**Blake Mathias, Ph.D.**

Indiana University bdmathia@iu.edu

Kelley school of business 217.240.0203

Department of Management & entrepreneurship

1309 E. 10th St., HH 3100

Bloomington, IN 47405

**Academic Experience**

***Assistant Professor of Entrepreneurship*** July 2018-Present

Kelley School of Business

Department of Management & Entrepreneurship

**Indiana University,** Bloomington, IN

***Assistant Professor of Strategy & Entrepreneurship*** January 2015-June 2018

E. J. Ourso College of Business

Stephenson Department of Entrepreneurship & Information Systems

**Louisiana State University,** Baton Rouge, LA

**Education**

**Ph.D. Organizations & Strategy, University of Tennessee** December 2014

**Dissertation Title:** *Wearing many hats: Role identity and entrepreneurship over time*

**Committee:** Dr. Anne Smith (Chair)

 Dr. David Williams

 Dr. Annette Ranft

 Dr. Lowell Gaertner

**B.A. in Finance & Communications, University of Illinois** May 2006

Graduated in the James Scholar Honors Program (25 research/honors hours)

**Research**

**Refereed Journal Publications:**

**Mathias, B.**, Huyghe, A., & Williams, D. 2020. Selling your soul to the devil? The importance

of independent ownership to identity distinctiveness for oppositional categories. *Strategic Management Journal*, doi:10.1002/smj.3180*.*

**Mathias, B.**, Huyghe, A., Frid, C., & Galloway, T. 2018. Paying it forward: An identity

perspective on coopetition in the craft beer industry. *Strategic Management Journal*, 39(12): 3086-3115.

**Mathias, B.**, McKenny, A., & Crook, R. 2018. Managing the tensions between exploration and

 exploitation: The role of time. *Strategic Entrepreneurship Journal*, 12(3): 316-334.

**Mathias, B.** & Williams, D. 2018. Giving up the hats? Entrepreneurs’ role transitions and venture growth. *Journal of Business Venturing*, 33(3): 261-277.

**Mathias, B.**, Solomon, S., Madison, K. 2017. After the harvest: A stewardship perspective on

 entrepreneurship and philanthropy. *Journal of Business Venturing*, 32(4): 385-404.

**Mathias, B**. & Williams, D. 2017.The impact of role identities on entrepreneurs’

evaluation and selection of opportunities. *Journal of Management*, 43(3): 892-918.

**Mathias, B.** & Smith, A. 2016. Autobiographies in organizational research: Using leaders’

life stories in a triangulated research design. *Organizational Research Methods*, 19

(2): 204-230*.*

Rousseau, M., **Mathias, B.**, Madden, L., & Crook, R. 2016. Innovation, firm performance, and

appropriation: A meta-analysis. *International Journal of Innovation Management*, 20(3): 1-29*.*

**Mathias, B**., Williams, D., & Smith, A. 2015. Entrepreneurial inception: The role of imprinting

in entrepreneurial action. *Journal of Business Venturing*,30(1): 11-28.

**Mathias, B.**, Lux, S., Crook, R., Autry, C., & Zaretzki, R. 2015. Competing against the

unknown: The impact of enabling and constraining institutions on the informal economy. *Journal of Business Ethics*, 127(2): 251-264.

Madden, L., **Mathias, B.**, & Madden, T. 2015. In good company: The impact of perceived

organizational support and positive relationships at work on turnover intentions. *Management Research Review*, 38(3): 242-263.

**Other Publications:**

Solomon, S. & **Mathias, B.** 2018.Crafted in America: From culture to profession. In E. Bell, S.

 Taylor, & M. L. Toraldo, *The organization of craft work: Identities, meanings and materialities*, Routledge: UK.

**Mathias, B.** 2017.Entrepreneurial identity and motivation. In T. Duening & M. Metzger (Eds), *Entrepreneurial identity: The process of becoming an entrepreneur,* (pp. 83-102), Edward Elgar: UK.

**Mathias, B.** 2014. Exploration, exploitation, ambidexterity, and firm performance: A meta-

analysis. In T. Amburgey, U. Stettner, and B. Aharonson (Eds), *Technology, innovation, entrepreneurship, and competitive strategy: Exploration and exploitation in early-stage ventures and SMEs,* Volume 14*,* (pp. 289-314), Emerald: UK.

