

## VITA

### Keith Mark Hmieleski

Robert and Edith Schumacher Executive Faculty Fellow and  
Professor of Entrepreneurship  
Academic Director, TCU Neeley Institute for Entrepreneurship & Innovation  
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## EDUCATION

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- Ph.D. Rensselaer Polytechnic Institute  
Lally School of Management & Technology  
*Business Management (with a concentration in Entrepreneurship)*  
  
Dissertation: A Social Cognitive Examination of the Linkage between Entrepreneur  
Improvisational Behavior and New Venture Performance [*Winner of Rensselaer's  
Del and Edith Karger (1978) Award for Best Dissertation in Management*]  
  
Dissertation Chair: Robert A. Baron
- M.S. Rensselaer Polytechnic Institute  
*Industrial and Organizational Psychology*
- B.S. University of Massachusetts—Amherst  
*Psychology*
- A.S. Greenfield Community College—Massachusetts  
*Engineering Science*  
[*Joseph H. Smith Jr. '45 Award for Top Graduating Student in Engineering*]

## ACADEMIC APPOINTMENTS

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- 2018-present *Academic Director of TCU Neeley Institute for Entrepreneurship &  
Innovation, Neeley School of Business, Texas Christian University*
- 2017-2018 *Academic Director of Neeley Entrepreneurship Center, Neeley School of  
Business, Texas Christian University*

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| 2017-present | <i>Robert and Edith Schumacher Executive Faculty Fellow in Innovation and Technology, Neeley School of Business, Texas Christian University</i>                |
| 2017-present | <i>Professor of Entrepreneurship (w/tenure), Neeley School of Business, Texas Christian University</i>   |
| 2012-2017    | <i>Robert and Edith Schumacher Faculty Mid-Career Faculty Fellow in Entrepreneurship and Innovation, Neeley School of Business, Texas Christian University</i> |
| 2011-2017    | <i>Associate Professor of Entrepreneurship (w/tenure), Neeley School of Business, Texas Christian University</i>   |
| 2005-2011    | <i>Assistant Professor of Entrepreneurship, Neeley School of Business, Texas Christian University</i>  |

## ADMINISTRATIVE ACOMPLISHMENTS

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- **Founded and Directed Strategic Planning for New Department.** Led the development of the TCU Neeley Department of Entrepreneurship and Innovation, resulting in top-ranked undergraduate (#14, *U.S. News & World Report*) and graduate (#12, *Bloomberg Businessweek*) programs at TCU, as well as achieving a global research ranking (#6, *Global University Entrepreneurship Research Productivity Rankings*). The department has grown to have 15 full-time faculty members.
- **Developed Undergraduate Entrepreneurship Major.** Designed and obtained approval for the TCU Neeley major in Entrepreneurship and Innovation, enhancing academic offerings for students pursuing entrepreneurship careers.
- **Introduced Minor in Entrepreneurship for Non-Business Students.** Created and successfully implemented a TCU Neeley minor in Entrepreneurship and Innovation, broadening access to entrepreneurship education across disciplines.
- **Collaboratively Initiated Graduate Certificate in Entrepreneurship.** Co-planned and achieved approval for a TCU Neeley graduate certificate in Entrepreneurship and Innovation, providing specialized credentials for advanced learners.
- **Co-Created the TCU Values and Ventures® Business Plan Competition.** Co-founded this national competition, which has become the leading undergraduate business plan event in the U.S., fostering innovation and social impact among young entrepreneurs.
- **Transitioned and Expanded Entrepreneurship Center.** Led the strategic transition of the Neeley Entrepreneurship Center to establish the TCU Neeley Institute for Entrepreneurship and Innovation, extending its impact across the full campus community.
- **Established TCU Neeley Entrepreneurship and Innovation Department Journal List.** Formed and secured approval for a departmental journal list, guiding criteria for research summer funding, teaching load adjustments, and tenure and promotion decisions.

- **Constructed TCU Global University Entrepreneurship Research Rankings.** Developed and launched the TCU Global University Entrepreneurship Research Rankings, which have set a global benchmark for entrepreneurship research since 2009.
- **Launched TCU Showcase of Research and Creative Activities.** Established the TCU Entrepreneurship and Innovation Showcase to highlight faculty and student research, promoting a culture of innovation and scholarly creativity.

## EDITORIAL APPOINTMENTS

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Associate Editor, *Strategic Entrepreneurship Journal (SEJ)*, 2016-2021 (2 terms)

Special Issue Co-Editor, Human Capital and Technology Entrepreneurship, *Entrepreneurship Theory and Practice (ETP)*, 2007

## BOOKS

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1. Baron, R. A., & Hmieleski, K. M. (2018). ***Essentials of Entrepreneurship: Changing the World, One Idea at a Time***. Northampton, MA: Edward Elgar Publishing.

