

TRENT WILLIAMS

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EDUCATION

PhD	Indiana University, Kelley School of Business <i>Entrepreneurship and Strategic Management</i>	2011-2014
Masters	Indiana University, Kelley School of Business <i>Master of Business</i>	
Masters	Purdue University, Krannert School of Management <i>OBHR and Strategy</i>	
Bachelors	Brigham Young University <i>English and Philosophy</i>	

ACADEMIC POSITIONS

Associate Professor	BYU-Marriott School of Business	2023-Current
Associate Professor	Indiana University, Kelley School of Business William L. Haeberle Professor of Entrepreneurship	2020-2023
Assistant Professor	Indiana University, Kelley School of Business Oslan Family Faculty Fellowship in Entrepreneurship and Innovation	2017-2020 2019-2020
Assistant Professor	Syracuse University, Whitman School of Management	2015-2017
Visiting Assistant Professor	Indiana University, Kelley School of Business	2014-2015
Associate Instructor and PhD Student	Indiana University, Kelley School of Business	2011-2014

INTERESTS

Research: Community-organization emergence, entrepreneurial decision making; entrepreneurial founding and failure; organization theory, resourcefulness, resilience, identity (development, loss, and recovery), and hybrid organizing

Teaching: Innovation, entrepreneurship, strategic management, corporate innovation and entrepreneurship, organization theory, opportunity recognition and design thinking, hybrid (i.e., social) entrepreneurship, entrepreneurial leadership

RESEARCH**Refereed Research Publications** (*indicates student author)

Minniti, M., *Rodriguez, Z., & Williams, T.A. (2024). "Resilience within constraints: An event-oriented approach to crisis response." *Journal of Management* (In press).

Williams, T.A. & Fathallah, R. (2024). "Adapting a collective will and a way during a civil war: The persistence of an entrepreneurial ecosystem as an architecture of hope." *Journal of Business Venturing*.

Thorgren, S. & Williams, T.A. (2023). "Progress without a venture? Individual benefits of post-disruption entrepreneuring." *Journal of Business Venturing*. 38 (3): 106292.

- Williams, T.A., Nason, R., Wolfe, M., & Short, J. (2023). "Reframing Social Entrepreneurship Research: Embracing a Strategic Perspective." *Strategic Entrepreneurship Journal*.
- Shepherd, D.A., *Seyb, S., & Williams, T.A. (2023). "Trade-offs for empathy-driven entrepreneurial action across emotional and psychological well-being and entrepreneurs and their targets." *Journal of Business Venturing*. 38 (3): 106290.
- Mathias, B., *Hutto, H., & Williams, T.A. (2023). "Amish brain gain: Building thriving rural communities through a creation perspective toward work." *Business Horizons—Special Issue Honoring Tim Baldwin*.
- Williams, T.A. & Murphy, C. (2022)** "Ruminating on what you think of me: A grounded model of construed image work." *Academy of Management Journal*. 65(5): 1541-1570.
**Authors contributed equally
- Shepherd, D.A. & Williams, T.A. (2022). "Does it need to be broader or deeper? Trade-offs in entrepreneurship theorizing." *Entrepreneurship Theory & Practice*. 0(0): 1-28.
- *Ahmed, A., Ucbasaran, D., Cacciotti, G., & Williams, T.A. (2022) "Integrating psychological resilience, stress and coping in entrepreneurship: A systematic review and research agenda." *Entrepreneurship Theory & Practice*. 46(3): 497-538.
- Shepherd, D.A. & Williams, T.A. (2022). "Different response paths to organizational resilience." *Small Business Economics*. (1-36).
- Shepherd, D.A., Parida, V., Williams, T.A., & Wincent, J. (2022). "Organizing the exploitation of vulnerable people: A qualitative assessment of human trafficking." *Journal of Management*. 48 (8): 2421-2457.
- Williams, T.A. Zhao, E.Y., Sonenshein, S., Ucbasaran, D., & George, G. (2021) "Breaking boundaries to creatively generate value: The role of resourcefulness in entrepreneurship." *Journal of Business Venturing*, 36 (5): 106141.
- Williams, T.A. & Shepherd, D.A. (2021). "Bounding and Binding: Trajectories of Community-Organization Emergence Following a Major Disruption." *Organization Science*, 32 (3): 824-855.
- Grimes, M., Williams, T.A., & Zhao, E.Y. (2020). "Beyond Hybridity: Accounting for the Values Complexity of All Organizations in the Study of Mission and Mission Drift." *Academy of Management Review*, 45 (1): 234–238.
- Shepherd, D.A. & Williams, T.A. (2020). "Entrepreneurship responding to adversity: Equilibrating adverse events and disequilibrating persistent adversity." *Organization Theory*, 1: 1-25.
- Williams, T.A., Thorgren, S., & *Lindh, I. (2020). "Rising from failure, staying down, or more of the same? An inductive study of entrepreneurial reentry." *Academy of Management Discoveries*, 6 (4): 631-662.
- Thorgren, S. & Williams, T.A (2020). "Staying alive during an unfolding crisis: How SMEs ward off impending disaster." *Journal of Business Venturing Insights*, 14: e00187.
- Muñoz, P., Naudé, W., Williams, T.A., & Frías, R. (2020). "Reorienting entrepreneurship policy to tackle Chile's economic and social crisis: A rapid response." *Journal of Business Venturing Insights*, 14: e00187.
- Bacq, S., Geoghegan, W., Josefy, M. Stevenson, R., & Williams, T.A. (2020). "The COVID-19 Virtual Idea Blitz: Marshaling social entrepreneurship to rapidly respond to urgent grand challenges." *Business Horizons*, 63 (6): 705-723.

