

## J. Jeffrey Gish, Ph.D.

Department of Management  
College of Business Administration  
University of Central Florida

Address: 12744 Pegasus Drive, BA1-340, Orlando, FL 32816-1400  
Phone: +1 (407) 823-3209  
Email: [jgish@ucf.edu](mailto:jgish@ucf.edu)  
Web: <https://business.ucf.edu/person/jeff-gish> | [Google Scholar Profile](#)

### ACADEMIC APPOINTMENTS

---

#### University of Central Florida

*College of Business Administration, Department of Management*

Assistant Professor of Entrepreneurship

2019–present

### EDUCATION

---

#### University of Oregon

*Doctor of Philosophy, Management*

2019

#### Washington State University

*Master of Engineering and Technology Management*

2005

*Bachelor of Arts, Social Sciences – Magna cum laude – Phi Beta Kappa*

2001

### PUBLICATIONS

---

**Gish, J.**, Lanahan, L., & Beck, J. (forthcoming) A values-complementarity model of social movement influence on entrepreneurship. *Journal of Management* available online ahead of print.

**Gish, J.**, Barnes, C., Gupta, A., & Nair, K.<sup>†</sup> (2023) Presumed patriarchy: How a CEO's masculine appearance affects perceptions of sexual harassment in organizations. *Journal of Management* available online ahead of print. doi:[10.1177/01492063231206351](https://doi.org/10.1177/01492063231206351)

Nielsen, J. & **Gish, J.** (2023) When old and new selves collide: Identity conflict and entrepreneurial nostalgia among ex-entrepreneurs. *Personnel Psychology* available online ahead of print. doi:[10.1111/peps.12626](https://doi.org/10.1111/peps.12626)

**Gish, J.**, Lerner, D., McKelvie, A., Wiklund, J., van Witteloostuijn, A., & Wolfe, M. (2022) Invited editorial: Entrepreneurship as an auspicious context for mental health research. *Journal of Business Venturing Insights* 18, e00349. doi:[10.1016/j.jbvi.2022.e00349](https://doi.org/10.1016/j.jbvi.2022.e00349)

**Gish, J.**, Guedes, M., Silva, B.<sup>†</sup>, Patel, P. (2022) Latent profiles of personality, temperament, and eudaimonic well-being: Comparing life satisfaction and health outcomes among entrepreneurs and employees *Journal of Business Venturing Insights* 17, e00293. doi:[10.1016/j.jbvi.2021.e00293](https://doi.org/10.1016/j.jbvi.2021.e00293)

Guarana, C., Stevenson, R., **Gish, J.**, Ryu, J.<sup>†</sup>, & Crawley, R.<sup>†</sup> (2022) Owls, larks, or investment sharks? The role of circadian process in early-stage investment decisions. *Journal of Business Venturing* 37(1), 106165. doi:[10.1016/j.jbusvent.2021.106165](https://doi.org/10.1016/j.jbusvent.2021.106165)

Williamson, A., **Gish, J.**, & Stephan, U. (2021) Let's focus on solutions to entrepreneurial ill-being! Recovery interventions to enhance entrepreneurial well-being. *Entrepreneurship Theory and Practice* 45(6), 1307-1338. doi:[10.1177/10422587211006431](https://doi.org/10.1177/10422587211006431)

Gunia, B., **Gish, J.**, & Mensmann, M. (2021) The weary founder: Sleep problems, ADHD-like tendencies, and entrepreneurial intentions. *Entrepreneurship Theory and Practice* 45(1), 175-210. doi:[10.1177/1042258720940502](https://doi.org/10.1177/1042258720940502)

**Gish, J.**, Wagner, D., Grégoire, D., & Barnes, C. (2019) Sleep and entrepreneurs' abilities to imagine and form initial beliefs about new venture ideas. *Journal of Business Venturing* 34(6), 105943. doi:[10.1016/j.jbusvent.2019.06.004](https://doi.org/10.1016/j.jbusvent.2019.06.004)

Research featured in *Harvard Business Review*. <https://hbr.org/2019/10/entrepreneurs-who-sleep-more-are-better-at-spotting-good-ideas>

Williamson, A., Battisti, M., Leatherbee, M. & **Gish, J.** (2019) Rest, zest, and my innovative best: Sleep and mood as drivers of entrepreneurs' innovative behavior. *Entrepreneurship Theory and Practice* 43(3), 582-610. doi:[10.1177/1042258718798630](https://doi.org/10.1177/1042258718798630)