## REFEREED JOURNAL PUBLICATIONS

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1. Fultz, A. E. F., & Hmieleski, K. M. (2025). Cultivating and harnessing unexpected opportunities: How monochronic orientation fosters innovation by facilitating serendipity in new firms. ***Entrepreneurship Theory and Practice***. Forthcoming.
2. Pan, J., Hmieleski, K. M., Ma, B., Lysova, E. L., Tang, Z., & Huang, X. (2025). The power of calling: How founder CEOs drive ambidexterity and innovation in firms. ***Journal of Management Studies***. Forthcoming.  
doi: 10.1111/joms.13144
3. Oo, P. P., Sahaym, A., Hmieleski, K. M., Chan, R., & Parhankangas, A. (2025). The aha moment: The effects of serendipity and innovation on crowdfunding performance. ***Entrepreneurship Theory and Practice***, 49(1), 60-88.  
doi: 10.1177/10422587241254069
4. Hmieleski, K. M. (2024). The unsuccessful self-treatment of a case of “writer's block”: A replication through the lens of a budding entrepreneurship scholar concerned with originality, contribution, and rigor. ***Journal of Business Venturing Insights***, 22, e00483.  
doi: 10.1016/j.jbvi.2024.e00483
5. Massaro, S., Drover, W., Cerf, M., & Hmieleski, K. M. (2023). Using functional neuroimaging to advance entrepreneurial cognition research. ***Journal of Small Business Management***, 61(2), 938-966.  
doi:10.1080/00472778.2020.1824527

6. Hmieleski, K. M., & Cole, M. S. (2023). The contingent effects of intra-team abusive behavior on team thriving and new venture performance. ***Journal of Management***, 49(2), 808-838.  
doi: 10.1177/014920632110556
  
7. Hmieleski, K. M., & Cole, M. S. (2022). Laughing all the way to the bank: The roles of shared coping humor and entrepreneurial team-efficacy in new venture performance. ***Entrepreneurship Theory and Practice***, 46(6), 1782-1811.  
doi: 10.1177/10422587211046543
  - Research highlighted in the *Wall Street Journal*:  
<https://www.wsj.com/articles/startups-sales-business-humor-c139f157>
  
8. Fultz, A. E. F, & Hmieleski, K. M. (equal authorship, 2021). The art of discovering and exploiting unexpected opportunities: The roles of organizational improvisation and serendipity in new venture performance. ***Journal of Business Venturing***, 36(4), 1-17.  
doi:10.1016/j.jbusvent.2021.106121
  
9. Hmieleski, K. M., & Sheppard, L. D. (2019). The Yin and Yang of entrepreneurship: Gender differences in the importance of communal and agentic characteristics for entrepreneurs' subjective well-being and performance. ***Journal of Business Venturing***, 34(4), 709-730.  
doi:10.1016/j.jbusvent.2018.06.006
  - Research highlighted in the *Wall Street Journal*:  
<https://www.wsj.com/articles/entrepreneurs-happier-than-everybody-else-11635781623>
  
10. Hmieleski, K. M., & Powell, E. E. (2018). The psychological foundations of university science commercialization: A review of the literature and directions for future research. ***Academy of Management Perspectives***, 32(1), 43-77.  
doi:10.5465/amp.2016.0139
  
11. Davis, B. C., Hmieleski, K. M., Webb, J. W., & Coombs, J. E. (2017). Funders' positive affective reactions to entrepreneurs' crowdfunding pitches: The influence of perceived creativity and entrepreneurial passion. ***Journal of Business Venturing***, 32(1), 90-106.  
doi:10.1016/j.jbusvent.2016.10.006
 



**Web of Science Highly Cited Paper**  
**(top 1% cited article in the field of business for the year published)**
  
12. Hmieleski, K. M., & Lerner, D. A. (2016). The dark triad and nascent entrepreneurship: An examination of unproductive versus productive entrepreneurial motives. ***Journal of Small Business Management***, 54(S1), 7-32.  
doi:10.1111/jsbm.12296

13. Baron, R. A., Franklin, R. J., & Hmieleski, K. M. (2016). Why entrepreneurs often experience low, not high, levels of stress: The joint effects of selection and psychological capital. ***Journal of Management***, 42(3), 742-768.  
doi:10.1177/0149206313495411



**Web of Science Highly Cited Paper**  
**(top 1% cited article in the field of business for the year published)**

14. Hmieleski, K. M., Carr, J. C., & Baron, R. A. (2015). Integrating discovery and creation perspectives of entrepreneurial action: The relative roles of founding CEO human capital, social capital, and psychological capital in contexts of risk versus uncertainty. ***Strategic Entrepreneurship Journal***, 9(4), 289-312.  
doi:10.1002/sej.1208

15. 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 and Practice***, 39(6), 1413-1432.  
doi:10.1111/etap.12174

16. Klotz, A. C., Hmieleski, K. M., Bradley, B. H., & Busenitz, L. W. (2014). New venture teams: A review of the literature and roadmap for future research. ***Journal of Management***, 40(1), 226-255.  
doi:10.1177/0149206313493325



**Web of Science Highly Cited Paper**  
**(top 1% cited article in the field of business for the year published)**

17. Hmieleski, K. M., Corbett, A. C., & Baron, R. A. (2013). Entrepreneurs' improvisational behavior and firm performance: A study of dispositional and environmental moderators. ***Strategic Entrepreneurship Journal***, 7(2), 138-150.  
doi:10.1002/sej.1143

18. Hmieleski, K. M., Cole, M. S., & Baron, R. A. (2012). Shared authentic leadership and new venture performance. ***Journal of Management***, 38(5), 1476-1499.  
doi:10.1177/0149206311415419

19. Baron, R. A., Hmieleski, K. M., & Henry, R. A. (2012). Entrepreneurs' dispositional positive affect: The Potential benefits—and potential costs—of being “up”. ***Journal of Business Venturing***, 27(3), 310-324.  
doi:10.1016/j.jbusvent.2011.04.002

20. Baron, R. A., Tang, J., & Hmieleski, K. M. (2011). The downside of being ‘up’: Entrepreneurs' dispositional affect and firm performance. ***Strategic Entrepreneurship Journal***, 5(2), 101-119.  
doi:10.1002/sej.109

21. Carr, J. C., Haggard, S., Hmieleski, K. M., & 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.  
doi:10.1002/sej.90

