

Alexander S. Kier, PhD, CPA, CFE1309 E. Tenth Street
Bloomington, IN 47405Management and Entrepreneurship Department
Kelley School of Business, Indiana Universityaskier@indiana.edu
Phone: (610) 248 - 7825**EDUCATION**

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

ACADEMIC POSITIONS

Visiting Assistant Professor	Indiana University, Kelley School of Business <i>Management and Entrepreneurship Department</i>	As of Aug 1, 2016
Associate Instructor	Indiana University, Kelley School of Business <i>Management and Entrepreneurship Department</i>	2012 – 2016

RESEARCH

Dissertation**Title:** Imagination in New Venture Ideation: Theoretical Foundations and Scale Validation**Summary:** Multimethod analysis (theoretical, experimental, field) of the role of imagination in the generation of new venture ideas. After explaining how imagination fits into a broader model of new venture ideation, I empirically develop and validate a scale of imagination using a series of samples (e.g., subject matter experts, employees, entrepreneurs) to establish convergent, discriminant, and criterion-related validity. I then use my newly validated instrument to determine the impact of imagination at both the individual and team level on a series of performance variables such as ideation ability and entrepreneurs' success in venture competitions that have real financial outcomes.**Committee:** Jeffery S. McMullen (*Chair*), Donald F. Kuratko, Dean A. Shepherd, Chris M. Berry**Dissertation Defense:** May 24, 2016**Publications**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. Forthcoming in *Academy of Management Perspectives*.Wood, M. S., McMullen, J. S., & Kier, A. S. 2016. Bringing in the buyers: Leveraging entrepreneurs' and executives' venture location decisions. Forthcoming in *Baylor University Keller Center Research Report*.

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. Forthcoming in *Frontiers of Entrepreneurship Research*.

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.

Manuscripts Under Review

McMullen, J. S., & Kier, A. S. Trapped by the entrepreneurial mindset: How, when, and why opportunity seeking encourages escalation of commitment. 2nd Revise and resubmit at *Journal of Business Venturing*.

Kier, A. S., & McMullen, J. S. Imagining new venture ideas: Development and validation of the imaginativeness scale. Under review at *Journal of Applied Psychology*. Dissertation paper.

Kier, A. S., McMullen, J. S., Corbett, A. C., & Dimov, D. Entrepreneurial ideation: Taking stock of what we know about how ideas are generated, pitched, and developed. Proposal under review at *Journal of Management*.

Clark, D. R., & Kier, A. S. Revisiting strategic intent: Still the essence of winning? Under review at *Strategic Management Journal*.

Select Working Papers

Kier, A. S., & McMullen, J. S. Bringing clarity to the fuzzy front end of entrepreneurship: Imagination in the ideation process. Preparing for submission to *Academy of Management Review*. Dissertation paper.

Kier, A. S., & McMullen, J. S. Imaginativeness diversity within new venture teams: A key to startup performance. Preparing for submission to *Journal of Business Venturing*. Dissertation paper.

Kier, A. S., McMullen, J. S., & Kuratko, D. F. Accelerators and decelerators of escalation of commitment: A study of top line, middle line, and front line strategic resource allocation decisions. Preparing for submission to *Academy of Management Journal*.

McMullen, J. S., Wood, M. S. & Kier, A. S. Executive values, regulatory environment, and the location of new ventures: Do hybrid entrepreneurs make decisions differently than CEOs of traditional businesses? Manuscript in data analysis phase. Target is *Academy of Management Journal*.

Refereed Conference Presentations

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*, Boston, 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.

TEACHING EXPERIENCE

Courses Taught at Indiana University	Semester	Enrollment	Dean's Eight Rating
Explore Entrepreneurship (W 212) <i>Undergraduate entrepreneurship course</i>	Fall 2013	42	6.07/7
Explore Entrepreneurship (W 212) <i>Undergraduate entrepreneurship course</i>	Spring 2014	34	6.45/7
Analysis of Business Decisions (J411) <i>400 level strategy course</i>	Fall 2014	29	6.42/7
Advanced Case Analysis & Effective Consulting Presentations (J420) <i>400 level strategy course</i>	Fall 2014	28	6.16/7
Analysis of Business Decisions (J411) <i>400 level strategy course</i>	Spring 2015	30	6.63/7
Advanced Case Analysis & Effective Consulting Presentations (J420) <i>400 level strategy course</i>	Spring 2015	31	6.51/7
Strategic Management (J375) <i>300 level strategy course</i>	Fall 2016	110 (2 sections of 55)	TBD

Courses Taught at University of Arizona	Semester	Enrollment
Introduction to Financial Accounting (Acct 200) – T/A <i>Taught 4 classes of 25 students each week</i>	Fall 2008	100 (4 sections of 25)
Introduction to Financial Accounting (Acct 200) – T/A <i>Taught 4 classes of 25 students each week</i>	Spring 2009	100 (4 sections of 25)

ACADEMIC SERVICE

Academic Reviewer

Academy of Management Annual Meeting: Entrepreneurship Division	2014 - 2016
Babson College Entrepreneurship Research Conference	2015
Small Business Economics: Special Issue on Corporate Entrepreneurship	2014
Journal of Management Studies: Special Issue on Accounting for Stakeholders	2013

Invited Speaker

Collegiate Entrepreneurs Organization	2016
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SELECT PROFESSIONAL EXPERIENCE

Certified Public Accountant (CPA) State of Arizona	2010 - Present
Certified Fraud Examiner (CFE) Association of Certified Fraud Examiners	2011 - Present
Associate Instructor Indiana University, Kelley School of Business, Bloomington, IN	2012 - 2016
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

AWARDS, HONORS, GRANTS

Doctoral Program Research Productivity Fellowship (\$2,000)	2016
John & Esther Reese Research Grant (\$3,000)	2015
Hegarty Research Grant (\$1,000)	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
Nominee: Associate Instructor Teaching Award	2015
Doctoral Consortium Participant	
Sustainability, Ethics, and Entrepreneurship Conference	2015 - 2016
Babson College Entrepreneurship Research Conference	2015
Academy of Management Annual Meeting - Entrepreneurship Division	2014
West Coast Research Symposium on Technology Entrepreneurship	2014
Academy of Management Annual Meeting - New Doctoral Student Consortium	2012

REFERENCES

Jeffery S. McMullen, PhD, MBA, CPA

Dale M. Coleman Chair of Management
Professor of Entrepreneurship
Editor, *Business Horizons*
Associate Editor, *Journal of Business Venturing*
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Donald F. Kuratko, PhD

The Jack M. Gill Distinguished Chair of Entrepreneurship
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Dean A. Shepherd, PhD

The David H. Jacobs Chair in Strategic Entrepreneurship
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