



## **ROBERT P. GARRETT, JR.**

Brown & Williamson Professor of Entrepreneurship  
Associate Dean for Faculty Affairs  
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College of Business  
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### **ACADEMIC EXPERIENCE**

#### **University of Louisville, College of Business**

2022- Associate Dean for Faculty Affairs  
2021- Brown & Williamson Professor of Entrepreneurship  
2021-22 Department Chair, Management & Entrepreneurship  
2019- Director, Forcht Center for Entrepreneurship  
2019-21 Director, PhD program in Entrepreneurship & Innovation  
2019-20 Department Chair, Entrepreneurship  
2018-21 Brown & Williamson Associate Professor of Entrepreneurship  
2016-19 Entrepreneurship Undergraduate Minor Coordinator  
2016-18 Associate Professor of Entrepreneurship  
2013-16 Assistant Professor of Entrepreneurship

#### **Aarhus University, Denmark**

2012, 15-18 Visiting Professor (summer)

#### **Oregon State University, College of Business**

2012-13 Discipline Director, Strategy & Entrepreneurship  
2008-13 Assistant Professor of Management-Entrepreneurship

### **EDUCATION**

Ph.D. in Strategic Management & Entrepreneurship. Indiana University.  
M.S. in Business Administration. Indiana University.  
B.S.Ch.E. *Magna cum laude* University of Mississippi.

### **RESEARCH**

#### **Refereed Publications**

Zettel, L.A., & Garrett, R.P. 2021. Venture-level outcomes of juggling and struggling. *Journal of Business Venturing Insights*. <https://doi.org/10.1016/j.jbvi.2021.e00225>

Garrett, R.P., Mattingly, S., Hornsby, J., & Aghaey, A. 2020. Impact of relatedness, uncertainty, and slack on corporate entrepreneurship decisions. *Management Decision*.  
<https://doi.org/10.1108/MD-10-2019-1392>

Covin, J.G., Garrett, R.P., Kuratko, D. F., & Shepherd, D.A. 2019. Short leash or long leash? Parenting style, initial strategic clarity, and the development of venture learning proficiency. *Journal of Business Venturing*. <https://doi.org/10.1016/j.jbusvent.2019.105951>

Covin, J.G., Garrett, R.P., Kuratko, D.F., & Bolinger, M. 2019. Internal corporate venture planning autonomy, strategic evolution, and venture performance. *Small Business Economics*.  
<https://doi.org/10.1007/s11187-019-00220-2>

Covin, J.G., Garrett, R.P., Gupta, J.P., Kuratko, D.F., & Shepherd, D.A. 2018. The interdependence of planning and learning among internal corporate ventures. *Entrepreneurship Theory & Practice*, 42(4), 537-570.

Garrett, R.P., Minola, T., Brumana, M., Digan, S. 2017. How do family firms launch new businesses? A developmental perspective on internal corporate venturing in family business. *Journal of Small Business Management*, 55(4): 594-613.

Garrett, R.P., Bae, T.J., Qian, S.S., & Chao, M. 2017. Entrepreneurial spawning and knowledge-based perspective: A meta-analysis. *Small Business Economics*, 49(2): 355-378.

Digan, S.P., Kerrick, S., Cumberland, D., & Garrett, R., 2017. The roles of knowledge and organizational form on opportunity evaluation. *Journal of Small Business Strategy*, 27(2): 65-89.

Minola, T., Brumana, M., Campopiano, G., Garrett, R.P., & Cassia, L. 2016. Corporate venturing in family business: A developmental approach of the enterprising family. *Strategic Entrepreneurship Journal*, 10(4): 395-412.

Foster, B., Garrett, R., & Shastri, T. 2016. Independent accountant's reports: Signaling and early-stage venture funding. *Managerial Auditing Journal*, 31(4/5): 362-386.

Garrett, R.P., & Covin, J.G. 2015. Internal corporate venture operations independence and performance: A knowledge-based perspective. *Entrepreneurship Theory & Practice*, 39(4): 763-790.

Covin, J.G., Garrett, R.P., Kuratko, D.F., & Shepherd, D.A. 2015. Value proposition evolution and the performance of internal corporate ventures. *Journal of Business Venturing*, 30(5): 749-774.

