

CURRICULUM VITAE

Jon C. Carr, Ph.D.

Office Address

Department of Management, Innovation, and Entrepreneurship
Poole College of Management
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Academic Employment

July 2020-Present: Department Head, Dept. of Management, Innovation, and Entrepreneurship
Poole College of Management, North Carolina State University.

June 2016-Present: Jenkins Distinguished Professor of Entrepreneurship, Poole College of
Management, North Carolina State University.

August 2012 - June, 2016: Associate Professor of Management, M.J. Neeley School of Business,
Texas Christian University.

January 2009 - August 2012: Assistant Professor of Management, M.J. Neeley School of
Business, Texas Christian University.

August 2006 - December 2008: Associate Professor of Management, University of Southern
Mississippi.

August 2000 - August 2006: Assistant Professor of Management, University of Southern
Mississippi.

August 1997 - July 2000: Research Scientist, Social Science Research Center and Adjunct
Professor, Department of Management and Information Systems, Mississippi State University.

September 1988 - August 1997: Senior Research Assistant, Social Science Research Center and
Adjunct Instructor, Department of Management and Information Systems, Mississippi State
University.

Education

Ph.D. (2001) Management, Mississippi State University

MBA (1990) Mississippi State University

BBA (1988) Mississippi State University

Journal Articles

Carr, J.C., Marshall, D., Michaelis, T.M., Pollack, J.M., & Sheats, R.L. (in press). The role of work-to-venture conflict on hybrid entrepreneurs' transition into entrepreneurship. *Journal of Small Business Management*.

Michaelis, T.M., Scheaf, D., Carr, J.C., & Pollack, J.M. (2022). An agentic perspective of resourcefulness: Self-reliant and joint resourcefulness behaviors within the entrepreneurship process. *Journal of Business Venturing*. <https://doi.org/10.1016/j.jbusvent.2020.106089>

Michaelis, T.M., Pollack, J.M., Hu, J., Carr, J.C., & McKelvie, A. (2021). Metacognition and entrepreneurial action: The mediating role of a strategic mindset on promoting effort and innovative behavior in frugal entrepreneurs. *Journal of Business Venturing Insights*. <https://doi.org/10.1016/j.jbvi.2021.e00283>

Tracy, E.M., et al. (2021). A behavioral insights approach to recruiting entrepreneurs for an academic study during the COVID-19 pandemic. *Journal of Business Venturing Insights*. <https://doi.org/10.1016/j.jbvi.2021.e00287>

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*. <https://doi.org/10.5465/amd.2019.0083>

Ring, J.K., Carr, J.C., Michaelis, T.L., & Pollack, J.M. (2021). Knowledge acquisition frequency and business model adaptation in nascent firms. *Journal of Managerial Issues*, 33(2), 120-139.

Carr, J.C., Vardaman, J.M., Marler, L.E., McLarty, B.D., & Blettner, D.P. (2021). Psychological antecedents of decision comprehensiveness and their relationship to decision quality and performance in family firms: An upper echelons perspective. *Family Business Review* 34(1): 33-47.

Pollack, J.M., Carr, J.C., Corbett, A.C., Hoyt, C.L., Kellermans, F.W., Kirkman, B.L., & Post, C. (2020). Contextual and interactional approaches to advancing leadership and entrepreneurship research. *Journal of Management Studies*, 57(5): 915-930.

