

## **J. Jeffrey Gish, Ph.D.**

Department of Management  
College of Business Administration  
University of Central Florida

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### **ACADEMIC APPOINTMENTS**

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#### **University of Central Florida**

*College of Business Administration, Department of Management*  
Assistant Professor of Entrepreneurship

### **EDUCATION**

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#### **University of Oregon**

*Doctor of Philosophy, Management*

#### **Washington State University**

*Master of Engineering and Technology Management*  
*Bachelor of Arts, Social Sciences – Magna cum laude – Phi Beta Kappa*

### **PUBLICATIONS**

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**Gish, J.**, Guedes, M., Silva, B., 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., & Crawley, R. (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* 00(0), 1-32. 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)

## WORKS IN PROGRESS

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**Gish, J.**, Lanahan, L., & Beck, J. [Social movements and entrepreneurship] Under first review at *Journal of Management*

*Won Best Submission Award at the 2019 Sustainability, Ethics and Entrepreneurship Conference in Miami, FL.*

**Gish, J.**, Barnes, C., Gupta, A., & Nair, K. [Leader influence on organizational climate] Under first review at *Organizational Behavior and Human Decision Processes*

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

**Gish, J.**, Gupta, A., & Barnes, C. [M&A target organization public image influences on acquisition] Data collection stage. Journal target: *Administrative Science Quarterly*

Nielsen, J., & **Gish, J.** [Entrepreneurial identity in career transitions] Data collection stage. Journal target: *Academy of Management Journal*

**Gish, J.**, Gunia, B & Wu, W., & Ni, D. [Sleep leadership and employee performance] Writing stage. Journal target: *Academy of Management Journal*

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

Battisti, M, **Gish, J.**, Hatak, I., & Zhou, H. [State resilience during crises and entrepreneur well-being & resourcefulness outcomes] Data collection stage. Journal target: *Journal of Applied Psychology*

## PRESENTATIONS

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**Gish, J.\*** (2022, October). Sleep and entrepreneur well-being. Invited for 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] Accepted for presentation 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). Accepted for 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. Accepted for 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*, Dasonville, 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.*

\*denotes the presenter(s)

## TEACHING

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### 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

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- Williamson, A., **Gish, J.**, & Stephan, U. (2021) — top 2% 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/104514485#score>
- Gunia, B., **Gish, J.**, & Mensmann, M. (2021) — top 1% 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/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 2% 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.*
- Wall Street Journal – <https://www.wsj.com/articles/does-having-adhd-help-or-hurt-entrepreneurs-11635779290> *November 3, 2021*
- Entrepreneur Magazine – <https://www.entrepreneur.com/article/369221> *June 18, 2021*
- Fast Company – <https://www.fastcompany.com/90640714/do-these-3-things-to-avoid-the-serious-health-risks-of-running-your-own-businesses> *May 26, 2021.*
- Thrive Global – <https://thriveglobal.com/stories/giving-the-entrepreneurial-spirit-the-rest-it-needs/> *August 6, 2019.*
- 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, 2019 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

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- Academy of Management (2022) PDW on Bridging organizational behavior and entrepreneurship research, invited faculty panelist.
- Academy of Management (2022) PDW on Fusing disparate research streams: Mental health, well-being, and entrepreneurship, invited faculty participant.
- 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

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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 only 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

## REVIEWER SERVICE

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Editorial review board membership  
*Journal of Business Venturing*  
*Entrepreneurship Theory & Practice*

Ad hoc reviewer  
*Academy of Management Journal*  
*Personnel Psychology*  
*Journal of Occupational and Health Psychology*  
*International Journal of Entrepreneurial Behavior and Research*  
 Academy of Management Annual Meeting  
 Western Academy of Management Annual Meeting  
 Southern Management Association

## ACADEMIC SERVICE

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U. of Central Florida Management Dept. Tenure Track Search Committee	2021–2022
U. of Central Florida Management Dept. Promotion & Tenure Committee	2021
New Mexico State University Doctoral Dissertation Committee Member	2021–present
Ali Mchiri, Ph.D. Candidate	
U. of Central Florida Management Doctoral Dissertation Committee Member	2020–2021
Jared Allen, Ph.D. awarded in 2021	



U. of Central Florida PhD Student Selection Committee	2019–present
U. of Central Florida Management Doctoral Dissertation Committee Member	2019–2021
Réka Lassu, Ph.D. awarded in 2021	
U. of Central Florida Undergraduate Program Review Committee	2019–present
Academy of Management mentorship program, Mentor	2019–present
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**

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

### **WORK EXPERIENCE**

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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

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