

Curriculum Vitae

Jeffrey M. Pollack
Lynn T. Clark II Distinguished Professor of Entrepreneurship
University Faculty Scholar

Professional Information

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Education

Ph.D. (2009)	Virginia Commonwealth University (Organizational Behavior, Entrepreneurship)
M.S. (2003)	North Carolina State University (Organizational Communication)
B.S. (1997)	Northwestern University (Communication)

Academic Experience

2023-present	Lynn T Clark II Distinguished Professor of Entrepreneurship, <i>North Carolina State University</i> , Raleigh, NC
2023-2024	Research Director, NC State Innovation & Entrepreneurship, <i>North Carolina State University</i> , Raleigh, NC
2021-2022	Professor, <i>North Carolina State University</i> , Raleigh, NC
2017-2021	Associate Professor, <i>North Carolina State University</i> , Raleigh, NC
2014-2017	Assistant Professor, <i>North Carolina State University</i> , Raleigh, NC
2009-2014	Assistant Professor, <i>University of Richmond</i> , Richmond, VA
2006-2009	Research Assistant, <i>Virginia Commonwealth University</i> , Richmond, VA

Entrepreneurial Experience

2017-present	Principal, <i>Lupine Holdings</i> , Raleigh, NC
2018-2020	Co-Owner, <i>Short Walk Wines</i> , Raleigh, NC
2017-2020	Co-Owner, <i>Go Maps</i> , Crested Butte, CO
2005-2007	Owner, <i>Evergreen Landscaping</i> , Richmond, VA
2003-2006	Financial Advisor/Case Manager, <i>Ameriprise Financial</i> , Richmond, VA
1997-2003	Associate Director, <i>The Road Less Traveled</i> , Chicago, IL

Research Interests

- Determinants of individual and firm performance
- The psychology of entrepreneurship
- Individual motivation and cognition; goal setting, operating, monitoring, and achievement

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Awards, Honors, and Grants

- 2023 Nominee- Alumni Distinguished Undergraduate Professor Award (2021, 2022, 2023)
- 2022 Poole College Summer Funding (Advisory Board Funding)- \$15,000 (2017-2023)
- 2021 NC State University Foundation Grant. *Growth Mindsets in Management: Development and Implementation of an Intervention to Instill Growth Mindsets in Poole College Students*. With Jeni Burnette, Jon Carr, Lewis Sheats and Gabe Gonzalez (\$25,000).
- 2021 Poole College of Management Research Leadership Award (2020-2021)
- 2020 Research Leadership Award; Management, Innovation, and Entrepreneurship Department
- 2020 Aspen Network of Development Entrepreneurs and Canada's International Development Research Centre Grant (with Liz Tracy, Garima Sharma, and Carla Bustamante). *Exploring Gendered Language on Entrepreneurial Accelerator Application Announcements* (28,500)
- 2018 Ewing Marion Kauffman Foundation Grant. Social network embeddedness and engagement (co-PI with Tim Michaelis and Jon Carr), \$440,594
- 2018 NC State University Faculty Scholar Award
- 2018 NC State University Outstanding Teacher Award
- 2018 Research Leadership Award; Management, Innovation, and Entrepreneurship Department
- 2018 Ford Foundation Grant. Exploring the systemic impact of investing in women- and people of color-owned businesses (co-PI with Jessica Thomas, Liz Tracy, & Ryan Honeyman), (\$75,000)
- 2017 Innovation Growth Lab Grant with Kauffman Foundation & Nesta. Mindsets matter: A RCT approach to test if a growth mindset intervention can be leveraged to foster interest and diversity in entrepreneurship (co-PI with Jeni Burnette), \$51,000
- 2017 Teaching Excellence Award; Management, Innovation, and Entrepreneurship Department
- 2016 Poole College of Management Research Leadership Award (2015-2016)
- 2016 Poole College of Management, Business Sustainability Research Grant (\$25,000)
- 2016 Poole College of Management, Business Sustainability Curriculum Grant (\$5,000)
- 2016 Poole College of Management, Faculty Research & Prof. Dev. (FRPD) Grant (\$5,333)
- 2016 Zelnak Scholar, Poole College of Management (\$7,500 each year in 2016-2017)
- 2016 Gill Grant, Poole College of Management (\$10,000)
- 2016 Research Leadership Award; Management, Innovation, and Entrepreneurship Department
- 2013 Excellence in Reviewing Award, *Journal of Business Venturing*
- 2012 State Council of Higher Education for Virginia (SCHEV) Rising Star Nominee
- 2011 Outstanding Teacher Award, University of Richmond, Robins School of Business
- 2011 Program for Enhancing Teaching Excellence Grant (\$3,000)
- 2010 International Education Course Internationalization Grant (\$1,000)
- 2009 Beyster Institute Scholars Grant (\$1,000)
- 2009 Center for Civic Engagement Community-based Learning Grant (\$4,200)

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Publications

* *Work co-authored with students.*

^a *Authors contributed equally.*

As of 6/1/25: i-10 index = 65; h-index = 41; total citations = 11,565

Journal Articles

77. Fonseca, J. A., Rutherford, M. W., Moore, C., & **Pollack, J. M.** (forthcoming). Human capital theory and venture capital firms: Replication and extension of Dimov and Shepherd (2005). *Entrepreneurship Theory and Practice*.
76. Tang, J., Ahlstrom, D., **Pollack, J. M.**, & Corbett, A. C. (2025). Advancing entrepreneurial alertness research: Theoretical, empirical, and Asia Pacific perspectives. *Asia Pacific Journal of Management*. This article is an editorially-reviewed publication and lead article in special issue.
75. Banks, G. C., Rasmussen, L. M., Tonidandel, S., **Pollack, J. M.** *et al.* (2025). Women's and men's authorship experiences: A prospective meta-analysis. *Journal of Management*.
74. Obschonka, M., Grégoire, D. A., Nikolaev, B., Ooms, F., Lévesque, M., Pollack, **J. M.**, & Behrend, T. S. (2025). Artificial intelligence and entrepreneurship: A call for research to prospect and establish the scholarly AI frontiers. *Entrepreneurship Theory and Practice*, 49(3). This article is an editorially-reviewed publication.
73. Purtell, C., Phillips, D., Rutherford, M. W., Edwards, B., & **Pollack, J. M.** (forthcoming). Pitch envisaging: The role of narrative transportation in pitching success. *Journal of Business Venturing Insights*.
72. Shepherd, D. A., & **Pollack, J. M.** (forthcoming). A listening model of venture growth: Entrepreneurs' listening abilities and ventures' listening capabilities. *Journal of Business Venturing*.
71. Flynn, P., McFarland, L., Kirkman, B. L., & **Pollack, J. M.** (forthcoming). Entrepreneur impression management and networking performance: The cross-level moderating role of collective altruism. *Group & Organization Management*.
70. Yates, V. A., Vardaman, J. M., McLarty, B. D., Kluemper, D. H., & **Pollack, J. M.** (2024). Bridging the gap: The roles of entrepreneurs' egotism and structural hole occupancy in venture performance. *Journal of Small Business Management*.
69. Ooms, F., Annen, J., Panda, R., Meunier, P., Tshibanda, J. F., Laureys, S., **Pollack, J. M.**, Surlemont, B. (2024) Advancing (neuro) entrepreneurship cognition research through resting-state fMRI: A methodological brief. *Entrepreneurship Theory and Practice*, 48(2), 719-741.

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68. Bosse, D. B., Harrison, J. S., **Pollack, J. M.**, & Schrempf-Stirling, J. (2023). Entrepreneurial opportunities as responsibility. *Entrepreneurship Theory & Practice*. Guest editors' introduction to the special issue on Stakeholder Theory in Entrepreneurship. This article is an editorially-reviewed publication and lead article in special issue.
67. Burnette, J. L., Billingsley, J., Banks, G. C., Knouse, L., Hoyt, C. L., **Pollack, J. M.**, & Simon, S. (2023). A systematic and meta-analytic review of growth mindset interventions. For whom, how, and why might such interventions work? *Psychological Bulletin*, 149(3-4), 174-205.
66. Krukowski, K., Rutherford, M. W., & **Pollack, J. M.** (2023). Winning the opportunity to pitch: Piquing startup investors' interest by sending the right signals in executive summaries. *Business Horizons*, 6(1), 75-86.
65. Billingsley, J., **Pollack, J. M.**, Michaelis, T. L., Tracy, E. M., Barber, D. III., Beorchia, A., Carr, J. C., Gonzalez, G., Harris, M. L., Morrow, G., Phillips, D., Rutherford, M.W., & Sheats, L. (2023). Exploring objective versus subjective social ties using entrepreneurs' Gmail data. *Journal of Business Venturing Insights*, 20, e00421.
64. Carr, J. C., Marshall, D., Michaelis, T. L., **Pollack, J. M.**, & Sheats, L. (2023). The role of work-to-venture conflict on hybrid entrepreneurs' transition into entrepreneurship. *Journal of Small Business Management*, 61 (5), 2302-2325.
63. Burnette, J. L., Knouse, L., Billingsley, J., Hoyt, C. L., **Pollack, J. M.**, & Earl, S.* (2023). A systematic review of growth mindset intervention implementation strategies. *Social and Personality Psychology Compass*, 17, e12723.
62. **Pollack, J. M.**, Cardon, M. S., Rutherford, M. W., Ruggs, E. N., Balachandra, L., & Baron, R. A. (2023). Rationality in the entrepreneurship process: Is being rational actually rational? Introduction to the special issue. *Journal of Business Venturing*, 38, 106301. Invited, peer-refereed, lead article for a special issue on rationality.
61. Glosenberg, A., Phillips, D., *Schaefer, J., **Pollack, J. M.**, Kirkman, B. L., *McChesney, J., *Noble, S., Ward, M. K., & Foster, L. (2022). The relationship of self-efficacy with entrepreneurial success: A meta-analytic replication and extension. *Journal of Business Venturing Insights*. doi:10.1016/j.jbvi.2022.e00342
60. Williamson, A. J., Battisti, M., & **Pollack, J. M.** (2022). Capturing passion expressed in text with artificial intelligence (AI): Affective passion waned and identity centrality was sustained in social ventures. *Journal of Business Venturing Insights*, 17, e00295.
59. Michaelis, T. L., Scheaf, D. J., Carr, J. C., & **Pollack, J. M.** (2022). An agentic perspective of resourcefulness behaviors with the entrepreneurship process. *Journal of Business Venturing*, 37(1), 106083.

