

Timothy L. Michaelis

Curriculum Vitae

Professional Information

Department of Psychology
College of Humanities and Social Science
North Carolina State University
Raleigh NC, 27695
Email: tlmichae@ncsu.edu
Phone: 336.340.8791

Education

Ph.D. (2017)	North Carolina State University (Entrepreneurship & Innovation)
MBA (2012)	Aix-Marseille Université: IAE-Aix Graduate School of Business (Innovation)
MGIM (2012)	North Carolina State University (Masters of Global Innovation Management)
BA (2011)	North Carolina State University (Political Science with Economics minor)

Professional Experience

2025 – present	Assistant Professor, <i>North Carolina State University</i> , Raleigh, NC
2019 – 2025	Assistant Professor, <i>Northern Illinois University</i> , DeKalb, IL Tenure Granted in May 2025
2017 – 2019	Research Assistant Professor, <i>North Carolina State University</i> , Raleigh, NC
2013 – 2017	Graduate Research Assistant, <i>North Carolina State University</i> , Raleigh, NC
2013 – 2016	Co-founder, <i>Data Decision Models LLC</i> , Raleigh, NC
2013 – 2015	Research Assistant, National Science Foundation (NSF) Industry-University Cooperative Research Center (IUCRC) Evaluation Project
2012 – 2017	Research Associate, <i>Center for Innovation Management Studies (CIMS)</i>

Research Interests

- Entrepreneurial Resourcefulness, Venture Creation, and the Psychology of Entrepreneurship
- Entrepreneur Stress, Health, and Well-being
- Innovation Management and Technology Commercialization
- Statistical modeling, longitudinal analysis, construct validation, and experimental design

Awards, Honors, and Grants

2024	College of Business Outstanding Research Award (2023-2024), Northern Illinois University
2024	College of Business Summer Research Grant, Northern Illinois University (\$10,000)
2023	Lazaridis Award, Best Paper, <i>Journal of Business Venturing</i> <i>Entrepreneurs as Prime Targets: Insights from Mexican Ventures on the Link Between Venture Visibility and Crime of Varying Severity.</i> https://doi.org/10.1016/j.jbusvent.2023.106339
2022	Kauffman Foundation Conference Grant, Health in Entrepreneurship (\$19,500)
2022	College of Business Summer Research Grant, Northern Illinois University (\$10,000)
2022	UFA Professional Development Grant, Northern Illinois University (\$1,500)
2021	Research and Artistry Summer Grant, Northern Illinois University (\$4,500)
2021	UFA Professional Development Grant, Northern Illinois University (\$1,500)
2018	Kauffman Knowledge Challenge, Measuring Entrepreneurial Ecosystem Engagement (\$440,000)

- 2016 Poole College of Management, Business Sustainability Research Grant (\$25,000)
2015 Runner up for the Maurice Holland Award, Best Paper, *Research-Technology Management*

Publications

Peer-Reviewed Journal Articles

Google Scholar Citations (10/20/25): 1,442

22. Hamrick, A., Paterson, T., Michaelis, T. L., Murnieks, C., Petrou, P. (2025). How “Leisure Crafting” Can Help You Recharge. *Harvard Business Review*. <https://hbr.org/2025/04/research-how-leisure-crafting-can-help-you-recharge>
21. D’Oria, L., Scheaf, D., Michaelis, T. L., Lerman, M. P. (2025). Para-social Mentoring: The Effects of Entrepreneurship Influencers on Entrepreneurs. *Journal of Business Venturing*, (40)1, 1-28. <https://doi.org/10.1016/j.jbusvent.2024.106439>
20. Allen, J., Combs, J., Carr, J. C., Michaelis, T. L., Joseph, D. (2024). More Than One Way to Pivot: The Case for Opportunity and Survival Pivots. *Journal of Management*. <https://doi.org/10.1177/01492063241236763>
19. Sanchez-Ruiz, P., Wood, M., Michaelis, T. L., Suarez, J. (2023). Entrepreneurs as Prime Targets: Insights from Mexican Ventures on the Link Between Venture Visibility and Crime of Varying Severity. *Journal of Business Venturing*. <https://doi.org/10.1016/j.jbusvent.2023.106339>
18. Michaelis, T. L., Carr, J. C., McKelvie, A., Spivack, A., Lerman, M. P. (2023). Health Resourcefulness Behaviors: Implications of Work-Health Resource Trade-offs for the Self-employed. *Journal of Business Venturing Insights*. <https://doi.org/10.1016/j.jbvi.2023.e00432>
17. Hamrick, A., Paterson, T., Michaelis, T. L., Murnieks, C., Petrou, P. (2023). Work Hard, Play Hard: The Effect of Leisure Crafting on Opportunity Recognition and Venture Performance. *Journal of Business Venturing*. <https://doi.org/10.1016/j.jbusvent.2023.106327>
16. Billingsley, J., Pollack, J. M., Michaelis, T. L., Tracy, E. M., Barber, D. III., Beorchia, A., Carr, J. C., Gonzalez, G., Harris, M. L., Morrow, G., Phillips, D., Rutherford, M.W., & Sheats, L. (2023). Exploring objective versus subjective social ties using entrepreneurs’ Gmail data. *Journal of Business Venturing Insights*. <https://doi.org/10.1016/j.jbvi.2023.e00421>
15. Carr, J. C., Marshall, D., Michaelis, T. L., Pollack, J. M., & Sheats, L. (2022). The role of work-to-venture role conflict on hybrid entrepreneurs’ transition into entrepreneurship. *Journal of Small Business Management*. <https://doi.org/10.1080/00472778.2022.2082455>
14. Michaelis, T. L., Scheaf, D., Carr, J. C., Pollack, J. M. (2022). An agentic perspective of resourcefulness: Self-reliant and joint resourcefulness behaviors in the entrepreneurship process. *Journal of Business Venturing*, 37(1), 1-18. <https://doi.org/10.1016/j.jbusvent.2020.106083>
13. Gray, D. O., McGowen, L., Michaelis, T. L., Leonchuk, L., Rivers, D. (2022). A Policy Mix Experiment to Promote Start-up Success: Exploratory Evaluation of the NSF Small Business Innovation Research (SBIR)/Membership in Industry University Cooperative Research Center (IUCRC) Supplement. *Journal of Technology Transfer*, 47, 176-212. <https://doi.org/10.1007/s10961-020-09794-6>

