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*Management and Strategy Department*  
Professor of Management  
Specialities: Entrepreneurship and Family Business

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## CURRENT RESEARCH INTERESTS

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- Influence of corporate governance on innovation and financial performance, in privately owned firms (especially small and medium sized and/or family-owned).
- The effect of culture and other institutional variables on commercial and social entrepreneurship activity.
- Antecedents of corporate social responsibility and sustainable entrepreneurship, especially in SMEs and other family-owned firms.
- Other related topics in the fields of entrepreneurship, innovation management and family business (especially in privately-held firms).

## EDUCATION

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- 1980      **University of Michigan, Ann Arbor, MI**  
Ph.D., Organization Psychology
- 1976      **University of Michigan, Ann Arbor, MI**  
M.A., Organization Psychology
- 1976      **University of Leiden, Leiden**  
Drs., Experimental Psychology
- 1973      **Radcliffe College, Harvard University, Cambridge, MA**  
A.B., Psychology (experimental), cum laude

## PROFESSIONAL EXPERIENCE

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- 2010---**      EDHEC Business School, Roubaix (Lille Campus)  
Professor of Management, specialized in Entrepreneurship and Family Business.
- 2007-2010**      Nijenrode Business University, Breukelen  
Professor of Entrepreneurship  
Program Director, International MBA Program (2007-2009)

- Program Director, Executive MBA Program (2007-2009)  
Major initiative: Restructuring of the IMBA program
- 2004-2009** Max Planck Institute, Jena  
Senior Research Fellow, Entrepreneurship, Culture and Family Business
- 2000-2007** Erasmus University Rotterdam, Rotterdam  
Director, European Family Business Institute (2003-2007)  
Co-coordinator, Part-time Doctorandus (PTO) Program in Entrepreneurship for the Rotterdam School of Management (Fall 2000-2004)  
Associate Professor, Rotterdam School of Management  
Visiting Professor, Organization and Entrepreneurship (2000–2002)
- 2000-2007** EIM Business and Policy Research, Zoetermeer  
Various projects under contract in family business and entrepreneurship
- 1981-2001** Eastern Michigan University, Ypsilanti, MI  
Full Professor of Management (tenured), College of Business (1991-2001)  
Member graduate school faculty: MS in HRM and Organization Development Project  
Associate Professor (1986-1991)  
Director, Program Development and Research, Center for Entrepreneurship (1987-1988)  
Director, College of Business Service Center, (1986-1987)  
Founding Director, Center for Entrepreneurship (1986-1987)  
Assistant Professor (1981-1986)
- 1979-1981** Michigan State University, East Lansing, MI  
Assistant Professor in Industrial/Organizational Psychology (1980-1981),  
Instructor (1979-1980)
- 1974-1978** Institute for Social Research, University of Michigan, Ann Arbor, MI  
Assistant Study Director, Survey Research Center, Organization Psychology
- 1976** University of Maastricht, Maastricht  
Project member, Health Services Research Department, Hospital Quality Assurance  
Programs under the direction of prof. dr. E. Reerink
- 1973-1974** Rijksuniversiteit Leiden, Leiden  
Research Assistant, Psychology Department, Experimental Psychology

## JOURNAL ARTICLES<sup>1</sup>

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- Molly, V., Uhlaner, L.M., De Massis, A., & Laveren, E. (2018), Family-oriented goals and the family firm's debt rate: The mediating effect of family board representation, Accepted, April 2018. In Press. [Click to download](#)
- Ahrens J., Uhlaner L., Woywode M. & Zybur J. (2018). "Shadow emperor" or "loyal paladin"? – The Janus face of previous owner involvement in family firm successions, *Journal of Family Business Strategy*, 9(1), 73-90. [click to download](#)
- De Massis, A., David Audretsch, D., Lorraine Uhlaner, L. & Nadine Kammerlander, N. (2018). Perspective: Innovation with limited resources: Management lessons, from the German Mittelstand, *Journal of Product Innovation Management*, 35(1), 125-146. [click to download](#)
- Michiels A., Uhlaner L.M., & Dekker J. (2017). The effect of family business professionalization on dividend payout, *Journal of Small Business and Enterprise Development*, 24 (4), 971-990. [click here to download](#)
- Uhlaner, L.M. (2016). Responsible ownership in the privately-held (family and nonfamily) firm: A research agenda and latest findings, *Przedsiębiorczość I Zarządzanie* (Entrepreneurship and Management), Vol 17 (6), Part I, 9-30.
- Uhlaner, L.M., Matser, I., Berent-Braun, & M.M Flören, R.H. (2015). Linking Bonding and Bridging

- Ownership Social Capital in Private Firms: Moderating Effects of Ownership-Management Overlap and Family Firm Identity. *Family Business Review*, 28(3), 260-277.
- Stephan, U., Uhlaner, L.M., & Stride, C.B. (2015). Institutions and social entrepreneurship: The role of institutional voids, institutional support, and institutional configurations. *Journal of International Business Studies*, 46(3), 308-331. [click here to download](#).
- Teeffelen, L., van, Weesie, E., & Uhlaner, L.M. (2014). Altering student preferences for takeover entrepreneurship: Action research based on threshold theory. *International Journal of Entrepreneurship and Small Business*, 23(4), 568-586.
- De Maere, J., Jorissen, A., & Uhlaner, L. M. (2014). Board Capital and the Downward Spiral: Antecedents of Bankruptcy in a Sample of Unlisted Firms. *Corporate Governance: An International Review*, 22(5), 387-407.
- Uhlaner, L.M., Stel, A. van, Duplat, V., & Zhou, H. (2013). Disentangling the effects of organizational capabilities, innovation and firm size on SME sales growth. *Small Business Economics*, 41(3), 581-607.
- Kirzner, O.F. & Uhlaner, L.M. (2013). The role of specialization in mutual fund investment strategies: An exploratory study of the life sciences industry. *Journal of Commercial Biotechnology*, 19(3), 20-31.
- Teeffelen, L. van, & Uhlaner, L.M. (2013). Firm resource characteristics and human capital as predictors of exit choice: An exploratory study of SMEs. *European Research Journal*, 3(1), 84-108.
- Uhlaner, L.M., Berent-Braun, M.M., Jeurissen, R., & Wit, G. de (2012). Beyond size: Predicting engagement in environmental practices of Dutch SMEs. *The Journal of Business Ethics*, 109(4), 411-429. (DOI) 10.1007/s10551-011-1137-x.
- Uhlaner, L.M., Kellermanns, F.W., Eddleston, K.A. & Hoy, F. (2012). The entrepreneuring family: A new paradigm in family business research. *Small Business Economics Journal*, 38(1), 1-11.
- Berent-Braun, M.M. & Uhlaner, L.M. (2012). Family governance practices and teambuilding: Paradox of the enterprising family. *Small Business Economics Journal*, 38(1), 103-119.
- Berent-Braun, M.M. & Uhlaner, L.M. (2012). Responsible ownership behaviors and financial performance in family-owned businesses. *Journal of Small Business and Enterprise Development*, 19(1), 20-38.
- Flören, R.H., Uhlaner, L.M. & Berent-Braun, M.M. (2011). Ondernemerschap en het familiebedrijf, *ESB: Economisch Statistische Berichten*, 96(4609S), 66-72.
- Ulijn, J., Aaltio, I., Guerra, G. & Uhlaner, L.M. (2011). Cooperation and teamwork in technology start-ups: reflected in some Italian, British, Dutch and German findings. *International Journal of Entrepreneurship and Small Business*, 14(1), 100-126.
- Uhlaner, L.M., Ulijn, J., Jenniskens, I., & Groen, A. (2011). Social, cultural and human capital in European SMEs: An introduction. *International Journal of Entrepreneurship and Small Business*, 14(1), 1-13.
- Teeffelen, L. van, Uhlaner, L.M. & Driessen, M. (2011). The importance of specific human capital, planning and familiarity in Dutch small firm ownership transfers: A seller's perspective. *International Journal of Entrepreneurship and Small Business*, 14(1), 127-148.
- Stephan, U. & Uhlaner, L.M. (2010). Performance-based vs. socially-supportive culture: A cross-national study of descriptive norms and entrepreneurship. *Journal of International Business Studies*, 41(8), 1347-1364.
- Teeffelen, L. van & Uhlaner, L.M. (2010). Strategic renewal after ownership transfers in SMES: Do successors actions pay off? *International Journal of Entrepreneurial Venturing*, 2(3/4), 347-

365.

