

FRONTIERS OF ENTREPRENEURSHIP RESEARCH

2024

PROCEEDINGS OF THE FORTY-FOURTH ANNUAL
BABSON COLLEGE ENTREPRENEURSHIP RESEARCH CONFERENCE

Co-Sponsor

The Technical University of Munich, Germany

Additional Sponsors

*TUM Entrepreneurship Research Institute, TUM School of Management
The Peter Pribilla Foundation, The German Research Foundation
UnternehmerTUM, MakerSpace and Celonis*

Doctoral Consortium Sponsors

*The Ewing Marion Kauffman Foundation, USA
Society for Advancement of Management Studies (SAMS), UK*

Edited by

Andrew Zacharakis
Babson College

Tom Allison
Texas Christian University

Violetta Gerasymenko
Oregon State University

Mariarosa Scarlata
University of Bergamo

Petra Andries
Ghent University

David Gras
University of Tennessee, Knoxville

Monika Schuhmacher
Justus-Liebig University Giessen

Lakshmi Balachandra
Babson College

Denis Grégoire
HEC, Montréal

Siddharth Vedula
Technical University of Munich

Michael Ciuchta
*University of Massachusetts,
Lowell*

Richard Hunt
Virginia Tech

Matt Wood
University of Oklahoma

Annelore Huyghe
Esade University

© Babson College 2024

PUBLICATIONS

The following books are published by The Arthur M. Blank Center for Entrepreneurship
Babson College, Babson Park, Massachusetts 02457-0310

TITLE	ISBN NO.
Frontiers of Entrepreneurship Research 1981	0-910897-01-8
Frontiers of Entrepreneurship Research 1982	0-910897-02-6
Frontiers of Entrepreneurship Research 1983	0-910897-03-4
Frontiers of Entrepreneurship Research 1984	0-910897-04-2
Frontiers of Entrepreneurship Research 1985	0-910897-05-0
Frontiers of Entrepreneurship Research 1986	0-910897-07-7
Frontiers of Entrepreneurship Research 1987	0-910897-08-5
Frontiers of Entrepreneurship Research 1988	0-910897-09-3
Frontiers of Entrepreneurship Research 1989	0-910897-10-7
Frontiers of Entrepreneurship Research 1990	0-910897-11-5
Frontiers of Entrepreneurship Research 1991	0-910897-12-3
Frontiers of Entrepreneurship Research 1992	0-910897-13-1
Frontiers of Entrepreneurship Research 1993	0-910897-14-X
Frontiers of Entrepreneurship Research 1994	0-910897-15-8
Frontiers of Entrepreneurship Research 1995	0-910897-16-6
Frontiers of Entrepreneurship Research 1996	0-910897-17-4
Frontiers of Entrepreneurship Research 1997	0-910897-18-2
Frontiers of Entrepreneurship Research 1998	0-910897-19-0
Frontiers of Entrepreneurship Research 1999	0-910897-20-4
Frontiers of Entrepreneurship Research 2000	0-910897-21-2
Frontiers of Entrepreneurship Research 2001	0-910897-22-0
Frontiers of Entrepreneurship Research 2002	0-910897-23-9
Frontiers of Entrepreneurship Research 2003	0-910897-24-7
Frontiers of Entrepreneurship Research 2004	0-910897-25-5
Frontiers of Entrepreneurship Research 2005	0-910897-26-3
Frontiers of Entrepreneurship Research 2006	0-910897-27-1
Frontiers of Entrepreneurship Research 2007	0-910897-28-X
Frontiers of Entrepreneurship Research 2008	0-910897-29-8
Frontiers of Entrepreneurship Research 2009	0-910897-30-1
Frontiers of Entrepreneurship Research 2010	0-910897-32-8
Frontiers of Entrepreneurship Research 2011	0-910897-34-4
Frontiers of Entrepreneurship Research 2012	0-910897-36-0
Frontiers of Entrepreneurship Research 2013	0-910897-38-7
Frontiers of Entrepreneurship Research 2014	0-910897-40-9
Frontiers of Entrepreneurship Research BCERC Proceedings 2015	0-910897-41-7
Frontiers of Entrepreneurship Research BCERC Proceedings 2016	0-910897-42-5
Frontiers of Entrepreneurship Research BCERC Proceedings 2017	0-910897-43-3
Frontiers of Entrepreneurship Research BCERC Proceedings 2018	0-910897-44-1
Frontiers of Entrepreneurship Research BCERC Proceedings 2019	9780910897457
Frontiers of Entrepreneurship Research BCERC Proceedings 2020	9780910897468
Frontiers of Entrepreneurship Research BCERC Proceedings 2021	9780910897471
Frontiers of Entrepreneurship Research BCERC Proceedings 2022	9780910897006
Frontiers of Entrepreneurship Research BCERC Proceedings 2023	9780910897235
Frontiers of Entrepreneurship Research BCERC Proceedings 2024	9780910897242

The 1995-2023 editions of FRONTIERS OF ENTREPRENEURSHIP RESEARCH are available at <http://bcerc.babson.edu/>

The papers and summaries included in this publication are printed from submissions provided by the contributing authors, who bear sole responsibility for the content of their individual papers.

We extend our gratitude to the authors for their assistance and collaboration in the production of
FRONTIERS OF ENTREPRENEURSHIP RESEARCH, BCERC PROCEEDINGS 2024

ACKNOWLEDGEMENTS



Babson College and the editors of the *Frontiers of Entrepreneurship Research, BCERC Proceedings* (FER) wish to thank our 2024 Babson College Entrepreneurship Research Conference (BCERC) sponsors, the Technical University of Munich and the TUM School of Management. Additional sponsors contributing to the success of the conference include TUM Entrepreneurship Research Institute, TUM School of Management, The Peter Pribilla Foundation, The German Research Foundation, UnternehmerTUM, MakerSpace and Celonis.

Thank you to Holger Patzelt and Nicola Breugst, Co-directors of the 2024 BCERC, as well as the staff of the Technical University of Munich, for their warm hospitality and for sharing the rich culture and traditions of Germany. The organizing team contributed to creating a wonderful environment to be able to network and socialize with colleagues.

We value the contribution of our Board of Reviewers, an enthusiastic team of devoted scholars, for their support and inspiration in the leadership and future of BCERC and FER. Thank you to Tom Allison, Petra Andries, Lakshmi Balachandra, Michael Ciuchta, Violetta Gerasymenko, David Gras, Denis Grégoire, Richard Hunt, Annelore Huyghe, Mariarosca Scarlata, Monika Schuhmacher, Siddharth Vedula, and Matt Wood.

We would like to extend our thanks and appreciation to the sponsors of the Doctoral Consortium, the Ewing Marion Kauffman Foundation, and the Society for Advancement of Management Studies (SAMS), UK.

We are deeply grateful to Hana Milanov from the Technical University of Munich and Denis Grégoire from HEC Montréal for their outstanding guidance and enthusiasm as co-directors of the 2024 Doctoral Consortium. In addition, special thanks to Eliana Crosina, Babson College, and Andrew Zacharakis, Babson College, for their research translation expertise and instruction.

A special thank you to the Doctoral Consortium instructors for enhancing both the curriculum and the overall conference experience for the 2024 Doctoral Consortium: Gabriella Cacciotti, Melissa Cardon, Silvia Costa, Eliana Crosina, Donato Cutolo, Per Davidsson, Lien Denoo, Denis Grégoire, Carina Lomberg, Jeffery S. McMullen, Hana Milanov, Pablo Muñoz, Angela Randolph, Ashley Roccapriore, Benedikt Seigner, Dean A. Shepherd, Deniz Ucbasaran, Siddharth Vedula, Johan Wiklund, David W. Williams, and Andrew (Zach) Zacharakis. In addition, we would like to thank the Doctoral Consortium poster reviewers: Ali E. Ahmed, Arjan Frederiks, Ewald Kibler, Mirjam Knockaert, Erik Lundkmark, Tim Michaelis, Annaleena Parhankangas, Rebecca Preller, Stella Seyb, Charlotta Sirén, Noni Symeonidou, Benedikt Seigner and Matthias Tietz.

Many thanks to the Babson College Management Team: Tamara Lamenzo, Beth Peterson, Isabela Bond, Sanskriti Chandra, and Tanvi Kasliwal. Thanks to the TUM staff and PhD volunteers. Your dedication, enthusiasm, and meticulous attention to detail were crucial in making this conference a resounding success. Thank you to Milena Barg, Tom Bergmann, Carmen Baur, Jessica Bielski, Alex Christian, Niklas Hagenow, Florin Harrer, Julia Kirsch, Madeleine Kutschbach, Carmen Mayer, Jimena Méndez Merino, Rebecca Preller, Stefan Ruehl, Mirella Schrijvers, Friedrich Tacke and Teresa Treffers.

The management of BCERC and the publication of the 2024 Frontiers of Entrepreneurship Research, BCERC Proceedings was carried out at Babson College under the supervision of Tamara Lamenzo. A special thank you to Elizabeth Mackin and Cadmium Event Management Software Platform team for their help and support with BCERC.

ACKNOWLEDGEMENTS

We would also like to extend our gratitude to the following 2024 Best Paper Award Sponsors for their generosity and continued support of BCERC. The best papers are published in this edition of *Frontiers of Entrepreneurship Research*, *BCERC Proceedings* and listed at the beginning of the detailed table of contents.

2024 BEST PAPER AWARD SPONSORS

National Federation of Independent Business (NFIB) Award (1997–2024)
Babson College Bertarelli Institute for Family Entrepreneurship Award (2014–2024)
Babson College Tariq Farid Franchise Institute Award (2024)
Illinois State Means Center for Entrepreneurial Studies Award (2024)
EQUA Foundation Award (2024)

Lastly, we would like to thank the conference participants, our colleagues and friends for their quest for entrepreneurship research, for you have made this issue of *Frontiers of Entrepreneurship Research*, *BCERC Proceedings* achievable. These papers exemplified the most recent developments in entrepreneurship research composed by the world's topmost scholars.