12. Tracy, E. M., Billingsley, J., Pollack, J. M., Barber III, D., Beorchia, A., Carr, J. C., Gonzalez, G., Harris, M. L., Michaelis, T. L., Morrow, G., Phillips, D., Rutherford, M. W., & Sheats, L. (2021). A behavioral insights approach to recruiting entrepreneurs for an academic study during the COVID-19 pandemic. *Journal of Business Venturing Insights*. <https://doi.org/10.1016/j.jbvi.2021.e00287>
11. Michaelis, T. L., Pollack, J. M., Xinyu (Judy) Hu, Carr, J. C., McKelvie, A. (2021). Metacognition and entrepreneurial action: The mediating role of a strategic mindset on promoting effort and innovative behavior in frugal entrepreneurs. *Journal of Business Venturing Insights*. <https://doi.org/10.1016/j.jbvi.2021.e00283>
10. Pollack, J. M., Garcia, R., Michaelis, T. L., Hanson, S., Carr, J. C., & Sheats, L. (2021). Pursuing B Corp certification: Exploring firms' entrepreneurial orientation and prosocial motivation. *Academy of Management Discoveries*, 7(2), 294-316. <https://doi.org/10.5465/amd.2019.0083>
9. Ring, J. K., Carr, J. C., Michaelis, T. L., Pollack, J. M., & Sheats, L. (2021). Knowledge acquisition Frequency and business model improvement in nascent firms. *Journal of Managerial Issues*, 33(2), 120-139.
8. Michaelis, T. L., Carr, J. C., Scheaf, D., Pollack, J. M. (2020). The frugal entrepreneur: A self-regulatory perspective of resourceful entrepreneurial behavior. *Journal of Business Venturing*, 35(4), 1-19. <https://doi.org/10.1016/j.jbusvent.2019.105969>
7. Giones, F., Brem, A., Pollack, J. M., Michaelis, T. L., Klyver, K., Brinkmann, J. (2020). Revising Entrepreneurial Action In Response To Exogenous Shocks: Considering The Covid-19 Global Pandemic. *Journal of Business Venturing Insights*. <https://doi.org/10.1016/j.jbvi.2020.e00186>.
6. Mugge, P., Abbu, H., Michaelis, T. L., Kwiatkowski, A., Gudergan, G. (2020). Patterns of digitization: A practical guide to digital transformation. *Research-Technology Management*, 63(2), 27-35. <https://doi.org/10.1080/08956308.2020.1707003>
5. Michaelis, T. L., Pollack, J. M., Mulvey, P. W., Ritter, B., Carr, J. C. (2020). Gender bias and venture funding: Discussing bias in the entrepreneurship classroom. *Entrepreneurship Education & Pedagogy*, (3)2, 154-181. <https://doi.org/10.1177/2515127419879459>
4. Pollack, J. M., Carr, J. C., Michaelis, T. L., Marshall, D. R. (2019). Hybrid entrepreneur's self-efficacy and persistence change: A longitudinal exploration. *Journal of Business Venturing Insights*. <https://doi.org/10.1016/j.jbvi.2019.e00143>
3. Michaelis, T. L., Aladin, R., & Pollack, J. M. (2018). Innovation culture and the performance of new product launches: A global study. *Journal of Business Venturing Insights*, 9, 116-127. <https://doi.org/10.1016/j.jbvi.2018.04.001>
2. Michaelis, T. L., & Markham, S. K. (2017). Innovation training: Making innovation a core competency. *Research-Technology Management*, 60(2), 36-42. <https://doi.org/10.1080/08956308.2017.1276387>
1. Markham, S. K., Kowolenko, M., & Michaelis, T. L. (2015). Unstructured text analytics to support new product development decisions. *Research-Technology Management*, 58(2), 30-38.

Book Chapters

3. Michaelis, T., Pollack, J., & Carr, J. (2021). Frugality in emerging organizations: a psychological perspective of resourcefulness in entrepreneurship contexts. In *Oxford Research Encyclopedia of Business and Management*. Oxford University Press. doi: <https://doi.org/10.1093/acrefore/9780190224851.013.310>
2. Pollack, J. M., Barr, S. H., Michaelis, T. L., Ward, M. K. Carr, J. C., Sheats, L., & Gonzales, G. G. (2019). The North Carolina State University entrepreneurship clinical model of teaching and research. In Liguori, Matthews, C., & Taylor, C. (Eds.), *Annals of Entrepreneurship Education and Pedagogy*, (3rd Ed.). New York: Edward Elgar.
1. Grainger, M., Michaelis, T. L., & Mugge, P. (2018). For T-Employees to flourish: Be mindful of the culture you immerse them in! In Spohrer, J., & Demirkan, H. (Eds.), *Service Systems and Innovations in Business and Society*. New York: Business Expert Press.

