

**Jill R. Kickul, Ph.D.**  
**Professor, Lloyd Greif Center for Entrepreneurial Studies**  
**Acting Director, USC Marshall Brittingham Social Enterprise Lab**  
**Academic Director, Master of Science in Social Entrepreneurship**  
**Narayan Research Director, Brittingham Social Enterprise Lab**  
**Marshall School of Business**  
**University of Southern California**

### PROFESSIONAL EXPERIENCE

- New York University, Stern School of Business** 2008-2016  
Director, NYU-Stern Program in Social Entrepreneurship  
Professor, Business and Society Program Area  
Academic Advisor, Social Innovation and Impact Specialization
- Miami University, Richard A. Forsythe Chair in Entrepreneurship** 2006-2008  
Thomas C. Page Center for Entrepreneurship  
Professor of Management, Richard T. Farmer School of Business
- Simmons College, Elizabeth J. McCandless Professor of Entrepreneurship** 2003-2006  
MBA Certificate in Entrepreneurship, Designed and Implemented Program:
- *2005 Coleman Foundation Teaching Entrepreneurship Award Grant*
  - *Top 10 Innovative Programs for Entrepreneurs, Fortune Small Business, 2006*
  - *Top 20 Graduate Entrepreneurship Programs (Entrepreneur Magazine/Princeton Review).*
- DePaul University, Associate Professor of Management** 1998-2003  
The Charles H. Kellstadt Graduate School of Business  
Coleman Entrepreneurship Center  
Center for Creativity and Innovation

### HONORS/AWARDS

**2022 Dedication to Entrepreneurship Award given by the Academy of Management Entrepreneurship Division.** This award recognizes long-term contributions to the research, teaching, or practice of entrepreneurship as well as the growth, visibility, and effectiveness of the Entrepreneurship Division.

**2021 United States Association for Small Business and Entrepreneurship (USASBE) Conference Best Empirical Paper Award.** "In Other Words: Exploring Gender Bias in Top Collegiate Entrepreneurship Programs." With Colleen C. Robb, Daniel Veidlinger, Mark D. Griffiths, and Diana Hechavarria.

**2016 United States Association for Small Business and Entrepreneurship (USASBE) Entrepreneurship Educator of the Year Award.** The Entrepreneurship Educator of the Year is given to an individual who has provided distinguished leadership over a number of years within the field of entrepreneurship education. Winners have contributed substantive advancements to the way in which scholars think about and approach entrepreneurship teaching and learning.

**2011 Distinguished Social Entrepreneurship Award.** From the Kelly School of Business, Johnson Center for Entrepreneurship & Innovation and Institute for Social Impact at Indiana University. This award honors an individual who has made a significant impact on the landscape of social entrepreneurship in terms of teaching, research, and service to the profession.

**2010 Outstanding Paper Award, Literati Network Awards for Excellence.** Griffiths, M., Gundry, L., Kickul, J., & Munoz-Fernandez, A. (2009). Innovation Ecology as a Precursor to Entrepreneurial Growth: A Cross-Country Empirical Investigation. Journal of Small Business and Enterprise Development. 16:3, 375-390.

**Internationalizing Entrepreneurship Education and Training Conference 2007 – Best Paper Award.** Kickul, J., Gundry, L., Barbosa, S., & Simms, S. (2007). One Style Does Not Fit All: The Role of Cognitive Style in Entrepreneurship Education. Presented at Internationalizing Entrepreneurship Education and Training Conference (IntEnt).

**Michael J. Driver Regional Best Paper Award.** Wilson, F., Bourne, K., Kickul, J., & Lester, S. (2006). One plus one equals three: Understanding the benefits of a dual-centric view of work and family. Presented at the 49<sup>th</sup> Annual Conference of the Midwest Academy of Management, Louisville, KY.

**Coleman Foundation Best Empirical Paper Award.** Kickul, J., & D’Intino, B. (2004). Measure for Measure: Modeling Entrepreneurial Self-Efficacy onto Instrumental Tasks Within the New Venture Creation Process. United States Association Small Business and Entrepreneurship Conference.

**Best Entrepreneurship Education Paper Award (“John Jack” Award).** Wilson, F., Marlino, D., & Kickul, J. (2004). Our Entrepreneurial Future: Examining The Diverse Attitudes and Motivations of Teens across gender and ethnic identity. United States Association Small Business and Entrepreneurship Conference. Also Featured in the Journal of Developmental Entrepreneurship.

Kickul, J. (2003). Pathways to New Business Opportunities: Innovations and Strategies for the Entrepreneurial Classroom. Presented at the Internationalizing Entrepreneurship Education and Training conference (Runner-up for Best Paper). Invited Chapter on Global Entrepreneurship Education (2004).

**2001 Cason Hall & Company Publishers Best Paper Award.** Title: Psychological Contracts in the 21<sup>st</sup> Century: An Examination of What Employees Value Most and How Well Organizations are Responding to These Expectations.

**2000 Management Department Teaching Innovation and Assessment Award.** Title: Stimulating Collaboration Among Current and Future Entrepreneurs: New Innovations and Assessment Tools for the Classroom.

**Best Paper Award** at the Midwest Division of the Academy of Management 42<sup>nd</sup> Annual Meeting, Lincoln, NE. Paper: Retaliation in the workplace: Do psychological contract breach and organizational injustices predict anticitizenship behavior? April, 1999.

**Honorable Mention:** Innovation in Entrepreneurship Pedagogy Award, Academy of Management Entrepreneurship Division and McGraw Hill Irwin. Proposal: Harnessing Entrepreneurial Potential Through Technological Innovations: Stimulating Collaboration Among Current and Future Entrepreneurs, August 1999.

## PUBLICATIONS:

Mitra, P., Janssen, F., Hermans, J. & Kickul, J. (2022). Social entrepreneurial crowdfunding: Influence of the type of rewards and of prosocial motivation on the crowds' willingness to contribute. *Entrepreneurship & Regional Development*, 34(9-10):1001-1024.

Naimi, A., Arenas, D., Kickul, J. and Awan, S. (2022). Too emotional to succeed: entrepreneurial narratives in a prosocial setting. *International Journal of Entrepreneurial Behavior & Research*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/IJEER-11-2020-0800>.

Kickul, J., Griffiths, M.D., Robb, C.C., & Gundry, L. (2021). All for one? The Paycheck Protection Program Distribution Disparity. *Journal of Entrepreneurship and Public Policy*. Ahead of Print: <https://doi.org/10.1108/JEPP-03-2021-0027>.

Kickul, J., Mitra, P., Weaver, L., Orr, J. & Winkler, C. (2021). *Special Issue on Social Entrepreneurship Education*. *Entrepreneurship Education & Pedagogy*.

Kickul, J., Mitra, P. & Robb, C. (2021). "Helper Networks and Crowdfunding: Mobilizing Social Entrepreneurship," Volume 5 of the *Business and Society 360 series on Social Entrepreneurship*.

Ouimette, M., Chowdhury, I., & Kickul, J. (2021). Social Entrepreneurship and Nonprofit Management: Managing Institutional Complexity. Volume 5 of the *Business and Society 360 series on Social Entrepreneurship*.

Kickul, J., & Lyons, T. (2020, 3rd Edition). *Understanding Social Entrepreneurship: The Relentless Pursuit of Mission in an Ever-Changing World*. Routledge Publishing. *Leading textbook in social entrepreneurship education, adopted by over 100 universities*.