2024 BCERC DIRECTOR

Andrew Zacharakis
Babson College

2024 BCERC CO-DIRECTORS

Holger Patzelt
Technical University of Munich

Nicola Breugst
Technical University of Munich

1981 – 2024 BCERC DIRECTORS

William D. Bygrave '94, '95, '01, '02, '03
Neil C. Churchill* '90, '91, '92, '93
John A. Hornaday* '83
Bruce A. Kirchoff* '87, '88, '89
Paul D. Reynolds '96, '97, '98, '99, '00
Robert Ronstadt '86
Jeffrey A. Timmons* '84, '85
Karl H. Vesper '81, '82
Andrew Zacharakis '06 – '24
Shaker A. Zahra '04, '05
**Deceased*

BCERC LIFETIME MEMBERS

Howard E. Aldrich, 2013
Robert A. Baron, 2017
Candida G. Brush, 2016
William D. Bygrave, 2008
Neil C. Churchill,* 1998
Arnold C. Cooper,* 2003
Per Davidsson, 2023
William J. Dennis, Jr., 2014
William Gartner, 2020
Murray Gillin, 2004
Lewis N. Goslin, 2000
Gerald E. Hills, 2011
John A. Hornaday,* 1997
Donald F. Kuratko, 2024
Tom Lumpkin, 2021
Irene M. McCarthy,* 2001
G. Dale Meyer,* 2005
Daryl G. Mitton,* 1995
Georgia Papavasiliou, 2018
Robert G. Schwartz, 2006
Donald L. Sexton,* 1994
Karl H. Vesper, 1997
William E. Wetzel, Jr.,* 1996
**Deceased*

ACKNOWLEDGEMENTS

2024 BCERC CO-SPONSOR

The Technical University of Munich, Germany

ADDITIONAL SPONSORS

*TUM Entrepreneurship Research Institute, TUM School of Management
The Peter Pribilla Foundation, The German Research Foundation
UnternehmerTUM, MakerSpace and Celonis*

2024 BCERC DOCTORAL CONSORTIUM SPONSORS

*The Ewing Marion Kauffman Foundation, USA
Society for Advancement of Management Studies (SAMS), UK*

2024 BCERC DOCTORAL CONSORTIUM CO-DIRECTORS

*Denis Grégoire - HEC Montréal
Hana Milanov - Technical University of Munich*

2024 BCERC DOCTORAL CONSORTIUM INSTRUCTORS

*Gabriella Cacciotti
Baylor University*

*Denis Grégoire
HEC Montréal*

*Benedikt Seigner
IE University*

*Melissa Cardon
University of Tennessee, Knoxville*

*Carina Lomborg
Technical University of Denmark*

*Dean A. Shepherd
Notre Dame University*

*Silvia Costa
University of Groningen*

*Jeffery S. McMullen
Indiana University*

*Deniz Ucbasaran
Warwick University*

*Eliana Crosina
Babson College*

*Hana Milanov
Technical University of Munich*

*Siddharth Vedula
Technical University of Munich*

*Donato Cutolo
IE University*

*Pablo Munoz
Durham University*

*Johan Wiklund
Syracuse University*

*Per Davidsson
Jönköping International Business School*

*Angela Randolph
Babson University*

*David W. Williams
University of Tennessee, Knoxville*

*Lien Denoo
Tilburg University*

*Ashley Roccapriore
Auburn University*

*Zach Zacharakis
Babson College*

FRONTIERS OF ENTREPRENEURSHIP RESEARCH

We would like to express our heartfelt gratitude to the following individuals for their invaluable contributions, dedicated time, and enthusiastic service as external Ad hoc Reviewers.

2024 BCERC AD HOC REVIEWERS

Hooman Abootorabi
University of Louisville

Ezekiel Bonillas
*California State University,
San Bernardino*

João Fernando Rossi Mazzoni
Baylor University

Petrit Ademi
University of St. Gallen

Malin Brännback
Åbo Akademi University

Tera Galloway
University of St. Thomas

Naveed Akhter
*Jönköping International
Business School*

Nicola Breugst
Technical University of Munich

Diana Garcia
ESCP Business School

Beauty Akter
University of Sussex

Russ Browder
University of Oklahoma

Josephine Gaza
Southern Denmark University

Jared Allen
Texas Tech

Hans Bruining
Erasmus University Rotterdam

Julian Giessing
Politecnico di Milano

Thomas Allison
Texas Christian University

Seth Butler
University of Alabama

Ferran Giones
University of Stuttgart

Gisela Ammetller
Universitat Oberta de Catalunya

Joseph Cabral
Louisiana State University

Jeff Gish
University of Central Florida

Brian Anderson
University of Kansas

Jose Cerecedo
*The University of Texas at San
Antonio*

Kim Green
University of West Georgia

Amy Andrews
Oklahoma State University

Yanto Chandra
City University of Hong Kong

Hemanidhi Gupta
*K J Somaiya Institute of
Management*

Michael Araki
University of Louisville

Kai Cher Tay
University of Louisville

Vishal Gupta
University of Alabama

Jonathan Arthurs
Oregon State University

Alex Christian
Technical University of Munich

Daria Hakola
University of Jyväskylä

Aisyah Pia Asrunputri
As-Syafi'iyah Islamic University

Danny Chung
California State University, Chico

Basel Hammada
Tallinn University of Technology

Carmen Baur
Technical University of Munich

Griffin Cottle
*University of Massachusetts,
Dartmouth*

Sophia Hess
University of Stuttgart

Mohammed Bendaanane
Technical University of Munich

Vinod Das
Bayer

Nate Hill
University of South Carolina

ACKNOWLEDGEMENTS

Heiko Bergmann <i>University of St. Gallen</i>	Fardeen Dodo <i>University of Bologna Management School</i>	Laura Hill Cabrera <i>Ghent University</i>
Sneha Bhatia <i>Curtin University Dubai</i>	Anne Domurath <i>Wilfrid Laurier University</i>	Felix Honecker <i>University of Glasgow</i>
Sarah Bohan <i>University of Galway</i>	Sean Dwyer <i>Baylor University</i>	Jeff Hornsby <i>University of Missouri - Kansas City</i>
Kanwal Bokhari <i>University of Calgary</i>	Suphitcha Ek-uru <i>University of Southern Denmark</i>	Michael Hudacheck <i>University of St. Gallen</i>
James Bologeorges <i>Babson College</i>	Christian Felzensztein <i>Clarkson University</i>	Rida Ijaz <i>Jönköping International Business School</i>
Andrew Isaak <i>University of Duesseldorf</i>	Josephine Gaza <i>Southern Denmark University</i>	Johannes Kleinhempel <i>Copenhagen Business School</i>
Jessica Jones <i>University of Tennessee, Knoxville</i>	Julian Giessing <i>Politecnico di Milano</i>	Jacob Klopp <i>The Pennsylvania State University</i>
Imge Kaya-Sabanci <i>IE Business School</i>	John Mueller <i>No University Affiliation</i>	Anna Smolander <i>Aalto University</i>
Jan Keim Bern <i>RWTH Aachen University</i>	Samira Nazar <i>Australian National University</i>	Katrin Smolka <i>University of Warwick</i>
Muhammad Khan <i>Effat University</i>	Simon Nobs <i>University of Bern</i>	Pekka Stenholm <i>University of Turku</i>
Tan Kim <i>University of Tennessee, Knoxville</i>	Martin Obschonka <i>University of Amsterdam</i>	Sonia M. Strano <i>Louisiana State University</i>
Johannes Kleinhempel <i>Copenhagen Business School</i>	Catherine Paek <i>Boise State University</i>	Jaime Suarez <i>Baylor University</i>
Jacob Klopp <i>The Pennsylvania State University</i>	Shashwatashish Pattnaik <i>Nord University</i>	Marjana Subotic <i>KU Leuven</i>
Mirjam Knockaert <i>Ghent University</i>	Alana Pierce <i>HEC Montréal</i>	Imran Syed <i>Ball State University</i>
Vasiliki Kosmidou <i>University of New Haven</i>	Judy Rady <i>Virginia Tech</i>	Christina Theodoraki <i>TBS Education</i>
Peter Kuti <i>PETCOM Resource Centre</i>	Robert Reardon <i>Florida Atlantic University</i>	Varkey Titus <i>University of Nebraska - Lincoln</i>

FRONTIERS OF ENTREPRENEURSHIP RESEARCH

Denis Lambert <i>ESCP Business School</i>	Laurence Rijssegem <i>Ghent University</i>	Mi (Kelly) Tran <i>Syracuse University</i>
Andrea Lane <i>IMC Krems University</i>	Ashley Roccapriore <i>Auburn University</i>	Roxana Turturea <i>Stockholm School of Economics</i>
Michael Lerman <i>Iowa State University</i>	Jeanne Roche <i>IE Business School</i>	Evy Van Lancker <i>Ghent University</i>
Dan Lerner <i>IE University</i>	Mikko Rönkkö <i>University of Jyväskylä</i>	Jake Waddingham <i>Texas State University</i>
Trey Lewis <i>Virginia Tech</i>	Esther Salvi <i>LMU School of Management</i>	Benjamin Warnick <i>Washington State University</i>
Anna Long <i>California State University San Bernardino</i>	Paul Sanchez <i>Iowa State University</i>	Gavin Williamson <i>University of Tennessee, Knoxville</i>
Jeroen Mahieu <i>Utrecht University</i>	Olukemi Sawyerr <i>Cal Poly Pomona</i>	Marcus Wolfe <i>University of North Texas</i>
Parul Manocha <i>University of Alabama</i>	Mariarosa Scarlata <i>University of Bergamo</i>	Justin Yan <i>Baylor University</i>
Blake Mathias <i>Indiana University</i>	Anna-Katharina Schaper <i>Technical University of Munich</i>	Victoria Yates <i>Oklahoma State University</i>
Mauricio Mercado <i>Syracuse University</i>	Mark Schenkel <i>Belmont University</i>	Chanyong Yoo <i>University of South Carolina</i>
Razgallah Meriam <i>Paris School of Business</i>	Leon Schjoedt <i>University of Texas Rio Grande Valley</i>	Nina Zachlod <i>University of St. Gallen</i>
Sönke Mestwerdt <i>ESCP Business School</i>	Jia Shen <i>University of Texas at Dallas</i>	Yi Zhang <i>Oklahoma State University</i>
Madeleine Meurer <i>Jönköping International Business School</i>	Galina Shirokova <i>HSE-University, St. Petersburg</i>	Fei Zhu <i>University of Nottingham Ningbo China</i>
Tim Michaelis <i>Northern Illinois University</i>	Sadek Showkat <i>University of Louisville</i>	Svenja Zoesmair <i>Technical University of Munich</i>
Julia Mokhtar <i>Ghent University</i>	Raja Singaram <i>Audencia Business School</i>	