Garrett, R.P., & Holland, D.V. 2015. Environmental effects on the cognitions of corporate and independent entrepreneurs. *Small Business Economics*, 45(2): 369-381.

Holland, D.V., & Garrett, R.P. 2015. Entrepreneurs' start-up versus persistence decisions: A critical evaluation of expectancy and value. *International Small Business Journal*, 33(2): 194-215. (*International Small Business Journal* best paper of 2015)

Craig, J.B., Dibrell, C., & Garrett, R.P. 2014. Examining relationships among family influence, family culture, flexible planning systems, innovativeness and firm performance. *Journal of Family Business Strategy*, 5(3): 229-238.

Garrett, R.P., & Neubaum, D.O. 2013. Top management support and initial strategic assets: A dependency model for internal corporate venture performance. *Journal of Product Innovation Management*, 30(5): 896-915.

Li, D., Eden, L., Hitt, M., Ireland, R., & Garrett, R. 2012. Governance in multilateral R&D alliances. *Organization Science*, 23(4): 1191-1210.

Garrett, R.P. 2010. Challenges of quantitative research on internal corporate venturing. *International Journal of Entrepreneurial Venturing*, 2(2): 129-143.

Garrett, R.P. 2010. Does employee ownership increase innovation? *New England Journal of Entrepreneurship*, 13(2): 37-46.

Garrett, R.P., Covin, J. & Slevin, D. 2009. Market responsiveness, top management risk taking, and the role of strategic learning as determinants of market pioneering. *Journal of Business Research*, 62(8): 782-788.

Kuratko, D.F., Covin, J.G. & Garrett, R.P. 2009. Corporate venturing: Insights from actual performance. *Business Horizons*, 52(5): 459-467.

- Reprinted in Kuratko, D.F., & Morris, M.H. 2013. *Entrepreneurship and Leadership*. Northampton, Massachusetts: Edward Elgar Publishing.

### Book Chapters and Conference Proceedings

Garrett, R. & Zettel, L. (Forthcoming) Entrepreneurial resilience. In *Oxford Encyclopedia of Business and Management*. Oxford University Press. doi: 10.1093/acrefore/9780190224851.013.314

Garrett, R.P., & Welcher, T. 2018. Corporate entrepreneurship as a survival routine. In D.F. Kuratko (Ed.), *The challenges of corporate entrepreneurship in the disruptive age*, pp. 111-122. Emerald.

Covin, J., Garrett, R., Kuratko, D., & Shepherd, D. 2017. Parenting style and the development of internal corporate venture learning proficiency. *Academy of Management Best Paper Proceedings*.

Craig, J., Garrett, R., & Dibrell, C. 2015. Internal corporate venturing in multigenerational family enterprises: A conceptual model. In K. Randerson, C. Bettinelli, G. Dossena, & A. Fayolle (Eds.), *Family entrepreneurship: Rethinking the research agenda*, pp. 92-106. Abingdon: Routledge.

Covin, J., Garrett, R., & Kuratko, D. 2013. Value proposition evolution and the performance of internal corporate ventures. *Academy of Management Best Paper Proceedings*.

Garrett, R.P. 2013. Contemporary diversification via internal corporate venturing. In V.R. Kannan (Ed.), *Strategic Management in the 21<sup>st</sup> Century*, Vol. 2: pp. 71-92. Santa Barbara, CA: Praeger.

Garrett, R.P. Internal corporate venturing. 2013. In D.F. Kuratko & M.H. Morris (Eds.), *Wiley Encyclopedia of Entrepreneurship Research*.

Covin, J., Garrett, R., Kuratko, D., & Shepherd, D.A. 2010. Navigating new business domains: Internal corporate ventures as exploratory vehicles. *Academy of Management Best Paper Proceedings*.

Garrett, R.P., & Covin, J.G. 2007. A model of corporate entrepreneurship as a strategic adaptation mechanism. In G.T. Lumpkin & J.A. Katz (Eds.), *Advances in Entrepreneurship, Firm Emergence, and Growth: Entrepreneurial Strategic Processes*, pp. 9-31. New York: JAI.

