepreneurship. *Journal of Business Research*, 124: 571-580.
- 13 *Moore, C., McIntyre, N., & Lanivich, S.E. (2021). ADHD-related neurodiversity and the entrepreneurial mindset. *Entrepreneurship Theory and Practice*, 45(1): 64-91. (*equal authorship contributions)
- 12 Zhang, L., Van Iddekinge, C., Arnold, J., Roth, P., Lievens, F., Lanivich, S.E., Jordan, S. (2020). What's on Job Seekers' social media sites? A content analysis and effects of structure on recruiter judgements and predictive validity. *Journal of Applied Psychology*, 105(12): 1530-1546.
- 11 Smith, A., Moghaddam, K., Lanivich, S.E. (2019). A set-theoretic investigation into the origins of creation and discovery opportunities. *Strategic Entrepreneurship Journal*, 13(1): 75-92.

- 10 Miller-Stevens, K., Taylor, J.A., Morris, J.C., & Lanivich, S.E. (2018). Assessing value differences between leaders of two social venture types: Benefit corporations and nonprofit organizations. *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*, 29(5): 938-950.
- 9 Mallon, M.R., Lanivich, S.E., & Klinger, R.L. (2018). Resource configurations for new family venture growth. *International Journal of Entrepreneurial Behavior & Research*, 24(2): 521-537.
- 8 Mallon, M.R., Lanivich, S.E., & Klinger, R.L. (2016). The right stuff: Resources for new venture performance in the start-up and growth stages. *Academy of Management Best Paper Proceedings*, 2016(1): 559-564.
- 7 Van Iddekinge, C.H., Lanivich, S.E., Roth, P.L., & Junco, E. (2016). Social media for selection? Validity and adverse impact potential of a facebook-based assessment. *Journal of Management*, 42(7): 1811-1835.
- 6 Lanivich, S.E. (2015). The RICH Entrepreneur: Conserving resources in contexts of uncertainty. *Entrepreneurship: Theory and Practice*, 39(4): 863-894.
- 5 Lanivich, S.E. (2012). RICH Entrepreneurs: Using the resource-induced coping heuristic to predict entrepreneurial success. *Frontiers of Entrepreneurship Research*, 32(5): Article 14.
- 4 Lanivich, S.E. (2011). Use the RICH: Development and validation of the resource-induced coping heuristic inventory for entrepreneurship. *Frontiers of Entrepreneurship Research*, 31(6): Article 3, 225-239.
- 3 Van Iddekinge, C.H., Roth, P.L., Putka, D. J., & Lanivich, S.E. (2011). Are you interested? A meta-analysis of relations between vocational interests and employee performance and turnover. *Journal of Applied Psychology*, 96(6): 1167-1194.
- 2 Zellars, K.L., Hochwarter, W.A., Lanivich, S.E., Perrewé, P.L., & Ferris, G.R. (2011). Accountability for others, perceived resources, and well-being: Convergent restricted nonlinear results in two samples. *Journal of Occupational and Organizational Psychology*, 84: 95-115.
- 1 Lanivich, S.E., Brees, J.R., Hochwarter, W.A., & Ferris, G.R. (2010). P-E fit as moderator of the accountability - employee reactions relationships: Convergent results across two samples. *Journal of Vocational Behavior*, 77: 425-436.

BOOK CHAPTERS

- 1 Bennett, A., Lanivich, S.E., Akbulut, Y., & Moeini, M. (2017). The business owner balancing act: Exploring work-life balance in entrepreneurs. In J. Nicklin (Ed.) *Work-life balance in the 21st Century: Perspectives, Practices, and Challenges*: 55-78. NY: Nova Science Publishers.