- Grimes, M., Williams, T.A., & Zhao, E.Y. (2019) “Anchors aweigh: The sources, variety, and challenges of mission drift.” *Academy of Management Review*, 44 (4): 819–845.
- Shepherd, D.A., Williams, T.A., & Zhao, E.Y. (2019). A framework for exploring the degree of hybridity in entrepreneurship.” *Academy of Management Perspectives*, 33(4): 491-512.
- *Seyb, S.K., Shepherd, D.A., & Williams, T.A.. (2019) “Exoskeletons, entrepreneurs, and communities: A model of opportunity co-construction.” *Journal of Business Venturing*, 34 (6): 105947.
- Patel, P., Wolfe, M., & Williams, T.A. (2019) “Self-employment and allostatic load.” *Journal of Business Venturing*, 34 (4): 731-751.
- Williams, T.A. & Shepherd, D.A. (2018) “To the rescue!?! Brokering a rapid, scaled and customized venturing response to a widespread disaster.” *Journal of Management Studies*, 55 (6): 910-942.
- Shepherd, D.A & Williams, T.A. (2018) “Hitting rock bottom after job loss: Bouncing back to create a new positive work identity.” *Academy of Management Review*, 43 (1): 28-40.
- Williams, T.A., Gruber, D.A., Sutcliffe, K.M., Shepherd, D.A., Zhao, E.Y. (2017). “Organizational response to adversity: Fusing crisis management and resilience research streams.” *Academy of Management Annals*, 11 (2): 733-769.
- Williams, T.A. & Shepherd, D.A. (2017) “Mixed method social network analysis: Combining inductive concept development, content analysis, and secondary data for quantitative analysis.” *Organizational Research Methods*, 20(2): 268-298.
- Williams, T.A. & Shepherd, D.A. (2016) “Building resilience or providing sustenance: Different paths of emergent ventures in the aftermath of the Haiti earthquake.” *Academy of Management Journal*, 59 (6): 2069-2102.
- Williams, T.A. & Shepherd, D.A. (2016) “Victim actors doing good and doing well: Venture creation and well-being in the aftermath of a resource shock.” *Journal of Business Venturing*, 31(4): 365-387).
- Shepherd, D.A., Williams, T.A., & Patzelt, H. (2015) “Thinking about entrepreneurial decision making: Review and research agenda.” *Journal of Management*, 51(1): 11-46.
- Shepherd, D.A. & Williams, T.A. (2014) “Local venturing as compassion organizing in the aftermath of a natural disaster: The role of localness and community in reducing suffering.” *Journal of Management Studies*, 51 (6): 952-994.
- Patzelt, H., Williams, T.A., & Shepherd, D.A. (2014) “Overcoming the walls that constrain us: Reactions to an entrepreneurship education program in prison.” *Academy of Management Learning & Education*, 13 (4): 587-620.
- Shepherd, D.A., Patzelt, H., Williams, T.A., & *Warnecke, D. (2014) “How does the speed of project termination impact project team members? Rapid termination, “creeping death,” and learning from failure.” *Journal of Management Studies*, 51 (4): 513-546.

Books, Book Chapters and Published Conference Papers

- Norton, D. & Williams, T.A. “Genius-Level Experience Strategy: The Definitive Strategy Book for the Intelligent Experience Economy.” (*Under review at Stanford Business Press*).
- Williams, T.A. (2022) “Micro-foundations of institutional logic shifts: Entrepreneurial action in response to crises.” *Oxford Research Encyclopedia of Business*
- Thorgren, S. & Williams, T.A. (2022). “Nyanländas företagande: Framåsyftande rekommendationer för en helhetsansats” [Newly arrived refugees’ entrepreneurship:

