

Alexander S. Kier

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Management, Information Systems, and Entrepreneurship
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EDUCATION

PhD	Indiana University, Kelley School of Business <i>Entrepreneurship and Strategic Management</i>	2016
Master of Business	Indiana University, Kelley School of Business <i>Entrepreneurship and Strategic Management</i>	2014
Master of Accounting	The University of Arizona, Eller College of Management <i>Audit</i>	2009
Bachelor of Science in Business Administration	The University of Arizona, Eller College of Management <i>Accounting – Magna Cum Laude with Honors</i>	2008

ACADEMIC POSITIONS

Assistant Professor of Entrepreneurship	Washington State University Vancouver, Carson College of Business	2017 – Present
Visiting Assistant Professor	Indiana University, Kelley School of Business	2016 – 2017
Associate Instructor	Indiana University, Kelley School of Business	2012 – 2016

RESEARCH

Refereed Journal Publications

Warnick, B. J., Kier, A. S., LaFrance, E. M., & Cuttler, C. 2021. Head in the clouds? Cannabis users' creativity in new venture ideation depends on their entrepreneurial passion and experience. *Journal of Business Venturing*, 36(2): 106088.
– *Featured in U.S. News & World Report*

Stevenson, R. M., Kier, A. S., & Taylor, S. G. 2021. Do policy makers take grants for granted? The efficacy of public sponsorship for innovative entrepreneurship. *Strategic Entrepreneurship Journal*, 15: 231-253.

Kier, A. S., & McMullen, J. S. 2020. Entrepreneurial imaginativeness and new venture ideation in newly forming teams. *Journal of Business Venturing*, 35(6): 106048.

Kier, A. S., & McMullen, J. S. 2018. Entrepreneurial imaginativeness in new venture ideation. *Academy of Management Journal*, 61(6): 2265-2295.
– *Featured in Forbes, Money Inc., and HR People and Strategy*

- McMullen, J. S., & Kier, A. S. 2017. You don't have to be an entrepreneur to be entrepreneurial: The unique role of imaginativeness in new venture ideation. *Business Horizons*, 60(4): 455-462.
– *Business Horizons Best Article Award 2017 Finalist*
- McMullen, J. S., & Kier, A. S. 2016. Trapped by the entrepreneurial mindset: Opportunity seeking and escalation of commitment in the Mount Everest disaster. *Journal of Business Venturing*, 31(6): 663-686.
- McMullen, J. S., Wood, M. S., & Kier, A. S. 2016. An embedded agency approach to entrepreneurship public policy: Managerial position and politics in new venture location decisions. *Academy of Management Perspectives*, 30(3): 222-246.
- Wood, M. S., McMullen, J. S., & Kier, A. S. 2016. Bringing in the buyers: Leveraging entrepreneurs' and executives' venture location decisions. *Baylor University Keller Center Research Report*, 9(3).

Select Working Papers

- Kier, A. S., McMullen, J. S., & Kuratko, D. F. [Title redacted for review process]. Revise and Resubmit at *Entrepreneurship Theory and Practice*.
- Kier, A. S., McMullen, J. S., & Ingram, K. [Title redacted for review process]. *Journal of Business Venturing*.
- Lahiri, A., Krishnan, N. K., Kier, A. S., Pal, J., & Johri, A. [Title redacted for review process]. *Academy of Management Perspectives*.
- Srivastava, S., & Kier, A. S. How imaginativeness affects venture innovativeness: The moderating role of knowledge depth & breadth. Manuscript in data gathering phase. Target is *Academy of Management Journal*.
- McMullen, J. S., & Kier, A. S. Perceived organizational dynamics and the regulatory focus of entrepreneurial behavior. Manuscript in data gathering phase. Target is *Strategic Management Journal*.
- Kier, A. S., & Warnick, B. J. It is what it is: Mindfulness and entrepreneurs' performance aspirations. Manuscript in data gathering phase. Target is *Journal of Business Venturing*.

Best Paper Conference Proceedings

- McMullen, J. S., Ingram, K., & Kier, A. S. 2020. Values, empathy, and entrepreneurship: Are social entrepreneurs different? Forthcoming in *Frontiers of Entrepreneurship Research*.
- Kier, A. S., & McMullen, J. S. 2019. Idea quality of new venture teams: Configural effects of entrepreneurial imaginativeness, demographic diversity, and startup experience. Forthcoming in *Frontiers of Entrepreneurship Research*.
- Kier, A. S., & McMullen, J. S. 2017. Imagining new venture ideas: Development and validation of the imaginativeness scale. *Frontiers of Entrepreneurship Research*: Vol. 37: Iss. 3, Article 2.

Kier, A. S., McMullen, J. S., & Kuratko, D. F. 2015. Persist or abandon? The influence of social pressure and regulatory focus on entrepreneurial escalation of commitment. *Frontiers of Entrepreneurship Research*: Vol. 35: Iss. 4, Article 2.