- Uhlaner L.M., Wright M. & Huse, M. (2007). Private firms and corporate governance: An integrated economic and management perspective, *Small Business Economics Journal*, 29(3), 225-241.
- Uhlaner, L.M. & Thurik, A.R. (2007). Post materialism influencing total entrepreneurial activity across nations. *Journal of Evolutionary Economics*, 17(2), 161-185.
- Uhlaner, L.M., Flören, R. & Geerlings, J.R. (2007). Ownership commitment, family ownership and performance in the privately-held firm, *Small Business Economics Journal*, 29(3), 275-293.
- Kok, J.M.P. de, Uhlaner, L.M. & Thurik, A.R. (2006). Professional HRM Practices in family-owned-managed enterprises, *Journal of Small Business Management*, 44(3), 441-460.
- Verheul I., Uhlaner, L.M. & Thurik, A.R. (2005). Business accomplishments, gender and entrepreneurial self-image, *Journal of Business Venturing*, 20(4), 483-518.
- Uhlaner, L.M. (2005). The use of the Guttman scale in development of a family orientation index for small to medium sized firms, *Family Business Review*, 43(1), 41-56.
- Uhlaner, L.M., Goor-Balk, H.J.M. van & Masurel, E. (2004). Family business and corporate social responsibility in a sample of Dutch firms, *Journal of Small Business and Enterprise Development*, 11(2), 186-194.
- Uhlaner, L.M. (2003). Trends in European research on entrepreneurship at the turn of the century, *Small Business Economics Journal*, 21(4), 321-328.
- Thurik A.R., Wennekers, A.W.E. & Uhlaner, L.M. (2002). Entrepreneurship and economic performance: A Macro perspective, *International Journal of Entrepreneurship Education*, 1(2), 157-179. (Renamed *International Review of Entrepreneurship* in 2009).
- Wennekers, A.W.E., Uhlaner, L.M. & Thurik, A.R. (2002). Entrepreneurship and its conditions: A macro perspective, *International Journal of Entrepreneurship Education*, 1(1), 25-64. (Renamed *International Review of Entrepreneurship* in 2009).
- Kok, J. de & Uhlaner, L.M. (2001). Organization context and human resource management in the small firm, *Small Business Economics Journal*, 17(4), 273-291.
- Hendrickson, L.U. & Tuttle, D.B. (1997). Dynamic management of the environmental enterprise: A qualitative analysis, *Journal of Organizational Change Management*, 10(4), 363-382.
- Hendrickson, L.U. & L Abbe Wu, N. (1993). Technical mastery: Basis for productive strategic manufacturing management, *Productivity*, 34(2), 199-207.
- Hendrickson, L.U. (1992). Bridging the gap between organization theory and the practice of managing growth: The Dynamic System Planning model, *Journal of Organizational Change Management*, 5, 18-31.

## BOOKS AND BOOK CHAPTERS<sup>1</sup>

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- Corporate governance and the family business]. In M. Lückerath-Rovers, B. Bier, H. van Flören, R., Berent-Braun, M., Uhlaner, L.M. & de Nooijer, C. (2013). Corporate governance en het familiebedrijf es & M. Kaptein (Eds.), *Jaarboek Corporate Governance 2013-2014* (pp. 89-104). Deventer, Kluwer.
- Uhlaner, L.M. (2013). Family business and corporate governance. In M. Wright, D. Siegel, K. Keasey, & I. Filatotchev (Eds.), *Oxford handbook of corporate governance* (pp. 389-420). Oxford: Oxford University Press.
- Uhlaner L.M., Wright M. & Huse, M. (2011). Private firms and corporate governance: An integrated economic and management perspective. In D.B. Audretsch & E.E. Lehmann, (Eds.), *Corporate governance in small and medium sized firms* (pp. 155-176). Cheltenham:

- Edward Elgar Publishing. (Originally published in 2007 in *Small Business Economics Journal*).
- Uhlaner, L.M. & Thurik, A.R. (2010). Postmaterialism influencing total entrepreneurial activity across nations. In A. Freytag & A.R. Thurik (Eds.), *Entrepreneurship and Culture* (pp. 301-328). Heidelberg: Springer.
- Uhlaner, L.M. (2010). 1.3. Make growth happen. In A. Jolly (Ed.), *The growing business handbook: Inspiration & advice from successful entrepreneurs & fast-growing UK Companies*, 12<sup>th</sup> Edition. (pp. 13-16). London: Kogan Page Ltd.
- Psarouthakis, J. & Uhlaner, L.M. (2009). *How to acquire the right business*. Xlibris Corporation. (Internet division of McGraw-Hill).
- Uhlaner, L.M. (2008). *The role of ownership in governance: A neglected focus in entrepreneurship and management research*, Inaugural Lecture. Breukelen: Nijenrode Business University. (See <http://www.nyenrode.nl/facultyandresearch/Documents/Lectures/uhlaner.pdf>).
- Uhlaner, L.M. & Berent, M.M. (2008). Entrepreneurship and ownership in the closely-held firm. In W. Burregraaf, R. Flören, and J. Kunst (Eds.), *The entrepreneur and the entrepreneurship cycle* (pp. 327-341). Assen: Van Gorcum.
- Uhlaner, L.M., Goor-Balk, H.J.M. van, & Masurel, E. (2008). Family business and corporate social responsibility in a sample of Dutch firms. In V. Gupta, N. Levenburg, L. Moore, J. Motwani, and T. Schwarz (Eds.), *Culturally sensitive models of family business in Germanic Europe: A compendium using the GLOBE paradigm* (pp. 184-201). Hyderabad: ICFAI University Press. (Republication of Uhlaner, Van Goor-Balk & Masurel, 2004).
- Uhlaner, L.M., Kemp, R., Tan, S. & Meijaard, J. (2008). Chapter 8: The link between family orientation, strategy, and innovation in Dutch SMEs, a longitudinal analysis. In H. Landström, H. Crijns, E. Laveren, & D. Smallbone (Eds.), *Entrepreneurship, sustainable growth and performance: Frontiers in European entrepreneurship research* (pp. 141-160). Cheltenham: Edward Elgar Publishers.
- Ulijn, J., Frankort, H.T.W., & Uhlaner, L.M. (2007). Chapter 1: The influence of national culture on cooperative attitudes in high technology start-ups. In J. Ulijn, J.D. Drillon, and F. Lasch (Eds.), *Entrepreneurship, cooperation and the firm: The emergence and survival of high technology ventures in Europe* (pp. 55-88). Cheltenham: Edward Elgar Publishing.
- Thurik, A.R., Wennekers, S. & Uhlaner, L.M. (2006). Entrepreneurship and economic performance: A macro perspective. In A.E. Burke (Ed.), *Modern perspectives on entrepreneurship: The latest advances in entrepreneurship from some of the leading minds in the field* (pp. 47-68). Dublin: Senate Hall Academic Publishing (replication of Thurik, Wennekers & Uhlaner, 2002).
- Uhlaner, L.M. & Santen, J. van (2007). Chapter 8: Organization context and knowledge management in SMEs: A study of Dutch technology-based firms, in L. Iandoli, H. Landström, & M. Raffa, (Eds.), *Entrepreneurship, competitiveness and local development - Frontiers in European research* (pp. 170-199). Cheltenham: Edward Elgar Publishing.
- Uhlaner, L.M. (2006). Business family as team: Underlying force for sustained competitive advantage. In P. Poutziouris, K.X. Smyrniotis, & S. Klein (Eds.), *Handbook of research on family business* (pp. 125-144). Cheltenham: Edward Elgar Publishing.
- Hofstede, G., Noorderhaven, N., Thurik, A.R., Wennekers, A.R.M., Wildeman R.E. & Uhlaner, L.M. (2004). Culture's role in entrepreneurship: Self-employment out of dissatisfaction. In T. Brown & J. Ulijn, (Eds.), *Innovation, entrepreneurship and culture: The interaction between technology, progress and economic growth* (pp. 162-203). Cheltenham: Edward Elgar Publishing.
- Uhlaner, L.M., Dekkers, E. & Verheul, I. (2003). Chapter 15: Ondernemen in het familiebedrijf (Entrepreneurs in the Family Firm). In P.A. Risseeuw en A.R. Thurik (Eds.), *Handboek*

