

MELISSA S. CARDON

Nestlé Endowed Professor of Business Administration
The University of Tennessee, Knoxville
Haslam College of Business
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ACADEMIC EXPERIENCE

The University of Tennessee, Haslam College of Business

Nestlé Endowed Professor of Business Administration, 2018 – current
Professor, Department of Management, 2018 – current

Vrije Universiteit, Amsterdam, School of Business and Economics

Visiting Professor, Department of Management & Organisation, 2018 - 2019

Pace University, Lubin School of Business

Distinguished Professor, Management and Management Science, 2017 – 2018
Professor, Management and Management Science, 2012 – 2017
Associate Professor, Management and Management Science, 2009 – 2012
Assistant Professor, Management and Management Science, 2005 – 2009

Co-Director, Faculty Center for Innovative Teaching and Professional Development, 2016 – 2018
Fellow, Pace Entrepreneurship Lab, 2014 – 2018
Director, Business Honors Program, 2012 – 2016
Fellow, Wilson Center for Social Entrepreneurship, 2010 – 2012

Case Western Reserve University, Weatherhead School of Management

Assistant Professor, Labor and Human Resource Management, 2001 – 2005
Secondary appointment in Department of Organizational Behavior

William Paterson University: Adjunct Instructor, Marketing and Management Sciences, 2000 – 2001

Rutgers University, Newark: Adjunct Instructor, Management & Global Business, 2000

EDUCATION

PhD, Columbia University, Graduate School of Business, 2001
Organizational Behavior

MBA, Case Western Reserve University, Weatherhead School of Management
Concentrations: Human Resource Management; Management Information Systems

BA, Case Western Reserve University; Major: Political Science

REFEREED PUBLICATIONS

Journal Articles

1. DeMol, E., Cardon, M.S., DeJong, B., Khapova, S., & Elfring, T. (in press). The influence of team passion diversity on performance in new venture teams: An empirical examination. **Journal of Business Venturing** (accepted August 2019).
2. Murnieks, C.Y., Arthurs, J., Cardon, M.S., Farah, N., Stornelli, J., & Haynie, J.M. (in press). Close your eyes or open your mind: Effects of sleep and mindfulness exercises on entrepreneurs' exhaustion. **Journal of Business Venturing** (accepted December 2018).
3. Cooper, J. & Cardon, M.S. (in press). Role residual: A model of the antecedents and consequences of enduring role sender expectations. **Group and Organization Management** (accepted October 2018).
4. Murnieks, C.Y., Cardon, M.S., & Haynie, J.M. (in press). Fueling the fire: Examining identity centrality, affective interpersonal commitment and gender as drivers of entrepreneurial passion. **Journal of Business Venturing** (accepted October 2018).
5. Murnieks, C.Y., McMullen, J., & Cardon, M.S. 2019. Does congruence with an entrepreneur social identity encourage positive emotion under environmental dynamism? **Journal of Small Business Management**, 57: 872-890.
6. Santos, S.C. & Cardon, M.S. 2019. What's love got to do with it? How team entrepreneurial passion influences performance of NVTs. **Entrepreneurship: Theory & Practice**, 43 (3): 475-504.
7. Cardon, M.S., Mitteness, C., & Sudek, R. 2017. Motivational cues and angel investing: Interactions among enthusiasm, preparedness, and commitment, **Entrepreneurship Theory and Practice**, 41 (6): 1057-1085.
8. Cardon, M.S., Glauser, M., & Murnieks, C.Y. 2017. Passion for what? Expanding the domains of entrepreneurial passion. **Journal of Business Venturing Insights**, 8: 24-32.
9. Cardon, M.S., Post, C., & Forster, W. 2017. Team entrepreneurial passion (TEP): Its emergence and influence in new venture teams, **Academy of Management Review**, 42 (2): 283-305.
10. Yamakawa, Y. & Cardon, M.S. 2017. Should I stay or should I go? How prior investments of time, money, and employee hires influence time to exit a distressed venture, and the extent to which contingency planning helps. **Journal of Business Venturing**, 32 (1): 1-17.
11. Murnieks, C.Y., Cardon, M.S., Sudek, R., White, T.D., & Brooks, W.T. 2016. Drawn to the fire: The role of passion, tenacity, and inspirational leadership in angel investing. **Journal of Business Venturing**, 31(4): 468-484.
12. Drnovsek, M., Cardon, M.S., & Patel, P. 2016. Direct and indirect effects of passion on growing technology ventures, **Strategic Entrepreneurship Journal**, 10(2): 194-213.
13. Yamakawa, Y. & Cardon, M.S. 2015. Causal ascriptions and perceived learning from entrepreneurial failure, **Small Business Economics: An Entrepreneurship Journal**, 44(4): 797-820.
14. Cardon, M.S. & Patel, P. 2015. Potential buffering effects of positive affect on stress, personal health, and income for entrepreneurs, **Applied Psychology: An International Journal**, 64(2): 379-420.
15. Cardon, M.S. & Kirk, C. 2015. Entrepreneurial passion as mediator of the self-efficacy to persistence relationship, **Entrepreneurship Theory and Practice**, 39 (5): 1027-1050.
16. Murnieks, C.Y., Mosakowski, E., & Cardon, M.S. 2014. Pathways of passion: Identity centrality, passion and behavior among entrepreneurs, **Journal of Management**, 40 (6): 1583-1606.