Kickul, J., Orr, J., Gundry, L & Griffiths, M. (2019). Integrating Social Entrepreneurship Within Management Education: An Interview with Jeffrey Robinson and Tyler Wry, *Academy of Management Learning and Education Journal*, 18:1, 112-113.

Mitra, P., Kickul, J., Gundry, L., & Orr, J. (2019). *The Rise of Hybrids: A Note for Social Entrepreneurship Educators*. *International Review of Entrepreneurship*, Volume 17, Issue 2.

Kickul, J., Griffiths, M., & Titus, M. (2019). *Responsible innovation within the healthcare sector: digital therapeutics and WellStart Health* (Chapter 14) in Iakovleva, T. Oftedal, E. and Bessant J. (eds) *Responsible Innovation in Digital Health: Empowering the Patient*, Edward Elgar Publisher.

Kickul, J., Gundry, L., Mitra, P., & Bercot, L. (2018). Designing with Purpose: Advocating Innovation, Impact, Sustainability, and Scale in Social Entrepreneurship Education. *Entrepreneurship Education and Pedagogy*, Vol. 1, Issue 2.

Kickul, J., Gundry, L., Orr, J., & Griffiths, M. (2018). 26. Breaking with tradition: adopting a blended value approach for the entrepreneurship classroom. *Annals of Entrepreneurship Education and Pedagogy*, 339.

Mitra, P., Hermans, J., Janssen, F., & Kickul, J. R. (2019, July). Social Entrepreneurship and Crowdfunding: The Importance of Rewards and Prosocial Motivation. In *Academy of Management Proceedings* (Vol. 2019, No. 1, p. 18159). Briarcliff Manor, NY: Academy of Management.

Orr, J., Kickul, J., Gundry, L., & Griffiths, M. (2018). The Mediating Role of Female Migration on Social Entrepreneurship Activity. International Journal of Entrepreneurship and Innovation, 19(4), 273–281.

Kickul, J., Orr, J., Gundry, L., & Griffiths, M. (2018). Breaking with Tradition: Adopting A Blended Value Approach For The Entrepreneurship Classroom. United States Association for Small Business and Entrepreneurship Annals Journal.

Kickul, J., Bacq, S., Garud, N., & Griffiths, M. (2018), Catalyzing Social Innovation: Is Entrepreneurial Bricolage Always Good? Journal of Entrepreneurship and Regional Development, 30(3), 407-420.

Bacq, S., Ofstein, L., Kickul, J., & Gundry, L. (2017). Perceived entrepreneurial munificence and entrepreneurial intentions: A social cognitive perspective. International Small Business Journal, 35(5), 639–659

Mulloth, B., Kickul, J., & Gundry, L. (2016). Driving technology innovation through social entrepreneurship at Prezi. Journal of Small Business and Enterprise Development, 23(3), 753-767.

Bacq, S., Janssen, F., & Kickul, J. (2016). In pursuit of blended value in social entrepreneurial ventures: an empirical investigation, Journal of Small Business and Enterprise Development, 23(2), 316-332. Selected as a highly commended paper at the 2017 Emerald Literati Network Awards for Excellence.

Haigh, N., Walker, J., Bacq, S., & Kickul, J. (2015). Hybrid Organizations: Origins, Strategies, Impacts, and Implications. California Management Review, 57(3), 5-12.

Kickul, J., & Gundry, L., (2015). Innovations in Social Entrepreneurship – Scaling for Impact. The International Journal of Entrepreneurship and Innovation, 16(4), 233-237.

Kickul, J., & Lyons, T. S. (2015). Financing Social Enterprises. Entrepreneurship Research Journal, 5(2), 83-85.

Mulloth, B., & Kickul, J. (2015). New York University. *The Entrepreneurial University: Context and Institutional Change*, 18.

Bacq, S., Ofstein, L. F., Kickul, J., & Gundry, L. K. (2015). Bricolage in social entrepreneurship: How creative resource mobilization fosters greater social impact. The International Journal of Entrepreneurship and Innovation, 16(4), 283-289.

Gundry, L. K., Kickul, J., Iakovleva, T., & Carsrud, A. L. (2014). Women-owned family businesses in transitional economies: key influences on firm innovativeness and sustainability. Journal of Innovation and Entrepreneurship, 3(1), 1-17.

Lyons, T. S., & Kickul, J. R. (2014). The Social Enterprise Financing Landscape: The Lay of the Land and New Research on the Horizon. Entrepreneurship Research Journal, 3(2), 147-159.

Gundry, L. K., Ofstein, L. F., & Kickul, J. R. (2014). Seeing around corners: How creativity skills in entrepreneurship education influence innovation in business. The International Journal of Management Education, 12(3), 529-538.

Kickul, J., & Lyons, T. (2014, 2<sup>nd</sup> Edition). Understanding Social Entrepreneurship: The Relentless Pursuit of Mission in an Ever-Changing World. Routledge Publishing. *Leading textbook in social entrepreneurship education, adopted by over 100 universities.*

Griffiths, M., Kickul, J., & Gundry, L. (2013). The Socio-Political, Economic, and Cultural Determinants of Hybrid Social Enterprises: An Empirical Examination. Journal of Small Business and Enterprise Development, 20(2), 341-357.

Kickul, J., Terjesen, S., & Justo, R. (2013). SBE special issue introduction. Small Business Economics, 40(3), 687-691.

Griffiths, M. & Kickul, J. (2013). The Tragedy of the Commons: Opportunities but Still Obstacles for Social Entrepreneurs, Ivey Business Journal, March/April. (Featured on the web site [CasePlace.org](http://CasePlace.org) a curated site for business school faculty and other educators hosted by the Aspen Institute's Center for Business Education).

Kickul, J., & Gundry, L. (2013). A Framework for Innovation in a Global NGO: Building Financial, Institutional and Programmatic Sustainability. International Journal of Innovation and Regional Development, 5(1), 3-25.

Kickul, J., Gras, D., Bacq, S. & Griffiths, M (2013). Social Entrepreneurship, Volume 1. Edward Elgar Publishing Limited, Cheltenham, UK.

Kickul, J., Gras, D., Bacq, S. & Griffiths, M (2013). Social Entrepreneurship, Volume II. Edward Elgar Publishing Limited, Cheltenham, UK.

Kickul, J., Griffiths, M., Gundry, L., & Bacq. S. (2013) Social Entrepreneurship, Encyclopedia of Entrepreneurship Research, Third Edition. Donald F. Kuratko and Michael H. Morris (eds).

Kickul, J., Janssen, C., & Griffiths, M. (2012). A Blended Value Framework for Educating the Next Cadre of Social Entrepreneurs. Academy of Management Learning & Education. 11(3), 479-493.

Kickul, J., Terejesen, S., Bacq, S., & Griffiths, M. (2012). Social Business Education: An Interview with Nobel Laureate Muhammad Yunus. Academy of Management Learning & Education, 11(3), 453-462.

Griffiths, M., Kickul, J., Bacq, S, & Terejesen, S. (2012). A Dialogue with William Baumol: Insights on Entrepreneurship Theory and Education. Entrepreneurship Theory and Practice, 36(4), 611-625, (lead article).

Kickul, J. & Bacq, S. (2012). Patterns in Social Entrepreneurship Research. Cheltenham-Northampton: Edward Elgar Publications.

Mulloth, B., Griffiths, M. & Kickul, J. (2012). Verdant Power: A Case of Ethical Leadership. Journal of Business Ethics Education, 9, 447-468.