**Gish, J.**, & Wagner, D. (2016). The affective implications of sleep. In J. Barling, C. M. Barnes, E. Carleton, & D. T. Wagner (Eds.), *Sleep and Work* (pp. 101-123). New York, NY: Oxford University Press. doi:[10.1093/acprof:oso/9780190217662.003.0006](https://doi.org/10.1093/acprof:oso/9780190217662.003.0006)

<sup>†</sup> doctoral student at project inception

## WORKS IN PROGRESS

---

Battisti, M, **Gish, J.**, Hatak, I., & Zhou, H. [State resilience during crises and entrepreneur well-being & resourcefulness outcomes] Revise and resubmit at *British Journal of Management*

**Gish, J.**, Gunia, B., Wu, W., & Ni, D. [Sleep leadership and employee performance] Under first review at *Journal of Applied Psychology*

Banks, G., Rasmussen, L., Tonidandel, S., Pollack, J., Hausfeld, M., Williams, C., Albritton, B., Allen, A., Bastardos, N., Batchelor, J., Bennet, A., Briker, R., Castille, C., De Jong, B., Demeter, E., DeSimone, J., Gonzalez-Brambila, C., Field, J., Figueroa-Armijos, M., Gardner, W., **Gish, J.**,... Yang, T. [Gender and authorship prospective meta-analysis—52 coauthors at various data collection sites] Under first review at *PNAS*

Gupta, A., **Gish, J.**, & Briscoe, F. [Workforce dispersion, remote work, and cultural cohesion] Preparing for submission. Journal target: *Strategic Management Journal*

Bort, J., **Gish, J.**, & Wiklund, J. [B-corp employee reactions to mission drift] Writing Stage. Journal target: *Academy of Management Journal*

Rubenstein, A., **Gish, J.**, Barnes, C., Kammeyer-Mueller, J., & Morrison, H.<sup>†</sup> [Newcomer adjustment following a shift in circadian demands] Data collection stage. Journal target: *Journal of Applied Psychology*

Hamrick, A.<sup>†</sup> & **Gish, J.** [New venture playful work design] Writing stage. Journal Target: *Journal of Business Venturing*

Quan, S.<sup>†</sup>, Barnes, C., Wang, M., & **Gish, J.** [Self-improvement among strategic decision makers] Data collection stage. Journal target: *Journal of Applied Psychology*

**Gish, J.**, Stephan, U., Carr, J., Lassu, R.<sup>†</sup>, Burrows, S.<sup>†</sup>, & Pollack, J. [Entrepreneurs and nature recovery] Data collection stage. Journal Target: *Journal of Business Venturing*

<sup>†</sup> doctoral student at project inception

## PRESENTATIONS

---

**Gish, J.\*** (2023, October). Sustainable self-employment careers. Invited presentation at *Health, Well-being, and Entrepreneurship Conference, Chicago, IL.*

**Gish, J.\*** & Stevenson, R. (2023, August) [Investor feedback and entrepreneur confirmation bias] Presented at the *Conference on Field Experiments in Strategy, Harvard Business School, Cambridge, MA.*

Silva, B.\*<sup>†</sup>, **Gish, J.** (2023, August) [Homophily and well-being among entrepreneurs and employees] Presented at the *Academy of Management Annual Conference, Boston, MA.*

Battisti, M, **Gish, J.\***, Hatak, I., & Zhou, H. (2023, August). [State resilience during crises and entrepreneur well-being & resourcefulness outcomes] Entrepreneur well-being across

contexts, Hatak, I., Lerner, D., Sieger, P., Stephan, U. (Co-chairs). Presentation symposium at the *Academy of Management Annual Conference, Boston, MA.*

**Gish, J.\***, Stephan, U., Carr, J., Lassu, R.\*<sup>†</sup>, Burrows, S.<sup>†</sup>, & Pollack, J. (2023, August) Introspection while outdoors: Nature interventions as real-time recovery for entrepreneurs. The Biophilia Effect for Management: Consequences and Implications, Jiang, L., Gish, J. (Co-chairs). Presentation symposium at the *Academy of Management Annual Conference, Boston, MA.*

**Gish, J.\*** (2023, August). Bridging organizational behavior and entrepreneurship research. Invited PDW panelist with Cardon, M., Casper, W., Erez, M., Hmieleski, K., Pollack, J., Rausch, A., Renko, M., Stephan, U., and Uy, M. at the *Academy of Management Annual Conference, Boston, MA.* PDW organized and facilitated by Carr, J., Kirkman, B., & van Knippenberg, D.