- a. Finalist for the *Journal of Management* 2019 Impact Award (one of the top 5 papers published in JoM in 2014).
17. Cardon, M.S., Gregoire, D., Stevens, C., & Patel, P. 2013. Measuring entrepreneurial passion: Conceptual development and scale validation, **Journal of Business Venturing**, 28 (3): 373 – 396.
18. Mitteness, C., Sudek, R., & Cardon, M.S. 2012. Angel investor characteristics that determine whether perceived passion leads to higher evaluations of funding potential, **Journal of Business Venturing**, 27 (5): 592-606.
19. DeTienne, D. & Cardon, M.S. 2012. The impact of founder experience on the intentions to exit. **Small Business Economics: An Entrepreneurship Journal**, 38(4): 351-374.
 - a. Winner of the Entrepreneurship Practice Award, Entrepreneurship Division, AoM, 2016
20. Cardon, M.S., Foo, MD, Shepherd, DA, & Wiklund, J. 2012. Exploring the heart: Entrepreneurial emotion is a hot topic. **Entrepreneurship Theory & Practice**, 36(1): 1-10.
21. Jun, Y., Cardon, M.S., & Rivera, E. 2012. A mutuality perspective of psychological contracts regarding career development and job security, **Journal of Business Research**, 65(3), 294-301.
22. Cardon, M.S., Stevens, C.E., & Potter, D.R. 2011. Misfortunes or mistakes? Cultural sensemaking of entrepreneurial failure, **Journal of Business Venturing**, 26 (1): 79-92.
23. Wennberg, K., Wiklund, J., DeTienne, D.R., & Cardon, M.S. 2010. Reconceptualizing entrepreneurial exit: Divergent exit routes and their drivers, **Journal of Business Venturing**, 25 (4): 361-375.
24. Patel, P.C. & Cardon, M.S. 2010. A choice or a necessity? Adoption and effectiveness of HRM practices in small firms facing product-market competition, **Human Resource Management**, 49 (2): 265-290.
25. Drnovsek, M., Wincent, J., & Cardon, M.S. 2010. A multidimensional view of entrepreneurial self-efficacy during the start-up process, **International Journal of Entrepreneurial Behaviour and Research**, 16 (4) 329-348.
26. Shinnar, R., Cardon, M.S., Eisenman, M., Zuiker, V., & Lee, M. 2009. Immigrant and U.S. Born Mexican owned businesses: Motivations and management, **Journal of Developmental Entrepreneurship**, 14 (3): 273-295.
27. Shepherd, D.A. & Cardon, M.S. 2009. Negative emotional reactions to project failure and the self-compassion to learn from the experience, **Journal of Management Studies**, 46 (6): 923-949.
28. Cardon, M.S., Wincent, J., Singh, J., & Drnovsek, M. 2009. The nature and experience of entrepreneurial passion, **Academy of Management Review**, 34 (3): 511-532.
 - a. Winner of the IDEA Thought Leader Award, Academy of Management Entrepreneurship Division, 2010
29. Cardon, M.S., Shinnar, R.S., Eisenman, M., & Rogoff, E.G. 2008. Segmenting the population of entrepreneurs: A cluster analysis study. **Journal of Developmental Entrepreneurship**, 13 (3): 1-22.
30. Cardon, M.S. 2008. Is passion contagious? The transference of entrepreneurial emotion to employees, **Human Resource Management Review**, 18 (2): 77-86.
31. Cardon, M.S., Zietsma, C., Saporito, P., Davis, C., & Matherne, B. 2005. A tale of passion: A parenthood metaphor for entrepreneurship, **Journal of Business Venturing**, 20 (1): 23-45.
32. Cardon, M.S. & Stevens, C.E. 2004. Managing human resources in emerging organizations: What do we know? **Human Resource Management Review**, 14 (3): 295-323.
33. Cardon, M.S. 2003. Contingent labor as an enabler of entrepreneurial growth. **Human Resource Management**, 42 (4): 357-373.

Book Chapters

1. Thorgren, S., Cardon, M.S., & Murnieks, Y.C. In press. "Passion." In **Oxford Bibliographies in Management**. Ricky Griffin (Ed.). New York: Oxford University Press.
2. Murnieks, C.Y. & Cardon, M.S. 2018. Identities and passion at work. In R. J. Vallerand and N. Houliort (Eds.), **Passion for Work: Determinants and Consequences**. New York: Oxford University Press.
3. Cardon, M.S. & Valentin, S.D. 2017. Training and Development in Small and Medium Enterprises. **Handbook of Training and Development**. Brown, Kenneth G. (Ed.).
4. Drnovsek, M., Slavec, A., & Cardon, M.S. 2014. Cultural context, passion, and self-efficacy: Do entrepreneurs operate on different "planets"? **Handbook of Entrepreneurial Cognition**. Mitchell, R. & Mitchell, R. (Eds).
5. Cardon, M.S. 2014. Passion and entrepreneurship. **The Routledge Companion to Entrepreneurship**, Welter, F. and Baker, T. (Eds). Routledge.
6. Perttula, K. & Cardon, M.S. 2011. Passion. **Handbook of Positive Organizational Scholarship**, Spreitzer, G. & Cameron, K. (Eds.). New York, NY: Oxford University Press, 190-200.
7. Drnovsek, M., Cardon M.S., & Murnieks, C. Y. 2009. Collective passion in entrepreneurial teams. **The Entrepreneurial Mind**, Carsrud, A. & Brannback, M. (Eds.) Springer Publishing.
8. Cardon, M.S. & Tarique, I. 2008. Organizational attractiveness of small businesses. **International Handbook of Entrepreneurship and HRM**. Barrett, R. & Mayson, S. (Eds.) Edward Elgar, Cheltenham, UK: 345-360.
9. Cardon, M.S. & Tolchinsky, P. 2006. To hire or not to hire? Implications of alternative staffing models for emerging organizations. **Human Resource Strategies for the High Growth Entrepreneurial Firm**. Tansky, J. & Heneman, R., Eds. Information Age Publishing: 69-98.
10. Antoncic, B., Cardon, M.S., & Hisrich, R.D. 2004. International corporate entrepreneurship: The impact on global HR management. **Corporate Entrepreneurship**. Shepherd, D. & Katz, J., Eds. Sage.

Refereed Conference Proceedings – Full Papers

1. Engel, Y., Cardon, M.S., & Lewis, T. 2019. How Do Gendered Messages in Startup Job-Advertisements Undermine Job-Seeker's Interest?, **Frontiers of Entrepreneurship Research**, A. Zacharakis (Ed.), Wellesley, MA.
2. Murnieks, C.Y., Cardon, M.S., & Haynie, J.M. 2018. Feel the burn: The influence of passion on entrepreneurs' subjective well-being and burnout, **Frontiers of Entrepreneurship Research**, A. Zacharakis (Ed.), Wellesley, MA.
 - a. Winner of the National Federation for Independent Business (NFIB) Award for Excellence in Research on the General Topic in Entrepreneurship, 2018.
3. Murnieks, C.Y., Cardon, M.S., & Haynie, J.M. 2017. Pouring Gas On The Fire: The Influence Of Identity, Commitment and Gender On The Growth Of Entrepreneurial Passion, **Frontiers of Entrepreneurship Research**, A. Zacharakis (Ed.), Wellesley, MA.
4. Cardon, M.S. & Santos, S.C. 2017. Empirical Exploration of the Nature and Influence of Team Entrepreneurial Passion (TEP), **Frontiers of Entrepreneurship Research**, A. Zacharakis (Ed.), Wellesley, MA.
5. Cardon, M.S., Franklin, R., Gabriel, A., Coombs, J., & Glauser, M. 2015. Do You See What I See? A Multi-method Examination of the Emotional Sincerity of Entrepreneurs, **Frontiers of Entrepreneurship Research**, A. Zacharakis (Ed.), Wellesley, MA.