- Michaelis, T.M., Carr, J.C., Scheaf, D., & Pollack, J.M. (2020). The frugal entrepreneur: A socio-cognitive perspective of entrepreneurial resourcefulness. *Journal of Business Venturing* 35(4): 1-19.
- Michaelis, T.M., Pollack, J.M., Mulvey, P., Ritter, E. & Carr, J.C. (2020). Gender bias and venture funding: Discussing bias in the entrepreneurship classroom. *Entrepreneurship Education and Pedagogy* 3(2): 154-181.
- Pollack, J.M., Carr, J.C., Michaelis, T.L., & Marshall, D.R. (2019). Hybrid entrepreneurs' self-efficacy and persistence change: A longitudinal examination. *Journal of Business Venturing Insights*. <https://doi.org/10.1016/j.jbvi.2019.e00143>
- Becton, J.B., Carr, J.C., Mossholder, K., & Walker, H.J. (2017). Differential effects of task performance, organizational citizenship behavior, and job complexity on voluntary turnover. *Journal of Business and Psychology* 32(4): 495-508.
- Holt, D. T., Pearson, A. W., Carr, J.C., & Barnett, T. (2017). Family firm(s) outcomes model: Structuring financial and non-financial outcomes across the family and the firm. *Family Business Review* 30(2): 182-202.
- Carr, J.C. & Ring, J.K. (2017). Capturing family firm knowledge integration: A key to non-economic value creation in family firms. *Journal of Managerial Issues* 29(1): 30-56.
- Payne, G.T., Pearson, A.W., & Carr, J.C. (2017). Process and variance modeling: Linking research questions to methods in family business research. *Family Business Review* 30(1): 11-18.
- Carr, J.C., Chrisman, J.J., Chua, J.H., & Steier, L.P. (2016). Family firm challenges in intergenerational wealth transfer. *Entrepreneurship Theory & Practice* 40 (6): 1197-1208.
- Simmons, S. A., Carr, J.C., Hsu, D.K, & Shu, C. (2016). The regulatory fit of serial entrepreneurship intentions. *Applied Psychology: An International Review* 65(3): 605-627.
- Greer, C.R., Carr, J.C., & Hipp, L. (2016) Strategic staffing and small firm performance. *Human Resource Management* 55(4): 741-764.
- Hmieleski, K.M., Carr, J.C., & Baron, R. (2015). Integrating discovery and creation perspectives of entrepreneurial action: The relative roles of founding CEO capital, social capital, and psychological capital in contexts of risk versus uncertainty. *Strategic Entrepreneurship Journal* 9(4): 289-312.
- Carr, J.C. & Hmieleski, K.M. (2015). Differences in the outcomes of work and family conflict between family- and non-family businesses: An examination of founding CEOs. *Entrepreneurship Theory & Practice* 39 (6): 1413-1432.

- Gregory, B. J., Osmonbekov, T., Gregory, S., Albritton, D., & Carr, J.C. (2013). Abusive supervision and citizenship behaviors: Exploring boundary conditions. *Journal of Managerial Psychology*, 28(6): 628-644.
- Lambert, L., Tepper, B.J., Carr, J.C, Holt, D.T., & Barelka, A. (2012). Forgotten but not gone: An examination of fit between leader consideration and initiating structure needed and received. *Journal of Applied Psychology* 97(5): 913-930.
- Priem, R.L., Li, S., Carr, J.C. (2012). Insights and new directions from demand-side approaches to technology innovation, entrepreneurship, and strategic management research. *Journal of Management* 38 (1): 346-374.
- Carr, J.C., Cole, M.S., Ring, J.K., & Blettner, D.P. (2011). A measure of variations in internal social capital among family firms. *Entrepreneurship Theory & Practice* (35): 1207-1227.
- Becton, J.B., Carr, J.C., & Judge, T.A. (2011). Is the past prologue for some more than others? The hobo syndrome and job complexity. *Journal of Vocational Behavior* (79): 448-460.
- Carr, J.C., Haggard, S., Hmieleski, K. M., and Zahra, S.A. (2010). A study of the moderating effects of firm age at internationalization on firm survival and short-term growth. *Strategic Entrepreneurship Journal* 4(2): 183-192.
- Carr, J.C., Gregory, B.T., Harris, S. (2010). Work status congruence's relation to employee attitudes and behaviors: The moderating role of procedural justice. *Journal of Business and Psychology* 25(4): 583-592.
- Sequeira, J.M., Carr, J.C., & Rasheed, A. (2009). Transnational entrepreneurship: Determinants of firm type and attributes of success. *Entrepreneurship Theory and Practice* 33(5). 1023-1044.
- Tepper, B.J., Carr, J.C., Breaux, D., Geider, S., Hu, C., & Hua, W. (2009). Abusive supervision, intentions to quit, and employees' workplace deviance: A power/dependence analysis. *Organizational Behavior and Human Decision Processes* 109(2): 156-167.
- Boyar, S. L., Maertz, Jr., C. P., Mosley, Jr., D. C., & Carr, J. C. (2008). The impact of work/family demand on work-family conflict. *Journal of Managerial Psychology*, 23(3): 215-235.
- Pearson, A.P., Carr, J.C. & Shaw, J. (2008). Toward a theory of familiness: A social capital perspective. *Entrepreneurship Theory & Practice*. 32(6): 949-969.
- Carr, J.C., Boyar, S.L., & Gregory, B.T. (2008). The moderating effect of work-family centrality on work-family conflict, organizational attitudes, and turnover behavior. *Journal of Management* 34(2): 244-262.