22. Hmieleski, K. M., & Baron, R. A. (2009). Entrepreneurs' optimism and new venture performance: A social cognitive perspective. ***Academy of Management Journal***, 52(3), 473-488.  
doi:10.5465/AMJ.2009.41330755



**Web of Science Highly Cited Paper**  
**(top 1% cited article in the field of business for the year published)**

➤ Research highlighted in the *Wall Street Journal*:  
<https://www.wsj.com/articles/how-an-entrepreneur-s-passion-can-destroy-a-startup-1408912044>

23. Hmieleski, K. M., & Baron, R. A. (2008). Regulatory focus and new venture performance: A study of entrepreneurial opportunity exploitation under conditions of risk versus uncertainty. ***Strategic Entrepreneurship Journal***, 2(4), 285-299.  
doi:10.1002/sej.56

24. Hmieleski, K. M., & Corbett, A. C. (2008). The contrasting interaction effects of improvisational behavior with entrepreneurial self-efficacy on new venture performance and entrepreneur work satisfaction. ***Journal of Business Venturing***, 23(4), 482-496.  
doi:10.1016/j.jbusvent.2007.04.002

25. Hmieleski, K. M., & Baron, R. A. (2008). When does entrepreneurial self-efficacy enhance versus reduce firm performance? ***Strategic Entrepreneurship Journal***, 2(1), 57-72.  
doi:10.1002/sej.42

26. Wright, M., Hmieleski, K. M., Siegel, D., & Ensley, M. D. (2007). The role of human capital in technological entrepreneurship. ***Entrepreneurship Theory and Practice***, 31(6), 791-806.  
doi:10.1111/j.1540-6520.2007.00202.x

27. Hmieleski, K. M., & Ensley, M. D. (2007). A contextual examination of new venture performance: Entrepreneur leadership behavior, top management team heterogeneity and environmental dynamism. ***Journal of Organizational Behavior***, 28(7), 865-889.  
doi:10.1002/job.479

28. Corbett, A. C., & Hmieleski, K. M. (2007). The conflicting cognitions of corporate entrepreneurs. ***Entrepreneurship Theory and Practice***, 31(1), 103-121.  
doi:10.1111/j.1540-6520.2007.00165.x

29. Ensley, M. D., Hmieleski, K. M., & Pearce, C. L. (equal authorship, 2006). The importance of vertical and shared leadership within new venture top management

teams: Implications for the performance of startups. *The Leadership Quarterly*, 17(3), 217-231.  
doi:10.1016/j.leaqua.2006.02.002

30. Ensley, M. D., Pearce, C. L., & Hmieleski, K. M. (2006). The moderating effect of environmental dynamism on the relationship between entrepreneur leadership behavior and new venture performance. *Journal of Business Venturing*, 21(2), 243-263.  
doi:10.1016/j.jbusvent.2005.04.006
31. Hmieleski, K. M., & Corbett, A. C. (2006). Proclivity for improvisation as a predictor of entrepreneurial intentions. *Journal of Small Business Management*, 44(1), 45-63.  
doi:10.1111/j.1540-627X.2006.00153.x
32. Ensley, M. D., & Hmieleski, K. M. (equal authorship, 2005). A comparative study of new venture top management team composition, dynamics and performance between university-based and independent start-ups. *Research Policy*, 34(7), 1091-1105.  
doi:10.1016/j.respol.2005.05.008

#### CITATIONS OF REFEREED JOURNAL PUBLICATIONS AND SCHOLARLY IMPACT

| <i>Index</i>   | <i>Total citations</i> | <i>h-index</i> |
|----------------|------------------------|----------------|
| Web of Science | 6,094                  | 25             |
| Scopus         | 5,597                  | 22             |
| Google Scholar | 14,022                 | 31             |

Percent of publications in Financial Times Top 50 Business Journals: **78.1%**

Percent of publications among the top 25% cited documents worldwide: **84.6%**

Percent of publications in top 25% most impactful journals by CiteScore: **100%**

IQp score = **134.47**

| <b>Category</b>                   | <b>Approximate IQp</b> |
|-----------------------------------|------------------------|
| Tenured professor                 | 5                      |
| Full professor                    | 8 - 10                 |
| Chaired professor                 | > 10                   |
| Substantial impact on field       | > 15                   |
| Very important influence on field | > 20                   |
| A great scholar                   | > 40                   |
| Nobel prize territory             | > 60                   |
| Towering figure                   | > 80                   |
| <b>True colossus status</b>       | <b>&gt; 100</b>        |

IQp scores take into account a scholar's total impact and also corrects for field-specific citation rates, scholarly productivity, and scientific age (i.e., amount of time in the field).

For further reference, see: Antonakis, J., & Lalive, R. (2008). Quantifying scholarly impact: IQp versus the Hirsch h. *Journal of the American Society for Information Science and Technology*, 59(6), 956–969.