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58. *Tracy, E. M., Billingsley, J., **Pollack, J. M.**, Barber, D., *Beorchia, A., Carr, J. C., Gonzalez, G., Harris, M., Michaelis, T. L., *Morrow, G., Phillips, D., Rutherford, M. W., & Sheats, L. (2021). A behavioral insights approach to recruiting entrepreneurs for an academic study during the COVID-19 pandemic. *Journal of Business Venturing Insights*, 16, e00287.
57. Michaelis, T. L., **Pollack, J. M.**, Hu, X., Carr, J. C., & McKelvie, A. (2021). Metacognition and entrepreneurial action: The mediating role of strategic mindset on promoting effort and innovative behavior in frugal entrepreneurs. *Journal of Business Venturing Insights*, 16, e00283.
56. van Witteloostuijn, A., Dejardin, M., & **Pollack, J. M.** (2021). Replication in entrepreneurship. *Journal of Business Venturing Insights*, 16, e00271.
55. Billingsley, J., Lipsey, N., Burnette, J. L., & **Pollack, J. M.** (2021). Growth mindsets: Defining, assessing, and exploring effects on motivation for entrepreneurs and non-entrepreneurs. *Current Psychology*.
54. **Pollack, J. M.**, Garcia, R., Michaelis, T. L., Hanson, S., Carr, J. C., & Sheats, L. (2021). Pursuing B Corp certification: Exploring firms' entrepreneurial orientation and prosocial motivation. *Academy of Management Discoveries*, 7(2), 294-316.
53. Ko, E J., Wiklund, J., & **Pollack, J. M.** (2021). Entrepreneurial team diversity and productivity: The role of family relationships in nascent ventures. *Entrepreneurship Theory and Practice*, 45(2), 386-417.
52. Theoharakis, V., Voliotis, S., & **Pollack, J. M.** (2021). Going down the slippery slope of legitimacy lies in early stage ventures: The role of moral disengagement. *Journal of Business Ethics*, 172, 673-690.
51. **Pollack, J. M.**, Maula, M., Allison, T. H., Renko, M., & Guenther, C. C. (2021). Making a contribution to entrepreneurship research by studying crowd-funded entrepreneurial opportunities. *Entrepreneurship Theory and Practice*, 45, 247-262. Invited, peer-refereed lead article for a virtual special issue on crowdfunding.
50. **Pollack, J. M.**, Carr, J. C., Corbett, A., Hoyt, C. L., Kellermanns, F. W., Kirkman, B. L., & Post, C. (2020). Contextual and interactional approaches to advancing leadership and entrepreneurship research. *Journal of Management Studies*, 57, 915-930. Guest editors' introduction to the special issue on Leading Entrepreneurial Ventures: Individual and Team-Based Perspectives. This article is an editorially-reviewed publication.
49. Ring, J. K., Carr, J. C., Michaelis, T. L., **Pollack, J. M.**, & Sheats, L. (2020). Knowledge acquisition frequency and business model adaptation in nascent firms. *Journal of Management Inquiry*, 33(2), 120-139.

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48. Michaelis, T. L., Carr, J. C., Scheaf, D. J., & **Pollack, J. M.** (2020). The frugal entrepreneur: A self-regulatory perspective of resourceful entrepreneurial behavior. *Journal of Business Venturing*, 35(4), 105969.
47. Giones, F., Brem, A., **Pollack, J. M.**, Michaelis, T. L., Klyver, K., & Brinckmann, J. (2020). Revising entrepreneurial action in response to exogenous shocks: Considering the COVID-19 global pandemic. *Journal of Business Venturing Insights*, 14, e00186.
46. ^a**Pollack, J. M.**, Muñoz, P., & Dimov, D. (2020). *JBVI* on its 5th birthday: Reflections on place and journey. *Journal of Business Venturing Insights*, 13, e00152.
45. Aczel, B., Szaszi, B., Sarafoglou, A. *et al.* (2020). A consensus-based transparency checklist. *Nature Human Behavior*, 4, 4-6.
44. Burnette, J. L., **Pollack, J. M.**, *Forsyth, R. B., Hoyt, C. L., *Babij, A. D., *Thomas, F. N., & Coy, A. (2020). A growth mindset intervention: Enhancing students' entrepreneurial self-efficacy and career development. *Entrepreneurship Theory and Practice*, 44(5), 878-908.
43. Michaelis, T. L., **Pollack, J. M.**, Mulvey, P., Ritter, B., & Carr, J.C. (2020). Gender bias in venture funding: Discussing bias in the entrepreneurship classroom. *Entrepreneurship Education and Pedagogy*, 3(2), 154-181.
42. **Pollack, J. M.**, Ho, V. T., O'Boyle, E. H., & Kirkman, B. L. (2020). Passion at work: A meta-analysis of individual work outcomes. *Journal of Organizational Behavior*, 41, 311-332.
- Press coverage:
<https://www.cbs17.com/news/local-news/nc-state-professors-explore-role-of-passion-in-making-career-choices/>
<https://www.wnct.com/news/north-carolina/nc-state-professors-explore-role-of-passion-in-making-career-choices/>
41. Murphy, P., **Pollack, J. M.**, Rutherford, M. W., Nagy, B. N., & Coombes, S. (2019). Risk tolerance, legitimacy, and perspective: Navigating biases in social enterprise evaluations. *Entrepreneurship Research Journal*, 9(4), 20170093.
40. **Pollack, J. M.**, Carr, J. C., Michaelis, T. L., & Marshall, D. R. (2019). Hybrid entrepreneurs' self-efficacy and persistence change: A longitudinal exploration. *Journal of Business Venturing Insights*, 12, e00143.
39. Miao, C., Qian, S., Humphrey, R., & **Pollack, J. M.** (2019). The relation between emotional intelligence and the dark triad personality traits: A meta-analytic review. *Journal of Research in Personality*, 78, 189-197.
38. Miao, C., Humphrey, R., Qian, S., & **Pollack, J. M.** (2018). Emotional intelligence and entrepreneurial intentions: An exploratory meta-analysis. *Career Development International*, 25(5), 497-512.

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37. *Ferreira, B. S., Morais, D. B., **Pollack, J. M.**, & Bunds, K. S. (2018). Development and validation of the tourism e-microentrepreneurship self-efficacy scale. *Tourism Analysis*, 23, 275-282.
36. *De Mol, E., Ho, V., & **Pollack, J. M.** (2018). Predicting entrepreneurial burnout in a moderated mediated model of job fit. *Journal of Small Business Management*, 56(3), 392-411.
 - Press coverage:
<https://hbr.org/2018/04/what-makes-entrepreneurs-burn-out>
35. Michaelis, T. L., *Aladin, R., & **Pollack, J. M.** (2018). Innovation culture and the performance of new product launches: A Global Study. *Journal of Business Venturing Insights*, 9, 116-127.
34. Bhawe, N., Gupta, V., & **Pollack, J. M.** (2017). Founder exits and firm performance: An exploratory study. *Journal of Business Venturing Insights*, 8, 1-8.
33. Rutherford, M. W., **Pollack, J. M.**, Mazzei, M., & *Sanchez-Ruiz, P. (2017). Bootstrapping: Reviewing the literature, clarifying the construct, and charting a new path forward. *Group & Organization Management*, 42(5), 657-706.
32. Reid, C. A., Davis, J. L., **Pollack, J. M.**, & Coughlan, R. S. (2017). Balance theory revisited: Relationship issue relevance affects imbalance-induced tension in workplace relationships. *The Journal of Psychology: Interdisciplinary and Applied*, 15(6), 547-565.
31. Nagy, B. N., Rutherford, M. W., Truong, Y., & **Pollack, J. M.** (2017). Development of the legitimacy threshold scale. *Journal of Small Business Strategy*, 27(3), 50-58.
30. Miao, C., Rutherford, M., & **Pollack, J. M.** (2017). A review and meta-analysis of the nomological networking of bootstrapping in SMEs. *Journal of Business Venturing Insights*, 8, 1-8.
29. *Gloss, A. E., **Pollack, J. M.**, & Ward, M. K. (2017). A risky shift? An exploration of the measurement equivalence of entrepreneurial attitudes and entrepreneurial orientation across socioeconomic gradients. *Journal of Business Venturing Insights*, 7, 32-37.
28. Harrison, J. S., Banks, G., **Pollack, J. M.**, O'Boyle, E. H., & Short, J. (2017). Publication bias in strategic management research. *Journal of Management*, 43(2), 400-425.
27. **Pollack, J. M.**, Barr, S., & Hanson, S. (2017). New venture creation as establishing stakeholder relationships: A trust-based perspective. *Journal of Business Venturing Insights*, 7, 15-20.
26. Banks, G. C., **Pollack, J. M.**, & Seers, A. (2016). Team coordination and organizational routines: Bottoms-up and—top down. *Management Decision*, 54(5), 1059-1072.

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25. Rutherford, M. W., Tocher, N., **Pollack, J. M.**, & Coombes, S. (2016). Proposing a financial legitimacy threshold in emerging ventures: A multi-method investigation. *Group & Organization Management*, 41(6), 751-785.
24. Banks, G. C., **Pollack, J. M.**, Bochantin, J. E., Kirkman, B. L., Whelpley, C. E., & O'Boyle, E. H. (2016). Management's science-practice gap: A grand challenge for all stakeholders. *Academy of Management Journal*, 59(6), 2205-2231.
 - Press coverage:
<http://www.bizedmagazine.com/archives/2016/6/research/research-with-business-in-min>
 - *Academy of Management Journal* 2016 Best Article Award Finalist
23. Gupta, N., Ho, V., **Pollack, J. M.**, & Lai, L. (2016). A multilevel perspective of interpersonal trust: Individual, dyadic, and cross-level predictors of performance. *Journal of Organizational Behavior*, 37, 1271-1292.
22. **Pollack, J. M.**, Seers, A., Rutherford, M. W., Coy, A., & Hanson, S. (2016). Exploring entrepreneurs' social network ties: Quantity versus quality. *Journal of Business Venturing Insights*, 6, 28-35.
21. Bhawe, N., Rawhouser, H., & **Pollack, J. M.** (2016). Horse and cart: The role of resource acquisition order in new ventures. *Journal of Business Venturing Insights*, 6, 7-13.
20. Banks, G. C., O'Boyle, E. H., **Pollack, J. M.**, White, C. D., Batchelor, J. H., Bennett, A. A., & Adkins, C. L. (2016). Questions about questionable research practices in the field of management: A guest commentary. *Journal of Management*, 42, 5-20.
19. **Pollack, J. M.**, Coy, A., Green, J. D., & Davis, J. L. (2015). Satisfaction, investment, and alternatives predict entrepreneurs' networking group commitment and subsequent revenue generation. *Entrepreneurship Theory and Practice*, 39, 817-837.
18. ^aLitz, R. A., & **Pollack, J. M.** (2015). Interfirm rivalry between small hardware stores and "Big Box" retailers: Market commonality and product mix similarity as antecedents to competitive response. *Journal of Small Business Management*, 53, 436-449.
17. **Pollack, J. M.**, Forster, W. R., Johnson, P. D., Coy, A., & Molden, D. (2015). Promotion- and prevention-focused networking and its consequences for entrepreneurial success. *Social Psychological and Personality Science*, 6, 3-12.
 - Press coverage:
<http://www.psychologicalscience.org/index.php/news/minds-business/networking-style-may-predict-profits-for-entrepreneurs.html>
<https://www.theguardian.com/small-business-network/2018/feb/28/work-room-psychologists-career-tips-reluctant-networker>
16. **Pollack, J. M.**, & Bosse, D. A. (2014). When do investors forgive entrepreneurs for lying? *Journal of Business Venturing*, 29, 741-754.