*ondernemers en adviseurs: Management en economie van het midden- en kleinbedrijf*, (Handbook for entrepreneurs and advisors: Management and economics in the small to medium sized firm) (pp. 279-299). Deventer: Kluwer.

Thurik, A.R., & Uhlaner, L.M. (2003). Chapter 2: MKB en Ondernemerschap in de moderne economie (SMEs and entrepreneurship in the modern economy). In P.A. Risseeuw en A.R. Thurik (Eds.), *Handboek ondernemers en adviseurs: Management en economie van het midden- en kleinbedrijf* (Handbook for entrepreneurs and advisors: Management and economics in the small to medium sized firm) (pp. 15-32). Deventer: Kluwer.

Hendrickson, L.U. & Psarouthakis, J. (1998). *Dynamic management of growing firms: A strategic approach*, second edition. Ann Arbor: The University of Michigan Press.

## CONFERENCE PAPERS AND RESEARCH REPORTS<sup>1</sup>

---

Flören, R., Berent-Braun, M., Uhlaner, L.M. (2017). Symposium: Lessons in Longevity: An exploratory study of Dutch family-owned firms. Academy of Management, Atlanta, August 3-8.

Du, Y., Jorissen, A., and Uhlaner, L.M. (2017), Outside directors and board task performance in privately-held family firms: Exploring the mediating effect of board information, 13th Workshop on Family Firm Management Research, Bilbao, Spain, May 25-27.

Hoogendoorn, B., de Kok, J., Uhlaner, L.M., van der Zwan, P., Stephan, U. and (2016), Age and New Business Creation: Social and Commercial Businesses, RENT XXX - Research in Entrepreneurship and Small Business, Antwerp, Belgium, Nov. 16-18.

Molly, V., Uhlaner, L.M., Laveren, E. (2016), Family-oriented goals and the family firm's debt rate: The mediating effect of family board representation, RENT XXX - Research in Entrepreneurship and Small Business, Antwerp, Belgium, Nov. 16-18.

Ahrens J., Uhlaner L., Woywode M. & Zybura J. (2016). The Janus-face of CEO Retention: CEO Succession & Performance under Unity of Ownership & Control. Academy of Management, Anaheim, California August 5-9, 2016. Revised version presented at 2nd International family Business Research Forum, Capri, September 15-17.

Michiels, A., Dekker, J. & Uhlaner, L.M. (2015). The effect of family business professionalization on its dividend policy. International family Enterprise Research Academy (IFERA), Annual Conference, Hamburg Institute of Family Owned Business, June 30-July 2.

Molly, V., Uhlaner, L. & Laveren, E. (2015). The relation between family-oriented goals and the firm's debt rate, and the moderating role of family board representation. International family Enterprise Research Academy (IFERA), Annual Conference, Hamburg Institute of Family Owned Business, June 30-July 2.

Uhlaner, L.M., Matser, I., Berent-Braun, M.M., De Massis, A., & Flören, R., (2015), Ownership social capital, product innovation outputs and the moderating role of ownership-management overlap. European Academy of Management EURAM '15, Kozminksi University, Warsaw, Poland, June 17-20, 2015.

Uhlaner, L.M., Berent-Braun, M.M., Eddleston, K. & Floren, R., (2015), Pro-environmental behavior in SMES: The influence of social norms and perceived image and financial benefits. European Academy of Management EURAM '15, Kozminksi University, Warsaw, Poland, June 17-20, 2015.

Süss, J., Berent-Braun, M.M., & Uhlaner, L.M. (2015). The role of family governance practices and bonding ownership social capital for predicting the commitment to growing family wealth. Family Enterprise Research Conference (FERC), University of Vermont, Burlington,

Vermont, June 4-7.

- Uhlaner, L.M., Berent-Braun, M.M., & Flören, R. (2015). The influence of ownership social capital on the performance of privately-held firms: A lagged effect. Family Enterprise Research Conference (FERC), University of Vermont, Burlington, Vermont, June 4-7.
- Matser, I., Remery, C., Berent-Braun, M.M., & Uhlaner, L.M. (2015). Heterogeneity of family firms: the varying effects of family relationship types in ownership teams. Family Enterprise Research Conference (FERC), University of Vermont, Burlington, Vermont, June 4-7.
- Bolzani, D., Muehlfeld, K., Stephan, U., Treffers, T., Uhlaner, L.M. (2014). Entrepreneurial individuals and teams: Advances in the psychology of entrepreneurship, Professional Workshop, Academy Of Management Conference, Philadelphia, PA, August 1-5.
- Süss, J., Berent-Braun, M.M., Uhlaner, L.M., & Flören, R.H. (2014). The economic and emotional value of governing the business-owning family, IFERA conference, Lappeenranta University of Technology, Lappeenranta, Finland, June 24-27.
- Berent-Braun, M.M., Eddleston, K., Uhlaner, L.M., & Flören, R.H. (2014). Environmentally Responsible Behavior in SMEs: Testing for moderator effects of family relationships, 10<sup>th</sup> Workshop of Family Firm Management, EIASM, Bergamo, Italy, May 23-24.
- Berent-Braun, M.M., Uhlaner, L.M., & Flören, R.H. (2013). Unfolding the relationship between ownership social capital and the performance of privately-held firms: Testing for lagged effects, IFERA conference, St. Gallen, Switzerland, July 2-5.
- Uhlaner, L.M. & Grillot, A. (2013). A change management approach to sustainability in small and medium enterprise, Ecological Economics and Institutional Dynamics, 10<sup>th</sup> biennial conference of the European Society for Ecological Economics, Université, Lille, France, June 18-21.
- Matser, I., Uhlaner, L.M., Berent-Braun, M.M., & Flören, R.H. (2013). Role conflicts or role synergies?: The relative success of copreneurial teams, 9<sup>th</sup> Workshop On Family Firm Management Research, University of Jyväskylä, Helsinki, Finland, May 24-25.
- Teeffelen, L., van, Uhlaner, L.M. & Weesie, E. (2013). The growing need for take-over entrepreneurs: how can universities and business schools contribute? Innovative approaches to business incubation and other support to entrepreneurs, Third meeting of business creation experts from business incubators and researchers, EDHEC Business School, Roubaix, France, April 11.
- Berent-Braun, M.M., Uhlaner, L.M., & Flören, R.H. (2013). Ownership social capital in the privately-held firm: A structural model with moderator effects of owner-management overlap, USASBE, San Francisco, CA, January 9-13, 2013.
- Uhlaner, L.M., Pavluchenkova, V., Berent-Braun, M.M., & Flören, R.H. (2012). How to be an effective owner? Responsible ownership and financial performance in family and non-family firms, RENT XXVI 2012, EM Lyon, Lyon, France, November 21-23.
- Zhou, H. & Uhlaner, L.M. (2012). Knowledge management and its relationship with organization context: An empirical exploration on Dutch SMEs, RENT XXVI 2012, EM Lyon, Lyon, France, November 21-23.
- Zhou, H. & Uhlaner, L.M. (2012). KM as a strategic tool to foster innovativeness in SMEs, 2<sup>nd</sup> SMG absorptive capacity conference, Copenhagen Business School Copenhagen, Denmark, November 15-16.
- Teeffelen, L. van & Uhlaner, L.M. (2012). Prediction of exit choice in SMEs: An exploratory study, Inaugural European Entrepreneurship Research Forum, SDA Bocconi University, Milan, Italy, October 11-12.
- Matser, I., Uhlaner, L.M., Berent-Braun, M.M., & Flören, R.H. (2012). Ownership social capital and product innovation in private firms: Impact of family involvement, 12<sup>th</sup> annual IFERA Family