Kickul, J., & Gundry, L. (2012). Women's Entrepreneurship. Invited paper to the Encyclopedia of Entrepreneurship Research, Third Edition. Donald F. Kuratko and Michael H. Morris (eds).

Foss, L., Iakovleva, T., Kickul, J., Oftedal, E., & Solheim, A. (2012). Taking innovations to market: The role of strategic choice and the evolution of dynamic capabilities. International Journal of Entrepreneurship and Innovation.

Kickul, J., Griffiths, M., Klandt, H., & Fayolle, A. (2011). From Concepts to Intentions: The Primary Challenges in Entrepreneurship Education. International Journal of Entrepreneurship and Small Business, 13(1), 1-7.

Kickul, J., Jayanth, J., Griffiths, M., Wagner, S. (2011). Operations management, entrepreneurship, and new value creation: Emerging opportunities in a cross-disciplinary context. Journal of Operations Management. 29, 78-85.

Bacq, S., Janssen, F., and J. Kickul (2011). Governing For Impact and Performance Within Social Entrepreneurial Ventures: The Mediating Role of Organizational Capabilities. Babson Park. MA: Frontiers of Entrepreneurship Research.

Gundry, L., Kickul, J., Griffiths, M. & Bacq. S. (2011). Creating Social Change Out of Nothing: The Role of Entrepreneurial Bricolage in Social Entrepreneurs' Catalytic Innovations, Advances in Entrepreneurship, Firm Emergence, and Growth, Volume 13: Social and Sustainable Entrepreneurship, 1-24. Thomas Lumpkin, Jerome A. Katz (eds). 2011 BCERC Board of Reviewers Best Paper Choice for publication in Frontiers of Entrepreneurship Research.

Kickul, J., Gundry, L., & Griffiths, M. (2011). Innovating for Social Impact: Is Bricolage the Catalyst for Change? Handbook on Social Entrepreneurship, Alain Fayolle and Harry Matalay (eds). Edward Elgar Publishing.

Kickul, J., Griffiths, M., Bacq, S. (2010). The Boundary-less Classroom: Extending Social Innovation and Impact Learning to the Field. Journal of Small Business and Enterprise Development, 17:4, 652-663. Abstracted in Strategic Directions, Emerald Group Publishing.

Kickul, J., Griffiths, M., Gundry, L & Iakovleva, T. (2010). Mentoring Women Entrepreneurs in the Russian Emerging Market. Women Entrepreneurs and the Global Environment for Growth: A Research Perspective, Chapter 16, 303-322. Candida G. Brush, Anne de Bruin, Elizabeth J. Gatewood and Colette Henry (eds.). Edward Elgar Publishing.

Kickul, J., & Iakovleva, T. (2010). Beyond Social Capital: The role of perceived legitimacy and entrepreneurial intensity in achieving funding success and superior venture performance in women-led Russian SMEs. International Journal of Entrepreneurship and Small Business.

Smith, B., Kickul, J., & Wilson, F. (2010). Values and Opportunities in Social Entrepreneurship by Kai Hockerts (Editor), Johanna Mair (Editor) and Jeffrey Robinson (Editor) - Entrepreneurial Opportunity Evaluation: A Discrete Choice Analysis of Financial and Social Entrepreneurial Opportunity Attributes.

Kickul, J., Gundry, L. K., Barbosa, S.D. & Simms, S. (2010). One style does not fit all: the role of cognitive style in entrepreneurship education. International Journal of Entrepreneurship and Small Business, 9(1), 36-57. **IntEnt Best Paper Award**.

Foss. L., Iakovleva, T., Kickul, J., Oftedal, E., & Solheim, A. (2010). The role of micro foundations in explicating dynamic capabilities: A case study of the Norwegian petroleum sector. (in Energy and Innovation: Structural Change and Policy Implications, Geenhuizen, M., , William J. Nuttall, W., Gibson, D. and Oftedal, E. Purdue University Press, West Lafayette, Indiana, pp. 369-398).

Liao, J., Kickul, J., & Ma, H. (2009). Organizational Dynamic Capability and Innovation: An Empirical Examination of Internet Firms. Journal of Small Business Management, 47(3), 263–286.

Griffiths, M., Gundry, L., Kickul, J., & Munoz-Fernandez, A. (2009). Innovation Ecology as a Precursor to Entrepreneurial Growth: A Cross-Country Empirical Investigation, Journal of Small Business and Enterprise Development, 16:3, 375-390 (lead article). **2010 Outstanding Paper Award, Literati Network Awards for Excellence**.

Kickul, J., Gundry, L., Barbosa, S., & Whitcanack, L. (2009). Intuition versus Analysis?: Testing differential models of cognitive style on entrepreneurial self-efficacy and intentionality. Entrepreneurship Theory and Practice, 33(2), 439-453.

Griffiths, M., & Kickul, J. (2009). Government Corruption and Transactional Impediments in Emerging Markets. Emerging Markets: Performance, Analysis and Innovation. Greg N. Gregoriou (ed.). Chapman-Hall/Taylor and Francis London.

Kickul, J., & Foro Nantik Lum de MicroFinanzas (2009, Editor). Handbook of Microcredit in Europe: Social Inclusion through Microenterprise Development. Edward Elgar Publishing.

Griffiths, M., Kickul, J., & Carsrud, A. (2009). Government Bureaucracy, Transactional Impediments, and Entrepreneurial Intentions. International Small Business Journal, 27(5), 626-645.

Krueger, N., Kickul, J., Gundry, L., Verma, R. & Wilson, F. (2009). Discrete Choices, Trade-offs & Advantages: Modeling Social Venture Opportunities and Intentions, in International Perspectives on Social Entrepreneurship Research. Palgrave Publishing.

Griffiths, M., Gundry, L., Kickul, J., & Munoz-Fernandez, A. (2009). Innovation Ecology as a Precursor to Entrepreneurial Growth: A Cross-Country Empirical Investigation. Journal of Small Business and Enterprise Development. 16:3, 375-390 (lead article). **2010 Outstanding Paper Award, Literati Network Awards for Excellence.**

Kickul, J., Wilson, F., Barbosa, S., Marlino, D., & Griffiths, M. (2009). An Analysis of the Role of Gender and Self-Efficacy in Developing Female Entrepreneurial Interest and Behavior. Journal of Developmental Entrepreneurship, 14:2,105-119.

Smith, B., Kickul, J., & Coley, L. (2009). Using Simulation to Develop Empathy and Motivate Agency: An Innovative Pedagogical Approach for Social Entrepreneurship Education. International Research on Social Entrepreneurship (Alain Fayolle, Editor).

Kickul, J., Barbosa, S., & Smith, B. (2008). The Road less Intended: Integrating Entrepreneurial Cognition and Risk in Entrepreneurship Education. Journal of Enterprising Culture, 16(4), 411-439.

Griffiths, M., & Kickul, J. (2008). The socioeconomic determinants of innovation: An empirical examination. International Journal of Entrepreneurship and Innovation, 9(4), 231-240.

Kickul, J., Wilson, F., Marlino, D., & Barbosa, S. (2008). Are misalignments of perceptions and self-efficacy causing gender gaps in entrepreneurial intentions among our nation's teens? Journal of Small Business and Enterprise Development. 15(2), 321-345.

Smith, B., Barr, T, Barbosa, S., & Kickul, J. (2008). Social Entrepreneurship Education: A Grounded Learning Approach to Social Value Creation. Journal of Enterprising Culture, 16: 339-362.