Carr, J.C. & Sequeira, J.M. (2007). Prior family business exposure as intergenerational influence: A mediation test of family support, entrepreneurial self-efficacy, and entrepreneurial intent. *Journal of Business Research*, 60(10): 1090-1098.

Tepper, B.J., Moss, S., Lockhart, D., & Carr, J.C. (2007). Abusive supervision, upward maintenance communication, and subordinates psychological distress. *Academy of Management Journal* 50(5): 1169-1180.

Carr, J.C., & Lopez, T.B. (2007). Examining market orientation as both culture and conduct: Modeling the relationships between market orientation and employee responses. *Journal of Marketing Theory and Practice* 15(2): 113-125

Boyar, S. L., Carr, J. C., Mosley, Jr., D. C., & Carson, C. M. (2007). The development and validation of scores on perceived work and family demand scales. *Educational and Psychological Measurement* 67(1): 100-115.

Carr, J.C., Pearson, A. W., Vest, M. J., & Boyar, S. L. (2006). Prior occupational experience, anticipatory socialization, and employee retention. *Journal of Management*, 32(3): 343-359.

Hardin, W.G. & Carr, J.C. (2006). Disaggregating neighborhood and community center property types. *Journal of Real Estate Research*, 28(2): 167-192.

Lopez, T.B., Carr, J.C., Gregory, B., & Dwyer, S. (2005). The influence of psychological climate on the salesperson customer orientation – salesperson performance relationship. *Journal of Marketing Theory and Practice*. 13(2): 59-71.

Carr, J.C., Topping, S., Woodard, B., & Burcham, M. (2004) Health care entrepreneurship in the Nashville region: Societal linkages, change dynamics, and entrepreneurial responses. *Journal of Applied Management and Entrepreneurship*, 9: 49-63.

Vest, M.J., Tarnoff, K., Carr, J.C., Vest, J., & O'Brien, F. (2003). Factors influencing a manager's decision to discipline employees for refusal to work with an HIV/AIDS infected coworker. *Employee Responsibilities and Rights Journal* 15(1): 31-43.

Hardin, W., Wolverton, M., & Carr, J.C. (2002). An empirical analysis of community center rents, *Journal of Real Estate Research*, 23: 163-178.

McMahon, D. & Carr, J.C. (1999). The contributions of Chester Barnard to strategic management theory. *Journal of Management History*, 5: 228-240.

Research Revisions

Carr, J., Michaelis, T., & Flynn, P. Idea implementation, job characteristics, and employee turnover: A temporal perspective of employee innovation with the theory of work adjustment. Revision requested, *Journal of Applied Psychology*.

Simmons, S., Carr, J., Hsu, D., & Craig, B. Intentions to reengage in entrepreneurship: Performance feedback, sensation-seeking, and workaholism. Revision requested, *Journal of Business Research*.

Ring, K., Carr, J., Drenovich, P., Irwin, K. & Dutta, K. Examining the theoretical implications of practical implications., Under review, *Journal of Management Studies*.

Michaelis, T., Carr, J., Spivack, A., McKelvie, A., & Lerman, M. Healthcare bootstrapping: Implications of resource tensions in the work-health resource trade-offs of the self-employed. Under review, *Entrepreneurship Theory & Practice*.

Billingsley, J, et al. A methodological exploration of objective versus subjective social ties using entrepreneurs' Gmail data. Under review, *Entrepreneurship Theory & Practice*.

Foster, D., Carr, J., & Baur, J. The development and validation of a multidimensional measure of perceived accountability. Under review, *International Journal of Human Resource Management*.

Proceedings

Carr, J.C., Simmons, S., Hsu, D., & Craig, B. Sensation-seeking and workaholism as entrepreneurial characteristics and their influence on serial entrepreneurship. *Academy of Management 2020 Annual Meeting Proceedings*.

Carr, J.C., & Blettner, D.P. Cognitive control bias and decision-making in context: Implications for entrepreneurial founders of small firms. *Frontiers of Entrepreneurship Research, 2010* Babson Park, MA: Babson Press.

Carr, J.C. & Hmieleski, K.M. The relationship between work-family conflict and psychological outcomes for family and non-family businesses. *Frontiers of Entrepreneurship Research, 2009* Babson Park, MA: Babson Press.

Carr, J.C., & Blettner, D.P. Cognitive control bias and decision-making in context: Implications for entrepreneurial founders of small firms. *Proceedings of the 2009 Southern Management Association*.

Hmieleski, K. M. & Carr, J.C. The relationship between entrepreneur psychological capital and new venture performance. *Frontiers of Entrepreneurship Research, 2008* Babson Park, MA: Babson Press.