- Business Research Conference, June 26-29, Université Bordeaux IV, Bordeaux, France.
- Molly, V., Uhlaner, L.M., & Laveren, E. (2012). The impact of family commitment on family and financial business performance: the moderating role of generational involvement, 12<sup>th</sup> annual IFERA Family Business Research Conference, Université Bordeaux IV, Bordeaux, France, June 26-29.
- Uhlaner, L.M., Pavluchenkova, V., Berent-Braun, M.M., & Flören, R.H. (2012). How owners should act: Responsible ownership and financial performance in privately-held firms, EURAM 12<sup>th</sup> annual conference, Erasmus University Rotterdam, Rotterdam, the Netherlands, June 6-7.
- Matser, I., Uhlaner, L.M., Berent-Braun, M.M. & Flören, R.H. (2012). Bridging vs. bonding: Ownership social capital and product innovation in private firms, EFMD Entrepreneurship Conference, Maastricht University, Maastricht, the Netherlands, March 5.
- Matser, I., Uhlaner, L.M., Berent-Braun, M.M. & Flören, R.H. (2011). Social capital and Product Innovation: Bonding vs. bridging social capital in a sample of Dutch privately-held firms, Rent XXV, Research in Entrepreneurship and Small Business, University of Nordland, Bodø, Norway, November 16-18.
- Matser, I., Uhlaner, L.M., Berent-Braun, M.M. & Flören, R.H. (2011). Ownership social capital and product innovation in private firms: Bridging vs. bonding, 34<sup>th</sup> Annual ISBE (Institute for Small Business and Entrepreneurship) Conference, Sheffield University, Sheffield, UK, November 9-10.
- Stephan, U. & Uhlaner, L.M. (2011). Institutional support vs. Institutional void theory in predicting social entrepreneurship: A cross-national study of culture and size of state sector, 34<sup>th</sup> Annual ISBE (Institute for Small Business and Entrepreneurship) Conference, Sheffield University, Sheffield, UK, November 9-10.
- Stephan, U. & Uhlaner, L.M. (2011). Configurations of formal and informal institutions predicting social entrepreneurship: Effects of national culture and government size, 71<sup>st</sup> annual meeting, Academy of Management, San Antonio, TX, August 12-16.
- Berent-Braun, M.M., Uhlaner, L.M. & Flören, R.H. (2011). Ownership social capital and firm performance: Evidence from a Dutch sample, 11<sup>th</sup> Annual IFERA World Family Business Research Conference, Palermo, Italy, June 28-1 July. (Nominated for Best Paper Award).
- Berent-Braun, M.M., Uhlaner, L.M. & Flören, R.H. (2011). Family business in the Netherlands: Characteristics and success factors, 11<sup>th</sup> Annual IFERA World Family Business Research Conference, Palermo, Italy, June 28-1 July.
- Matser, I., Berent, M.M., Uhlaner, L.M. & Flören, R.H. (2011). The creation of ownership social capital in family firms and non-family firms: How does family influence shape the development of ownership social capital? 7<sup>th</sup> Workshop on Family Firms Management Research, Witten, Germany, May 27-29. (Received Best Paper Award).
- Berent-Braun, M.M., Uhlaner, L.M. & Flören, R.H. (2010). Ownership social capital and firm performance in the private firm: Evidence from a Dutch sample, RENT XXIV Research in Entrepreneurship and Small Business: The Entrepreneurial Process in a Changing Economy, Maastricht, November 17-19. (Earlier version presented at 27<sup>th</sup> International Congress of Applied Psychology, Melbourne, Australia, July 11-16, as part of symposium).
- Teeffelen, L. van, Leroy, H., & Uhlaner, L.M. (2010). What are the main drivers for exit choice in SMEs: Owner or firm characteristics, RENT XXIV Research in Entrepreneurship and Small Business: The entrepreneurial process in a changing economy, Maastricht, the Netherlands, November 17-19.
- Stephan, U. & Uhlaner, L.M. (2010). A cross-country study of social entrepreneurship: Comparing effects of postmaterialism values, social capital norms and government size, 4<sup>th</sup> annual GEM Research Conference, Imperial College London, London, UK, September 30-



October 2.