Manuscripts Being Revised, Under Review, and In Preparation

- Michaelis, T. L., Pollack, J. M., Spivack, A., Carr, J., McKelvie, A. (revise and resubmit). The Underdog Effect in Entrepreneurs: Why Entrepreneurs Persist. *Journal of Business Venturing*.
- Sanchez-Ruiz, P., Fonseca, J. A., Michaelis, T. L., Sutter, C. (revise and resubmit). Populism, Cultural Tightness, and Informal Entrepreneurship: An Institutional Signals Perspective. *Journal of Business Venturing*.
- Glosenberg, A., Duygu, P., Pollack, J. M., Allen, J., O'Boyle, E., Schaefer, J., Michaelis, T. L., Kirkman, B. (revise and resubmit). Gender inequality for entrepreneurs across 93 societies: New evidence for paradoxical findings. *Journal of Personality and Social Psychology*.
- Michaelis, T. L., Pollack, J. M., Smith, N., Carr, J. C., Spivack, A., McKelvie, A. (in review). The Role of Metacognition in Entrepreneurial Resourcefulness. *Entrepreneurship Theory & Practice*.
- Smith, N., Michaelis, T. L., Carr, J. C., Pollack, J. M., McKelvie, A. (in review). When the Grass is Greener: What Happens When Hybrid Entrepreneurs Experience Negative Social Exchanges in Their Wage-Based Role? *Journal of Applied Psychology*.
- Hamrick, A., Lerman, M. P., Michaelis, T. L., Murnieks, C., Astakhova, M. (in review). The dualistic role of passion on ego depletion and the opportunistic behavior of entrepreneurs. *Journal of Business Venturing*.
- Hirshman, A., Allen, J., Michaelis, T. L., Sewaid, A., Carr, J. C., Stevenson, R. (in review). A regulatory focus theory perspective on entrepreneurial pivoting. *Journal of Business Venturing*.
- Michaelis, T. L., Flynn, P., Allen, D., Carr, J. C., Smith, N. (in review). The Organizational Benefits of Implementing Employee Ideas: A Temporal Model of Innovation, Job Embeddedness, and Retention. *Journal of Organizational Behavior*.

- Lerman, M. P., Williams, D., Munyon, T., Michaelis, T. L., Scheaf, D. (in preparation). A day-level model of entrepreneur hustle: How anticipatory emotions relate to well-being and venture progress. *Personnel Psychology*.
- Michaelis, T. L., Rau, D., Smith, N., Saef, R. (in preparation). The effects of risk taking, self-esteem, and locus of control on the magnitude of reference point adaptation by entrepreneurs facing gains or losses. *Journal of Business Venturing Insights*.
- Pollack, J. M., Michaelis, T. L., Burnette, J., Billingsley, J., Carr, J. C. (in preparation). Applying a Social Psychological Approach to Study Mindsets in Entrepreneurship. *Journal of Business and Psychology*.
- Scheaf, D., Michaelis, T. L., Brown, A., Miller, G. (in preparation). Concealment Capability and a Theory of Deceptive Impression Management: Evidence from Crowdfunding Imposters. *Journal of Business Venturing*.

Conference, Symposia, Workshop Participation and Conference Posters

Conference-Related Research Talks

51. Smith, N., Michaelis, T. L., Carr, J. C., Pollack, J. M., McKelvie, A. (2025). *Workplace Incivility As A Predictor Of Hybrid Entrepreneurs' Transition To Full-Time Entrepreneurship: The Role Of Contract Violation*. Paper accepted for the annual meetings of the Babson College Entrepreneurship Research Conference, (Boston, MA).
50. Hamrick, A. H., Michaelis, T. L., Lerman, M. P., Murnieks, C., Astakhova, M. (2025). *Passion's Dark Side: Depletion And The Path From Passion To Unethical Behavior*. Paper accepted for the annual meetings of the Babson College Entrepreneurship Research Conference, (Boston, MA).
49. Allen, J., Hirschmann, A., Michaelis, T. L., Sewaid, A., Carr, J. C., Stevenson, R. (2025). *Can You See The Pivot? Cognitive Frameworks In Opportunity And Survival Entrepreneurial Pivots*. Paper accepted for the annual meetings of the United States Association for Small Business and Entrepreneurship, (Las Vegas, NV).
48. Michaelis, T. L., Rau, D., Smith, N., Saef, R. (2024). *The Role of Individual Differences in Entrepreneurs' Adaptations to Gains or Losses*. Paper accepted for the annual meetings of the Academy of Management, (Chicago, IL).
47. Michaelis, T. L., Smith, N., Pollack, J. M., Spivack, A., Carr, J., McKelvie, A. (2024). *The Underdog Effect: Explaining Why Entrepreneurs Persist*. Paper accepted for the annual meetings of the Babson College Entrepreneurship Research Conference, (Munich, Germany).
46. Allen, J., Combs, J., Carr, J. C., Michaelis, T. L., Joseph, D. (2024). *More Than One Way to Pivot: The Case for Opportunity and Survival Pivots*. Paper accepted for the annual meetings of the Babson College Entrepreneurship Research Conference, (Munich, Germany).
45. Michaelis, T., Rau, D., Smith, N., Saef, R. (2024). *Glass Half Full or Empty? Individual Differences in Adaptations to Gains or Losses*. Poster session at the 2024 Society of Industrial and Organizational Psychology (SIOP) Conference, (Chicago, IL).