## BOOK CHAPTERS

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1. Hmieleski, K. M. (2024). The role of human agency in entrepreneurship. In D. D. Bergh (Ed.), *Oxford Research Encyclopedia of Business and Management*. New York: Oxford University Press.  
doi: 10.1093/acrefore/9780190224851.013.452
2. Baron, R. A., & Hmieleski, K. M. (2019). An intentions-based model of entrepreneurs' prosocial behavior: Why entrepreneurs may be exceptionally generous. In J. J. Reuer, & S. F. Matusik (Eds.), *The Oxford Handbook of Entrepreneurship and Collaboration* (pp. 705-730). New York: Oxford University Press.  
doi: 10.1093/oxfordhnb/9780190633899.013.2
3. Hancock, B., Hmieleski, K., & Smilor, R. (2014). Honoring the entrepreneurial journey: A strengths-based approach to the undergraduate entrepreneurship program at TCU. In M. H. Morris (Ed.), *Annals of Entrepreneurship Education and Pedagogy* (pp. 332-343). Northampton, MA: Edward Elgar Publishing.  
doi: 10.4337/9781783471454.00026

## BEST PAPER PROCEEDINGS

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1. Hmieleski, K. M. (2023). A contingency examination of the relationship between entrepreneur dark tetrad personality characteristics and new venture performance. In W. D. Bygrave, et al. (Eds.), *Frontiers of Entrepreneurship Research*. Babson Park, MA: Babson College.
2. Hmieleski, K. M., & Cole, M. S. (2017). The interacting effects of environment uncertainty, shared humor and entrepreneurial team-efficacy. In G. Atinc (Ed.), *Academy of Management Best Paper Proceedings*.
3. Hmieleski, K. M., Cole, M. S., & Baron, R. A. (2010). Linking shared authentic leadership to firm performance: A study of new venture top management teams. In W. D. Bygrave, et al. (Eds.), *Frontiers of Entrepreneurship Research*. Babson Park, MA: Babson College.
4. Hmieleski, K. M. (2009). Entrepreneur improvisational behavior and new venture performance: A social cognitive perspective. In W. D. Bygrave, et al. (Eds.), *Frontiers of Entrepreneurship Research*. Babson Park, MA: Babson College.



5. Hmieleski, K. M., & Carr, J. C. (2008). The relationship between entrepreneur psychological capital and new venture performance. In W. D. Bygrave, et al. (Eds.), ***Frontiers of Entrepreneurship Research***. Babson Park, MA: Babson College.
6. Hmieleski, K. M., & Carr, J. C. (2007). The relationship between entrepreneur psychological capital and well-being. In W. D. Bygrave, et al. (Eds.), ***Frontiers of Entrepreneurship Research***. Babson Park, MA: Babson College.
7. Hmieleski K. M., & Ensley, M.D. (2007). The effects of entrepreneur abusive supervision. In G. T. Solomon (Ed.), ***Academy of Management Best Paper Proceedings***.
8. Hmieleski K. M. (2007). A contextual study of entrepreneur dispositional optimism. In G. T. Solomon (Ed.), ***Academy of Management Best Paper Proceedings***.
9. Hmieleski, K. M., Baron, R. A., & Ensley, M. D. (2006). Optimism and environmental uncertainty: Implications for entrepreneurial performance. In W. D. Bygrave, et al. (Eds.), ***Frontiers of Entrepreneurship Research***. Babson Park, MA: Babson College.
10. Corbett, A. C., & Hmieleski, K. M. (2005). How corporate entrepreneurs think: Cognition, context, and entrepreneurial scripts. In K. M. Weaver (Ed.), ***Academy of Management Best Paper Proceedings***.
11. Hmieleski, K. M., & Ensley, M. D. (2004). An investigation of improvisation as a strategy for exploiting dynamic opportunities. In W. D. Bygrave et al. (Eds.), ***Frontiers of Entrepreneurship Research***. Babson Park, MA: Babson College (pp. 596-604).
12. Hmieleski, K. M., & Corbett, A. C. (2003). Improvisation as a framework for investigating entrepreneurial action. In D. H. Nagao (Ed.), ***Academy of Management Best Paper Proceedings*** (pp. F1-F6).

## REFEREED CONFERENCE PRESENTATIONS

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1. Hmieleski, K. M., Tenhiälä, A., Burkert, S., Ma, B., & Partanen, J. P. (2025). ***Cognitive ability and psychopathy in founder versus professional CEO leadership***. Paper presented at the Academy of Management (AoM) Conference in Copenhagen, Denmark.
2. Hmieleski, K. M. (2025). ***The contingent relationships between founding CEO dark characteristics and new venture growth***. Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Wellesley, MA.
3. Fultz, A. E. F., Jiang, D., Hmieleski, K. M., & Kellermanns, F. (2025). ***Unlocking serendipity in family versus non-family ventures: The roles of resource***

**reconfiguration and slack.** Presented at the Theories of Family Enterprise (TOFE) Conference in Florence, Italy.

4. Fultz, A. E. F., & Hmieleski, K. M. (2024). ***The effects of monochronicity on serendipity and firm innovation performance in dynamic industry environments.*** Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Munich, Germany.
5. Hmieleski, K. M. (2023). ***A contingency examination of the relationship between entrepreneur dark tetrad personality characteristics and new venture performance.*** Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Knoxville, TN.
6. Oo, P., Allison, T. H., & Hmieleski, K. M. (2022). ***An examination of fraudulent versus non-fraudulent crowdfunding campaign success.*** Paper presentation at the Babson College Entrepreneurship Research Conference (BCERC) in Waco, TX.
7. Creek, S., Allison, T. H., Sahaym, A., Hmieleski, K. M., Maurer, J., & Oo, P. (2020). ***Dark triad rhetoric in crowdfunding: A comparison of rewards-based and equity campaigns.*** Paper presentation at the Babson College Entrepreneurship Research Conference (BCERC). (Cancelled due to COVID-19)
8. Creek, S., Allison, T. H., Sahaym, A., Hmieleski, K. M., & Maurer, J. (2019). ***The dark triad and entrepreneurial crowdfunding: A comparison of rewards-based vs equity campaigns.*** Paper presented at the Academy of Management (AoM) Conference in Boston, MA.
9. Hmieleski, K. M. (2018). ***Crazy Like a Fox: The Adaptive Nature of the Dark Triad Personality Characteristics in the New Venture Development Process.*** Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Waterford, Ireland.
10. Fultz, A. E. F., Hmieleski, K. M., & Baker, T. (2017). ***The Day of Small Beginnings: Entrepreneurial Bricolage as a Source of Dynamic Capabilities in Young Firms.*** Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Norman, OK.
11. Hmieleski, K. M., & Cole, M. S. (2017). ***The Interacting Effects of Environment Uncertainty, Shared Humor and Entrepreneurial Team-Efficacy.*** Paper presented at the Academy of Management (AoM) Conference in Atlanta, GA.
12. Hmieleski, K. M., & Powell, E. E. (2016). ***The Microfoundations of Science Commercialization.*** Paper presented at the Academy of Management (AoM) Conference in Anaheim, CA.
13. Hmieleski, K. M. (2016). ***The Interaction between Sex and Virtues: Implications for Entrepreneurial Outcomes.*** Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Bodø, Norway.