MANUSCRIPTS UNDER REVIEW AND RESEARCH IN PROGRESS

- 1 Lanivich, S.E., Franczak, J., Gyensare, M., Adomako, S., & Chu, I. **R&R at:** *Journal of Business Research*.
- 2 Lanivich, S.E., Adomako, S., Gyensare, M.A., & Lyons, L.M. **R&R at:** *Journal of Organizational Behavior*.
- 3 Mallon, M., Lanivich, S.E., Klinger, R., & Fainshmidt, S. **R&R at:** *British Journal of Management*
- 4 Bennett, A., Lanivich, S.E., & Lyons, L.M., & *Zhou, F. **R&R at:** *Journal of Small Business & Entrepreneurship*.
- 5 Lanivich, S.E., Moore, C., & McIntyre, N.H. **R&R at:** *International Journal of Entrepreneurial Behavior & Research*
- 6 Lanivich, S.E., Adomako, S., Vardaman, J.M., Donbesuur, F. & Tang, J. **R&R at:** *Strategic Entrepreneurship Journal*.
- 7 Penney, C., Lanivich, S.E., & Stockdall, K. **R&R at:** *Journal of Small Business Management*.
- 8 Levasseur, L., & Lanivich, S.E. **Under review at:** *Academy of Management Journal*.
- 9 Lanivich, S.E., Adomako, S., Donbesuur, F., Tarba, S., & Cox, K. **Under review at:** *Journal of Product Innovation Management*.
- 10 Chu, I., Mai, Y., Adomako, S., & Lanivich, S.E. **Under review at:** *Human Relations*.

ACADEMIC CONFERENCE PRESENTATIONS

- 1 Levasseur, L., Lanivich, S.E., & Kalubandi, S.C. (2023). *Time perspective and entrepreneurs' alertness*. Presented at the annual **INSEAD Doriot Entrepreneurship Conference (IDEC)**, Singapore.
- 2 Franczak, J., Lanivich, S.E., Gyensare, M., Adomako, S., & Chu, I. (2022). *Founder polychronicity, entrepreneurial orientation, and new venture performance*. Presented at the annual conference of the **Southern Management Association**, Little Rock, AR.
- 3 Frieder, R., Lanivich, S.E., Adomako, S., Zhu, F., & Gyensare, M. (2022). *Inclusive leadership and employee innovative behavior: The roles of psychological ownership and knowledge sharing*. Presented at the annual conference of the **Southern Management Association**, Little Rock, AR.

- 4 Cox, K., Lanivich, S.E., Adomako, S., Gyensare, M., & Chu, I. (2022). *Polychronicity and entrepreneurial intentions*. Presented at the annual conference of the **Southern Management Association**, Little Rock, AR.
- 5 Cox, K., Adomako, S., Donbesuur, F., Tarba, S., & Lanivich, S.E. (2022). *RICH with product innovation*. Presented at the annual conference of the **Academy of Management**, Seattle, WA.
- 6 Lanivich, S.E., Franczak, J., Tang, J., & Pidduck, R.J. (2022). *Immersed in Coleman's bathtub: Multilevel dynamics of institutional support for entrepreneurship in emerging economies*. Presented at the annual conference of the **Asia Academy of Management**, Lanzhou, China.
- 7 Smith, A. & Lanivich, S.E. (2022). *Low income logics: Institutions' varying impact on entrepreneurship*. Presented at the annual conference of the **Academy of Innovation, Entrepreneurship, and Knowledge**, Seville, Spain.
- 8 McIntyre, N., Quaye, E., Anning-Dorson, T., Lanivich, S.E., & Adomako, S. (2022). *Religiosity: Impacting entrepreneurial intentions*. Presented at the annual conference of the **Academy of Innovation, Entrepreneurship, and Knowledge**, Seville, Spain.
- 9 Paczkowski, W.F., Lortie, J., Cox, K., & Lanivich, S.E. (2022). *An application of the theory of entrepreneurial differentiation*. Presented at the annual conference of the **United States Association for Small Business and Entrepreneurship (USASBE)**, Raleigh, NC.
- 10 Lanivich, S.E., Adomako, S., & Gyensare, M. (2021). *Entrepreneurial resiliency and entrepreneurship behaviors*. Presented at the annual conference of the **Southern Management Association**, New Orleans, LA.
- 11 Lanivich, S.E., Adomako, S., Vardaman, J.M., Donbesuur, F., & Tang, J. (2021). *Entrepreneurial orientation and new venture performance in emerging economies: Considering focus, stability, and control*. Presented at the annual conference of the **Southern Management Association**, New Orleans, LA.
- 12 Lanivich, S.E., Adomako, S., Ahsan, M., & Istipliler, B. (2021). *Founder cognitive style & firm performance*. Presented at the annual conference of the **Academy of Management**, A Virtual Experience (Covid-19 restricted).
- 13 Lanivich, S.E., Moore, C., & McIntyre, N.H. (2021). *Neurodiversity and early-stage entrepreneurs*. Presented at the annual conference of the **Academy of Management**, A Virtual Experience (Covid-19 restricted).
- 14 Lanivich, S.E., Smith, A., Levasseur, L., Pidduck, R., Busenitz, L., & Tang, J. (2021) *Duality of alertness: Entrepreneurial and market alertness in entrepreneurship research*. Presented at