**Gish, J.\*** (2023, May). Invited Speaker at *40th Annual Kenneth G. Dixon Accounting Conference. Innovation in Business and Accounting: Insights from UCF Business Faculty Research, Orlando, FL.*

**Gish, J.\*** (2022, October). Invited Featured Speaker at *Founder Mental Fitness Conference* (virtual conference).

**Gish, J.\***, Lanahan, L., & Beck, J. (2022, October). Non-deliberative effects of social movements on entrepreneurship: Social venturing without signals from social movement organizations (SMOs). Presented at the *Southern Management Association Annual Conference, Little Rock, AR.*

**Gish, J.\*** (2022, October). Sleep and entrepreneur well-being. Invited presentation at *Health, Well-being, and Entrepreneurship Conference, Chicago, IL.*

**Gish, J.\*** (2022, August). Bridging organizational behavior and entrepreneurship research. Invited PDW panelist with Cardon, M., Erez, M., Frese, M., Hmieleski, K., Pollack, J., Rausch, A., Renko, M., Stephan, U., and Uy, M. at the *Academy of Management Annual Conference, Seattle, WA.* PDW organized and facilitated by Carr, J., Kirkman, B., & van Knippenberg, D.

**Gish, J.\***, Gunia, B & Wu, W., & Ni, D. (2022, August) [Sleep leadership and employee performance] Chronobiology and sleep at work, Kühnel, J. & Volk, S. (Co-chairs). Presentation symposium at the *Academy of Management Annual Conference, Seattle, WA.*

Battisti, M, **Gish, J.\***, Hatak, I., & Zhou, H. (2022, June). [State resilience during crises and entrepreneur well-being & resourcefulness outcomes] Presented at the *Babson College Entrepreneurship Research Conference, Waco, TX*.

**Gish, J.\***, Lanahan, L., & Beck, J. (2021, June). The spillover effects of social movements on entrepreneurship: Evidence from the brewery industry. Presented at the *Babson College Entrepreneurship Research Conference, Technological University of Munich*. Virtual conference due to COVID-19.

Nielsen, J.\* & **Gish, J.** (2021, June). Longing for the good ol' days: Identity conflict, identity enhancement, and entrepreneurial nostalgia among ex-entrepreneurs. Presented at the *Babson College Entrepreneurship Research Conference, Technological University of Munich*. Virtual conference due to COVID-19.

**Gish, J.\*** (2020, October). Health Status, Health Care Access, and their Impact on Entrepreneurship: Current Landscape and Policy Considerations. Invited speaker to a [Kauffman Foundation](#) Entrepreneurship Issue Forum. Online session due to COVID-19.

Bort, J.\*, **Gish, J.**, & Wiklund, J. (2020, June). B-corp employee reactions to mission drift. Selected for showcase presentation at the *Global B Academics PDW*. Virtual event due to COVID-19.

**Gish, J.\*** (2020, August). Fifty Shades of Entrepreneurial Action: Engaging Contextual, Processual and Non-Deliberative Facets. Invited PDW panelist with Cardon, M., Klein, P., Plummer, L., Renko, M., Townsend, D., Williams, D., & Wood, M. at the *Academy of Management Annual Conference, Vancouver, BC, CA*. PDW organized by Goswami, K., Long, A., & Lewis, T. Asynchronous online session due to COVID-19.

Gunia, B., **Gish, J.\***, & Mensmann, M. (2020, August). Chronobiology and sleep at work, Kühnel, J. & Volk, S. (Co-chairs). Presentation symposium at the *Academy of Management Annual Conference, Vancouver, BC, CA*. Symposium withdrawn due to COVID-19.

Bort, J., **Gish, J.\***, & Wiklund, J. (2020, June). B-corp employee reactions to mission drift. Presentation at the *Babson College Entrepreneurship Research Conference, Knoxville, TN*. Conference cancelled due to COVID-19.