6. Murnieks, C.W., Cardon, M.S., Sudek, R., White, D.T., & Brooks, W. 2015. Attracted by Fire: The Role of Passion in Angel Investing, **Frontiers of Entrepreneurship Research**, A. Zacharakis (Ed.), Wellesley, MA.
7. Drnovsek, M., Patel, P., & Cardon, M.S. 2012. Entrepreneur's Psychological Capital and Venture Growth: Testing the Goal Mediated Relationships, **Frontiers of Entrepreneurship Research**, A. Zacharakis (Ed.), Wellesley, MA.
8. Mitteness, C., Cardon, M.S., & Sudek, R. 2010. The importance angels place on passion when making investment decisions: Why does it matter to some and not all angels? **Frontiers of Entrepreneurship Research**, A. Zacharakis (Ed.), Wellesley, MA.
9. Cardon, M.S., Sudek, R., & Mitteness, C. 2009. The impact of perceived entrepreneurial passion on angel investing. **Frontiers of Entrepreneurship Research**, A. Zacharakis (Ed.), Wellesley, MA.
10. Cardon, M.S., & Stevens, C. 2009. The discriminant validity of entrepreneurial passion. **Proceedings, Academy of Management Meetings**, Chicago, IL.
11. Wennberg, K., Wiklund, J., DeTienne, D.R., & Cardon, M.S. 2008. Human Capital Predictors of Entrepreneurs' Exit Paths, **Proceedings, Academy of Management Meetings**, Anaheim, CA.
 - a. Winner of the Michael H. Mescon/Coles College of Business Best Empirical Paper Award, Academy of Management Entrepreneurship Division, 2008
12. De Tienne, D. & Cardon, M.S. 2008. The impact of new venture design on entrepreneurial exit. **Frontiers of Entrepreneurship Research**, A. Zacharakis (Ed.), Wellesley, MA.
13. Post, C. & Cardon, M.S. 2007. From Shrek 2 to You: Power and Influence. **Proceedings, Eastern Academy of Management Meetings**, New Brunswick, NJ. ISBN: 0-972920-4-1.
14. Assenza, P. & Cardon, M.S. 2007. Why do nurses leave? How professional, organizational and group identity affects retention. **Proceedings, Eastern Academy of Management Meetings**, New Brunswick, NJ. ISBN: 0-972920-4-1.
15. DeTienne, D. & Cardon, M.S. 2006. Entrepreneurial exit as an important component of the entrepreneurial process: Strategies and design. **Frontiers of Entrepreneurship Research**, A. Zacharakis (Ed.), Wellesley, MA.
16. Cardon, M.S., Wincent, J., Singh, J., & Drnovsek, M. 2005. Entrepreneurial Passion: The nature and influence of emotions in entrepreneurship. Best Paper Award, **Proceedings, Academy of Management Meetings**, Honolulu, HI.
17. Misra, K.M., Singh, J. & Cardon, M.S. 2003. Unbundling Empowerment: A Goal-oriented Conceptualization and its Performance Consequences, Best Paper Award, **Proceedings, The American Marketing Association Meetings**, Chicago, IL.
18. Cardon, M.S., and Potter, D. R. 2003. Misfortunes or Mistakes? An examination of failure attributions in US newspapers, **Frontiers of Entrepreneurship Research**, Paul Reynolds (Ed.), Wellesley, MA.
19. Cardon, M.S. 2000. Organizational socialization of contingent workers, **Proceedings, The Institute for Behavioral and Applied Management Conference**, San Diego, CA.
 - a. Best Student Paper Award
20. Cardon, M. S., & McGrath, R. G. 1999. When the going gets tough...Toward a psychology of entrepreneurial failure and re-motivation. **Frontiers of Entrepreneurship Research**, Paul Reynolds (Ed.), Wellesley, MA: 58-72.

WORKING PAPERS

1. Carpenter, R. & Cardon, M.S. Divergent: The value of negative affective outliers in teams.
2. Lewis, T & Cardon, M.S. The magnetic value of entrepreneurial passion for employees.
3. Pret, T., Cogan, A., & Cardon, M.S. Live together and prosper: The influence of household members' instrumental and emotional support on entrepreneurs.
4. Murnieks, C.Y., Cardon, M.S., & Haynie, J.M. Feel the burn: The influence of passion on entrepreneurs' subjective well-being and burnout.
5. Letwin, C., Stevenson, R., McKenney, A., & Cardon, M.S. It's what you say, not just how you say it: The development of a passion dictionary and exploration into the effect of passionate rhetoric on funding outcomes.