the annual conference of the **Academy of Innovation, Entrepreneurship, and Knowledge**, Virtual (Covid-19 restricted).

- 15 Lanivich, S.E., Bennett, A., Kessler, S., McIntyre, N., & Smith, A. (2020). *RICH with well-being: An entrepreneurial mindset for thriving in early-stage entrepreneurship*. Presented at the annual conference of the **Academy of Innovation, Entrepreneurship, and Knowledge**, Madrid, Spain (Virtual, Covid-19 restricted).
- 16 Bennett, A., Lanivich, S.E., & Lyons, L. (2019). *Entrepreneurs' recovery from work demands: The role of recovery experiences*. Presented at the annual conference of the **Southern Management Association**, Norfolk, VA.
- 17 Moore, C., McIntyre, N., Lanivich, S.E., & Levasseur, L. (2019). *ADHD and the Entrepreneurial Mindset*. Presented at the annual conference of the **Academy of Management**, Boston, MA.
- 18 Penney, C., Jaskiewicz, P., Combs, J., Lanivich, S., & Yin, X. (2018). *Alliances in family firms: Real options avenue to diversification or threat to socioemotional wealth*. Presented at the annual conference of the **Strategic Management Society**, Paris, France.
- 19 Bennett, A., Lanivich, S.E., Akbulut, Y., & Moeini, M. (2018). *The role of stress appraisals in understanding entrepreneurs' well-being and venture outcomes*. Presented at the annual conference of the **Academy of Management**, Chicago, IL.
- 20 Mallon, M., Judge, W.Q., Lanivich, S.E., Fainshmidt, S., Markowski, E. (2017). *The resilience of new foreign subsidiaries: Evidence from the 2007-2009 global financial crisis*. Presented at the annual conference of the **Southern Management Association**, St. Pete, FL.
- 21 Bennett, A., Lanivich, S.E., Akbulut, Y., Gharagozloo, M. (2017). *Back to the future: The influence of expected future well-being on nascent entrepreneurship*. Presented at the annual conference of the **Southern Management Association**, St. Pete, FL.
- 22 Zhang, L., Van Iddekinge, C., Roth, P., & Lanivich, S.E. (2017). *What's in applicants' social media profiles? Effects on recruiter ratings and job performance*. Presented at the annual conference of the **Academy of Management**, Atlanta, GA.
- 23 Barreto, T. & Lanivich, S.E. (2017). *Factors of entrepreneurial culture: The effects of temporal orientation on innovation*. Presented at the annual conference of the **Academy of Management**, Atlanta, GA.
- 24 Lyons, L., Lanivich, S.E., Wheeler, A. (2016). *Navigating pre-venture activities: Core self-evaluations as a guide to perceived success in pre-venture assistance programs*. Presented at the annual conference of the **Southern Management Association**, Charlotte, NC.