TABLE OF CONTENTS

FRONTIERS OF ENTREPRENEURSHIP RESEARCH 2024



SUMMARY TABLE OF CONTENTS

Acknowledgments.....	iv
Summary Table of Contents.....	xi
Detailed Table of Contents.....	xii
I. CHARACTERISTICS OF THE ENTREPRENEUR.....	1
II. CORPORATE ENTREPRENEURSHIP	35
III. CROWDFUNDING.....	45
IV. ENTREPRENEURIAL COGNITION.....	55
V. ENTREPRENEURIAL MOTIVATION.....	91
VI. ENVIRONMENT	125
VII. FAMILY	145
VIII. FINANCING.....	177
IX. GENDER IN ENTREPRENEURSHIP	195
X. INTERNATIONAL	227
XI. NETWORKING	233
XII. OTHER	239
XIII. PUBLIC POLICY	269
XIV. SOCIAL ENTREPRENEURSHIP	277
XV. STRATEGY	337
XVI. TEAM & GOVERNANCE	355
Index of Participating Authors.....	385

FRONTIERS OF ENTREPRENEURSHIP RESEARCH 2024



DETAILED TABLE OF CONTENTS

Acknowledgments iv
Summary Table of Contents xi
Detailed Table of Contents xii

BEST PAPER AWARDS

THE EQUA FOUNDATION AWARD FOR THE BEST PAPER ON ENTREPRENEURIAL PURPOSE

HOW DOES CONFLICT IMPACT (NECESSITY) ENTREPRENEURSHIP?
Mirko Hirschmann, Christian Fisch, and Paul Momtaz 125

THE BABSON COLLEGE BERTARELLI INSTITUTE FOR FAMILY ENTREPRENEURSHIP AWARD FOR THE BEST PAPER ON FAMILY ENTREPRENEURSHIP

FROM “RAGS TO RICHES” TO MOBILITY MAINTENANCE: INTERGENERATIONAL SOCIAL MOBILITY AND ENTREPRENEURIAL ENTRY
Leif Brändle, Anna-Lena Rönnert, and Christopher Albert Sabel 145

THE ILLINOIS STATE MEANS CENTER FOR ENTREPRENEURIAL STUDIES AWARD FOR THE BEST PAPER ON SOCIAL ENTREPRENEURSHIP

IMITATING BY EFFECTUATION: VENTURE CREATION IN CONTEXTS OF POVERTY
Patrick Shulist, Geoff Kistruck, Dugassa Gerba, and Musah Neindow 277

THE BABSON COLLEGE TARIQ FARID FRANCHISE INSTITUTE AWARD FOR THE BEST PAPER ON ENTREPRENEURIAL STRATEGY

FRANCHISING IN THE METAVERSE: ENTREPRENEURIAL PATHWAYS FOR VIRTUAL AND MIXED REALITY
Richard A. Hunt, S.M. Abidul Islam, and Elham Asgari 337

THE NATIONAL FEDERATION OF INDEPENDENT BUSINESS (NFIB) AWARD FOR THE BEST PAPER ON GENERAL TOPIC OF ENTREPRENEURSHIP

EMPLOYEE WORK CONDITIONS AND WELL-BEING IN SCALE-UPS
Mohamed Genedy, Johan Wiklund, and Arnold Bakker 355

I. CHARACTERISTICS OF THE ENTREPRENEUR

“YOUR SARCASM MAKES ME WANT TO QUIT!” – CONTEMPTUOUS BEHAVIOR IN ENTREPRENEURIAL TEAMS PREDICTS CO-FOUNDER EXIT INTENTIONS
Jennifer Ettner, Theresa Treffers, and Isabell Welpel 1

TABLE OF CONTENTS

BREAKING CONFLICT-SLEEP-STRESS SPIRALS IN STARTUP TEAMS: MODERATING ROLE OF PEACEMAKING <i>Sebastian B. Klein and Malgorzata W. Kozusnik</i>	7
SUMMARIES	
THE ROLE OF NATIONAL CULTURE IN IMMIGRANT CO-FOUNDING PARTNERSHIPS <i>Anastasia Bailey and Benjamin Campbell</i>	13
FAKE IT TILL YOU MAKE IT: THE PREVALENCE, ANTECEDENTS, AND CONSEQUENCES OF ENTREPRENEURIAL FAKES <i>Leif Brändle, Bernd Ebersberger, and Andreas Kuckertz</i>	14
ENTREPRENEURIAL CONNECTIONS: UNRAVELING HOW ATTACHMENT- ANXIETY SHAPES FEEDBACK IN THE CONTEXT OF ENTREPRENEURSHIP AND ENTREPRENEURSHIP TRAINING <i>Anna Elisabeth Kuria, Michael Frese, and Mona Hafner</i>	15
MAKING A LASTING IMPRESSION: THE ROLE OF FOUNDER ACTIVISM IN NEW VENTURE RECRUITING <i>Lena Lentzen, Bastian Kindermann, and Steffen Strese</i>	16
TOE THE LINE: ENTREPRENEURIAL IDENTIFY AND NEURODIVERSITY IN POPULATIONS THAT STIGMATIZE NEURODIVERSITY <i>Lou Marino, Emma Cabbage, Joseph Clark, Patrick Kreiser, and Joshua White</i>	17
WHICH STRESSORS HARM ENTREPRENEURS' RESILIENCE AND CAN PSYCHOLOGICAL DETACHMENT BE A BUFFER? <i>Annika M. Menzel</i>	18
THE UNDERDOG EFFECT: EXPLAINING WHY ENTREPRENEURS PERSIST <i>Tim Michaelis, Jon Carr, Alex McKelvie, Nick Smith, and April Spivack</i> ,.....	19
HOW DOES A COUNTRY'S ENTREPRENEURSHIP ENVIRONMENT PREDICT SERENDIPITY IN YOUNG VENTURES? A STUDY OF COUNTRY-LEVEL SELF- EFFICACY, FINANCING FOR STARTUPS AND SCALEUPS AND HUMAN CAPITAL & RESEARCH <i>Jan Poblocki</i>	20
TEMPORAL DIMENSIONS OF ENTREPRENEURSHIP EDUCATION: INSIGHTS FROM TWO NATURAL EXPERIMENTS <i>Rasmus Rahm and Phillip Kim</i>	21
SUCCESS AT LOW COST: LEVERAGING COSTLESS SIGNALS IN EARLY-STAGE EQUITY FINANCING <i>Valeria Rott</i>	22
PASSIONATE TODAY, PASSIONATE TOMORROW? EXAMINING THE SELF- ENHANCING AND SELF-REGULATING EFFECTS OF PASSION <i>Mirjam N. Streeb, Matthias Baum, Michael Gielnik, and Mayleen Schack</i>	23

FRONTIERS OF ENTREPRENEURSHIP RESEARCH

WHEN THINGS GO WRONG: EFFECTS OF ENTREPRENEURIAL NARCISSISM, OPTIMISM AND EMOTIONAL STABILITY ON THE MANAGEMENT OF ENTREPRENEURIAL FAILURE <i>Ivana Vitanova, Rachid Achbah, and Marc Frechet</i>	24
--	----

DECIPHERING ENTREPRENEURIAL EXPERIMENTATION: SCIENCE-BASED VS. TRIAL-AND-ERROR PREFERENCES IN ENTREPRENEURS <i>Andreas Wahl, Ferran Giones, and Martin Schwarz</i>	25
--	----

SOCIAL INFLUENCE AND DARK TRIAD TRAITS: A CRUCIAL BLEND FOR ENTREPRENEURIAL ACTION <i>Victoria A. Yates, Eric Ligouri, Benjamin McLarty, and James Vardaman</i>	26
---	----

INTERACTIVE PAPERS

DEVELOPING AN INDIVIDUAL-LEVEL SCALE FOR THE NEW "EO FAMILY" MEMBER <i>Daniel R. Clark, Jeffrey Covin, and Robert Pidduck</i>	27
---	----

A SELF-DETERMINATION PERSPECTIVE INTO ENTREPRENEURS' THRIVING AFTER VENTURE DISTRESS <i>Karlien Coppens, Mirjam Knockaert, Yasmine Van Heghe, and Evy Van Lancker</i>	28
---	----

LIFTING THE CURSE OF SOCIAL MEDIA POPULARITY: HOW EMOTIONALLY AMBIVALENT LANGUAGE CAN HELP POPULAR ENTREPRENEURS SUCCEED IN PRESENTING UNCONVENTIONAL IDEAS <i>Donato Cutolo, Denise Falchetti, and Henrik Wesemann</i>	29
--	----

MOVING ON WHILE GOING BACK? HOW REFUGEES WHO HAVE ESCAPED WAR CRAFT NEW LIVES WHILE NOT ABANDONING THOSE STILL SUFFERING <i>Ramzi Fathallah and Trenton Williams</i>	30
--	----

LONELINESS IN ENTREPRENEURSHIP: A SYMBOLIC INTERACTIONIST PERSPECTIVE <i>Annelore Huyghe</i>	31
--	----

THE ROLE OF ENVY IN VENTURE PERFORMANCE <i>Benedikt Jakob, Carmen Baur, Nicola Breugst, and Holger Patzelt</i>	32
---	----

THE JOYS OF WORKING FOR YOURSELF: SELF-EMPLOYMENT, WORK ENJOYMENT, AND PSYCHOLOGICAL WELL-BEING AMONG OLDER AND ELDERLY ADULTS <i>Marcus T. Wolfe, Markus Fitza, Daniel Lerner, and Pankaj Patel</i>	33
---	----