- Future oriented recommendations for an integrative approach”]. In O. Adenfelt & H. Heijne (Eds.), “Nyanlända kvinnors entreprenörskap” [Newly arrived women refugees’ entrepreneurship] (Chapter 3). Stockholm: Fores.
- Thorgren, S. & Williams, T.A. (2022). “Entrepreneur in a foreign country: Challenges difficult to overcome by oneself.” Lulea University of Technology publication.
- Shepherd, D.A. & Williams, T.A. (2019). Spontaneous venturing: An entrepreneurial approach to alleviating suffering in the aftermath of a disaster. Cambridge, MA, MIT Press.
- Williams, T.A., Shepherd, D.A. (2018). *Trust in the Entrepreneurial Process*. In R. Searle, A. Nienaber, and S. Sitkin (Eds.) Routledge Companion to Trust. New York, Taylor & Francis.
- Shepherd, D.A., Williams, T.A., Wolfe, M., Patzelt, H. (2016). Learning from Entrepreneurial Failure: Emotions, Cognitions, and Actions. Cambridge University Press.
- Lindh, I., Williams, T.A., & Thorgren, S. (2017) “Trajectories of recovery from business failure: Divergent paths to ‘try again’ and move forward.” *Frontiers of Entrepreneurship Research BCERC Proceedings*.
- Williams, T.A. Thorgren, S., & McKelvie, A. (2017) “Penrosian resourcefulness and the emergence and performance of new firms: A strategy that holds?” *Frontiers of Entrepreneurship Research BCERC Proceedings*.
- Williams, T.A. & Shepherd, (2016). “Build Back Better? Local Ventures Alleviating Suffering after Disaster in a Least Developed Country.” *Frontiers of Entrepreneurship Research BCERC Proceedings*.
- Williams, T.A. & Shepherd, D.A. (2014) “Value through venturing: Resilience outcomes in the wake of potentially traumatic events.” *The Academy of Management Best Paper Proceedings*.

Select Working Papers

- Fathallah, R. & Williams, T.A. “Liminal organizing in a borrowed place with borrowed time: The case of Syrian refugee entrepreneurs in Lebanon.” (3rd round R&R at *Journal of Management Studies*).
- Williams, T.A., *Li, J., & Zhao, E.Y. “The resourcefulness advantage? Understanding the past and future impact of resourcefulness in strategic management.” (4th round R&R at *Journal of Management Studies*).
- Williams, T.A. & Shepherd, D.A. “Rapt in Wonder: Entrepreneurial Awe, Decision-Making, and Venturing.” (R&R at *Academy of Management Review*).
- Williams, T.A., Thorgren, S., & Sonenshein, S. “What You Don’t Know Won’t Hurt You: Moral Brokering to Sustainably Commercialize ‘Doing Good.’ (Under review at *Academy of Management Journal*).
- Shepherd, D.A., Williams, T.A., and Seyb, S. “Helping others helps self: Resource bundles, communities, and prosocial entrepreneurial responses to adversity.” (R&R at *Entrepreneurship Theory & Practice*).
- Mathias, B. & Williams, T.A. “Growing the Amish way: Toward a model of sustainable community growth.” (Under review at *Academy of Management Journal*).
- Warnick, B.J., McMullen, J.S. & Williams, T.A. “Using Entrepreneurship to Design Meaningful Work: Promises and Pitfalls.” (Under review at *Organization Science*).

- Moss, T., Williams, T.A., *George, K., & Minniti, M. “Who are my people and what can I do? Rebuilding community logics for entrepreneurial venturing following forced migration.” (Under review at *Academy of Management Journal*).
- *Hutto, H., Solomon, S., Mathias, B., & Williams, T.A. “Adaptive artisans? Maintaining authenticity amidst the inherent tensions of craft-based ventures.” (Under review at *Journal of Business Venturing*).
- Wei, Y., Yang, Y., and Williams, T.A. “Temporal dynamics of environmental adversity: The effects of environmental scarcity and dynamism on firm performance.” Manuscript in writing stage (Under review at *Organization Studies*).
- Bolinger, M., Welbourne, E.M., and Williams, T.A. “I am my venture, my venture is me: How venture-personal identity entanglement leads to entrepreneurial misconduct.” (Target: *Academy of Management Review*).
- Williams, T.A. & Thorgren, S. “Haitian immigrant venturing in the Dominican Republic.” Manuscript in data analysis stage. (Target: *Administrative Science Quarterly*).
- Williams, T.A. and Nason, R. “Mission conflict: Moving beyond social-economic tradeoffs to social-social tradeoffs.” Manuscript in writing stage. (Target: *Academy of Management Review*).
- *George, K., Williams, T.A., Moss, T., & Minniti, M. “Institutional constraints (and enablers) in refugee entrepreneurial venturing.” Manuscript in writing stage. (Target: *Academy of Management Journal / Administrative Science Quarterly*).
- *Seyb, S.K., Shepherd, D.A., & Williams, T.A. “The Role of Aesthetics in The Co-Construction Of Potential Opportunities.” Manuscript in writing phase. (Preparing for re-submission).