Fayolle, A., Barbosa, S., & Kickul, J. (2008). Une nouvelle approche du risque en création d'entreprise. Revue Française de Gestion, 34(185), 141-162.

Gundry, L., & Kickul, J. (2007). Entrepreneurship Strategy: Changing Patterns in New Venture Creation, Growth and Reinvention. Sage Publishing.

Wilson, F., Kickul, J. & Marlino, D. (2007). Is The Pipeline Of Future Entrepreneurs Strong Or Weak? - Using A Longitudinal Approach To Examine The Role Of Perceptions And Self-

efficacy In Generating Entrepreneurial Intentions Among Young Women And Men. Entrepreneurship Theory and Practice, 31(3), 387-406.

Murphy, P., Kickul, J., Barbosa, S., & Titus, L. (2007). Expert Capital and Perceived Legitimacy: Female-Run Entrepreneurial Venture Signaling and Performance. International Journal of Entrepreneurship and Innovation, 8(2), 127-141.

Barbosa, S., Kickul, J., & Gerhardt, M. (2007). Reducing Missing-the-Boat and Sinking-the-Boat Risks: The Role of Cognition and Risk Preference on Self-Efficacy and Intentionality. Journal of Leadership and Organizational Studies, 13(4), 86-105.

Lester, S., Kickul, J., & Bergmann, T (2007). Managing employee perceptions of the psychological contract over time: the role of employer social accounts and contract fulfillment. Journal of Organizational Behavior, 28(2), 191-208.

Kickul, J., Gundry, L., & Sampson, S. (2007). Women Entrepreneurs Preparing for Growth: The Influence of Social Capital and Training on Resource Acquisition. Journal of Small Business and Entrepreneurship, 20(2), 169-181.

Kickul, J., & Fayolle, A. (2007). Research in Entrepreneurship Education: Introduction and Overview, Volume I (2007). Handbook of Research in Entrepreneurship Education (Alain Fayolle, Ed). Edward Elgar Publishing.

Fayolle, A., & Kickul, J. (2007). Research in Entrepreneurship Education: An Extension, Volume II (2007). Handbook of Research in Entrepreneurship Education (Alain Fayolle, Ed). Edward Elgar Publishing.

Iakovleva, T., & Kickul, J. (2007) Personal and Organizational Success Factors of Women SMEs in Russia. Empirical Entrepreneurship In Europe (edited by M. Dowling & J. Schmude). Edward Elgar Publishing.

Rhee, B., Verma, R., Plaschka, G., & Kickul, J. (2006, Vol 4, Issue 2). Technology Readiness, Learning Goals and eLearning: Searching for Synergy. Decision Sciences Journal of Innovative Education.

Kickul, J. & Kickul, G. (2006, Vol 5, Issue 3). Closing the Gap: Impact of Student Proactivity and Learning Goal Orientation on E-Learning Outcomes. International Journal of E-Learning.

Kickul, J., Gundry, L. (2006). Leveraging the 'E' in Entrepreneurship: Test of an Integrative Model of E-Commerce New Venture Growth. International Journal of Technology Management Special Issue on "E-Entrepreneurship, 33(4), 341-355.

Lester, S., Tomkovick, C., Wells, T., Flunker, L., & Kickul, J. (2005). Does Service Learning Add Value? Examining the Perspectives of Multiple Stakeholders. Academy of Management Learning and Education Journal, 4(3), 279-294.

Kickul, J. (2005). Pathways to New Ventures. International Entrepreneurship Education (Alain Fayolle, Ed). Edward Elgar Publishing.

Blumentritt, T. , Kickul, J., & Gundry, L. (2005). Building an Inclusive Entrepreneurial Culture: The Effects of organizational Participation on Venture Performance and Innovation. International Journal of Entrepreneurship and Innovation, May, 77-84.

Kickul, J., Gundry, L., & Posig, M. (2005). Does trust matter? The relationship between equity sensitivity and perceived organizational justice. Journal of Business Ethics 56(3), 205-218.



Kickul, J., & D'Intino, B. (2005). Measure for Measure: Modeling Entrepreneurial Self-Efficacy onto Instrumental Tasks Within the New Venture Creation Process. New England Journal of Entrepreneurship (Special Issue on Measurement).

Kickul, J., Krueger, N., & Maxfield, S. (2005). Measurement Issues in Entrepreneurship. New England Journal of Entrepreneurship (Special Issue on Measurement).

Kickul, J., & Krueger, N. (2004). A Cognitive Processing Model of Entrepreneurial Self-Efficacy and Intentionality. Babson Park, MA: Frontiers of Entrepreneurship Research.

Kickul, J., Gundry, L., & Posig, M. (2004). From "Push or Pull" to "Push comes to shove": Entrepreneurs' E-Commerce Strategic Orientation and Initiatives. Journal of Business and Entrepreneurship, 16(1), 66-86.

Posig, M., & Kickul, J. (2004). Work-role Expectations and Work Family Conflict: Gender Differences in Emotional Exhaustion. Women in Management Review, 19(7), 373-386.

Wilson, F., Marlino, D., & Kickul, J. (2004). Our Entrepreneurial Future: Examining The Diverse Attitudes and Motivations of Teens across gender and ethnic identity. Journal of Developmental Entrepreneurship, December, 177-197.

Kickul, J., Belgio, E., & Hanna, T. (2004). Emerging with Allies: The Creation of Inter-firm Relationships for Strategic and Operational Competitiveness. Journal of Enterprising Culture, 12(1), 35-51.

Kickul, J., Lester, S., & Belgio, E. (2004). Attitudinal and behavioral outcomes of psychological contract breach: A cross-cultural comparison of the United States and Hong Kong Chinese. International Journal of Cross Cultural Management, 4, 229-252.

Gundry, L., & Kickul, J. (2004). E-Commerce Entrepreneurship: Emerging Practices, Key Challenges, and Future Directions. Entrepreneurship: The Way Ahead by Routledge Press, a Taylor & Francis Group in London.

Kickul, G., & Kickul, J. (2004). E-learning challenges and processes: Understanding the role of student self-efficacy and learning goal orientation. International Journal of Management Education, 4(1), 29-38.

Gundry, L., Kickul, J., Welsch, H., & Posig, M. (2003). Technological Innovation in Women-Owned Firms: The Influence of Entrepreneurial Motivation and Strategic Intention. The International Journal of Entrepreneurship and Innovation, November, 265-274.

Kickul, J., & Gundry, L.K. (2003). Transforming the Entrepreneurial Landscape: Strategic Innovations in Internet Firms. Best Papers selection for New England Journal of Entrepreneurship (NEJE). First Appeared in NEJE, Spring, 23-31.

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Kickul, J., & Liao-Troth, M. (2003). Making sense of the meaning behind the message: Climate perceptions and the psychological contract. Mid-American Journal of Business, 182, 23-32.

Posig, M., & Kickul, J. (2003). Extending our understanding of burnout: Test of an integrated model in non-service occupations. Journal of Occupational Health Psychology, 8, 3-19.

Gundry, L., & Kickul, J. (2002). Beyond the Boundaryless Organization: The Value of E-Commerce Technologies in Entrepreneurship Behavior, in Technological Entrepreneurship, Phillip Phan (ed), part of Research in Entrepreneurship and Management, John Butler (series ed), IAP Press: New York, NY.

Kickul, J. & Gundry, L. (2002). Prospecting for Strategic Advantage: The Proactive Entrepreneurial Personality and Small Firm Innovation. Journal of Small Business Management, 40 (2), 85-97.