**Refereed Conference Proceedings:**

Birton, C., Bendickson, J., Solomon, S., & **Mathias, B.** 2019. The role of institutional decline in

entrepreneurial action. In A. Zacharakis et al. (Eds), *Frontiers of Entrepreneurship Research*.

Solomon, S. & **Mathias, B.** 2018. Hell no, we won’t grow…or will we? Artisan entrepreneurship and venture growth. In A. Zacharakis et al. (Eds), *Frontiers of Entrepreneurship Research*.

**Mathias, B.** & Huyghe, A. 2018. Another one bites the dust: Oppositional identity and category convergence in the beer industry. *Academy of Management Proceedings,* Chicago, IL. ***\*Entrepreneurship Best Paper Finalist***

**Mathias, B.**, Solomon, S., & Madison, K. 2016. After the harvest: Exploring how and

why entrepreneurs address inequality following venture exits. In A. Zacharakis et al. (Eds), *Frontiers of Entrepreneurship Research*. ***\*Winner of the National Federation of Independent Business Award for Excellence in Research on the General Topic of Entrepreneurship***

**Mathias, B**. & Williams, D. 2012. Role with it: The impact of role identities on entrepreneurs’

evaluation and selection of opportunities. In A. Zacharakis et al. (Eds), *Frontiers of Entrepreneurship Research*, Volume 32: Issue 6, Article 1. ***\*Winner of the National Federation of Independent Business Award for Excellence in Research on the General Topic of Entrepreneurship***

**Work In Progress**

**Under Review:**

Solomon, S. & **Mathias, B.** The artisans’ dilemma: Artisan entrepreneurship and the challenge

of firm growth. (Third revise & resubmit at *Journal of Business Venturing*)*.*

Mmbaga, N., **Mathias, B.**, Williams, D., & Cardon, M. A review of and future agenda for identity in entrepreneurship*.* (Second revise & resubmit at *Journal of Business*

*Venturing*)*.*

**Mathias, B.**, McCann, B., & Whitman, D. Agglomeration and firm performance: A meta-

analysis. (Second revise & resubmit at *Strategic Entrepreneurship Journal*).

Simarasl, N., **Mathias, B.**, & Pandey, S. A study of network blockages and effective

entrepreneurial strategies. (Revise & resubmit at *Strategic Entrepreneurship Journal*).

Cowden, B., Bendickson, J., **Mathias, B.,** & Solomon, S. Straight outta Detroit: Identifying with a stigmatized location. (Revise & resubmit at *Journal of Management Studies*).

Gur, F. & **Mathias, B.** Creating a cooperative community for entrepreneurs. (Revise & resubmit

at *Entrepreneurship Theory and Practice*).

**Working papers:**

**Mathias, B.** & Williams, T. Growing the Amish way: Toward a model of sustainable independence. (Target: *Academy of Management Journal*).

**Mathias, B.** & Fisher, G. That’s *our* beer! Winning hearts and minds to create the contentious category of collegiate beer. (Target: *Journal of Management Studies*).

**Mathias, B.**, Solomon, S., & Taylor, E. Down on the corner: Independent work and creative

revision among street performers. (Target: *Strategic Management Journal*).

**Conference Presentations**

**Mathias, B**. 2020. Invited speaker. Working with advisors and co-authors. *Babson Doctoral*

*Consortium,* Knoxville, TN.

**Mathias, B** & Williams, T. 2020. The hitching post: Amish entrepreneurs and community-driven

entrepreneurship in a technology-driven society*. Babson College Entrepreneurship Research Conference,* Knoxville, TN.

Gur, F. & **Mathias, B.** 2020. Creating a cooperative community for entrepreneurs. *Babson*

*College Entrepreneurship Research Conference,* Knoxville, TN.

**Mathias, B** & Williams, T. 2019. Invited Symposium Participant. Identity in around

entrepreneurial families. *Academy of Management Conference,* Boston, MA.

Simarasl, N., Pandey, S., & **Mathias, B.** 2019. A study of network blockages and effective

entrepreneurial strategies. *Academy of Management Conference,* Boston, MA.

**Mathias, B.** & Fisher, G. 2019. That’s *our* beer! Using community logics to legitimize the contentious category of collegiate beer. *Babson College Entrepreneurship Research*

*Conference*, Boston, MA.

Birton, C., Bendickson, J., Solomon, S., & **Mathias, B.** 2019. The role of institutional decline in

entrepreneurial action. *Babson College Entrepreneurship Research Conference*, Boston,

MA.

