**Richard A. Hunt**

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**Academic positions**

**Virginia Tech – Blacksburg, VA** (2014 – present)

- Associate Professor of Strategy and Entrepreneurship

- Director of Research, Apex Center for Entrepreneurs (2018 – present)

- Director of Doctoral Studies in Management (2018 – present)

- Executive Committee: Presidential Post-Doc Tech Transfer Innovation Fellowships (2021 – present)

- Executive Committee: VT/Xidian University (China) Dual Degree in Entrepreneurship (2020 – present)

- Assistant Professor of Strategy and Entrepreneurship

**Colorado School of Mines – Golden, CO** (2017 – 2018)

- Visiting Professor of Economics and Business

**Institute of Behavioral Science** **-- Boulder, CO** (2013 – 2014)

- Research Fellow (2013 –2014)

**University of Colorado – Boulder** (2011 – 2013)

- Lecturer in Strategy and Entrepreneurship while in PhD Program

**Editorial Activity**

Associate Editor - *Entrepreneurship Theory and Practice* (2021 – present)

Editorial Board Member - *Academy of Management Review* (2020 – present)

Editorial Board Member - *Journal of Business Venturing* (2019 – present)

Editorial Board Member - *Journal of Business Venturing Insights* (2018 – present)

Co-Editor of Special Issue on “AI/ML/DL” – *Journal of Management Studies* (2022 – present)

Co-Editor of Special Issue on the “Entrepreneurship Industry” – *Small Business Economics* (2022 – present)

**EDUCATION**

**University of Colorado – Boulder -** Ph.D. in Strategy and Entrepreneurship (2013)

Dissertation: *Essays Concerning the Entry and Survival Strategies of Entrepreneurial Firms: A Transaction Perspective* Committee: Drs. Lee Alston, Bret Fund, Mathew Hayward (Chair), Sharon Matusik, Tony Tong

* **NFIB Outstanding Dissertation – ENT Division, Academy of Management (2014)**

**Stanford University -** M.B.A. (1993)

**Harvard University -** M.T.S. (1986)

**Rice University -** B.A. (1983)

*magna cum laude*. *Phi Beta Kappa.*

**RESEARCH**

**[◊]** = indicates student co-author

**Peer Reviewed Publications**

Townsend, D.M., Hunt, R.A, **[◊]** J. Rady, **[◊]** P. Manocha & **[◊]** J-Y Jin. (2023). “Are the Futures Computable? Knightian Uncertainty and Artificial Intelligence.” ***Academy of Management Review.***

Hunt, R.A., Townsend, D.M., Lerner, D.A. & Brownell, K. (2023) Pivot or Perish? Knowledge Problems and the Limits to “Entrepreneur-as-Scientist.” ***Journal of Business Venturing Insights***.

Bort, J., J. Wiklund, D. Lerner, C. Crawford & R.A. Hunt. (2023). “The Strategic Advantage of Impulsivity in Entrepreneurial Action: An Agent-Based Modeling Approach.” ***Entrepreneurship Theory & Practice***.

**[◊]**Manocha, P., R.A. Hunt, D.M. Townsend, and M. Stallkamp. (2023). “A Tale of Two Impacts: Entrepreneurial Action and the Gender-Related Effects of Policy Uncertainty” ***Journal of Business Venturing Insights***.

Van Lent, W., R.A. Hunt & D.A. Lerner. (2023). “Historiography and the Excavation of Nascent Business Venturing.” ***Small Business Economics***.

**[◊]** Schwarte, Y., Y. Song, R.A. Hunt & F. Lohrke. (2023). “Passion as Process: Three Perspectives on Entrepreneurial Passion and an Integrated Path Forward.” ***Journal of Business Research***.

Hunt, R.A., **[◊]**P. Manocha, D.M. Townsend, & J.J. Simpson. (2023). “Knowledge Problem Diagnosis and the Fate of Corporate Entrepreneurship Initiatives.” ***Journal of Business Venturing Insights***.

Hunt, R.A., D.A. Lerner, S. Johnson, S. Badal, & M. Freeman. (2022). “Cracks in the Wall: Entrepreneurial Action Theory and the Weakening Presumption of Intended Rationality.”***Journal of Business Venturing****.*37(3), https://www.sciencedirect.com/science/article/pii/S0883902622000027

Stallkamp, M., R.A. Hunt & A. Schotter. (2022). “Scaling, Fast and Slow: The Internationalization of Digital Ventures.” ***Journal of Business Research***. 146, 95-106.

Hunt, R.A., M.L.A. Hayward, Y. Song, M. Stallkamp & D.M. Townsend, (2022). “Getting a Foot in the Door: Trade Credit Strategies and the Pursuit of Entrepreneurial Internationalisation.” ***International Small Business Journal****.* Forthcoming. https://journals.sagepub.com/doi/full/10.1177/02662426221078940

Hunt, R.A., D.A. Lerner, and **[◊]**A.J. Ortiz-Hunt. (2022) “Lassie Shrugged. The Premise and Importance of Considering Non-Human Entrepreneurial Action.”***Journal of Business Venturing Insights***. 17: e00298 https://www.sciencedirect.com/science/article/abs/pii/S2352673421000767

Mitchell, R., R. Mitchell, R.A. Hunt, D. M. Townsend and J.H. Lee. (2022). “Stakeholder Engagement, Knowledge Problems and Ethical Challenges.”***Journal of Business Ethics***. 175: 75–94.

Kiefer, K., J. Miller, and R.A. Hunt. (2022). “Multi-Level Considerations in Executive Organizational Transfer.” ***Human Resource Management Review****.* 32(1).

van Lent, W., R.A. Hunt, & D.A. Lerner. (2021) “Back to Which Future? Recalibrating the Time-Calibrated Narratives of Entrepreneurial Action.” ***Academy of Management Review****.*

* + Virginia Tech Faculty Research Excellence Award – Virginia Tech (2021)

\***[◊]**Asgari, E., \*R.A. Hunt, D.M. Townsend, D.A. Lerner, & M.L.A. Hayward. (2021) “Red Giants or Black Holes? The Antecedent Conditions and Multi-Level Impacts of Star Performers.” ***Academy of Management Annals****.* 15(1): 223-265. *\* Equal contribution*

* + Holtzman Prize for Faculty Research Excellence – Virginia Tech (2021)

Hunt, R.A., **[◊]**Y. Song, D.M. Townsend, & M. Stallkamp. (2021) “Internationalization of Entrepreneurial Firms: Leveraging Real Options Reasoning through Affordable Loss Logics.”***Journal of Business Research****.* 133:194-207.

Hayward, M.L.A., R.A. Hunt & D. Miller. (2021). “How Vulnerability Enriches Family Firm Relationships: A Social Exchange Perspective.” ***Journal of Family Business Strategy***. 13(1): #100450.

Hunt, R.A. (2021). “Entrepreneurial Orientation and the Fate of Corporate Acquisitions.” ***Journal of Business Research***. 122 (1), 241-255.

**[◊]**Manocha, P., R.A. Hunt, D.M. Townsend, and M. Stallkamp. (2021). “When Rising Tides Lift Some Boats More than Others: Gender-Based Differences in the External Enablement of Entrepreneurship.” ***Journal of Developmental Entrepreneurship****.* 26(3). https://doi.org/10.1142/S1084946721500175

Hunt, R.A., D.M. Townsend, S. Korsgaard and **[◊]**A. Naar. (2021). “Urban Farmers and Cowboy Coders: Re-Imagining Rural Venturing in the 21st Century.”***Academy of Management Perspectives***. 35(4). https://doi.org/10.5465/amp.2017.0157

* + Holtzman Prize for Faculty Research Excellence – Virginia Tech (2020)

\*Chen, J.J., \*C. Cui, \*R.A. Hunt, & \*L.S. Li. (2020). “External Enablement of New Venture Creation: An Exploratory, Query-Driven Assessment of China's High-Speed Rail Expansion.” ***Journal of Business Venturing****.* 36(6).  *\* Equal contribution*

* + Virginia Tech Faculty Research Excellence Award – Virginia Tech (2020)

Korsgaard, S., R.A. Hunt, D.M. Townsend and M. Ingstrup. (2020). “Covid-19 and the Importance of Space in Entrepreneurship Research and Policy.” ***International Small Business Journal****. 38*(8), 697-710.

* + Holtzman Prize for Faculty Research Excellence – Virginia Tech (2020)

Hunt, R.A., D. Lerner and D.M. Townsend. (2019). “Parental Endowments versus Business Acumen: Assessing the Fate of Low-Tech, Service-Sector Spinouts.” ***Strategic Entrepreneurship Journal***, 13(4) 478-506.

Townsend, D. and R.A. Hunt. (2019). “Entrepreneurial Action, Creativity, and Judgment in the Age of Artificial Intelligence.”***Journal of Business Venturing Insights****.* 11, e00126.

Hunt, R.A., D. Townsend, **[◊]**E. Asgari. and D. Lerner. (2019). “Bringing It All Back Home: Corporate Venturing and Renewal through Spin-Ins.” ***Entrepreneurship Theory & Practice***, 43(6): 1166-1193.

* + Holtzman Prize for Faculty Research Excellence – Virginia Tech (2019)

Hunt, R.A. and M.L.A. Hayward. (2018). "Value Creation through Employer Loans: Evidence of Informal Lending to Employees at Small, Labor-Intensive Firms." ***Organization Science***. 29(2): 284–303.

* + Virginia Tech Faculty Research Excellence Award – Virginia Tech (2018)

Townsend, D.M., R.A. Hunt, J. McMullen and S. Sarasvathy. (2018). “Uncertainty, Knowledge Problems, and Entrepreneurial Action”. ***Academy of Management Annals***. 12(2):1-29.

* + Holtzman Prize for Faculty Research Excellence – Virginia Tech (2018)

\*Lerner, D.A., \*R.A. Hunt, and D. Dimov. (2018).“Action! Moving Beyond the Intendedly-Rational Logics of Entrepreneurship.” ***Journal of Business Venturing***. 33(1): 52-69. *\*equal contribution*

* + *Entrepreneurship Theory & Practice* Best Conceptual Paper Award – ENT Div., AoM Atlanta (2017)
  + Virginia Tech Faculty Research Excellence Award – Virginia Tech (2018)

Hunt, R.A. and D.A. Lerner. (2018). “Entrepreneurial Action as Human Action: Sometimes Judgment-driven, Sometimes Not.” ***Journal of Business Venturing Insights*** 10(2): e00102.

\*Hunt, R.A., \*D.A. Lerner, and I. Verheul. (2018).“Dueling Banjos: Harmony and Discord between ADHD and Entrepreneurship.” ***Academy of Management Perspectives***. 32(2): 266-286. *\*equal contribution*

Hunt, R.A. (2018) “An Opportunity Space Odyssey: Historical Exploration of Demand-Driven Entrepreneurial Innovation.” ***European Journal of Innovation Management***. 21(2): 250-273.

* + Awarded Emerald Group’s 2019 *Literati* Prize for best article on Innovation or Entrepreneurship

Hunt, R.A. and K. Kiefer. (2017) “The Entrepreneurship Industry: Influences of the Goods and Services Marketed to Entrepreneurs.” ***Journal of Small Business Management****.* 55(S1): 231-255

Hunt, R.A. and **[◊]**L.L. Ortiz-Hunt. (2017) “Entrepreneurial Round Tripping: The Benefits of Newness and Smallness in Multi-Directional Value Creation”. ***Management Decision***, 55(3): 491-511.

Hunt, R.A. and B.R. Fund. (2016) “Intergenerational Fairness and the Crowding Out Effects of Well-Intended Environmental Policy.” ***Journal of Management Studies****,* 53(5): 878-910.

* Holtzman Prize for Faculty Research Excellence – Virginia Tech (2016)
* BCERC/Journal of Small Business Management Best Paper Award on Public Policy (2015)
* Best Paper Prize – Sustainability, Ethics & Entrepreneurship Conference (2014)

Hunt, R.A. (2015) “Contagion Entrepreneurship: Institutional Support, Strategic Incoherence and the Social Costs of Over-Entry**.” *Journal of Small Business Management****.* 53(10): 5 - 29.

Hunt, R.A. (2013) “Entrepreneurial Tweaking: Technology Diffusion through Secondary Inventions and Design Modifications by Start-Ups.” ***European Journal of Innovation Management****,*16 (2): 148 – 170.

* + Awarded Emerald Group’s 2013 *Literati* Prize for best article on Innovation or Entrepreneurship

Hunt, R.A. and B.R. Fund. (2012) “Reassessing the Practical and Theoretical Influence of Entrepreneurship Through Acquisition.” ***Journal of Entrepreneurial Finance****,*16 (1): 29 - 56.

**Peer Reviewed Proceedings**

Hunt, R.A. and E. Asgari. (2023). “The Aims, Actions, and Legacies of Serial Versus Portfolio Entrepreneurs: The Role of Identity and a Sense of Giving Back” Full Paper published in ***Frontiers of Entrepreneurship Research****,* Vol.43.

Manocha, P., R.A. Hunt, and D.M. Townsend. (2023). “Temporal Dimensions of Artificial Intelligence as an External Enabler of Entrepreneurial Action” Full Paper published in ***Frontiers of Entrepreneurship Research****,* Vol.43.

Hong, M., E. Asgari, & R.A. Hunt (2023) “Star Employees: Conceptualization, Scale Development, and Measurement Validation.” ***Best Paper Proceedings*** *of the Eighty-third Annual Meeting of the Academy of Management*.

**[◊]**Manocha, P. and R.A. Hunt. (2022) “Knowledge Problems: Fault lines in the External Enablement of Entrepreneurial Action?” *Initial Submission* at *Journal of Business Venturing.* ***Best Paper Proceedings*** *of the Eighty-second Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

Hunt, R.A., K. Kiefer, P. Manocha, and D.M. Townsend. (2022). “Game Change: Exploring the Impact of Name, Image and Likeness Rule Changes on NCAA Student-Athlete Entrepreneurial Opportunity Pursuit.” Full Paper published in ***Frontiers of Entrepreneurship Research****,* Volume42.

Townsend, D., **[◊]**J-H Jin, and R.A. Hunt (2022). “Winter is Coming: Entrepreneurial Strategy in the Age of Artificial Intelligence.” Full Paper published in ***Frontiers of Entrepreneurship Research****,* Volume42.

Townsend, D.M., R.A. Hunt and **[◊]**J-H Jin. (2022). “The Limits of Lean: Knowledge Problems, Entrepreneurial Strategy, and the Search for Product-market Fit.” Full Paper published in ***Frontiers of Entrepreneurship Research****,* Volume42.

Hunt, R.A. and D.M. Townsend. (2021). “Knowledge Problem Diagnosis and the Fate of Corporate Entrepreneurship Initiatives” Full Paper published in ***Frontiers of Entrepreneurship Research****,* Vol.41.

**[◊]**Yan, J., D. Williams, and R.A. Hunt. (2020). Exploring he Unknown Requires Leveraging Uncertainty: A Real Options Perspective on the Pattern and Process of Entrepreneurial Firms’ Internationalization. Full Paper published in ***Frontiers of Entrepreneurship Research,* Volume40.**

Hunt, R.A. and D.M. Townsend. (2020). “Barriers on the Road to Commensurability: The Impact of Binary Oppositions and Ceremonial Citations on Knowledge Accumulation in Entrepreneurship Research.” Full Paper published in ***Frontiers of Entrepreneurship Research****,* Volume40.

**[◊]**Yan, J., D. Williams, and R.A. Hunt. (2020). A Real Options Perspective on the Pattern and Process of Entrepreneurial Firms Internationalization. Full Paper published in ***Frontiers of Entrepreneurship Research****,* Volume40.

**[◊]**Ortiz-Hunt, A.B., R.A. Hunt, and D.A. Lerner. (2019). “Sustainable human healthcare: The centrality of intrapreneurial nurses.” In Guclu Atinc (Ed.), ***Best Paper Proceedings*** *of the Seventy-ninth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

* *Health Care Management Review* Best Theory-to-Practice Award– HCM Div. AoM Boston (2019)

Hunt, R.A. and D.A. Lerner. (2018) “Disentangling the Origins of New Venture Performance: Business Models, Individual Factors, and Heredity.” Full Paper published in ***Frontiers of Entrepreneurship Research****,* Volume38.

Lerner, D.A., R.A. Hunt and D. Dimov. (2017) “Following the Muse: Non-Deliberative, Unreasoned Nascent-Stage Venturing”. In Guclu Atinc (Ed.) ***Best Paper* *Proceedings*** *of the Seventy-seventh Annual Meeting of the Academy of Management*.

* + *Entrepreneurship Theory & Practice* Best Conceptual Paper Award – ENT Div., AoM Atlanta (2017)

Hunt, R.A. and **[◊]**Y. Song. (2015) “Internationalizing Entrepreneurs: Bridging Real Options Reasoning and Affordable Loss Logics.” In John Humphreys (Ed.), ***Best Paper* *Proceedings*** *of the Seventy-fifth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

Hunt, R.A. and K. Kiefer. (2015) “The Entrepreneurship Industry: Influences of the Goods and Services Marketed to Entrepreneurs.” In John Humphreys (Ed.), ***Best Paper* *Proceedings*** *of the Seventy-fifth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

**[◊]**Ortiz-Hunt, L.L. and R.A. Hunt. (2015) “Entrepreneurial Round Tripping: The Benefits of Newness and Smallness in Multi-Directional Value Creation”. Full Paper published in ***Frontiers of Entrepreneurship Researc****h,* Volume35.

Hunt, R.A. and **[◊]**E. Asgari. (2015) “The Curious Case of Corporate Spin-ins: Generating Profits or Problems?” Full Paper published in ***Frontiers of Entrepreneurship Research****,* Volume35.

Hunt, R.A. and B.R. Fund. (2015) “Crowding Out Effects of Well-Intended Environmental Policies.” ***Frontiers of Entrepreneurship Research****,* Volume35(11): 1-15.

Hunt, R.A. (2013) “Priming the Pump: Demand-side Drivers of Entrepreneurial Activity.” Full Paper published in ***Frontiers of Entrepreneurship Research****,* Volume33(14): 472-487.

Hunt, R.A. and K. Kiefer. (2012) “Parity, Paternalism and Peonage in the Informal Economy.” ***Best Paper Proceedings*** *of the Academy of Management,* doi:10.5465/AMBPP 2015 (50).

* + Winner of the AoM (BPS) 2012 Sumantra Ghoshal Research and Practice Award

Hunt, R.A. and D. Lerner. (2012) “Reassessing the Entrepreneurial Spinoff Performance Advantage: A Natural Experiment Involving A Complete Population.” Full Paper published in ***Frontiers of Entrepreneurship Research****,* Volume32 (12): 468 – 482.

Hunt, R.A. (2012) “Entrepreneurial Tweaking: Technology Diffusion through Secondary Inventions and Design Modifications by Start-Ups.”Full Paper published in ***Frontiers of Entrepreneurship Research****,* Volume32 (15): 570 – 584.

**Book Chapters**

Hunt, R.A., D.M. Townsend, and **[◊]**P. Manocha. (2022) “Entrepreneurial Action Theory and the Uncertainty-bearing Thesis of Entrepreneurial Action in the Age of Artificial Intelligence.” In B. Ozkazanc-Pan (ed.) *Modern Classics in Entrepreneurship Studies*. Palgrave-McMillan.

**[◊]**Saleh, S.H. and R.A. Hunt. (2020), "The Role of Heuristics and Biases in Entrepreneurial Decision-making When Creativity is a Necessity", Caputo, A. and Pellegrini, M. (Ed.) *The Entrepreneurial Behaviour: Unveiling the Cognitive and Emotional Aspect of Entrepreneurship* (*Entrepreneurial Behaviour Series*), Emerald Publishing Limited, pp. 191-212.

Townsend, D. and R.A. Hunt. (2019) “Crowdfunding and the Digitization of Early-Stage Finance: Opportunities and Challenges for Entrepreneurial Ventures”. In A. Parhankangas (ed.) *Handbook of Research on Crowdfunding*. New York: Routledge.

Hunt, R.A. and **[◊]**L.L. Ortiz-Hunt. (2018) “Deinstitutionalization Through Business Model Evolution: Women Entrepreneurs in the Middle East and North Africa.” In L. Mura (ed.) *Entrepreneurship - Development Tendencies and Empirical Approach*. Rijeka, Croatia: InTech.

* + Winner of the Ford Foundation “*Empowering Women*” Award

Kiefer, K. and R.A. Hunt. (2017) “Whose Hype Matters? The Battle for Value Creation in Contemporary Financial Communications.” In A. Laskin (ed.), *Handbook of Financial Communication and Investor Relations*. New York: Wiley.

Hunt, R.A., and **[◊]**L.L. Ortiz-Hunt. (2017) “Steam Ships on the Western Waterways: Managing the Challenge of Multi-Directional Value Creation.” In M. Paulo (ed.) *Innovating Entrepreneurs: An Historical Approach*.

**Manuscripts-in-Review and Working Papers**

**Under Review at Pamplin Elites**

Hunt, R.A. and D. Townsend. “Temporal Agency and Entrepreneurial Action.” *Revise and Resubmit.*

**[◊]**Manocha, P. and R.A. Hunt. “Knowledge Problems: Fault lines in the External Enablement of Entrepreneurial Action?” *Revise and Resubmit.*

Townsend, D., R.A. Hunt, D. Beal., and **[◊]**J.H. Jin. “Uncertainty: A Meta-Analytic Assessment.” *Revise and Resubmit*

Hunt, R.A. “Organizations as Knowledge Problem Portfolios: Updating the Theory of the Firm.” *Revise and Resubmit.*

Simpson, J., R.A. Hunt, D.M. Townsend and M. Stallkamp. “Corporate Entrepreneurship and Organizational Security: Balancing Opportunities and Threats in a Digital Age.” *Under Review.*

Hunt, R.A. and D. Townsend. “Uncertainty, Knowledge Problems, & the Boundaries of Scientific Entrepreneurship.” *Under Review.*

**[◊]**Jin, J.H., D.M. Townsend, and R.A. Hunt. The Limits of Lean: Knowledge Problems, Entrepreneurial Strategy, and the Search for Product-Market Fit. *Under Review.*

**[◊]**Yan, J., D. Williams, and R.A. Hunt. “A Real Options Reasoning Perspective on Uncertainty in Entrepreneurs' Internationalization Decisions.” *Under Review*

Clark, D. R.A. Hunt, R.Pidduck & F. Chowdury “A Person-Environment (Mis)fit Model of Uncertainty Acceptance: The Career Dissonance Perspective Towards Entrepreneurship”

**Under Review at Other Target Journals**

Hunt, R.A., **[◊]**R. Nugent, D.M. Townsend & J.J. Simpson. (conditional acceptance). “Platforms, Panopticons, and Playgrounds: An Integrative Review of Platform Governance and Power Dynamics on Digital Platforms.” ***Academy of Management Annals.***

Townsend, D.M. and R.A. Hunt. “Addressing Entrepreneurship’s False Dichotomization of Risk and Uncertainty through Modal Logics.”

***Entrepreneurship Theory & Practice* Best Conceptual Paper Award – ENT Div., AoM Boston (2019)**

Townsend, D.M. and R.A. Hunt. “Chance, Probability, & Uncertainty at the Edge of Human Reasoning: What is Knightian Uncertainty?” *Revise and Resubmit.*

Hunt, R.A., S. Kurdoglu, and D.A. Lerner. “Unintelligent Adaptation: Animal Spirits and Rainforest Logics in the Era of ChatGPT” *Revise and Resubmit*

Hunt, R.A. and D.M. Townsend. “Policy Capture and the Remediating Influence of Entrepreneurial Action: Evidence from Household Recycling.” *Revise and Resubmit.*

Hunt, R.A. “Small Business Management in the Informal Economy”. *Revise and Resubmit*

Hunt, R.A. and D.M. Townsend. Timing the Tide: The Role of Kairotic Timing in Entrepreneurial Opportunity Pursuit. *Revise and Resubmit*

Hunt, R.A. and A.B. Ortiz-Hunt. “Sustainable Human Healthcare: The Centrality of Intrapreneurial Nurses.” *Revise and Resubmit.*

Hunt, R.A. and D.A. Lerner. “Tales Left Tails Tell: Entrepreneurship Research and the Challenge of Unobserved Firms.” *Revise and Resubmit.*

Hunt, R.A., K. Kiefer, and **[◊]**P. Manocha. “Experts and Expos and Shark Tanks [Oh My!]: Managing the Influence of the Entrepreneurship Industry. *Under Review.*

Hunt, R.A., and **[◊]**E. Asgari. “The Crowding Out Effect of Star Performers”. *Under Review.*

**[◊]**Manocha, P., M. Stallkamp, R.A. Hunt and D.M. Townsend. “Assessing the Impact of Policy Uncertainty on Entrepreneurial Activity.” *Under Review.*

Hong, M., Asgari, E. & Hunt R. Star Employees: Conceptualization, Scale Development, and Measurement Validation *Under Review.*

**Late-Stage Work in Progress**

Emami, A. and R.A. Hunt. “Acting Productive and Socially Responsible is Nice, but We Might Disagree:

On the Dark Side of Social Network Support.”

Crabbe, R., R.A. Hunt, T. Lewis, **[◊]**M. Grant and D.M. Townsend. “Black Entrepreneurship: A Research Review and Agenda.”

Hunt, R.A., K. Kiefer, P. Manocha, and D.M. Townsend. “Game Change: Exploring the Impact of Name, Image and Likeness Rule Changes on NCAA Student-Athlete Entrepreneurial Opportunity Pursuit.”

Hunt, R.A. and D. Townsend. Moving Organizational Management Theory Past Binary Oppositions.

Townsend, D., R.A. Hunt, J. Amol, R.K. Mitchell, and J.R. Mitchell. “Muddying the Waters: Equivocality, Deinstitutionalization and the Attack on Science”.

Hunt, R.A. “Do Beliefs Shape Entrepreneurial Behaviors, or Do Behaviors Shape Entrepreneurial Beliefs? An Experiment Applying Self-Perception Theory.”

Hunt, R.A., **[◊]**E.Asgari. “A Contingency Approach to Star Performers”.

Hunt, R.A., and Townsend, D. “Wicked Problems as Proprietary Knowledge Problems: The Case of Hydraulic Fracking”.

Hunt, R.A. “Adaptive Strategy and Improvisation Reconsidered: The Strategic Use of the No-Huddle Offense in American Football”.

**[◊]**Asgari, E., D. Gnyawali, M. Srivastava, R.A. Hunt. “Novel pursuits: the interactive role of CEO’s scientific knowledge and scientist’s business knowledge”

**[◊]**Asgari, E. & R.A. Hunt. “Evolution of an industry: Exploration of distinct roles of demand pull and technology push in innovation generation in small satellite industry”

Hunt, R.A. and D.A. Lerner. “Disentangling the Origins of New Venture Performance: Business Models, Individual Factors, and Heredity

Townsend, D.M., R.A. Hunt and A. Kemp. “Heroic Action and the Problem of Emergence: An Analytical Approach to Entrepreneurial Action Theory.”

Hunt, R.A. and **[◊]**J. Rady. “Decoding Relational Contracting Among Entrepreneurs at Jakarta’s *Mangga Dua* Morning Market: Testing a Second-Best Institutions Argument.”

Rady, J. and R.A. Hunt. “Decoding Relational Contracting in a Cairo Bazaar: A Nash Equilibrium Model of a Second-Best Institutions Argument”

Hunt, R.A. “The King is Dead: Organizational Evolution and the Growing Obsolescence of CEOs.”

**Conference Papers – Peer Reviewed**

**[◊]**Jin, J.H., D.M. Townsend, and R.A. Hunt. The Limits of Lean: Knowledge Problems, Entrepreneurial Strategy, and the Search for Product-Market Fit. *Strategic Management Conference*. London, Sept 2022.

* **Finalist for Strategic Management Society 2022***Best Conference Paper Award*

Hunt, R.A., K. Kiefer, and **[◊]**P. Manocha. Experts and Expos and Shark Tanks (Oh My!): Managing the Influence of the Entrepreneurship Industry. *Academy of Management Annual Conference*. Seattle, Aug 2022.

Hunt, R.A. and E. Asgari. Assessing the Crowding-Out Effects of Star Performers. *Academy of Management Annual Conference*. Seattle, Aug 2022.

Simpson, J.J., R.A. Hunt, D.M. Townsend and M. Stallkamp. Corporate Entrepreneurship in Perilous Times: Striking a Balance between EO and FSO. *Academy of Management Annual Conference*. Seattle, Aug 2022.

**[◊]**Manocha, P., R.A. Hunt. Mechanisms: The “Missing Link” in Understanding Gender Differences in Entrepreneurial Action *Conference on Transitional Entrepreneurship*, ODU, 2022.

**[◊]**Vanderwal, B., R.A. Hunt. Yesterday’s War, Today’s Hidden Battle: PTSD’s Influence on Veteran Entrepreneurship. *Conference on Transitional Entrepreneurship*, ODU, 2022.

**[◊]**Manocha, P., R.A. Hunt. Gender-Based Differences Among Entrepreneurs in the Activation of Key Mechanisms: Evidence from Bankruptcy Law Changes. *Conference on Transitional Entrepreneurship*, ODU, 2022.

Hunt, R.A., K. Kiefer, **[◊]**P. Manocha, and D.M. Townsend. “Game Change: Exploring the Impact of Name, Image and Likeness Rule Changes on NCAA Student-Athlete Entrepreneurial Opportunity Pursuit.” *Babson College Entrepreneurship Research Conference*. Waco, June 2022.

* **Full Paper selected as one of Forty to be Published in** *Frontiers of Entrepreneurship Research,* Volume42.

Townsend, D.M., **[◊]**J-H Jin, and R.A. Hunt. “Winter is Coming: Entrepreneurial Strategy in the Age of Artificial Intelligence.” *Babson College Entrepreneurship Research Conference*. Waco, June 2022.

* **Full Paper selected as one of Forty to be Published in** *Frontiers of Entrepreneurship Research,* Volume42.

Townsend, D.M., R.A. Hunt and **[◊]**J-H Jin. “The Limits of Lean: Knowledge Problems, Entrepreneurial Strategy, and the Search for Product-market Fit.” *Babson College Entrepreneurship Research Conference*. Waco, June 2022.

* **Full Paper selected as one of Forty to be Published in** *Frontiers of Entrepreneurship Research,* Volume42.

Simpson, J.J., R.A. Hunt, D.M. Townsend and M. Stallkamp. Firm Security Orientation: Strategic Adaptations in a Discordant World. *Strategic Management Conference*. Toronto - Virtual, Sept 2021.

* **Finalist for Strategic Management Society 2021***Best Conference Paper Award*

**[◊]**Jin, J.H., D.M. Townsend, and R.A. Hunt. Adaptive vs Procedural Rationality: A Meta-analysis of the Contingent Roles of Knowledge, Uncertainty, & Entrepreneurial Strategy. *Strategic Management Conference*. Toronto - Virtual, Sept 2021.

Townsend, D. and R.A. Hunt. Are futures computable? Knightian uncertainty & artificial intelligence. *Academy of Management Annual Conference*. Virtual Conference, Aug 2021.

* ***Entrepreneurship Theory & Practice* 2021 Best Conceptual Paper Award**

Hunt, R.A., and D.M. Townsend. Manipulating Time: Temporal Agency and Entrepreneurial Action. *Academy of Management Annual Conference*. Virtual Conference, Aug 2021.

Simpson, J.J., R.A. Hunt, D.M. Townsend and M. Stallkamp. Firm Security Orientation: Strategically Responding to an Increasingly Disruptive World. *Academy of Management Annual Conference*. Virtual Conference, Aug 2021.

**[◊]**Manocha, P., R.A. Hunt, D.M. Townsend, and M. Stallkamp. Nudge! Does critical mass leads to momentum in women entrepreneurship? *Colloquium on Transitional Entrepreneurship*, ODU, 2021.

Crabbe, R., D.M. Townsend, R.A. Hunt, & **[◊]M.** Grant. Peril, Paradox, & Promise: A Multi-Disciplinary Review & Future Research Agenda for Black Entrepreneurship. *Colloquium on Transitional Entrepreneurship*, ODU, 2021.

Hunt, R.A., D.M. Townsend and J-H. Jin. Knowledge Problem Diagnosis and the Fate of Corporate Entrepreneurship Initiatives. *Babson College Entrepreneurship Research Conference*. Virtual Conference, June 2021.

* **Full Paper selected as one of Forty to be Published in** *Frontiers of Entrepreneurship Research*

Asgari, E. and R.A. Hunt. A Contingency Approach to Stars’ Impact on Corporate Entrepreneurship. *Babson College Entrepreneurship Research Conference*. Virtual Conference, June 2021.

**[◊]**Ortiz-Hunt, A.J., R.A. Hunt and D.A. Lerner. Assessing and Remedying Survivorship Bias in Entrepreneurship Research. *Babson College Entrepreneurship Research Conference*. Virtual Conference, June 2021.

**[◊]**Manocha, P., R.A. Hunt and M. Stallkamp. Enabling the Periphery? Covid-19 and the Changing Landscape of Entrepreneurship. *Babson College Entrepreneurship Research Conference*. Virtual Conference, June 2021.

Townsend, D. and R.A. Hunt. Are futures computable? Knightian uncertainty & artificial intelligence. *Gothenburg Symposium on Entrepreneurship and Design*, Feb 2021.

Townsend, D.M., R.A. Hunt, D. Beal and J-H. Jin. Venturing into the Unknown: A Meta-Analytic Assessment of Uncertainty in Entrepreneurship Research. *Strategic Management Society Virtual Conference*. Sept 2020.

**[◊]**Ortiz-Hunt, A.J., R.A. Hunt and D.A. Lerner. “Do Non-Humans Engage in Entrepreneurial Action? Inquiry into Entrepreneurship’s Socio-Biological Roots” *Academy of Management Annual Conference*. Virtual Conference, Aug 2020.

Hunt, R.A. “*A*-Rational, Non-deliberative Sources of Variation. Adaptive Entrepreneurial Action: Current Thinking and Future Research Directions.” *Academy of Management Annual Conference*. Virtual Conference, Aug 2020.

* **Selected as a Live “Showcase Symposium” for ENT and OMT Divisions**

Townsend, D., R.A. Hunt, D. Beal, and **[◊]**J.H. Jin. “Venturing into the Unknown: A Meta-Analytic Assessment of Uncertainty in Entrepreneurship Research”. *Academy of Management Annual Conference*. Virtual Conference, Aug 2020.

**[◊]**Yan, J., D. Williams, and R.A. Hunt. “A Real Options Reasoning Perspective on Uncertainty in Entrepreneurs' Internationalization Decisions.” *Academy of Management Annual Conference*. Virtual Conference, Aug 2020.

Hunt, R.A., Hayward, M.L.A. and Y. Song. "Getting a Foot in the Door: Trade Credits, Referrals, and the Internationalization of Entrepreneurial Firms." *Academy of International Business*. Miami, FL. Virtual Conference, July 2020.

**[◊]**Yan, J., D. Williams, and R.A. Hunt. "A Real Options Perspective on Pattern, Process, and Outcome of Firms’ Entrepreneurial Internationalization." *Academy of International Business*. Virtual Conference, July 2020.

Hunt, R.A., and D.M. Townsend. “Barriers on the Road to Commensurability: The Impact of Binary Oppositions and Ceremonial Citations on Knowledge Accumulation in Entrepreneurship Research”. *Babson College Entrepreneurship Research Conference*. Virtual Conference, June 2020.

* **Full Paper selected as one of forty to be Published in** *Frontiers of Entrepreneurship Research*

**[◊]**Yan, J., D. Williams, and R.A. Hunt. “Exploring the Unknown Requires Leveraging Uncertainty: A Real Options Perspective on the Pattern and Process of Entrepreneurial Firms Internationalization”. *Babson College Entrepreneurship Research Conference*. Virtual Conference, June 2020.

* **Full Paper selected as one of forty to be Published in** *Frontiers of Entrepreneurship Research*

Townsend, D., R.A. Hunt and A. Joshi. “Muddying the Waters: Induced Equivocality as a Strategic Response to Deinstitutionalization Processes.” *Strategic Management Society Conference*. Minneapolis, MN, USA. Sept 2019.

**[◊]**Ortiz-Hunt, A.B., R.A. Hunt, and D.A. Lerner. “Sustainable human healthcare: The centrality of intrapreneurial nurses.” *Academy of Management Annual Conference*. Boston, MA, Aug 2019.

* **Selected for Academy of Management 2019***Best Paper Proceedings*
* ***Health Care Management Review* Best Theory-to-Practice Award– HCM Div. AoM Boston (2019)**

Townsend, D., and R.A. Hunt. “Addressing Entrepreneurship’s False Dichotomization of Risk and Uncertainty through Modal Logics.” *Academy of Management Annual Conference*. Boston, MA, Aug 2019.

* ***Entrepreneurship Theory & Practice* Best Conceptual Paper Award – ENT Div., AoM Boston (2019)**

Hunt, R.A., D.M. Townsend, and **[◊]**J.H. Jin. “The Contingent Value of Entrepreneurial Orientation in Venturing through Corporate Acquisitions.” *Academy of Management Annual Conference*. Boston, MA, Aug 2019.

Hunt, R.A. and D.M. Townsend. “Knowledge Problem Diagnosis and the Fate of Corporate Innovations.” *Strategic Management Society Special Conference*. Frankfurt, Germany. June 2019.

Townsend, D., and R.A. Hunt. “Better to be Lucky than Good? An Analytical Theory of the Catalytic Effects of Brokering.” *Strategic Management Society Special Conference*. Frankfurt, Germany. June 2019.

Hunt, R.A., D.M. Townsend, and H.D. Hunt. “Assessing the Long-term Viability of Social Enterprises: The Illuminating Case of Quaker Entrepreneurs, 1650 - 1850”. *Babson College Entrepreneurship Research Conference*. Boston, MA. June 2019.

**[◊]**Jin, J.H., D.M. Townsend, and R.A. Hunt. “Venturing into The Unknown? A Meta-Analytic Assessment and Review of the Uncertainty Construct in Entrepreneurship Research”. *Babson College Entrepreneurship Research Conference*. Boston, MA. June 2019.

Townsend, D., and R.A. Hunt. “Muddying the Waters: Induced Equivocality as a Strategic Response to Deinstitutionalization Pressures”. *Sustainability, Ethics & Entrepreneurship Conference*. Miami, FL March 2019.

Hunt, R.A. and D.M. Townsend. “The Battle to Define Science: A Knowledge-Problem Approach to Sustainability Challenges”. *Sustainability, Ethics & Entrepreneurship Conference*. Miami, FL March 2019.

Hunt, R.A., D.M. Townsend, and H.D. Hunt. “Assessing the Long-term Viability of Social Enterprises: The Illuminating Case of Quaker Entrepreneurs, 1650 - 1850”. *Sustainability, Ethics & Entrepreneurship Conference*. Miami, FL March 2019.

Mitchell, R, R. Mitchell, R.A. Hunt, D. Townsend and Lee, J.H. (2019). “A Knowledge Problems Approach to Conceptualizing Stakeholder Engagement Research.” *Sustainability, Ethics & Entrepreneurship Conference*. Miami, FL March 2019.

**[◊]**Asgari, E., K. Bastani, R.A. Hunt and D. Townsend. “Computational Approaches to Latent Construct Detection in Strategy Research: Generating Novel Hypotheses through Deep Learning.” *Strategic Management Society Conference*. Paris, France. Sept 2018.

Hunt, R.A., and D. Townsend. “Wicked Problems as Knowledge Problems: A Stakeholder Approach to the Case of Hydraulic Fracking.” *Strategic Management Society Conference*. Paris, France. Sept 2018.

Townsend, D., and R.A. Hunt. “Heroic Action and the Problem of Emergence: An Analytical Approach to Entrepreneurial Action Theory.” *Academy of Management Annual Conference*. Chicago, IL, Aug 2018.

Hunt, R.A., D.A. Lerner, and I. Verheul.“Dueling Banjos: Harmony and Discord between ADHD and Entrepreneurship.” *Academy of Management Annual Conference*. Chicago, IL, Aug 2018.

**[◊]**Mondry, M., Townsend, D.M., and Hunt R.A. “Blockchain Technology Based Business Models: A Mixed-methods Analysis of Trust in Transactional Organizing.” *Blockchain Technology and Organizational Research,* University of Connecticut, Aug 2018.

Saleh, S.H. and R.A. Hunt. “How Entrepreneurs Use Heuristics and Biases to Make Decisions That Require Creativity”. *European Academy of Management Annual Conference*. Reykjavik, Iceland, June 2018.

* **Runner-Up for EURAM** *Best Conference Paper Award*

**[◊]**Ortiz-Hunt, A.J., R.A. Hunt and D.A. Lerner. “Can Non-Humans Be Entrepreneurs?” *Babson College Entrepreneurship Research Conference*. Waterford, Ireland. June 2018.

Hunt, R.A., D. Townsend and **[◊]**A. Naar. “Urban Farmers and Rural Coders: Structure versus Culture in the Changing Face of Rural Entrepreneurship”. *Babson College Entrepreneurship Research Conference*. Waterford, Ireland. June 2018.

Lerner, D.\* and R.A. Hunt\*. “Disentangling the Origins of New Venture Performance: Business Models, Individual Factors, and Heredity”. *Babson College Entrepreneurship Research Conference*. Waterford, Ireland. June 2018. *\*equal contribution*

* **Full Paper selected as one of forty to be Published in** *Frontiers of Entrepreneurship Research*

Hunt, R.A., A.B. Ortiz-Hunt and D. Townsend. "Sustainable Human Healthcare: The Centrality of Intrapreneurial Nurses". *Sustainability, Ethics & Entrepreneurship Conference*. Washington, D.C. March 2018.

* **Runner-Up for 2018 SEE Conference** *Best Paper Award*

Hunt, R.A., **[◊]**D. Strathman and D. Townsend.   "Scalable Sustainability and Individual Willingness to Bear Risk: A Computational Model". *Sustainability, Ethics & Entrepreneurship Conference*. Washington, D.C. March 2018.

Hunt, R.A. and **[◊]**L.L. Ortiz-Hunt. “Deinstitutionalization Through Business Model Evolution: Women

Entrepreneurs in the Middle East and North Africa”. *Strategic Management Society Conference*. Houston, USA. Oct 2017.

* **Runner-Up for Strategic Management Society 2017***Best Conference Paper Award*

Hunt, R.A. “Strategic Participation and Agency: The No-Huddle Offense in American Football”. *Strategic Management Society Conference*. Houston, USA. Oct 2017.

Hunt, R.A. “Entrepreneurial Responses to Co-Optation of the Recycling Movement by the Packaging Industry”. *Academy of Management Conference, ONE Division*, Atlanta, GA. August 2017.

Hunt, R.A., D. Lerner, and D. Dimov. “Following the Muse: Non-Deliberative, Unreasoned Nascent-Stage Venturing”. *Academy of Management Conference, ENT Division*, Atlanta, GA. August 2017.

* **Selected for Academy of Management 2017***Best Paper Proceedings*
* ***Entrepreneurship Theory & Practice* Best Conceptual Paper Award – ENT Div., AoM Atlanta (2017)**

Hunt, R.A. “Innovation, Institutions and Industry Evolution: Historical Lessons for a Multi-Directional World”. *Society for Institutional and Organizational Economics Conference*. New York, USA. June 2017

**[◊]**Ortiz-Hunt, A.J. and R.A. Hunt. “Freeze or Flee? Applying Naturally Occurring Survival-Response Algorithms to Entrepreneurial Action and Outcomes”. *Babson College Entrepreneurship Research Conference*. Norman, OK, USA. June 2017.

Hunt, R.A. “Changing the Calculus of a Policy Impasse: Entrepreneurial Responses to Cooptation of the Recycling Movement by the Packaging Industry”. *Babson College Entrepreneurship Research Conference*. Norman, OK, USA. June 2017.

Hunt, R.A. and **[◊]**Y. Song. “Innovative Performance and the Fate of New Ventures in Emerging Industries: Evidence from the Micro-Satellite Industry”. *Babson College Entrepreneurship Research Conference*. Norman, OK, USA. June 2017.

**[◊]**Asgari, E. and R.A. Hunt. “A Contingency Approach to Stars’ Impact on Corporate Entrepreneurship”.  *Babson College Entrepreneurship Research Conference*. Norman, OK,. June 2017.

Hunt, R.A. and D.A. Lerner. “The Fate of New Entrants: Business Model Selection as a Meso-Level Bridge between Heredity Endowments and Founder Characteristics”.  *Babson College Entrepreneurship Research Conference*. Norman, OK, USA. June 2017.

Hunt, R.A. and **[◊]**Y. Song. “Market Entry as the Monetization of Irreducible Uncertainty”. *JMS Special Issue Conference on Market Entry*. Denver, CO, USA. May 2017.

Hunt, R.A. "Symbiotic Mutualism and Innovation Performance Among New Ventures in Emerging Industries: Evidence from the Micro-Satellite Industry". *Conference on Entrepreneurship and Collaboration*. University of Colorado – Boulder. February 2017.

Hunt, R.A. “Wicked Problems as Knowledge Problems: Nash Equilibrium Solutions for Conflicting Aims and Colliding Strategies”.  *Strategic Management Society Conference*.Berlin, Germany. Sept 2016.

**[◊]**Ortiz-Hunt, L.L. and R.A. Hunt. “Entrepreneurial Round Tripping: The Benefits of Newness and Smallness in Multi-Directional Value Creation”. *Strategic Management Society Conference*. Berlin, Germany. Sept 2016.

Hunt, R.A. "Crowding Out Effects of Well-Intended Environmental Policies". *Academy of Management Conference, PMP Division*, Anaheim, CA. August 2016.

Hunt, R.A. and **[◊]**E. Asgari and “The Curious Case of Corporate Spin-ins: Generating Profits or Problems?” *Academy of Management Conference, ENT Division*, Anaheim, CA. August 2016.

Lerner, D. and R.A. Hunt. “Business Venturing and Unobservables: Assessing the Risk of Spurious Results, Conclusions, & Theory”. *Academy of Management Conference, ENT Division*, Anaheim, CA. August 2016.

**[◊]**Ortiz-Hunt, L.L. and R.A. Hunt. "The Benefits of Newness and Smallness in Multi-Directional Value Creation". *Academy of Management Conference, ENT Division*, Anaheim, CA. August 2016.

**[◊]**Asgari, E. and R.A. Hunt. “Crowding Out Effects of Star Performers in Corporate Entrepreneurship”. *Babson College Entrepreneurship Research Conference*. Bodo, Norway. (Forthcoming June 2016).

**[◊]**Ortiz-Hunt, L.L. and R.A. Hunt. “Women Entrepreneurs in the Middle East and North Africa: Deinstitutionalization through Business Model Evolution”. *Babson College Entrepreneurship Research Conference*. Bodo, Norway. (June 2016).

Hunt, R.A. "Multi-Directional Value Creation: Entrepreneurial Advantage and the Tyranny of Marginal Reasoning". *Society for Institutional & Organizational Economics Conference.* Sciences Po, Paris, France, (June 2016).

Hunt, R.A. “Robust Measures for the Non-Occurrence of Entrepreneurial Innovation Under Active Policy Conditions”. *Society for Institutional & Organizational Economics Conference.* Sciences Po, Paris, France, (June 2016).

Hunt, R.A. “Entrepreneurial Reponses to Cooptation of the Recycling Movement by the Packaging Industry.” *Sustainability, Ethics & Entrepreneurship Conference*. Denver, CO. May 2016.

* **SEE Conference Best Paper Prize.**

**[◊]**L.L. Ortiz-Hunt and R.A. Hunt. “Women Entrepreneurs in the Middle East and North Africa: Deinstitutionalization through Novel, Sustainable Business Models.” *Sustainability, Ethics & Entrepreneurship Conference*. Denver, CO. May 2016.

Hunt, R.A. “Real Options Reasoning and Affordable Loss Logics in Strategic Direction-Setting by Internationalizing Entrepreneurs.” *Strategic Management Society Conference*, Denver, CO. October 2015.

Hunt, R.A. “Entrepreneurial Orientation and the Fate of Corporate Acquisitions.” *Strategic Management Society Conference*, Denver, CO. October 2015.

Hunt, R.A. and K. Kiefer. "The Entrepreneurship Industry: Influences of the Goods and Services Marketed to Entrepreneurs". *Academy of Management Conference, ENT Division*, Vancouver, BC. August 2015.

* **Selected for Academy of Management 2015***Best Paper Proceedings*

Hunt, R.A. and **[◊]**Y. Song. "Internationalizing Entrepreneurs: Bridging Real Options Reasoning and

Affordable Loss Logics". *Academy of Management Conference, ENT Division*, Vancouver, BC. August 2015.

* **Selected for Academy of Management 2015***Best Paper Proceedings*

Lerner, D. and R.A. Hunt. “Acting First, Thinking Later: Sensation Seeking as a Logic and Psychological Determinant of Entrepreneurial Action”. *Academy of Management Conference, ENT Division*, Vancouver, BC. August 2015.

Hunt, R.A. and **[◊]**L.L. Ortiz-Hunt. “Entrepreneurial Round Tripping: The Benefits of Newness and Smallness in Multi-Directional Value Creation”. *Babson College Entrepreneurship Research Conference*. Boston, MA. June 2015.

* **Full Paper selected as one of forty to be Published in** *Frontiers of Entrepreneurship Research*

Hunt, R.A. and B. R. Fund. (2015) “Crowding Out Effects of Well-Intended Environmental Policies.”

*Babson College Entrepreneurship Research Conference*. Boston, MA. June 2015.

* + **2015 BCERC/Journal of Small Business Management Best Paper Award on Public Policy**
* **Full Paper selected as one of forty to be Published in** *Frontiers of Entrepreneurship Research*

**[◊]**Asgari, E. and R.A. Hunt. “The Curious Case of Corporate Spin-ins: Generating Profits or Problems?”. *Babson College Entrepreneurship Research Conference*. Boston, MA. June 2015.

* **Full Paper selected as one of forty to be Published in** *Frontiers of Entrepreneurship Research*

Hunt, R.A. “The Role of Entrepreneurial Orientation in Creating or Destroying Value through Corporate Acquisitions”. *Babson College Entrepreneurship Research Conference*. Boston, MA. June 2015.

Hunt, R.A. and **[◊]**L.L. Ortiz-Hunt. “Entrepreneurial Round Tripping: Contributing to Sustainability through Multi-Directional Value Creation.” *Sustainability, Ethics & Entrepreneurship Conference*. Denver, CO. May 2015

Hunt, R.A. and B. R. Fund. “Crowding Out Effects of Well-Intended Environmental Policies.” West Coast Research Symposium on Technology Entrepreneurship, Seattle, WA, September 2014.

Hunt, R.A. “Stakeholder Engagement and Proprietary Knowledge in the Context of Wicked Problems: Evidence from Hydraulic Fracking.” *Strategic Management Society Conference*, Madrid, Spain. September 2014.

Hunt, R.A. “Contagion Entrepreneurship: Antecedents and Outcomes of an Over-Heated Entrepreneurial Ecosystem.” *Strategic Management Society Conference*, Madrid, Spain. September 2014.

Hunt, R.A. “An Opportunity Space Odyssey: Analysis of Demand-Side Signaling Using Historical Artifacts.” *Academy of Management Conference, MH Division*, Philadelphia, PA. August 2014.

Hunt, R.A. “The Intentional Escalation of Vulnerability: Antecedents and Implications.” *Academy of Management Conference, OMT Division*, Philadelphia, PA. August 2014.

Hunt, R.A. “Demand-Side Drivers of Entrepreneurial Activity: A Cliometric Reassessment Using Socially Embedded Historical Artifacts”. *International Society for the New Institutional Economics*, Durham, NC. June 2014.

Hunt, R.A. “Contagion Entrepreneurship: Institutional Support, Strategic Incoherence and the Social Costs of Over-Entry”. *International Society for the New Institutional Economics*, Durham, NC. June 2014.

Hunt, R.A. and B.R. Fund. “Crowding Out Effects of Well-Intended Environmental Policies.” *Sustainability, Ethics & Entrepreneurship Conference*. Denver, CO. May 2013

* **Best Conference Paper Prize.**

Hunt, R.A. “Favors, Trust and the Generation of Economic Rents: A Transaction-Based Analysis of Non-Contractual Agreements Between International Entrepreneurs.” *Sustainability, Ethics & Entrepreneurship Conference*. Denver, CO. May 2013

Hunt, R.A. “The Antecedents and Outcomes of Demand-Driven Entrepreneurship”. *Sumantra Ghoshal Conference on Managerially Relevant Research,* London, U.K., May 2014.

Hunt, R.A. “Profit or Peril? International Entrepreneurship, Constitutional Uncertainty and the Strategic Use of Private Ordering Mechanisms”. *Babson College Entrepreneurship Research Conference*. London, Ontario. June 2014.

Hunt, R.A. “Entrepreneurship As Industry: Motivational Effects Of The Goods And Services Marketed To Entrepreneurs”. *Babson College Entrepreneurship Research Conference*. London, Ontario. June 2014.

Hunt, R.A. “Dominant Designs, Rent Seeking and the Economics of Incremental Innovation by Entrepreneurs”. *American Economic Association Annual Meeting*, Philadelphia USA, January 2014.

Hunt, R.A. “Entrepreneurial Strategies to Combat Constitutional Uncertainty”. *Strategic Management Society Conference*, Atlanta, USA. October 2013.

Hunt, R.A. “Contagion Entrepreneurship: Institutional Support and the Social Costs of Over-Entry”. *Academy of Management Conference, ENT Division*, Florida, USA. August 2013.

Hunt, R.A. “The Indispensable Invisible Innovators: Historical Evidence from Mechanized Reapers and Cloud Computing”. *Academy of Management Conference, MH Division*, Florida, USA. August 2013.

* **Winner of the 2013 Best Conference PhD Paper Prize**

Hunt, R.A. “Capitalism’s “Secret Sauce”: Private Ordering through Compensatory Real Options Among International Entrepreneurs”. *Academy of Management Conference, BPS Division*, Florida, August 2013.

Hunt, R.A. and M.L.A. Hayward. “Informal Exchange as an Instrument of Trust and Social Capital: Explaining Employers’ Choices in Issuing Off-the-Books Loans to Employees”. *Sumantra Ghoshal Conference on Managerially Relevant Research,* London, U.K., June 2013.

Hunt, R.A. and B. R. Fund. “Founding Conditions and the Allocation of Externalities Among Cleantech Sector Entrants.” *Sustainability, Ethics & Entrepreneurship Conference*. Denver, CO. April 2013

* **Runner-Up for the Best Conference Paper Prize.**

Hunt, R.A. “Hydraulic Fracturing: Nash Equilibrium Solutions for Conflicting Aims and Colliding Strategies.” *Sustainability, Ethics & Entrepreneurship Conference*. Denver, CO. April 2013

Hunt, R.A. “Priming the Pump: Demand-Side Drivers of Entrepreneurial Activity”. *Babson College Entrepreneurship Research Conference*. Lyon, France. June 2013.

* **Full Paper selected as one of forty to be Published in** *Frontiers of Entrepreneurship Research*

Hunt, R.A. “Strategic Participation and Agency at the Edge of Chaos: The No-Huddle Offense in American Football”.  *Strategic Management Society Special Conference on Strategy in Complex Settings*.Glasgow, U.K., June 2013.

Hunt, R.A. “Wicked Problems as Proprietary Knowledge Problems: An Empirical Study of Hydraulic Fracking”.  *Strategic Management Society Special Conference on Strategy in Complex Settings*.Glasgow, U.K., June 2013.

Hunt, R.A. “Compensatory Real Options and Private Ordering Among International Entrepreneurs”. *International Society for the New Institutional Economics*, (Forthcoming) Florence Italy. June 2013.

Hunt, R.A. and K. Kiefer. “Parity, Paternalism and Peonage in the Informal Economy: An Empirical Study of Off-the-Books Loans”. *Academy of Management Conference*, *Business Policy and Strategy Division*, Boston, MA. Aug 2012.

* **Winner of the Sumantra Ghoshal Research and Practice Award**
* **Selected for Academy of Management 2012***Best Paper Proceedings*

Hunt, R.A. and D. Lerner. “Tales Left Tails Tell: The Truncation of Non-Ignorable Missing Data”. *Academy of Management Conference*, *Research Methods Division*, Boston, MA. Aug 2012.

* **Winner of the Sage Publications/Research Methods Division Best PhD Paper Award**

Hunt, R.A. and D. Lerner. “Making Sense of Performance Heterogeneity Among Entrepreneurial Spinoffs: A Natural Experiment Involving a Complete Population”. *Strategic Management Society Conference*.Prague, Czech Rep. Oct 2012.

* **Winner of the 2012 SMS Best Conference PhD Paper Prize**

Hunt, R.A. “Too Much Love? Institutional Support and the Odious Specter of Strategic Incoherence”. *Strategic Management Society Conference*.Prague. Czech Rep. Oct 2012.

Hayward, M.L.A., M. Fitza, D. Moore and R.A. Hunt. “False Precision? Organizational Antecedents and Implications of Earnings Guidance Precision”. *Academy of Management Conference, OMT Division*, Boston, MA. Aug 2012.

Lerner, D. and R.A. Hunt. “Sensation Seeking and Entrepreneurial Behavior in the Formal and Informal Economy”. *Academy of Management Conference*, *Entrepreneurship Division*, Boston, MA. Aug 2012.

Hunt, R.A. “Entrepreneurial “Tweaking”: An Empirical Study of Technology Diffusion through Secondary Inventions and Design Modifications by Start-Ups”. *Babson College Entrepreneurship Research Conference*. Fort Worth, Texas. June 2012.

* **Full Paper selected as one of forty to be Published in** *Frontiers of Entrepreneurship Research*

Hunt, R.A. and D. Lerner. “Reassessing the Entrepreneurial Spinoff Performance Advantage”. *Babson College Entrepreneurship Research Conference*. Fort Worth, Texas. June 2012.

* **Full Paper selected as one of forty to be Published in** *Frontiers of Entrepreneurship Research*

Hunt, R.A. “The Creation and Appropriation of Relational Surplus through Informal Economic Mechanisms”. *International Society for New Institutional Economics 16th Annual Conference*, Los Angeles, California. June 2012.

Hayward, M.L.A., M. Fitza, D. Moore and R.A. Hunt. “False Precision? Organizational Antecedents and Implications of Earnings Guidance Precision”. *Behavioral Decision Research in Management Conference*, Boulder, CO. June 2012.

Hunt, R.A. “Institutional Support, Excessive Munificence and Strategic Incoherence”. *European School on New Institutional Economics, 11th Annual Consortium*. Corsica, France. May 2012.

Hunt, R.A. “The Oxpecker and the Rhino: Symbiotic Mutualism and Organizational Survival”. *Midwest Academy of Management, 54th Annual Conference*, Omaha, NE. Oct 2011.

Hunt, R.A. and B.R. Fund. “Entrepreneurship through Acquisition: Financing the Revitalization of Existing Business Systems”. *Academy of Entrepreneurial Finance, Annual Conference,* Los Angeles, CA. 2011*.*

Hunt, R.A. “Reassessing the Practical and Theoretical Influence of Entrepreneurship through Acquisition”. *Academy of Management Conference*, *Business Policy & Strategy Division*, San Antonio, TX. Aug 2011.

Hunt, R.A. “A Closer Look at Start-up Pathways: The Importance of Replication”. *Academy of Management Conference*, *Entrepreneurship Division*, San Antonio, TX. Aug 2011.

Hunt, R.A. “Entrepreneurship through Acquisition: Anatomy of a Neglected Giant”. *International Council for Small Business World Conference*, Stockholm Sweden. June 2011.

**Teaching**

**Virginia Tech**

***MGT 3614 – Competition and Strategy Analytics*** Fall 2015/Spr 2016/Fall 2019/Spr 2020

Undergraduate Course Merging Principles in Economics, Finance, Accounting & Business Analytics

***MGT 4394 – Strategic Management***  2014 - 2023

Undergraduate Senior Capstone Course Required for Graduation from the Pamplin College of Business

***MGT 5594*** -- ***Entrepreneurship and Innovation***  2018 - 2023

Executive MBA Course Required for EMBA degree from the Pamplin College of Business.

***MGT 6814 – Seminar in Entrepreneurship and Innovation*** Spr 2019, Spr 2021, Spr 2023

Doctoral Seminar on micro, macro, and meso-level theory of entrepreneurship and innovation.

***MGT 6984 – Seminar in Strategic Management***  Spr 2022

Doctoral Seminar in strategic management.

**Colorado School of Mines**

***EBGN 360 – Introduction to Entrepreneurship*** Spr 2017/Spr 2018

Undergraduate Course. Includes: entrepreneurial environments; opportunity identification, testing and validation; new firm formation; funding options; social entrepreneurship; entrepreneurship through acquisition; and, corporate entrepreneurship.

***EBGN 553 – Project Management*** Fall 2017/Spr 2018

Graduate Course. Required course on traditional and agile project management theory and practice for the Master’s of Science Degree in Engineering and Technology Management.

**University of Colorado – Boulder**

***ESBM 4830 – Business Plan Preparation*** Spr 2012/Fall 2012

Undergraduate Capstone Course Required for Entrepreneurship Certificate at Leeds School of Business

**DISSERTATION COMMITTEES**

[All Virginia Tech, unless otherwise noted.]

**PhDs**

Parul Manocha (First Placement: University of Alabama - Birmingham) – Dissertation Chair

Ju hyeong Jin (First Placement: Virginia State) – Dissertation Committee Member

Howard Haines (First Placement: Virginia Tech) – Dissertation Committee Member

Yue Song (First Placement: Auburn) – Dissertation Committee Member

Elham Asgari (First Placement: Michigan Technical University) – Dissertation Co-Chair

Justin Yan, Univ. of Tennessee (First Placement: Baylor) – Outside Committee Member

Felipe Calvano (First Placement: Univ of Illinois - Chicago) – Dissertation Committee Member

**Candidates and Students**

Alexis Naar (Doctoral Candidate) – Dissertation Committee Member

Mark Mondry (Doctoral Candidate) – Dissertation Committee Member

Gelila Sebhatu (Doctoral Candidate) -- Dissertation Chair

Robert Nugent (Doctoral Candidate) – Dissertation Chair

Mahbleeta Grant (Doctoral Candidate) – Dissertation Committee Member

Quentin Baldwin (Doctoral Candidate) -- Dissertation Committee Member

Barry Vanderwal (Doctoral Student) – Advisor

Judy Rady (Doctoral Student) -- Advisor

Esin Bozdag (Doctoral Student) – Advisor

Abid Islam (Doctoral Student) - Advisor

**EDITORIAL SERVICE**

Editorial Boards

Associate Editor (2021 – current) - *Entrepreneurship Theory and Practice*

Former Associate Editor (Entrepreneurship & Innovation Editor) - *Management Decision*

Editorial Review Board – *Academy of Management Review,* *Journal of Business Venturing*

Executive Review Board (2021- current) – *Babson College Entrepreneurship Research Conference*

Other Editorial Service

Special Issue Editor – *Journal of Management Studies* [SI on AI/ML/DL]

Special Issue Editor – *Small Business Economics* [SI on the Entrepreneurship Industry]

Ad Hoc Reviewer – *Administrative Science Quarterly, Academy of Management Review, Academy of Management Journal*, *Academy of Management Learning and Education, Organizational Research Methods, Research Policy, Strategic Management Journal, Technovations.*

Conference Paper Reviewer – AoM Annual Meeting, SMS Annual Meeting, SMS Special Conferences, Babson College Entrepreneurship Research Conference

**MEMBERSHIP IN ACADEMIC ORGANIZATIONS:**

* Academy of Management (ENT and STR Divisions)
* Strategic Management Society (ENT and K&I Divisions)
* Society for Institutional and Organizational Economics
* American Economic Association

**OTHER PROFESSIONAL EMPLOYMENT**

* Strategic Wealth Advisors (Colorado) - Founder, Past-President and Board Member
* Risk Removal, Inc. (Colorado) – Co-Founder and Past-President
* StarBand Communications (Virginia) - Vice President of Strategic Planning and Corporate Development
* Merrill Lynch (New York) – First Vice President of Finance & President of Business Venture Portfolio
* Prodigy Internet (New York) - Vice President of Corporate Strategic Planning and Development
* Pfizer Inc. (New York) - Numerous Positions in Finance and Strategic Planning
* Boston Consulting Group (Jakarta and Hong Kong)
* Indonesian Department of Information (Jakarta) - Managing Editor of Scholarly Journals

**HONORS, AWARDS AND RECOGNITION**

* Distinguished Scholarship in Entrepreneurship - Macquarie University [Australia] (2023)
* Outstanding Contributions to Entrepreneurship Research - Lund University [Sweden] (2023)
* Academy of Management Best Paper Proceedings - (ENT Division) – Boston (2023)
* Graduate Mentor of the Year – Virginia Tech (2023)
* Faculty Research Excellence Award – Virginia Tech (2023)
* Outstanding Doctoral Program Director - Pamplin College of Business (2023)
* USASBE Model Entrepreneurship Program Award Winner – Virginia Tech (2022)
* Holtzman Prize for Faculty Research Excellence – Virginia Tech (2022)
* Outstanding Reviewer - STR and ENT Divisions of the AoM Conference - Seattle (2022)
* Academy of Management Best Paper Proceedings - (ENT Division) – Seattle (2022)
* *Journal of Small Business Management* Best Reviewer Award – ENT Division of AoM (2022)
* *Entrepreneurship Theory & Practice* Best Conceptual Paper Award– ENT Division, AoM (2021)
* Strategic Management Society Best Conference Paper Award Finalist – Toronto/Virtual (2021)
* Global Consortium of Entrepreneurship Centers - Award Co-Winner (with Texas A&M) for *Exceptional Contributions in Entrepreneurship Research* (2020)
* *Journal of Management/SMA* Best Paper Award -- ENT Division of SMA (2020)
* *Journal of Small Business Management* Best Reviewer Award – ENT Division of AoM (2020)
* Outstanding Reviewer - STR Division of the AoM Virtual Conference (2020)
* Emerald Group Publishing Literati Award for Outstanding Article on Innovation and Entrepreneurship (2019)
* *Entrepreneurship Theory & Practice* Best Conceptual Paper Award– ENT Division, AoM Boston (2019)
* *Health Care Management Review* Best Theory-to-Practice Paper Award– HCM Division, AoM Boston (2019)
* Academy of Management Best Paper Proceedings - (HCM Division) – Boston (2019)
* Outstanding Reviewer - STR Division of the AoM Meetings – Boston (2019)
* *Journal of Small Business Management* Best Reviewer Award – ENT Division (2019)
* Holtzman Prize for Faculty Research Excellence – Virginia Tech (2018)
* Winner of the Ford Foundation “Empowering Women” Award for work on MENA Women Entrepreneurs
* Virginia Tech Faculty Research Excellence Award (2018)
* Outstanding Reviewer - BPS Division of the AoM Meetings – Chicago (2018)
* Best Paper Prize Runner-Up – Sustainability, Ethics & Entrepreneurship Conference (2018)
* *Entrepreneurship Theory & Practice* Best Conceptual Paper Award– ENT Division, AoM Atlanta (2017)
* Tau Beta Pi (Engineering Honor Society) Outstanding Teacher Award – Colorado School of Mines (2017)
* Strategic Management Society Best Conference Paper Award Finalist - Houston (2017)
* *Journal of Small Business Management* Best Reviewer Award – ENT Division (2017)
* Virginia Tech, Academy of Teaching Excellence - Outstanding Educator Prize (2017)
* Academy of Management Best Paper Proceedings - (ENT Division) – Atlanta (2017)
* Pamplin College of Business - Outstanding Teaching Award – Virginia Tech (2017)
* Outstanding Reviewer - BPS Division of the AoM Meetings – Atlanta (2017)
* Best Paper Prize – Sustainability, Ethics & Entrepreneurship Conference (2016)
* Holtzman Prize for Faculty Research Excellence – Virginia Tech (2016)
* BCERC/*Journal of Small Business Management* Best Paper Award on Public Policy (2015)
* Outstanding Reviewer - BPS Division of the AoM Meetings – Vancouver (2015)
* Academy of Management Best Paper Proceedings - 2 Papers (ENT Division) – Vancouver (2015)
* NFIB Outstanding Dissertation Award Winner – (ENT Division) Academy of Management (2014)
* Outstanding Reviewer - BPS Division of the AoM Meetings – Philadelphia (2014)
* Best Paper Prize – Sustainability, Ethics & Entrepreneurship Conference (2014)
* Emerald Group Publishing Literati Award for Outstanding Article on Innovation and Entrepreneurship (2014)
* Ronald B. Shuman Best Paper Award (MH Division) AoM – Orlando (2013)
* Best Paper Prize Runner-Up – Sustainability, Ethics & Entrepreneurship Conference (2013)
* Strategic Management Society Best PhD Paper Prize - Prague (2012)
* Sumantra Ghoshal Research and Practice Award (BPS Division) AoM – Boston (2012)
* Academy of Management Best Paper Proceedings (BPS Division) AoM - Boston (2012)
* Best PhD Paper Award (Research Methods Division) AoM – Boston (2012)
* Selected for European School on the New Institutional Economics – Corsica, France (2012)
* GSB Scholars Fellowship (1991 - 1993)
* LBJ Foundation Scholar (1985 - 1986)
* Luce Foundation Fellowship (Used for work in Indonesia) (1984 - 1985)
* Watson Foundation Fellowship (Used for study in Japan) (1983)
* Graduated *magna cum laude* from Rice University (1983)
* Outstanding Undergraduate Honors Thesis (1983)
* Rice University (Sid Richardson College) Athenian Award (1983)
* Elected to *Phi Beta Kappa* (1983)
* Rice University Board of Governor’s Scholar (1979 – 1983)