14. Baron, R. A., & Hmieleski, K. M. (2015). ***Why Do Entrepreneurs Engage in Prosocial Behavior?*** Paper presented at the Academy of Management (AoM) Conference in Vancouver, BC, Canada.
15. Hmieleski, K. M. (2015). ***How Are New Venture Teams Able To Effectively Cope With Uncertainty?*** Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Wellesley, MA.
16. Carr, J. C., & Hmieleski, K. M. (2014). ***Work-Family Conflict and Work Tension among Family- and Non-Family Businesses.*** Paper presented at the Southern Management Association (SMA) Conference in Savanna, GA.
17. Hmieleski, K. M., Baron, R. A., & Carr, J. C. (2014). ***The Differential Value of Entrepreneurs' Intangible Resources in Environmental Contexts of Discovery versus Creation.*** Paper presented at the Academy of Management (AoM) Conference in Philadelphia, PA.
18. Hmieleski, K. M., & Lerner, D. A. (2013). ***The Dark Triad: Narcissism, Psychopathy, and Machiavellianism as Predictors of Entrepreneurial entry.*** Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Lyon, France.
19. Baron, R. A., Hmieleski, K. M., Fox, C., & Casper, C. (2012). ***Self-Regulation and Adoption of High Risk Strategies by Entrepreneurs: Self-Control and Metacognition.*** Paper presented at the Academy of Management (AoM) Conference in Boston, MA.
20. Hmieleski, K. M., Baron, R. A., and Carr, J. C. (2011). ***How Entrepreneurs Withstand Work-Family Conflict: The Buffering Role of Psychological Capital.*** Paper presented at the Academy of Management (AoM) Conference in San Antonio, TX.
21. Baron, R. A., Fox, C., Casper, W. C., & Hmieleski, K. M. (2011). ***Entrepreneurs' Self-Regulatory Processes and New Venture Strategy.*** Paper presented at the Academy of Management (AoM) Conference in San Antonio, TX.
22. Hmieleski, K. M., Carr, J. C., & Baron, R. A. (2011). ***How Do Entrepreneurs Capitalize on Environmental Dynamism to Develop Their New Ventures? The Role of Human, Social, and Psychological Capital.*** Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Syracuse, NY.
23. Baron, R. A., Tang, J., & Hmieleski, K. M. (2010). ***Entrepreneurs' Dispositional Positive Affect and Firm Performance: "Too Much of a Good Thing?"*** Paper presented at the Academy of Management (AoM) Conference in Montreal, Canada.
24. Hmieleski, K. M., Cole, M. S., & Tepper, B. J. (2010). ***New Venture Top Management Team Intra-Group Abusive Behavior and Firm Performance: A Moderated***

**Mediation Study.** Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Lausanne, Switzerland.

25. Hmieleski, K. M., Cole, M. S., & Baron, R. A. (2010). **Linking Shared Authentic Leadership to Firm Performance: A study of New Venture Top Management Teams.** Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Lausanne, Switzerland.
26. Hmieleski, K. M., Cole, M. S., & Tepper, B. J. (2009). **Abusive Behavior within New Venture Top Management Teams.** Paper presented at the Academy of Management (AoM) Conference in Chicago, IL.
27. Hmieleski, K. M. (2009). **Entrepreneur Improvisational Behavior and New Venture Performance: A Social Cognitive Perspective.** Paper presented at the 29th annual Babson College Entrepreneurship Research Conference (BCERC) in Babson Park, MA.
28. Hmieleski, K. M., & Carr, J. C. (2009). **The Relationship between Work-Family Conflict and Psychological Outcomes for Family and Non-Family Businesses.** Paper presented at the 29th annual Babson College Entrepreneurship Research Conference (BCERC) in Babson Park, MA.
29. Hmieleski, K. M., & Carr, J. C. (2008). **The Attenuating Role of Entrepreneurs' Psychological Capital on the Effects of Work-Family Conflict.** Paper presented at the Academy of Management (AoM) Conference in Anaheim, CA.
30. Hmieleski, K. M. (2008). **Sex Differences in Entrepreneur Signature Strengths.** Paper presented at the 28th annual Babson College Entrepreneurship Research Conference (BCERC) in Chapel Hill, NC.
31. Hmieleski, K. M., & Carr, J. C. (2008). **The Relationship between Entrepreneur Psychological Capital and New Venture Performance.** Paper presented at the 28th annual Babson College Entrepreneurship Research Conference (BCERC) in Chapel Hill, NC.
32. Hmieleski, K. M., & Ensley, M.D. (2007). **The Effects of Entrepreneur Abusive Supervision.** Paper presented at the Academy of Management (AoM) Conference in Philadelphia, PA.
33. Hmieleski, K. M. (2007). **A Contextual Study of Entrepreneur Dispositional Optimism.** Paper presented at the Academy of Management (AoM) Conference in Philadelphia, PA.
34. Hmieleski, K. M., & Carr, J. C. (2007). **The Relationship between Entrepreneur Psychological Capital and Well-Being.** Paper presented at the 27th annual Babson College Entrepreneurship Research Conference (BCERC) in Madrid, Spain.