TABLE OF CONTENTS

II. CORPORATE ENTREPRENEURSHIP

SUMMARIES

ENTREPRENEURIAL ORIENTATION AS A RATIONAL RESPONSE TO UNCERTAINTY <i>Brian Anderson, Matthias Baum, and Jens Schüler</i>	35
UNPACKING THE ENTREPRENEURIAL ALERTNESS-FIRM PERFORMANCE RELATIONSHIP: A RESOURCE ORCHESTRATION APPROACH <i>Chaffik Bakkali, Jonathan Maurice, and Jintong Tang</i>	36
JUST THE TWO OF US? INVESTIGATING THE IMPACT OF SINGLE VERSUS CONSORTIUM CORPORATE ACCELERATORS ON VENTURE PROGRESS <i>Lien Denoo, Robin De Cock, and Vincent Molly</i>	37
DOES ENTREPRENEURIAL LEARNING MAKE UNIVERSITY STUDENTS BETTER EMPLOYEES? EXPLORING THE RELATIONSHIP BETWEEN ENTREPRENEURIAL LEARNING AND EXTRA-ROLE BEHAVIOR <i>Davide Hahn, Azzurra Meoli, and Giuliano Sansone</i>	38
DINOSAURS IN THE (BOARD)ROOM: TENSIONS IN CORPORATE VENTURE CAPITAL <i>Clau Sganzerla and Jared Allen</i>	39
A CONJOINT STUDY ON CORPORATE VENTURE CAPITALISTS' INVESTMENT DECISION-MAKING <i>Frederic-Alexander Starmann and Slawa Tomin</i>	40
IN THE BLINK OF AN EYE: AN EXPLORATORY ANALYSIS OF CORPORATE ACCELERATOR PROGRAM TERMINATION DECISION <i>Siddharth Vedula and Andreas Leubner</i>	41
TELL ME I'M WRONG! CEO FEEDBACK SEEKING, TMT BEHAVIORAL INTEGRATION, AND FIRMS' ENTREPRENEURIAL ORIENTATION <i>William Wales, Samuel Adomako, Stephen Kehinde Medase, and Fei Zhu</i>	42

INTERACTIVE PAPERS

TAKING THE ENTREPRENEUR'S PERSPECTIVE: THE ROLE OF INVESTOR'S STRATEGIC ORIENTATION ON THE FINANCIAL PERFORMANCE OF VENTURES <i>Alexander Ewertz and Tessa Flatten</i>	43
--	----

III. CROWDFUNDING

SUMMARIES

EXAMINING THE PARENTHOOD PREMIUM IN NEW VENTURE FINANCE: THE EMERGENCE OF A MOTHERHOOD PREMIUM?
Aaron H. Anglin, Thomas Allison, Blakley Davis, and Ben Warnick..... 45

IS IT A MATTER OF TRUST? ASSESSING THE ROLE OF TRUST ON THE FUNDING SUCCESS OF INITIAL COIN OFFERINGS
João Maria A. Jorge and Andrea Moro 46

HOW ENTREPRENEURS AND INVESTORS EXERT SOCIAL INFLUENCE ON CROWDFUNDING PLATFORMS: PRESTIGE, DOMINANCE AND FUNDING SUCCESS
Huiqing Ju, Annaleena Parhankangas, and Maija Renko 47

A TICKING TIME BOMB: EXAMINING UNFULFILLED HYPE IN ENTREPRENEURSHIP
Matthew S. Wood, Sean Dwyer, Sheila Guo, and David Scheaf 48

INTERACTIVE PAPERS

ENTREPRENEURS WITH DISABILITIES: DISCLOSURE, STIGMA AND PRIOR VENTURE DYNAMICS IN CROWDFUNDING CAMPAIGNS
Rene M. Bakker and Richard Haans 49

TOGETHER WE PITCH: FOUNDING TEAM LANGUAGE STYLE MATCHING AND CROWDFUNDING SUCCESS
Stephanie B. Escudero, Jeffrey Chandler, Jeremy Short, and Marcus Wolfe..... 50

EXAMINING FUNDING CATEGORY RACIAL DIVERSITY AND RACIAL MINORITY ENTREPRENEURS CROWDFUNDING
Kevin McSweeney, Thomas Allison, Jordan McSweeney, Maria del Carmen Triana, and Justin Webb..51

GENDERED PATHWAYS TO SUCCESS: HOW ENTREPRENEURIAL FRAMING INFLUENCES CREATIVITY EVALUATION AND CROWDFUNDING SUCCESS
Catherine J. Paek and Qing Gong 52

RAISING THE BAR BEYOND SUCCESS: EXAMINING STRETCH GOALS AND INVESTOR BEHAVIOR IN CROWDFUNDING CAMPAIGNS
Tanguy Tresor Sindihebura, Jin Chen, Ting-Kuei Kuo, and Xiaodie Pu 53

ENTREPRENEURIAL LEARNING FROM SERIAL CROWDFUNDING CAMPAIGNS FOR PUBLIC BENEFIT
Xiangming Tao and Catherine Wang..... 54

TABLE OF CONTENTS

IV. ENTREPRENEURIAL COGNITION

PHOENIX RISING? ENTREPRENEURIAL ACTION IN THE MIDST OF WAR <i>Melissa Cardon, Nataliia Yakushko, David Williams, Ashley Roccapriore, and Peter Harms</i>	55
ENTREPRENEURS' EMOTIONAL LABOR AND OUTCOMES <i>Yudi Hou, Maw Der Foo, Paul Steffens, Stephen Zhang, and Yuchen Zhang</i>	61
FROM HOW FAR AWAY DO YOU LOOK? THE INFLUENCES OF PERSPECTIVE TAKING AND OUTSIDERSHIP ON OPPORTUNITY IDENTIFICATION <i>Shelby Renee Meek and Matthias A. Tietz</i>	67
“I THINK I CAN” UNTIL I CANNOT: THE DOUBLE EDGED SWORD OF ENTREPRENEUR’S GROWTH MINDSETS ABOUT WILLPOWER AND REACTIONS TO DAILY STRESSORS <i>Rai Siddhant Sinha, M.K. Nandakumar, and Daniel Judson Beal</i>	73
SUMMARIES	
THE ROLE OF RESOURCE MOBILIZATION STRATEGIES FOR TRANSFORMING SUSTAINABILITY ORIENTATION INTO PERFORMANCE: A CONFIGURATIONAL PERSPECTIVE <i>Martina Battisti, Isabella Hatak, Shuangfa Huang, and Haibo Zhou</i>	79
ENTREPRENEURIAL ORIENTATION OF IMMIGRANT-FOUNDED FIRMS: THE PIVOTAL ROLE OF FOUNDERS’ ACCULTURATION <i>Erika Branca and Petra Andries</i>	80
SURVIVAL OF THE VISION? THE INFLUENCE OF VISION (MIS)ALIGNMENT BETWEEN PRIVATE BUSINESS OWNERS AND POTENTIAL BUYERS ON ENTREPRENEURIAL EXIT NEGOTIATIONS. <i>Jasper Brinkerink, Sylvia Hubner-Benz, and Michele Pinelli</i>	81
IDENTITIES IN THE MAKING: HOW SOCIOMATERIAL CURIOSITY SHAPES IDENTITY WORK IN MAKERSPACES <i>Russ Browder, Devin Burnell, and Reginald Tucker</i>	82
BEYOND SELF-EFFICACY: HOW CORE BELIEFS SHAPE ENTREPRENEURS’ NAVIGATION OF THE VENTURING JOURNEY <i>Lucrezia Casulli, Andrew MacLaren, and Suzanne Mawson</i>	83
THINKING AND FEELING: AFFECT AND COGNITION AS DRIVERS OF OPPORTUNITY CONFIDENCE <i>Silvia Costa, Arjan Frederiks, and Denis Grégoire</i>	84
DISCOVERY BEYOND THE COLLECTIVE MYTHS OF ACADEMIC ENTREPRENEURSHIP: CONCEPTUALIZING ENTREPRENEURIAL IDENTITY LEGITIMATION WITHIN AN EMERGING INSTITUTIONAL CONTEXT <i>Christopher S. Hayter, Alexandra Graddy-Reed, and Roman Lubynsky</i>	85

FRONTIERS OF ENTREPRENEURSHIP RESEARCH

ENTREPRENEURIAL AMBIVALENCE AND VENTURE IDEA REVISION
Andreea N. Kiss, Willy Das, Insung Hwang, and Naomi Rothman 86

IDENTIFYING OPPORTUNITIES BASED ON CULTURE: THE RELATION BETWEEN
MIGRANTS' CULTURAL INTELLIGENCE AND THEIR ENTREPRENEURIAL
BEHAVIOR WITHIN ORGANIZATIONS
Désirée Martinez-Schroeder, Tessa Christina Flatten, and Corinna Vera Hedwig Schmidt 87

ENTREPRENEURIAL TEAMS' ESCALATION OF COMMITMENT: A COGNITIVE
PERSPECTIVE
Jannis von Nitzsch, Miriam Bird, and Vangelis Souitaris 88

INTERACTIVE PAPERS

SCIENTISTS OR VISIONARIES? AN EXPLORATION OF THE ROLE OF VISION IN
ENTREPRENEURSHIP
Joel Adams and Jeff McMullen 89

BETWEEN REASONED AND NON-REASONED: ARTISTIC LOGIC FOR
ENTREPRENEURIAL ACTION
Hallur Sigurðarson, Marina Candi, and Dimo Dimov 90

V. ENTREPRENEURIAL MOTIVATION

ISN'T IT JUST NECESSITY ENTREPRENEURSHIP? REFUGEE ENTREPRENEURS' BASIC
NEEDS AND BEYOND
Ali E. Ahmed, Deniz Ucbasaran, and Gabriella Cacciotti 91

A PROCESS MODEL OF INFORMALITY: BUSINESS REGISTRATION IN SUB-SAHARAN
AFRICA
Chad Coffman, Brian Anderson, Jeffery Hornsby, Griffin Cottle, and Sunny Sanwar 96

PUTTING DOWN ROOTS: ENTREPRENEURIAL RESOURCE SEARCH UNDER
UNCERTAINTY
Atanu Rakshit and Onajomo Akemu 102

DARKLY DISRUPTIVE CONTEXTS: THE IMPACT OF NEW PUBLIC MANAGEMENT ON
PRISON ENTREPRENEURSHIP EDUCATION
Lee Wainwright, Pablo Muñoz, and Daniel Lerner 108

SUMMARIES

MORE THAN ONE WAY TO PIVOT: THE CASE FOR OPPORTUNITY AND
SURVIVAL PIVOTS
Jared S. Allen, Jon Carr, James Combs, Dana Joseph, and Tim Michaelis 114

PERCEIVED BENEFITS OF ORGANIZATIONAL AUTHENTICITY OF IMPACT
STARTUPS: A MULTI-LEVEL-PERSPECTIVE
Karina Cagarman, Theresa März, and Charleen von Kolpinski 115