44. Michaelis, T. L., Scheaf, D., Lerman, M. P., D’Oria, L. (2023). *Do it for the right reasons: Motivations and consequences of engagement with entrepreneurship-related media content*. Paper accepted for the annual meetings of the Southern Management Association, (St. Pete Beach, FL).
43. Lerman, M. P., Williams, D., Munyon, T., Scheaf, D., Michaelis, T. L. (2023). *A Daily Diary Study of Appraisal, Entrepreneurial Hustle, And Eudaimonic Well-Being*. Paper accepted for the annual meetings of the Academy of Management Conference, (Boston, MA).
42. Lerman, M. P., Williams, D., Munyon, T., Scheaf, D., Michaelis, T. L. (2023). *A day-level model of entrepreneur hustle: How anticipatory emotions relate to well-being and venture progress*. Paper accepted for the annual meetings of the Babson College Entrepreneurship Research Conference, (Knoxville, Tennessee).
41. Allen, J., Combs, J., Carr, J. C., Michaelis, T. L., Joseph, D. (2022). *Pivoting Away from Danger Versus Toward Opportunity: The Case for Survival Pivots*. Paper accepted for the annual meetings of the Australian Centre for Entrepreneurship Research Exchange (ACRE), (Brisbane, Australia).
40. Pollack, J. M., Michaelis, T. L., Billingsley, J., Burnette, J., & Carr, J. C. (2022). *Frugality Mindsets: Entrepreneurs' Beliefs About the Nature of Resourcefulness*. Paper accepted for the annual meetings of the Academy of Management Conference, (Seattle, WA).
39. Allen, J., Combs, J., Carr, J. C., Michaelis, T. L., Joseph, D. (2022). *Why Pivot? Understanding the Role of Venture Survival in Driving Pivoting Decisions*. Paper accepted for the annual meetings of the Babson College Entrepreneurship Research Conference, (Waco, TX).
38. Hamrick, A., Paterson, T., Murnieks, C., Michaelis, T. L. (2022). *Work Hard, Play Hard: The Effect of Leisure Crafting on Opportunity Recognition and Performance*. Paper accepted for the annual meetings of the Babson College Entrepreneurship Research Conference, (Waco, TX).
37. Swartz, E., Schenkel, M., Assenza, P., Michaelis, T. L. (2022). *Hopeful Skeptics on Entrepreneurial Mindset: Impacting Pedagogy through Improved Conceptual Rigor*. Panel symposium accepted for the annual meetings of the United States Association for Small Business and Entrepreneurship (USASBE), (Raleigh, NC).
36. Tracy, E. M., Billingsley, J., Pollack, J. M., Barber, D., Beorchia, A., Carr, J. C., Gonzalez, G., Harris, M., Michaelis, T. L., Morrow, G., Phillips, D., Rutherford, M. W., & Sheats, L. (2021). *Exploring entrepreneurs' social network engagement and embeddedness via Gmail*. Research presented (virtually) at the Ewing Marion Kauffman Knowledge Challenge Grantee 2018 Cohort Webinar. November 3, 2021.
35. Scheaf, D., Michaelis, T. L. (2021). *A Theory of Dishonest Signaling: Evidence from Crowdfunding Imposters*. Paper accepted for the annual meetings of the Academy of Management Conference, (Virtual Event).
34. Michaelis, T. L., Carr, J. C., A., Spivack, A., McKelvie, A. (2021). *Don't Tell Me I Can't Do It-- Watch Me! Spitefulness In Motivating Entrepreneurial Action*. Paper accepted for the annual

meetings of the Babson College Entrepreneurship Research Conference, (Munich, Germany – Virtual Event).

33. Michaelis, T. L., Pollack, J. M., Billingsley, J., Burnette, J., Carr, J. C. (2021). *Frugality Mindsets: Exploring Entrepreneurs' Beliefs About The Nature Of Resourcefulness*. Paper accepted for the annual meetings of the Babson College Entrepreneurship Research Conference, (Munich, Germany – Virtual Event).
32. Pollack, J. M. Billingsley, J., Tracy, E. M., Michaelis, T. L., Carr, J. C., Barber, D., Beorchia, A., Harris, M., Phillips, D., Rutherford, M., Sheats, L. (2021). *On Examining entrepreneurs' social network embeddedness and engagement via data from Gmail: Initial evidence*. Preliminary findings presented at the annual meetings of the United States Association for Small Business and Entrepreneurship, (New Orleans, LA – Virtual Event).
31. Flynn, P., Carr, J. C., Michaelis, T. L. (2020). *Creativity Implementation, Job Characteristics, and Turnover*. Paper accepted for the annual meetings of the Academy of Management, (Vancouver, BC – Virtual Event).
30. Michaelis, T. L., Carr, J. C., McKelvie, A., Spivack, A., Lerman, M. (2020). *Resourcefulness Behaviors At The Individual-venture Interface: Differences In Healthcare Bootstrapping Between The Self-employed And Traditional Wage Employees In The United States*. Paper accepted for the annual meetings of the Babson College Entrepreneurship Research Conference, (Knoxville, TN – Virtual Event).
29. Marshall, D., Carr, J. C., Michaelis, T. L., Pollack, J. M. (2020). *Work-venture Role Conflict Within The Hybrid Entrepreneurship Process*. Paper accepted for the annual meetings of the Babson College Entrepreneurship Research Conference, (Knoxville, TN – Virtual Event).
28. Michaelis, T. L., Carr, J. C., McKelvie, A., Spivack, A. (2019). *The Prevention – Inducement framework for physical and mental health illness and self-employment likelihood*. Paper presented at the annual meetings of the Academy of Management, (Boston, MA).
27. Kwiatkowski, A., Mugge, P., Gudergan, G., Michaelis, T. L., Abbu, H., Krechting, D. (2019). *Patterns of Digitalization: What differentiates digitally mature organizations?* Paper presented at the 25th International Conference on Engineering, Technology and Innovation (ICE/IEEE ITMC), (Nice, France).
26. Carr, J. C., Michaelis, T. L., Pollack, J. M. (2019). *Utilizing the Construct of Temporal Focus to Explain Entrepreneurial Behavior*. Paper presented at the annual meetings of the Babson College Entrepreneurship Research Conference, (Boston, MA).
25. Gonzalez, G., Leisten, M., Michaelis, T. L., Sheats, L. (2019). *Mentoring, Serendipity, and Artificial Intelligence*. Preliminary findings presented at the annual meetings of the United States Association for Small Business and Entrepreneurship, (St. Pete Beach, FL).
24. Michaelis, T. L. (2019). *The Frugal Entrepreneur: A Socio-cognitive Perspective of Entrepreneurial Resourcefulness*. Paper presented at the annual meetings of the United States Association for Small Business and Entrepreneurship, (St. Pete Beach, FL).