- Berent-Braun, M.M., Uhlaner, L.M., Jeurissen, R. & de Witt, G. (2009). Family ownership, innovation and other context variables as determinants of sustainable entrepreneurship in SMEs: An empirical research study, RENT XXIII Corvinus University, Budapest, November 19-20. (An updated version also presented at 20<sup>th</sup> Babson College Entrepreneurship Research Conference (BCERC), Lausanne, Switzerland, June 9-12, 2010).
- Berent, M., Uhlaner, L.M., Jeurissen, R. & de Witt, G. (2009). Family ownership, innovation and other context variables as determinants of sustainable entrepreneurship in SMEs poster session, 9<sup>th</sup> Annual IFERA Conference, Cyprus, June 24-26.
- Flören, R.H., Uhlaner, L.M., Berent, M.M. and Appelman, H. (2009). Family business policy in the Netherlands: Characteristics and success factors, 9<sup>th</sup> Annual IFERA Conference, Cyprus, June 24-26.
- Zhou, H. & Uhlaner, L.M. (2009). Knowledge management as a strategic tool to foster innovativeness in SMEs. (ERIM report series ERS-2009-025-ORG). Rotterdam: Erasmus Research Institute of Management (ERIM).
- Zhou, H. & Uhlaner, L.M. (2009). Knowledge management in the SME and its relationship to strategy, family orientation and organization learning. (ERIM report series ERS-2009-026-ORG). Rotterdam: Erasmus Research Institute of Management (ERIM).
- Berent, M.M., Uhlaner L.M., Gibcus P. & Timmermans, N.G.L. (2009). Planning and successor characteristics as determinants of successful ownership transfer in SMEs: An empirical study, work in progress, 9<sup>th</sup> Annual IFERA conference, Cyprus, June 24-26. (Also presented at Babson Conference, Babson University, Wellesley, MA, 2009).
- Berent, M.M., Uhlaner L.M., Gibcus P. & Timmermans, N.G.L. (2009). The relationship between successor, planning characteristics and the transfer process on post-transfer profitability in SMEs, *SCALES paper H200901*, EIM, Zoetermeer.
- Zhou, H., Uhlaner, L.M., & Tan, S. (2008). Knowledge management in the SME and its relationship to strategy, ownership Structure and organization learning, Strategic Management Society, 28<sup>th</sup> Annual International Conference, Cologne, October 12-15. (Nomination: Best Conference Paper Prize for practice implications).
- Zhou H., Uhlaner L.M., & Tan, S. (2008). Knowledge management, absorptive capacity and Innovation in SMEs: An empirical study, Strategic Management Society, 28<sup>th</sup> Annual International Conference, Cologne, October 12-15.
- Zhou, H., Uhlaner, L.M., & Tan, S. (2008). Knowledge management and innovation: An empirical study of Dutch SMEs, Academy of Management Annual Meeting, Anaheim, CA, August 8-13.
- Stephan, U. & Uhlaner, L.M. (2008). Societal legitimation: Societal practices and entrepreneurship in 35 countries, Academy of Management Annual Meeting, Anaheim, CA, August 8-13.
- Berent, M.M. & Uhlaner, L.M. (2008). Family governance practices and teambuilding: Paradox of the entrepreneuring family, 8<sup>th</sup> Annual IFERA Conference, Nijenrode Business University, Breukelen, July 2-5.
- Berent, M.M. & Uhlaner, L.M. (2008). Family governance practices, life cycle and financial performance: An empirical study, 4<sup>th</sup> Workshop on Family Firms Management Research, Naples, June 8-10.
- Teeffelen, L. van, Uhlaner, L.M., & Peek, M. (2008). Successor s actions and post transfer performance in SMEs. International Council of Small Business Conference, Halifax, June 2008.
- Uhlaner, L.M. & Berent, M.M. (2007). Family governance practices, life cycle and financial performance: An empirical study, 7<sup>th</sup> Annual IFERA Conference, European Business School,

Wiesbaden, June 20-23.

- Zhou, H., Tan, S. & Uhlaner, L.M. (2007). Knowledge management and innovation: An empirical study of Dutch SMEs, *SCALES paper H200718*, EIM, Zoetermeer.
- Uhlaner, L.M., Tan S., & Meijaard, J. (2007). Family orientation, strategic orientation and innovation performance in SMES: A test of lagged effects, *SCALES paper H200711*, EIM, Zoetermeer.
- Stel, A. van, Folkeringa, M., Meijaard, J. & Uhlaner, L.M. (2007). The relationship between knowledge management, innovation and financial performance: Evidence from Dutch SMEs, *SCALES paper H200704*, EIM, Zoetermeer.
- Uhlaner, L.M., Tan, S. & Zhou, H. (2007). Family orientation, strategy and organization learning as predictors of knowledge management in Dutch SMEs, *SCALES paper H200703*, EIM, Zoetermeer.
- Uhlaner, L.M., Meijaard, J. & Flören, R.H. (2007). The relationship between successor, planning characteristics, and the transfer process on post-transfer performance in SMEs, *RENT XXI (Research in Entrepreneurship and Small Business)*, European Council for Small Business and Entrepreneurship, Cardiff, November 22-23.
- Uhlaner, L.M., Tan, S. & Meijaard, J. (2007). Family orientation, strategic orientation and innovation performance in SMEs: A test of lagged effects *European Conference on Entrepreneurship and Innovation*, Utrecht School of Economics, Utrecht, November 8-9.
- Uhlaner, L.M. & Berent, M.M. (2007). Family governance practices, life cycle and financial performance: An empirical study, *Family Enterprise Research Conference*, Universidad de Monterrey, Monterrey, April 27-29. (Received Honourable Mention for Best Paper Award).
- Uhlaner, L.M. & Berent, M.M. (2007). What is responsible ownership and does it matter? An empirical study, *Theories of the Family Enterprise Academic Conference*, Mississippi State University, Starkville, MS, May 16-18. (By invitation only).
- Uhlaner, L.M., Kemp, R., Tan, S. & Meijaard, J. (2006). The link between family orientation, strategy, and innovation in Dutch SMEs, a longitudinal analysis, *RENT XX (Research in Entrepreneurship and Small Business)*, European Council for Small Business and Entrepreneurship, Brussels, November 2006.
- Uhlaner, L.M. (2006). Applying psychology and research on family-owned firms, in symposium titled The value of applying psychology perspectives to entrepreneurship, presented at *26<sup>th</sup> International Congress of Applied Psychology*, International Association of Applied Psychology, Athens, July 2006.
- Uhlaner, L.M., Kemp, R. & Tan, S. (2006). The link between family orientation, strategy, and innovation in Dutch SMEs, a longitudinal study, *SCALES paper N200509*, EIM, Zoetermeer.
- Uhlaner, L.M., & Thurik, A.R. (2006). Postmaterialism influencing total entrepreneurial activity across nations. (ERIM report series ERS-2006-062-ORG). Rotterdam: Erasmus Research Institute of Management (ERIM).
- Uhlaner, L.M. & Van Santen, J. (2005). Organization context and knowledge management in SMEs: An exploratory research in Dutch technology-based firms, *RENT XIX, (Research in Entrepreneurship and Small Business)*, European Council for Small Business, Naples, November 17-18.
- Uhlaner, L.M., Flören, R.H. & Geerlings, J.R. (2005). Ownership commitment, family ownership and performance in the privately-held Firm, *Workshop on Corporate Governance*, Max Planck Institute, Jena, October 2005.
- Uhlaner, L.M., Thomassen A.J. & Flören R.H. (2005) Ownership strategies and the family business, *FBN-IFERA (Family Business Network International-International Family Enterprise*