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15. Banks, G., Batchelor, J., O'Boyle, E. H., Seers, A., **Pollack, J. M.**, & Gower, K. (2014). What does team-member exchange bring to the party? A meta-analytic review of team and leader social exchange. *Journal of Organizational Behavior*, 35, 273-295.
14. Ho, V., & **Pollack, J. M.** (2014). Passion isn't always a good thing: Examining entrepreneurs' network centrality and financial performance with a dualistic model of passion. *Journal of Management Studies*, 51, 433-459.
 - Press Coverage:
<http://money.usnews.com/money/blogs/alpha-consumer/2014/04/03/the-price-of-passion-in-entrepreneurship>
13. ^aBurnette, J. L., & **Pollack, J. M.** (2013). Implicit theories of work and job fit: Implications for job and life satisfaction. *Basic and Applied Social Psychology*, 35, 360-372.
12. Burnette, J. L., O'Boyle, E. H., *VanEpps, E., **Pollack, J. M.**, & Finkel, E. J. (2013). Mindsets matter: A meta-analytic review of the effects of implicit theories on self-regulation. *Psychological Bulletin*, 139, 655-701.
11. Nagy, B. N., **Pollack, J. M.**, Rutherford, M. W., & Lohrke, F. (2012). The influence of entrepreneurs' credentials and impression management behaviors on perceptions of new venture legitimacy. *Entrepreneurship Theory and Practice*, 36, 941-965.
10. **Pollack, J. M.**, Rutherford, M. W., & Nagy, B. (2012). Preparedness and cognitive legitimacy as antecedents to new venture funding in televised business pitches. *Entrepreneurship Theory and Practice*, 36, 915-939.
9. **Pollack, J. M.**, Burnette, J. L., & Hoyt, C. L. (2012). Self-efficacy in the face of threats to entrepreneurial success: Mindsets matter. *Basic and Applied Social Psychology*, 34, 287-294.
8. **Pollack, J. M.**, *VanEpps, E., & Hayes, A. F. (2012). The moderating role of social ties on entrepreneurs' depressed affect and withdrawal intentions in response to economic stress. *Journal of Organizational Behavior*, 33, 789-810.
7. *Intihar, A., & **Pollack, J. M.** (2012). Exploring small family-owned firms' competitive ability: Differentiation through trust, value-orientation, and market specialization. *Journal of Family Business Management*, 2, 76-86.
 - Highly Commended Award Winner- Literati Network Awards for Excellence 2013
6. ^aO'Boyle, E. H., **Pollack, J. M.**, & Rutherford, M. W. (2012). Exploring the relation between family involvement and firms' financial performance: A meta-analysis of main and moderator effects. *Journal of Business Venturing*, 27, 1-18.
5. O'Boyle, E. H., Humphrey, R. H., **Pollack, J. M.**, Hawver, T. H., & Story, P.A. (2011). The relation between emotional intelligence and job performance: A meta-analysis. *Journal of Organizational Behavior*, 32, 788-818.
 - Ranked a "Top Research Article of 2011" by Wiley-Blackwell.

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- 2nd most downloaded article in *JOB* for 2011 (10,246 accesses per *JOB* Publisher's report)
4. Burnette, J. L., **Pollack, J. M.**, & Forsyth, D. R. (2011). Leadership in extreme contexts: A groupthink analysis of the 1996 Mount Everest disaster. *Journal of Leadership Studies*, 4, 31-42.
 3. O'Boyle, E. H., Rutherford, M. W., & **Pollack, J. M.** (2010). An exploration of the relation between ethical focus and financial performance in family-owned firms. *Family Business Review*, 23(4), 310-326.
 - One of the top 10 most downloaded *FBR* articles between January, 2011 – December, 2011: 656 downloads of full text pdf
 2. Burnette, J. L., **Pollack, J. M.**, & Hoyt, C. (2010). Individual differences in implicit theories of leadership ability and self-efficacy: Predicting responses to stereotype threat. *Journal of Leadership Studies*, 3, 46-56.
 1. Humphrey, R., **Pollack, J. M.**, & Hawver, T. H. (2008). Leading with emotional labor. *Journal of Managerial Psychology*, 23, 151-168.

Other Publications

21. Stanko, M. A., **Pollack, J. M.**, & Staub, A. (2025). Case Study: Should my side hustle become my main gig? *Harvard Business Review*, March/April, t138-t142.
20. Carr, J. C., & **Pollack, J. M.** (2023, August 28th). How entrepreneurs benefit from a growth mindset. *AACSB Insights*. <https://www.aacsb.edu/insights/articles/2023/08/how-entrepreneurs-benefit-from-a-growth-mindset>
19. Cohen, D., Jones, P., Katz, J., **Pollack, J. M.**, & White, R. (2021). What I have learned about teaching entrepreneurship: Perspectives of five master educators. *Annals of Entrepreneurship Education and Pedagogy*, 4, 1-25.
18. Michaelis, T. L., **Pollack, J. M.**, & Carr, J. C. (2021). Frugality in emerging organizations: A psychological perspective of resourcefulness in entrepreneurship contexts. *Oxford Research Encyclopedia of Business and Management*.
16. Stanko, M., & **Pollack, J. M.** (2020). *Schiit Audio: Does it make sense to sell on Amazon?* Ivey Publishing.
15. Reid, S. W., Anglin, A. H., & **Pollack, J. M.** (2020). Leading entrepreneurial ventures: A psychology-based approach to stakeholder engagement. In Gielnik, M., Cardon, M., & Frese, M. (Eds.), *The psychology of entrepreneurship: New perspectives* (2nd Ed.). SIOP Publishers.

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14. *Su, E., Holt, D., & **Pollack, J. M.** (2019). The distribution of family firm performance heterogeneity: Understanding power law distributions. In E. Memili & C. Dibrell (Eds.), *Heterogeneity among Family Firms*. New York: Palgrave.
13. **Pollack, J. M.**, Barr, S. H., Michaelis, T. L., Ward, M. K., Carr, J. C., Sheats, L., & Gonzalez, G. (2018). The North Carolina State University Entrepreneurship Clinic Model of Teaching and Research. In Liguori, E. & Matthews, C. (Eds.), *Annals of Entrepreneurship Education and Pedagogy*, 3e. New York: Edward Elgar.
12. Haber, J., **Pollack, J. M.**, & Humphrey, R. H. (2014). Competency labor: A conceptual framework for examining individuals' effort and emotions in projecting an image of competence at work. In N. Ashkanasy, W. J. Zerbe, & C. E. J. Härtel (Eds.) *Research on emotions in organizations, Volume 10: Emotions and the organizational fabric* (pp. 305-330). New York: Emerald Group Publishing.
11. Whetzel, D. L., McDaniel, M. A., & **Pollack, J. M.** (2012). Work simulations. In G. Alliger, G. Hurtz, M. Wilson, R. J. Harvey, & W. Bennett (Eds.). *The handbook of work analysis in organizations* (pp. 401-418). New York, NY: Routledge Academic, Taylor & Francis Group.
10. *Fuschetti, K., & **Pollack, J. M.** (2011). Addressing personal and family transitions in small businesses: Effective human resource management practices. In R. Burke, & C. Cooper (Eds.). *Human resource management in small businesses: Achieving peak performance* (pp. 200-215). Northampton, MA: Edward Elgar Publishing.
9. **Pollack, J. M.** (2010). Improving employee selection with online testing. In K. St. Amant (Ed.) *IT outsourcing: Concepts, methodologies, tools, and applications* (pp. 902-909). Hershey, PA: IGI Global Publishing. *Note: This work represents a publisher-selected reprint of the previously published chapter in Encyclopedia of Human Resources Information Systems: Challenges in e-HRM, edited by T. Torres-Coronas & M. Arias-Oliva, pp. 504-509, copyright 2009 by Information Science Reference (an imprint of IGI Global).*
8. **Pollack, J. M.** (2009). Improving employee selection with online testing. In T. Torres-Coronas & M. Arias-Oliva (Eds.) *Encyclopedia of Human Resources Information Systems: Challenges in e-HRM* (pp. 504-509). Hershey, PA: IGI Global Publishing.
7. Hawver, T. H., **Pollack, J. M.**, & Humphrey, R. (2008). Job design and affect: Ethical implications for the C-Suite. In Sims, R. S. & S. A. Quarto (Eds.). *Executive ethics: Ethical dilemmas and challenges for the C-Suite* (pp. 263-278). Charlotte, NC: Information Age Publishing.
6. De Mol, E., **Pollack, J. M.**, & Ho, V. T. (2018). What makes entrepreneurs burn out? *Harvard Business Review* online (April 4).

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5. **Pollack, J. M.**, Burnette, J. L., & Forsyth, D. R. (2013). Summit fever on Mount Everest. In R. Humphrey (Ed.), *Modern Leadership* (pp. 249-251). Thousand Oaks, CA: Sage Publishing.
4. Hawver, T. H., & **Pollack, J. M.** (2011). Entrepreneurial orientation. In L. Dana (Ed.), *World Encyclopedia of Entrepreneurship* (pp. 83-85). Northampton, MA: Edward Elgar Publishing.
3. **Pollack, J. M.** (2011). Implicit theories of entrepreneurship. In L. Dana (Ed.), *World Encyclopedia of Entrepreneurship* (pp. 247-248). Northampton, MA: Edward Elgar Publishing.
2. **Pollack, J. M.** (2011). Entrepreneurial self-efficacy. In L. Dana (Ed.), *World Encyclopedia of Entrepreneurship* (pp. 396-397). Northampton, MA: Edward Elgar Publishing.
1. **Pollack, J. M.**, & Hawver, T. H. (2011). Venture capital. In L. Dana (Ed.), *World Encyclopedia of Entrepreneurship* (pp. 481-483). Northampton, MA: Edward Elgar Publishing.

