

ELIANA CROSINA

Babson College

Arthur M. Blank Center for Entrepreneurship

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EDUCATION

- 2018 **Boston College Carroll School of Management**
Ph.D. in Management and Organization
- 2015 **Boston College Carroll School of Management**
Master of Science in Organization Studies
- 2011 **Babson College**
Master in Business Administration
- 2004 **Babson College**
Bachelor of Science in Business Administration

ACADEMIC APPOINTMENTS

- 2025 - **Babson College**
Associate Professor of Entrepreneurship
- 2018* - 2025 **Babson College**
Assistant Professor of Entrepreneurship
- 2024 - 2025 **Indiana University**
Department of Management & Entrepreneurship
Visiting Research Scholar

*2019 maternity leave.

RESEARCH INTERESTS

Identity, new venture creation, qualitative methods.

PUBLISHED WORK

Academic Journal Articles

Crosina, E., De Massis, A., Mismetti, M., Pratt, M., Williams, T. (2025). Ethnography in Entrepreneurship Research: Promises, Pitfalls, and Practical Pathways. *Entrepreneurship Theory and Practice*. < <https://journals.sagepub.com/doi/full/10.1177/10422587251364820>>

Crosina, E., Sciarappa, S. Pratt, M.G. (2025). Ties that Bind and Ties that Break: The Identification Trajectories of Bereft Lehman Bankers. *Academy of Management Perspectives*. < <https://doi.org/10.5465/amp.2023.0284>>

Beer, A.,* **Crosina, E.**,* Wittman, S., Johnson, T., Phung, K., Roberts, A. (2025). From the Field to the Field: Mapping a Landscape of Qualitative Research through Scholars' Personal Letters. *Journal of Management Inquiry*. *denotes equal contribution.
<<https://doi.org/10.1177/10564926251320010>>

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Crosina, E. (2024). Constructing Community and Entrepreneurial Identity: How Founders Ascribe Self-Referential Meanings to Entrepreneurship. *Administrative Science Quarterly* < <https://doi.org/10.1177/00018392241231587>>

Crosina, E., Pratt, M.G., Lifshitz, H. (2024). A Part of, or Apart from, Me?: Linking Dynamic Founder-Venture Identity Relationships to New Venture Strategy. *Organization Science* < <https://doi.org/10.1287/orsc.2021.15271>>

Crosina, E., Frey, E., Corbett, A., Greenberg, D. (2023). From Negative Emotions to Entrepreneurial Mindset: A Model of Learning through Experiential Entrepreneurship Education. *Academy of Management Learning and Education* < <https://doi.org/10.5465/amle.2022.0260>>

Radu-Lefebvre, M., Lefebvre, V., **Crosina, E.,** Hytti, U. (2021). Entrepreneurial Identity: A Review and Research Agenda. *Entrepreneurship Theory and Practice* < <https://doi.org/10.1177/10422587211013795>>

Crosina, E., & Pratt, M.G. (2019). Toward a Model of Organizational Mourning: The Case of Former Lehman Brothers Bankers. *Academy of Management Journal*, 62(1): 66-98.

Pratt, M.G., & **Crosina, E.** (2016). The Nonconscious at Work. *Annual Review of Organizational Psychology and Organizational Behavior*, 3: 321-347.

Publications for Practitioners

Crosina E., Gartner, W. (2025) Navigating Legacy, Achievement and Identity. *Capital Insights – Jul-Sept.2025 Issue* < <https://qrco.de/CIFB>>

Crosina, E. (2025) How do Founders' Workspace Uses Influence their Identity? *Management Insights – 2025 Annual English Issue*, School of Management, Fudan University.