**Gish, J.\*** (2020, April). Sleep and entrepreneur well-being. Invited for presentation at *Health, Well-being, and Entrepreneurship Conference, Chicago, IL*. Conference cancelled due to COVID-19.

- Gish, J.\***, Lanahan, L., & Beck, J. (2019, August). Economic inequality and niche entrepreneurship: Evidence from the brewery industry. Presented at the *Academy of Management Annual Conference, Boston, MA*.
- Gish, J.\***, Lanahan, L., & Beck, J. (2019, March). Economic inequality and niche entrepreneurship: Evidence from the brewery industry. Presented and **won Best Submission Award** at the *Sustainability, Ethics, and Entrepreneurship (SEE) Annual Academic Research Conference, Miami, FL*.
- Gish, J.\***, Marshall, D., & Seibert, S. (2018, August). Harnessing the entrepreneurial spirit: The moderating role of innovative climate on the relation of entrepreneurial intent to turnover. Seibert, S. & **Gish, J.** (Co-chairs). Presented at the *Academy of Management Annual Conference, Chicago, IL*.
- Gunia, B., & **Gish, J.\*** (2018, August). The weary founder: Sleep problems and entrepreneurial motives. Presented at the *Academy of Management Annual Conference, Chicago, IL*.
- Marshall, D.\*, Dibrell, C., **Gish, J.**, Davis, W., & Johnson, P. (2018, June). The upside of being down: Negative affect, temporal focus, and bricolage for entrepreneurs. Presented at the *Babson College Entrepreneurship Research Conference, Waterford, Ireland*.
- Gish, J.**, Gupta, A.\*, & Barnes, C. (2018, March). Management influence on organizational culture: Evidence from TMT campaign contributions and online employee reviews. Presented at the *University of Washington Foster Department of Management & Organizations, Seattle, WA*.
- Gunia, B.\*, & **Gish, J.** (2017, November). The weary founder: Sleep problems and entrepreneurial motives. Presented at the *Johns Hopkins University Institute for Applied Economics, Global Health, and the Study of Business Enterprise, Baltimore, MD*.
- Gish, J.\***, Wagner, D., Barnes, C., & Grégoire, D. (2017, August). *Sleepwalking into bad opportunities: Sleep and entrepreneur opportunity evaluation*, Randolph, A. (Chair). Presented at the *Academy of Management Annual Conference, Atlanta, GA*.
- Parmigiani, A.\*, **Gish, J.**, & Terborg, J. (2017, March) Experience on the line: The impact of organizational and shared experience of interdependent and independent workgroups on performance. Presented at the *Strategic Management Society Special Conference on Human Capital, Milan, Italy*.
- Gish, J.\*** (2016, August). *Failing to plan but not planning to fail: A theory of business planning and entrepreneurial optimism bias*, Mueller, B. (Chair), Presented at the *Academy of Management Annual Conference, Anaheim, CA*.

**Gish, J.\***, Wagner, D., Grégoire, D., & Barnes, C. (2016, June). *Money never sleeps but entrepreneurs should: Entrepreneur opportunity recognition and sleep*, Berkman, E. (Chair), presented at the *University of Oregon, Department of Psychology, Eugene, OR*.

**Gish, J.\*** (2016, March). *Failing to plan but not planning to fail: A theory of business planning and entrepreneurial optimism bias*, Persons, B. (Chair). Presented at the *Western Academy of Management Annual Conference, Portland, OR*.

**Gish, J.\*** (2016, February). *Failing to plan but not planning to fail: A theory of business planning and entrepreneurial optimism bias*, Dassonville, P. (Chair). Presented at the *University of Oregon Graduate Research Forum, Eugene, OR*.

Wagner, D.\*, & **Gish, J.** (2015, September). *Losing sleep leads to bias in faculty hiring*. Part of the symposium: *Love, Stress, and Work: The social context and consequences of sleep*, Sbarra, D. A. (Chair). Presented at the *51st Annual Meeting of the Society for Experimental Social Psychology, Denver, CO*.