Conference-Related Research Presentations

* *Work co-authored with students.*

Conference-Related Research Talks

58. Glosenberg et al. (August, 2025). Gender equality paradoxes among entrepreneurs: Interactive effects of equality and culture. Annual meeting of Academy of Management (AoM), Copenhagen, Denmark.
57. Gish, J., Stephan, U., Carr, J. C., Lassu, R. A., Burrows, S., & Pollack, J. M. (August, 2024). Introspection while outdoors: Nature interventions as real-time recovery for entrepreneurs. Annual meeting of Academy of Management (AoM), Chicago, IL.
56. Glosenberg, A., Pollack, J. M., Allen, J., O'Boyle, E., Phillips, D., Schaefer, J., & Kirkman, B. (2024). *Gender-equality paradoxes among entrepreneurs – interactive effects of gender equality and culture*. Paper to be presented at the Diana International Research Conference in Stockholm, Sweden.
55. Stockhaus, M. & Pollack, J. M. (August, 2023). Exploring the Influence and Inspiration of Role models in the context of entrepreneurship. Annual meeting of Academy of Management (AoM), Boston, MA.

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54. Burnette, J. L. & Pollack, J. M. (August, 2022). Mindset interventions: A systematic review of existing implementation strategies. Paper presented in a symposium entitled “Mindsets in action. Crafting promising avenues for growth mindset research and interventions.” Annual meeting of Academy of Management (AoM), Seattle, WA.
53. Pollack, J. M., Michaelis, T. L., Billingsley, J., & Burnette, J. L. (August, 2022). Frugality mindsets: Exploring entrepreneur’s beliefs about the nature of resourcefulness. Paper presented in a symposium titled "Putting mindsets into context: Extending the study of fixed-growth lay theories to the workplace.” Annual meeting of Academy of Management (AoM), Seattle, WA.
52. Allen, J., Stevenson, R., O’Boyle, E. O., & Pollack, J. M. (June, 2022). Feeling or behaving your way to success: A meta-analysis of the effects of passion and persistence on entrepreneurial success. Paper presented at the annual meetings of the Babson College Entrepreneurship Research Conference, (Waco, Texas).
51. Pollack, J. M. & Billingsley. (2021). Examining entrepreneurs’ social network embeddedness and engagement via data from Gmail: Initial evidence. *Research presented (virtually) at the annual meetings of the United States Association for Small Business and Entrepreneurship (USASBAE).*
50. Pollack, J. M., & *Tracy, E. M. (2021). Persuasive messaging in participant recruitment with entrepreneurs: Initial evidence drawing on behavioral science principles. *Research presented (virtually) at the annual meetings of the United States Association for Small Business and Entrepreneurship (USASBE).*
49. *Tracy, E. M., Billingsley, J., Pollack, J. M., Barber, D., *Beorchia, A., Carr, J. C., Gonzalez, G., Harris, M., Michaelis, T. L., *Morrow, G., Phillips, D., Rutherford, M. W., & Sheats, L. (2021). Exploring entrepreneurs’ social network engagement and embeddedness via Gmail. *Research presented (virtually) at the Ewing Marion Kauffman Foundation Knowledge Challenge Grantee 2018 Cohort Webinar. November 3, 2021.*
48. Michaelis, T. L., Pollack, J. M., Billingsley, J., Burnette, J., Carr, J. C. (2021). *Frugality mindsets: Exploring entrepreneurs’ beliefs about the nature of resourcefulness.* Paper presented at the annual meetings of the Babson College Entrepreneurship Research Conference, (Munich, Germany – Virtual Event).
47. Williamson, A., Battisti, M., & Pollack, J. M. (2021) Is artificial intelligence the new frontier for research on passion? On inferring passion from text. Paper presented at the annual meetings of the Academy of Management, (virtual).
46. Flynn, P., McFarland, L., Pollack, J. M., & Kirkman, B. (2021). Impression management and group member performance: Examining the role of collective altruism. Paper presented at the annual meetings of the Academy of Management, (virtual).

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45. Krukowski, K., Rutherford, M. W., & Pollack, J. M. (2021). Human capital across the life cycle of entrepreneurial ventures. Paper presented at the annual meetings of the Babson College Entrepreneurship Research Conference, (Munich, Germany).
44. Sharma, G., Tracy, L., Pollack, J. M., & Morrow, G., (2020). Give me a minute: Dialectic of time in impact investing. Paper presented (virtually) at the annual meetings of the 17th Annual Social Entrepreneurship Conference (Bloomington, Indiana).
43. *Tracy, L., Sharma, G., Morrow, G., & Pollack, J. M. (2020). Time for impact: Temporal mechanisms for investing in women and minority entrepreneurs. Paper was to be presented at annual meetings of the Academy of Management, (Vancouver, British Columbia).
42. Glossenberg, A., Ward, M. K., Pollack, J. M., Kirkman, B. L., Foster, L., & Pond, B. (2020). Effects of inequality on the relationship between gender, self-efficacy, and entrepreneurial success. Paper was to be presented at annual meetings of the Academy of Management, (Vancouver, British Columbia).
41. Allison, T. H., Davis, B.C., *Srivastava, S., McKenny, A., & Pollack, J. M. (2020). Crowdfunding meta-analysis: Building new entrepreneurship theory. Paper was to be presented at annual meetings of the Babson College Entrepreneurship Research Conference, (Knoxville, Tennessee).
40. Phillips, D., Rutherford, M. R., Pollack, J. M., O'Boyle, E. H., & Sanchez-Ruiz, P. (2020). Legitimacy in new ventures: A meta-analysis. Paper was to be presented at annual meetings of the Babson College Entrepreneurship Research Conference, (Knoxville, Tennessee).
39. Marshall D., Carr, J. C., Michaelis, T. L., & Pollack, J. M. (2020). Work-venture role conflict within the hybrid entrepreneurship process. Paper was to be presented at annual meetings of the Babson College Entrepreneurship Research Conference, (Knoxville, Tennessee).
38. Barr, S. H., Pollack, J. M., & Sheats, L. (2020). Applying the medical teaching hospital model to entrepreneurship education: Integrating teaching and research through the Entrepreneurship Clinic. Paper was to be presented at ECSB Entrepreneurship Education Conference, Trondheim, Norway.
37. Burnette, J. L., Pollack, J. M., Knouse, L., & Hoyt, C. (2020). Do growth mindset interventions work? Paper was to be presented at the 16th annual meeting of the European Spring Conference on Social Psychology, St. Moritz, Switzerland.
36. Burnette, J., L., Hoyt, C. L., Knouse, L., & Pollack, J. M. (February, 2020). Mindset interventions: A call for improving implementation fidelity. Paper presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), New Orleans, LA.

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35. Glossenberg, A., Ward, M. K., & Pollack, J. M. (2019). The diminished effect of women's entrepreneurial self-efficacy on firm performance. Paper presented at the annual meetings of the Babson College Entrepreneurship Research Conference, (Boston, Massachusetts).
34. *Babij, A., Burnette, J. L., Pollack, J. M., Forsyth, R. & *Thomas, F. (2018). A growth mindset intervention in entrepreneurship to enhance students' career development. Paper presented at the annual meetings of the Society of Southern Social Psychologists, (October, 2018; Raleigh, NC).
33. Michaelis, T., Carr, J. C., & Pollack, J. M. (2018). The effect of "hostility bias" on resource bootstrapping: A regulatory focus perspective. Paper presented at the annual meetings of the Babson College Entrepreneurship Research Conference, (Waterford, Ireland).
32. Carr, J. C., Ring, K., Michaelis, T., & Pollack, J. M. (2018). The role of knowledge acquisition on business model innovation in new ventures: A latent growth model approach. Paper presented at the annual meetings of the Babson College Entrepreneurship Research Conference, (Waterford, Ireland).
31. Carr, J. C., Michaelis, T., & Pollack, J. M. (2017). Modeling the relationship between entrepreneurial self-efficacy change and entrepreneurial persistence change for nascent entrepreneurs. Paper presented at the annual meetings of the Babson College Entrepreneurship Research Conference, (Norman, OK).
30. Carr, J., Fisher, G., Waldron, T., & Pollack, J. M. (2016). Entrepreneurial resource action theory: A meta-synthesis of opportunity, resource, and action perspectives of entrepreneurship. Presented at the *Journal of Management Studies* Special Issue Paper Development Workshop (May, 2016; Knoxville, TN).
29. *Ferreira, B., Bunds, K., Morais, D., & Pollack, J. M. (2016). A mixed methods study to develop and validate the tourism e-Microentrepreneurial Self-Efficacy Scale. Presented at the Southeastern Recreation Research Conference, (Asheville, NC).
28. *Ferreira, B., Morais, D., Bunds, K., & Pollack, J. M. (2016). Mentoring tourism e-microentrepreneurship: the Self-Efficacy Scale for rural development change agents. Presented at the Northeastern Recreation Research Conference, (Baltimore, MD).
27. *Medaugh, M. R., Loignon, A. C., Sheaf, D., Pollack, J. M., & Gooty, J. (2016). A relational examination of resource acquisition in entrepreneurial networks. Paper presented at the annual meetings of the Academy of Management, (Anaheim, CA).
26. *Gloss, A. E., Ward, M. K., & Pollack, J. M. (January, 2016). Entrepreneurial orientation: Examining scale-related measurement equivalence between regions of high and low economic development. Paper presented at the annual meetings of the United States Association for Small Business and Entrepreneurship (USABSE), (San Diego, CA).

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25. Pollack, J. M., Burnette, J. L., & Hoyt, C. (September, 2015). Obesity stigma and the pursuit of venture funding: Weight, attractiveness, and perceived quality of entrepreneurs' business pitches. Paper presented at the 3rd Annual International Weight Stigma Conference, (Reykjavik, Iceland).
24. *Miao, C., Rutherford, M. W., & Pollack, J. M. (June, 2015). A review and meta-analysis of the nomological network of bootstrapping in small firms. Paper presented at the annual meetings of the Babson College Entrepreneurship Research Conference, (Babson, MA).
23. Rutherford, M. W., Pollack, J. M., & Nagy, B. N. (November, 2014). Sensegiving, venture legitimacy, and the emergence of institutions. Paper presented at the annual meetings of the Southern Management Association, (Savannah, Georgia).
22. Forster, W. R., & Pollack, J. M. (August, 2014). The impact of spousal teammates on entrepreneurial persistence and new venture creation. Paper presented at the annual meetings of the Academy of Management, (Philadelphia, PA).
21. Pollack, J. M., Nagy, B., Murphy, P., & Coombes, S. (November, 2013). Socially-purposeful venture legitimacy and the moderating role of risk tolerance. Paper presented at the annual meetings of the Southern Management Association, (New Orleans, Louisiana).
20. *de Mol, E., Ho, V., & Pollack, J. M. (August, 2013). Predicting burnout among entrepreneurs through a moderated mediated model of job fit. Paper presented at the annual meetings of the Academy of Management, (Orlando, FL).
19. Gupta, N., Ho, V., Pollack, J. M., & Lai, L. (August, 2013). A multilevel perspective of trust and performance in professional networking groups. Paper presented at the annual meetings of the Academy of Management, (Orlando, FL).
18. Pollack, J. M., Forster, W., Johnson, P., & Molden, D. (August, 2012). A psychological perspective on entrepreneurs' networking behavior: Regulatory focus as an antecedent to revenue generation. Paper presented at the annual meetings of the Academy of Management, (Boston, MA).
17. *Coy, A., Green, J. D., Davis, J. L., & Pollack, J. M. (August, 2012). Antecedents to entrepreneurs' performance in networking groups: An interpersonal relationships perspective. Paper presented at the annual meetings of the Academy of Management, (Boston, MA).
16. Ho, V., & Pollack, J. M. (August, 2012). Passion isn't always a good thing: Examining entrepreneurial networking behaviors and financial performance with a dualistic model of passion. Paper presented at the annual meetings of the Academy of Management, (Boston, MA).
15. Litz, R. A., & Pollack, J. M. (January, 2012). Do 'big boxes' evoke 'big responses' from small retailers? A partial test of Chen's (1996) theory of interfirm rivalry. Paper presented at the

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annual meetings of the United States Association for Small Business and Entrepreneurship. (New Orleans, LA).