Kickul, J., & Walters, J. (2002). Recognizing new opportunities and innovations: The role of strategic orientation and proactivity in Internet Firms. International Journal of Entrepreneurial Behaviour & Research, 8(6), 292-308.

Kickul, J., Lester, S., & Finkl, J. (2002). Promise Breaking During Radical Organizational Change: Do Justice Interventions Make a Difference? Journal of Organizational Behavior, 23, 469-488.

Lester, S., Kickul, J., Bergmann, T., De Meuse, K. (2002). The Effects of Organizational Resizing on the Nature of the Psychological Contract and Employee Perceptions of Contract Fulfillment (In De Meuse, K., and Marks, M.L. Re-sizing the Organization : Managing Layoffs, Divestitures, and Closings : Maximizing Gain While Minimizing Pain). Jossey-Bass Publishers.

Kickul, J. (2001). Promises Made, Promises Broken: An Exploration of Small Business Attraction and Retention Practices. Journal of Small Business Management, 39(4), 320-335.

Kickul, J., Neuman, G., & Parker, C. & Finkl, J. (2001). Settling the Score: Do Psychological Contract Breach and Organizational Injustices Predict Anticitizenship Behavior? Employee Responsibilities and Rights Journal, 13(2), 77-93.

Kickul, J. & Posig, M. (2001). Supervisory Emotional Support and Burnout: An Explanation of Reverse Buffering Effects. Journal of Managerial Issues, 13(3), 328-344 .

Kickul, J. (2001). When Organizations Break Their Promises: Employee Reactions to Unfair Processes and Treatment. Journal of Business Ethics, 29, 289-307.

Kickul, J., & Gundry, L.K. (2001). Breaking Through Boundaries for Organizational Innovation: New Managerial Roles and Practices in E-Commerce Firms. Journal of Management, 27, 347-361.

Lester, S., & Kickul, J. (2001). Psychological Contracts in the 21<sup>st</sup> Century: An Examination of What Employees Value Most and How Well Organizations are Responding to These Expectations. Human Resource Planning, 24(1), 10-21.

Kickul, J., & Lester, S. (2001). Broken Promises: Equity Sensitivity as a Moderator Between Psychological Contract Breach and Employee Attitudes and Behavior. Journal of Business and Psychology, 16(4), 191-217.

Kickul, J., & Kickul, G. (2001). Implementing E-Learning Innovations and Technologies: Test of an Integrated Model within a University Setting. Business, Education, & Technology Journal, Spring, 7-14.

Kickul, J., & Gundry, L.K. (2000). Pursuing Technological Innovation: The Role of Entrepreneurial Posture. Babson Park. MA: Frontiers of Entrepreneurship Research, 200-210.

Kickul, J. & Zaper, J. (2000). Untying the Knot: Do Personal and Organizational Determinants Influence Entrepreneurial Intentions? Journal of Small Business and Entrepreneurship, 57-77.

Kickul, J. (2001). When Organizations Break Their Promises: Employee Reactions to Unfair Processes and Treatment. Journal of Business Ethics, 29, 289-307.

Kickul, J., & Neuman, G. (1999). Emergent Leadership Behaviors: The Function of Personality and Cognitive Ability in Determining Teamwork Performance and KSAs. Journal of Business and Psychology, 15(1), 27-51.

Neuman, G., & Kickul, J. (1998). Organizational citizenship behaviors: Achievement orientation and personality. Journal of Business and Psychology, 13(2), 263-279.

Welsch, H., & Kickul, J. (1997). Successful Entrepreneurship Careers in the Creative Arts. In Brockhaus, Robert H.; Hills, Gerald E.; Klandt, Heinz; Welsch, Harold P. (Eds.) Entrepreneurship Education - A Global View. Ashgate Publishing.

Gundry, L., & Kickul, J. (1996). Flights of imagination: Fostering creativity through experiential learning. Simulation and Gaming, 27(3), 334-349.

Gundry, L., Prather, C., & Kickul, J. (1994). Building the creative organization. Organizational Dynamics, Spring, 22-37. (Reprinted in Bohl, D. (eds.), The Creative Edge: How Companies Support Creativity and Innovation. (pp. 7-22). New York: Sage Publications).

### **CONFERENCE PRESENTATIONS AND PROCEEDINGS:**

Braunback, M., Kickul, J., Barner-Rasmussen, W., & Carsrud, A. (2021). In Search of Readability: Bridging Rigor and Relevance in Entrepreneurship Research. Paper presented at the 2021 Babson College Entrepreneurship Conference, June 10-11, 2021.

Robb, C., Kickul, J., Veidlinger, D., & Orr, J. (2020). Four Million Five Hundred Thousand Two Hundred Words: How Do You Measure, Measure a Gender? Accepted at the 2020 Babson College Entrepreneurship Research Conference. Knoxville, TN. Conference canceled due to Coronavirus.

Kickul, J., Robb, C., Naimi, A., & Gundry, L. (2020). Lost and Found: The Self-Actualization Effect on Business Purpose. Accepted at the 2020 Babson College Entrepreneurship Research Conference. Knoxville, TN. Conference canceled due to Coronavirus.

Robb, C., Kickul, J., Veidlinger, D., & Orr, J. (2019). In Other Words: Exploring Gender Bias in Top Collegiate Entrepreneurship Programs. Accepted at the Babson College Entrepreneurship Research Conference. Babson Park, MA. June 2019.

Mitra, P., Kickul, J., & Griffiths, M. (2018). The Threshold-Level determinants of social entrepreneurial activity. In *Sixth International Workshop Entrepreneurship, Culture, Finance and Economic Development (ECFED)*.

Kickul, J., Bacq, S. (2017). Opening keynote for 14<sup>th</sup> Annual Social Entrepreneurship Conference, Boston, MA, November.

Shankar, S., Kickul, J., Chadha, U. (2017). Innovation in social enterprises in India: To what extent are "Jugaad" principles adopted? Paper presentation at the 14<sup>th</sup> Annual Social Entrepreneurship Conference, Boston, MA, November.

Kickul, J. (2017). Social Entrepreneurship Education. Invited keynote presentation for the 2<sup>nd</sup> Annual Conference on Social Innovation, Moscow, Russia, October.

Kickul, J., & Bacq, S. (2017). Bricolage and catalytic innovation in the social sector. Paper presentation at the Academy of Management Conference, Atlanta, GA, August.

Walske, J., Kickul, J., & Bacq, S. (2017). Perfecting the pilot: Best practices in social innovation incubation. Professional development workshop at the Academy of Management Conference, Atlanta, GA, August.

Kickul, J., & Iakovleva, T. (2017). Responsible innovation in the eHealth sector. Paper presentation at the International Society for Professional Innovation Management Conference, Vienna, Austria, June.

*Orr, J., Kickul, J., Gundry, L., & Griffiths, M. (2017). Female migration, governance, and social entrepreneurship activity. Paper presentation to the faculty of the St. Petersburg Graduate School of Management.*

*Kickul, J. (2017). Social Entrepreneurship and Sustainability. Panel presentation at the 2<sup>nd</sup> Annual Environmental Media Association Impact Summit. Los Angeles, CA, April.*

Kickul, J., Bacq, S. (2016). Opening Keynote for 14<sup>th</sup> Annual Social Entrepreneurship Conference, Los Angeles, CA, November.

Kickul, J., & Iakovleva, T. (2016). Digitize or Die? eHealth innovations in the social sector. Presentation to faculty at the UCP - Católica-Lisbon School of Business & Economics, Lisbon, Portugal, October.