- 25 Mallon, M., Judge, W.Q., Fainshmidt S., Lanivich, S.E., & Markowski, E. (2016). *Many paths to the global marketplace: Configurations of venture internationalization in emerging and developed economies*. Presented at the annual conference of the **Southern Management Association**, Charlotte, NC.
- 26 Smith, A., Judge, W., Lanivich, S.E., & Markowski, E. (2016). *Do weak institutions have a disproportionate impact on the entrepreneurial intentions of the poor?* Presented at the annual conference of the **Southern Management Association**, Charlotte, NC.
- 27 Mallon, M., Lanivich, S.E., & Klinger, R. (2016). **BEST PAPER (ENTREPRENEURSHIP)** *The right stuff: Resource configurations for new venture performance in the start-up and growth stages*. Presented at the annual conference of the **Academy of Management**, Anaheim, CA.
- 28 Smith, A., Lanivich, S.E., & Moghaddam, K. (2016). *Opportunity recognition: A qualitative investigation of creation vs. discovery differences*. Presented at the annual conference of the **Academy of Management**, Anaheim, CA.
- 29 Mallon, M., Lanivich, S.E., & Klinger, R. (2015). *Configurations of human, social, and financial capital as predictors of new venture success*. Presented at the annual conference of the **Strategic Management Society**, Denver, CO.
- 30 Miller-Stevens, K., Lanivich, S.E., & Joannou-Menefee, S. (2015). *A comparison of value sets in executive leadership of nonprofit organizations and benefit corporations*. Presented at the annual conference of the **Southeastern Conference for Public Administration**, Charleston, SC.
- 31 Mallon, M., Klinger, R., & Lanivich, S.E. (2015). *Configurations of human, social, and financial capital as predictors of new family firm success*. Presented at the annual conference of the **Academy of Management**, Vancouver, British Columbia.
- 32 Miller-Stevens, K., Lanivich, S.E., Fournier, L., & Joannou-Menefee, S. (2014). *Benefit corporations versus nonprofit organizations: Exploring the call for social action*. Presented at the annual conference of the **Association for Research on Nonprofit Organizations and Voluntary Action**, Denver, CO.
- 33 Mallon, M. & Lanivich, S.E. (2014). *Surviving decline and disruptive change: A framework of strategic transition*. Presented at the annual conference of the **Southern Management Association**, Savannah, GA.
- 34 Lanivich, S.E. (2013). *The RICH Entrepreneur: Conserving resources in contexts of uncertainty*. Presented at the annual conference of the **Southern Management Association**, New Orleans, LA

- 35 Van Iddekinge, C.H., Lanivich, S.E., Roth, P.L., & Junco, E. (2013). *Facebook and employee selection: Criterion-related validity and subgroup differences for recruiter ratings of social network websites*. Presented at the annual conference of the **Academy of Management**, Orlando, FL
- 36 Lanivich, S.E. (2012). *RICH entrepreneurs: Using the resource-induced coping heuristic to predict entrepreneurial success*. Accepted for presentation at the annual **Babson College Entrepreneurship Research Conference**, Fort Worth, TX.
- 37 Lanivich, S.E. & Thompson, K.W. (2011). *To fit or not to fit: The plight of the voluntarily underemployed*. Presented at the conference meeting of the **Southern Management Association**, Savannah, GA.
- 38 Lanivich, S.E. (2011). *RICH entrepreneurs: Predicting success by conserving resources*. Presented at the annual conference of the **Southern Management Association**, Savannah, GA.
- 39 Van Iddekinge, C.H., Roth, P.L., Putka, D. J., & Lanivich, S.E. (2011). *A meta-analysis of relations between vocational interests and employee performance and turnover*. Presented at the annual conference of the **Academy of Management**, San Antonio, Texas.
- 40 Lanivich, S.E. (2011). *Use the RICH: Development and validation of the resource-induced coping heuristic inventory for entrepreneurship*. Presented at the annual **Babson College Entrepreneurship Research Conference**, Syracuse, NY.
- 41 Zellars, K.L., Hochwarter, W.A., Lanivich, S.E., Perrewé, P.L., & Ferris, G.R. (2010). *Resource conservation as moderator of the accountability for others – work outcomes relationships: Convergent restricted nonlinear results in two samples*. Presented at the annual conference of the **Academy of Management**, Montreal, Canada.
- 42 Lanivich, S.E., Brees, J.R., Hochwarter, W.A., & Ferris, G.R. (2010). *Perceived fit as moderator of the relationships between accountability and employee reactions: Convergence across two studies*. Presented at the annual conference of the **Academy of Management**, Montreal, Canada.