Hmieleski, K. M. & Carr, J.C. The relationship between entrepreneur psychological capital and well-being. *Frontiers of Entrepreneurship Research, 2007* Babson Park, MA: Babson Press.

Carr, J.C., Boyar, S.L., & Gregory, B.J. The moderating effect of work-family centrality on work-family conflict, organizational attitudes, and turnover behavior. Best Paper in Track, *Proceedings of the 2006 Southern Management Association*.

Carr, J.C., Gregory, B.J., Ensley, M.D., & Tepper, B.J. Effects of procedural justice on the relationships between work status congruence and organizational commitment or citizenship behaviors. *Proceedings of the 2005 Southern Management Association*.

Ensley, M.D., Carr, J.C., & Wales, W. The influence of new venture top management team group dynamics on strategy-industry fit. *Frontiers of Entrepreneurship Research, 2005* Babson Park, MA: Babson Press.

Vest, M., Duhon, D., Tarnoff, K., & Carr, J.C. The influence of trust in top management and attitudes toward appraisal and merit systems on perceived quality of care. *2005 Proceedings of the Decision Sciences Institute, Southwestern Region*

Ensley, M.D., Carr, J.C., & Sajasalo, P. A social cognitive model of founding team dynamics. *Frontiers of Entrepreneurship Research, 2004* Babson Park, MA: Babson Press.

McMahon, D., Carr, J.C., LeMay, S., & Periatt, J. The growing importance of operating employees and keys to developing effective training options. *Proceedings of the International Business and Economics Research Conference*. Las Vegas, NV.

Carr, J.C., Pearson, A.W., & Ensley, M.D. A theoretical integration and test of a multi-stage organizational expectations model. *Proceedings of the 2001 Southern Management Association*.

Pearson, A.W., Morrow, J., Carr, J.C., & Hansen, M. The collective mind of the organization: An examination of the shared mental model of the trust process. *Proceedings of the 2000 Southern Management Association*.

Carr, J.C. The organizational model of wage discrimination: Examining organizational rank through lack of fit. *Proceedings of the 1996 Southern Management Association*.

Referred and Invited Publications, Book Chapters, Books

Michaelis, T.L., Pollack, J.M., & Carr, J.C. (2021). Frugality in emerging organizations: A psychological perspective of resourcefulness in entrepreneurship contexts. In *Oxford Research Encyclopedia of Business and Management*. Oxford University Press.

Lerman, M.P., Munyon, T.P., & Carr, J.C. (2020). Stress events theory: A theoretical framework for understanding entrepreneurial behavior. In P. Perrewe, P. Harms, and C. Chang (eds.) *Research in Occupational Stress and Well-Being*. Elsevier.

Carr, J.C., De Massis, A., Pearson, A.W. (2018). Reflections on the F-PEC scale of family influence: Clarifying its distinctive contribution. *Family Business Review* 31(2): 198-199.

Pearson, A.W., Holt, D.T., & Carr, J.C. (2013). Scales in family business studies. In P. Sharma, M. Nordqvist, & L. Melin (eds). *The Sage Handbook in Family Business Studies*. Sage.

Pearson, A.W. & Carr, J.C. (2012). The central role of trust in family firm social capital In R. Sorenson (ed) *Family Business and Social Capital*: 33-44. Edward Elgar Publishing.

Breaux, D.M., Tepper, B.J., Carr, J.C., & Folger, R.G. (2010). An attributional analysis of employees' responses to abusive supervision. In C.A. Schriesheim & L.L. Neider (eds) *Research in Management*: pp. 69-92. Information Age Publishing.

Zikmund, W.G., Babin, B.J., Carr, J.C., & Griffin, M. Business Research Methods (8th edition). Cengage Publishing.

Carr, J.C. (2002) Books-at-a-Glance: The Business of Innovation: Managing the Corporate Imagination for Maximum Results. *Journal of Applied Management and Entrepreneurship*. 7: 96-97.

Paper or Conference Presentations

Fu, S., Dimotakis, N., Lambert, L. Tepper, B., & Carr, J.C. Leadership behaviors needed and received: Leader burnout as behavioral rigidity. 2021 Society of Industrial and Organizational Psychology Annual Conference: Virtual

Carr, J.C., Marshall, D., Michaelis, T.L., & Pollack, J.M. Work-venture conflict within the hybrid entrepreneurship process. 2020 Babson College Entrepreneurship Research Conference: Knoxville, TN.