14. Pollack, J. M., Rutherford, M. W., & Nagy, B. N. (October, 2011). The predictors of business pitch success: Evidence from *Shark Tank* and *Dragon's Den*. Paper presented at the annual meetings of the Southern Management Association, (Savannah, Georgia).
13. Pollack, J. M., Seers, A., & Rutherford, M. W. (August, 2011). Exploring quantity and quality in networking relationships: Antecedents of revenue generation. Paper presented at the annual meetings of the Academy of Management, (San Antonio, Texas).
12. Pollack, J. M., Burnette, J. L., & Hoyt, C. (August, 2011). Buffering the effects of stereotype threat on women's entrepreneurial competence evaluations. Paper presented at the annual meetings of the Academy of Management, (San Antonio, Texas).
11. Pollack, J. M., & Bosse, D. (June, 2011). Why entrepreneurs put up with entrepreneurs' legitimacy lies. Paper presented at the 1st Interdisciplinary Conference on Stakeholders, Resources, and Value Creation, (Barcelona, Spain).
10. Pollack, J. M., & Burnette, J. L. (March, 2011). Implicit theories of work: Professional destiny beliefs exacerbate the consequences of job fit. Paper presented at the 7th Annual European Conference on Social Psychology, (St. Moritz, Switzerland).
9. Litz, R. A., & Pollack, J. M. (August, 2010). Do 'big boxes' evoke 'big responses' from small retailers? Paper presented at the annual meetings of the Academy of Management, (Montreal, QC Canada).
8. O'Boyle, E. H., Pollack, J. M., & Rutherford, M. W. (August, 2009). Tapping the essence of familiness: Ethical focus and financial performance in family-owned firms. Paper presented at the annual meetings of the Academy of Management, (Chicago, IL).
7. O'Boyle, E. H., Pollack, J. M., & Hawver, T. H. (November, 2008). The performance outcomes of emotional intelligence: An updated meta-analysis. Paper presented at the annual meetings of the Southern Management Association, (St. Pete Beach, FL).
6. Burnette, J. L., Forsyth, D. R., & Pollack, J. M. (November, 2008). Groupthink type II: The role of task cohesion, closed leadership, and provocative contexts in collective decisions. Paper presented at the annual meetings of the Southern Management Association, (St. Pete Beach, FL).
5. Pollack, J. M., & Burnette, J. L. (August, 2008). Implicit theories of work: Implications for job and life satisfaction. Paper presented at the annual meetings of the Academy of Management, (Anaheim, CA).

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4. Pollack, J. M., O'Boyle, E. H., & Hawver, T. H. (August, 2008). Strategic planning and firm performance in small firms: An updated meta-analysis. Paper presented at the annual meetings of the Academy of Management, Anaheim, CA.
3. Pollack, J. M., Rutherford, M. W., & O'Boyle, E. H. (August, 2008). Family involvement and firm performance: A meta-analysis. Paper presented at the annual meetings of the Academy of Management, (Anaheim, CA).
2. Pollack, J. M., & Rutherford, M. W. (June, 2008). Social ties and team-member exchange as antecedent to firm performance. Paper presented at the annual meetings of the Babson College Entrepreneurship Research Conference, (Chapel Hill, NC).
1. Pollack, J. M., & Hawver, T. H. (November, 2007). Predicting entrepreneurial success: A conceptual social-cognitive model. Paper presented at the annual meetings of the Southern Management Association, (Nashville, TN).

Symposia and Professional Development Workshops

Annual meeting of 2025 Academy of Management (Copenhagen, Denmark)

- Co-Organizer in PDW titled "Health and well-being research in entrepreneurship: New directions for scholarship."

Annual meeting of 2024 Academy of Management (Chicago, IL)

- Panelist in PDW titled "Bridging organizational behavior and entrepreneurship research."
- Panelist in PDW titled "Crafting special issue proposals for top entrepreneurship journals."
- Panelist in PDW titled "Race and entrepreneurship."
- Keynote Speaker in PDW titled "Health and well-being research in entrepreneurship: New directions for scholarship."

Annual meeting of 2023 Academy of Management (Boston, MA)

- Organizer in PDW titled "Entrepreneurship: Putting "entrepreneurial workers" front and center."
- Panelist in PDW titled It takes two: The potential and perils of hybrid entrepreneurship research."
- Panelist in PDW titled "Bridging organizational behavior and entrepreneurship research."

Annual meetings of the 2022 Academy of Management (Seattle, WA)

- Organizer in symposium titled "Bridging organizational behavior and entrepreneurship research."
- Panelist in symposium titled "Fusing disparate research streams: Mental health, well-being, and entrepreneurship."
- Panelist in symposium titled "Race and entrepreneurship."

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Annual meetings of the 2021 Babson College Entrepreneurship Research Conference (Virtual)

- Panelist in pre-conference workshop titled “Increasing your odds of publication.”
- Participant in pre-conference workshop titled “Process modeling to advance entrepreneurial theory.”

Annual meetings of the 2020 Academy of Management (Virtual Conference)

- Mentor in the Entrepreneurship Division Doctoral Consortium (virtual)
- Organizer of PDW titled “Rationality in the entrepreneurship process: Is being rational actually rational?” with Lakshmi Balachandra, Robert Baron, Per Bylund, Melissa Cardon, Enrica Ruggs, Dana Kanze, Malin Malmström, & Matt Rutherford. Accepted for presentation in the asynchronous virtual AoM Conference (2020).
- Participant in asynchronous virtual session titled Diversity, Gender and Ethnicity (2) for the paper submission “Effects of Inequality on the Relationship Between Gender, Self- Efficacy, and Entrepreneurial Success” with Alex Glossenberg & M. K. Ward
- Participant in asynchronous virtual session titled Women and Marginalized Entrepreneurs for the paper submission “Time for Impact: Temporal Mechanisms for Investing in Women and Minority Entrepreneurs” with Garima Sharma, Liz Tracy, Grayson Morrow.

Annual meetings of the 2019 Southern Management Association, Norfolk, Virginia.

- Panelist (organized by William Carter) in symposium entitled The Peer Review System: A Systems Approach

Annual meetings of the 2019 Academy of Management, Boston, MA.

- Organizer in Professional Development Workshop entitled Stakeholder Theory in Entrepreneurship
- Participant in symposium entitled Putting B Corporations Under the Microscope: Exemplars and Future Directions

Journal of Management Studies Mini-Conference (December, 2018), Raleigh, NC

- Organizer of mini-conference to support the JMS special issue “Leading Entrepreneurial Ventures: Individual and Team-Based Perspective”

Annual meetings of the 2018 Academy of Management, Chicago, Illinois.

- Panelist in symposium entitled Debates and Gaps Surrounding Research on Entrepreneurial Passion
- Panelist in symposium entitled Conceptual, Methodological, and Boundary Enhancement of Entrepreneurial Stress Research

Annual meetings of the 2017 Global Consortium of Entrepreneurship Centers, Halifax, Canada

- Organizer (with Lewis Sheats, Gabriel Gonzales, Jon Carr) of SMA Professional Development Workshop entitled A Clinical Approach to Entrepreneurship Teaching and Research: Fostering Entrepreneurial Culture through an Entrepreneurship Clinic Model

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Annual meetings of the 2017 Southern Management Association, St. Pete Beach, Florida.

- Organizer (with Lewis Sheats, Gabriel Gonzales, Jon Carr) of session entitled A Clinical Approach to Entrepreneurship

Annual meetings of the 2017 Academy of Management, Atlanta, Georgia.

- Organizer (with Jon Carr, Andrew Corbett, Crystal Hoyt, Franz Kellermanns, Brad Kirkman, Corrine Post) of Professional Development Workshop entitled Leading Entrepreneurial Ventures: Individual and Team-Based Perspectives
- Participant in OB Division Plenary Session entitled Shining a Spotlight on Inequality

Annual meetings of the 2017 U.S. Assoc. for Small Business & Entrep., Philadelphia, PA

- Organizer (with Lewis Sheats, Jared Childs, and Jon Carr) of Pre-Conference Workshop Fostering Entrepreneurial Ecosystems through an Entrepreneurship Clinic Model

Annual meetings of the 2016 Southern Management Association, Charlotte, NC

- Organizer (with Lewis Sheats, Jared Childs, Jon Carr) of SMA Professional Development Workshop entitled A Clinical Approach to Entrepreneurship Teaching and Research: Fostering Entrepreneurial Culture through an Entrepreneurship Clinic Model

Annual meetings of the 2016 U. S. Assoc. for Small Business & Entrepreneurship, San Diego, CA

- Organizer (with Lewis Sheats, Jared Childs, and Steve Markham) of USASBE Pre-Conference Workshop entitled A Clinical Approach to Entrepreneurship Teaching and Research: Fostering Entrepreneurial Culture through an Entrepreneurship Clinic Model
-This workshop won the 2016 USASBE Outstanding Workshop Award for Pedagogy

Annual meetings of the 2015 Academy of Management, Vancouver, British Columbia.

- Participant in Professional Development Workshop entitled 50 Years of Liability of Newness Research: Assessing Progress and Exploring Future Research

Annual meetings of the 2014 Academy of Management, Philadelphia, PA.

- Reviewer and Discussant for student papers in the Entrepreneurship Division Doctoral Consortium

Annual meetings of the 2013 Academy of Management, Orlando, FL.

- Reviewer and Discussant for student papers in the Entrepreneurship Division Doctoral Consortium

Annual meetings of the 2012 Academy of Management, Boston, MA.

- Organizer in the Professional Development Workshop entitled The Psychology of Entrepreneurship: A Manuscript Development Workshop
- Organizer in the Professional Development Workshop entitled Current Research and Development of the Entrepreneurial Orientation (EO) Construct
- Reviewer and Discussant for student papers in the Entrepreneurship Division Doctoral Consortium

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Annual meetings of the 2011 Academy of Management, San Antonio, Texas.