- Research Academy*), 16<sup>th</sup> Summit, Brussels, September 2005.
- Lambrecht, J. & Uhlaner, L.M. (2005). Responsible ownership of the family business: State-of-the-art, position paper prepared for FBN-IFERA World Academic Research forum, EHSAL, Brussels, September.
- Uhlaner, L.M. & Meijaard, J. (2005). The relationship between family orientation, organization context, organization structure, and firm performance, *Babson-Kaufman Research Conference*, Wellesley, MA, June.
- Uhlaner, L.M. & Habbershon, T. (2005). Family influence, strategy and innovation in family firms: Application of the DSP model in an exploratory four-country investigation, *FBN-IFERA*, Barcelona, April.
- Uhlaner, L.M., Thomassen, A.J. & Flören, R.H. (2005). Ownership strategies and the family business, *FBN-IFERA*, Barcelona, April.
- Uhlaner, L.M. & Thurik, A.R. (2005). Postmaterialism influencing total entrepreneurial activity across nations, *Max Planck Institute, Workshop on Culture and Entrepreneurship*, Jena, February.
- Meijaard, J., Uhlaner, L.M., Diephuis, B., Flören, R.H. & Sanders, B. (2005). The relationship between successor and planning characteristics and the success of business transfer in Dutch SMEs, *SCALES paper 200505*, EIM, Zoetermeer.
- Meijaard, J. & Uhlaner, L.M. (2004). Een nieuw begin: pilotstudie kosten en baten van bedrijfsoverdrachten (A new beginning: Pilot study of the costs and benefits of business transfer) EIM, Zoetermeer.
- Uhlaner, L.M. & Thurik, A.R. (2004). Postmaterialism: A cultural factor influencing total entrepreneurial activity across nations, Paper # 07-2004: *Series: Papers on Entrepreneurship, Growth and Public Policy*, Max Planck Institute for Research into Economic Systems, Jena, (also published as *SCALES paper N200321*, EIM, Zoetermeer, and earlier version (with A.R. Thurik & J. Hutjes) as *ERS2002-262 STR*, *Erasmus Institute of Management (ERIM)*, Erasmus University Rotterdam, Rotterdam.
- Uhlaner, L.M. & Meijaard, J. (2004). The relationship between family orientation, organization context, organization structure, and firm performance, *Babson-Kaufmann Research Conference*, Glasgow, June 2-5 and *FBN-IFERA*, Copenhagen, September. (Also published as *SCALES paper N200406*, EIM, Zoetermeer).
- Bodewes, W., Gelderen, M. van & Uhlaner, L.M. (2004). Outwitting the pointy-haired boss: the moderating effect of entrepreneurial orientation on the relationships between personal characteristics and venturing behavior, *Academy of Management National Meeting*, New Orleans, LA, August.
- Uhlaner, L.M., Meijaard, J., Diephuis, B., Flören, R.H. & Sanders, B. (2004). Determinants of successful business transfer in Dutch SMEs, *FBN-IFERA*, Jönköping, April.
- Kok, J.M.P. de, Uhlaner, L.M. & Thurik, A.R. (2003). Professional HRM practices in family owned-managed enterprises, *Scales paper N200319*, EIM, Zoetermeer.
- Verheul, I., Uhlaner L.M. & Thurik, A.R. (2003). Business accomplishments, gender and entrepreneurial self-image, *Scales paper N200312*, EIM, Zoetermeer, (earlier version also published as Entrepreneurial activity, self-perception and gender, *ERS 2002-03 STR* Erasmus Research Institute of Management (ERIM), Erasmus University Rotterdam, Rotterdam.
- Kok, J.M.P. de, Uhlaner, L.M. & Thurik, A.R. (2003). HRM with small firms: Facts and explanations, *ERS 2003-015 STR*, ERIM, Erasmus University Rotterdam, Rotterdam.
- Thurik, A.R., Wennekers, A.W.E. & Uhlaner, L.M. (2002). Entrepreneurship and economic

- performance: A macro perspective, *SCALES paper N200220*, EIM, Zoetermeer.
- Uhlaner, L.M. 2002 The use of the Guttman Scale in development of a family business index, *Research report, H200203, Scales series*, EIM, Zoetermeer. (Also presented at the 13<sup>th</sup> Annual Family Business Network World Conference, Helsinki. (Nominee for Best Paper Award).
- Uhlaner, L.M., Thurik, R., & Hutjes, J. (2002). Post-materialism and entrepreneurial activity: A macro perspective, *The 2002 Small Business and Entrepreneurship Development Conference, Proceedings*, The University of Nottingham, Nottingham, April 15-16.
- Kok, J.M.P. de, Uhlaner L.M. & Thurik, A.R. (2001). Human resource management with small and medium-sized Enterprises: Facts and explanations. In *Proceedings, RENT XV Research in Entrepreneurship and Small Business, 15th Workshop* European Council for Small Business, Turku, November 22-23.
- Kok, J.M.P. de & Uhlaner, L.M. (2001). Organization context and human resource management in the small firm. (Discussion paper / Tinbergen Institute TI 2001-038/3). Tinbergen Institute, Amsterdam.
- Uhlaner, L.M. & Hunt, J. (1999). The strategic leadership of family businesses: Application of the dynamic system planning model. In *Proceedings, International Council for Small Business 1999 World Conference*, Naples, June 1999.
- Hunt, J., Uhlaner, L.M. & Brown, B. (1999). Strategic competitiveness and strategic leadership in family firms, a symposium. In *United States Association for Small Business and Entrepreneurship (USASBE) 13th Annual National Conference*, San Diego, CA, January 14-17.
- Hendrickson, L.U. (1995). A classroom technique to augment learning and as an alternative assessment tool. In *Proceedings, 5<sup>th</sup> Michigan Regional Organization Behavior Teaching Conference*, Eastern Michigan University, Ypsilanti, MI, June.
- Hendrickson, L.U. (1990). Size, growth or uncertainty: What matters in design of the firm? In *Proceedings, International Council for Small Business Conference*, Washington, D.C., June 7-10. (Nominated for Best Paper Award).
- Hendrickson, L.U. (1988). Bridging the gap between organization theory and the practice of managing growth: An organization change model of firm development. In *Proceedings, 1988 Conference, United States Association for Small Business and Entrepreneurship*, Monterey, CA, October 10-12.
- Hendrickson, L.U., Grainey T., & Weber, P.B. (1988). Generating a research sample for the study of growing firms: The process, the population and productive unit size. In *Proceedings, International Council for Small Business Conference*, Boston, MA, June 9-12.
- Hendrickson, L.U., Weber, P.B. & Grainey, T. (1988). The critical incident technique revisited: Application to a research problem in organization theory. In *Proceedings, Midwest Academy of Management Conference* Toledo, OH, April 14-16.
- Hendrickson, L.U. & Woodland, L. (1985). Application of the population ecology model to the estimation of corporate births. In *Proceedings United States Association for Small Business and Entrepreneurship*, Orlando, FL, October 13-16.
- Hendrickson, L.U. (1985). A closer look at life and career planning. In *National Business Employment Weekly*, September 29.
- Hendrickson, L.U. & Weber, P.B. (1985). Rising to the top as a corporate director. In *National Business Employment Weekly*, March 24.

## KEYNOTE ADDRESSES AND INVITED TALKS

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2017 (with Stephan, U., & Drencheva, A) (2017). Keynote: Culture's consequences for

entrepreneurship: A review and framework. EAWOP Small Group Meeting: A cross cultural perspective on proactive work behaviours. ESSEC Business School, May 15-16, 2017.

Keynote address: The role of ownership in SME product innovation: A social capital perspective, Innovation Management, Entrepreneurship and Sustainability (IMES) Conference, University of Economics, Prague, May 25, 2017.

Invited presentation, "Responsible ownership in the family firm and its impact on firm performance," EDHEC Research Day, March 14, 2017.