Refereed conference presentations

- Crosina, E., Sciarappa, S., Pratt, M., Shepherd, D.A., Ashforth, B., Raffaeilli, Ryan, & Williams, T.A. (2023) “Long live the past!: Exploring lingering attachments, identity, and grief in post death organizing.” *The Annual Meetings of the Academy of Management*, Boston, MA.
- Hughey, J., Kreiner, G., Cardon, M., Mmbaga, N., Smith, B., Ucbasaran, D., & Williams, T.A. (2023). “Burning the candle at both ends: Exploring the dark(er) sides of entrepreneurship.” *The Annual Meetings of the Academy of Management*, Boston, MA.
- Armstrong, C., Raveendran, M., Aversa, P., Hawn, O., McGahan, A., & Williams, T.A. (2023). “Teaching strategy and strategic management: Global challenges and local adaptation.” *The Annual Meetings of the Academy of Management*, Boston, MA.
- Brenton, J., Slawinski, N., Soderstrom, S., et al. (2023). “Community-based organizing and entrepreneurship to address grand challenges.” *The Annual Meetings of the Academy of Management*, Boston, MA.
- Newman, A., Embry, E., Williams, T.A., Wiklund, J., Stephan, U, Christensen, L.J, and Shepherd, D.A. (2022). “Trauma and entrepreneurship: Engaging the dialectic of trauma.” *The Annual Meetings of the Academy of Management*, Seattle, WA.
- Ashiru, F. Y., Williams, T.A., Morton, J., Williams, C., & You, J. J. (2022). ‘Resilience Activation’: Exploring Relational Mechanisms in Strategy and Practice. *The Annual Meetings of the Academy of Management*, Seattle, WA.
- Grimes, M., Gregoire, D., Williams, T.A., Williams, M., Preller, R. (2021). “Entrepreneurial Cognition.” *The Annual Meetings of the Academy of Management*, Online.
- George, K. Minniti, M., Williams, T.A., and Moss, T. (2021). “The Founder Legitimation

- Process Among Refugee Entrepreneurs.” *The Annual Meetings of the Academy of Management*, Online.
- Seyb, S., Shepherd, D.A., & Williams, T.A. (2021). “Passing the Baton: Transitioning from An “Opportunity For Me” To An “Opportunity For You” In The Name Of Social Progress.” *Babson College Entrepreneurship Research Conference*. Munich, Germany (online).
- George, K. Minniti, M., Williams, T.A., and Moss, T. (2021). “Founder Legitimacy, Refugee Entrepreneurship and Prior Exposure to Institutional Disruptions.” *Babson College Entrepreneurship Research Conference*. Munich, Germany (online).
- Moss, T., Williams, T.A., Minniti, M. and George, K. (2021). “Who Are My People? Rebuilding Community Logics and Venturing Following a Significant Disruption.” *Babson College Entrepreneurship Research Conference*. Munich, Germany (online).
- Farny, O’Donnell, Slawinski, Williams, Hertel, and Dentoni (2020). “Community, entrepreneurship and resilience: How local communities bounce back (and forward) from exogenous shocks and stresses.” *17th Annual Social Entrepreneurship (SE) Conference*, Bloomington, IN (held virtually).
- COVID-19 Impacted Conference Presentations:*
- Papers considered but no decision made due to COVID: (1) Wharton Immigrant Conference (2020); (2) Invited to COSI conference at Cambridge University (2020)
 - (6) Strategic Management Society annual meeting at London, England (2020).
- Williams, T.A., Wolfe, M., Short, J., Nason, R. Lumpkin, G.T., Moss, T., Stephan, U., Bacq, S., and Kickul, J. (2020). “Reframing Social Entrepreneurship Research: Embracing a Strategic Perspective.” *The Annual Meetings of the Academy of Management*, Vancouver, Canada (online).
- Thorgren, S. & Williams, T.A. (2020). “Surviving through play? Navigating professional transitions following a ‘total loss’ identity disruption.” *EGOS Colloquium, Organizing Identities: Sustaining the Agile Self subdivision*, Hamburg, Germany [Accepted but canceled due to COVID].
- Bacq, S., Williams, T.A., Greve, H., Almandoz, J., and Dorobantu, S. (2020) “Community and Social Issues: From Community-Level Institutional Pressure to Community Entrepreneurial Action.” Panel session at the *Strategic Management Society Annual Conference*, London, England.
- Seyb, S., Shepherd, D.A., and Williams, T.A. (2020). “The Role of Aesthetics In The Co-construction Of Potential Opportunities.” *Babson College Entrepreneurship Research Conference*, Knoxville, Tennessee [Won best paper].
- Crosina, E. et al. (2019). Identity in and around entrepreneurial families. *The Annual Meetings of the Academy of Management*, Boston, MA, United States.
- Williams, T.A. & Zhao, E.Y. (2019). Getting more for less: The role of resourcefulness in entrepreneurship (PDW). *The Annual Meetings of the Academy of Management*, Boston, MA, United States.
- Seyb, S., Shepherd, D.A., & Williams, T.A. (2019). “When in doubt, act! How entrepreneurs’ perceived uncertainty promotes community engagement.” *The Annual Meetings of the Academy of Management*, Boston, MA, United States.
- Mathias, B. & Williams, T.A. (2019). “The hitching post? Amish entrepreneurs seeking distinctiveness in a blurred family-community society.” *Family Enterprise Research Conference*, Burlington, VT.
- Bacq, S., Lumpkin, G.T., Williams, T.A., Aguilera, R.V., & Quelin, B. (2018). “Stakeholder Value Creation: From Focal Organizations to Community Action.” *Strategic Management Society Annual Conference*, Paris, France.