#### Under Review and in Progress

Garrett, R.P., Covin, J.G., Bouncken, R.B., Ratzmann, M., & Muhammad, M. Venture relatedness, financial slack, and the locus of responsibility for internal corporate venture planning. Preparing for second-round review (R&R) at *Strategic Entrepreneurship Journal*.

Zettel, L., & Garrett, R.P. Building entrepreneurial resilience through adversity. Under review at *Entrepreneurship Theory & Practice*.

Bouncken, R.B., Covin, J.G., Ratzmann, M, & Garrett, R.P. re We on the Same Page? Understanding the Drivers of Corporate Venture Strategic Evolution. Under review at *Entrepreneurship Theory & Practice*.

Zettel, L., & Garrett, R.P. An alternative perspective on social opportunity identification and new social venture ideation: A synthesis and extension. Preparing for submission to *Strategic Entrepreneurship Journal*.

Crider, C., & Garrett, R.P. Internal corporate venture success as achieved through arrested development. Preparing for submission to *Entrepreneurship Theory & Practice*.

Guan, J., Hua, Y., Dos Santos, B., & Garrett, R. Identifying the Intellectual Core of Entrepreneurship Research: A Data-Driven Approach. Preparing for submission to *Entrepreneurship Theory & Practice*.

Muhammad, M., & Garrett, R.P. Collective learning in entrepreneurial ecosystems. Preparing for submission.

### Conference Presentations

Crider, C., Browder, R., Garrett, R.P. Competing logics of structure and stakeholders for new product development in a corporate makerspace. *2021 Academy of Management Annual Meeting, TIM Division*.

Zettel, L., Garrett, R.P. Building entrepreneurial resilience through adversity. *2021 Academy of Management Annual Meeting, ENT Division*.

Covin, J.G., Garrett, R.P., Kuratko, D.F., & Bolinger, M. Internal corporate venture planning autonomy, strategic evolution, and venture performance. *2019 Academy of Management Annual Meeting, Boston, ENT Division*.

Crider, C., & Garrett, R.P. A review and comparison of family successor types. *2018 Academy of Management Annual Meeting, Chicago, ENT Division*.

Covin, J., Garrett, R.P., & Bouncken, R.B. Venture relatedness, affordable loss, and responsibility for internal corporate ventures. *2018 Academy of Management Annual Meeting, Chicago, ENT Division*.

Covin, J., Garrett, R., Kuratko, D., & Shepherd, D. Parenting style and the development of internal corporate venture learning proficiency. *2017 Academy of Management Annual Meeting, Atlanta, ENT Division*.

Guan, J., Hua, Y., Dos Santos, B., & Garrett, R. Identifying the Intellectual Core of Entrepreneurship Research: A Data-Driven Approach. *2017 Academy of Management Annual Meeting, Atlanta, ENT Division*.

Covin, J., Garrett, R., Gupta, J., & Kuratko, D. Learning proficiency and the navigation of new business domains by internal corporate ventures. *2016 Academy of Management Annual Meeting, Anaheim, ENT Division*.

Garrett, R., Minola, T., & Brumana, M. A conceptual model of corporate venturing in family firms: The role of generations and governance. *2016 Academy of Management Annual Meeting, Anaheim, ENT Division*.

Garrett, R., Semadeni, M., & Covin, J. The structuring of internal corporate ventures: Parent corporation and venture-level considerations. *2015 Academy of Management Annual Meeting, Vancouver, symposium sponsored by ENT, BPS, and TIM Divisions.*

Garrett, R., Miao, C., Qian, S., & Bae, T. Why do employees leave their firm to become entrepreneurs? A meta-analytic review. *2015 Academy of Management Annual Meeting, Vancouver, ENT Division.*

Minola, T., Brumana, M., Campopiano, G., Garrett, R., & Cassia, L. The when and how of corporate venturing in family firms: A conceptual framework. *2015 Academy of Management Annual Meeting, Vancouver, ENT Division.*