Crosina, E., Radu-Lefebvre, M., Lefebvre, V., Hytti, U., Jno-Charles, A. (2021). Entrepreneurial Identity: A Leader's Super Power and Their Achilles Heel? *MIT Sloan Management Review.org* < <https://sloanreview.mit.edu/article/entrepreneurial-identity-a-leaders-superpower-and-their-achilles-heel/>>

Crosina, E., Pratt, M.G. (2021). The Five Stages of Organizational Mourning. *Academy of Management Insights* < <https://journals.aom.org/doi/full/10.5465/amj.2017.0140.summary>>

Crosina, E. (2020). Disrupted and Stronger: Looking In and Looking Out. *MIT Sloan Management Review.org* < <https://sloanreview.mit.edu/article/disrupted-and-stronger-looking-in-and-looking-out/>>

Crosina, E. (2020) Nine Leadership Lessons 2020 Gave Us. *MIT Sloan Management Review.org* < <https://sloanreview.mit.edu/article/nine-leadership-lessons-2020-gave-us/>>

Crosina, E. & Schinoff, B. (2020). Technology in the Pandemic: Recreate the Office or Repurpose It? *MIT Sloan Management Review.org* < <https://sloanreview.mit.edu/article/technology-in-the-pandemic-recreate-the-office-or-repurpose-it/>>

Crosina, E., & Pratt, M.G. (2019). How People Redirect Their Careers After Getting Laid Off. *HBR.org* < <https://hbr.org/2019/04/how-people-redirect-their-careers-after-getting-laid-off>>

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Wilson, H.J., Parise, S., Guinan, P.J., Weinberg, B., & **Crosina, E.** (2011). Better Project Staffing with Social Technology. *HBR.org* <<https://hbr.org/2011/11/project-staffing-with-social-t>>

Pedagogical Scholarship & Case Studies

Crosina, E. (2021). Founder Identity in New Venture Creation. In H. Neck, C. Brush, and P. Greene (Eds.) *Teaching Entrepreneurship*. (pp. 332-337). Northampton, MA: Edward Elgar Publishing.

Parise, S., & **Crosina, E.** (2012). How a mobile social media game can enhance the educational experience. *MERLOT Journal of Online Learning and Teaching*, 8(3): 209-222.

Parise, S., Guinan, P. J., **Crosina, E.**, & Smith, W. (2012). Booz Allen Hamilton: Social and Beyond. *Journal of Information Technology Case and Application Research*, 14(1): 55-70.

Book Chapters

Crosina, E., & Gartner, W. (2021). Managing Legacy, Achievement & Identity Entrepreneurial Families. In M. Allen, and W. Gartner (Eds.) *Family Entrepreneurship*. (pp. 35-48). Cham, Switzerland: Palgrave MacMillan.

Crosina, E. (2018). On Becoming an Entrepreneur: Unpacking Entrepreneurial Identity. In P. Greene, and C. Brush (Eds.) *Elgar Research Agenda for Women and Entrepreneurship. The Construction of Social Identity: The Case of Women Entrepreneurs*. (pp. 93-113). Northampton, MA: Edward Elgar Publishing.

Crosina, E., & Bartunek, J. (2017). The paradoxical mystery of the missing differences between academics and practitioners. In M. W. Lewis, W. K. Smith, P. Jarzabkowski, and A. Langley (Eds.) *Oxford Handbook of Organizational Paradox: Approaches to Plurality, Tensions and Contradictions* (pp. 472-489). Oxford, UK: Oxford University Press.

Brush, C. & **Crosina, E.** (2016). Women and Business Leadership: Challenges and Development. In A. Goethals, C. Hoyt, and K. Christensen (Eds.), *Women and Leadership: History, Concepts, and Case Studies* (pp. 225-234). Great Barrington, MA: Berkshire Publishing Group LLC.

Lepisto, D. A., **Crosina, E.**, & Pratt, M. G. (2015). Identity work within and beyond the professions: Toward a theoretical integration and extension. In A. Desilva and M. Aparicio (Eds.), *International Handbook of Professional Identities* (pp. 11-37). Rosemead, CA: Scientific & Academic Publishing.

