

# Emily Neubert

Area of Management  
Rawls College of Business, Texas Tech University  
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## ACADEMIC APPOINTMENTS

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<b>Assistant Professor of Management</b> Rawls College of Business Texas Tech University	2022-present
<b>Associate Instructor / Research Assistant</b> Kelley School of Business Indiana University	2017-2022

## EDUCATION

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<b>Doctor of Philosophy in Business</b> Kelley School of Business, Indiana University Concentration: Entrepreneurship Individualized Minor: Research Methods and Theories for Entrepreneurship Strategy Dissertation: <i>Three Essays on Entrepreneurial Decision Making and Financial Resource Acquisition</i> Committee: Dr. Greg Fisher (co-chair), Dr. Don Kuratko (co-chair), Dr. Jeff McMullen, Dr. Regan Stevenson, and Dr. David Audretsch	2022
<b>Master of Science in Economics</b> Texas A&M University, College Station Concentration: Financial Economics Capstone Paper: <i>Do Economic Freedoms Influence Entrepreneurship Rates?</i>	2015
<b>Bachelor of Business Administration</b> Texas A&M University, College Station Majors: Business Honors and Management of Information Systems	2014

## RESEARCH

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### Publications

Fisher, G., & Neubert, E. (2022). Evaluating ventures fast and slow: Sensemaking, intuition, and rationalization in entrepreneurial resource provision decisions. *Entrepreneurship Theory & Practice*. doi:10.1177/10422587221093291

Kuratko, D. F., Burnell, D., Stevenson, R., Neubert, E., & Fisher, G. (2022). Enacting entrepreneurial hustle. *Business Horizons*.

Fisher, G., **Neubert, E.**, & Burnell, D. (2021). Resourcefulness narratives: Transforming actions into stories to mobilize support. *Journal of Business Venturing*, 36(4), 106122.

Ryu, J., **Neubert, E.**, & Gonzalez-Mulé, E. (2021). Putting the team in the driver's seat: A meta-analysis on the what, why, and when of team autonomy's impact on team effectiveness. *Personnel Psychology*.

Fisher, G., Stevenson, R., **Neubert, E.**, Burnell, D., & Kuratko, D. F. (2020). Entrepreneurial hustle: Navigating uncertainty and enrolling venture stakeholders through urgent and unorthodox action. *Journal of Management Studies*, 57(5), 1002-1036.

Kuratko, D. F., **Neubert, E.**, & Marvel, M. R. (2020). Insights on the mentorship and coachability of entrepreneurs. *Business Horizons*, 64(2), 199-209.

Kuratko, D. F., Holt, H. L., & **Neubert, E.** (2020). Blitzscaling: The good, the bad, and the ugly. *Business Horizons*, 63(1), 109-119.

Josefy, M., Fisher, G., Bakker, R., & **Neubert, E.** (2018). Venturing into the muck: Cooperative and competitive dynamics in the emergent "mud run" category. *Frontiers of Entrepreneurship Research*.

### **Book Chapters**

Kuratko, D. F., & **Neubert, E.** (2018). Corporate entrepreneurial leadership: Addressing critical challenges in a disruptive age. In *The Challenges of Corporate Entrepreneurship in the Disruptive Age* (pp. 89-109). Emerald Publishing Limited.

### **Articles Invited for Resubmission or Under Review**

Burnell, D., **Neubert, E.**, & Fisher, G. (Under 2<sup>nd</sup> round review at Business Horizons). Venture Tales: Practical Storytelling Strategies Underpinning Entrepreneurial Narratives.

### **Conference Presentations**

Marvel, M., Wolfe, M., Kuratko, D. F., Bacq, S., & **Neubert, E.** (2021). Women technology entrepreneurs and grit: How learning perseverance impacts innovation commercialization. Babson College Entrepreneurship Research Conference.

**Neubert, E.**, & Marvel, M. (2020). Behind the curtain of coachability: An examination of the moderating effect of gender. Accepted for presentation at 2020 Babson College Entrepreneurship Research Conference, Knoxville, TN. *Conference canceled due to Coronavirus*.

**Neubert, E.**, Burnell, D., & Stevenson, R. (2020). Adaptive entrepreneurial action: Current thinking and future research directions. Academy of Management Conference. *Selected as a showcase symposium by the Entrepreneurship Division and co-sponsored by the Organizational Behavior and Organization and Management Theory Divisions*.