REFEREED CONFERENCE PRESENTATIONS

1. Cohen, D., Cardon, M.S., & Singh, J. Anticipatory entrepreneurial passion and its dynamic Role in shaping affect and effort of nascent entrepreneurs. Presented at the Academy of Management Conference, Boston, MA.
2. Carpenter, R. & Cardon, M.S. 2019. Divergent: The role of negative affective outliers in teams. Presented at the Academy of Management Conference, Boston, MA.
3. Lerman, M., Cardon, M.S., Munyon, T., & Williams, D.W. 2019. Collective appraisal. Presented at the Academy of Management Conference, Boston, MA.
4. Lewis, T. & Cardon, M.S. 2019. The magnetic value of entrepreneurial passion for employees. Presented at the Babson College Entrepreneurship Research Conference, Wellesley, MA.
5. Engel, Y., Cardon, M.S., & Lewis, T. 2019. How Do Gendered Messages in Startup Job-Advertisements Undermine Job-Seeker's Interest? Presented at the Babson College Entrepreneurship Research Conference, Wellesley, MA.
6. Carpenter, R. & Cardon, M.S. 2018. Divergent: The role of negative affective outliers in teams. Presented at the Southern Academy of Management, Lexington, Kentucky.
7. Murnieks, C.Y., Cardon, M.S., & Haynie, J.M. 2018. Feel the burn: The influence of passion on entrepreneurs' subjective well-being and burnout. Presented at the Babson College Entrepreneurship Research Conference, Warwick, Ireland.
 - a. Winner of the National Federation for Independent Business (NFIB) Award for Excellence in Research on the General Topic in Entrepreneurship, 2018.
8. Cardon, M.S., Murnieks, C.Y., & Winsted, K. 2018. Well-being challenges from dual identities of hybrid entrepreneurs. Presented at the Babson College Entrepreneurship Research Conference, Warwick, Ireland.
9. Murnieks, C.Y., Cardon, M.S., & Haynie, J.M. 2017. Pouring Gas On The Fire: The Influence Of Identity, Commitment and Gender On The Growth Of Entrepreneurial Passion. Presented at the Babson College Entrepreneurship Research Conference, Norman, Oklahoma.
10. Santos, S.C. & Cardon, M.S. 2017. Empirical Exploration of the Nature and Influence of Team Entrepreneurial Passion (TEP). Presented at the Babson College Entrepreneurship Research Conference, Norman, Oklahoma.
11. Cardon, M.S., Coombs, J. Franklin, R., & Murnieks, C.Y. 2017. The potential (in)accuracy of perceived emotions: how communication channel interferes with emotional contagion. Presented at the Babson College Entrepreneurship Research Conference, Norman, Oklahoma.
12. Murnieks, C.Y., Cardon, M.S., & Haynie, J.M. 2017. Pouring Gas on the Fire: The Influence of Identity, Commitment and Gender on the Growth of Entrepreneurial Passion. Presented at the Babson College Entrepreneurship Research Conference, Norman, Oklahoma.
13. Cardon, M.S. 2016. How to become and remain productive. Presented at the Entrepreneurship Division Doctoral Consortium, Academy of Management Conference, Anaheim, CA.

14. Letwin, C., Stevenson, R, McKenney, A., & Cardon, M.S. 2016. It's What You Say, Not Just How You Say It: The Development of a Passion Dictionary and Exploration into the Effect of Passionate Rhetoric on Funding Outcome. Presented at the Babson College Entrepreneurship Research Conference, Bodo, Norway.
15. Cardon, M.S. 2015. How to become and remain productive. Presented at the Entrepreneurship Division Doctoral Consortium, Academy of Management Conference, Vancouver, B.C.
16. Wennberg, K. & Kotha, R. 2015. Recruitment of Members in New Firms: Sources, Matching, Churn, and Consequences. Panelist in Professional Development Workshop, Academy of Management Conference, Vancouver, B.C.
17. Grimes, M.G. & Rouse, E.D. 2015. Ideas about Ideas in Organizations. Speaker in Symposium presented at the Academy of Management Conference, Vancouver, B.C.
18. Clarysse, B. & Cardon, M.S. 2015. Developing a Research Stream, Presented at the Doctoral Consortium at the Babson College Entrepreneurship Research Conference, Natick, MA.
19. Cardon, M.S., Franklin, R., Gabriel, A., Coombs, J., & Glauser, M. 2015. Do You See What I See? A Multi-method Examination of the Emotional Sincerity of Entrepreneurs. Presented at the Babson College Entrepreneurship Research Conference, Wellesley, MA
20. Murnieks, C.W., Cardon, M.S., Sudek, R., White, D.T., & Brooks, W. 2015. Attracted by Fire: The Role of Passion in Angel Investing. Presented at the Babson College Entrepreneurship Research Conference, Wellesley, MA.
21. Frid, C., Gartner, W., & Cardon, M.S. 2014. Exit before entry: Why do nascent entrepreneurs quit?, Presented at the Babson College Entrepreneurship Research Conference, London, Ontario.
22. Cardon, M.S. 2013. Finding the Right Fit: Research, Teaching, or Both. Presented at the Academy of Management Conference, Orlando, FL.
23. Jenkins, A. & Cardon, M.S. 2013. A challenge to master or a test to avoid? How task preferences influence motivation after experiencing firm failure. Presented at the Babson College Entrepreneurship Research Conference, EM Lyon, France.
24. Murnieks, C.Y., Haynie, J.M., & Cardon, M.S. 2012 Harmonious and Obsessive Entrepreneurial Passion and Their Interaction with the Environment. Presented at the Academy of Management Conference, Boston, MA.
25. Forster, W., Post, C., & Cardon, M.S. 2012. Passion diversity in entrepreneurial teams. Presented at the Academy of Management Conference, Boston, MA.
26. Cardon, M.S. 2012. The Psychology of Entrepreneurship: Research Incubator and Manuscript Development Workshop. Presented at the Academy of Management Conference, Boston, MA.
27. Cardon, M.S. 2012. Managing Your Academic Career: Co-author Relations. Presented at the Academy of Management Conference, Boston, MA.
28. Drnovsek, M., Patel, P., & Cardon, M.S. 2012. Entrepreneur's Psychological Capital and Venture Growth: Testing the Goal Mediated Relationships, Presented at Babson College Entrepreneurship Research Conference, Fort Worth, TX.
29. Murnieks, C.Y. & Cardon, M.S. 2011. Passion and Psychological Ownership in Entrepreneurship, Presented at Academy of Management, San Antonio, TX.
30. Cardon, M.S. 2011. Entrepreneurial passion, Individual-level research in Entrepreneurship PDW, Presented at Academy of Management, San Antonio, TX.
31. Mitteness, C., Sudek, R., & Cardon, M.S. 2011. The Importance Angels Place on Passion when Making Investment Decisions: Why does it matter to some and not all angels?, Presented at Academy of Management, San Antonio, TX.
32. Drnovsek, M., Patel, P., & Cardon, M.S. 2011. Psychological capital and entrepreneurial passion: Testing a moderated mediation model. Presented at Academy of Management, San Antonio, TX.

