



Lorraine M. Uhlaner, Ph.D.
Professor of Management
Specialities: Entrepreneurship and Family Business

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CURRENT RESEARCH INTERESTS

- 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

- 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

- 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 ARTICLES¹

Feldmann, M., Lukes, M. & Uhlaner, L.M. (2022). Disentangling Succession and Entrepreneurship Gender Gaps for Young Adults: Social Role and Family Embeddedness Considerations, *Small Business Economics*, 58(2), 997-1013. [click to download](#) full article.

Uhlaner, L.M., De Massis, A., Jorissen, A., & Du, Y. (2021), Outside Directors' presence and board service performance in SMEs: Disclosure of Firm-specific Information in Board Management Relations as Missing Link. *Human Relations*. 74(11), 1781-1819. [click to download](#). [Click to download Youtube video](#)

Karmeni, K., Uhlaner, L. and Lucianetti, L. (2021), "The novelty-centered business model: a transition mechanism between exploration and exploitation in SMEs", *Journal of Small Business and Enterprise Development*, Published on line Dec. 9, 2021. <https://doi.org/10.1108/JSBED-06-2021-0221>

Michiels, A., Arijs, D. & Uhlaner, L. (2021). Formal HRM in family SMEs: The role of family-centered goals and family governance, *Review of Managerial Science*. Published online Dec. 8, 2021. <https://doi.org/10.1007/s11846-021-00509-1>

Zhou, H., Uhlaner, L.M., & Jungst, M. (2021). Knowledge management practices and innovation: A deliberate innovation management model for SMEs, *Journal of Small Business Management*, DOI: 10.1080/00472778.2021.1888383. Published online, April 2, 2021. [click to download abstract](#). (Also available in researchgate.net). [Click to download Youtube video](#).

Hnilica, J., Uhlaner, L.M., Mache, O., Kubicek, A., Lukes, M., Jurek, M. & Stamfestova P. (2019), The role of responsible ownership and family in privately held firms with multiple owners: Preliminary findings from the Czech republic, *Central European Business Review*, 8(5), 1-17. [Click to download full article](#)

Molly, V., Uhlaner, L.M., De Massis, A., & Laveren, E. (2019), Family-oriented goals and the family firm's debt rate: The mediating effect of family board representation, *Small Business Economics*, 53(1), 269-286. [Click to download abstract](#)

Ahrens J., Uhlaner L., Woywode M. & Zybura 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 abstract](#)

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 full article](#). [Click to download Youtube video](#)

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 CHAPTERS¹

Uhlaner, L. M. (2013). 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*, 12th 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. Burrgraaf, 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 (republication 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 (FROM 2014) ¹

Machek, Ondrej, Hnilica, Jiri, Kubecik, Ales, and Lukes, Martin (2020). Bonding, Bridging and Innovativeness in Czech firms (tentative), co-authors:, XXXI ISPIM Innovation Conference, ISPIM, Berlin, Germany, 7-10, 2020.

Uhlaner, L.M, Lukes, M.Machek, O., & Hnilica, J. (2020). SME Ownership Social Capital's Role in Fostering Firm Innovativeness. Accepted to 5th International Family Business Reserach Forum (IFERA). (conference cancelled).

Canovi, M., Uhlaner, L. M., & Pradies, C., (2020). A paradox lens on how organizational identity shapes corporate entrepreneurship in family firms, 1st Virtual Family Business Research & Practice Conference, International Council for Small Business, Washington D.C., May 25-26. (Also presented at the 3rd Fundação Amélia de Mello Leadership, Paradox & Plurality Meeting, May 22. (Virtual conference, originally planned for Lisbon, Portugal).

Canovi, M., Ciravegna, L., Uhlaner, L. M., & Rattalino, F.(2019). Identity activation: how family owners' social and personal identities shape corporate entrepreneurship in family firms. 4th International Family Business Research Forum, Monaco, 4-5 April.

Feldman, M., Lukes, M., & Uhlaner, L.M. (2018). Entrepreneurial career choices of youth from enterprising families: Successor versus founder. Academy of Management, Chicago, August 10-14. (Earlier version presented at EURAM, 2018, Reykjavik, June 18-22.)

Michiels, A., Arijs, D. & Uhlaner, L. (2018). Formal HRM practices in family firms: Through the lens of family-centered noneconomic goals and family governance. International Family Enterprise Academy (IFERA), Zwolle, July 3-6.

Du, Y., Jorissen, A., & Uhlaner, L.M. (2018). Outside Director and the Disclosure of Firm-Specific Information to the Board of Directors in Privately Held Firms. International Family Enterprise Academy (IFERA), Zwolle, July 3-6. (Best paper in Practice Award).