- Presenter in the Professional Development Workshop entitled The 19th Annual Craft of Reviewing Workshop
- Facilitator in the Professional Development Workshop entitled Current Research and Development of the Entrepreneurial Orientation (EO) Construct

Annual meetings of the 2010 Academy of Management, Montreal, QC Canada.

- Chair of Professional Development Workshop entitled Mind Matters: The Future of Research on the Psychology of Entrepreneurship
- Chair of Professional Development Workshop entitled Current Research and Development of the Entrepreneurial Orientation (EO) Construct
- Participant in Professional Development Workshop entitled Sustaining Business: A Meeting of Management Scholars and Entrepreneurs

Annual meetings of the 2009 Academy of Management, Chicago, IL.

- Participant in Symposium entitled Issues and Applications of the Entrepreneurial Orientation (EO) Construct
- Discussant in Professional Development Workshop entitled The 17th Annual Craft of Reviewing Workshop
- Discussant in Professional Development Workshop entitled EO3: Current Research and Development Regarding the Entrepreneurial Orientation (EO) Construct

Annual meetings of the 2009 Family Enterprise Research Conference, Winnipeg, Canada.

- Participant in Symposium entitled What have we heard; where should we be going

Annual meetings of the 2008 Academy of Management, Anaheim, CA.

- Presenter in Professional Development Workshop entitled The Questions We Ask about the Entrepreneurial Orientation (EO) Construct- A Discussion of Issues.

Conference-Related Poster Presentations

**Work involving students*

19. Becker*, W., Burnette, J. L., Pollack, J. M. (2024, February 8-10). *Work burnout: Can growth mindsets foster compassion?* To be presented at the annual meetings for the Society for Personality and Social Psychology (SPSP). San Diego, CA.
18. Glossenberg, A. E., Ward, M. K., & Pollack, J. M. (April, 2019). An international meta-analysis of entrepreneurs' core self-evaluations. Poster presented at the 34th annual conference of the Society for Industrial and Organizational Psychology. Washington, D. C.
17. *Gloss, A. E., Pollack, J. M., & Ward, M. K. (April, 2017). Getting to the core of entrepreneurship. Poster presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology. Orlando, Florida.

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16. *Babaj, A., *Thomas, F., Burnette, J. L., & Pollack, J. M. (2017). Weight stigma, pitch performance, and entrepreneurial venture funding. Poster presented at the annual meetings of the Society for Personality and Social Psychology. San Antonio, TX.
15. *Orvidas, K., Burnette, J. L., Pollack, J. M., & C. L. Hoyt. (November, 2016). Implicit theories, learning versus performance orientations, and firms' internal strategic processes. Poster presented at the annual meetings of the Society of Southeastern Social Psychologists, Asheville, NC.
14. *Thomas, F., *Babaj, A., Burnette, J. L., & Pollack, J. M. (November, 2016). Mindsets matter: A psychological approach to increasing women's engagement and performance in entrepreneurship. Poster presented at the annual meetings of the Society for Southeastern Social Psychologists. Asheville, NC.
13. *Greenfield, K., Berry, E., Pollack, J. M., & Burnette, J. L. (January, 2012). An extension of the implicit theory framework to the domain of work: Who cares when jobs are less than ideal? Poster presented at the annual meetings of the Society for Personality and Social Psychology. San Diego, California.
12. *Chatterjee, A., Kancheva, I., Kidder, V., Kirchoff, T., McIntosh, T., Mondelli, N., Olazabal, M., Prokell, M., Romesser, K., Skurka, E., Weir, S., Williams, D., & Pollack, J. M. (April, 2011). Dueling with Sharks and Dragons. Poster presented at the Annual University of Richmond Arts & Sciences Research Symposium, Richmond, VA.
11. *Demoreuille, A., & Pollack, J. M. (April, 2010). How individuals respond to setbacks in an entrepreneurial setting: An implicit theories perspective. Poster presented at the Annual University of Richmond Arts & Sciences Research Symposium, Richmond, VA.
10. *Fils- Aime, L., & Pollack, J. M. (April, 2010). Social enterprises: Evaluation of performance management. Poster presented at the Annual University of Richmond Arts & Sciences Research Symposium, Richmond, VA.
9. *Kidder, V., Olazabal, M., Prokell, M., Romesser, K., & Pollack, J. M. (April, 2010). Hook the sharks: Examining the predictors of venture funding based on business pitches. Poster presented at the Annual University of Richmond Arts & Sciences Research Symposium, Richmond, VA.
8. Pollack, J. M., Burnette, J. L., & Hoyt, C. (February, 2009). Implicit theories of leadership and self-efficacy: Implications for coping with leadership challenges. Poster presented at the annual meetings of the Society of Personality and Social Psychology (SPSP), Tampa, FL.
7. O'Boyle, E., Rutherford, M. W., & Pollack, J. M. (April, 2008). A 10 year assessment of family ownership and firm performance. Poster presented at the annual meetings of the Family Enterprise Research Conference, Milwaukee, WI.

Curriculum Vitae

6. Pollack, J. M., & Litz, R. A. (April, 2008). Is a big family a big weapon against a big box? Poster presented at the annual meetings of the Family Enterprise Research Conference, Milwaukee, WI.
5. Pollack, J. M., & McDaniel, M. A. (April, 2008). An examination of the Previsor Employment Inventory for publication bias. Poster presented at the annual meetings of the Society for Industrial and Organizational Psychology (SIOP), San Francisco CA.
4. Pollack, J. M., & Burnette, J. L. (February, 2008). Implicit theories of work: Satisfaction in the workplace and life. Poster presented at the annual meetings of the Society of Personality and Social Psychology (SPSP), Albuquerque, NM.
3. Pollack, J. M., Burnette, J. L., & Forsyth, D. R. (May, 2007). Groupthink type II: The role of task cohesion in the 1996 Mount Everest disaster. Poster presented at the annual meetings of the Association for Psychological Science (APS), Washington, D.C.
2. Pollack, J. M., & Burnette, J. L. (April, 2007). Implicit theories of work: Assessment and prediction of overall satisfaction and tenure. Poster presented at the 10th Annual Graduate Research Symposium and Exhibit, Richmond, Virginia.
1. Pollack, J. M., Nobukuni, E., & Davis, J. L. (November, 2006). Attitude alignment in coworker relationships. Poster presented at the annual meetings of the Southeastern Social Psychologists (SSSP), Knoxville, Tennessee.

Curriculum Vitae

Teaching

Undergraduate Courses Taught

- Survey of Entrepreneurship
- Entrepreneurship Skills for Non-Majors
- Introduction to Entrepreneurship (in person, online)
- Business Opportunity Analysis
- Innovation and Entrepreneurship (in person, online)
- Creating a Business Plan
- New Venture Creation
- Social Entrepreneurship (with travel to Dominican Republic)
- The Business of Science (with travel to Dominican Republic)
- Successful Business Pitches (Independent Study)
- The Psychology of Entrepreneurship
- Organizational Behavior
- Organizational Design and Effectiveness

Graduate Courses Taught

- Psychology of Entrepreneurship (PhD, online)
- Managing the Growth Venture (MBA, in person and online)
- Entrepreneurship Clinic Practicum (MBA, in person and online)
- Opportunity Identification and Value Creation (MBA- online)
- High Growth Entrepreneurship (MBA- online)
- New Venture Creation (MBA)
- Innovation and Entrepreneurship (MBA)
- Value Propositions and Elevator Pitches (MBA- online)
- Opportunity Identification and Customer Validation (MBA- online)
- Launching Entrepreneurial Ventures (MBA- online)

Executive Education Engagements

- Biogen, Fidelity Investments, NetApp, Joint Special Operations Command (JSOC), Nagoya University, Metlife

Curriculum Vitae

Numeric Summary of Teaching Evaluations (Responses are on a scale from 1- *Strongly Disagree* to 5- *Strongly Agree*).

<u>Courses (Response Rate)</u>	This course improved my knowledge of the subject.	Overall, the instructor was an effective teacher.
Notes: ¹ For this semester only, the question prompted was: "The instructor is effective in stimulating your interest in the subject." ² Online, 1 credit class. ³ Online, 4 credit class. ⁴ Online, 3 credit class.		
<u>Fall 2009 (University of Richmond)</u>		
Mgmt 347- Innovation & Entrepreneurship (25 of 27)	4.68	4.76
Mgmt 350- Creating a Business Plan (12 of 12)	4.42	4.75
MBA 536- New Venture Creation (6 of 8)	4.67	4.67
<u>Spring 2010 (University of Richmond)</u>		
Mgmt 347- Innovation & Entrepreneurship (20 of 23)	4.70	4.85
Mgmt 350- Creating a Business Plan (15 of 21)	4.60	4.73
<u>Fall 2010 (University of Richmond)</u>		
Mgmt 347- Innovation & Entrepreneurship (21 of 23)	4.62	4.76
MBA 536- New Venture Creation (24 of 25)	4.78	4.70
<u>Spring 2011 (University of Richmond)</u>		
Mgmt 347- Innovation & Entrepreneurship (23 of 28)	4.68	4.95
Mgmt 350- Creating a Business Plan (21 of 21)	4.55	4.71
<u>Fall 2011 (University of Richmond)</u>		
Mgmt 347- Innovation & Entrepreneurship (21 of 25)	4.52	4.80
MBA 536- New Venture Creation (6 of 6)	4.33	4.83
Mgmt 349/Psyc 359- Social Entrepreneurship (12 of 16; co-taught)	4.75	4.88
<u>Spring 2012 (University of Richmond)</u>		
Mgmt 347- Innovation & Entrepreneurship (27 of 31)	4.85	4.89
Mgmt 350- Creating a Business Plan (30 of 34)	4.47	4.77
<u>Fall 2012 (University of Richmond)</u>		
Mgmt 347- Innovation & Entrepreneurship (25 of 28)	4.75	4.84
Mgmt 349/Psyc 359- Social Entrepreneurship (12 of 15)	4.50	4.73
<u>Fall 2013 (University of Richmond)</u>		
Mgmt 349-The Business of Science (15 of 17; co-taught)	4.80	4.73
Mgmt 347- Innovation & Entrepreneurship (17 of 21)	4.94	4.94
MBA 539- Innovation & Entrepreneurship (18 of 20)	4.56	4.78
<u>Spring 2014 (University of Richmond)</u>		
Mgmt 350- New Venture Creation (11)	5.00 ¹	4.91
Mgmt 350- New Venture Creation (15)	4.87 ¹	4.87
<u>Fall 2014 (North Carolina State University)</u>		
MIE 410- Business Opportunity Analysis (15 of 16)	4.80	4.80
<u>Spring 2015 (North Carolina State University)</u>		
MBA 570- Managing the Growth Venture (20 of 20)	4.30	4.60