Thompson, T., Adler, P., Kickul, J., Bacq, S. (2016). Creating Alternative Economic Futures through Teaching. Professional development workshop at the Academy of Management Conference, Anaheim, CA, August.

Gundry, L.K., Ofstein, L.F., & Kickul, J.R. (2014). Entrepreneurial Munificence and Entrepreneurial Career Intentions: A Social Cognitive Perspective. Manuscript accepted at 2015 Babson College-Kauffman Foundation Entrepreneurship Research Conference, Babson College, USA, June.

Griffiths, M., Kickul, J., & Garud, N. (2014). Where is the Fertile Ground?: An Empirical Investigation of the Macro Determinants of Social Entrepreneurship. Manuscript accepted at 2014 Babson College-Kauffman Foundation Entrepreneurship Research Conference, Babson College, USA, June.

Griffiths, M., & Kickul, J. (2014). Much Ado About Nothing: A Comparative Study of Hybrid Social Enterprises and Nonprofit Organizations in Developing and Developed Economies. Manuscript accepted at 2014 Babson College-Kauffman Foundation Entrepreneurship Research Conference, Babson College, USA, June.

Kickul, J., Bacq, S., & Garud, N. (2013). Catalyzing Social Innovation: Is Entrepreneurial Bricolage Always Good? Manuscript accepted at 2013 Babson College-Kauffman Foundation Entrepreneurship Research Conference, Babson College, USA, June.

Kickul, J., Gundry, L., & Griffiths, M. (2009). Innovating for social impact: Is bricolage the catalyst for change. Academy of Management Paper Presentation, Chicago, IL, August, 2009.

Griffiths, M., Kickul, J., & Terejensen, S. (2009). On the value of the agency relationship between prestigious VCs, underwriters and shareholders. Manuscript Presented at 2009

Babson College-Kauffman Foundation Entrepreneurship Research Conference, Babson College, USA, June 3-6, 2009.

Griffiths, M., Kickul, J., & Drake, P. (2008). The Price Of Lust: The Case Of IPO Lawsuits Against VC-backed Firms. Manuscript Presented at 2008 Babson College-Kauffman Foundation Entrepreneurship Research Conference, The University of North Carolina at Chapel Hill, North Carolina, USA, June 4-7, 2008.

Kickul, J., Barbosa, S., Iakovleva, T., & Smith (2008). Sailing Around The World: Cultural And Environmental Influences On Entrepreneurial Risk Perceptions Of Sinking-the-Boat And Missing-the-Boat. Manuscript Presented at 2008 Babson College-Kauffman Foundation Entrepreneurship Research Conference, The University of North Carolina at Chapel Hill, North Carolina, USA, June 4-7, 2008.

Kickul, J., Gundry, L., Barbosa, S., & Simms, S. (2007). One Style Does Not Fit All: The Role of Cognitive Style in Entrepreneurship Education. Presented at Internationalizing Entrepreneurship Education and Training Conference (IntEnt), Gdansk, Poland. **IntEnt Overall Best Paper Award.**

Barbosa, S., Kickul, J., & Liao-Troth, M. (2007, August). Development and validation of a multidimensional scale of entrepreneurial risk perception. Presented at the Annual Meeting of the Academy of Management (AOM), Philadelphia (in AOM Best Paper Proceedings).

Smith, B., Kickul, J., & Wilson, F. (2007). The Relative Value of Economic and Social Attributes of Entrepreneurial Opportunities. International Social Entrepreneurship Research Conference 3 (18-19 June 2007), Copenhagen, Denmark.

Kickul, J., Iakovleva, T., & Gundry, L. (2007). Agents and Stewards of Growth: A Comparative Performance Analysis of Women-Owned Family Businesses in Transitional Economies. International Council for Small Business Conference, Turku, Finland. (**Nomination for Best Paper Award**).

Barbosa, S. & Kickul, J. (2007). Differing Pathways to Intentionality: The Role of Cognitive Style and Risk Propensity. Presented at 4th AGSE International Entrepreneurship Research Exchange Conference, Brisbane Graduate School of Business, Queensland University of Technology, Brisbane, Queensland, Australia.

Verstraete, T., Fayolle, A., & Kickul, J. (2007). Entrepreneurship Paradigms and Research in Entrepreneurship Education. Presented at 4th AGSE International Entrepreneurship Research Exchange Conference, Brisbane Graduate School of Business, Queensland University of Technology, Brisbane, Queensland, Australia.

Krueger, N., Brännback, M., Carsrud, A., & Kickul, J. (2007). Watch Out, Isaac!": Replicating and Re-Constructing Entrepreneurial Intentions. Presented at 4th AGSE International Entrepreneurship Research Exchange Conference, Brisbane Graduate School of Business, Queensland University of Technology, Brisbane, Queensland, Australia.

Kickul, J., Gundry, L., & Iakovleva, T. (2007). Women-Owned Family Business in Transitional Economies. Presented at 2007 Babson College-Kauffman Foundation Entrepreneurship Research Conference, Instituto de Empresa, Madrid, Spain (June 7-9, 2007).

Kickul, J., Steffens, P., Smith, B., Johnston, T., & Sohl, J. (2007). Send Me An Angel? Comparing Screening and Final Investment Choices Of Informal Investors And Venture Capitalists. Presented at 2007 Babson College-Kauffman Foundation Entrepreneurship Research Conference, Instituto de Empresa, Madrid, Spain (June 7-9, 2007).

Kickul, J., Gundry, L., & Iakovleva, T. (2007). Mentoring women entrepreneurs in emerging markets: Leveraging relationships, building confidence, and creating wealth. Presented at 2007 United States Association Small Business and Entrepreneurship Conference.

Smith, B., & Kickul, J. (2007). Founding Team Formation: An Exploratory Comparison of High and Low Technology Teams. Presented at 2007 United States Association Small Business and Entrepreneurship Conference.

Smith, B., & Kickul, J. (2006). Entrepreneurial Opportunities: The Trade-offs and Integration of Opportunity Attributes and the Effects on Social Entrepreneurship. Presented at the 49<sup>th</sup> Annual Conference of the Midwest Academy of Management, Louisville, KY.

Wilson, F., Bourne, K., Kickul, J., & Lester, S. (2006). One plus one equals three: Understanding the benefits of a dual-centric view of work and family. Presented at the 49<sup>th</sup> Annual Conference of the Midwest Academy of Management, Louisville, KY. **Winner of Michael J. Driver Regional Best Paper Award.**

Pomerantz, S., & Kickul, J. (2006). Transitioning for Entrepreneurial Performance: Integrating Personal, Firm, and Contextual Factors in Women-Led Russian Firms. Presented at the 49<sup>th</sup> Annual Conference of the Midwest Academy of Management, Louisville, KY.

Iakovleva, T., & Kickul, J. (2006). Personal and Organizational Success Factors of Women SMEs in Russia. Presented at The 2006 Interdisciplinary European Conference on Entrepreneurship Research, University of Regensburg, February.

Krueger, N., & Kickul, J. (2006). So You Thought the Intentions Model Was Simple? Navigating the Complexities and Interactions of Cognitive Style, Culture, Gender, Social Norms, and Intensity on the Pathway to Entrepreneurship. Manuscript Presented at 2006 United States Association Small Business and Entrepreneurship Conference (**Nominated for USASBE Best Empirical Paper**).

Wilson, F., & Kickul, J. (2006). For What, For Whom? Examining the Diverse Motives of Future Female and Male Entrepreneurs. Manuscript Presented at 2006 United States Association Small Business and Entrepreneurship Conference.