Fisher, G., **Neubert, E.**, & Burnell, D. (2020). Resourcefulness narratives: Entrepreneurial storytelling to get more for less. Academy of Management Conference.

Ryu, J., **Neubert, E.**, & Gonzalez-Mulé, E. (2020). Putting the team in the driver's seat: A meta-analysis on team autonomy and team effectiveness. Academy of Management Conference.

**Neubert, E.** (2019). The role of a top management team's collective regulatory focus in advancing corporate innovation and achieving a sustainable competitive advantage. Academy of Management Conference.

**Neubert, E.** (2019). The influence of individual legitimacy-building factors and gender on funding in accelerators. Academy of Management Conference.

Josefy, M., Fisher, G., Bakker, R., & **Neubert, E.** (2018). Venturing into the muck: Cooperative and competitive dynamics in the emergent "mud run" category. Babson College Entrepreneurship Research Conference.

### Select Working Papers

**Neubert, E.** [Dissertation paper 1 – The impact of relational ties on entrepreneurial decision making prior to and after resource acquisition]. Target: Academy of Management Review.

**Neubert, E.** [Dissertation paper 2 – Entrepreneurs' evaluation of potential investors during resource mobilization]. Target: Journal of Business Venturing.

**Neubert, E.**, Fisher, G., Kuratko, D. F., & Stevenson, R. [Dissertation paper 3 – Funding source bias: Examining the impact of funding sources on entrepreneurial decision making]. Target: Personnel Psychology.

Marvel, M., Wolfe, M., Kuratko, D. F., Bacq, S., & **Neubert, E.** [Women technology entrepreneurs and grit]. Target: Entrepreneurship Theory & Practice.

\*Burnell, D., & \***Neubert, E.**, Stevenson, R., Kuratko, D., & Fisher, G. [Entrepreneurial hustle scale development]. Target: Academy of Management Journal.

*\*co-first authors*

Bradley, B., Whitney, J., Busenitz, L., & **Neubert, E.** [Review of new venture team conflict literature]. Targets: Journal of Business Venturing or Strategic Entrepreneurship Journal.

### TEACHING

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#### **BUS W-212 "Explore Entrepreneurship", Indiana University**

Section 5068 (6.2/7 rating\*) – in person transitioned to online

Spring 2020

Section 4760 (6.6/7 rating) – online (synchronous)

Spring 2021

*\*No formal teaching evaluations due to Covid; collected anonymously via Qualtrics survey*

## PROFESSIONAL & SERVICE ACTIVITIES

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### Reviewer

Academy of Management Review (ad hoc)	2022-present
Journal of Small Business Management (ad hoc)	2022-present
Business Horizons (ad hoc)	2020-present
Journal of Business Venturing (ad hoc)	2019-present
Academy of Management Annual Meeting, Entrepreneurship Division	2019-present

### Officer

Doctoral Student Association, Kelley School of Business	2019-2021
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### Student Representative

Doctoral Policy Committee, Kelley School of Business	2020-2021
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### Judge

CEWiT Research Hackathon Judge, Indiana University	2019
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### Mentor

Virtual Idea Blitz, Indiana University	2020
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### Doctoral Consortium Participant

Academy of Management, Entrepreneurship Division	2019
Babson College Entrepreneurship Research Conference	2021

## PROFESSIONAL AFFILIATIONS

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### Member, Academy of Management

Divisions: Entrepreneurship, Research Methods	2018-present
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## WORK EXPERIENCE

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### Alvarez & Marsal

2016-2017

Analyst, Corporate Performance Improvement

### PricewaterhouseCoopers

2015

Advisory Intern

### Anadarko Petroleum Corporation

2013

ITS Intern

## HONORS & AWARDS

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Associate Instructor Award, Kelley School of Business	2022
Dalton Publication Award, Kelley School of Business	2021
P.E.O. Scholar Award Nominee, Kelley School of Business	2020
Doctoral Student Research Productivity Award, Kelley School of Business	2019
Dean's Fellowship for Doctoral Studies	2016
NCAA Elite 89 Recipient	2015
NCAA Honorable Mention All-American	2015
Texas A&M Bill Erwin Scholar Athlete of the Year	2015
Phi Kappa Phi National Honor Society	inducted 2014