GRANTS AWARDED

- 1 Researcher. (2021). *Crews Center for Entrepreneurship Research Grant*. Funded by Crews Family endowment for entrepreneurship research, University of Memphis, Fogelman College of Business. PI: Stephen E. Lanivich. Total award: \$37,500
- 2 Researcher. (2021). *University of Memphis, Fogelman College of Business, Department of Management Research Grant*. Funded by The University of Memphis Department of Management. PI: Stephen E. Lanivich. Total award: \$3,000

- 3 Entrepreneurship Curriculum/Center Developer. (2014). *Inaugural grant for development of Old Dominion University Entrepreneurship Curriculum and Center*. Funded by Old Dominion University and Mark & Tammy Strome. PI: Stephen E. Lanivich. Total award: \$5,000
- 4 Co-creator/Instructor. (January, 2013 – July, 2014). *Launch Hampton Roads - Entrepreneurship and Economic Development Initiative*. Funded by the U.S. Department of Labor. PI: Clair Dorsey. Total award: \$1,051,342
- 5 Florida State University Delegate. (2010). *Oklahoma State University Experiential Classroom XI Delegation Grant*. Funded by the United States Association for Small Business and Entrepreneurship. Total award: \$4,200
- 6 Investigator. *Florida State University Dissertation Research Grant*. (2010) Funded by Florida State University. Total award: \$2,000

RECENT RESEARCH IN THE MEDIA

2021 Wall Street Journal

<https://www.wsj.com/articles/does-having-adhd-help-or-hurt-entrepreneuers-11635779290>

2021 Harvard Business Review

<https://hbr.org/2021/09/stop-screening-job-candidates-social-media>

2020 London School of Economics Business Review

http://eprints.lse.ac.uk/104783/1/businessreview_2020_05_13_assessing_facebook_profiles_of_jobs.pdf

2014 Forbes

<https://www.forbes.com/sites/kashmirhill/2014/01/03/facebook-isnt-a-good-way-to-judge-potential-employees-say-researchers/?sh=3bb8c9174937>

GRADUATE COURSES TAUGHT

Entrepreneurship (PhD), University of Memphis, Spring 2022 – present:

Average Evaluation = **5.00/5**

Strategy Classics (PhD), Old Dominion University, Fall 2012 – Fall 2018:

Average Evaluation = **5.00/5**

New Venture Creation (MBA), Old Dominion University, Fall 2012 – Fall 2015:

Average Evaluation = **4.79/5**

UNDERGRADUATE COURSES TAUGHT

Management and Organization, University of Memphis, Spring 2021 – present:

Average Evaluation = **4.38/5**

Introduction to Entrepreneurship, University of Memphis, Fall 2020 – present:
Average Evaluation = **4.55/5**

New Venture Creation, Old Dominion University, Spring 2013 – Spring 2019:
Average Evaluation = **4.56/5**

Introduction to Entrepreneurship, Old Dominion University, Fall 2014 – Fall 2016:
Average Evaluation = **4.5/5**

Business Policy and Strategy, Old Dominion University, Summer 2013 – Summer 2017:
Average Evaluation = **NA/5**

Introduction to Entrepreneurship, Florida State University, Fall 2010 & Spring 2011:
Average Evaluation = **4.86/5**

Social Entrepreneurship, Florida State University, Summer 2010:
Average Evaluation = **4.56/5**

Negotiation, Florida State University, Fall 2009 & Spring 2010:
Average Evaluation = **4.81/5**

Organizational Behavior, Florida State University, Summer 2008 & 2009:
Average Evaluation = **4.37/5**

STUDENT SUPERVISION AND ADVISING

Doctoral Student Supervisor, Paul Raddatz, 2022-2023

Doctoral Student Supervisor, Kyle Stockdall, 2022-2023

Dissertation Committee Member, Francee Preston (2021 Memphis graduate)
Placement: Undetermined

Honors Contract Supervision, Jeremy Taylor, MGMT 2820, Fall 2020

Dissertation Committee Member, Mark Mallon (2017 ODU graduate)
Placement: Elon University (USA)

Dissertation Committee Member, Adam Smith (2014 ODU graduate)
Placement: Arkansas State University

UNIVERSITY SERVICE

Committee Chair. (2021 – present). UM FCBE Department of Management Tiger Scholarship Selection Committee