TABLE OF CONTENTS

TAKE OFF OR TAKE DOWN? UNDERSTANDING THE BLACKBOX FOR FIRM LAUNCH BASED ON EQUITY SPLIT DECISIONS <i>Jason C. Dewland, Thomas Howard, and Carina Lomberg</i>	116
I NEVER TENDED TO MYSELF: IMMIGRANT LATINAS' ENTREPRENEURIAL PROCESS AND WELL-BEING <i>Ashley Gomez</i>	117
OCCUPATIONAL STIGMA AND PARENTAL EXPECTATIONS AS BARRIERS TO ENTREPRENEURSHIP <i>Nathaniel R. Hill and Christopher Yenkey</i>	118
ENTREPRENEURIAL HUSTLE AND VENTURE PERFORMANCE: EXTENDING THE ENTREPRENEURIAL ACTION MODEL <i>Emily M. Neubert, Devin Burnell, Greg Fisher, Donald Kuratko, Matthew Marvel, and Regan Stevenson</i>	119
WHAT DO THEY LEAVE BEHIND? LEGACY MOTIVES OF ENTREPRENEURS <i>Andreas Rauch, Matthias Fink, and Wilhelm Hulsink</i>	120
THE VENTURE IS CALLING: UNDERSTANDING ENTREPRENEURIAL CALLINGS AND THEIR EFFECT ON ACTION <i>Peter K. Schou</i>	121
ENGAGING IN AND NAVIGATING THROUGH ENTREPRENEURIAL ROLES: A PERSPECTIVE FROM PERSONS WITH DISABILITIES(PWD) <i>Sumit K. Jaiswal, K. V. Gopakumar, and Priya Tewary</i>	122
INTERACTIVE PAPERS	
REDEFINING NECESSITY: RACIAL DISCRIMINATION AND BLACK ENTREPRENEURSHIP <i>Elisa Montori, James Carter, Michael Ke Mai, and Ambra Mazzelli</i>	123
<hr/>	
VI. ENVIRONMENT	
THE EQUA FOUNDATION AWARD FOR THE BEST PAPER ON ENTREPRENEURIAL PURPOSE	
HOW DOES CONFLICT IMPACT (NECESSITY) ENTREPRENEURSHIP? <i>Mirko Hirschmann, Christian Fisch, and Paul Momtaz</i>	125
ENTREPRENEURSHIP IN ABANDONED PLACES: FROM GHOST TOWNS AND VACANT CITIES TO THE CHERNOBYL EXCLUSION ZONE <i>Richard A. Hunt, David M. Townsend, and Adam Frost</i>	131

SUMMARIES

SYMBOLIC AND SUBSTANTIVE COMMITMENT TO SUSTAINABILITY IN NEW VENTURES: THE ROLE OF OPPORTUNITY IDENTIFICATION AND ORGANIZATIONAL SIZE
Ana Maria Bojica, María del Mar Fuentes-Fuentes, and Matilde Ruiz-Arroyo 137

IRON CAGES OR OPEN HORIZONS? ENTREPRENEURIAL ECOSYSTEMS AND THE SHAPING OF NEW VENTURE IDEATION
Austin R. Brown, Eduardo Cuervo, David Williams, and Matthew Wood 138

PREPARING FOR A DAY THAT MAY NEVER COME: VENTURING IN LIMBO
Ramzi Fathallah, Jeffery McMullen, and Trenton Williams..... 139

HOW CLEAN IS CLIMATE-TECH? MEASURING THE EMISSION REDUCTION IMPACT OF CLIMATE-TECH VENTURES
Dominik Fischer and Claudia Doblinger..... 140

THE PERCEIVED ENTREPRENEURIAL POTENTIAL OF EXTERNAL ENABLERS: A MIXED-METHOD APPROACH
Jiyoung Kimjeon and Per Davidsson 141

CONTESTING AND SHAPING ENTREPRENEURIAL ECOSYSTEMS: LEARNING FROM MARGINALIZED ENTREPRENEURS IN ADVERSE CONTEXTS
Samira Nazar, Henri Burgers, and Frederik von Briel 142

INDIGENOUS ENTREPRENEURS' EVERYDAY WORK OF COPING WITH INTERGENERATIONAL TRAUMA
Katrin Smolka, Ali Ahmed, Ketan Goswami, and Deniz Ucbasaran..... 143

INTERACTIVE PAPERS

RESILIENCE AND/OR REGENERATIVE THINKING? HOW ENTREPRENEURS ENGAGE IN COMMUNITY REGENERATION AFTER A DISASTER
Steffen Farny, Ewald Kibler, and Dean Shepherd 144

VII. FAMILY

THE BABSON COLLEGE BERTARELLI INSTITUTE FOR FAMILY ENTREPRENEURSHIP AWARD FOR THE BEST PAPER ON FAMILY ENTREPRENEURSHIP

FROM “RAGS TO RICHES” TO MOBILITY MAINTENANCE: INTERGENERATIONAL SOCIAL MOBILITY AND ENTREPRENEURIAL ENTRY
Leif Brändle, Anna-Lena Rönnert, and Christopher Albert Sabel..... 145

FAMILY FIRM EXIT STRATEGIES
Chelsea Sherlock, Clay Dibrell, Rich Gentry, Todd Alessandri, and Walter Davis..... 150

TABLE OF CONTENTS

THE IMPACT OF PARENT’S ENTREPRENEURIAL FEAR OF FAILURE ON THE CONSTRUCTION OF THEIR CHILDREN’S ENTREPRENEURIAL IDENTITY <i>Sohrab Soleimanof, Sonia M. Strano, Seyyede Sharare Bagherian, and Alireza Fezbakhsh</i>	156
--	-----

SUMMARIES

FROM PLAYDATES TO PROFITS: HOW FATHERHOOD AFFECTS THE PERFORMANCE OF MALE-LED NEW VENTURES <i>Mateja Andric and Lucia Naldi</i>	162
--	-----

EMPLOYEE WELL-BEING IN FAMILY FIRMS: ENHANCING AND IMPEDING EFFECTS OF FAMILY OWNERSHIP <i>Lamiaa M. Bakry, Karin Hellerstedt, and Lucia Naldi</i>	163
---	-----

CREATIVE FAMILIES: INTRODUCING A PSYCHOLOGICAL CAPITAL (PSYCAP) MODEL TO EXPLAIN HOW THE FAMILY BUSINESS CONTEXT ENHANCES OR SUPPRESSES CREATIVE INNOVATION <i>Michelle Cowley-Cunningham, Eric Clinton, and Catherine Faherty</i>	164
---	-----

IS IT REALLY THE FAMILY? ON-LINE EVALUATIONS AND THE FAMILY BUSINESS BRAND <i>Fabian P. Diaz and Isabel Botero</i>	165
---	-----

UNVEILING THE PATHWAYS: THE IMPACT OF ENTREPRENEURSHIP ON FAMILY LIFE <i>Jipeng Fei and Minhui Li</i>	166
--	-----

DUAL EFFECT OF WORK-FAMILY INTERFERENCES ON ENTREPRENEURS AND THEIR CHILDREN. <i>Laetitia Gabay-Mariani and Stela Ivanova</i>	167
--	-----

VENTURING BEYOND THE NEST: EXPLORING THE EFFECT OF LIVING AT HOME DURING COLLEGE ON ENTREPRENEURSHIP <i>Mohamed A. Genedy, Karin Hellerstedt, and Mattias Nordqvist</i>	168
--	-----

WORTH AND SELF-WORTH: HOW ENTREPRENEURING MOTHERS EMANCIPATE THEIR CHILDREN FROM THE CYCLE OF POVERTY <i>Alisa B. Jno-Charles, William Gartner, Angela Randolph, and Raja Singaram</i>	169
---	-----

HOW DOES THE FAMILY-CHILD DUAL RELATIONSHIP IMPACT ENTREPRENEURIAL BEHAVIOR IN FAMILY BUSINESSES? <i>Alisa B. Jno-Charles, Patricia Guinan, and Keith Rollag</i>	170
---	-----

A GENDERED AND MULTIDIMENSIONAL PERSPECTIVE ON THE RELATIONSHIP BETWEEN SOCIOEMOTIONAL WEALTH & INNOVATION IN FAMILY FIRMS <i>Vasiliki Kosmidou</i>	171
--	-----

BLESSING OR CURSE? HOW BEING WORK-LINKED WITH THE SPOUSE AND WORKING DIFFERENT HOURS AFFECTS ENTREPRENEURS’ MENTAL WELL-BEING <i>Daniela Kremer and Malte Brettel</i>	172
--	-----

INTERACTIVE PAPERS

PSYCHOLOGY OF PROFIT: PROSPECT THEORY AND AMBIDEXTERITY IN FAMILY-OWNED FIRMS
Markus Becker 173

FAMILY INVOLVEMENT IN ENTREPRENEURIAL TEAMS AND ITS EFFECT ON THE NEW VENTURE CREATION PROCESS: THE ROLE OF EXTERNAL ENABLERS
Imran M. Ilyas and Massimo Bau 174

FAMILY BUSINESS SUCCESSION AND ROLE TRANSITIONS: TOWARD A MODEL OF ROLE SETTling
Marco Mismetti, Eliana Crosina, and Alfredo De Massis 175

EMBEDDED YET UNBOUND: INVESTIGATING THE ROLE OF FAMILY SYSTEM CHARACTERISTICS IN FOSTERING ENTREPRENEURIAL INTENTION AND ACTION
Lajos Szabó, Giovanna Campopiano, and Tommaso Minola..... 176

VIII. FINANCING

THE REDEPLOYABILITY OF VENTURES' TECHNOLOGIES AND CORPORATE VENTURE CAPITAL SYNDICATION
Petrit Ademi, Monika Schuhmacher, and Andrew L. Zacharakis..... 177

SUMMARIES

JUDGING A PITCH BY ITS COVER? EVIDENCE ON THE ROLES OF VISUAL FLUENCY AND SUBSTANTIVE QUALITY IN STARTUP PITCH DECKS FROM FIELD AND ONLINE EXPERIMENTS
Daniel Blaseg and Stefan Mayer 183