Garrett, R.P., Hornsby, J., & Mattingly, S. Opportunity evaluation differences between corporate entrepreneurs and independent entrepreneurs: The effects of product-market relatedness, risk, and slack resources. *2015 Babson College Entrepreneurship Research Conference, Natick, MA.*

Guan, J., Hua, Y., dos Santos, B., & Garrett, R. Identifying the intellectual core in entrepreneurship research: A latent semantic analysis-based approach. *2015 Babson College Entrepreneurship Research Conference, Natick, MA.*

Jessri, M., & Garrett, R.P. Internal corporate venture planning autonomy and performance. *2015 USASBE, Tampa, FL.*

Minola, T., Campopiano, G., Brumana, M., Cassia, L., & Garrett, R.P. Corporate entrepreneurship in family business: The when and how. *2015 IFERA 2<sup>nd</sup> RDW, Vienna, Austria.*

Garrett, R.P., & Covin, J. Parent prospects, resource slack, and the operations independence of internal corporate ventures. *2014 Academy of Management Annual Meeting, Philadelphia, ENT Division.*

Bae, T.J., Qian, S.S., & Garrett, R.P. The effect of seeking advice in the pre-start up phase on venture speed to market. *2014 Babson College Entrepreneurship Research Conference, London, Ontario.*

Campopiano, G., Brumana, M., & Garrett, R. Different and coexisting lifecycles in entrepreneurial family firms. *2014 10<sup>th</sup> Workshop on Family Firm Management Research Innovation, Family Firms, ad Economic Development, Bergamo, Italy.*

Garrett, R., & Holland, D. Tax policy effects on the cognitions of corporate entrepreneurs. *2013 Small Business Economics workshop in Bloomington, IN.*

Garrett, R., & Covin, J. Internal corporate venture operations independence and performance: A knowledge-based perspective. *2013 Academy of Management Annual Meeting, Lake Buena Vista, FL, ENT Division.*

Covin, J., Garrett, R., & Kuratko, D. Value proposition evolution and the performance of internal corporate ventures. *2013 Academy of Management Annual Meeting, Lake Buena Vista, FL, ENT Division (Best Paper Proceedings)*.

Garrett, R.P., & Meeks, J. Family business venturing in adjacent competitive domains: Avoiding sibling clashes and structuring ventures for success. *2012 FFI Conference, Brussels, Belgium*.

Garrett, R.P. Contemporary diversification via internal corporate venturing. *2012 Western Academy of Management Annual Meeting, La Jolla, CA*.

Garrett, R.P. Core business prospects and the management of internal corporate ventures. *2011 Academy of Management Annual Meeting, San Antonio, ENT Division*.

Garrett, R.P., & Neubaum, D.O. Top management support and initial strategic assets: Improving ICV performance. *2011 Academy of Management Annual Meeting, San Antonio, ENT Division*.

Garrett, R.P., Dibrell, C., & Craig, J. Internal corporate venturing in multi-generational family businesses: The influences of CEO centrality and external board members. *2011 1st Annual Corporate Entrepreneurship Workshop at EM-LYON B-School*.

Covin, J.G., Garrett, R.P., Kuratko, D.F., & Shepherd, D.A. Navigating in new business domains: Internal corporate ventures as exploratory vehicles. *2010 Academy of Management Annual Meeting, Montreal, ENT Division (Best Paper Proceedings)*.

Garrett, R.P. Challenges of quantitative research on internal corporate venturing. *2010 Western Academy of Management Annual Meeting, Kona, HI*

Garrett, R.P., Dibrell, C., Zellweger, T., & Craig, J. Corporate venturing in large multi-generational family businesses. *2010 Western Academy of Management Annual Meeting, Kona, HI*.

Garrett, R.P., & Covin, J.G. Parent-corporation resource provision and managerial oversight as determinants of internal corporate venture performance. *2009 Academy of Management Annual Meeting, Chicago, ENT Division*.

Garrett, R.P., Covin, J.G., & Slevin, D.P. Market responsiveness, top management risk taking, and the role of strategic learning as determinants of market pioneering. *2007 Academy of Management Annual Meeting, Philadelphia, ENT Division*.