Conference Proceedings

Ratinho T., Sarasvathy S., Cohen S., Von Briel F., Gartner W., **Crosina E.**, Spigel B. (2025) Effectuation Next: Toward New Theoretical Developments. *Academy of Management Proceedings 2025(1)* <<https://journals.aom.org/doi/10.5465/AMPROC.2025.10170symposium>>

Mismetti M., **Crosina E.**, De Massis A. (2025) Beyond Role Transitions: A Model of Role Settling. *Academy of Management Proceedings 2025(1)* <<https://journals.aom.org/doi/10.5465/AMPROC.2025.11058abstract>>

- Mismetti M., **Crosina E.**, De Massis A., Bechky B., Kim S., Mmbaga N., O'Mahony S. (2025) Lifting the Veil on Ethnography in Entrepreneurship and Beyond Settling. *Academy of Management Proceedings 2025(1)* <<https://journals.aom.org/doi/10.5465/AMPROC.2025.11219symposium>>
- Welch C., Koehler T., Romyantseva M., Wright A., Beunza D., Le J., Crosina E., Clegg S. (2025) How to Conduct a Qualitative Restudy: Research Designs to Reevaluate Existing Theories. *Academy of Management Proceedings 2025(1)* <<https://journals.aom.org/doi/10.5465/AMPROC.2025.18881symposium>>
- Mismetti M., **Crosina E.**, DeMassis A., Karp R., Nordstrom O. A., Pratt, M.G., Steier L., Stewart A., Sciarappa S. (2024) Triumphs and Tribulations of Ethnography in Entrepreneurship Research. *Academy of Management Proceedings 2024(1)*, 12422 <<https://journals.aom.org/doi/10.5465/AMPROC.2024.12422symposium>>
- Janardhanan S. N., Jones E. B., Vough H. C., Sandhu N., Oliver D., **Crosina E.**, Reaney R., Sonal R., Hollensbe E. C., Spriha Y., Sheep, M. L. (2024) Agency in Identity Construction. *Academy of Management Proceedings 2024 (1)*, 13227 <<https://journals.aom.org/doi/10.5465/AMPROC.2024.13227symposium>>
- Oyedemi B. A., Ko Y. H., Coff R., Maoret M., Lee S., **Crosina E.** (2024) Physical Work Environments: A Strategic Resource or Not. Implications for the Future. *Academy of Management Proceedings 2024 (1)*, 16954 <<https://journals.aom.org/doi/10.5465/AMPROC.2024.16954symposium>>
- Sciarappa S., **Crosina E.**, Pratt M. G., Shepherd, D., Ashforth, B. E., Raffaelli, R. L., Williams, T. A. (2023). Long Live the Past! Exploring Lingering Attachments, Identity, and Grief in Post Death Organizing. *Academy of Management Proceedings 2023(1)*, 12639 <<https://doi.org/10.5465/AMPROC.2023.12639symposium>>
- Dunlap D. R., Humberd, B. K., Gacula L. F., Eddleston, K. A., Balachandra, L., Vongswasdi P., **Crosina, E.** (2023). Crossing the Chasm: Unlocking the Next Global Frontier of Female Entrepreneurship. *Academy of Management Proceedings 2023(1)*, 11523 <<https://doi.org/10.5465/AMPROC.2023.11523symposium>>
- Crosina E.**, Frey E., Greenberg D., Corbett A.C., Liguori E., Fayolle A., Hytti U., Loi M., Pittaway L.A., Politis. D. (2022). On the Worth of Entrepreneurship Education: Entrepreneurship beyond Entrepreneurship? *Academy of Management Proceedings 2022(1)*, 12791 <<https://doi.org/10.5465/AMBPP.2022.12791symposium>>
- Rheinhardt A., Roberts A.E., **Crosina E.**, Johnson T.D., Phung K., Wittman, S. (2022). A Junior Scholar's Guide to Navigating the Trials & Triumphs of Qualitative Research. *Academy of Management Proceedings 2022(1)*, 16522 <<https://journals.aom.org/doi/abs/10.5465/AMBPP.2022.16522symposium>>
- Crosina E.**, Sala G.R., Schinoff, B., Ashforth B., Shepherd, D. (2021). Not in a Vacuum: How Extra-Organizational Crises Influence Identities and Relationships. *Academy of Management Proceedings 2021 (1)*, 13173 <<https://doi.org/10.5465/AMBPP.2021.13173symposium>>
- Aldrich, H., Bartel, C.A., **Crosina, E.**, Frey E., Stigliani, I. (2020). Spaces of Becoming: Toward a Better Understanding of How Modern Work Environments Make us Who We Are. *Academy of*