Kier, A. S., McMullen, J. S., & Kuratko, D. F. 2014. Trapped by the entrepreneurial mindset? An examination of regulatory focus and escalation of commitment in entrepreneurial action. *Frontiers of Entrepreneurship Research*: Vol. 34: Iss. 5, Article 3.

Refereed Conference Presentations

Lahiri, A., Krishnan, N. K., Kier, A. S., Pal, J., & Johri, A. 2021. Building resilience following a policy shock: Evidence from India's demonetization. *The Annual Meetings of the Academy of Management*, Virtual.

Warnick, B. J., Kier, A. S., LaFrance, E. M., & Cuttler, C. 2021. Head in the clouds? Cannabis users' creativity in new venture ideation depends on their entrepreneurial passion and experience. *Babson College Entrepreneurship Research Conference*, Virtual.

Lahiri, A., Krishnan, N. K., Kier, A. S., Pal, J., & Johri, A. 2021. Building resilience following a policy shock: Evidence from India's demonetization. *Babson College Entrepreneurship Research Conference*, Virtual.

McMullen, J. S., Ingram, K., & Kier, A. S. 2020. Other regarding preferences in social entrepreneurship: The role of values and empathy. *The Annual Meetings of the Academy of Management*, Virtual.

Stevenson, R. M., Kier, A. S., & Taylor, S. G. 2020. Do policy makers take grants for granted? The efficacy of public sponsorship for innovative entrepreneurship. *The Annual Meetings of the Academy of Management*, Virtual.

McMullen, J. S., Ingram, K., & Kier, A. S. 2020. Does empathy mediate or moderate the relations between values and social entrepreneurship? *Babson College Entrepreneurship Research Conference*, Knoxville, Tennessee. Conference cancelled due to Coronavirus.

Warnick, B. J., Kier, A. S., LaFrance, E. M., & Cuttler, C. 2020. Head in the clouds? The influence of cannabis use and passion for inventing on new venture ideation. *Babson College Entrepreneurship Research Conference*, Knoxville, Tennessee. Conference cancelled due to Coronavirus.

McMullen, J. S., Ingram, K., & Kier, A. S. 2019. Other regarding preferences in social entrepreneurship: The role of values and empathy across founders and managers of B-Corps and commercial businesses. *The 16th Annual Social Entrepreneurship Conference*, Bloomington, Indiana.

Kier, A. S., McMullen, J. S., & Kuratko, D. F. 2019. Escalation of commitment in entrepreneurial action: Relying on your own or others' judgement. *The Annual Meetings of the Academy of Management*, Boston, Massachusetts.

Kier, A. S., & McMullen, J. S. 2019. Idea quality of new venture teams: Configural effects of entrepreneurial imaginativeness, demographic diversity, and startup experience. *Babson College Entrepreneurship Research Conference*, Babson Park, Massachusetts.

- Kier, A. S., & McMullen, J. S. 2018. Entrepreneurial imaginativeness within new venture teams: A key to startup performance. *The Annual Meetings of the Academy of Management*, Chicago, Illinois.
- Kier, A. S., & McMullen, J. S. 2017. Imagining new venture ideas: Development and validation of the imaginativeness scale. *Babson College Entrepreneurship Research Conference*, Norman, Oklahoma.
- Kier, A. S. 2016. Imagination in new venture ideation. *The Annual Meetings of the Academy of Management*, Anaheim, California.
- Kier, A. S. 2016. Measuring imagination in new venture ideation. *The Annual Meetings of the Academy of Management*, Anaheim, California.
- McMullen, J. S., Wood, M. S., & Kier, A. S. 2016. An embedded agency approach to entrepreneurship public policy. *The Annual Meetings of the Academy of Management*, Anaheim, California.
- Clark, D., & Kier, A. S. 2015. Strategic intent 25 years later: Still the essence of winning? *The Annual Meetings of the Academy of Management*, Vancouver, British Columbia, Canada.
- Kier, A. S., McMullen, J. S., & Kuratko, D. F. 2015. Persist or abandon? The influence of social pressure and regulatory focus on entrepreneurial escalation of commitment. *Babson College Entrepreneurship Research Conference*, Babson Park, Massachusetts.
- McMullen, J. S., & Kier, A. S. 2014. Perceived organizational dynamics and the regulatory focus of entrepreneurial behavior. *The Annual Meetings of the Academy of Management*, Philadelphia, Pennsylvania.
- Kier, A. S., McMullen, J. S., & Kuratko, D. F. 2014. Trapped by the entrepreneurial mindset? An examination of regulatory focus and escalation of commitment in entrepreneurial action. *Babson College Entrepreneurship Research Conference*, London, Ontario, Canada.