IS IT REALLY THE LAST RESORT? ENTREPRENEURIAL QUALITY, COMPETITIVE THREATS, AND ACCESS TO EQUITY CROWDFUNDING
Vincenzo Buttice, Cecilia D'Agostino, and Massimiliano Guerini 184

STARTUP ORGANIZATION AND ACCESS TO EQUITY CROWDFUNDING
Vincenzo Buttice, Francesca Di Pietro, and Francesca Tenca..... 185

NAVIGATING FAIR TREATMENT FOR MICROENTREPRENEURS: THE ROLE OF ALGORITHMIC ADVICE AND ORGANIZATIONAL RULES IN LENDING DECISIONS
Franziska Koefler, Michel Ehrenhard, and Maximilian Goethner..... 186

THE ROLE OF EQUITY ACCELERATORS ON POST-SEED FUNDING SUCCESS
Lukas Mueller and Dries Faems 187

EXPLORING THE PERSONAL VALUES OF ENTREPRENEURIAL FINANCE INVESTORS: A TWITTER ANALYSIS
Christian Schmidt and Anna Erica Engel 188

TABLE OF CONTENTS

ENTREPRENEURS WITH DISABILITY LOOKING FOR FUNDING - A DIFFERENT MINORITY STORY <i>Silvia Stroe, Charlotta Siren and Tom Vanacker</i>	189
GREEN RESOURCE DEPENDENCE OF SUSTAINABLE VENTURES AND CROSS- BORDER CORPORATE VENTURE CAPITAL TIE FORMATION <i>David Wunder and Markku Maula</i>	190
INTERACTIVE PAPERS	
FUNDER IDENTITIES IN ENTREPRENEURIAL FINANCE <i>Michael Ciuchta, Kanan Asif, Gerardo Bastos Neto, and Cintya Gajardo Vejar</i>	191
THE SIGNALING VALUE OF PUBLIC SUPPORT FOR ACADEMIC STARTUPS <i>Maud Thys, Marius Berger, Hanna Hottenrott, and Maikel Pellens</i>	192
STAND OUT OR FIT IN: HOW ANGEL INVESTOR HUMAN CAPITAL AND POLITICAL IDEOLOGY DIFFERENCES INFLUENCE GROUP PORTFOLIO DIVERSITY <i>Richard Zhou, Ashley Roccapiore, and Miles Zachary</i>	193
<hr/>	
IX. GENDER IN ENTREPRENEURSHIP	
HOW MOROCCAN FEMALE ENTREPRENEURS ADAPT TO LEAD THEIR FAMILY FIRMS: IDENTITY WORK IN THE FACE OF ROLE COMPLEXITY <i>Sirine Boukhabza, Baris Istipliler, Bettina Müller, and Said Ouhadi</i>	195
SHAPING ENTREPRENEURIAL IDEALS: THE ROLE OF SOCIAL MEDIA FRAMING <i>Sumaya Hashim and Leona Achtenhagen</i>	201
DO GENDER ROLE EXPECTATIONS HOLD FOR WOMEN ONLY? EXAMINING VENTURE CAPITAL FUNDING IN FEMTECH <i>Hana Milanov, Benedikt Seigner, Erik Lundmark, and Gonzalo Loza Rojas</i>	207
GENDER AND ENTREPRENEURIAL WELLBEING: THE ROLE OF MEANINGFUL WORK, RECOVERY, AND DEMOCRACY ACROSS 25 COUNTRIES <i>Ute Stephan, Przemyslaw Zbierowski, and Ana Perez-Luno</i>	212
SUMMARIES	
STAND UP AND ASIDE - MALE ALLYSHIP AS THE MISSING PERSPECTIVE TO FOSTER DIVERSITY IN ENTREPRENEURSHIP <i>Vera M. Eger, Hana Milanov, and Viola Nuener</i>	218
IT IS NOT ABOUT MONEY! WHY CHINESE WOMEN FROM ELITE FAMILIES PURSUE SOCIOCULTURAL CAPITAL THROUGH ENTREPRENEURSHIP <i>Shuang L. Frost, Anna-Katharina Schaper, and Friederike Welter</i>	219
FAMILY SUPPORT IN FEMALE ENTREPRENEURSHIP: A DEVELOPING COUNTRY PERSPECTIVE <i>Mulu B. Hundera, Stefanie Habersang, and Mona Mensmann</i>	220

FRONTIERS OF ENTREPRENEURSHIP RESEARCH

POKER FACE AND STEADY FACE: NONVERBAL EMOTIONAL NEUTRALITY AND GENDER IN CROWDFUNDING PITCHES
Jiongni Mao and Charles Williams.....221

MALE-FEMALE DIFFERENCES IN SOCIAL MEDIA INFLUENCERS' PERFORMANCE
Evila Piva.....222

BREAKING GENDER STEREOTYPES IN STARTUP FUNDING: NAVIGATING THE CONGRUITY BETWEEN SEX, GENDER, AND MARKET
Shu Yang, Dan Hsu, and Daphna Motro.....223

INTERACTIVE PAPERS

THE LIMINALITY OF MATERNITY LEAVE: WHY AND HOW NEW MOTHERHOOD MOTIVATES WOMEN'S ENTRANCE TO ENTREPRENEURSHIP
Kai R. Green and Shuang Frost.....224

BEAUTY AND THE EYE OF THE BEHOLDER - HOW GENDER AND ATTRACTIVENESS DRIVE PERCEPTIONS OF ENTREPRENEURSHIP
Maud Pindard-Lejarraga and Maria Berrocal Candela.....225

SHOOTING FOR THE STARS? FOUNDER GROWTH ASPIRATIONS, DE-RISKING GROWTH FRAMING AND GENDER BIAS IN INVESTOR DECISIONS
Noni Symeonidou, Dawn Eubanks, and Denis Grégoire.....226

X. INTERNATIONAL

SUMMARIES

CULTURAL ACHIEVEMENT VALUES AND ENTREPRENEURSHIP
Johannes Kleinhempel, Sjoerd Beugelsdijk, and Mariko Klasing.....227

DEBT MATURITY AND COMPLETE EXPORT WITHDRAWAL IN START-UPS
Ine Paeleman, Virginie Mataigne, and Tom Vanacker.....228

IGNITING GLOBAL EXPANSION: HOW CORPORATE VENTURE CAPITAL SUPERCHARGES STARTUPS INTO INTERNATIONAL FRONTIERS
Ilka Weichert and Theresa Veer.....229

MY BUSINESS OR MY FAMILY: THE ROLE OF CONCURRENT EMBEDDEDNESS IN HOST AND HOME COUNTRIES ON THE PERFORMANCE OF IMMIGRANT ENTREPRENEURS' BUSINESS
Qiong Wu and Julio De Castro.....230

INTERACTIVE PAPERS

POLITICAL CONFLICTS AS EXTERNAL ENABLERS OF INFORMAL ENTREPRENEURSHIP IN EMERGING COUNTRIES
Esther Salvi, Daniela Gimenez Jimenez, and Diana Hechavarria.....231

TABLE OF CONTENTS

XI. NETWORKING

SUMMARIES

UNBUNDLING ACCELERATOR EFFECTS: IMPACT OF FOREIGN VS LOCAL
ACCELERATOR PARTICIPATION ON VENTURE PERFORMANCE
Devanshi Agarwal, Sumit Jaiswal, Amit Karna, and Pramendra Tank233

COLLABORATION BETWEEN SELF-EMPLOYED ARTISTS IN THE MUSIC
INDUSTRY: A NETWORK ANALYSIS WITH EXPONENTIAL RANDOM GRAPH
MODELS
Yik Kiu Leung, Mathieu Janssen, Werner Liebrechts, and Claudia Zucca234

RELY ON EXISTING TIES OR BUILD A NEW BRIDGE? HOW ENTREPRENEURS
FORM CRISIS NETWORKS
Stella Seyb, Howard Aldrich, and Russ Browder235

INTERACTIVE PAPERS

YOUR NETWORK (EFFECT) IS YOUR NET WORTH: HOW ENTREPRENEURIAL
EXPERIENCES IMPACT GROWTH STRATEGY SELECTION AND VALUE CAPTURE
IN MULTI-SIDED PLATFORM BUSINESS MODELS
Maximilian Charlet236

HOW RELATIONAL CONNECTIONS DEVELOP IN ENTREPRENEURIAL
ECOSYSTEMS
Christodoulos Pavlou, Isla Kapasi, and Nick Williams237

XII. OTHER

BUSINESS EXPERTS OR SNAKE OIL SALESMEN: THE THIN LINE BETWEEN
MOTIVATION AND DECEPTION
Eduardo Cuervo and Timothy G. Pollock239

LEVERAGING EXTERNAL ENABLERS IN ENTREPRENEURIAL ECOSYSTEMS:
UNCOVERING THE ROLE OF INCUBATORS
João Fernando Rossi Mazzoni, Austin Brown, Hope Koch, and Jaime A. Suarez245

SUMMARIES

TRAJECTORIES OF DESTRUCTIVE ENTREPRENEURSHIP: EXAMINING
DESTRUCTIVE ENTREPRENEURIAL ACTIONS AND THEIR IMPACT
Fardeen Dodo, Sondas Abdelgawad, and Mujtaba Ahsan251

DEALING WITH THE ALGORITHM: ENTREPRENEURIAL ENCOUNTERS WITH
GENERATIVE AI
Patrick Gregori, Patrick Holzmann, and Birgit Muskat252

FRONTIERS OF ENTREPRENEURSHIP RESEARCH

MY KID’S NAME IS CONTENT: FAMILY CONTENTPRENEURSHIP AND THE USE OF CHILDREN AS A BUSINESS OPPORTUNITY <i>Ava Haddox</i>	253
ENTREPRENEURSHIP OR DEALPRENEURSHIP? EMPIRICAL ANALYSIS OF THE STARTUP VERSUS BUY DILEMMA <i>Seni Hazzan, Nelson Granados, Brian Headd, and Richard Walton</i>	254
ENTREPRENEURSHIP AS A FIELD OF RESEARCH: DID SHANE AND VENKATARAMAN KEEP THEIR PROMISE? <i>Imran Kadolkar, Joseph Coombs, Blakley Davis, and Sven Kepes</i>	255
BABSON COLLEGE ENTREPRENEURSHIP RESEARCH CONFERENCE PAPERS: WHAT DO WE PRESENT, WHAT GETS PUBLISHED, AND WHERE DOES IT GET PUBLISHED? <i>Imran Kadolkar, Joseph Coombs, and Sven Kepes</i>	256
THE NATURE OF PASSION IN ENTREPRENEURSHIP: A META-ANALYTICAL STRUCTURAL EQUATION MODELING STUDY <i>Vanessa Naumann, Michael Gielnik, Sven Lindberg, Holger Steinmetz, and Slawa Tomin</i>	257
A VENTURE STUDIO: A NEW TYPE OF ENTREPRENEURIAL SUPPORT ORGANISATION <i>Laurence Rijssegem and Ine Paeleman</i>	258
REMOORING: REFUGEE FOUNDERS’ CONSTRUCTION OF IDENTITY COHERENCE <i>Eunki Ro, Ted Baker, and Erin Powell</i>	259
GRAND CHALLENGES IN ENTREPRENEURSHIP RESEARCH: INCORPORATING MACHINE LEARNING METHODS <i>Manjula Salimath, Vidhi Jain, and Robert Pavur</i>	260
IMITATING NEAR AND FAR, OR FIGURING IT OUT YOURSELF: SOURCES OF NOVELTY IN IMITATIVE MICROENTERPRISES <i>Patrick Shulist</i>	261
WHAT’S MY AGENDA? NAVIGATING CONFLICTING ETHICALITIES IN ENTREPRENEURSHIP <i>Marina Vorholzer and Anna Brattström</i>	262
BREACHING THE SLUMS: EXPLORING INFORMAL ENTREPRENEURIAL VENTURE TRAJECTORIES THROUGHOUT THE FORMALIZATION PROCESS <i>Nina Zachlod and Michael Hudecheck</i>	263
INTERACTIVE PAPERS	
CREATING AND USING VIDEO GAMES FOR ENTREPRENEURSHIP RESEARCH <i>James Bort</i>	264
NEW VENTURE EMERGENCE AS A PROCESS OF LEGITIMACY SEEKING <i>Anna S. Jenkins and Paul Spee</i>	265

TABLE OF CONTENTS

EXTERNAL ENABLEMENT OF ENTREPRENEURSHIP AS A DRIVER OF THE GREEN ECONOMY: UNBOXING ENABLEMENT MECHANISMS <i>Sarfraz Ali Kyani and Per Davidsson</i>	266
--	-----

DOES COMPETITION FROM INFORMAL FIRMS INFLUENCE NEW PRODUCT DEVELOPMENT BY FORMAL FIRMS? SYSTEMATIC REPLICATION AND EXTENSION OF MCCANN AND BAHL (2017) <i>Athina Skiadopoulou, Vishal Gupta, and Sandra Mortal</i>	267
---	-----

XIII. PUBLIC POLICY

SUMMARIES

THE IMPACT OF INSTITUTIONAL AND INDIVIDUAL DETERMINANTS ON ACADEMIC ENTREPRENEURIAL ACTIVITY <i>Malin Fiedler, Theresa Treffers, and Isabell Welp</i>	269
--	-----

A CLASSIFICATION FRAMEWORK AND APPROACH FOR LARGE-SCALE IDENTIFICATION OF UNIVERSITY START-UPS AND SPIN-OFFS <i>Malin Fiedler and Lukas Heidegger</i>	270
--	-----

HOW DO ENTREPRENEURS DECIDE TO CONTRIBUTE? A SOCIAL EXCHANGE PERSPECTIVE ON DOWNWARD CAUSATION IN ENTREPRENEURIAL ECOSYSTEMS <i>Johannes Hähnlein and Carolin Durst</i>	271
--	-----

THE DOUBLE-EDGE SWORD: DIGITAL FREEDOM'S INFLUENCE ON ENTREPRENEURSHIP <i>Kai Cher Tay and Daniel Bennett</i>	272
--	-----

INTERACTIVE PAPERS

SUCCESSFULLY TRANSFERRING RESEARCH RESULTS INTO APPLICATION: A HOLISTIC VIEW OF TECHNOLOGY TRANSFER OF NON-UNIVERSITY RESEARCH ORGANIZATIONS <i>Carolin Bock, Judith Behrens, and Moritz Spreng</i>	273
--	-----

WHY DO MINORITIES HAVE DIFFERENTIAL ACCESS TO RESOURCES IN SMALL BUSINESS GOVERNMENT-SPONSORED SUPPORT PROGRAMS? <i>Mickaël Buffart, Ray Bowman, Grégoire Croidieu, and Phillip Kim</i>	274
--	-----

THE EMERGENCE AND DYNAMICS OF THE MILITARY VETERAN ENTREPRENEURSHIP INDUSTRY <i>Mirza Tihic, Rosalinda Maury, Alex McKelvie, and Adam Pritchard</i>	275
--	-----

XIV. SOCIAL ENTREPRENEURSHIP

**THE ILLINOIS STATE MEANS CENTER FOR ENTREPRENEURIAL STUDIES
AWARD FOR THE BEST PAPER ON SOCIAL ENTREPRENEURSHIP**

**IMITATING BY EFFECTUATION: VENTURE CREATION IN CONTEXTS OF
POVERTY**

Patrick Shulist, Geoff Kistruck, Dugassa Gerba, and Musah Neindow277

**PLACE AND PACE: CIVIC WEALTH CREATION AND DISINTEGRATION IN GATEWAY
COMMUNITIES**

Rebecca Arwine and Tom Lumpkin283

**THE OPPORTUNITY OF MICROFINANCING: EXPLORING ENTREPRENEURIAL
BEHAVIOR OF NECESSITY ENTREPRENEURS IN RURAL NEPAL**

Prakash Devkota, Karin A. Wigger and Ulrika Persson-Fischier289

**TO THINE OWN SELF BE TRUE... BUT INFLUENCE OTHERS? THE IMPACT OF
AUTHENTICITY AND CLOUT IN PROSOCIAL ENTREPRENEURIAL NARRATIVES**

Sönke Mestwerdt and Jill Kickul.....295

**OUT FOR THE MISSION, OR OUT FOR OTHERS: A VALUES-BASED APPROACH FOR B
CORPORATION DECERTIFICATION**

Mariarosa Scarlata, Cristina Bettinelli, Federico Mangiò, and Joel Gehman301

**ENTREPRENEURIAL RESOURCEFULNESS AND WELL-BEING IN EXTREME
CONTEXTS: EVIDENCE FROM A REFUGEE CAMP**

Sadek Showkat, Daniel L. Bennett, and Oana Branzei307

KNOW THY NEIGHBOR: KNOWLEDGE SPILLOVERS AND COMMUNITY ORGANIZING

Devin Stein and Maria Minniti313

**FROM PAIN TO PURPOSE - INVESTIGATING THE RELATIONSHIP BETWEEN
POSTTRAUMATIC GROWTH AND SOCIAL ENTREPRENEURIAL INTENTIONS**

Yasmine Yahyaoui.....319

SUMMARIES

**ARE PASSIONATE SOCIAL ENTREPRENEURS MORE EFFECTUAL AND
EFFECTIVE? THE EFFECTS OF ENTREPRENEURIAL PASSION AND
EFFECTUATION ON THE PROGRESS AND IMPACT OF SOCIAL VENTURES**

Saulo Dubard Barbosa, Maria Granados, José Augusto Lacerda, and José Milton Souza-Filho325

**SYMBOLIC STRATEGIES FOR SOCIAL CHANGE: HOW ENTREPRENEURS
CHALLENGE INEQUALITY THROUGH MEANING-MAKING**

Andréa M. Hodge326

**BEYOND TRADE-OFFS: EXPLORING INFORMATION TECHNOLOGY'S ROLE IN
ADVANCING TRIPLE BOTTOM LINE PERFORMANCE IN SOCIAL
ENTREPRENEURSHIP**

Jannes Kösterke and Denise Fischer-Kreer.....327

TABLE OF CONTENTS

HELPING OR JUST HYPING? THE BOUNDARIES OF PROSOCIAL CONTAGION IN CROWDFUNDING <i>Todd W. Moss, James Bort, and Justin Canova</i>	328
SUSTAINABLE FARMERS CONTRIBUTING TO CIRCULAR ECONOMY IN A THAI COMMUNITY <i>Navarat Sachayansrisakul and Nattawat Ponnara</i>	329
ALL FOR ONE AND ONE FOR ALL? TOWARDS A COLLECTIVE VIEW OF ENTREPRENEURIAL PERSISTENCE <i>Romain Slitine, Bérangère Deschamps, and Laëtitia Gabay-Mariani</i>	330
GOD RULES, BUT I CAN BREAK THE RULES: THE CONTINGENT ROLE OF RELIGIOUS FATALISM ON MICRO-ENTREPRENEURS ABILITY TO GET OUT OF POVERTY <i>Andrea Sottini, Saulo Barbosa, Peter Lansana, and Brett Smith</i>	331
INTERACTIVE PAPERS	
SOCIO-SPATIAL ORIENTATION AS A COMMUNITY GOVERNANCE FRAMEWORK FOR CIVIC WEALTH CREATION <i>Florian Koehne</i>	332
TURNING WATER INTO WINE: THE CAPITAL CONVERSION PRACTICES OF SOCIAL ENTREPRENEURS <i>Tobias Pret, Aviel Cogan, and Eleanor Shaw</i>	333
MAPPING DESTRUCTIVE ENTREPRENEURSHIP: ENTREPRENEURIALISM, COMMUNITY SOCIAL CAPITAL, AND THE EMERGENCE OF U.S. HATE GROUPS <i>Siddharth Vedula, Dominik Reuter, and Jeffrey York</i>	334
SOCIAL ENTREPRENEURS EMERGING FROM ADVERSITY: A PERSPECTIVE OF IDENTITY CONSTRUCTION VIA SENSEMAKING <i>Fangjie Wang, Mona Mensmann, and Nicos Nicolaou</i>	335

XV. STRATEGY

THE BABSON COLLEGE TARIQ FARID FRANCHISE INSTITUTE AWARD FOR THE BEST PAPER ON ENTREPRENEURIAL STRATEGY

FRANCHISING IN THE METAVERSE: ENTREPRENEURIAL PATHWAYS FOR VIRTUAL AND MIXED REALITY <i>Richard A. Hunt, S.M. Abidul Islam, and Elham Asgari</i>	337
---	-----

SUMMARIES

MANAGING HYPE: HOW ENTREPRENEURS AND RESOURCE-HOLDING AUDIENCES COLLECTIVELY ENGAGE WITH HYPE IN AN INNOVATION COMPETITION <i>Alex Christian, Luciana D'Adderio, Marian Gatzweiler, and Neil Pollock</i>	343
---	-----

FRONTIERS OF ENTREPRENEURSHIP RESEARCH

BEING FLEXIBLE AND RIGID. ENVIRONMENTAL STRATEGIES IN TIMES OF EXOGENOUS SHOCK <i>Andrea Gerlitz and Marcel Hülsbeck</i>	344
FRAMING THE PIVOT: HOW ENTREPRENEURS MANAGE LEGITIMACY WITH EXTERNAL AUDIENCES <i>Jessica Jones, Griffin Cottle, and Rehab Elkhayat</i>	345
HOW NEW VENTURE TEAMS SHAPE THE EFFECTIVENESS OF OPTIMAL DISTINCTIVENESS TO SECURE INVESTOR FUNDING <i>Naomi Moonen, Ksenia Podoyntsyna, Arjan van den Born, and Alexander Vossen</i>	346
HOW DOES SERENDIPITY IN YOUNG VENTURES PREDICT BOTH DEGREE OF INNOVATION AND INNOVATION SPEED? A MODERATION BY CXO HETEROGENEITY, LEVEL OF FUNDS RAISED AND PRIMARY INVESTOR TYPE <i>Jan Poblocki and Andrea Greven</i>	347
ALL OUR DATA BELONGS TO YOU? PROPERTY RIGHTS STRATEGIES & RESOURCE MOBILIZATION PROCESSES AMONG GENERATIVE ARTIFICIAL INTELLIGENCE STARTUPS <i>Judy M. Rady and David Townsend</i>	348
THE NEW ARGONAUTS: THE INTERNATIONAL MIGRATION OF VC-BACKED START-UPS <i>Yuan Shi, Olav Sorenson, and David Waguespack</i>	349
ENTREPRENEURIAL ECOSYSTEMS AND COMPLEMENTOR BOTTLENECKS <i>Yue Song, Xiaoping Zhao, and Maggie Zhou</i>	350
RECALIBRATING ENTREPRENEURSHIP IN MICROFINANCE: GRAMEEN BANK REVISITED <i>Andrew Spicer, Joshua Ault, Asif Dowla, and Chanyong Yoo</i>	351
AN ACTUALIZATION VIEW OF SCALING: THE CHOICE BETWEEN SHAPING ENVIRONMENTAL AND RESHAPING ORGANIZATIONAL ARTIFACTS <i>Somayeh Taghvaei, Ali Marjowy, and Stratos Ramoglou</i>	352
INTERACTIVE PAPERS	
THE EFFECTS OF MONOCHRONICITY ON SERENDIPITY AND FIRM INNOVATION PERFORMANCE IN DYNAMIC INDUSTRY ENVIRONMENTS <i>Andrew E. Fultz and Keith Hmieleski</i>	353

TABLE OF CONTENTS

XVI. TEAM & GOVERNANCE

THE NATIONAL FEDERATION OF INDEPENDENT BUSINESS (NFIB) AWARD FOR THE BEST PAPER ON GENERAL TOPIC OF ENTREPRENEURSHIP

EMPLOYEE WORK CONDITIONS AND WELL-BEING IN SCALE-UPS
Mohamed Genedy, Johan Wiklund, and Arnold Bakker.....355

STRUCTURAL POWER INEQUALITY IN NEW VENTURE TEAMS: UNRAVELING
OUTCOMES, MECHANISMS AND BOUNDARY CONDITIONS
Miriam Bird and Jannis von Nitzsch.....361

OFF TO A GREAT START: HOW ENTREPRENEURS' EARLY HIRING DECISIONS
INFLUENCE VENTURE FUNDING IN THE ARTIFICIAL INTELLIGENCE SECTOR
Alina Polkläsener.....366

SUMMARIES

DISENTANGLING THE CO-FOUNDER SELECTION PROCESS: A CONJOINT
ANALYSIS
Yannick N. Amend, Petrit Ademi, and Monika Schuhmacher.....372

THE CASCADING EFFECTS OF FOUNDER PERSONALITY ON INNOVATION AND
RELATIONSHIP CONFLICT IN NEW VENTURE TEAMS
Katie Brownell and Timothy Munyon373

BETTER WITH AGE? THE ROLES OF TRUST AND AGE IN VENTURE TEAM
RESILIENCE
Craig D. Crossley, D. Tony Kong, Colette Real, Regan Stevenson, and Lisa Van der Werff.....374

THE AFTERMATH OF FAILED ENTREPRENEURIAL TEAMS: IMPLICATIONS FOR
INDIVIDUALS FUTURE APPROACHES TO ENTREPRENEURSHIP
Dugassa T. Gerba375

VENTURE BOARD STATUS, CEO CHARACTERISTICS, AND GROWTH
Remzi Gozubuyuk, Florian Ellsäßer, Markus Fitza, Jukka Partanen, and Aino Tenhiälä376

I AM A NEWCOMER: EXPLORING THE MICRO-PROCESS OF NASCENT
ENTREPRENEURS FORMING ENTREPRENEURIAL TEAMS
Mohammad M. Hawily, Leonardo Corbo, Marco Corsino, and Paola Giuri377

TOP MANAGEMENT TEAM NATIONALITY DIVERSITY AND FIRM SURVIVAL
Laura Hill Cabrera, Saskia Crucke, Mirjam Knockaert, and Evy Van Lancker378

THE NEGATIVE INFLUENCE OF STAKEHOLDER ORIENTATION OF VENTURES
AND THE MITIGATING ROLE OF MANAGERIAL SKILLS OF VENTURE BOARD
Myeongho D. Park, Per Bylund, and Eunkwang Seo379

FRONTIERS OF ENTREPRENEURSHIP RESEARCH

CAUSATION AND EFFECTUATION CHANGES RESULTING FROM ACCELERATOR
TRAINING AND THE ROLE OF ACHIEVEMENT GOAL ORIENTATIONS
Simon Taggar and Anne Domurath.....380

INTERACTIVE PAPERS

MOVING ON: HOW EARLY EMPLOYEE EXITS INFLUENCE VENTURE FUNDING IN
THE ARTIFICIAL INTELLIGENCE SECTOR
Alina Polkläsener and Corinna Vera Hedwig Schmidt.....381

THE COFOUNDER CODE: HOW ENTREPRENEURS SUSTAIN VIABLE COFOUNDER
RELATIONSHIPS THROUGH THE EVOLVING VENTURE DEVELOPMENT PROCESS
Audra G. Quinn, Katrina Brownell, Maya Kumar, and Darren Meister.....382

BEYOND THE FOUNDING TEAM: THE CRITICAL ROLE OF BOARD HUMAN
CAPITAL IN RESOLVING TECHNO-ECONOMIC TENSIONS IN NEW VENTURES
Max F. Vellguth, Thomas Howard, Carina Lomberg, and Fiona Murray383

“YOUR SARCASM MAKES ME WANT TO QUIT!” – CONTEMPTUOUS BEHAVIOR IN ENTREPRENEURIAL TEAMS PREDICTS CO-FOUNDER EXIT INTENTIONS

Jennifer Ettner, Technical University Munich, Germany
Theresa Treffers, Technical University Munich, Germany
Isabell Welpé, Technical University Munich, Germany

ABSTRACT

Conflict within new venture teams (NVTs) is recognized as one of the main factors determining success or failure of new ventures. However, empirical evidence on which specific conflict behaviors are detrimental to team satisfaction and predict subsequent failure is still scarce. To address this research need, we draw on insights from marriage research and examine the impact of the “Four Horsemen” (criticism, contempt, defensiveness, and stonewalling) as conflict behavior on team satisfaction and exit intentions. In our longitudinal quasi-experimental study involving 45 dyadic NVTs, we assess conflict behavior in a lab setting and measure team satisfaction and subsequent exit intentions through questionnaires. Our results indicate negative effects of criticism and contempt on team satisfaction, while contempt predicts exit intentions three months later. The present study introduces a novel perspective on NVT conflict and proposes an identification method for promising NVTs based on their conflict behavior early in the entrepreneurial life cycle.

INTRODUCTION

New ventures are an important economic factor as they foster innovative ideas (Spender et al., 2017), drive economic growth through the creation of new jobs (Audretsch, 2007), and tackle societal problems (Dijkstra & Planko, 2023). However, the majority of new ventures fail, with over half of these failures attributed to internal team-related problems (Eisenhardt, 2013; Ensley et al., 2003; Mol et al., 2015). Hence, understanding why new ventures fail or thrive depending on the team dynamics of new venture teams (NVTs), is an important research question (Eisenhardt, 2013; Ensley et al., 2003; Mol et al., 2015).

Entrepreneurship research has recognized the importance of conflict within entrepreneurial teams (Ensley et al., 2002; Jong et al., 2013) and has mainly studied conflict from the aspect of conflict types. On the one hand, cognitive or task oriented conflict has often been found to have positive effects, for example on team cohesion, strategy making, and new venture growth (Ensley et al., 2002; Jong et al., 2013; Li & Li, 2009). On the other hand, affective or personally oriented conflict has frequently been associated with a decline in venture performance (Ensley et al., 2002; Jong et al., 2013; Khan et al., 2015). In contrast to this differentiation, meta-analytic findings (Dreu & Weingart, 2003) reveal a consistently negative influence of all types of conflict on performance and satisfaction in work teams. Finally, only a few studies in entrepreneurship research explored the connection between conflict and affective team variables, such as frustration, cohesion, or feelings of justice (e. g. Breugst et al., 2015; Ensley et al., 2002; Souitaris et al., 2020).

Nevertheless, our understanding of conflict in NVTs and its effects is still limited in the following ways. First, we lack understanding about how conflict behavior in NVTs affects team satisfaction and exit intentions as crucial and immediate antecedents of venture success. Understanding how conflict behavior influences team satisfaction and subsequent exit intentions is important for several reasons. One, it empowers entrepreneurs to develop a functional conflict culture, fostering satisfaction and longevity within their NVT. Two, it equips incubators with the means to educate NVTs on effective conflict resolution strategies. Three, it aids VCs in identifying promising NVTs early in the start-up phase, enabling targeted investments in teams with substantial