Curriculum Vitae

<u>Fall 2015 (North Carolina State University)</u>		
MIE 410- Business Opportunity Analysis (29 of 30)	4.40	4.60
<u>Spring 2016 (North Carolina State University)</u>		
MIE 410- Business Opportunity Analysis (29 of 30)	4.70	5.00
MBA 570- Managing the Growth Venture (20 of 23)	4.70	4.80
MBA 590 ² - Value Propositions & Elevator Pitches (26 of 35)	4.80	4.90
<u>Summer 2016 (North Carolina State University)</u>		
MBA 570 ³ - Managing the Growth Venture (8 of 10)	4.90	4.90
<u>Fall 2016 (North Carolina State University)</u>		
MIE 310- Introduction to Entrepreneurship (100 of 115)	4.50	4.70
MBA 590 ² - Value Propositions & Elevator Pitches (20 of 30)	4.70	4.80
MBA 590 ² - Opp. Ident. and Customer Validation (26 of 29)	4.80	4.90
<u>Spring 2017 (North Carolina State University)</u>		
MIE 310- Introduction to Entrepreneurship (72 of 91)	4.50	4.80
MBA 570 (001)- Managing the Growth Venture (13 of 17)	4.40	4.80
MBA 570 ³ - Managing the Growth Venture (14 of 16)	4.80	4.70
MBA 590 (010) ³ - Managing the Growth Venture (15 of 17)	4.30	4.90
MBA 590 ² - Value Propositions & Elevator Pitches (22 of 36)	4.80	4.80
<u>Summer 2017 (North Carolina State University)</u>		
MBA 590 (602) ² - Opp. Ident. and Customer Validation (15 of 27)	4.8	5.0
<u>Fall 2017 (North Carolina State University)</u>		
MIE 310- Introduction to Entrepreneurship (149 of 248)	4.7	4.8
MBA 590 ² - Opp. Ident. and Customer Validation (25 of 34)	4.6	4.8
MBA 570 ⁴ - Opportunity Evaluation & Value Creation (30 of 39)	4.6	4.6
MBA 590 ² - Value Propositions & Elevator Pitches (26 of 33)	4.8	4.8
<u>Spring 2018 (North Carolina State University)</u>		
MBA 590 ² - Value Propositions & Elevator Pitches (16 of 19)	4.5	4.5
MBA 590 ² - Launching Entrepreneurial Ventures (31 of 34)	4.6	4.7
MBA 579 ⁴ - Entrepreneurship Clinic Practicum (10 of 14)	4.5	4.9
MBA 571 ⁴ - High Growth Entrepreneurship (22 of 29)	4.9	5.0
<u>Summer 2018 (North Carolina State University)</u>		
MIE 310 ⁴ - Introduction to Entrepreneurship (45 of 66)	4.8	4.8
MBA 590 ² - Launching Entrepreneurial Ventures (25 of 32)	4.7	4.9
<u>Fall 2018 (North Carolina State University)</u>		
MIE 310 ⁴ - Introduction to Entrepreneurship (206 of 423)	4.6	4.7
MBA 579 ⁴ - Entrepreneurship Clinic Practicum (10 of 16)	4.8	4.9
MBA 590 ² - Opp. Ident. and Customer Validation (13 of 23)	4.7	4.8
MBA 590 ² - Launching Entrepreneurial Ventures (13 of 25)	4.9	4.9
<u>Summer 2019 (North Carolina State University)</u>		
MIE 310 ⁴ - Introduction to Entrepreneurship (52 of 84)	4.8	4.8
MBA 579 ⁴ - Entrepreneurship Clinic Practicum (7 of 12)	4.7	4.9

Curriculum Vitae

<u>Fall 2019 (North Carolina State University)</u>		
MBA 590 ² - Opp. Ident. and Customer Validation (10 of 12)	4.6	4.8
MBA 590 ² - Launching Entrepreneurial Ventures (16 of 23)	4.6	4.8
MBA 570 ⁴ - High Growth Entrepreneurship (14 of 25)	4.8	4.9
<u>Summer I 2020 (North Carolina State University)</u>		
MIE 310 ⁴ - Introduction to Entrepreneurship (53 of 71)	4.8	4.9
MIE 310 ⁴ - Introduction to Entrepreneurship (52 of 84)	4.6	4.6
<u>Summer II 2020 (North Carolina State University)</u>		
MIE 310 ⁴ - Introduction to Entrepreneurship (43 of 65)	4.8	4.9
<u>Fall 2020 (North Carolina State University)</u>		
MIE 310 ⁴ - Introduction to Entrepreneurship (59 of 150)	4.6	4.8
BUS 790/PSY 710 ⁴ - The Psychology of Entrepreneurship (5 of 11)	5.0	5.0
<u>Spring 2021 (North Carolina State University)</u>		
MIE 310 ⁴ - Introduction to Entrepreneurship (83 of 215)	4.6	4.7
MBA 571 ⁴ - High Growth Entrepreneurship (5 of 7)	4.6	4.8
<u>Summer 1 2021 (North Carolina State University)</u>		
MIE 310 ⁴ - Introduction to Entrepreneurship (84 of 118)	4.7	4.8
<u>Summer 2 2021 (North Carolina State University)</u>		
MIE 310 ⁴ - Introduction to Entrepreneurship (52 of 71)	4.6	4.6
<u>Fall 2021 (North Carolina State University)</u>		
MIE 310 ⁴ - Introduction to Entrepreneurship (100 of 216)	4.5	4.7
<u>Spring 2022 (North Carolina State University)</u>		
MIE 310 ⁴ - Introduction to Entrepreneurship (146 of 314)	4.5	4.5
<u>Summer 2022 (North Carolina State University)</u>		
MIE 310 ⁴ - Introduction to Entrepreneurship (55 of 119)	4.4	4.5
MIE 310 ⁴ - Introduction to Entrepreneurship (26 of 55)	4.7	4.7
<u>Fall 2022 (North Carolina State University)</u>		
MBA 590 ² - Value Propositions & Elevator Pitches (8 of 26)	4.7	4.7
MIE 310 ⁴ - Introduction to Entrepreneurship (87 of 219)	4.3	4.4
<u>Spring 2023 (North Carolina State University)</u>		
MIE 310 (001)- Introduction to Entrepreneurship (66 of 329)	4.2	4.5
MIE 310 (601) ⁴ - Introduction to Entrepreneurship (87 of 219)	4.5	4.5
MIE 310 (602) ⁴ - Introduction to Entrepreneurship (87 of 219)	4.4	4.4
<u>Summer 2022 (North Carolina State University)</u>		
MIE 310 ⁴ - Introduction to Entrepreneurship (21 of 58)	4.6	4.6
<u>Spring 2024 (North Carolina State University)</u>		
MIE 209- Survey of Entrepreneurship (9 of 43)	4.8	4.9
MIE 309- Entrepreneurship Skills for Non-Majors (11 of 68)	4.8	4.9

Curriculum Vitae

Summer 2024 (North Carolina State University)		
MIE 310 ⁴ - Introduction to Entrepreneurship (62 of 160)	4.4	4.4
Fall 2024 (North Carolina State University)		
MIE 209- Survey of Entrepreneurship (25 of 56)	4.8	4.9
MIE 309- Entrepreneurship Skills for Non-Majors (17 of 58)	4.5	4.7

MBA Capstones and Fellowship Projects Supervised

Matt Wentworth (2010)- Richmond Habitat for Humanity, Richmond, VA
 Nina Mondelli (2010)- Churchill Activities and Tutoring, Richmond, VA
 Shawn Starkey (Fall 2010)- RSVPhere.com
 Olga Sherman (Summer 2011)- Books of Hope
 Chris Flater (Spring 2011)- Worth-Higgins
 Vic Kasoff (Fall 2011)- RichmondBizSense.com
 Carrie Rossman (Fall 2011)- Nano Drying Technologies
 Andreas Addison (Fall 2012)- LUCYPhone
 Richard Sowers (Spring 2012)- Chef Sous
 Xavier Bonifaz (2013)- IDBI Microfinance, Baroda, India
 Dheer Shah (2013)- IDBI Microfinance, Baroda, India
 Annie Stephens (Spring 2013)- Richmond SPCA
 Dheeman Chatterji (Summer 2013)- Fulcrum Collaborations

Senior and Master's Theses Supervision

- Member- Bruno Ferreira (2016)- *Developing and validating the tourism e-microentrepreneurial self-efficacy scale* (NC State University, College of Natural Resources)
- Member- Apoorv Gupta (2015)- *Integrated manufacturing systems engineering* (NC State University, College of Engineering)
- Member- Kate Heyer (2012)- *Culture and change in organizations: Experimental evidence* (University of Richmond, Jepson School of Leadership Studies)
- Member- Victoria Roebuck (2012)- *Change in mission and leadership for non-profits* (University of Richmond, Jepson School of Leadership Studies)
- Chair- Amy Demoreuille (2010)- *How individuals respond to setbacks in an entrepreneurial setting: An implicit theories perspective* (University of Richmond, Department of Psychology)

Curriculum Vitae

Dissertation Committee Participation

Committee member for Madiha Qasim (2025)- NC State University – Decoding diversity: Assessing the impact of diversity practices on perceptions of leaders.

Committee member for Chelsi Campbell (2025)- NC State University – Psychological capital profiles and their association with self-reported organizational constraints.

Committee member for Jorge Fonseca (2024)- Oklahoma State University – When stories do not matter: An examination of legitimate distinctiveness in pooling equilibria.

Committee member for Frédéric Ooms (2023)- HEC Liège – The entrepreneurial cognitive flexibility - a study at the intersection of neuroscience and entrepreneurship.

Committee member for Robert King (2022)- Oklahoma State University – The likelihood to pursue an entrepreneurial opportunity: Towards a measure.

Committee member for Elizabeth Tracy (2022)- NC State University – Evaluating the effects of using mental health benefits in the workplace.

Committee member for Da Eun (Chloe) Chin (2022)- NC State University – Selling to a larger company for growth: The impact on DTC startups' brand authenticity.

Committee member for Jeffrey Mader (2021)- Oklahoma State University – Why might novice entrepreneurs accept increased risk by becoming portfolio entrepreneurs?

Committee member for Clint Purtell (2020)- Oklahoma State University – The role of narrative transportation in entrepreneurship pitch microprocesses.

Committee member for Kipp Krukowski (2019)- Oklahoma State University – Pitching power: Increasing alternatives through signals in new venture funding.

Committee member for Roberly Aladin (2019) - NC State University - Critical experiences and career outcomes: How developmental job experiences relate to performance, career advancement and turnover

Committee member for Alex Gloss (2018) - NC State University - Does believing in yourself work for all entrepreneurs? A meta-analysis of entrepreneurial self-evaluations and the moderating role of socioeconomic constraints.