35. Hmieleski, K. M., & Corbett, A. C. (2006). ***A Study of Entrepreneur Improvisational Behavior: Implications for Performance and Satisfaction***. Paper presented at the Academy of Management (AoM) Conference in Atlanta, GA.
36. Hmieleski, K. M., Baron, R. A., & Ensley, M. D. (2006). ***An Empirical Investigation of the Positive versus Negative Effects of Entrepreneurial Self-Efficacy***. Paper presented at the Academy of Management (AoM) Conference in Atlanta, GA.
37. Hmieleski, K. M., & Baron, R. A. (2006). ***Optimism and environmental uncertainty: Implications for entrepreneurial performance and satisfaction***. Paper to be presented at the 26th annual Babson College Entrepreneurship Research Conference (BCERC) in Bloomington, IN.
38. Hmieleski, K. M., & Ensley, M. D. (2005). ***An Upper-Echelons Theory Approach to the Emergence of Organizational Learning in Nascent Firms***. Paper presented at the Academy of Management (AoM) Conference in Honolulu, Hawaii.
39. Corbett, A. C., & Hmieleski, K. M. (2005). ***How Corporate Entrepreneurs Think: Cognition, Context, and Entrepreneurial Scripts***. Paper presented at the Academy of Management (AoM) Conference in Honolulu, Hawaii.
40. Bird, B. J., Honig, B., Fiet, J., Frese, M., & Hmieleski, K. M. (2005). ***Learning Entrepreneurship***. Workshop presented at the Academy of Management (AoM) Conference in Honolulu, Hawaii.
41. Hmieleski, K. M., & Kalsher, M. J. (2005). ***Beyond Wealth Creation: The Value of Entrepreneurship in an Evolving Civilization***. Paper presented at the 25th annual Babson Kauffman Entrepreneurship Research Conference (BKERC) in Babson Park, MA.
42. Ensley, M. D., Hmieleski, K. M., & Baron, R. A. (2005). ***Positive Emotion as a Moderator of the Linkage between Positive Emotion and Complexity of Opportunity Prototypes***. Paper presented at the 25th annual Babson Kauffman Entrepreneurship Research Conference (BKERC) in Babson Park, MA.
43. Hmieleski, K. M., & Ensley, M. D. (2004). ***A Regulatory Model of Learning in New Ventures***. Paper presented at the Southern Management Association (SMA) Conference in San Antonio, TX.
44. Ensley, M. D., & Hmieleski, K. M. (2004). ***A Comparative Study of New Venture Top Management Team Composition, Dynamics and Performance between University-Affiliated and Non-University-Affiliated Startups***. Paper presented at the Technology Transfer Society's 26<sup>th</sup> Annual Conference in Albany, NY.
45. Hmieleski, K. M., Ensley, M. D., & Pearce, C. L. (2004). ***The Differential Effectiveness of Directive and Empowering Entrepreneur Leadership Behavior in New Ventures***. Paper presented at the Academy of Management (AoM) Conference in New Orleans, LA.

46. Hmieleski, K. M., & Ensley, M. D. (2004). ***An Investigation of Improvisation as a Strategy for Exploiting Dynamic Opportunities***. Paper presented at the 24th annual Babson Kauffman Entrepreneurship Research Conference (BKERC) in Glasgow, Scotland.
47. Hmieleski, K. M., & Ensley, M. D. (2004). ***An Investigation of the Linkage Between Entrepreneur Intelligence and New Venture Performance***. Paper presented at the 24th annual Babson Kauffman Entrepreneurship Research Conference (BKERC) in Glasgow, Scotland.
48. Gregoire, D., McMullen, J., Brigham, K., Haynie, M., & Hmieleski, K. (2004). ***Drawing the Implications of Cognition Research for Entrepreneurship Education***. Presentation at the United States Association of Small Business and Entrepreneurship (USASBE) Conference in Dallas, TX.
49. Ensley, M. D., Pearce, C. L., & Hmieleski, K. M. (2003). ***The Moderating Effect of Environmental Dynamism on the Relationship Between Entrepreneur Leader Behavior and New Venture Performance***. Paper presented at the Lally-Darden Entrepreneurship Scholars' Retreat in Rensselaerville, NY.
50. Hmieleski, K. M., & Corbett, A. C. (2003). ***Improvisation as a Framework for Investigating Entrepreneurial Action***. Paper presented at the Academy of Management (AoM) Conference in Seattle, WA.
51. Hmieleski, K. M., & Corbett, A. C. (2003). ***The Entrepreneurial Mindset: A Proclivity for Improvisation***. Paper presented at the 23rd annual Babson Kauffman Entrepreneurship Research (BKERC) Conference in Babson Park, MA.
52. Hmieleski, K. M., Traver, H. A., & Kalsher, M. J. (2003). ***Teaching and Learning Styles in Training and Development***. Paper presented at the 18th annual Society for Industrial and Organizational Psychology (SIOP) Conference in Orlando, FL.
53. Hmieleski, K. M. (2002). ***Suggestions for Investigating Improvisational Decision Making of Entrepreneurs***. Paper presented at the 23rd Annual Industrial Organizational Psychology and Organizational Behavior Conference, Tampa, FL.
54. Crawford, R., & Hmieleski, K. M. (2001). ***Interactions Between Continuous Variables***. Paper presented at the Southern Management Association (SMA) Conference in New Orleans, LA.
55. Hmieleski, K. M. (2001). ***An Investigation of Teaching Styles and Learning Styles in a Collaborative Technology-based Classroom***. Paper presented at the 22<sup>nd</sup> Annual Industrial Organizational Psychology and Organizational Behavior Conference in College Station, PA.