Garrett, R.P. Employee stock ownership as a moderator of the relationship between

R&D intensity and innovation. *2006 Babson College Entrepreneurship Research Conference, Bloomington, IN.*

## **COURSES TAUGHT**

University of Louisville:

MBA 655, Strategic Management (Online MBA program)  
MBA 680/EMBA 616/IMBA 660, Corporate Entrepreneurship  
ENTR 402/LAW 963, Entrepreneurship II  
ENTR 730, Entrepreneurship from a Strategic Perspective  
ENTR 780, Philosophy of Science  
MGMT 340/ENTR 350, Entrepreneurship

Oregon State University:

PSM 567, Innovation Management  
BA 567, Selected Topics in Management  
BA 464, New Venture Finance  
BA 260, Introduction to Entrepreneurship (lecture and online sections)  
MBA Program Integrative Business Project (IBP) Thesis Chair

Aarhus University, College of Business, Aarhus Denmark:

Corporate Entrepreneurship

Indiana University, Kelley School of Business:

W211, Contemporary Entrepreneurship.  
J370, Strategy Core, assistant teaching.

## **Other Work Experience**

Procurement Associate, Exxon Mobil, Houston, TX                      2001 – 2004

## **PROFESSIONAL SERVICE**

### **Academic Community**

NFIB dissertation award judge, 2018, 2019  
Editorial Review Board, Journal of Business Venturing, 2017-  
Editorial Review Board, Entrepreneurship Theory & Practice, 2015-  
ENT Mid-career consortium panelist, Academy of Management Conference 2015  
ENT Doctoral consortium panelist, Academy of Management Conference 2015

### **University**

2020- L3 Strategic Research Impact Committee, University of Louisville  
2019- Graduate School Council, University of Louisville  
2013- PhD Program Committee, University of Louisville College of Business  
2016 Research Evaluation Committee, University of Louisville College of Business  
2014 Faculty Advisement Committee, University of Louisville College of Business  
2012-2013 Faculty Senate, Oregon State University  
2012-2013 Discipline Director, Strategy and Entrepreneurship, OSU College of Business  
2012-2013 Oregon State University Startups Steering Committee  
2012 College of Business Strategic Planning Taskforce



2011-2013 College of Business Ph.D. Program Taskforce  
2011-2012 Oregon State University Bioenergy Curriculum Committee  
2011-2012 Steering Committee, Excellence Initiative in Materials and Device Innovation  
2011-2013 Tech Tuesday Committee, OSU Division of Business and Engineering  
2011 College of Business Awards Committee  
2010 Faculty Research Support Committee

#### AWARDS

2021 Student Champion, University of Louisville  
2020 Nominated by COB Dean for University-wide Distinguished Faculty Award in Outstanding Scholarship, Research, and Creative Activity  
2019 Faculty Favorite: Outstanding Professor Nominated by Louisville Students  
2016 John H. Schnatter Center for Free Enterprise Research Grant  
2015 Outstanding Faculty Mentor, U. of Louisville Athletics Department  
2014 Faculty Favorite: Outstanding Professor Nominated by Louisville Students  
2012 Faculty of the Year, Austin Family Business Program  
2009-12 Newcomb Associate Award for Outstanding Research, OSU COB  
2012 Newcomb Associate Award for Outstanding Teaching, OSU COB  
2010-11 Newcomb Associate Award for Outstanding Service, OSU COB

#### HONORS AND SCHOLARSHIPS

2014 ENT Mid-Career Development Consortium, Academy of Management  
2011 ENT Early Career Development Consortium, Academy of Management  
2006 BPS Doctoral Consortium, Academy of Management Annual Conference  
2006 Babson Doctoral Consortium  
2004 Doctoral Fellowship at Kelley School of Business, Indiana University  
Eagle Scout, Boy Scouts of America

#### REFERENCES

Dr. Jeffrey Covin  
Samuel and Pauline Glaubinger Professor of Entrepreneurship  
Kelley School of Business  
Indiana University  
Phone: (812) 855-2715  
Email: [covin@indiana.edu](mailto:covin@indiana.edu)

Dr. Donald Neubaum  
Desantis Distinguished Professor of Management/Entrepreneurship  
College of Business  
Florida Atlantic University  
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