\* presenter(s)

† doctoral student at project inception

## TEACHING

---

### University of Central Florida

ENT 5206 New Venture Implementation  
 MAN 6245 Organizational Behavior  
 ENT 4014 New Venture Implementation

### University of Oregon

MKTG 445 Entrepreneurial Marketing  
 MGMT 335 Launching New Ventures  
 BA 316 Principles of Management

## POPULAR MEDIA

---

Guarana, C., Stevenson, R., **Gish, J.**, Ryu, J., & Crawley, R. (2022) — top 1% in media attention for all articles published in *Journal of Business Venturing*, and top 1% in media attention for all journal publications tracked by Altmetric.

<https://www.altmetric.com/details/116583561#score>

Williamson, A., **Gish, J.**, & Stephan, U. (2021) — top 2% in media attention for all articles published in *Entrepreneurship Theory & Practice*, and top 2% in media attention for all journal publications tracked by Altmetric.

<https://www.altmetric.com/details/104514485#score>

- Gunia, B., **Gish, J.**, & Mensmann, M. (2021) — top 1% in media attention for all articles published in Entrepreneurship Theory & Practice, and top 1% in media attention for all journal publications tracked by Altmetric.  
<https://www.altmetric.com/details/88151029#score>
- Gish, J.**, Wagner, D., Grégoire, D., & Barnes, C. (2019) — top 1% in media attention for all articles published in Journal of Business Venturing, and top 1% in media attention for all journal publications tracked by Altmetric.  
<https://www.altmetric.com/details/64086228#score>
- Williamson, A., Battisti, M., Leatherbee, M. & **Gish, J.** (2019) — top 3% in media attention for all articles published in Entrepreneurship Theory & Practice, and top 3% in media attention for all journal publications tracked by Altmetric.  
<https://www.altmetric.com/details/48872926#score>
- Harvard Business Review – <https://hbr.org/2019/10/entrepreneurs-who-sleep-more-are-better-at-spotting-good-ideas> *October 2, 2019*
- Psychology Today – <https://www.psychologytoday.com/intl/blog/human-sustainability/202310/the-link-between-facial-masculinity-and-sexual-harassment> *November 7, 2023*
- Entrepreneur & Innovation Exchange (EIX) – <https://eiexchange.com/content/sleeplessness-can-be-hazardous-to-your-venture> *November 16, 2022*
- Wall Street Journal – <https://www.wsj.com/articles/does-having-adhd-help-or-hurt-entrepreneurs-11635779290> *November 3, 2021*
- Forbes – <https://www.forbes.com/sites/forbesbusinesscouncil/2023/05/12/how-entrepreneurs-can-manage-their-workdays-for-more-restful-nights/?sh=5edfa53818d3> *May 12, 2023*
- Entrepreneur Magazine – <https://www.entrepreneur.com/article/428224> *June 24, 2022*  
<https://www.entrepreneur.com/article/369221> *June 18, 2021*
- Fast Company – <https://www.fastcompany.com/90822195/6-ways-entrepreneurs-can-be-more-emotionally-intelligent> *December 13, 2022*  
<https://www.fastcompany.com/90774356/this-his-how-job-stress-can-worsen-your-health-according-to-science> *July 30, 2022*  
<https://www.fastcompany.com/90640714/do-these-3-things-to-avoid-the-serious-health-risks-of-running-your-own-businesses> *May 26, 2021*
- Inc. Magazine – <https://www.inc.com/jeff-haden/how-to-get-exact-amount-of-sleep-you-need-to-keep-your-mind-sharp-especially-as-you-age.html> *May 16, 2023*  
<https://www.inc.com/jeff-haden/life-expectancy-just-hit-lowest-point-in-decades-heres-a-leading-physicians-formula-and-4-simple-tests-for-living-a-longer-healthier-life.html> *January 2, 2023*  
<https://www.inc.com/jeff-haden/want-to-be-more-focused-mentally-sharp-accomplished-make-sleep-your-competitive-advantage.html> *May 3, 2022*
- The Conversation – <https://theconversation.com/whats-your-chronotype-knowing-whether-youre-a-night-owl-or-an-early-bird-could-help-you-do-better-on-tests-and-avoid-scams-216058> *November 6, 2023*
- Thrive Global – <https://thriveglobal.com/stories/giving-the-entrepreneurial-spirit-the-rest-it-needs/> *August 6, 2019*