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Management Proceedings 2020(1), 13120

<https://journals.aom.org/doi/10.5465/AMBPP.2020.13120symposium>

Crosina E., Frey E., Petriglieri G., Ashforth B. E., Brands R. A., Crosina E., Petriglieri J. L. (2019). Building, Maintaining, and Breaking Attachments in Today's Organizations. *Academy of Management Proceedings 2019 (1), 11463*

<<https://journals.aom.org/doi/10.5465/AMBPP.2019.11463symposium>>

Crosina E., Gartner, W.B., Elsbach, K.D., Mathias B.D., Nordqvist, M., Radu-Lefebvre, M., Clarke, J.S., Lefebvre, V., Pieper, T.M., Williams, T.A. (2019). Identity In and Around Entrepreneurial Families. *Academy of Management Proceedings 2019 (1), 11417*

<<https://journals.aom.org/doi/10.5465/AMBPP.2019.11417symposium>>

Crosina E., Sala G.R. (2018). On Individual Imprinting: What, When, How & Why Care. *Academy of Management Proceedings 2018 (1), 14385*

<<https://journals.aom.org/doi/10.5465/AMBPP.2018.14385abstract>>

Anthony C., **Crosina, E.** (2018). Computer Love? How Identity-Implicating Bonds Shape Responses to Technology Change. *Academy of Management Proceedings 2018 (1), 10472*

<<https://journals.aom.org/doi/10.5465/AMBPP.2018.10472abstract>>

Crosina E., Ashforth, B., Gruber M.B., Petriglieri G., Powell E.E., Ashford, S., Baker, T., Fauchart, E., Wrzesniewski, A. (2017). Entrepreneurial Identity: Why, How and So What? *Academy of Management Proceedings 2017 (1), 12918*

<<https://doi.org/10.5465/AMBPP.2017.12918symposium>>

Crosina E., Devine B., Maitlis S. (2017). Identity Work Beyond the Profession: New Foci and Questions. *Academy of Management Proceedings 2016 (1), 12809*

<<https://journals.aom.org/doi/10.5465/ambpp.2016.12809symposium>>

Crosina E., (2015). Work identity imprinting: What, how, why and when? *Academy of Management Proceedings 2015 (1), 14623*

<<https://journals.aom.org/doi/10.5465/ambpp.2015.14623abstract>>

WORKING PAPERS & RESEARCH IN PROGRESS

Crosina, E., Sala, G. Fisher, G. Nonconscious Identity [Title redacted to ensure blind review]

Spigel, B., **Crosina, E.**, Randolph, A. Entrepreneurs' Mental Maps of their Ecosystems [Title redacted to ensure blind review]

Arwine, R., Cardon, M., **Crosina, E.**, Williams, D., Smith, B. On Founder-Venture Identity Relationships [Title redacted to ensure blind review]

Vough, H.C., Sandhu, N., Oliver, D., **Crosina, E.** How Entrepreneurs Manage the Blurred Lines between Self and Venture [Title redacted to ensure blind review]

Andric, M., **Crosina, E.**, Naldi, L. On the Liability of Failure [Title redacted to ensure blind review]

Crosina, E., How Entrepreneurs Build their Identity Workspace [Title redacted to ensure blind review]

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Mismetti, M.,* **Crosina, E.***, DeMassis, A. Role Settling following Role Transitions [Title redacted to ensure blind review]