Judge/Evaluator. (2021 – present). Crews Center for Entrepreneurship Catalyst Seed Funding

Co-coordinator. (2020 – 2021). UM FCBE Department of Management Ph.D. program, Fogelman College of Business & Economics

Judge/Advisor. (2015 – 2020). First Look Challenge Entrepreneurial Competition

Committee Member. (2013 – 2019). ODU Entrepreneurship Advisory Council

Creator/Instructor. (2014). Development of General Education Course: ENTR 201s, *Introduction to Entrepreneurship* for university-wide guidelines

Committee Member. (2013 – 2014). Economic Development & Entrepreneurship Topic Committee for the 2014-2019 ODU Strategic Plan (University-level)

ENTREPRENEURIAL HISTORY

2018 – 2021 The Grown Depot, Washington, D.C.

2014 – 2016 BFZ, Oneonta, AL

2012 – 2014 Launch Hampton Roads, Norfolk, VA

2003 – 2006 SEL Insurance, Sterling Heights, MI.

2001 – 2003 Pride Sign, Clinton Township, MI.

2000 – 2001 D's Landscaping, Roseville, MI.

AWARDS & NOMINATIONS

Nominee/Finalist. (2017). Old Dominion University Research Award

Nominee/Finalist. (2017). Old Dominion University Student Advising Award

Nominee. (2016). Old Dominion University Student Advising Award

Nominee. (2016). Old Dominion University Research Award

Recipient. (2016) Academy of Management Best Paper (Entrepreneurship Track)

Nominee/Finalist. (2016) Old Dominion University Teaching Award

Recipient. (2016). Strome College of Business Faculty *Excellence in Advising* Award

Recipient. (2011). The College of Business Outstanding Teaching Award

Recipient (2011). Florida State University “Provost 90%” Award for Teaching Excellence

Nominee. (2011). Florida State University Outstanding Teaching Assistant Award

Recipient. (2010). Entrepreneurship Simulation Challenge Award. Oklahoma State University Experiential Classroom XI, United States of America Small Business and Entrepreneurship (USASBE).

PROFESSIONAL AFFILIATIONS

Academy of Management

United States Association for Small Business and Entrepreneurship

Southern Management Association

Launch Hampton Roads

Hampton Roads Chamber of Commerce

Small Business Development Center of Hampton Roads

Virginia Beach Department of Economic Development

PROFESSIONAL ACTIVITIES

Ad Hoc Reviewer, Journal of Business Research, 2020 – present

Ad Hoc Reviewer, Journal of Small Business Management, 2020 – present

Ad Hoc Reviewer, Journal of Small Business and Enterprise Development, 2019 – present

Ad Hoc Reviewer, International Journal of Entrepreneurial Behavior & Research, 2018 – present

Ad Hoc Reviewer, The International Journal of Entrepreneurship and Innovation, 2018 – present

Ad Hoc Reviewer, Journal of Business Venturing, 2018 – present

Ad Hoc Reviewer, Strategic Entrepreneurship Journal, 2017 – present

Ad Hoc Reviewer, Entrepreneurship: Theory & Practice, 2013 – present

Ad Hoc Reviewer, International Small Business Journal, 2017 – present

Ad Hoc Reviewer, Journal of Occupational & Organizational Psychology, 2013 – present

Reviewer, Academy of Management Annual Meeting, 2008 - present

Reviewer, Southern Management Association Annual Meeting, 2008 – present

Entrepreneurship & Innovation Program Chair, Southern Management Association, 2015

Onsite Assistant to Program Chair, Southern Management Association, 2014

Strategic Partner, Entrepreneurs' Organization, 2013 – 2019

Instructor, Launch Hampton Roads, 2012 – 2015

Judge, Hampton Roads Chamber of Commerce: Entrepreneur of the Year Award, 2013 – 2019

Entrepreneurship Mentor, Virginia Beach Department of Economic Development, 2013 – 2019

Guest Lecturer & Entrepreneurial Opportunity Development Volunteer, Florida State University Entrepreneurship Bootcamp for Veterans with Disabilities (EBV), 2010

Delegate, Experiential Classroom XI for Entrepreneurship, Oklahoma State University, 2010