23. Carr, J. C., Ring, J.K., Michaelis, T. L., Pollack, J. M. (2019). *Knowledge Acquisition Frequency and the Dynamic Innovation of Business Models in Nascent Firms*. Paper presented at the annual meetings of the United States Association for Small Business and Entrepreneurship, (St. Pete Beach, FL).
22. Michaelis, T. L., Carr, J. C., Pollack, J. M. (2018). *The Effect Of “Hostility Bias” On Resource Bootstrapping: A Regulatory Focus Perspective*. Paper presented at the annual meetings of the Babson College Entrepreneurship Research Conference, (Dublin, Ireland).
21. Carr, J. C., Ring, K., Michaelis, T. L., Pollack, J. M. (2018). *The Role Of Knowledge Acquisition On Business Model Innovation In New Ventures: A Latent Growth Model Approach*. Paper presented at the annual meetings of the Babson College Entrepreneurship Research Conference, (Dublin, Ireland).
20. Garcia, R., Pollack, J. M., Michaelis, T. L. (2017). *Pursuing B-Corp Certification: Implications On Firms' Entrepreneurial Orientation*. Paper presented at the Product Development Management Association research forum, (Chicago, IL).
19. Michaelis, T. L. (2017). *Entrepreneurial Frugality: A New Measure*. Paper presented at the annual meetings of the Academy of Management, (Atlanta, GA).
18. Carr, J. C., Pollack, J. M., & Michaelis, T. L. (2017). *The Effect Of Entrepreneurial Self-Efficacy On Entrepreneurial Persistence Over Time*. Paper presented at the annual meetings of the Babson College Entrepreneurship Research Conference, (Norman, OK).
17. Markham, S. K., Lee, H., and Michaelis, T. L. (2016). *How To Reduce Cycle Time For Radical, More Innovative, And Incremental Innovation: A Cross-Cultural Study Between The West And The East*. Paper presented at the Product Development Management Association research forum, (Atlanta, GA).
16. Michaelis, T. L. and Aladin, R. (2016). *Latent Profile Analysis Of Innovation Culture: How Innovation Culture Drives Innovation Performance*. Paper presented at the annual meetings of the Academy of Management, (Anaheim, CA).
15. Michaelis, T. L. and Markham, S. K. (2016). *Innovation Training: Defining A Domain*. Paper presented at the annual meetings of the Industrial Research Institute annual meeting, (Orlando, FL).
14. Michaelis, T. L. and Markham, S. K. (2015). *Interactive Vs. Non-Interactive Social Media: Social Media's Effect On NPD Performance*. Poster presented at the Product Development Management Association research forum, (Anaheim, CA).
13. Michaelis, T. L. (2015). *Innovation Training: A Backdoor Glimpse At Innovation Maturity*. Paper presented at the Center for Innovation Management Studies fall meeting, (Raleigh, NC).
12. Lee, H., Markham, S. K., and Michaelis, T. L. (2015). *Champions As Charismatic Leaders: Helping Companies Lead Higher Levels Of Product Performance*. Paper presented at the Center for Innovation Management Studies winter meeting, (Raleigh, NC).

11. Michaelis, T. L. (2015). *A Comprehensive Overview Of Traversing The Valley Of Death*. Book presented at the Center for Innovation Management Studies winter Meeting, (Raleigh, NC).
10. Markham, S. K., Lee, H., and Michaelis, T. L. (2014). *Leadership Approaches To New Product Development: The Charismatic Champion Role*. Paper presented at the Product Development Management Association research forum, (Denver, CO).
9. Gray, D. O., McGowen, L., Rivers, D., Leonchuk, L., and Michaelis, T. L. (2014). *Promoting Combinatorial Science, Technology And Innovation (STI) Programmatic Impacts: An Evaluation Of The NSF SBIR/STTR Supplement For Membership In Industry/University Cooperative Research Centers (IUCRC)*. Paper presented at the annual meetings of the American Evaluation Association, (Denver, CO).
8. Gray, D. O., McGowen, L., Leonchuk, L., and Michaelis, T. L. (2014). *Highlights Of Membership Data: FY 2012-2013*. Technical report presented at the National Science Foundation (NSF) Industry/University Cooperative Research Centers (IUCRC) evaluators annual meeting, (Arlington, VA).
7. Gray, D. O., McGowen, L., Leonchuk, L., and Michaelis, T. L. (2014). *Highlights Of Process/Outcome Data: FY 2012-2013*. Technical report presented at the National Science Foundation (NSF) Industry/University Cooperative Research Centers (IUCRC) evaluators annual meeting, (Arlington, VA).
6. Michaelis, T. L. (2014). *System for Industrial Innovation*. Book presented at the National Science Foundation (NSF) Industry/University Cooperative Research Centers (IUCRC) evaluators annual meeting, (Arlington, VA).
5. Gray, D. O., McGowen, L., Leonchuk, L., and Michaelis, T. L. (2014). *Supplemental Opportunity For SBIR/STTR Memberships In Iucrcs: Evaluation Of Impacts On SBIR/STTR Firms*. Technical report presented at the National Science Foundation (NSF) Industry/University Cooperative Research Centers (IUCRC) evaluators annual meeting, (Arlington, VA).
4. Michaelis, T. L. (2013). *Big Data For Fun & Profits: Guide To Top-Line Growth In The 21st Century*. Multiple case studies presented at the Center for Innovation Management Studies spring meeting. (Raleigh, NC).
3. Michaelis, T. L. (2013). *Company Experience Using Unstructured Text Analytics For Innovation & Growth*. Case study presented at the Center for Innovation Management Studies spring meeting. (Raleigh, NC).
2. Michaelis, T. L. (2012). *Air Products Pilot Tests Big Data Capability For New Business Development*. Case study presented at the Center for Innovation Management Studies fall meeting. (Raleigh, NC).
1. Michaelis, T. L., Warmack, D., Mukerjee, C., Jiang, A. (2012). *The Valorization Of Bauxaline "Red Mud" In Alumina Manufacturing*. Case study presented at the Center for Innovation Management Studies fall meeting. (Raleigh, NC).