33. Murnieks, C.Y., Mosakowski, E., & Cardon, M.S. 2011. Pathways of fire: An empirical investigation of entrepreneurial passion. Presented at the Babson College Entrepreneurship Research Conference, Syracuse, NY.
34. Cardon, M.S. & Kirk, C. 2010. Passion, self-efficacy, and persistence in entrepreneurship. Presented at the Academy of Management Conference, Montreal, Canada.
35. Sudek, R., Mitteness, C., & Cardon, M. 2010. The impact of displayed and perceived entrepreneurial passion on angel investing. Presented at the Academy of Management Conference, Montreal, Canada.
36. Cardon, M.S. & Glauser, M. 2010. Sources and sustenance of entrepreneurial passion: A qualitative study. Presented at the Academy of Management Conference, Montreal, Canada.
37. Cardon, M.S. 2010. Hot flashes versus global warming: Which type of affect drives entrepreneurial creativity? Presented at the Babson College Entrepreneurship Research Conference, Lausanne, Switzerland.
38. Mitteness, C., Cardon, M.S., & Sudek, R. 2010. The importance angels place on passion when making investment decisions: Why does it matter to some and not all angels? Presented at the Babson College Entrepreneurship Research Conference, Lausanne, Switzerland.
39. Cardon, M.S., Stevens, C., & Gregoire, D. 2009. The discriminant validity of entrepreneurial passion. Presented at the Academy of Management Conference, Chicago, IL.
40. Cardon, M.S., Sudek, R., & Mitteness, C. 2009. The impact of perceived entrepreneurial passion on angel investing. Presented at the Babson College Entrepreneurship Research Conference, Wellesley, MA.
41. Wennberg, K., Wiklund, J., DeTienne, D.R., & Cardon, M.S. 2008. Human Capital Predictors of Entrepreneurs' Exit Paths. Presented at the Academy of Management Conference, Anaheim, CA.
 - a. Winner of the IDEA Award for Research Promise, Academy of Management Entrepreneurship Division, 2008
42. Wincent, J., Cardon, M.S., Singh, J., & Drnovsek, M. 2008. Entrepreneurial affect: The distinction between emotion and passion. Presented at the Academy of Management Conference, Anaheim, CA.
43. Shinnar, R.S., Cardon, M.S., Eisenman, M., Zuiker, V.S., & Lee, M. 2008. Mexican Immigrant and Mexican-American Owned Businesses: Motivations, Management, and Succession. Presented at the Academy of Management Conference, Anaheim, CA.
44. De Tienne, D. & Cardon, M.S. 2008. The impact of new venture design on entrepreneurial exit. Presented at the Babson College Entrepreneurship Research Conference, Chapel Hill, NC.
45. Cardon, M.S. 2008. The discriminant validity of entrepreneurial passion. Presented at the Babson College Entrepreneurship Research Conference, Chapel Hill, NC.
46. Cardon, M.S. 2007. Is entrepreneurial passion contagious? Transference of emotion to employees in entrepreneurship. Presented at the Academy of Management Conference, Philadelphia, PA.
47. Cardon, M.S. & Tarique, I. 2007. Small, smaller, and smallest? A closer look at the influence of size and age on organizational attractiveness of SMEs. Presented at the Academy of Management Conference, Philadelphia, PA.
48. Cardon, M.S., Jun, Y., & Rivera, E. 2007. Working from the same playbook? The performance impact of psychological contract mutuality and the moderating role of job level, Presented at the Academy of Management Conference, Philadelphia, PA.
49. Cardon, M.S., Hayton, J. & Monsen, E. 2007. Integrating HR/OB/ODC and entrepreneurship: A research incubator. Presented at the Academy of Management Conference, Philadelphia, PA.
50. Post, C.A. & Cardon, M.S. 2007. Power and Influence: From Shrek 2 to You. Eastern Academy of Management Meetings, New Brunswick, NJ.

51. Hayton, J. & Cardon, M.S. 2006. Integrating HR/OB and entrepreneurship: A research incubator. Presented at the Academy of Management Conference, Atlanta, GA.
52. DeTienne, D. & Cardon, M.S. 2006. Entrepreneurial exit as an important component of the entrepreneurial process: Strategies and design. Presented at the Babson College Entrepreneurship Research Conference, Bloomington, IN.
53. Cardon, M.S. 2006. Is passion contagious? Implications of the transference of entrepreneurial emotion to employees. Presented at the Babson College Entrepreneurship Research Conference, Bloomington, IN.
54. Cardon, M.S., Wincent, J., Singh, J., & Drnovsek, M. 2005. Entrepreneurial Passion: The nature and influence of emotions in entrepreneurship. Presented at the Academy of Management Meetings, Honolulu, HI.
 - a. Winner of the Best Conceptual Paper Award, Academy of Management Entrepreneurship Division, 2005
55. Cardon, M.S. 2004. Entrepreneurial Passion: A theoretical framework for the study of emotions in entrepreneurship. Presented at the Babson-Kauffman Entrepreneurship Research Conference, Glasgow, Scotland.
56. Misra, K.M., Singh, J.S., & Cardon, M.S. 2003. Unbundling Empowerment: A Goal-oriented Conceptualization and its Performance Consequences, presented at the American Marketing Association meetings, Chicago, IL.
 - a. Best Paper Award, American Marketing Association's Summer Educator's Conference, 2003
57. Cardon, M.S. 2003. Managing Non-founder Employees in Emerging Organizations: What Do We Know?, presented at the Academy of Management Meetings, Seattle, WA.
58. Rollag, K., & Cardon, M.S. 2003. How much is enough? Comparing socialization experiences in start-up versus large organizations, presented at the Babson-Kauffman Entrepreneurship Research Conference, Boston, MA.
59. Cardon, M.S. & Potter, D. R. 2003. Are failures blamed on misfortunes or mistakes? An examination of entrepreneurial failure attributions in US newspapers, presented at the Babson-Kauffman Entrepreneurship Research Conference, Boston, MA.
60. Cardon, M.S. 2003. Contingent Labor and Entrepreneurial Growth, presented at the Conference on Managing People in Small and Entrepreneurial Companies, Columbus, OH.
61. Cardon, M.S. 2002. Teaching Entrepreneurial Human Resources: Advances and Synergies, presented at the Third Conference on Innovative Teaching in HR and IR, Columbus, OH.
62. Cardon, M.S. 2002. Students as a Human Resource: An experiential approach to teaching HR, presented at the Third Conference on Innovative Teaching in HR and IR, Columbus, OH.
63. Cardon, M.S. 2002. How long is forever? The role of anticipated tenure in organizational socialization, presented at the Academy of Management Meetings, Denver, CO.
64. Saporito, P. & Cardon, M.S. 2002. To switch or not to switch?: Satisfaction is the question: An examination of what type of satisfaction most influences a small firms' likelihood to switch to an alternative bank, presented at the Babson-Kauffman Entrepreneurship Research Conference, Boulder, CO.
65. Cardon, M.S. 2001. Outcomes of socialization for contingent recruits, presented at the Society for Industrial and Organizational Psychology meetings, San Diego, CA.
66. Cardon, M.S., Zietsma, C., Saporito, P., Matherne, B., & Davis, C. 2000. Entrepreneurship: The mother of all organizational disciplines, Presented at the Academy of Management Meetings, Toronto, Canada.
67. Cardon, M.S. & Henley, L. G. 2000. Entrepreneurial entry for first and second career entrepreneurs, Presented at the Babson-Kauffman Entrepreneurship Research Conference, Wellesley, Massachusetts.
68. Cardon, M.S. 1999. Contingent labor and institutional commitment, Presented at the Academy