Michaelis, T.M., Carr, J.C., Spivack, A., & McKelvie, A. The prevention-coercion model of physical and mental health and self-employment likelihood. 2019 Academy of Management Annual Conference: Boston, MA.

Carr, J.C., Michaelis, T.M., & Pollack, J.M. Utilizing the construct of temporal focus to explain entrepreneurial behavior. 2019 Babson College Entrepreneurship Research Conference: Boston, MA.

Carr, J.C., Ring, J.K., Michaelis, T.M. & Pollack, J.M, The role of knowledge acquisition on business model innovation in new ventures: A latent growth model approach. 2018 Babson College Entrepreneurship Research Conference: Waterford, Ireland.

Michaelis, T.M., Carr, J.C., Pollack, J.M. The effect of “hostility bias” on resource bootstrapping: A regulatory focus perspective. 2018 Babson College Entrepreneurship Research Conference: Waterford, Ireland.

Pollack, J.M., Carr, J.C., Corbett, A.C., Hoyt, C.L., Kellermanns, F., Kirkman, B.L., & Post, C.A. Leading entrepreneurial ventures: Individual and team perspectives. 2017 Academy of Management Annual Conference: Atlanta, GA.

Carr, J.C., Pollack, J.M., Michaelis, T.M. & Marshall, D. Modeling the relationship between entrepreneurial self-efficacy change and entrepreneurial persistence change for nascent entrepreneurs. 2017 Babson College Entrepreneurship Research Conference: Norman, OK.

Carr, J.C., Simmons, S.A., & Hsu, D. Performance feedback and serial entrepreneurship intentions: The moderating role of workaholism and sensation-seeking. 2016 Babson College Entrepreneurship Research Conference: Bodo, Norway.

Marshall, D., & Carr, J.C. Bound for entrepreneurship? Exploring the effects of boundaryless career views on entrepreneurial intentions. 2016 Southern Management Association Meeting: Charlotte, NC.

Carr, J.C. & Priem, R.L. The opportunity shaping process: Demand side influences on new venture business model innovation. 2014 Strategic Management Society Annual Meeting: Madrid, Spain.

Hmieleski, K.M., Carr, J.C., & Baron, R.A. The value of entrepreneurs’ intangible resources in contexts of discovery and creation. 2014 Academy of Management Annual Conference: Philadelphia, PA.

Hsu, D.K., Carr, J.C., & Simmons, S.A. Cognitive disposition for serial entrepreneurship. 2013 Academy of Management Annual Conference: Orlando, FL.

Carr, J.C., Blettner, D.P., & Welpel, I.M. Opportunity shaping: Demand-side influences on new venture business model innovation. 2013 Babson College Entrepreneurship Research Conference: Lyon, France.

Blettner, D.P., Carr, J.C., Welpel, I.M. & Meeus, M.T.H. Entrepreneurial feedback interpretation and goal adjustment. 2013 Babson College Entrepreneurship Research Conference: Lyon, France.

Hsu, D.K., Carr, J.C., & Simmons, S.A. Serial entrepreneurship intentions: Integrating dispositional and situational contexts through regulatory fit. 2013 Southern Management Association Annual Conference: New Orleans, LA.

- Becton, J.B. & Carr, J.C. Task/contextual performance and turnover: Curvilinearity and moderating effects of job complexity. 2012 Academy of Management Annual Conference: Boston, MA.
- Goo, W., Lambert, L.S., & Carr, J.C. Person-environment fit model of visionary leadership and work attitudes: The role of employees' needs. 2012 Southern Management Association Meeting: Fort Lauderdale, FL.
- Holt, D.T., Pearson, A.P., Carr, J.C., & Barnett, T. Conceptualizing performance in the family firm: The folly of theorizing A, while testing B. 2012 Theories of Family Enterprise Conference: Edmonton, AB, Canada.
- Carr, J.C. & Ring, J.K. Capturing family firm knowledge integration: A key to non-economic value creation in family firms. 2011 Southern Management Association Meeting: Savannah, GA.
- Hmieleski, K.M., Baron, R.A., & Carr, J.C. How entrepreneurs withstand work-family conflict: The buffering role of psychological capital. 2011 Academy of Management Annual Conference: San Antonio, TX.
- Carr, J.C. & Blettner, D.P. Illusions of control and decision-making in context: Implications for entrepreneurial founders of small firms. 2010 Babson College Entrepreneurship Research Conference: Babson College and EPFL/EMD, Lausanne, Switzerland.
- Tepper, B.J., Carr, J.C., Almeda, M., Haggard, D.L., Clenney, E.F., & Goo, W. Psychological health effects of supervisory pressure to behave unethically. 2010 Academy of Management Annual Conference: Montreal, CA.
- Haggard, D.L. Tepper, B.J., & Carr, J.C. Goal orientation and the moderating effects of co-rumination on attitudes, adjustment and behavior. 2010 Academy of Management Annual Conference: Montreal, CA.
- Carr, J.C., Cole, M.S., Ring, J.K., & Blettner, D.P. A social capital approach to measuring familiness in family-owned firms. 2010 Theories of Family Enterprise Conference: Edmonton, AB, Canada
- Carr, J.C. & Blettner, D.P. Cognitive control bias and decision-making in context: Implications for entrepreneurial founders of small firms. 2009 Southern Management Association Meeting: Clearwater, FL.
- Carr, J. C. & Hmieleski, K.M. The relationship between work-family conflict and psychological outcomes for family and non-family businesses. 2009 Babson College Entrepreneurship Research Conference: Babson College, Babson Park, MA.