Symposia and Professional Development Workshops

14. Academy of Management Conference (AoM) – Professional Development Workshop Organizer – *Health and Well-being Research in Entrepreneurship: New Directions for Scholarship* – Copenhagen, Denmark – August 2025
13. Academy of Management Conference (AoM) – Professional Development Workshop Organizer – *Health and Well-being Research in Entrepreneurship: New Directions for Scholarship* – Chicago, IL – August 2024
12. Academy of Management Conference (AoM) – Panel Symposium Speaker – *Hybrid Entrepreneurship* – Chicago, IL – August 2024
11. Academy of Management Conference (AoM) – Professional Development Workshop Organizer – *Health in Entrepreneurship Research: Putting "Entrepreneurs Health" Front and Center* – Boston, MA – August 2023
10. Academy of Management Conference (AoM) – Professional Development Workshop Discussant – *Hybrid Entrepreneurship* – Boston, MA – August 2023
9. Academy of Management Conference (AoM) – Professional Development Workshop Presenter – *Mental Health, Well-Being, and Entrepreneurship: Putting "Entrepreneurial Workers" Front and Center* – Boston, MA – August 2023
8. Babson College Entrepreneurship Research Conference (BCERC) – Professional Development Workshop Organizer – *Process Modeling to Advance Entrepreneurial Theory* – Virtual Event – June 2021
7. NC State E-Clinic – Entrepreneurship Bootcamp Instructor – *Financial Intelligence, Funding Landscapes, and Accounting for Entrepreneurs* – SKEMA Business School – Raleigh, NC – April 2018
6. Chinese Academy of Sciences – Analytics Workshop Instructor – *The Changing Landscape of "Big Data" and Introduction to IBM Watson Text Analytics* – Global Training Initiative at NC State – Raleigh, NC – October 2017
5. North Carolina State University – Analytics Bootcamp Instructor – *Analytics for Innovation Management Bootcamp: Intro to R programming, Statistics, and Text Analytics using IBM Watson* – Hunt Library – Raleigh, NC – February 2017
4. North Carolina State University – Big Data Bootcamp – *Statistical Modeling and Natural Language Processing (NLP)* – Hunt Library – Raleigh, NC – February 2016
3. North Carolina State University – Big Data Bootcamp – *IBM Watson and applied Natural Language Processing (NLP)* – Hunt Library – Raleigh, NC – January 2015
2. North Carolina State University – Big Data Bootcamp – *IBM Watson and applied Natural Language Processing (NLP)* – Nelson Hall – Raleigh, NC – June 2013

1. Poole College Of Management, Executive Education Instructor – Cisco Inc. – *Data Driven Decisions for Global Business Services* – Research Triangle Park (RTP), NC – April 2013

Technical & Research Reports

7. D.O. Gray, L.C. McGowen, O. Leonchuk, and T. Michaelis. (2015). *2013-2014 NSF IUCRC Center Structure Report*. North Carolina State University Department of Psychology. National Science Foundation.
6. D.O. Gray, D. Rivers, L.C. McGowen, O. Leonchuk, and T. Michaelis. (2015). *National Science Foundation’s “Supplemental Opportunity for SBIR/STTR Memberships in I/UCRCs” (Industry/University Cooperative Research Centers): An Assessment of Its Impact on I/UCRCs and SBIR/STTRs*. Division of Industrial Innovation and Partnerships (IIP). National Science Foundation.
5. D.O. Gray, L.C. McGowen, O. Leonchuk, and T. Michaelis. (2015). *2013-2014 IUCRC Program Membership Report*. North Carolina State University Department of Psychology. National Science Foundation.
4. D.O. Gray, L.C. McGowen, O. Leonchuk, and T. Michaelis. (2015). *2013-2014 Process Outcome Survey Results: Descriptive Statistics Compiled from Industry and Faculty Surveys*. North Carolina State University Department of Psychology. National Science Foundation.
3. D.O. Gray, L.C. McGowen, O. Leonchuk, and T. Michaelis. (2014). *2012-2013 NSF IUCRC Center Structure Report*. North Carolina State University Department of Psychology. National Science Foundation.
2. D.O. Gray, L.C. McGowen, O. Leonchuk, and T. Michaelis. (2014). *2012-2013 IUCRC Program Membership Report*. North Carolina State University Department of Psychology. National Science Foundation.
1. D.O. Gray, L.C. McGowen, O. Leonchuk, and T. Michaelis. (2014). *2012-2013 Process Outcome Survey Results: Descriptive Statistics Compiled from Industry and Faculty Surveys*. North Carolina State University Department of Psychology. National Science Foundation.

Teaching Experience

Undergraduate

Creativity, Innovation, & Entrepreneurship (MGMT 327)	Northern Illinois University
Business Model Implementation (MGMT 437)	Northern Illinois University
Finance and Accounting for Entrepreneurs (MIE 412)	NC State University
Introduction to Entrepreneurship (MIE 310)	NC State University
Introduction to Business Processes (MIE 201)	NC State University

Mean teaching evaluation score (3 years): 4.55/5.00

Graduate

Global Strategy (MBA 580)	NC State University
Management of Technology (MBA 550)	NC State University

Doctoral Committees

- Meghan Moore Dissertation: *Comparing Stress Mindset Intervention Approaches*. Expected completion date: 2026
- Nicholas Smith Dissertation: *Three essays examining the role of incivility within the entrepreneurship process and macro-role transitions among hybrid entrepreneurs*. Expected completion date: 2026

Mentorship

- Spring 2025 Instructor, Honors Project (MGMT 437) completed by Jada Samuels
Topic: Partnership Development for Small Business Scaling
- Fall 2023 Instructor, Honors Project (MGMT 437) completed by Quentin Stewart
Topic: The Art and Influence of Packaging
- Spring 2018 Instructor, Independent Study (MIE498) completed by Colton Botta
Topic: Database development, entrepreneurial psychology
- Summer 2018 Instructor, Independent Study (MIE498) completed by Michael Piccola
Topic: Entrepreneurial stress process and the role of appraisal

Service

Conference Founded

- Health in Entrepreneurship Conference October 2022 – Present
- Annual research-intensive conference (50 scholars) focused on developing and publishing high impact work related to all facets of health as it relates to the field of entrepreneurship.
 - Co-founded and sponsored by Northern Illinois University, DePaul University, NC State University, and the Kauffman Foundation.
 - Hosted in Chicago (2022), Chicago (2023), Montpellier Business School (2024), Syracuse University (2025), Paris Business School (2026)...