- 2016 Keynote address, Responsible Ownership in the Privately-Held (Family and Nonfamily) Firm: A research agenda and latest findings, Sixth Scientific conference, Family Businesses, Lodz, Poland, May 17, 2016
- 2015 Eddleston, K. & Uhlaner, L.M., (2015) Liability of Newness in different cycles of Entrepreneurship, as part of workshop titled: 50 Years of Liabilities of Newness Research: Assessing Progress and Exploring Future Research, Workshop, Academy of Management, 75<sup>th</sup> Meeting, Vancouver, British Columbia, Canada, August 8-11.
- Discussant, Nurturing Scholars New to Family Entrepreneurship: Professional Development Workshop, Academy of Management, 75<sup>th</sup> Meeting, Vancouver, British Columbia, Canada, August 8-11.
- 2014 What can social entrepreneurship researchers learn from family business scholars? Member, Panel discussion, Professional Development Workshop organized by S. Bacq and T. Lumpkin, Academy of Management Conference, Philadelphia, PA, August 1-5.
- WIFU PhD/Research Seminar at Witten/Herdecke University, Witten, Germany, *Family business and entrepreneurship research: Applying and testing research frameworks effectively*, 15 May.
- 2013 Cross-national effects of cultural norms and values on (social) entrepreneurship activity. Invited address, Seminar, University of Antwerp. Nov. 15.
- Cross-national effects of cultural norms and values on (social) entrepreneurship activity. Invited address, Entrepreneurship and Innovation Research Seminar, Northeastern University, October 10.
- 2012 Group Dynamics and Entrepreneurship: Applying social/organization psychology to the study of owning groups. Keynote address, Small Group Meeting, Advances in the psychology of entrepreneurship, INPERE, Sheffield University, Sheffield, June 29
- 2010 Performance-based vs. socially-supportive culture: A cross-national study of descriptive norms and entrepreneurship. Seminar given at Queensland University of Technology, Brisbane, July 20.
- 2010 The role of the owner in governance of the privately-held firm. Invited presentation: Maastricht University, Maastricht, May 31.
- Ownership social capital in privately-held firms. Keynote address, the First Belgian Entrepreneurship Research day, University of Antwerp, Antwerp, May 10.
- Family business and responsible ownership. Keynote address, Economic and social research council research seminar series; Strategic thinking in second generation family firms. Seminar two: Strategic thinking in family business: Making the most of family business options, University of Liverpool Management

- School, Liverpool, February 26.
- 2008 The role of ownership in governance: A neglected focus in entrepreneurship and management research, Inaugural Lecture, Nijenrode Business University, Breukelen, April 21.
- 2006 Plenary address. Responsible ownership of the family business: How to enhance the success of business and family, *Family Business Network International 17<sup>th</sup> Summit*, Cannes, September.
- 2005 Responsible ownership of the family business: State of the art. Keynote address to the Academic Research Conference, *FBN IFERA, 16<sup>th</sup> Summit*, Brussels, September.
- 2004 Member, panel, Little JIBS in the big world, a panel discussion on the field of entrepreneurship, with S.D. Sarasvathy, P. Davidsson and S.A. Zahra. Chaired by P. Davidsson, Jönköping.

### **OTHER PROFESSIONAL PAPERS, PRESENTATIONS AND EXECUTIVE PROGRAMS**

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- 2015 Uhlaner, L.M, (2015), What lies within the responsible owner, *Tharawat Magazine*, May/July, Issue #26, pp. 58-61.
- Uhlaner, L.M., (2015) Responsible Ownership in the Family Firm, EDHEC Business School, Family Business Centre, Paris, France, Presentation, May 20.
- 2014 Press release Staff of the Economic Voice, New research outlines the ingredients for a successful 'Big Society' *The Economic Voice*, Sunday, Nov. 22.
- 2009 Presentation on responsible ownership, Ernst and Young offices, Willemstad, Curaçao, March 25.
- 2007 Family firms, responsible ownership and entrepreneurship: The application of psychology theories, at 10<sup>th</sup> European Congress of Psychology, Prague, July 3-6.
- 2006 Panel member, Kamer van Koophandel Rotterdam (Chamber of Commerce, Rotterdam), discussion of business transfer for intermediaries and service providers, May 9.
- 2002-2005 Coordinator, *Erasmus Masterclass Familiebedrijf* (Erasmus Master Class Family Business), European Family Business Institute, and presenter: Successful strategy formation for the family business. (Three annual series of programs).
- 2004-2005 Business Planning. A presentation to the Entrepreneurs Club of the Rotterdam School of Management, Rotterdam.
- 2004 Knowledge update: Family business. A Seminar for alumni of the Rotterdam School of Management, Erasmus University Rotterdam, Rotterdam.
- 2001 The individual manager within the complex Unilever context, executive program, Rotterdam School of Management, Rotterdam.
- 1998 Panel member. Collegiate E conferences national and regional, 12<sup>th</sup> annual National Conference, United States Association for Small Business and Entrepreneurship, Clearwater, FL, January 15-18.
- 1997 Developing new entrepreneurship programming: Campus CEO! Clubs, panel discussion at 1<sup>st</sup> National Conference, Collegiate Entrepreneurs Organization, Chicago, IL, October 24-26.

### **BOARD MEMBERSHIPS AND PROFESSIONAL SERVICE**

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- Current
- Member, Editorial Review Board, Journal of Business Venturing (since 2018).
  - Member, Editorial Review Board, Entrepreneurship: Theory and Practice (since 2015).
  - Member, Editorial Advisory Board, International Journal of Entrepreneurial Behavior & Research (Since 2014).
  - Senior Advisor,
  - Member, Scientific Committee, Family Business Research Special Interest Group (SIG), of European Academy of Management (EURAM).
  - Reviewer for the following journals:
    - Academy of Management Learning & Education
    - Entrepreneurship Research Journal
    - Entrepreneurship: Theory and Practice
    - Entrepreneurship and Regional Development
    - European Management Journal
    - Family Business Review
    - International Journal of Entrepreneurship and Small Business
    - International Small Business Journal
    - Journal of Business Venturing
    - Journal of Organizational Change Management
    - Journal of Small Business Management
    - Small Business Economics Journal
    - Reviewer for proposals submitted to European Science Foundation, Netherlands Science Foundation (NWO)
  - Reviewer for the following conferences:
    - Academy of Management
    - Strategic Management Society
    - European Academy of Management
    - International Family Enterprise Research Academy
- 2006-2016 Senior Advisor and member, International Network for Psychology of Entrepreneurship Research and Education (INPERE) [www.inpere.org](http://www.inpere.org).
- 2013-2016 Member, Academic Advisory Board, European Forum for Entrepreneurship Research (EFER), Brussels
- 2010-2013 Associate Editor, Small Business Economics Journal
- 2013 Co-chair, *Third meeting of business creation experts from business incubators and Researchers: Innovative approaches to business incubation and other support to entrepreneurs, EDHEC Business School, Lille, April 11*
- 2012 Co-editor, special issue on entrepreneuring families, *Small Business Economics Journal* with F. Hoy, K.A Eddleston and F.W. Kellermanns
- 2011 Co-editor and contact editor, special issue on social and human capital, *International Journal of Entrepreneurship and Small Business*, with J.M. Ulijn, C.G.M. Jenniskens, and A.J. Groen
- 2009-2010 Member, Board of Directors, *Stichting Vrienden Joods Historisch Museum*, (Foundation, Friends of the Jewish Historical Museum), Amsterdam
- 2008 Participant, Babson/SEE Symposium for Entrepreneurship Educators in Europe, February 5-8, University of St. Gallen