Carr, J.C. & Blettner, D.P. Cognitive bias and the entrepreneurial start-up process. 2009 Babson College Entrepreneurship Research Conference: Babson College, Babson Park, MA.

Carr, J.C., Haggard, S., Zahra, S., & Hmieleski, K. M. Young firm survival and growth after early internationalization: A test from a capabilities perspective. 2008 Babson College Entrepreneurship Research Conference: Babson College and the University of North Carolina – Chapel Hill.

Hmieleski, K.M. & Carr, J.C. The relationship between entrepreneur psychological capital and new venture. 2008 Babson College Entrepreneurship Research Conference: Babson College and the University of North Carolina – Chapel Hill.

Hmieleski, K. M. & Carr, J.C. The relationship between entrepreneur psychological capital and well-being. 2007 Babson College Entrepreneurship Research Conference: Babson College and Instituto de Empresa: Madrid, Spain.

Tepper, B.J., Lambert, L.S., & Carr, J.C. Psychological need fulfillment and leadership effectiveness. 2007 Academy of Management Annual Conference: Philadelphia, PA.

Carr, J.C., Boyar, S.L., & Gregory, B. The moderating effect of work-family centrality on work-family conflict, organizational attitudes, and turnover behavior. 2006 Southern Management Association Meeting: Clearwater, FL (Best Paper in Track)

Sequeira, J.M., Carr, J.C. & McGee, J. E. Gender differences and entrepreneurial self-efficacy beliefs: A mediation test of antecedents and entrepreneurial nascent behavior. 2006 Academy of Management Annual Conference: Atlanta, GA.

Carr, J.C., & Sequeira, J.M. Prior family business exposure as intergenerational influence: A mediation test of family support, entrepreneurial self-efficacy, and entrepreneurial intent. Presented at the 2006 Annual Meeting, Family Enterprises Research Conference: Niagara Falls, ON.

Ensley, M.D., Carr, J.C., & Wales, W. The influence of new venture top management team group dynamics on strategy-industry fit. Presented at the 2005 Babson Kauffman Entrepreneurship Research Conference: Babson College, Babson Park, MA.

Ensley, M.D., Carr, J.C., & Sajasalo, P. A social cognitive model of founding team dynamics. 2005 Academy of Management Annual Conference: Honolulu, HI.

Carr, J.C., Gregory, B.J., Ensley, M.D., & Tepper, B.J. Effects of procedural justice on the relationships between work status congruence and organizational commitment and citizenship behaviors. 2005 Southern Management Association Meeting: Charleston, SC.

Ensley, M.D., & Carr, J.C. Institutionalized action towards venture capital investment: Industry characteristics and investment decision making behavior. 2004 Southern Management Association Meeting: San Antonio, TX.

Ensley, M.D., Carr, J.C., Pearson, A.W., & Sajasalo, P. New venture team dynamics: When do cultural individualism-collectivism norms make a difference? 2004 Southern Management Association Meeting: San Antonio, TX.

Chaitovitz, C., Carr, J.C., Marlow, S., & Thomas, C. Training hands to work the tools: The U.S. Department of Labor's High Growth Job Training Initiative (HGJTI) for the geospatial technology industry. Presented at the 2004 42nd Annual Conference of the Urban and Regional Information Systems Association: Reno, NV.

Hardin, W., Wolverton, M., & Carr, J.C. A comparison of factors impacting neighborhood and community center rents. Accepted for presentation at the 2004 20th Annual American Real Estate Society (ARES), Captiva Island, FL.