Kickul, J., Gundry, L., & Whitcanack, L. (2005, October). Intuition versus Analysis?: Testing differential models of cognitive style on entrepreneurial self-efficacy and intentionality. Manuscript Presented at the 2005 Ivey Conference on Information Processing and Entrepreneurial Cognition Conference, London, Ontario.

Gupta, V., Kickul, J. & Iakovleva, T. (2005). Personal Influence and Entrepreneurial Capability: A Study of Women as Contrarian Group in Russia. Manuscript Presented at 2005 RENT XIX Conference (Entrepreneurship and Small Business): Entrepreneurship, Competitiveness and Local Development, University of Naples, Italy.

Murphy, P., Kickul, J., & Titus, L. (2005). Contextualizing Legitimacy, Risk Preference, and Social Capital For Women Entrepreneurs. Manuscript Presented at 2005 Babson College-Kauffman Foundation Entrepreneurship Research Conference.

Kickul, J., Iakovleva, T., Kolvereid, L., & Wilson, F. (2005). Across Cultural and Economic Boundaries: Modeling Cognitions, Norms, and Motivations Onto Entrepreneurial Self-efficacy And Intentionality. Manuscript Presented at 2005 Babson College-Kauffman Foundation Entrepreneurship Research Conference.

Krueger, N., & Kickul, J. (2005). Choice Modeling Of Venture Preferences: The Impact Of Mental Prototyping. Manuscript Presented at 2005 Babson College-Kauffman Foundation Entrepreneurship Research Conference.

Wilson, F., Kickul, J. & Marlino, D. (2005). Is The Pipeline Of Future Entrepreneurs Strong Or Weak? - Using A Longitudinal Approach To Examine The Role Of Perceptions And Self-efficacy In Generating Entrepreneurial Intentions Among Young Women And Men. Manuscript Presented at 2005 Babson College-Kauffman Foundation Entrepreneurship Research Conference.

Liao, J., & Kickul, J. (2005). An immersion into the dynamic capabilities model of innovation: an empirical test involving e-entrepreneurs. Proceedings of 2005 United States Association Small Business and Entrepreneurship Conference

Kickul, J., Verma, R., & Plaschka, G. (2005). E2 opportunities and future strategies: modeling student preferences using a discrete choice analysis approach. Proceedings of 2005 United States Association Small Business and Entrepreneurship Conference.

Wilson, F., Marlino, D., & Kickul, J. (2004). Our Entrepreneurial Future: Examining The Diverse Attitudes and Motivations of Teens across gender and ethnic identity. Proceedings of 2004 United States Association Small Business and Entrepreneurship Conference. **Best Entrepreneurship Education Paper ("John Jack" Award)**.

Kickul, J., & D'Intino, B. (2004). Measure for Measure: Modeling Entrepreneurial Self-Efficacy onto Instrumental Tasks Within the New Venture Creation Process. Proceedings of 2004 United States Association Small Business and Entrepreneurship Conference. **Coleman Foundation Best Empirical Paper**.

Kickul, J., Wilson, F., & Marlino, D. (2004). Are Misalignments of Perceptions and Self-Efficacy Causing Gender Gaps in Entrepreneurial Intentions Among Our Nations' Teens? Manuscript Presented at Babson-Kauffman Research Conference, Glasgow, Scotland.

Kickul, J., & Krueger, N. (2004). A Cognitive Processing Model of Entrepreneurial Self-Efficacy and Intentionality. Manuscript Presented at Babson-Kauffman Research Conference, Glasgow, Scotland.

Kickul, J., Gundry, L., & Sampson, S. (2004). On the Forefront of Continual Growth: Women Entrepreneurs Leveraging their Capital Networks for Sustainable Businesses. Proceedings of the 2004 World Conference of the International Council for Small Business (ICSB)

Kickul, J. (2003). Pathways to New Business Opportunities: Innovations and Strategies for the Entrepreneurial Classroom. Manuscript Presented at the Internationalizing Entrepreneurship Education and Training Conference (Runner-Up for Best Paper).

Kickul, J., & Green, M. (2003). Identifying New Drivers of Growth: Challenges and Opportunities for Economic Development. Manuscript Presented at the Fourteenth Annual Conference of the Academy of Entrepreneurial Finance.

Blumentritt, T. , Kickul, J., & Gundry, L. (2003). Building an Inclusive Entrepreneurial Culture: The Effects of organizational Participation on Venture Performance and Innovation. Proceedings of United States Association Small Business and Entrepreneurship Conference.

Kickul, J., & Selden, J. (2002). From Captivation to Execution: The Link Between E-Business Technology and Customer Relationship Management. Manuscript Presented at 2002 Babson College-Kauffman Foundation Entrepreneurship Research Conference.

Kickul, J., Belgio, E., & Hanna, T. (2002). Emerging with Allies: The Creation of Inter-firm Relationships for Strategic and Operational Competitiveness. Manuscript Presented at 2002 Babson College-Kauffman Foundation Entrepreneurship Research Conference.

Kickul, G., Kickul, J., & Belgio, E. (2002). E-learning challenges and processes: understanding the role of student self-efficacy and learning goal orientation. Manuscript Presented at the 2002 British Academy of Management Conference.

Kickul, J., Gundry, L., Hanna, T. (2001). New Venture Growth in the Electronic Age: The Strategic Orientation of Internet Entrepreneurs. Manuscript Presented at 2001 Babson College-Kauffman Foundation Entrepreneurship Research Conference.

Kickul, J., Lester, S., & Finkl, J. (2001). Mitigating the Effects of Psychological Contract Breach: The Role of Procedural and Interactional Justice. Manuscript Presented at the Academy of Management Conference.

Kickul, J., & Kickul, G. (2001). Implementing E-Learning Innovations and Technologies: Test of an Integrated Model within a University Setting. Manuscript Presented at the Academy of Management Conference.

Kickul, J., & Lester, S. (2001). Psychological Contracts in the 21<sup>st</sup> Century: An Examination of What Employees Value Most and How Well Organizations are Responding to These Expectations. Proceedings of the 44<sup>rd</sup> Annual Meeting of the Midwest Academy of Management Conference (**Cason Hall & Company Publishers Best Paper Award**).

Lester, S., & Kickul, J. (2001). Has my Organization Betrayed Me?: A Cognitive Processing Model of Perceived Violations of Fairness. Proceedings of Southern Management Association Conference.

Cook, L., Kickul, J., & Verma, R. (2001). Validating the Linkages Between Quality System, Service Quality and Performance Excellence: A Test of An Integrated Model. Manuscript Presented at Decision Sciences Conference.

Cook, L., & Kickul, J. (2001). Promises, Promises: An Examination of Service Quality Imperatives and the Psychological Contract. Manuscript Presented at Decision Sciences Conference.

Kickul, J., & Gundry, L.K. (2000). Pursuing Technological Innovation: The Role of Entrepreneurial Posture. Manuscript Presented at 2000 Babson College-Kauffman Foundation Entrepreneurship Research Conference.

Kickul, J., & Gundry, L.K. (2000). "Netpreneurship.Com.:" Strategic Transformation and Innovation in Internet Firms. Proceedings of United States Association for Small Business and Entrepreneurship Conference.

Welsch, H.P, Kickul, J., & Gundry, L.K. (2000). Antecedents of Technological Change: The Influence of Entrepreneurial Motivation and Strategic Intention. Manuscript Presented at 2000 Babson College-Kauffman Foundation Entrepreneurship Research Conference.