- Medium – <https://medium.com/neodotlife/the-brain-of-an-entrepreneur-6fcf1f267963> August 22, 2022
- HumanOS Radio - <https://www.youtube.com/watch?v=nqCQfYWv-gA> February 4, 2020
- Psych Central – <https://psychcentral.com/news/2020/08/16/adhd-like-behaviors-may-spur-entrepreneurial-activity/158825.html> August 15, 2020  
<https://psychcentral.com/news/2019/08/06/restful-sleep-may-be-vital-for-entrepreneurs/149241.html> August 6, 2019
- Science Times – <https://www.sciencetimes.com/articles/26861/20200813/adhd-behavior-linked-increased-entrepreneurial-activity.htm> August 13, 2020
- University of Central Florida – <https://www.ucf.edu/news/dreaming-of-being-an-investment-shark-better-figure-out-if-youre-an-owl-or-a-lark-study-finds/> November 15, 2021  
<https://www.ucf.edu/news/new-international-research-provides-tips-for-entrepreneurs-to-beat-the-grind/> May 25, 2021  
<https://www.ucf.edu/news/new-study-suggests-adhd-like-behavior-helps-spur-entrepreneurial-activity/> August 13, 2020.  
<https://www.ucf.edu/news/ucfs-10-most-popular-research-stories-of-2019/> December 4, 2019. **Most popular research story of 2019 at UCF, with a total reach of 156 million between August 4 and December 4, 2019.**
- Orlando Business Journal – <https://www.bizjournals.com/bizwomen/news/latest-news/2019/08/leep-helps-entrepreneurs-gain-an-edge.html> August 15, 2019.  
<https://www.bizjournals.com/orlando/news/2019/08/12/ucf-researcher-entrepreneurs-boardroom-success.html> August 12, 2019.
- Science Daily – <https://www.sciencedaily.com/releases/2019/08/190805112208.htm> August 5, 2019.
- Willamette Angels Conference – CEO Power Talks.  
<https://www.youtube.com/watch?v=NLMoImoVA0g> May 17, 2018.
- Fall back to good sleep. <https://business.uoregon.edu/news/fall-back-to-good-sleep> November 8, 2016.

## **WORKSHOPS AND CONSORTIA**

---

- Academy of Management (2023) PDW on Bridging organizational behavior and entrepreneurship research, invited faculty panelist. Boston, MA.
- Academy of Management (2023) PDW on Mental Health, Well-Being, and Entrepreneurship: Putting “Entrepreneurial Workers” Front and Center, invited participant. Boston, MA.
- Academy of Management (2023) PDW on Health in Entrepreneurship Research: Putting “Entrepreneurs Health” Front and Center, invited facilitator. Boston, MA.
- Academy of Management (2022) PDW on Fusing disparate research streams: Mental health, well-being, and entrepreneurship, invited faculty participant. Seattle, WA.
- Academy of Management (2022) PDW on Bridging organizational behavior and entrepreneurship research, invited faculty panelist. Seattle, WA.
- Academy of Management (2022) PDW on Fusing disparate research streams: Mental health, well-being, and entrepreneurship, invited faculty participant. Seattle, WA.

Academy of Management (2020) PDW on Entrepreneurial Action, invited faculty participant.  
Remotely hosted event due to COVID-19.

Academy of Management (2020) ENT Doctoral Student Consortium, invited faculty participant.  
Remotely hosted event due to COVID-19.

Academy of Management (2020) OB Junior Faculty Workshop. COVID-19 remote event.

AIChE (2019) Chemical Angels Network ENT and angel investing. Orlando, FL.

Academy of Management (2019) ENT Early Career Development Consortium. Boston, MA.

West Coast Research Symposium (2018) Doctoral Student Consortium. Seattle, WA.

Academy of Management (2018) OB Doctoral Student Consortium. Chicago, IL.

Smith Entrepreneurship Research Conf. (2018) Invited by U. of Maryland. College Park, MD.

Academy of Management (2017) RM Doctoral Student Consortium. Atlanta, GA.

Society for I-O Psychology (2017) OB Doctoral Student Consortium. Orlando, FL

Academy of Management (2016) ENT Doctoral Student Consortium. Anaheim, CA.

Western Academy of Management (2016) Doctoral Student Consortium. Portland, OR.

West Coast Research Symposium (2015) Doctoral Student Consortium. Seattle, WA.

Academy of Management (2015) New Doctoral Student Consortium. Vancouver, BC.