Committee member for Daniela Ruiz Massieu (2017) - Oklahoma State University - Understanding the relationship between human and social capital and new venture outcomes: Do venture capital firms help?

Curriculum Vitae

Committee member for Angela Reddix (2017) - Oklahoma State University - Super girl power: Can girls move swiftly through deliberate practice to become successful entrepreneurs?

Committee member for Scott Cohen (2016) - University of South Alabama - Transforming social capital: How psychological capital and emotional intelligence influence NCBIIs.

Committee member for M. K. Ward (2016) - NC State University - Decision-making, entrepreneurship, and firm performance.

Committee member for Gerry Burch (2013) - Virginia Commonwealth University - Interactive empathy and leader effectiveness.

Committee member for John Batchelor (2010) - Virginia Commonwealth University - Emotional labor and entrepreneurs.

Service

Committees, Communities, and Advising

NC State University

Director- Undergraduate Program in Entrepreneurship (2025-present)
Reviewer- Global One Health Academy Fellows Applications (Spring 2025)
Member- MIE Department Post-tenure review committee (Spring 2025)
Member- Poole College of Management Research Advisory Board (2023-present)
Member- Poole College Undergraduate Curriculum Committee (2023-present)
Research Director- NC State Innovation & Entrepreneurship (2023-2024)
Panelist- Poole Q&A Session Orientation- Fall 2024
Member- MIE Strategy and Positioning Working Group (Spring 2024)
Member- MIE Departmental Research Awards Committee (2016, 2017, 2023-2025)
Member- Poole College Undergraduate Curriculum/Assessment Committee (2019-2022)
Member- Ad Hoc committee member for spousal hire consideration (Fall 2023)
Panelist- Poole-Side Chat on Entrepreneurship (Spring 2023)
Coordinator- I/O Psychology-MIE Dept. Ph.D. Program Engagement (2018-2023)
Chair- Entrepreneurship Curriculum General Education Task Force (Spring 2023)
Member- MIE Department Head search committee (Winter/Spring 2023)
Co-Presenter- Poole Pack Development Series (with Jeni Burnette) “*Developing a Growth Mindset Culture in Your Classroom*” (November 29, 2022)
Co-Coordinator- MIE Department Brown Bag Series (2021-2022, 2024-2025)
Member- Building a Diverse Faculty Committee (2021-2023)
Member- Poole College BSBA Undergraduate Curriculum Committee (2017-2023)
Member- Hiring Committee for Instructional Design Position (Fall 2020, Fall 2022)
Member- Search Committee for E-Clinic Program Manager (Spring 2022)
Chair- Asst. Professor of the Practice in Entrepreneurship Search Committee (Fall 2021)
Member- MIE Department Research and Review Task Force (Fall 2021)
Participant- Tenured Faculty Dean’s Focus Group (November, 4, 2021)
Member- Curriculum Task Force on Diversity, Equity, and Inclusion (Fall 2021)

Curriculum Vitae

Facilitator- *Race Talk and the Conspiracy of Silence* Discussion Group (Spring 2021)
Reviewer- Honda Foundation Community Grants Program (Spring 2021)
Member- Committee for Board of Governor's Award for Teaching Excellence (Fall 2020)
Member- Poole College COVID-19 Faculty Teaching Task Force (2020-2021)
Member- Poole College of Mgmt. Univ. Faculty Scholar Selection Committee (Fall 2018)
Member- NC State Entrepreneurship Faculty Advisory Council (2018-present)
Chair- Technology Enhanced Education Advisory Council (TEEAC) (2017-2019)
Member- Strategy/Entrepreneurship Search Committee (Fall 2018)
Member- Business Essentials Summer Training (BEST) Working Group (2017-2018)
Chair- The Entrepreneurship Collaborative Faculty Advisory Committee (2014-2017)
Member- Research Assistant Professor Search Committee (Spring 2017)
Member- Poole College of Mgmt. Student Commencement Speaker Comm. (Spring 2016)
Member- Jenkins Entrepreneurship Chair Search Committee (Spring 2015, Fall 2015)
Member- MIE Department Vision and Strategy Task Force (Fall 2015 - Spring 2016)
Member- NC State Entrepreneurship Clinic Admin. Assistant Search Comm. (Fall 2015)

University of Richmond

Member- Innovation and Entrepreneurship Program Committee (2009-2014)
Member- Center for Active Business Education Committee (2010-2014)
Member-Program for Enhancing Teaching Effectiveness Committee (2012-2014)
Chair- Search Committee for Clinical Hire in Entrepreneurship (2013-2014)
Scholarship of Teaching and Learning—Faculty Learning Community (2012-2013)
Emerging Technology—Faculty Learning Community (2011)
Community Based Learning—Faculty Learning Community (2009-2010)
Advisor—University of Richmond Entrepreneurship Club (2009-2014)
Advisor—University of Richmond Microfinance Club (2010-2014)

Outreach

NC State University

- Poole Thought Leadership (January 2025)- “First impressions and founders: Context counts.”
- Poole Thought Leadership (November 2024)- “Entrepreneurs do better by talking less and listening more.”
- Presenter- Chancellor visit to Poole College (2016, 2018, 2021, 2022, 2024)
- Poole Thought Leadership (September 2024)- Moderator of Panel “Entrepreneurship trends, in theory and practice.”
- Industry Engagement Pitch Mentor- NC State College of Agriculture & Life Sciences (Spring 2024, Fall 2024)
- Global One Health Academy (GOHA) Executive Leadership Team- Poole College Entrepreneurship Liaison (2023-2025)
- Poole College Thought Leadership (June 2023)- *Should we be surprised that entrepreneurs lie?*
- Poole College Thought Leadership (August 2023, with Jon Carr)- *How entrepreneurs benefit from a growth mindset.*
- *Name, Image, Likeness* (NIL) Workshop for NC State Athletic Department (Summer 2021)

Curriculum Vitae

- Developed collaborative project called the Quarterly Outlook of Triangle Entrepreneurs (QuoTE) Survey with the NC State Entrepreneurship Clinic (2014-2020)
- Presenter, NAI Carolantic Realty, 11th Annual Regional Meeting—“Value Propositions and Elevator Pitches” (April 2018)
- Presenter for the NC State Alumni Entrepreneurs- Webinar entitled Startup 101: Value Propositions and Elevator Pitches (and helpful tips for startup logistics, product, sales & marketing) (December 2017)
- Presenter- Global Training Initiative: Advanced Entrepreneurship Education Program (NC State, Fall 2016)
- Judge- The Big Idea Project Finalists (Fall 2015)
- Judge- NC State Startup Madness Finalists (Spring 2015)
- Faculty Presentation, *The Art and Science of Networking*, Poole College of Management Board of Advisors Meeting (April 10, 2015)
- Wolfpack Your Lunch presentation, *Value Propositions and Elevator Pitches*, NC State FastTrack Executive Education (Fall 2015)
- Judge- Andrews Launch Accelerator (ALA) Venture Selection Committee (2016-2018)

University of Richmond

- Developed collaborative project called the Quarterly Economic Forecast for Virginia Council of CEOs in conjunction with the Robins School of Business (2009-2014)
- Speaker, *Pitch 101*, at the Women Who Mean Business conference (2013)
- Panelist, *What's Next in Social Entrepreneurship?* At Governor Bob McDonnell's Social Entrepreneurship Summit (2013)
- Speaker, *The Art and Science of Networking*, presented to Business Networking International (2013)
- Judge, Richmond Venture Forum's Companies to Watch (2012)
- Faculty research talk. *Preparedness and cognitive legitimacy as antecedents to new venture funding in televised business pitches*. Robins School of Business (2012)
- Innovation & Teaching Seminar- panelist for *Integrating Central America and the Caribbean Regions in the Business Curriculum* (2011)
- Panelist, *Preparing Yourself to Raise Money from Friends & Family, Angels, and VC's*. Dominion Resources GreenTech Incubator Seminar (2011).
- Center for Civic Engagement Brown Bag: *How businesses do well by doing good—social entrepreneurship* (2009)

Field of Entrepreneurship

Kauffman Foundation

- Co-author (2015-2019) *Behavioral Determinants and Motivation- State of the Field* (<http://www.kauffman.org/microsites/state-of-the-field>)
- Member- Kauffman Dissertation Fellowships Review Committee (2016, 2017)

Academy of Management

- Member- Entrepreneurship Division Research Committee (2013-2019, 2024-present)

Curriculum Vitae

- Chair- Entrepreneurship Division Research Committee (2021-2023)
- Representative at large- Entrepreneurship Division (2020-2023)
- Moderator- Entrepreneurship Division Listserv (ENTREP) (2015-2022)
- Member- Entrepreneurship Division Nominations Committee (2022)
- Co-chair- Entrepreneurship Division Research Committee (2020)
- Member- Dedication to Entrepreneurship Award Committee (2020)

United States Association for Small Business and Entrepreneurship

- Mentor for Doctoral Consortium (2022, 2023)
- Speaker at the Doctoral Consortium- *Expert input on current thinking, research, trends, and opportunities in entrepreneurship and entrepreneurship education* (2022)
- Co-Track Chair, Translating Research for Impact (2022)
- Co-coordinator- Entrepreneurship Doctoral Consortium (2016, 2017)

Southern Management Association

- Member- Entrepreneurship Track Best Paper Review Committee (2013)
- Chair- Sponsorship Committee (2014-2017)

Editorial Boards for Academic Journals

- *Entrepreneurship Theory and Practice* (Editor: 2017-present)
- *Journal of Business Venturing Insights* (Editorial Board Member: 2022-present)
- *Journal of Management* (Editorial Board Member: 2020-present)
- *Journal of Business Venturing* (Editorial Board Member: 2013-present)
- *Journal of Business and Psychology* (Editorial Board Member: 2016-2023)
- *Academy of Management Perspectives* (Editorial Board Member: 2018-2022)
- *Family Business Review* (Editorial Board Member: 2014-2022)
- *Journal of Business Venturing Insights* (Associate Editor: 2018-2020)
- *Journal of Management Studies* (Editorial Board Member: 2019-2020)
- *Journal of Organizational Behavior* (Editorial Board Member: 2012-2016)
- *Frontiers in Psychology* (Review Editor in Organizational Psychology, 2015-2016)
- *International Journal of Management and Enterprise Development* (Editorial Advisory Board: 2014-2016)

Ad Hoc Reviewing

Academy of Management Journal
Belgian Science Policy Office
Management Decision
Academy of Management Perspectives
Applied Psychology: An International Review
Strategic Entrepreneurship Journal
Journal of Management Studies

Journal of Strategy and Management
University of Chicago Press
J. of Occupational and Org. Psychology
Journal of Family Business Studies
Journal of Small Business Management
Group and Organization Management
Management Communication Quarterly