Liao-Troth, M., Kickul, J., & Gilliland, S. (2000). Differentiating Between Psychological Contract Obligations and Normative Expectations. Manuscript Presented at the Annual Conference of the Society for Industrial and Organizational Psychology.

Lester, S., & Kickul, J. (2000). Prospector Strategy and its Outcomes: The Mediating Role of Psychological Contract Breach. Manuscript Presented at the Academy of Management Conference.



Kickul, J., & Lester, S. (2000). Broken Promises: Equity Sensitivity as a Moderator Between Psychological Contract Breach and Employee Attitudes and Behavior. Proceedings of the 43<sup>rd</sup> Annual Meeting of the Midwest Academy of Management Conference.

Kickul, J., & Liao-Troth, M. (2000). The Meaning Behind the Message: How Employees' Motives and Perceptions Influence Their Interpretation of the Psychological Contract. Proceedings of the 43<sup>rd</sup> Annual Meeting of the Midwest Academy of Management Conference.

Posig, M., & Kickul, J. (2000). Extending our understanding of burnout: Test of an integrated model in non-service occupations. Proceedings of the Midwest Division of the Academy of Management 43<sup>rd</sup> Annual Meeting.

Kickul, J., Neuman, G., & Parker, C. (1999). Retaliation in the workplace: Do psychological contract breach and organizational injustices predict anticitizenship behavior? **Overall Best Paper Award** at the Midwest Division of the Academy of Management 42<sup>nd</sup> Annual Meeting.

Kickul, J., Neuman, G., & Parker, C. (1999). Broken Promises: Consequences of Psychological Contract Breach and Organizational Injustices. Manuscript Presented at the Annual Conference of the Society for Industrial and Organizational Psychology.

Kickul, J., & Zaper, J. (1999). Untying the Knot: Do Personal and Organizational Determinants Influence entrepreneurial intentions? Proceedings of the United States Association for Small Business and Entrepreneurship Conference, San Diego.

Kickul, J., & Posig, M. (1999). To support or not to support?: That is the supervisory question. Proceedings of the Midwest Division of the Academy of Management 42<sup>nd</sup> Annual Meeting.

Posig, M., & Kickul, J. (1998). Work-family conflict and emotional exhaustion: Individual-level and organizational-level support can make a difference. Proceedings of the Institute for Behavioral and Applied Management Conference, Orlando.

Kickul, J., & Neuman, G. (1997, August). Emergent leadership: The function of personality and cognitive ability in determining teamwork performance, KSAs, and satisfaction. Manuscript Presented at the Annual Meeting of the American Psychological Association, Chicago.

Welsch, H., & Kickul, J. (1997, June). Successful Entrepreneurship Careers in the Creative Arts. Proceedings of the IntEnt '87 Conference, Monterey.

Neuman, G., Christiansen, N., Wagner, S., & Kickul, J. (1997, April). Understanding Team Effectiveness. Manuscript Presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis.

Altmann, R., Reither, A., Young, S., Kickul, J., & Neuman, G. (1996, May). A meta-analysis of the relationship between psychological climate and job performance. Manuscript Presented at the Annual Meeting of the Midwest Psychological Association, Chicago.

Kaplan, M., & Kickul, J. (1996, May). Relationship between early versus initial votes and jury deliberation style. Manuscript Presented at the Annual Meeting of the Midwest Psychological Association, Chicago.

Kaplan, M., Kickul, J., & Reither, A. (1996, May). Mood and extent of processing plot and visual information about movies. Manuscript Presented at the Annual Meeting of the Midwest Psychological Association, Chicago.

Neuman, G., & Kickul, J. (1996, April). Personality & OCBs: The mediating role of the covenantal relationship. Manuscript Presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego.

Neuman, G., & Kickul, J. (1996, April). The mediating role of the covenantal relationship in predicting organizational citizenship behaviors. Proceedings of the Midwest Academy of Management Meetings, South Bend.

Kickul, J., & Kickul, G. (1996, March). The function of work values and interpersonal orientation in predicting teamwork KSAs. Proceedings of the Midwest Business Administration Association (Human Resources/Industrial Relations Division), Chicago.

Kaplan, M., & Kickul, J. (1996, February). Timing of first ballot, jury deliberation style, and vote changes. Manuscript Presented at the Annual Meeting of the American Psychology-Law Society, Hilton Head.

Welsch, H., & Kickul, J. (1996, January). The overlooked orphan: New markets in entrepreneurship education. Proceedings of the Project for Excellence in Entrepreneurship Education, Atlanta.

Welsch, H., Kickul, J., Christy, R., & Platus, L. (1996, January). Entrepreneurship in the Arts: Self-employment in the creative professions. Symposium Presented at the United States Small Business and Entrepreneurship Conference, Atlanta.

Kaplan, M., & Kickul, J. (1995, October). Heuristics and systematic processing: The effect of mood on judging popular film. Manuscript Presented at the Society for Experimental Social Psychology, Washington, D.C.

Kaplan, M., & Kickul, J. (1995, June). Group decisions: Member interactive goals, topic objectivity, and vote timing. Manuscript Presented at the 18th International Nagshead Conference on Groups, Networks, and Organizations, Nagshead.

Kickul, G. & Kickul, J. (1995, April). Use of multimedia software in management courses. Manuscript Presented at the MED, the Entrepreneurship, and the Operations Management Divisions of the Academy of Management Conference, Chicago.

Gundry, L., & Kickul, J. (1995, April). Creativity training in management training. Manuscript Presented at the MED, the Entrepreneurship, and the Operations Management Divisions of the Academy of Management Conference, Chicago.

Kickul, J. & Kickul, G. (1995, March). Facilitating HRM comprehension through experiential learning. Proceedings of the Midwest Business Administration Association (Human Resources/Industrial Relations Division), Chicago.

Gundry, L., & Kickul, J. (1993, April). Flights of imagination: Creativity training in management education. Proceedings of the Midwest Academy of Management Meetings, Indianapolis.

### **EDUCATION:**

Northern Illinois University, Ph.D., Industrial/Organizational Psychology, 1998  
Northern Illinois University, M.A., Industrial/Organizational Psychology, 1996  
DePaul University, M.B.A., Graduated with Distinction, 1993  
College of St. Francis, B.B.A. in Management, Magna Cum Laude, 1991

### **PROFESSIONAL AFFILIATIONS:**

President, United States Association for Small Business and Entrepreneurship (USASBE; 2020)

Editor, Journal of Social Entrepreneurship (2009-2020)

Academy of Management Research Committee Chair, Entrepreneurship Division (2018-2020)

Academy of Management Teaching Committee Chair, Entrepreneurship Division (2009-2012)

Academy of Management Teaching Co-Chair, All divisions (2005-2007).

Academy of Management Learning and Education Journal, Editorial Board (2011-2016)

IntEnt Entrepreneurship Education Global Conference Chair holder (2007-2008).

Academy of Management Teaching Committee Chair, Entrepreneurship Division (2000-2002)

United States Association for Small Business and Entrepreneurship (USASBE), Vice-President, Individual Entrepreneurship Division, (2005).

Midwest Academy of Management, President, 2006

Midwest Academy of Management, Program Chair, Chicago, 2005

Advisory Board of the Annual Editions Entrepreneurship 99/00, 00/01, Irwin-McGraw Hill

Midwest Academy of Management: Board Member and Track Chair (OB/OT, 2001-2002)