Professional Affiliations

- Academy of Management
 - Entrepreneurship (ENT) Division
 - Organizational Behavior (OB) Division
 - Research Methods (RM) Division
- Southern Management Association (SMA)

Editorial Review Board Member

- Journal of Business Venturing 2023 – Present
- Entrepreneurship Theory & Practice 2020 – Present

Ad-hoc Journal and Conference Reviewing

- Journal of Management
- Journal of Management Studies
- Strategic Entrepreneurship Journal
- Journal of Small Business Management
- Journal of Business Venturing Insights
- Babson College Entrepreneurship Research Conference (BCERC)

Academy of Management Entrepreneurship Division

Invited Talks

17. Council on Hotel, Restaurant, and Institutional Education (CHRIE) – Research Seminar Series – *Innovative Idea Implementation and Employee Retention* – Virtual – December 2023
16. St. Louis University – Chaifetz School of Business – Research Seminar Series – *The Psychology of Resourcefulness in Entrepreneurship* – Virtual – October 2022
15. Perbanas Institute – Jakarta, Indonesia – Research Discussion – *The Psychology of Resourcefulness in Entrepreneurship* – Virtual – October 2022
14. World Chicago – International Visitor Leadership Program – U.S. Department of State – *Accelerating Innovation Outcomes for SBIR Grant Winners: Highlighting the Impacts of a Mixed Policy Intervention on Entrepreneurial Venture Success* – August 2022
13. Baylor University – Hankamer School of Business – Department of Entrepreneurship & Corporate Innovation – *Frugality in Entrepreneurship: A Resourcefulness Discussion* – October 2021
12. Journal of Business Venturing Insights – Impact Scholar Community - Relevance, timeliness and responsiveness in entrepreneurship research – *Discussion on Revising Entrepreneurial Action In Response To Exogenous Shocks: Considering The Covid-19 Global Pandemic.* – Virtual – February 2021
11. DePaul University – Driehaus College of Business – Department of Management & Entrepreneurship - *The Prevention-Inducement Model of Physical and Mental Health and Self-Employment Likelihood* – Chicago, IL – November 2019
10. 2019 Emerging Technologies Summit – Jenkins MAC Program – *Big Data* – McKimmon Center, Raleigh, NC – March 2019
9. Institute for Emerging Issues – BB&T Leadership Symposium – *Social Entrepreneurship: Practical Approaches To Defining Your Problem And Crafting A Value Proposition* – Hunt Library, Raleigh, NC – March 2017
8. North Carolina State University – Innovation Roundtable – *Innovation Training: How Are The Worlds Largest Companies Training Employees To Innovate?* – Hunt Library – Raleigh, NC – July 2015
7. North Carolina State University – Innovation Roundtable – *How Do You Measure Innovation? A Look At The Top 10 Most Innovative Companies* – Hunt Library – Raleigh, NC – March 2015
6. North Carolina State University – Guest Lecture – MBA 590, Data Driven Decision Making – *Data vs. Intuition: A Demonstration Of Applied Unstructured Text Analytics For Strategic Decision Making* – RTP Campus, NCSU – September 2014
5. North Carolina State University – Guest Lecturer – Global Luxury Brand Management Program – *Harley Davidson: Applied Unstructured Text Analytics And Sentiment Analysis For Brand Fit* – Raleigh, NC – November 2013

4. North Carolina State University – Poole College Of Management Executive Programs Advisory Board – *Strategic Decision Making Using Big Data* – Hunt Library – Raleigh, NC – April 2013
3. Research Triangle Park (RTP) Foundation – Innovation In Research Triangle Park (RTP) – *Critical Thinking And Data Driven Decision Making* – RTP, NC – April 2013
2. North Carolina State University – Poole College Of Management Advisory Board – *Student Perspective Of Big Data Impact* – Raleigh, NC – November 2012
1. North Carolina State University – Enterprise Risk Management (ERM) Initiative Advisory Board, Poole College Of Management – *Harley Davidson, Will Women Purchase Motorcycles? Big Data For ERM* – Raleigh, NC – November 2012

Teaching Workshops Attended

3. University of Tampa – *Experiential Education Classroom XX* – Lowth Entrepreneurship Center, Tampa, FL – September 2019
2. Teaching Effectiveness Institute – Northern Illinois University – *Transforming Your Students Into Self-Regulated Learners And Enhancing Their Performance* – Holmes Student Center, DeKalb, IL – August 2019
1. Teaching Effectiveness Institute – Northern Illinois University – *Fundamental Principles Of Instruction* – Holmes Student Center, DeKalb, IL – August 2019

Media and Press

23. Sanchez, P., Wood, M., Michaelis, T., & Jaime Suarez (2024, December 9). How entrepreneurs survive in crime-prone regions. *Entrepreneur & Innovation Exchange*. Retrieved December 9, 2024, from <https://eixchange.com/content/how-entrepreneurs-survive-in-crime-prone-regions>
22. Kiernan, J., & Comoreanu, C. (2024, June 25). Best Business Credit Cards. *WalletHub*. https://wallethub.com/best-business-credit-cards#expert=Tim_Michaelis
21. Kiernan, J., & Comoreanu, C. (2024, March 1). Best Bank Accounts for Small Business. *WalletHub*. https://wallethub.com/best-business-bank-accounts#expert=Tim_Michaelis
20. Kiernan, J. (2023, June 1). Best Secured Business Credit Cards. *WalletHub*. https://wallethub.com/credit-cards/business-secured/#expert=Tim_Michaelis
19. McCann, A. (2022, September 21). 2022's Best Coffee Cities in America. *WalletHub*. https://wallethub.com/edu/best-cities-for-coffee-lovers/23739#expert=Tim_Michaelis
18. Kiernan, J. S. (2022, April 25). 2022's Best Large Cities to Start a Business. *WalletHub*. https://wallethub.com/edu/best-cities-to-start-a-business/2281#expert=Tim_Michaelis
17. Milton, K. (2021, December 21). On the Record with Tim Michaelis. *Daily Chronicle*. <https://www.shawlocal.com/midweek-news/news/on-the-record/2021/12/22/on-the-record-with-tim-michaelis/>