**Mathias, B.** 2019. Invited Speaker. Buskers on Bourbon, Buggies on Broadway, & Beer on the

Bayou: Musings on qualitative research. *USASBE Local*, Lafayette, Louisiana.

**Mathias, B.** 2018. Invited PDW Participant. Face-to-face engagement in the classroom*. Southern Management Association Conference,* Lexington, KY.

**Mathias, B.** 2018. Invited Symposium Participant. Entrepreneurial identity intersections: Coalescence, conflict, evolution, and detachment*. Academy of Management Conference,* Chicago, IL.

Frid, C., Galloway, T., Huyghe, A., & **Mathias, B.** 2018. Entrepreneurial role evolution within

 collective action: Evidence from the craft beer industry. *Academy of Management Conference,* Chicago, IL.

**Mathias, B.** & Huyghe, A. 2018 Another one bites the dust: Oppositional identity and category convergence in the beer industry. *Academy of Management Conference,* Chicago, IL.

Solomon, S. & **Mathias, B.** 2018. Hell no, we won’t grow… or will we? Artisan entrepreneurship and the ideological tensions of firm growth. *Babson College Entrepreneurship Research Conference*, Waterford, Ireland.

**Mathias, B.** 2018. Eating donuts, flying flags, and building towers: Entrepreneurship activities for the classroom. *USASBE Local*, Lafayette, Louisiana.

Galloway, T., Frid, C., Huyghe, A., & **Mathias, B.** 2018. The evolution of entrepreneurs’ roles

 within the craft beer collective. *Babson College Entrepreneurship Research Conference*, Waterford, Ireland.

**Mathias, B. 2017**.Another one bites the dust: Oppositional identity and category convergence in the beer industry. Paper presented at the *University of Tennessee*, Knoxville, TN.

**Mathias, B.,** Huyghe, A., Galloway, T., Frid, C., & Galloway, T. 2017. Paying it forward: An identity perspective on coopetition in the craft beer industry. *Strategic Management Society Conference* (Invited workshop), Houston, TX.

**Mathias, B.,** Frid, C., Galloway, T., & Huyghe, A. 2016. Paying it forward: An identity

perspective on coopetition in the craft beer industry. *Academy of Management Conference*, Anaheim, CA.

**Mathias, B.,** Solomon, S., & Madison, K. 2016. After the harvest: Entrepreneurship and

inequality. *Babson College Entrepreneurship Research Conference*, Bodo, Norway.

**Mathias, B.,** Frid, C., Galloway, T., & Huyghe, A. 2016. Paying it forward: An identity

perspective on coopetition in the craft beer industry. *Strategic Management Journal Special Issue Conference*, Rome, Italy.

**Mathias, B.** Invited Paper Presentation and Discussant. 2016. Qualitative Research Methods

Workshop. *Western Academy of Management*, Portland, OR.

**Mathias, B.,** Frid, C., Galloway, T., & Huyghe, A. 2015. Paying it forward: An identity

perspective on coopetition in the craft beer industry. *Strategic Management Society Conference*, Denver, CO.

**Mathias, B.,** Frid, C., Galloway, T., & Huyghe, A. 2015. Paying it forward: An identity

perspective on coopetition in the craft beer industry. *Babson College Entrepreneurship Research Conference*, Boston, MA.

Madden, L., Madden, T., & **Mathias, B**. 2014. On one condition: The impact of organizational

policies on granting compassion. Conditions of Compassion Symposium. *Academy of Management Conference,* Philadelphia, PA.

**Mathias, B.** 2014. Wearing Many Hats: The forces impacting role identity changes over

time. *Babson College Entrepreneurship Research Conference*, London, Canada.

**Mathias, B**., Williams, D., & Smith, A. 2014. Entrepreneurial inception: The role of

imprinting in entrepreneurial action. *Journal of Business Venturing Special Issue Conference,* Shanghai, China.

**Mathias, B.**, McKenny, A., & Crook, R. 2014. Does timing matter? A meta-analysis of

temporal forces in the ambidexterity-firm performance relationship. *Mid-Atlantic Strategy Colloquium*, Knoxville, TN.

**Mathias, B.**, Williams, D., & Smith, A. 2013. Entrepreneurial inception: The role of imprinting

in entrepreneurial action. *Babson College Entrepreneurship Research Conference*, Lyon, France.