Carr, J.C., Ensley, M.D., Pearson, A.W., Vest, M.J., Boyar, S.L., & Mosely, D.C. Voluntary hostile turnover: Occupational experience and fit effects in high turnover environments. 2004 Academy of Management Annual Conference: New Orleans, LA.

Topping, S., Fowler, A., Carr, J.C., Burcham, M., & Woodard, B. Entrepreneurial signaling: A new role for mission statements. 2004 Academy of Management Annual Conference: New Orleans, LA.

Boyar, S. L., Carr, J.C., Mosley, Jr., D. C., & Carson, C. The development and validation of work and family demand scales. 2004 Academy of Management Annual Conference: New Orleans, LA.

Ensley, M.D., Carr, J.C., & Pearson, A.W. A social cognitive model of founding team dynamics. Presented at the 2004 Babson Kauffman Entrepreneurship Research Conference: Strathclyde, University of Strathclyde, Glasgow, Scotland.

Carr, J.C., Pearson, A.W., Vest, M.J. & Boyar, S.L. Expectations, perceived congruence, and occupational experience effects on voluntary turnover. 2003 Academy of Management Annual Conference: Seattle, WA.

Boyar, S. L., Maertz, Jr., C. P., Mosley, D. C., Carr, J.C., & Keough, S. Work-family conflict: The impact of moderators on the demand-conflict relationship. 2003 Academy of Management Annual Conference: Seattle, WA.

Topping, S., Carr, J.C., Woodard, B., Burcham, M., & Johnson, K. The entrepreneurial process in health care: The Nashville network. 2002 Academy of Management Annual Conference: Denver, CO.

Carr, J.C., Pearson, A.W., & Ensley, M.D. A theoretical integration and test of a multi-stage organizational expectations model. 2001 Southern Management Association: New Orleans, LA.

Carr, J.C. & Pearson, A.W. Using paradox to resolve temporal and non-temporal theoretical tensions in realistic job preview and expectations research: A theoretical development. 2000 Academy of Management Annual Conference: Toronto, ON.

Pearson, A.W., Morrow, J., Carr, J.C., & Hansen, M. The collective mind of the organization: An examination of the shared mental model of the trust process. 2000 Southern Management Association: Orlando, FL.

McMahon, D. & Carr, J.C. An examination of the potential contributions of Chester Barnard in strategic management theory and practice. 1997 Academy of Management Annual Conference: Boston, MA.

Carr, J.C. The organizational model of wage discrimination: Examining organizational rank through lack of fit. 1996 Southern Management Association: New Orleans, LA.

Doctoral Student Committees

Jared Allen, University of Central Florida, Co-Chair
Sana Zahar, Auburn University, Committee member
Timothy Michaelis, North Carolina State University, Committee member
Dominique Foster, North Carolina State University, Committee member

Professional Service

2020-present Elected to the Leadership Track, Entrepreneurship Division, Academy of Management – Currently 2022 Program Chair

2017-2020 Appointed member of the Babson College Entrepreneurship Conference Board of Reviewers

2015 Conference Chair and Host, Theories of Family Enterprise Conference, TCU, Fort Worth TX

2014-2017 Board Member, Southern Management Association

2012 Co-Director, Doctoral Consortium
Babson College Entrepreneurship Research Conference – TCU, Fort Worth TX

2004-2009 Member, Division Executive Committee, Academy of Management
Entrepreneurship Division

2004-2009 Chair, Membership Committee, Academy of Management Entrepreneurship Division

2010 Track Chair, Entrepreneurship, IT, and Innovation, Southern Management Association

Member, Academy of Management
Member, Southern Management Association

North Carolina State University Service

Department Head, Dept. of Management, Innovation, & Entrepreneurship
Chair, NC State University Faculty Scholars Committee
Chair, Committee on Summer Research Support, Poole College of Management
Chair, Poole College of Management Graduate Curriculum Committee
Chair, Business Management Department Restructuring Committee, Poole College of Management
Search committee member, MIE strategy and human resource management searches
Entrepreneurship Track co-chair, NCSU-UGPN, 2018-2019
Committee member, Poole College of Management College Tenure and Promotion Committee