- 2008 Member, Rotary Club International, Reeuwijk  
Co-chair, 8<sup>th</sup> annual International Family Enterprise Research Academy (IFERA) Research Conference, July 2-5, Nijenrode Business University, Breukelen
- 2007 Co-editor, special issue on Corporate Governance, *Small Business Economics Journal* with Professor M. Wright
- 2004-2010 President, Harvard Club of the Netherlands, alumni of Harvard University
- 2006-2009 Member, Expert Group on Family Businesses, organized by the Dutch Chamber of Commerce  
Editorial Board, *Electronic Journal of Family Business Studies*
- 2004 Research Project for Family Business Network of the Netherlands (FBNed) regarding retaining ownership commitment in successive generations (jointly with R.H. Flören and A.J. Thomassen)
- 2003 Guest editor, Special issue, *Small Business Economics Journal*, December
- 1998-1999 Sam Walton Fellow, Students in Free Enterprise  
Member, Board of Directors, New Enterprise Forum (NEF), Ann Arbor, MI. (NEF is a regional venture capital club)
- 1998-1999 Vice-President Elect, United States Association for Small Business and Entrepreneurship, Corporate Entrepreneurship Division
- 1976-1986 Corporate Treasurer and member, Board of Directors, StarPak Energy Systems Corporation, Novi, MI
- 1986-1988 Advisory Board, Ann Arbor Innovation Center, Ann Arbor, MI
- 1986-1988 Member, Small Business Council, Ypsilanti Chamber of Commerce, Ypsilanti, MI
- 1986-1988 Member, Advisory Board, NEF, Ann Arbor, MI
- 1985 Elected Delegate, Michigan Conference on Small Business
- 1981 Co-chair, Michigan Alliance of Small Business

### CURRENT PROFESSIONAL AFFILIATIONS

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- Academy of Management
- Dutch Academy of Research in Entrepreneurship (DARE)
- European Council for Small Business and Entrepreneurship (ECSB)
- Family Firm Institute (FFI)
- International Council for Small Business (ICSB)
- Strategic Management Society (SMS)
- Entrepreneurial Research Society, Founding Scholar

### PROFESSIONAL HONORS AND AWARDS

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- 2018 Best paper Contribution to Practice award, (co-authored with Yan Du and Ann Jorissen), Outside Director and the Disclosure of Firm-Specific Information to the Board of Directors in Privately Held Firms, awarded at IFERA (International Family Enterprise Research Academy), July 3-6, 2018, Zwolle, the Netherlands.
- 2016 Best inspirational paper award (authored with Jan-Philipp Ahrens, Michael Woywode, and Jan Zyburá), The Janus-Face of CEO Retention: CEO Succession & Performance under Unity of Ownership & Control, awarded at 2nd International Family Business Research Forum, September 15-17, 2016 in Naples and Capri.



- GLOBE Robert J. House Best Research Paper Award. Received designation of “Highly Commended” for the following paper: Stephan, U., Uhlaner, L.M., & Stride, C.B. (2015). Institutions and social entrepreneurship: The role of institutional voids, institutional support, and institutional configurations. *Journal of International Business Studies*, 46(3), 308-331.
- 2011 Best Paper Award, 7<sup>th</sup> Workshop on Family Firms Management Research, Witten, May 27-29.
- 2011 Honorable Mention, Best Paper, 11<sup>th</sup> Annual IFERA World Family Business Research Conference, Palermo, June 28-1 July.
- 2008 Nominee, Strategic Management Society best conference paper for Practice Implications Award.
- 2007 Honorable Mention, Best Paper, Family Enterprise Research Conference, University of Monterrey, Monterrey, April 27-29.
- 2002 Nominee, Best Paper Award, 13<sup>th</sup> annual Family Business Network International Conference, Helsinki.
- 1999 Distinguished Service Award, Eastern Michigan University Department of Management, College of Business, for establishment of the entrepreneurship major within the Department of Management, Ypsilanti, MI.
- 1990 Nominated for Best Paper Award, International Council for Small Business Conference, Washington, D.C.
- 1986 Recipient, Pre-dissertation fellowship: Netherlands-America Foundation.

## RESEARCH GRANTS / EXTERNAL FUNDING

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- Current Senior Advisor, Privately Held Firms with Multiple Owners: The Role of family and Responsible Ownership, project directed by Jiri Hnilica, the University of Economics, Prague, Funded by the Czech Science Foundation.
- 2013-2018 Member, Project Advisory Board, Cultural pathways to economic self-sufficiency and entrepreneurship: Family Values and Youth Unemployment in Europe (CUPESSSE), Cooperation Programme/Theme 8/Socio-economic Sciences and Research & Innovation. Dr. J. Tosun, Coordinator.
- 2008-09 Research subsidy from the Dutch Ministry of Economic Affairs, for research on family business and corporate governance in privately-held firms.
- 2003-07 Research contract from Fortis Bank, MeesPierson Bank, and Arentthals Grant Thornton Accountants and Advisors, to launch the European Family Business Institute.
- 2000-07 Several short-term contracts with Panteia BV (formerly EIM Business and Policy Research BV to carry out joint research initiatives on entrepreneurship, knowledge management, family business, business transfer and other topics).
- 2006 Research contract from the Family Business Network International (and JP Morgan) to research the topic of Responsible Ownership.
- 2003 NWO grant application. Managerial behavior in the entrepreneurial and small business sector across Europe and its implications for growth. Deemed as acceptable for award in European Science Foundation Competition. (Not funded because the other two countries did not receive funding).
- 2000 Grant, Dutch Ministry of Economic Affairs, to launch the part-time major in Entrepreneurship at the Business School at Erasmus University Rotterdam,

- Rotterdam.
- 1997-99 Coleman Foundation grant to stimulate entrepreneurship awareness in college students and develop an entrepreneurship major at Eastern Michigan University, Ypsilanti, MI.
- 1987-89 Several grants, including two from the State of Michigan and one from the U.S. Small Business Administration, to launch and execute the research project Managing the growing firm.
- 1986 Grant from the State of Michigan to launch The Presidents Forum at Eastern Michigan University, Ypsilanti, MI.

## UNIVERSITY TEACHING EXPERIENCE

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- Since 2010 EDHEC Business School: Courses/modules taught (Masters in Management):  
Business Analytics and Introduction to SPSS  
Business Planning  
New Venture Creation  
Corporate Governance  
Effectuation vs. Business planning in Entrepreneurship (module)  
European Family Business  
French Business in Perspective  
Growth Management  
Managing Human Capital (previously titled HRM) (including coordination of the course)  
Research Methods  
Management of Innovation  
Organization Performance
- 2008-2010 Nijenrode Business University (MBA):  
Entrepreneurship  
Research methods
- 2000-2007 Erasmus University Rotterdam M.Sc.; MBA):  
Entrepreneurship  
Business Planning  
Family Business,  
Corporate Governance,  
Quantitative Methods in Research
- 1981-2000 Eastern Michigan University: (Bachelors and MBA).  
Entrepreneurship,  
Human Resource Management  
Organization Behavior, Theory and Development (various courses)  
Strategy Capstone course
- 1979-1981 Michigan State University (B.S, Ph.D)  
Organization behavior, theory and development (various courses)  
Introduction to HRM

## PH.D. DISSERTATIONS SUPERVISED

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Berent-Braun, M. (2010). Does ownership matter? Ownership dynamics, ownership social capital and responsible ownership in private firms, Nijenrode Business University.

Teeffelen, L. van (2010). Exploring success and failure in small firm business transfers,

Nijenrode Business University.

Zhou, H. (2010). Knowledge, entrepreneurship and performance, Knowledge management in SMEs, Erasmus University Rotterdam, Faculty of Economics, September 9. (Also promoter: prof. dr. A.R. Thurik).

## **PH.D. DISSERTATION COMMITTEES/ EXAMINER**

---

Stepien, P. (2016) Essays on Informal Institutions and Entrepreneurship, University College London (Promoters: Prof., Julia Korosteleva and Prof..T. Mickiewicz).

De Maere, J. (2013). Essays on corporate governance in Belgian private firms: determinants of board and firm-level outcomes. University of Antwerp (Promoters: prof. dr. A. Jorissen; prof. dr. C.F. van der Elst).

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