56. Traver, H. A., Kalsher, M. J., Cummings, K., & Hmielecki, K. M. (2000). ***An Evaluation of Interactive Studio Physics***. Paper presented at ED-MEDIA Conference in Montreal, Canada.

## INVITED PRESENTATIONS

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Babson College  
Baylor University  
Brown University  
Drexel University  
IE Business School  
Iowa State University  
Jilin University  
London School of Economics  
Nankai University  
National University of Singapore  
North Carolina State University  
Oklahoma State University  
Queensland University of Technology  
Rensselaer Polytechnic Institute  
Tianjin University  
University of Alabama  
University of Cape Town  
University of Central Florida  
University of Cincinnati  
University of Denver  
University of Georgia  
University of Texas—Arlington  
Wake Forest University  
Washington State University

## RESEARCH INTERESTS

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*The psychology of entrepreneurship, including the following:*

1. Human agency
2. Leadership and influence behavior
3. Improvisation
4. Virtues and character strengths
5. The dark triad/tetrad
6. New venture teams

## TEACHING EXPERIENCE

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### Texas Christian University

| <i>Undergraduate Courses</i>   | <i>Average Instructor Rating*</i> |
|--|-----------------------------------|
| ENTR 30533 Entrepreneurial Opportunity Recognition<br>Number of Sections = 32; Average # of Students = 27  | 3.7/4.0                           |
| MANA 30533 Introduction to Entrepreneurship<br>Number of Sections = 2; Average # of Students = 27          | 3.9/4.0                           |
| MANA 40143 New Venture Planning<br>Number of Sections = 2; Average # of Students = 36                      | 3.7/4.0                           |
| MANA 20970 Invention, Innovation, & Entrepreneurship<br>Number of Sections = 2; Average # of Students = 17 | 4.0/4.0                           |

| <i>Graduate Courses</i>  | <i>Average Instructor Rating*</i> |
|--|-----------------------------------|
| ENTR 70513 Venture Ideas<br>Number of Sections = 6; Average # of Students = 15                           | 3.6/4.0                           |
| MANA 70970 Entrepreneurial Opportunity Recognition<br>Number of Sections = 2; Average # of Students = 12 | 3.7/4.0                           |

\*Course rating: "The instructor did a good job with this course." (1 = Strongly Disagree; 4 = Strongly Agree)

## ADVISORY BOARD MEMBERSHIP

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CNBC Disruptor 50 Advisory Council (Founding Member), 2017-present

Frontiers of Entrepreneurship Research (FER), 2018- 2021



Cleantech Open, Academic/Research Advisor, 2014-2015

The Sustainability, Ethics and Entrepreneurship (SEE) Conference, 2013-2014

#### EDITORIAL REVIEW BOARD MEMBERSHIP

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*Academy of Management Journal (AMJ)*, 2013-present

*Journal of Management (JOM)*, 2017-present

*Journal of Business Venturing (JBV)*, 2009-present

*Strategic Entrepreneurship Journal (SEJ)*, 2009-present

*Entrepreneurship Theory and Practice (ETP)*, 2011-2021

*Journal of Management Studies (JMS)*, 2009-2014

#### AD HOC REVIEWING EXPERIENCE

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*Administrative Science Quarterly (ASQ)*

*Strategic Management Journal (SMJ)*

*Journal of Applied Psychology (JAP)*

*Management Science (MS)*

*Organization Science (OS)*

*Organizational Behavior and Human Decision Processes (OBHDP)*

*Personnel Psychology (PP)*

*Journal of Organizational Behavior (JOB)*

*Research Policy (RP)*

*Academy of Management Perspectives (AMP)*

*Sloan Management Review*

*Current Directions in Psychological Science (CDPS)*

*Journal of Technology Transfer (JTT)*

*Small Business Economics (SBE)*

*Asian Pacific Journal of Management (APJM)*

*Journal of Managerial Psychology (JMP)*

*International Journal of Management Reviews (IJMR)*

Academy of Management (AOM)

Babson College Entrepreneurship Research Conference (BCERC)

The Sustainability, Ethics and Entrepreneurship (SEE) Conference

## HONORS AND AWARDS

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- 2025 Theories of Family Enterprise (TOFE) Conference Daniel T. Holt Best Paper Award
- 2025 United States Association for Small Business and Entrepreneurship (USASBE) Award for National Model Undergraduate Entrepreneurship Program (prepared and presented winning nomination packet with Rodney D'Souza)
- 2024 Rated by the annual update to the Stanford research study as being among the top-1% most impactful scientists in the world
- 2024 Best reviewer award for *Academy of Management Journal*
- 2024 *Education Digital Marketing* award for scripting and co-producing video on TCU's purpose-driven entrepreneurship program
- 2023 Rated by the annual update to the Stanford research study as being among the top-1% most impactful scientists in the world
- 2023 Chair of competitive research paper submissions for the United States Association for Small Business and Entrepreneurship (USASBE) conference
- 2022 Rhodes (Neeley School of Business) Professor of the Year Award
- 2021 Finalist for *Journal of Management* impact award, granted for the most influential article published in 2016
- 2020 Nominee for the Wassenich Award for mentoring in the TCU community
- 2019 Member of *Academy of Management Journal* best paper award committee
- 2018 Best reviewer award for *Academy of Management Journal*
- 2018 Member of *Academy of Management Journal* best paper award committee