Crosina, E. Change through Interaction Rituals?: The Case of a Social Venture Transitions [Title redacted to ensure blind review]

AWARDS & HONORS

- 2025 FFI (Family Firm Institute) 2025, Best Unpublished Paper Award
IFERA 2025, Best Paper Award
- 2024 Emerging Scholars Award, Entrepreneurship Division, Academy of Management
Journal of Business Venturing, Best Reviewer Award
MOC Best Symposium Award, Finalist, Academy of Management
19th EIASM Workshop on Family Firm Management Research, Runner-up for Best Contribution to Practice Paper, “Toward a Model of Role Settling after Transition: An Ethnography of a Family Business”
Babson Faculty Research Fund, Research Award
- 2022 Babson College Early Career Scholar Award
- 2020 Academy of Management Journal, Best Paper Award Finalist
ENT Showcase Symposium, Academy of Management
- 2019 NFIB Doctoral Dissertation Award, Winner
Grigor McClelland Doctoral Dissertation Award, Shortlist
Batten Institute for Entrepreneurship and Innovation, Research Grant (co P.I.)
MOC Best Symposium Award, Finalist, Academy of Management
- 2017 MOC Showcase Symposium, Academy of Management
OB Doctoral Consortium
Donald J. White Teaching Excellence Award, Boston College
- 2016 Kauffman Dissertation Fellowship
Entrepreneurship Doctoral Consortium
- 2014 MOC/OB/Careers Showcase Symposium, Academy of Management
- 2011 Dr. Martin Luther King, Jr. Legacy Award, Babson College
- 2009 H. O’ Brien Award for Highest Cumulative GPA for an evening MBA student, Babson College

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2004 Highest Honors for Senior Thesis, Babson College

INVITED TALKS, PRESENTATIONS & CONFERENCES

2026 Developing a new venture as the creation of an identity workspace (*invited presentation*) Worcester Polytechnic Institute, Worcester, MA (March 2026)

Developing a new venture as the creation of an identity workspace (*invited presentation*) Syracuse University, Syracuse, NY (January 2026)

Developing a new venture as the creation of an identity workspace (*invited presentation*) University of Alabama, Tuscaloosa, AL (January 2026)

2025

Effectuation Next: Toward New Theoretical Developments (with T. Ratinho, S. Sarasvathy, S. Cohen, F. Von Briel, W. Gartner, B. Spiegel) – Academy of Management Annual Meeting, Copenhagen, Denmark (August 2025)

Beyond Role Transitions: A Model of Role Settling (with M. Mismetti and A. De Massis) – Academy of Management Annual Meeting, Copenhagen, Denmark (August 2025)

Lifting the Veil on Ethnography in Entrepreneurship and Beyond Settling (with M. Mismetti M., A. De Massis, B. Bechky, S. Kim, N. Mmbaga, S. O'Mahony) – Academy of Management Annual Meeting, Copenhagen, Denmark (August 2025)

How to Conduct a Qualitative Restudy: Research Designs to Reevaluate Existing Theories (with C. Welch, T. Koehler, M. Rummyantseva, A. Wright, D. Beunza, S. Clegg) – Academy of Management Annual Meeting, Copenhagen, Denmark (August 2025)

Developing a new venture as the creation of an identity workspace (*invited presentation*) Texas Christian University Neely School of Business, Fort Worth, TX (May 2025)

Ethnography primer (*invited seminar*) Texas Christian University Neely School of Business, Fort Worth, TX (May 2025)

Developing a new venture as the creation of an identity workspace (*invited presentation*) Stockholm School of Economics, Stockholm, Sweden (March 2025)

Ethnography primer (*invited seminar*) Stockholm School of Economics, Stockholm, Sweden (March 2025)