of Management Meetings, Chicago, IL.

69. Cardon, M.S. & McGrath, R. G. 1999. When the going gets tough...Towards a psychology of entrepreneurial failure, Presented at the Babson-Kauffman Entrepreneurship Research Conference, Columbia, South Carolina.
70. Cardon, M.S. & McGrath, R.G. 1998. Contingent labor and entrepreneurial growth, Presented at the Eighth Global Conference on Entrepreneurship Research, Fontainebleau, France.
71. McGrath, R.G. & Cardon, M.S. 1997. Entrepreneurship and the functionality of failure, Presented at the Seventh Global Conference on Entrepreneurship Research, Montreal, Canada.

INVITED PRESENTATIONS

1. Cardon, M.S., Singh, J., & Cohen, D. 2019. Anticipatory entrepreneurial passion and its dynamic role in shaping affect and effort of nascent entrepreneurs. Presented at Clemson University, Distinguished Speaker Series.
2. Engel, Y., Cardon, M.S., & Lewis, T. 2019. Entrepreneurial match-making: Signals that help align attractiveness of organizations and applicants. Presented at Politecnico di Milano, Milan, Italy.
3. Cardon, M.S., Singh, J., & Cohen, D. 2018. Anticipatory entrepreneurial passion and its dynamic role in shaping affect and effort of nascent entrepreneurs. Presented at Washington State University.
4. Cardon, M.S. 2018. The biases of funders: Entrepreneurial passion displays and crowdfunding outcomes. Keynote speaker, Workshop on Early Financing and Entrepreneurship, Universidad Carlos III de Madrid; and Presented at Vrije Universiteit, Amsterdam, Netherlands.
5. DeMol, E., DeJong, B., Elfring, T., Khapova, S., & Cardon, M.S. 2017. 2018. The influence of team passion diversity on performance in new venture teams: An empirical examination. Presented at University of Tennessee, Knoxville; Baruch College; Syracuse University; Memorial University of Newfoundland, St. John's, Newfoundland, Canada; Warwick Business School, Warwick, UK; ETH Zurich, Zurich, Switzerland.
6. Cardon, M.S. 2017. ACERE Conference Keynote speaker, Melbourne, Australia.
7. Santos, S.C. & Cardon, M.S. 2016. Team entrepreneurial passion (TEP): A conceptual model and early empirical evidence. Presented at the University of Tennessee, Knoxville and Rutgers University, Newark.
8. Cardon, M.S., Mitteness, C., & Sudek, R. 2013. Displayed passion and angel investing: Interactions among enthusiasm, preparedness, and commitment. Presented at University of Ljubljana, Slovenia.
9. Cardon, M.S. 2007. Top 10 HR myths in Entrepreneurship. Presented at the Make Mine a Million Conference, Pace University.
10. Cardon, M.S., Potter, D.R., & Stevens, C.E. 2007. Misfortunes or mistakes? Cultural sensemaking of entrepreneurial failure. Presented at University of Waterloo, Waterloo, Canada.
11. Cardon, M.S. & Tarique, I. 2007. Small, smaller, and smallest? A closer look at the influence of size and age on organizational attractiveness of SMEs. Presented at the Faculty Research Forum, Pace University, White Plains, NY.
12. Cardon, M.S. 2001. Organizational socialization of contingent workers, presented at Case Western Reserve University, University of Illinois at Urbana-Champaign, Baruch College, and the University of Alabama.

MEDIA INTERVIEWS

Research featured in “Talk Like Ted” by Carmine Gallo, 2014.

“It could be you,” by Emma Jacobs, Esquire, November 2009.

“Perceived passion and angel investing,” with Richard Sudek, The Frank Peters Show
(www.frankpetersshow.com), June 2009.

“Hire the Right Manager,” by Matt Alderton, Lowes for Pros.com, January 2008.

“Top 10 HR Myths,” Floral Management Magazine, “Personnel Space – a monthly dose of tactics
to attract, train and motivate employees” Column, January 2008: 20.

“Women Entrepreneurs Shatter Myths,” by Fredric Paul, bMighty.com blog, October 2007.

TEACHING EXPERIENCE

Undergraduate courses

Managerial and Organizational Concepts, Introductory Management Course
2005 - 2018 – Pace University – Instructor Rating avg: 4.92/5.00

Managing Organizations and People, HR/OB course
2004, 2005 – Case Western Reserve University – Instructor Rating avg: 4.85/5.00

Human Resource Management, Survey course
2005 – 2017 – Pace University – Instructor rating avg: 4.95/5.00
2001, 2002, 2004 – Case Western Reserve University – Instructor Rating avg: 4.75/5.00
Fall 2000 – William Paterson University
Spring 2000 – Rutgers University, Newark

Leadership Principles and Practices
2006, 2010, 2011 – Pace University – Instructor Rating avg: 4.90/5.00

Managerial Negotiations, UG elective
2007 - 2018 – Pace University – Instructor Rating avg: 4.95/5.00

MBA and Master's courses

Strategic Talent Management, MS in M&HR program
2019 – University of Tennessee

Human Values in Organizations, Core course on HR/OB for MBA students
2014 – Pace University – Instructor Rating avg: 4.95/5.00
2002 – 2004 – Case Western Reserve University – Instructor Rating avg: 4.79/5.00
Spring 2001 – William Paterson University

Advanced Managerial Negotiations, MBA elective course

Cardon - 2019

2006 - 2014 – Pace University – Instructor Rating avg: 4.94/5.00

2002 - 2004 – Case Western Reserve University – Instructor Rating avg: 4.84/5.00

PhD and Executive Education

Micro Foundations of Entrepreneurship, PhD Seminar

2019 – University of Tennessee – Instructor Rating avg: 5.00/5.00

Organizational Behavior Theory, PhD seminar

2013, 2014, 2016, 2017 – Pace University – Instructor Rating avg: 5.00/5.00

2004 – Case Western Reserve University

Emotions in Entrepreneurship Research, PhD seminar

2008 – Max Plank Institute for Economics, Jena, Germany

Negotiations for Medical Doctors, Executive Education Course

2003 – 2004 – Case Western Reserve University – Course rating avg: 4.65/5.00

AWARDS AND HONORS

Research Awards

- Finalist for the *Journal of Management* 2019 Impact Award, for Murnieks, Mosakowski, & Cardon, *Pathways of passion: Identity centrality, passion and behavior among entrepreneurs*, published in JoM in 2014 (one of the top 5 papers published in JoM in 2014).
- National Federation for Independent Business (NFIB) Award for Excellence in Research on the General Topic in Entrepreneurship, 2018, for Murnieks, Cardon, & Haynie, *Feel the burn: The influence of passion on entrepreneurs' subjective well-being and burnout*, presented at the Babson College Entrepreneurship Research Conference, Warwick, Ireland
- Lubin School of Business Excellence in Research Award, 2015-2016
- Management Department Excellence in Research Award, 2015-2016
- Entrepreneurship Practice Award, Entrepreneurship Division, AoM, 2016, for DeTienne & Cardon, *Impact of founder experience on exit intentions*, published in SBE in 2012
- Management Department Excellence in Research Award, 2012-2013
- Lubin School of Business Excellence in Research Award, 2011-2012
- Management Department Excellence in Research Award, 2011-2012
- IDEA Thought Leader Award, Academy of Management Entrepreneurship Division, 2010
- IDEA Award for Research Promise, Academy of Management Entrepreneurship Division, 2009
- IDEA Award for Research Promise, Academy of Management Entrepreneurship Division, 2008
- Michael H. Mescon/Coles College of Business Best Empirical Paper Award, Academy of Management Entrepreneurship Division, 2008
- Best Conceptual Paper Award, Academy of Management Entrepreneurship Division, 2005
- Best Paper Award, American Marketing Association's Summer Educator's Conference, 2003
- Best Student Paper Award, Institute for Behavioral and Applied Management, 2000

Research Grants

- Fellow, Wilson Center for Social Entrepreneurship, 2010-2011, 2011-2012
- Lubin School of Business Summer Research Grant, 2008, 2010, 2011, 2013, 2016
- Pace University Scholarly Research Grant, 2008, 2009, 2010, 2011, 2014, 2015
- Pace University Kenan Fund Travel Grant, 2006, 2008, 2009, 2010, 2014, 2015
- Weatherhead School of Management Summer Research Grant, 2002, 2003

- Columbia University's Management Division Research Grant, 2001
- Roger F. Murray Scholarship Recipient, Columbia University, 1998

Teaching and Mentorship Awards and Honors

- Setter's Initiative Award, Setter's Leadership Program, Pace University, 2017-2018
- Outstanding Faculty/Staff Member of the Year, Pace University, 2017-2018
- William McAloon Award for Faculty, Pace University, 2012
- William G. Sharwell Award for Dedication to the Campus Community, Pace University, 2006
- Weatherhead Undergraduate Teaching Award, Case, 2004-2005
- Teaching Excellence Award, Undergraduate Student Government, Case, 2003-2004
- Learning Fellow of the University Center for Innovation in Teaching and Education, Case, 2003
- Best Chapter Advisor Award, Sigma Psi Sorority, Undergraduate Greek Life, Case, 2002-2003

Service Awards

- 2018 Outstanding Volunteerism and Service Recognition, American Cancer Society
- 2015-16 Pace University Jefferson Award for outstanding service to the community
- 2010 Outstanding Reviewer Award, Academy of Management Org Behavior Division
- 2010 Jenkins Award for Service, Post Road Elementary School PTA, White Plains, NY
- 2007 Outstanding Reviewer Award, Eastern Academy of Management
- 2006 Outstanding Reviewer Award, Journal of Business Venturing
- 2005 Excellent Reviewer Award, Academy of Management Entrepreneurship Division

ACADEMIC SERVICE

Academic Community Current and Ongoing Commitments

- Field Editor, Journal of Business Venturing, 2015 - current
- Editorial Board Member, Entrepreneurship Theory & Practice, 2014 - current
- Editorial Board Member, Journal of Management Studies, 2010 – current
- Editorial Board Member, Human Resource Management Review, 2004 - current
- Reviewer for Academy of Management Journal, Academy of Management Review, Journal of Business Venturing, Management Science, Human Resource Management, Human Resource Management Review, Human Relations, Small Business Economics, Journal of Management Studies, Journal of Applied Psychology – 1998 - current

Academic Community One-time or Prior Commitments

- Co-Organizer, Entrepreneurship Division Mid-Career Consortium, 2016 – 2018
- Editorial Board Member, Journal of Business Venturing, 2011 – 2015
- Editorial Board Member, Human Resource Management, the Journal, 2009-2011
- Academy of Management Entrepreneurship Division Treasurer, 2009 - 2015
- Entrepreneurship Division, Academy of Management – Teaching Committee, 2004-2011; Teaching Award Chair, 2006-2008
- Academy of Management OB Division Best Paper Awards Committee, 2011
- Invited Senior Scholar for Society of Entrepreneurship Scholars Boot Camp, 2009
- Babson College Entrepreneurship Research Conference Board of Reviewers, 2007-2009
- Speaker for Junior Faculty Consortium, Academy of Management Entrepreneurship Division, 2009 – 2011, 2013, 2015
- Mentor or Speaker for Doctoral Consortium, Academy of Management Entrepreneurship Division, 2009, 2010, 2013, 2015, 2016, 2017, 2018, 2019
- Speaker for Doctoral Consortium, Babson College Entrepreneurship Research Conference, 2009 - 2019