- Williams, T.A. & Shepherd, D.A. (2018). "Communities of Inquiry in Opportunity Co-creation: Shades of Hybridity in Emergent Organizing." *Strategic Management Society Annual Conference*, Paris, France.
- Williams, T.A. & Shepherd, D.A. (2018). "AOM Symposium: Social Entrepreneurship and Social Change." *The Annual Meetings of the Academy of Management*, Chicago, IL, United States.
- Thorgren, S. & Williams, T.A. (2018) "Integrating Through Venturing? An Inductive Study of Nascent Immigrant Entrepreneurs." *Babson College Entrepreneurship Research Conference*, Waterford, Ireland.
- Seyb, S., Shepherd, D.A., & Williams, T.A. (2018) "Exoskeletons, entrepreneurs, and communities: A model of opportunity co-construction." *Babson College Entrepreneurship Research Conference*, Waterford, Ireland.
- Williams, T.A. (2018). "Facilitating compassion venturing in response to crises." *Winter Innovation Summit*, Salt Lake City, UT, United States
- Jiang, W., Wrzesniewski, A., Leana, C., Maitlis, S., Hollister, M., Cohen, L., Broschak, J.P., Williams, T.A., Shepherd, D.A. (2017) "Dynamics of decline and loss in jobs, organizations, occupations, and work identity." *The Annual Meetings of the Academy of Management*, Atlanta, GA, United States.
- Williams, T.A. (2017) "Micro-foundations of institutional logic shifts: Entrepreneurial action in response to crises." *The Annual Meetings of the Academy of Management*, Atlanta, GA, United States.
- Shulist, P. et al. (2017) "Modifying measurement scales for use in contexts of poverty" *The Annual Meetings of the Academy of Management*, Atlanta, GA, United States.
- Lindh, I., Williams, T.A., & Thorgren, S. (2017) "Trajectories of recovery from business failure: Divergent paths to 'try again' and move forward." *Babson College Entrepreneurship Research Conference*, Norman, Oklahoma, USA.
- Williams, T.A. Thorgren, S., & McKelvie, A. (2017) "Penrosian resourcefulness and the emergence and performance of new firms: A strategy that holds?" *Babson College Entrepreneurship Research Conference*, Norman, Oklahoma, USA.
- Williams, T.A., Lumpkin, G.T., Wright, M., & Le Breton-Miller, I. (2017) "More than just a business: Venturing, value creation and the multi-purposed "hybrid" organization." *Strategic Management Society Special Conference, Banff*. Banff, Alberta, Canada.
- Williams, T.A. (2017) "Resilience in response to crisis: Capabilities to avoid drift and overcome routine and acute adversity." *Strategic Management Society Special Conference, Banff*. Banff, Alberta, Canada.
- Williams, T.A. (2016) "Mobilizing meaning in times of crisis." *The Annual Meetings of the Academy of Management*, Anaheim, California, United States.
- Williams, T.A. & Murphy, C. (2016) "Advances in identity work research: Opportunities, stickiness, toolkits, and legitimacy." *The Annual Meetings of the Academy of Management*, Anaheim, California, United States.
- Shepherd, D.A. & Williams, T.A. (2016) "Escaping identity loss: Bouncing back to create a new positive work identity." *The Annual Meetings of the Academy of Management*, Anaheim, California, United States.
- Williams, T.A. (2016) "Victim entrepreneurs doing well by doing good: Venture creation and well-being in the aftermath of a resource shock." *Babson College Entrepreneurship Research Conference*, Bodø, Norway.

- Williams, T.A. & Shepherd, D.A. (2016) “Build back better? Local ventures alleviating suffering after disaster in a least developed country.” *Babson College Entrepreneurship Research Conference*, Bodø, Norway.
- Williams, T.A. & Shepherd, D.A. (2015) “Victim led compassion organizing in the Dilemmas of Compassion Symposium.” *The Annual Meetings of the Academy of Management*, Vancouver, B.C., Canada.
- Williams, T.A. & Shepherd, D.A. (2014) “Bridging or bonding? Entrepreneurs’ brokering resources for new venture emergence.” *Babson College Entrepreneurship Research Conference*, London, Ontario, Canada.
- Williams, T.A. & Shepherd, D.A. (2014) “Value through venturing: Resilience outcomes in the wake of potentially traumatic events.” *The Annual Meetings of the Academy Management*, Philadelphia, Pennsylvania, United States.
- Shepherd, D.A., Williams, T.A., & Patzelt, H. (2014) “Thinking about entrepreneurial decision making: Review, integration, and research agenda.” *The Annual Meetings of the Academy Management*, Philadelphia, Pennsylvania, United States.
- Patzelt, H., Williams, T.A., & Shepherd, D.A. (2013) “Overcoming the walls that constrain us: Reactions to an entrepreneurship education program in prison.” *The Annual Meetings of the Academy Management*, Orlando, Florida, United States.
- Shepherd, D.A., Patzelt, H., Williams, T.A., & Warnecke, D. (2013) “How does the speed of project termination impact project team members? Rapid termination, “creeping death,” and learning from failure.” *The Annual Meetings of the Academy Management*, Orlando, Florida, United States.
- Shepherd, D.A. & Williams, T.A. (2012) “Organizing in the aftermath of ‘Black Saturday’: The role of localness and community in reducing suffering.” Presented in the “Entrepreneurial Resilience and Resourcefulness” PDW. *The Annual Meetings of the Academy of Management*, Boston, Massachusetts, United States.