ACADEMIC SERVICE

Editorial Review Board

<i>Journal of Business Venturing</i>	2020 – Present
<i>Academy of Management Perspectives</i>	2018 – Present

Ad-Hoc Reviewer:

Strategic Entrepreneurship Journal
Journal of Business Venturing Insights
Journal of Management Studies
Small Business Economics

Conference Reviewer:

Academy of Management Annual Meeting: Entrepreneurship Division	2014 – Present
Babson College Entrepreneurship Research Conference	2015

Ph.D. Student Mentorship

Doctoral Consortium Mentor - Academy of Management, Entrepreneurship Division	2021
Dissertation Committee Member - Gurdeep Singh Raina, WSU	2019 – Present
Dissertation Committee Member - Smita Srivastava, WSU	2019 – 2020

Building a Community of Equity Certification

2020 – 2021

Certified to encourage racial equity, diversity, inclusion, and justice throughout the campus community and across university policies, processes, and practices.

Invited Presentations

Kier, A. S. 2021. Pulling the plug on failing projects: Interpersonal influence and motivational (mis)alignment in entrepreneurial persistence. Presented to Entrepreneurship Department at *IE Business School*, Madrid, Spain.

Warnick, B. J., & Kier, A. S. 2021. Head in the clouds? Cannabis users' creativity in new venture ideation depends on their entrepreneurial passion and experience. Presented on Creative Distillation Research Podcast, *Leeds School of Business, University of Colorado Boulder*.

Kier, A. S. 2021. The role of performance in entrepreneurial imagination inside and outside the university. Presented to Performance and Business Research Working Group, *Calgary Institute for the Humanities, University of Calgary*.

Kier, A. S. 2020. Managerial and organizational cognition: Sharing expertise on hot topics. Presented to *The Annual Meetings of the Academy of Management Professional Development Workshop*, British Columbia, Canada. Cancelled due to Coronavirus.

Kier, A. S. 2018 & 2019. Design thinking and escalation of commitment. Presented to WSU Entrepreneurship Skills and Knowledge Accelerator, *Washington State University*.

Kier, A. S. 2018. You don't have to be an entrepreneur to be entrepreneurial. Presented to *JBN Professional Business Network*, Vancouver WA.

Kier, A. S. 2016. Generating new business ideas: Empathy and customer focused design. Presented to Collegiate Entrepreneurs Organization, *Kelley School of Business, Indiana University*.

TEACHING EXPERIENCE

Launching New Ventures (ENTRP 486)	Washington State University
New Venture Planning (ENTRP 485)	Washington State University
Small Business Strategy and Planning (ENTRP 492)	Washington State University
Strategic Management (J375)	Indiana University
Analysis of Business Decisions (J411)	Indiana University
Advanced Case Analysis & Effective Consulting Presentations (J420)	Indiana University
Explore Entrepreneurship (W212)	Indiana University

AWARDS, HONORS, GRANTS

Nominee: Emerging Scholars Award - Entrepreneurship Division (AOM)	2021
Nominee: Outstanding Faculty Research Award - Carson College of Business (WSU)	2021
Washington State University Vancouver Research Mini Grant (\$5,000)	2018

Business Horizons Best Article Award 2017 Finalist	2017
Doctoral Program Research Productivity Fellowship (\$2,000)	2016
John & Esther Reese Research Grant (\$3,000)	2015
Hegarty Research Grant (\$1,000)	2015
Nominee: Indiana University Associate Instructor Teaching Award	2015
Center for Business of Life Sciences Research Grant (\$1,500)	2013
John & Esther Reese Doctoral Entrepreneurship Research Fellowship (\$2,000)	2012 – 2016
Doctoral Fellowship (\$1,300)	2012 – 2016
Dean’s Fellowship for Doctoral Studies (\$4,000)	2012

SELECT PROFESSIONAL EXPERIENCE

Certified Public Accountant (CPA) State of Washington	2018 – 2020
Certified Public Accountant (CPA) State of Arizona	2010 – 2020
Certified Fraud Examiner (CFE) Association of Certified Fraud Examiners	2011 – 2020
Forensic Accounting and Investigative Services Associate Grant Thornton, Phoenix, AZ	2010 – 2012
Assurance Associate PricewaterhouseCoopers, Phoenix, AZ	2009 – 2010
Teaching Assistant, Financial Accounting The University of Arizona, Eller College of Management, Tucson, AZ	2008 – 2009
Forensic Accounting and Litigation Consulting Intern FTI Consulting, Inc., Phoenix, AZ	Summer 2008
Alternative Investment Assurance Intern PricewaterhouseCoopers, New York, NY	Summer 2007

Select Media Coverage

- “Does getting high give you great business ideas? Yes and no, new study finds” by Dennis Thompson, *U.S. News & World Report*, February 4, 2021.
- “Identifying and developing the three types of entrepreneurial imaginativeness” *Money Inc.*, April 9, 2019.
- “Three types of imaginativeness important in entrepreneurship” by Dinah Wisenberg Brin, *Forbes*, September 23, 2018.
- “Leadership and the creative act of imagining novel strategy” by Bradley Winn, *HR People and Strategy Journal*, Summer 2018.