- Human Resources Division, Academy of Management – Teaching Committee, 2002-2008; Communications Committee, 2006; PDW committee, 2001
- Co-Founder, Doctoral Student Liaison Committee, Academy of Management, 2001-2005
- Doctoral Student Representative, Academy of Management Council, 2000-2001
- Marketing Chair, New Doctoral Student Consortium, Academy of Management, 2000
- Registration Coordinator, New Doctoral Student Consortium, Academy of Management, 1999

Dissertation Committees outside of my home University

- Dissertation Supervisory Committee, Zoe Imhof, Vlerick Business School, Belgium, 2017 - current
- Dissertation Committee Member, Eva Repovš, University of Ljubljana, Slovenia, 2017 - current
- Dissertation Committee Member, Shoshana Bass, Rutgers University, 2017 - 2019
- Dissertation Committee Reader, Eva de Mol, VU University Amsterdam, Netherlands, 2016
- Dissertation Committee Member, Dan Cohen, Case Western Reserve University, 2015 - 2016
- PhD Committee Reader, Nadav Shir, Stockholm School of Economics, Sweden, 2014 - 2015
- Dissertation Committee Member, Trayan Kushev, University of Louisville, 2012 - 2014
- Doctoral Examiner, Vince Giuca, Monash University, Australia, 2012 - 2013
- Doctoral Examiner, Alenka Slavec, University of Ljubljana, Slovenia, 2011 - 2013
- Doctoral Advisor, Christopher Stevens, Case Western Reserve University, 2003 – 2008

Dissertation Committees at University of Tennessee

- Dissertation Committee Member, Nick Mmbaga, University of Tennessee, 2018 - 2019
- Dissertation Committee Member, Mike Lerman, University of Tennessee, 2018 - 2019

Dissertation Committees at Pace University

- Dissertation Committee Member, Winston Wilson, DPS in Management, 2017 - 2018
- Dissertation Committee Chair, Victoria Preys, DPS in Management, 2015 - current
- Dissertation Committee Chair, Jeff Roseman, DPS in Management, 2015 - current
- Dissertation Committee Member, Tom Edwards, DPS in Management, 2015 - 2017
- Dissertation Committee Chair, Doug Gautsch, DPS in Management, 2014 – 2015
- Dissertation Committee Member, Birgit Elchoueri, DPS in Management, 2013 - 2014
- Dissertation Committee Chair, Paul Dalerio, DPS in Management, 2013 - 2014
- Dissertation Committee Member, Steve Bear, DPS in Management, 2011 - 2012
- Dissertation Committee Chair, Doug York, DPS in Management, 2008 - 2013
- Dissertation Committee Member, Billie Streets, DPS in Management, 2008 - 2011
- Dissertation Committee Member, Peter Swift, DPS in Management, 2007 – 2009
- Dissertation Committee Member, Ken Mias, DPS in Management, 2007 - 2009
- Dissertation Committee Member, Pauline Assenza, DPS in Management, 2006 - 2010

University Service – Pace University

- CDFTP Appeals Committee, 2017 - 2018
- Board of Trustees Academic/Faculty Affairs Committee, 2017 - 2018
- Honors College Advisory Board, 2015 - 2016
- WFC Grievance Committee, 2013 - 2018
- Provost's Action Group for Honors College, 2012
- Pleasantville Master Plan Committee, 2010 - 2016
- CDFTP Appeals Committee, 2010 - 2011
- Setter's Leadership Program Advisory Board, 2010 - 2018
- Student-Faculty Retention Committee, 2010 - 2018
- Faculty Advisor, Colleges Against Cancer, 2009 – 2018

- Relay for Life Committee Member, 2009 - 2018
- Faculty Institute Planning Committee, 2009 – 2012; 2016 - 2018
- PLV Kenan Teaching Award Committee, 2009 - 2014
- WFC Kenan and Scholarly Research Grant Committee, 2008 - 2018
- University Search Committee, Vice-President of Human Resources position, 2008
- University 101 Professor and Comprehensive Freshman Year Program Advisor, 2007, 2011
- Teaching/Academic Portfolio Workshop Mentor, June 2007, 2009 - 2015
- Westchester Faculty Council Webmaster, 2006 - 2010
- Freshman faculty advisor, Case Western Reserve University, 2002-2005
- Faculty advisor, Sigma Psi Sorority, Case Western Reserve University, 2002-2005

School Service – Haslam College of Business, University of Tennessee

- Dean’s Faculty Advisory Committee, 2018 - current

School Service – Lubin School of Business, Pace University

- Lubin Faculty Council Tenure & Promotion Committee, 2013-2016
- Director, Business Honors Program, 2012 - 2016
- Lubin Faculty Council Executive Committee, 2008 - 2009
- Lubin Faculty Council Recorder, 2008 - 2009
- Pace Lubin Scholarly Research Committee, 2008 – 2010; 2011 - 2012
- Pace Lubin Undergraduate Admissions Committee, 2006 - 2008
- Pace Lubin Undergraduate Academic Standards Committee, 2006 - 2018
- Pace Lubin Undergraduate Student Relations Committee, 2005-2011; Chair 2008-2011
- Undergraduate and Integrated Studies Committee, Weatherhead School of Management, 2003-2005

Department Service – Department of Management, University of Tennessee

- Search Committee Chair for 2 positions, 2019 – 2020
- Babson College Entrepreneurship Research Conference Planning Committee, 2018 – 2020
- PhD Program Committee, 2018 – current
- Summer Research Project Supervision, Trey Lewis, 2018 – 2019

Department Service – Department of Management and Management Science, Pace University

- Tenure and Promotion Committee, 2016 – 2017
- Recruitment Committee, 2008 – 2011, 2013-2014
- Election Committee, 2009 – 2010
- Doctoral Program Comprehensive Exam Grader, 2007 – 2018