- 2017 Entrepreneurship Researcher of the Year Award, Oklahoma State University Riata Center for Entrepreneurship
- 2017 Finalist for *Journal of Management* impact award, granted for the most influential article published in 2012
- 2017 Best reviewer award for *Academy of Management Journal*
- 2017 Best reviewer award for *Academy of Management Perspectives*
- 2016 Finalist for Neeley School of Business Alumni Professor of the Year
- 2015 Lead author of the sixth most cited article in the field of entrepreneurship according to the Greif Entrepreneurship 5-Year Research Impact Award Rankings (based on articles published in 2009 that were cited in the Social Science Citation Index during the period of 2010-2014)
- 2014 Placed three first-authored articles among the top 75 most cited articles in the field of entrepreneurship according to the Greif Entrepreneurship 5-Year Research Impact Award Rankings (based on articles published in 2008 that were cited in the Social Science Citation Index during the period of 2009-2013)
- 2014 Best reviewer award for *Journal of Business Venturing*
- 2013 Co-chair of the Academy of Management (AOM) Entrepreneurship Division Doctoral Consortium
- 2013 Visiting Research Fellow, Babson College
- 2012 Co-Chair of the Academy of Management (AOM) Entrepreneurship Division Doctoral Consortium
- 2012 Co-Director of the Babson College Entrepreneurship Research Conference (BCERC) and Doctoral Consortium, co-sponsored by the Neeley School of Business at Texas Christian University
- 2011 Best reviewer award for *Journal of Business Venturing*
- 2011 Teaching award for best undergraduate course (elective or major), Neeley School of Business at Texas Christian University
- 2011 United States Association for Small Business and Entrepreneurship (USASBE) Award for National Model Entrepreneurship Program (prepared and presented winning nomination packet with Brad Hancock and Ray Smilor)
- 2010 National Federation of Independent Business (NFIB) Award for excellence in research, awarded at the Babson College Entrepreneurship Research Conference (BCERC) for best paper on the general topic of entrepreneurship (w/Michael Cole and Robert Baron)

- 2010 Brown International Advanced Research Institute (BIARI) on Technology Entrepreneurship and Management, Senior Scholar
- 2009 National Federation of Independent Business (NFIB) Award for excellence in research, awarded at the Babson College Entrepreneurship Research Conference (BCERC) for best paper on the general topic of entrepreneurship (sole authored)
- 2009 Author of exemplar entrepreneurship research article published in *Academy of Management Journal* – University of Connecticut Entrepreneurship Research Exemplars Conference
- 2007 Foundation for Entrepreneurial Excellence Award for being one of the Top 10 Entrepreneurship Educators in the Nation for 2007 (student nominated award)
- 2007 Top 5 most downloaded article published in *Entrepreneurship Theory and Practice* for the year of 2007
- 2007 Finalist for AoM Entrepreneurship Division Best Empirical Paper Award
- 2006 Best reviewer award for *Journal of Business Venturing*
- 2006 Top instructor ratings of any faculty member at Texas Christian University for the year of 2006
- 2005 Rensselaer's Del and Edith Karger (1978) Award for Best Dissertation in Management
- 2005 AoM Entrepreneurship Division Award for Best Overall Reviewer within the Division (first of annual award given to the division's best overall reviewer)
- 2005 AoM Entrepreneurship Division Best Reviewer Award (awarded annually to the division's top 25 reviewers)
- 2005 Finalist for AoM Entrepreneurship Division Best Conceptual Paper Award
- 2004 AoM Entrepreneurship Division Best Reviewer Award (awarded annually to the division's top 25 reviewers)
- 2003 Finalist for AoM Entrepreneurship Division Best Conceptual Paper Award
- 2001 Finalist for Lyman Porter Award, AoM Organizational Behavior Division

## PROFESSIONAL AFFILIATIONS

Academy of Management (AOM) – Entrepreneurship Division

Academy of Management (AOM) – Organizational Behavior Division

United States Association for Small Business & Entrepreneurship (USASBE)

Strategic Management Society (SMS)

#### OTHER ACADEMIC EXPERIENCE

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|           |   |
|-----------|---|
| 2004-2005 | <i>Graduate Assistant</i> , Severino Center for Technological Entrepreneurship, Lally School of Management & Technology, Rensselaer Polytechnic Institute |
| 2004-2005 | <i>Instructor</i> , Lally School of Management & Technology, Rensselaer Polytechnic Institute   |
| 2002-2004 | <i>Graduate Assistant</i> , Lally School of Management & Technology, Rensselaer Polytechnic Institute   |
| 2001-2003 | <i>Facilitator</i> , Lally School of Management & Technology Executive Programs, Rensselaer Polytechnic Institute   |
| 2001-2002 | <i>Instructor</i> , Department of Cognitive Science, Rensselaer Polytechnic Institute   |
| 1998-2002 | <i>Associate Director</i> , Interactive and Distance Education Assessment (IDEA) Laboratory, Rensselaer Polytechnic Institute                             |
| 2000-2001 | <i>eBusiness Graduate Assistant</i> , Lally School of Management & Technology, Rensselaer Polytechnic Institute   |

#### STARTUP EXPERIENCE

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|           |   |
|-----------|---|
| 1999-2000 | <i>Co-founder &amp; Director of Instructional Technology and Training</i> , Interactive Online Training and Assessment (IOTA) Solutions |
|-----------|---|