Other presentations

- Williams, T.A. (2023). Guest lecturer for Leeds School of Business (Colorado University) Entrepreneurship doctoral seminar. “Entrepreneurial process.”
- Guest on Creative Distillation Podcast (2023). “Spontaneous venturing and local organizing.”
- Williams, T.A. (2023). Guest presenter for the BYU-Marriott Pre-PhD Seminar.
- Williams, T.A. (2023). “What You Don’t Know Won’t Hurt You: Moral Brokering to Sustainably Commercialize ‘Doing Good’.” Research talk presented to the faculty of the Entrepreneurship department at the Farmer School of Business at the University of Miami, Ohio.
- Williams, T.A. (2023). “Moral brokering to address a grand challenge: The ambiguity of acting bad to produce good.” Research talk presented to the faculty at HEC Montreal in Montreal, Canada.
- Williams, T.A. (2022). “Making the leap—Life beyond the PhD.” Talk given to potential PhD students and current PhD students at the Indiana University Kelley School of Business.
- Williams, T.A. (2022). “Norm Brokering a Web of Influence: The Ethical Ambiguity of Acting Bad to Produce Good.” Research talk presented to the faculty of the Strategy, Entrepreneurship, and Operations department at the Leeds School of Business at the University of Colorado Boulder.
- Williams, T.A. (2022). “Vehicles for impact? Entrepreneurship, organizing, and tackling grand societal challenges.” Talk given to a general audience at the University of Colorado Boulder.

- Williams, T.A. (2022). “Bringing qualitative rigor into the entrepreneurship classroom: Research design for entrepreneurial ideation and decision-making.” Teaching talk presented to the general faculty of the Leeds School of Business at the University of Colorado Boulder.
- Williams, T.A., (2021). “Growing Amish: Toward a model of sustained collective growth.” Seminar presented at the Whitman School of Management, Entrepreneurship and Emerging Enterprise Department at Syracuse University.
- Williams, T.A. (2021). “Entrepreneurial vehicle, development, and impact valuation.” Workshop given at the annual Ivey School of Business (Western University) Sustainability Workshop.
- Williams, T.A., (2021). “Ruminating on what you think of me: Construed image work in the context of identity loss and recovery.” Seminar presented at the Warwick School of Business, The University of Warwick.
- Williams, T.A., (2021). “Redesigning the *Business Horizons* journal—A design sprint.” Workshop conducted with faculty of the M&E Department at the Kelley School of Business, Indiana University.
- Williams, T.A. (2021). “Mixed-methods research, the power of qualitative research, and insights from three studies on immigrant entrepreneurs.” Seminar presented at the Entrepreneurship Research Institute at the Technical University of Munich (Germany).
- Williams, T.A. (2021). “What’s keeping you down? Understanding the adversity-resilience relationship in response to stressors.” Seminar presented to the Department of Economics and Management at the University of Padova (Italy).
- Guest on Creative Distillation Podcast, [episode 6](#) (2020). “Spontaneous Venturing in the Wake of COVID-19.”
- Williams, T.A. (2020). “Addressing grand challenges in the face of a pandemic.” Presented to the Department of Organization and Management at the Aalto School of Business (virtual presentation).
- Williams, T.A. (2020). “Qualitative research and addressing ‘grand challenge’ research questions.” Presented to the Department of Management—University of Nebraska-Lincoln.
- Williams, T.A. (2020). “Taking on wicked problems (and making a dent!).” Seminar presented to Indiana University Undergraduate Program.
- Williams, T.A. and Mathias, B. (2019). “Musings on qualitative research.” Presented to the Management and Entrepreneurship Faculty for the Departmental Research Seminar Series (DRSS).
- Williams, T.A. (2018). “Developing new ideas—Lessons from Google.” Presentation given to all Kelley School of Business staff as part of the IU-Kelley School Staff Development workshop.

ACADEMIC SERVICE

Editorial work:

- Editor (2021-Present) at the *Entrepreneurship Theory & Practice* journal.
- Guest editor for a special issue on social entrepreneurship at the *Strategic Entrepreneurship Journal* (2019-2023)
- Guest editor for a special issue on entrepreneurial resourcefulness at the *Journal of Business Venturing* (2017-2021)

Review board member:

- *Academy of Management Journal* (2022-Present)
- *Academy of Management Review* (2023-Present)
- *Journal of Management* (2021-Present)

- *Journal of Business Venturing* (2016-Present)
- *Entrepreneurship Theory & Practice* (2018-2021)

Ad-Hoc Reviewer:

- *Organization Science*
- *Strategic Management Journal*
- *Strategic Entrepreneurship Journal*
- *Personnel Psychology*
- *Journal of Management Studies*
- *Organization Studies*
- *Strategic Organization*
- *Academy of Management Learning & Education*

Professional Organization Membership and Service

- Entrepreneurship Division Representative at Large (elected for 2018-2021; 2021-2024) and Awards Committee Chair (2019-2021)
- Member: Organization and Management Theory division; Entrepreneurship division; Strategy division
- Member: Strategic Management Society