**Mathias, B.**, Lux, S., Crook, R., Autry, C. 2013. Competing against the unknown: Enabling

and constraining institutions and the informal economy. *United States Association for Small Business and Entrepreneurship (USASBE)*, San Francisco, CA.

**Mathias, B.**, Williams, D., & Smith, A. 2012. Entrepreneurial inception: The role of imprinting

in entrepreneurial action. *Academy of Management Conference,* Boston, MA.

**Mathias, B.** & Williams, D. 2012. Role with it: The impact of role identities on entrepreneurs’

evaluation and selection of opportunities. *Babson College Entrepreneurship Research Conference*, Fort Worth, TX.

**Mathias, B.** & Crook, R. 2012. Organizational learning and firm performance: A meta-

analysis. Paper presented at the *University of Alabama*, Tuscaloosa, AL.

Rousseau, M., **Mathias, B.,** Madden, L., & Crook, R. 2012. Is innovation related to firm

performance?: A meta-analysis. *Academy of Management Conference*, Boston, MA.

**Awards and Honors**

**Awards**

Best Reviewer of 2018.*Journal of Business Venturing*.

Best Symposium Finalist.Academy of Management Conference, 2019. *Management &*

*Organizational Cognition Division*. (organized by Eliana Crosina).

Best Paper Finalist.Academy of Management Conference, 2018. *Organization and*

*Management Theory Division*. (with Annelore Huyghe).

National Federation of Independent Business (NFIB) award for overall best paper on the

 general topic of entrepreneurship at the 2016 Babson Entrepreneurship Research Conference. (with Shelby Solomon and Kristen Madison).

National Federation of Independent Business (NFIB) award for overall best paper on the

 general topic of entrepreneurship at the 2012 Babson Entrepreneurship Research Conference. (with David Williams).

Outstanding Teaching Award Nominee, Tiger Athletic Foundation, 2016-17. *Louisiana State*

 *University.*

Most Outstanding Graduate Student Researcher Award, Finalist. 2014. *University of*

*Tennessee College of Business*.

Outstanding Reviewer Award. Strategic Management Track. 2013. *Southern Management*

*Association Conference*, New Orleans, LA.

**Honors**

Price-Babson Symposium for Entrepreneurship Educators Participant, *Babson College* 2017

Late-stage Doctoral Consortium Participant, *Southern Management Association* 2013