Journal Reviewer Activities

Member, Editorial Board, *Journal of Management*
Member, Editorial Board, *Journal of Business Venturing*
Member, Editorial Board, *Entrepreneurship Theory & Practice*
Member, Editorial Board, *Family Business Review*
Ad-hoc Reviewer, *Academy of Management Journal*
Ad-hoc Reviewer, *Academy of Management Perspectives*
Ad-hoc Reviewer, *Strategic Entrepreneurship Journal*
Ad-hoc Reviewer, *Journal of Management Studies*
Ad-hoc Reviewer, *Journal of Business Research*
Ad-hoc Reviewer, *Journal of Production and Innovation Management*
Ad-hoc Reviewer, *Applied Psychology: An International Review*

Invited Presentations/Engagements as a North Carolina State University Professor

Syracuse University
University of Tennessee
University of Central Florida
Duke University
Mississippi State University

Fellowships, Grants, and Research Support

To date funding as Principal Investigator: \$2,812,662.00

Title: Exploring social network embeddedness and engagement as antecedents to success of both individual firms and entrepreneurship ecosystems.
Source: Ewing Marion Kauffman Foundation
Role: Co-Principal Investigator
Amount: \$440,594
Funded: December, 2018-December, 2020

Title: The iAccelerate/E-Clinic Collaborative Data Program
Source: University Global Partnership Network
Role: Principal Investigator
Amount: \$9,000
Funded: June, 2018-June, 2019

Title: Geospatial Technology Apprenticeship Program (GTAP)
Source: U.S. Department of Labor with NASA
Role: Co-Principal Investigator
Amount: \$1,565,225
Funded: July, 2003-December, 2005

Title: Using a Group Decision Support System for the Development of a Five Year Strategic Plan
Source: Mississippi-Alabama Sea Grant Consortium
Role: Principal Investigator
Amount: \$26,098
Funded: April, 1999

Title: Defining the Role of the Land-Grant University in Applications of Remote Sensing in Agriculture, Forestry and Wildlife, and Transportation
Source: National Aeronautics and Space Administration (NASA)
Role: Proposal writing team member
Amount: \$10,000,000.00
Funded: April, 1999

Title: Growth and Development of Logistics Personnel
Source: Council of Logistics Management
Role: Principal Investigator
Amount: \$120,000.00
Funded: August, 1998

Title: Research and Development Support Program for MDHS Division of Family and Children's Services

Source: Mississippi Department of Human Services

Role: Principal Investigator

Amount: \$86,309.00

Funded: January, 1997

Title: MDHS GIS Visual Management Project, Year 3

Source: Mississippi Department of Human Services

Role: Principal Investigator

Amount: \$150,403.00

Funded: October, 1996

Title: Southern Region Agricultural Data Decision Support System

Source: SAAESD

Role: Principal Investigator

Amount: \$58,365.00

Funded: August, 1996

Title: MDHS GIS Visual Management Project, Year 2

Source: Mississippi Department of Human Services

Role: Principal Investigator

Amount: \$186,566.00

Funded: September, 1995

Title: MDHS GIS Visual Management Project

Source: Mississippi Department of Human Services

Role: Principal Investigator

Amount: \$170,102.00

Funded: August, 1994

Awards and Honors

2020 Elected Southern Management Association Fellow

2013 Distinguished Reviewer Award, Entrepreneurship Division, Academy of Management

2013 Distinguished Reviewer Award, Southern Management Association Annual Meeting

2012 Citation of Excellence: Emerald Management Reviews

Recognized as one of the top 50 management, business and economics articles published in 2008 for the paper "Toward a theory of familiness: A social capital perspective", *Entrepreneurship Theory & Practice*, 32(6).

- 2011 Best Paper in Track, Southern Management Association Meeting
- 2009 Author of exemplar paper for entrepreneurship research published in *Entrepreneurship Theory & Practice*, University of Connecticut Entrepreneurship Research Exemplars Conference
- 2007 Winner, Louis K. Brandt Faculty Research Award: College of Business, University of Southern Mississippi
- 2006 Winner, Aubrey K. & Ella Ginn Lucas Award, Excellence in Teaching, University of Southern Mississippi
- 2006 Best Paper in Track, Southern Management Association Meeting
- 2005 Moot Corp. Fellow, Moot Corp. University of Texas – Austin
- 2004 Training Program Design Award, American Society for Training and Development, New Orleans Chapter
- 2004 National Aeronautics and Space Administration (NASA) John C. Stennis Group Achievement Award for the Shared Services Proposal Team
- 2003 National Aeronautics and Space Administration (NASA) Public Service Group Achievement Award for the National Workforce Development Education and Training Initiative
- 2001 ASEE/NASA Summer Faculty Fellow, Stennis Space Center