Du, Y., Jorissen, A., & Uhlaner, L.M. (2018). Consequences of Disclosure of Firm-Specific Information to the Board of Directors in Privately Held Firms, EURAM, Reykjavik, June 18-22.

Uhlaner, L.M., Berent-Braun, M. M. & Campopiano, G. (2018). SME engagement in environmentally friendly practices: A willingness-ability paradigm. Academy of Management, Chicago, August 10-14. (Earlier version presented at EURAM, 2018, Reykjavik, June 18-22.)

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., & 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. (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, Kozminki 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, Kozminki 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, 10th

Workshop of Family Firm Management, EIASM, Bergamo, Italy, May 23-24.

KEYNOTE ADDRESSES, INVITED TALKS, NONACADEMIC RELEASES (FROM 2014)¹

- 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, 75th Meeting, Vancouver, British Columbia, Canada, August 8-11.
- Discussant, Nurturing Scholars New to Family Entrepreneurship: Professional Development Workshop, Academy of Management, 75th Meeting, Vancouver, British Columbia, Canada, August 8-11.
- Responsible Ownership in the Family Firm, EDHEC Business School, Family Business Centre, Paris, France, Presentation, May 20.
- What lies within the responsible owner, Tharawat Magazine, May/July, Issue #26, pp. 58-61.
- 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.
- Press release Staff of the Economic Voice, New research outlines the ingredients for a successful 'Big Society' The Economic Voice, Sunday, Nov. 22.

BOARD MEMBERSHIPS AND PROFESSIONAL SERVICE (SINCE 2014)¹

- 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).
 - Member, Scientific Committee, Family Business Research Special Interest Group (SIG), of European Academy of Management (EURAM).
 - Member, Conference Committee, European Conference on Innovation and Entrepreneurship. (since 2010).
- 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
- 2006-2016 Senior Advisor and member, International Network for Psychology of Entrepreneurship Research and Education (INPERE) www.inpere.org.
- 2013-2016 Member, Academic Advisory Board, European Forum for Entrepreneurship Research (EFER), Brussels

CURRENT PROFESSIONAL AFFILIATIONS

- 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)
- Entrepreneurial Research Society, Founding Scholar

PROFESSIONAL HONORS AND AWARDS (SINCE 2010)¹

- 2019 Best paper award (authored with Canovi, M., Ciravegna, L. & Rattalino, F.). Identity activation: how family owners' social and personal identities shape corporate entrepreneurship in family firms. 4th International Family Business Research Forum, 4-5 April, 2019, Monaco.
- Albert Page Award, from the Product Development and Management Association, given for Outstanding Professional Contribution, for the following paper: 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. (See above).
- 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.
Family Firm Institute, London, UK. Advanced Certificate in Family Advising.
- 2016 Best inspirational paper award (authored with Jan-Philipp Ahrens, Michael Woywode, and Jan Zybur), 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, 7th Workshop on Family Firms Management Research, Witten, May 27-29.
- 2011 Honorable Mention, Best Paper, 11th Annual IFERA World Family Business Research Conference, Palermo, June 28-1 July.

RESEARCH GRANTS / EXTERNAL FUNDING (FROM 2014)¹

- 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.

UNIVERSITY TEACHING EXPERIENCE (SINCE 2000)¹

- Current EDHEC Business School: Courses/modules taught within the last year (Masters in Management):
Innovation Management
Organization Performance
Managing Human Capital (previously titled Human Resource Management) (course coordinator)
- 2010-17 EDHEC Business School: Courses/modules previously 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
Research Methods

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

PH.D. DISSERTATIONS SUPERVISED

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

Rossano-Rivera, S. (2018). Entrepreneurial behaviour of academics within the context of educations, Vrije Universiteit Amsterdam. (Promoters: Prof. Peter van der Sijde and Prof. Thomas Baaken).

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).

Matser, I. (2012). Strategic resources and family firm performance. University of Utrecht. (Promoters: prof. dr. A. Buijs and prof. dr. R.H. Flören).

Michiels, A. (2012). Essays on executive compensation and dividend policy in privately-held family firms. Universiteit Hasselt, (Promotor: Prof. dr. W. Voordeckers; Co-promotor: prof. dr. N. Lybaert).

Molly, V. (2009). The heterogeneity of the family business: Goal orientation, intergenerational differences and succession, University of Antwerp. (Promotor: prof. dr. E.

Laveren).

¹Earlier work, including that under previous legal and professional name of Lorraine Uhlaner Hendrickson (1980-1999), available upon request.