## HONORS AND AWARDS

---

Schulze Publication Award – Exceptional research impact, with Bárbara Silva	2023
Frontiers of Entrepreneurship Research – Top 40 of 556 submissions to BCERC	2022
Frontiers of Entrepreneurship Research – Top 40 of 705 submissions to BCERC	2021
Best Reviewer Award – Academy of Management Annual Meeting	2019
Best Submission Award – Sustainability, Ethics, and Entrepreneurship Conference	2019
Research Award – Robin & Roger Best PhD Research Award \$2,500	2019
Research Award – Robin & Roger Best PhD Research Award \$3,750	2018
Dissertation Award – University of Oregon Dissertation Research Fellowship	2018–19
One of eleven merit-based university-wide awards given for dissertations with potential for high impact in student's field and beyond. Approx. \$71,000 in total support	
Research Award – Robin & Roger Best PhD Research Award \$1,000	2017
Teaching Award – Management Department Commendation	2017
Research Award – Kageyama Endowment Fund \$2,500, with David Wagner	2016
Research Award – Robin & Roger Best PhD Research Award \$1,900	2016
Teaching Award – Management Department Commendation	2015
Research Award – Kageyama Endowment Fund \$1,750, with David Wagner	2015
Lundquist College of Business Ph.D. Fellowship	2014–18

## EDITORIAL SERVICE

---

### Associate Editor

*Entrepreneurship Theory and Practice*

**Editorial review board member***Journal of Business Venturing***Ad hoc reviewer***Academy of Management Journal**Personnel Psychology**Journal of Business Research**Journal of Occupational and Health Psychology**International Journal of Entrepreneurial Behavior and Research*

Academy of Management Annual Meeting

Babson College Entrepreneurship Research Conference

Southern Management Association Annual Meeting

Western Academy of Management Annual Meeting

**ACADEMIC SERVICE**

---

U. of Central Florida Management Dept. Tenure Track Search Committee	2023–present
U. of Central Florida Management Doctoral Second Year Paper 1 <sup>st</sup> Reader Bárbara Silva, Ph.D. expected in 2026	2022–present
U. of Central Florida PhD Student Selection Committee	2019–present
Academy of Management mentorship program, Mentor	2019–present
U. of Central Florida Undergraduate Program Review Committee	2019–2023
New Mexico State University Doctoral Dissertation Committee Member Ali Mchiri, Ph.D. awarded in 2023	2021–2023
U. of Central Florida Management Doctoral First Year Paper 1 <sup>st</sup> Reader Bárbara Silva, Ph.D. expected in 2026	2021–2022
U. of Central Florida Integrated Business Dept. Promotion & Tenure Committee	2022
U. of Central Florida Management Dept. Tenure Track Search Committee	2021–2022
U. of Central Florida Management Dept. Promotion & Tenure Committee	2021
U. of Central Florida Management Doctoral Dissertation Committee Member Jared Allen, Ph.D. awarded in 2021	2020–2021
U. of Central Florida Management Doctoral Dissertation Committee Member Réka Lassu, Ph.D. awarded in 2021	2019–2021
Willamette Valley Capital (angel investing fund), Research Director	2017–2019
Lundquist College of Business Ph.D. Program Committee, Student Representative	2015–2018
University of Oregon Tuition and Fee Advisory Board	2016–2017
Academy of Mgmt. Entrepreneurship Division Columnist, Guest Contributor	2016–2017
University of Oregon Graduate School Advisory Board	2014–2016
University of Oregon Graduate Research Forum, Session Moderator	February 2015
AACSB Accreditation Committee, Management PhD Student Representative	January 2016

**PROFESSIONAL AFFILIATIONS**

---

Academy of Management (ENT, OB, CAR, and RM divisions)	2015–present
Society for Industrial and Organizational Psychology	2017–present
Southern Management Association	2022–present
Western Academy of Management	2015–2019

## **WORK EXPERIENCE**

---

Assistant Professor of ENT, <i>University of Central Florida</i> , Orlando, FL	2019–present
Dissertation Research Fellow, <i>University of Oregon</i> , Eugene, OR	2018–2019
Research Assistant, <i>University of Oregon</i> , Eugene, OR	2014–2018
President & GM, <i>Falling Up, Inc.</i> , Spokane and Seattle, WA	2006–2013
High School Teacher, <i>Stockton Unified School District</i> , Stockton, CA	2001–2004

---