Professional organization service:

- Academy of Management Pre-PhD Program Co-Organizer (2022-2025)
- Early Career Consortium Coordinator (ENT Division, Academy of Management) (2021-2023)
- Early Career Consortium mentor (Entrepreneurship Division—Academy of Management)
 - 2019 (Boston)
 - 2021 (Online)

Doctoral student mentorship:

- Co-Chair (2020-2023) and committee member—Joanna Li—Kelley School of Business (2019-2024)
- External Dissertation Examination Committee Member—Tom Hagenberg (Accounting)—Kelley School of Business (2021).
- External PhD Committee Member—Ahmed Ali—Warwick Business School (2020-2021)
- Committee Member—Mark Bolinger—Kelley School of Business (2020-2021)
- Committee Member—Brian Bergman—Kelley School of Business (2018-2021)
- Committee Member—Kurian George—Whitman School of Management (2018-2022)
- Dissertation Chair—Katie Ingram—Kelley School of Business (2019-2020)
- Dissertation Chair—Stella Seyb—Kelley School of Business (2017—2019)
- Committee Member—Chang (Cathy) Liu—Kelley School of Business (2016-2019)
- Committee Member—Wei Yu—Whitman School of Management (2015—2017)
- Mentor as part of the AOM doctoral student mentor program (2020-current)
- Doctoral consortium presenter, mentor, and / or coach (invited)
 - Academy of Management Annual Conference (Entrepreneurship Division)
 - 2016 (Vancouver, BC, Canada); 2017 (Atlanta, GA); 2018 (Chicago, IL); 2019 (Boston, MA); 2020 (Vancouver, BC—Virtual); 2021 (Virtual).
 - Babson College Entrepreneurship Research Conference (BCERC)

- 2016 (Bodø, Norway); 2017 (Norman, OK); 2018 (Waterford, Ireland);
2020 (Knoxville, TN—Virtual)

UNIVERSITY SERVICE

BYU-Marriott Management Department Rank and Status Committee Member	2023-2024
Management & Entrepreneurship Department PhD Committee Member	2022-2023
Management & Entrepreneurship Department PhD Program Coordinator	2022
Kelley School Mathematics Re-Design Committee Member	2021-2022
Kelley School of Business Digital Education Technologies Task Force (member)	2021-2022
Curriculum Committee Chair—M&E Department	2020-2022
Kelley Direct (IU's online education) curriculum redesign	2017-2021
- Completed total redesign of core online MBA Strategy course.	
- Conducted training workshops to roll out learnings school-wide.	
Founding Committee Chair—Thought Leader Seminar Series	2019-2021
Management & Entrepreneurship Department Research Seminar Team	2017-2020
EEE Department Research Seminar Coordinator	2015-2017
EEE Faculty Search Committee	2016-2017

COURSES TAUGHT

Entrepreneurship Bootcamp	<i>BYU-Marriott</i>
New Venture Launchpad	<i>BYU-Marriott</i>
Seminar in Entrepreneurship (PhD Seminar)—Guest Professor for unity on the entrepreneurship process	<i>Colorado University</i>
Independent study (PhD Seminar) on full-cycle research methodologies	<i>Indiana University</i>
Independent study (Kelley Direct MBA program)—Independent unit on entrepreneurial idea development using the Design Sprint methodology	<i>Indiana University</i>
Seminar in Entrepreneurship (PhD Seminar)—unit / guest Professor for the unit on qualitative methodologies	<i>Indiana University</i>
Creativity and Innovation: Generating New Venture Ideas (W-503; Elective course for Kelley resident MBA)	<i>Indiana University</i>
Seminar in Strategic Management (J602, PhD Seminar)—unit / guest Professor for the unit on resourcefulness and resiliency	<i>Indiana University</i>
Strategic Capabilities (Core Strategy Class) (J-596/C-562; Required course for Kelley Direct MBA)	<i>Indiana University</i>
Venture Strategies (W-511; Elective course for Kelley resident MBA)	<i>Indiana University</i>
Creativity/Innovation: Creating New Venture Ideas (W-503; Elective course for Kelley resident MBA [Scheduled for Spring, 2019])	<i>Indiana University</i>
Introduction to Entrepreneurship and Emerging Enterprises (EEE 370)	<i>Syracuse University</i>
Opportunity Recognition and Ideation (MBC 610, Required MBA course [two sections, including one section as part of the Defense Comptrollership Program—DCP])	<i>Syracuse University</i>
Explore Entrepreneurship (W 212)	<i>Indiana University</i>
Venture Ideas (W 232)	<i>Indiana University</i>
Leadership and Strategic Management (J 306)	<i>Indiana University</i>
Global Business Immersion: Social Entrepreneurship and Economic Development in Costa Rica (D-272)	<i>Indiana University</i>
<i>-Including international travel component to San Jose, Costa Rica</i>	

EXECUTIVE EDUCATION COURSES TAUGHT

Leading Innovation (1-week intensive, in-residence course)	<i>Indiana University</i>
Design sprints and innovation development (1-week intensive in-residence course)	<i>Indiana University</i>
Corporate innovation and developing a strategy for the future (1 day course taught as part of a broader program)	<i>Indiana University</i>
Design Sprint for leadership development (1 day on-site session with corporate client)	<i>Indiana University / Corporate client</i>
Strategic Management workshop (Multi-day workshop at client site)	<i>Indiana University / Corporate client</i>

AWARDS, HONORS, AND GRANTS

Kelley School of Business Research Award	2022
- This award recognizes the contribution of a specific paper to the academic literature in the management and entrepreneurship research area..	
Trustees Teaching Award Nominee	2022
Inaugural Distinguished Publication Prize, China Social Entrepreneurship Forum for the paper “Anchors aweigh: The sources, variety, and challenges of mission drift” <i>Academy of Management Review</i>	2021
P&Q 40 under 40 Award Winner	2021
Best Paper Award Winner—Babson College Entrepreneurship Research Conference	2020
Responsible Research in Management 2019 IACMR Presidential Award Winner	2019
Emerging Scholar Award—Entrepreneurship Division of the Academy of Management	2019
- The Award, sponsored by the Kauffman Foundation, is given to scholars who demonstrate an emerging record of scholarship with the potential to make innovative and impactful contributions to the body of entrepreneurship research. Through a blind review process, wherein up to seven reviewers examined each submission, the research committee of the Entrepreneurship Division chose winners.	
Responsible Research in Management 2018 IACMR Presidential Award Finalist	2019
Williams, T.A., 2018. Indiana University Bloomington Open Access Monograph Publishing Grant for project entitled “Spontaneous Venturing: An entrepreneurial approach to alleviating suffering in the aftermath of a disaster.” (\$7,500)	2018
Nominated for “Best Online MBA Professor” together with Professor Will Geoghegan by Poets & Quants	2018
2018 Kelley School of Business Eyster Teaching Award	2018
- Award given for pedagogical innovation that facilitates the creation and dissemination of knowledge to enhance the teaching and learning process in graduate level classes that can impact other classes at the Kelley School of Business	
Whitman School of Management (Syracuse) Diversity and Inclusion Research Grant (~\$33,000)	2018
- Award given to support research focusing on inclusion of immigrants into society.	

Responsible Research in Management 2017 Inaugural IACMR Presidential Award	12/22/2017
<ul style="list-style-type: none"> - The purpose of this inaugural award is to discover good scholarship in management published in the recent five years that focus on important issues for business and society with rigorous research methods and credible results. 	
Kamprad Foundation grant (IKEA group) (Sweden)	2017
<ul style="list-style-type: none"> - The purpose of the Kamprad Family Foundation is to support, stimulate and reward education and scientific research to promote entrepreneurship, the environment, competence, health and social improvement. It will focus specifically on implementing the results of the research and education to benefit the many people quickly and cost-efficiently. 	
Handelsbanken Research Foundations grant (Sweden)	2017
<ul style="list-style-type: none"> - This foundation is dedicated to advancing research in the social sciences. The Handelsbanken board reviews applications each year and focuses on projects that create both academic and practitioner-oriented impact. 	
Finalist—TUM Research Excellence Award in Innovation, Entrepreneurship, and Leadership 2018 of the Peter Pribilla Foundation	2017
Best Professor and Graduation Marshall, Whitman School of Management Graduate Defense Comptrollership Program (DCP)	2015-2016
<ul style="list-style-type: none"> - The DCP program is a unique cooperative between Syracuse and the Department of Defense. The curriculum is a 60-credit hour program that the students complete in 14 months. Graduates are awarded a MBA degree and an Executive Master of Public Administration degree and take class from the Whitman School of Management and the Maxwell School of Public Policy. 	
Received the annual Gutttag Junior Faculty Award given to one pre-tenure, Junior Faculty member (throughout all of the Whitman School of Management, Syracuse University) for research productivity and quality	2015-2016
Best Paper, <i>Academy of Management</i> annual meeting, Philadelphia, PA	2014
IU Center for International Business Education and Research (CIBER) research grant [for case study in Port-au-Prince, Haiti] (\$4,500)	2012-2013
IU Kelley School Center for Business of Life Sciences (CBLS) research grant (\$1,500)	2013
Participant : AOM Entrepreneurship Doctoral Consortium	2013
William Panschar Undergraduate Teaching Award, Indiana University	2013-2014
<i>Annual award for Associate Instructors across all departments at Kelley</i>	
Doctoral Student Association Outstanding Associate Instructor Teaching Award. <i>Kelley School of Business, Indiana University</i>	2013-2014

SELECT NON-ACADEMIC PROFESSIONAL EXPERIENCE

Senior Associate
PwC Advisory, Dallas, TX
Senior Consultant
Deloitte Consulting LLP, Irving, TX
MBA Intern
Dell Computer, Round Rock, TX
Client Account Specialist for Internet Marketing Start-Up
10xMarketing, Orem, UT
Brand Management Consultant with Marketing Start-Up (3rd employee)
Stone Mantel, Colorado Springs, CO