2024

Triumphs and Tribulations of Ethnography in Entrepreneurship Research (with M. Mismetti, A. DeMassis, R. Karp, O. Nordstrom, M. Pratt, L. Steier, A. Stewart, S. Sciarappa) – Academy of Management Annual Meeting, Chicago, IL (August 2024)

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Agency in Identity Construction (with S. Janardhanan, E. Jones, H. Vough, N. Sandhu, D. Oliver, R. Reaney, R. Sonal, E. Hollensbe; Y. Spruha, M. Sheep) – Academy of Management Annual Meeting, Chicago, IL (August 2024)

Physical Work Environments: A Strategic Resource or Not. Implications for the Future (B. Oyedeji, Y. Ko, R. Coff, M. Maoret, S. Lee) – Academy of Management Annual Meeting, Chicago, IL (August 2024)

The Alchemy of Qualitative Research: Letters from the Field, to the Field (with T. Johnson, K. Phung, A. Rheinhardt, A. Roberts, S. Wittman) – PDW, Academy of Management Annual Meeting, Chicago, IL (August 2024)

Lessons Learned off the Beaten Path: Safeguarding Informant Dignity While Conducting High-Impact Qualitative Research (with P. Sharma, F. Massa, A. Holm, R. Manning, J. Spengler; K. Lashley, M. Toubiana; C. van Esch) – PDW, Academy of Management Annual Meeting, Chicago, IL (August 2024)

Toward a Model of Role Settling: The Case of a Family Business – Babson College Entrepreneurship Conference – Munich, Germany (June 2024)

Community and Entrepreneurial Identity Co-Construction: How Founders Ascribe Self-Referential Meanings to Entrepreneurship – (*invited presentation*) Audencia Business School, Nantes, France (June 2024)

Building an identity workspace: The case of a new family venture – (*invited presentation*) INSEAD, New Direction in Leadership Conference, Fontainebleau, France (June 2024)

A Part of, or Apart from, Me?: Linking Dynamic Founder-Venture Identity Relationships to New Venture Strategy – (*invited presentation*) Kelley Business School, Indiana University, Bloomington, IN (May 2024)

Community and Entrepreneurial Identity Co-Construction: How Founders Ascribe Self-Referential Meanings to Entrepreneurship – (*invited presentation*) Mississippi State University – Starkville, MS (April 2024)

Qualitative Research: A Practical Overview and Workshop – (*invited seminar*) Mississippi State University – Starkville, MS (April 2024)

2023

Community and Entrepreneurial Identity Co-Construction: How Founders Ascribe Self-Referential Meanings to Entrepreneurship – (*invited presentation*) Kelley Business School, Indiana University, Bloomington, IN (October 2023)

“Long Live the Past!: Exploring Lingering Attachments, Identity, and Grief in Post Death Organizing” (with S. Sciarappa & M. Pratt) – Academy of Management Annual Meeting, Boston, MA (August 2023)

“From Family to Family Business?: On the Interplay of Relationships and Identity in the Development of a New Family Firm” – Academy of Management Annual Meeting, Boston, MA (August 2023)

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“The Alchemy of Qualitative Research: Crafts and Routines” (with T. Johnson, K. Phung, A. Rheinhardt, A. Roberts, S. Wittman) – PDW, Academy of Management Annual Meeting, Boston, MA (August 2023)

“Addressing Entrepreneurship’s Biggest Research and Learning Challenges Through Game Mechanisms” (with C. Armstrong, P. Kim, S. Fourné, G. Croidieu) – PDW, Academy of Management Annual Meeting, Boston, MA (August 2023)

Translating Research for Practitioners (with A. Zacharakis) – Doctoral Consortium, Babson College Entrepreneurship Conference – Knoxville, TN (June 2023)

Ethnography in Family Business – (*invited presentation*) IFERA Research Development Workshop – Webinar (April 2023)

2022

“Relating as Organizing? The Case of an Emerging Family Business” – Babson College, Babson Faculty Research Fund Series, Babson Park, MA (November 2022)

“Relationships in an Emerging Family Business” – POS Research Conference – