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NYU-Stern Program in Social Entrepreneurship
Business and Society Program Area
Berkley Center for Entrepreneurship and Innovation
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PROFESSIONAL EXPERIENCE

- New York University, Stern School of Business** 2008-Present
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

COURSES DEVELOPED AND TAUGHT

Global Social Impact Strategies. This course is intended to provide a socially relevant academic experience that combines classroom curriculum with hands-on learning in an international setting. The course is designed to help students gain in-depth insights into economic and social value creation in the developing world. Through case studies, lectures, fieldwork and classroom dialogue, students will learn to think strategically and act opportunistically with a socially conscious business mindset. Through a partnership with firms located in India, Stern students will have the opportunity to apply their classroom learning to real-world issues by conducting fieldwork abroad. Team-based projects will focus on areas including poverty alleviation, energy, health and sustainability. Students will gain exposure to various organizational models for addressing these issues, as well as to thoroughly vetted international social enterprises that are making tangible and potentially scalable progress in serving the worlds poorest populations. Student teams will work with partner organizations to deliver on discrete projects designed to meet existing needs. In addition, project deliverables will facilitate the sharing of knowledge and best practices with the growing social impact sector.

Foundations of Social Entrepreneurship. The purpose of this course is to explore the many dimensions of new venture creation and growth, and to foster social innovation and new business formations in independent and corporate settings. The curriculum is designed to teach students about all aspects of the business ideation process, with particular attention to the challenges of social venture creation.

Social Innovation Practicum. The purpose is to provide students with hands-on exposure to the entrepreneurial pursuit of social impact and innovation. As a result of this course, students will gain: 1) Increased ability to recognize and critically assess various forms of social enterprise strategies as tools of economic development and social transformation; 2) Greater understanding of the challenges of growing and sustaining a social enterprise, as well as special insights into enterprise development and growth; 3) Improved consulting skills, including project planning, issue analysis, formulation of strategic and tactical recommendations, and client relationship management. By participating in the course, students will be better able to adapt and apply business skills and academic disciplines in the social sector, and will have increased skills for effective and thoughtful leadership in business and society throughout their careers.

Pathways to New Ventures: Identifying and Exploiting New Business Opportunities. This course provides an overview of the opportunity recognition/evaluation process by examining how people, the industry, and the social environment interact as an individual identifies or creates and shapes entrepreneurial and organizational opportunities. Entrepreneurial strategies for information gathering and analysis are introduced as well as strategies for developing the entrepreneur's network of intellectual and financial support.

Entrepreneurship and New Venture Management. This course focuses on new venture initiation and the preparation of a business plan that can be used to begin operations in a new business enterprise. It examines the critical factors involved in the conception, initiation, and development of new business ventures.

Growth Strategies for the Emerging Enterprise. This course focuses on growth strategies of emerging ventures to determine challenges that may arise at different stages of the business life cycle (i.e., strategic planning, resource allocation). The course emphasizes how to thoroughly critique the operations of the business at various growth stages, how growth can be managed, and how a successful exit can be achieved.

Entrepreneurship Strategy. Directed and monitored students' progress and performance in consultation projects with small business owners. Students assist entrepreneurs in the field in developing business plans, feasibility analyses, and marketing plans. Students receive valuable experience working with owners in solving and giving recommendations to real entrepreneurial challenges, problems, and issues.

Entrepreneurship and New Venture Management. Guided graduate students in the creation and development of business plans. Students identify and evaluate opportunities and gather information required to convert those opportunities into businesses. A final plan is presented to and reviewed by a team of outside professionals.

Strategic Analysis for Competing Globally and Management Strategy. Directed students in their performance of a business policy simulation called Capstone. Student teams translate their strategic plans into functional objectives given the competition and information communicated to them within the industry.

Creativity in Business. Utilized experiential learning exercises that are designed to foster a student's creative problem solving skills. Students investigate the creative process in a variety of organizational settings through group and individual exercises, simulations, and cases.

HONORS/AWARDS

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 49th 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 21st 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 42nd 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:

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. & Bacq, S. (Forthcoming). Emerging Patterns in Social Entrepreneurship Research. Palgrave Publications.

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. (2013). 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. (Forthcoming, 2nd 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 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.

Kickul, J., Belgio, E., & Hanna, T. (2003). Allocating Resources for New Technology within Entrepreneurial Firms: The Role of Personal and Organizational Barriers. The International Journal of Entrepreneurship and Innovation, February, 5-12.

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 21st 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).

MANUSCRIPTS COMPLETED:

Carsrud, A., Brannback, M., Kickul, J., & Krueger, N. Family Pipelines: Why Intentions Matter. Manuscript submitted to Entrepreneurship Theory and Practice (Revise and Re-submit).

Barbosa, S., Kickul, J., & Liao-Troth, M. Development and validation of a multidimensional scale of entrepreneurial risk perception.

Griffiths, M., Kickul, J., Terjesen, S., & Drake, P. The Price Of Lust: The Case Of IPO Lawsuits Against VC-backed Firms.

Kickul, J., Barbosa, S., Iakovleva, T., & Smith, B. Sailing Around The World: Cultural And Environmental Influences On Entrepreneurial Risk Perceptions Of Sinking-the-Boat And Missing-the-Boat.

Kickul, J., Iakovleva, T., & Gundry, L. Agents and Stewards of Growth: A Comparative Performance Analysis of Women-Owned Family Businesses in Transitional Economies.

Verstraete, T., Fayolle, A., & Kickul, J. Entrepreneurship Paradigms and Research in Entrepreneurship Education.

Kickul, J., Gundry, L., & Iakovleva, T. Women-Owned Family Business in Transitional Economies.

Kickul, J., Steffens, P., Smith, B., Johnston, T., & Sohl, J. Send Me An Angel? Comparing Screening and Final Investment Choices Of Informal Investors And Venture Capitalists.

MANUSCRIPTS IN PREPARATION:

Kickul, J., Griffiths, M., & Barbosa, S. (2008). Culture, Corruption and Risk. Manuscript in preparation.

Kickul, J., & Verma, R. (2008). Discrete Choice Analysis, Venture Capital and Angel Networks. Manuscript in preparation.

Plaschka, G., Verma, R., Kickul, J., Cook, L., Hartman, L. (2008). On-going research that examines the needs and preferences of graduate and undergraduate management students with respect of e-learning technologies and other course attributes. Discrete choice analysis (DCA), is now being used to model students' course selection process with varying levels of e-learning technologies.

Liao-Troth, M., Kickul, J., & Gilliland, S. (2008). Differentiating Between Psychological Contract Obligations and Normative Expectations. Manuscript in preparation.

CONFERENCE PRESENTATIONS AND PROCEEDINGS:

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 49th 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 49th 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 49th 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 21st Century: An Examination of What Employees Value Most and How Well Organizations are Responding to These Expectations. Proceedings of the 44th 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 43rd 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 43rd 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 43rd 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 42nd 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 42nd 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.

CONSULTING AND OTHER EXPERIENCE:

Consultant, Small Business Development 1995 to Present
Assisted over 100 small business owners in the development of business plans, feasibility and competitor analyses, and marketing plans. Worked directly with entrepreneurs in formulating and coordinating strategic goals and activities throughout the various stages of their firms' growth.

Consultant, Seismic Structural Design Associates, Incorporated 1995 to Present
Assisted in the presentation of the firm's building design to hospitals and government agencies. Assisted the owners in marketing this process that is used to strengthen a building's ability to resist damage during an earthquake.

Co-owner, JJK Educational Software Services 1992 to 1998
Co-owner of an educational software service company that develops computer programs for educational use. Software programs consist of testing systems and multi-media workbooks for management and human resource management students.

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:

Editor, Journal of Social Entrepreneurship (Present)
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-Present)
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)