16. Boose, Y. (2021, December 8). It's not too late to save this holiday season. *NPR-WNIJ*.
<https://www.northernpublicradio.org/2021-12-08/its-not-too-late-to-save-during-this-buying-season>
15. Flemming, K. (2021, September 9). Startup Business Loans, expert commentary. *AdvisorSmith*.
<https://advisorsmith.com/business-loans/startup-business-loans/?expert=tim-michaelis>
14. Michaelis, T. (2021, March 8). COVID's Impact on the Wealth Gap in America. *FOX 32 Chicago*.
<https://www.fox32chicago.com/video/908535>
13. Anna, G. (2021, February 8). Business Checking Account Promotions: What the experts say. *Credit Donkey*. <https://www.creditdonkey.com/business-checking-account-promotions.html#interview=tim-michaelis>
12. Varagur, K. (2021, January 4). Should You Join a Startup During the Pandemic? *The Wall Street Journal*. <https://www.wsj.com/articles/should-you-join-a-startup-during-the-pandemic-11609722000>
11. Altus, A. (2020, November 17). How To Save During A Recession. *The Smart Wallet*.
<https://thesmartwallet.com/how-to-save-during-a-recession/>
10. Bessler, K. (2020, June 15). Consumers change some spending habits amid pandemic. *The Center Square, Illinois*. https://www.thecentersquare.com/illinois/consumers-change-some-spending-habits-amid-pandemic/article_38035014-af47-11ea-83cf-b7e504813486.html
9. Baker, L. (2020, April 15). Expert: spend your stimulus money on necessities. TV Interview, *NBC, WREX 13*. <https://wrex.com/2020/04/15/expert-spend-your-stimulus-money-on-necessities/>
8. Michaelis, T. L. (2020). 2020's Best Credit Cards With Rewards. *WalletHub.com*
https://wallethub.com/credit-cards/business-new-businesses/#Tim_Michaelis
7. Keiper, J. (2020, April 6). Keys to keeping small businesses alive during the Covid-19 pandemic. Radio Interview, *WBBM Chicago, IL*. <https://wbbm780.radio.com/media/audio-channel/keys-to-keeping-a-small-business-alive-during-covid-19-pandemic>
6. Karlin, B. (2020, January 24). The frugal professor: NIU students learn skills to be financially stable. TV Interview, *23 WIFR*.
https://www.wifr.com/content/news/The_frugal_professor_NIU_students_learn_skills_to_be_financially_stable.html
5. Michaelis, T. L. (2020, January 22). 'Frugal' NIU Professor Examines Entrepreneurs. Radio Interview, *NPR-WNIJ*. <https://www.northernpublicradio.org/post/frugal-niu-professor-examines-entrepreneurs>
4. Michaelis, T. L. (2020, January 16). How to Actually Build Wealth: Tips for 2020. *Lawndale News, Chicago, IL*. <http://www.lawndalenews.com/2020/01/how-to-actually-build-wealth-tips-for-2020/>

3. Michaelis, T. L. (2019). Mastercard Credit Cards. *WalletHub.com*. https://wallethub.com/credit-cards/mastercard/#expert=Tim_Michaelis
2. Michaelis, T. L. (2018). 2018's Best & Worst Small Cities to Start a Business. *WalletHub.com*. <https://wallethub.com/edu/best-small-cities-to-start-a-business/20180/#tim-michaelis>
1. Michaelis, T. L. (2017). Best Credit Cards for New Businesses. *WalletHub.com*. https://wallethub.com/credit-cards/business-new-businesses/#Tim_Michaelis

Professional References

Jon C. Carr
Jenkins Distinguished Professor of
Entrepreneurship
Poole College of Management
North Carolina State University
2801 Founders Dr., Raleigh, NC 27695
Phone: (601) 310-6487
Email: jccarr@ncsu.edu

Melissa Cardon
Research Director, Anderson Center for
Entrepreneurship & Innovation, James A. II &
Natalie L Haslam Distinguished Professor in
Innovation & Entrepreneurship
Haslam College of Business, University of
Tennessee – Knoxville
Phone: (440) 213-1292
Email: mcardon@utk.edu

Alexander McKelvie
Interim Dean & Professor of Entrepreneurship
Whitman School of Management
Syracuse University
721 University Ave., Syracuse, NY, 13244
Phone: (315) 443-3751
Email: mckelvie@syr.edu

Ute Stephan
Professor of Entrepreneurship
King's Business School, King's College London
Phone: +44 207 848 0907
Email: ute.stephan@kcl.ac.uk

Jeffrey S. McMullen
David H. Jacobs Chair in Strategic
Entrepreneurship and Professor of
Entrepreneurship
Kelley School of Business, Indiana University
Phone: (812) 855-2718
Email: mcmullej@iu.edu

Jeffrey M. Pollack
Lynn T. Clark II Distinguished Professor of
Entrepreneurship
Poole College of Management
North Carolina State University
2801 Founders Dr., Raleigh, NC 27695
Phone: (804) 397-0818
Email: jmpolla3@ncsu.edu

Matthew Wood
Michael F. Price Chair in Entrepreneurship and
Economic Development
Price College of Business
University of Oklahoma
1003 Asp Ave., Price Hall, Norman, OK, 73019
Phone: (405) 325-1638
Email: ms_wood@ou.edu

Maija Renko
Professor of Entrepreneurship
School of Business
Aalto University
P.O. Box 21210, FI-00076, AALTO
Phone: (312) 362-5944
Email: maija.renko@aalto.fi