Entrepreneurship Doctoral Consortium Participant, *Academy of Management* 2013

Doctoral Consortium Participant, *Babson Entrepreneurship Conference* 2012

New Doctoral Student Consortium Participant, *Academy of Management* 2011

Doctoral Consortium Participant, *Southern Management Association* 2011

**Professional affiliations**

Academy of Management since 2010

Southern Management Association since 2010

Babson College Entrepreneurship Research Conference (BCERC) since 2012

Mid-south Management Research Consortium 2012-2015

Entrepreneurs of Knoxville 2010-2012

**Service**

**Advising Roles with Students**

*Indiana University*

Ph.D. Dissertation Committee Member, Jonathan Benedek 2019

Honors Thesis Advisor, Kennedy Brown 2019

*Louisiana State University*

Ph.D. Dissertation Chair, Shelby Solomon, Management Department 2017

Ph.D. Dissertation Committee Member, Jacob Smith, Management Department 2019

Honors Thesis Director, Nicholas Leo 2017

Thesis Committee Member, Diana Chern 2018

Thesis Committee Member, Alaina Stanton 2016

**Mastering Qualitative Research** 2019

**Department Research Seminar Series (DRSS)**

*Indiana University*

**Business Model Canvas Workshop** 2019

**Mill Week**

*Dimension Mill*

**Entrepreneurship Financing Speaker and Panel Discussant** 2018-2019

**B-Start / Level Up**

*Dimension Mill*

**Entrepreneurship Panel Discussant** 2018

**Indiana University Real Estate Club**

*Indiana University*

**Guest Instructor** 2018

**ElectroCryoBiology (Entrepreneurship for Graduate Engineers & Biologists)**

*Louisiana State University*

**Business Plan Evaluator & Final Round Judge** 2016-2018

**Student Incubator Venture Challenge**

*Louisiana State University*

**Guest Instructor & Panel Judge** 2016-2017

**Entrepreneurship Bootcamp for Veterans with Disabilities**

*Louisiana State University*

**Business Mentor** 2017

**LSU NSF I-Corps Site Program**

*Louisiana State University*

**Mentor** 2017-2018

**Baton Rouge Startup Weekend**

*Louisiana State University*

**Ad Hoc Reviewer**

*Journal of Business Venturing* 2015-Present

*Entrepreneurship Theory and Practice* 2018-Present

*Academy of Management Journal* 2015-Present

*Journal of Management Studies* 2020

*Organizational Research Methods* 2015-2018

*Entrepreneurship and Regional Development* 2015-2018

*Journal of Business Research* 2019

*Journal of Small Business Management* 2018

*Strategic Organization* 2017

***Babson Entrepreneurship Research Conference***

Reviewer since 2019

***Academy of Management Conference***

Reviewer (Entrepreneurship Division) since 2011

***Southern Management Association***

Reviewer (Entrepreneurship, BP, & SIM Divisions) since 2010

Pre-Doctoral Mentoring Program 2013

Session Chair & Discussant (Entrepreneurship Division) 2011

**Teaching**

**New Venture Planning, Entrepreneurship 313** 2018-2020

Indiana University

Spring 2020

Fall 2019 (*Overall Teaching Evaluation 6.8/7.0, Department Avg. 6.1/7.0*)

Spring 2019 (*Overall Teaching Evaluation 6.5\*/7.0, Department Avg. 6.2/7.0*)

 \* Perfect scores for overall teaching with the exception of one student

Fall 2018 (*Overall Teaching Evaluation 7.0/7.0, Department Avg. 6.2/7.0*)

**Entrepreneurship, Management/Entrepreneurship 3111** 2015-2018

Louisiana State University

Spring 2018 (*Overall Teaching Evaluation 3.9/4.0, College Avg. 3.4/4.0*)

Fall 2017 (*Overall Teaching Evaluation 3.9/4.0, College Avg. 3.4/4.0*)

Fall 2016 (*Overall Teaching Evaluation 3.5/4.0, College Avg. 3.4/4.0*)

Fall 2015 (*Overall Teaching Evaluation 3.6/4.0, College Avg. 3.4/4.0*)

**Strategically Managing Organizations, Management 3830** 2015-2017

Louisiana State University

Spring 2017 (*Overall Teaching Evaluation 3.7/4.0, College Avg. 3.4/4.0*)

Spring 2016 (*Overall Teaching Evaluation 3.8/4.0, College Avg. 3.4/4.0*)

Spring 2015 (*Overall Teaching Evaluation 3.7/4.0, College Avg. 3.4/4.0*)

**Corporate Entrepreneurship, Executive Education (Rising Stars Program)** 2016

Louisiana State University

**International Strategic Management, Management 402** 2013-2014

University of Tennessee

Spring 2014 (*Overall Teaching Evaluation 4.4/5.0, College Avg. 3.8/5.0*)

Fall 2013 (*Overall Teaching Evaluation 4.2/5.0, College Avg. 3.8/5.0*)

**Introduction to Business Management, Management 201** 2011-2012

University of Tennessee

Teaching Assistant

**Strategic Leadership in a Global Context, Management 596 (MBA)** 2010

University of Tennessee

Teaching Assistant

**Relevant Professional Experience**

**Owner / Entrepreneur**

***Cedarhurst of Farmington*** 2019

73-unit assisted living and memory care facility

Farmington, MO

***Cedarhurst of Independence*** 2018

69-unit assisted living and memory care facility

Independence, MO

***Cedarhurst of Collinsville*** 2012-2015

66-unit assisted living and memory care facility, profitably sold in 2015

Collinsville, IL

***The Villas of Hollybrook*** 2010-2014

4 assisted living facilities (44-50 units), profitably sold in 2014

Chatham, Herrin, Shelbyville, and Effingham, IL

***The Glenwood*** 2005-2014

2 assisted living facilities (60-70 units), profitably sold in 2014

Greenville and Staunton, IL

***Mathias Family LLC*** since 2014

Angel investments in startup companies

Altamont, IL

***Mathias Real Estate Holdings*** since 2006

Commercial business park with 10 independently-owned small businesses

Altamont, IL

***The Home Center*** since 2004

The hometown hardware store

Altamont, IL

**Financial Positions**

***Brunswick Corporation*** 2007-2010

Senior Financial Analyst

Knoxville, TN

***Brunswick Corporation*** 2006-2007

Financial Leadership Development Program

Fond du Lac, WI and Knoxville, TN

***United States Department of Agriculture*** 2005

Loan Assessor

Effingham, IL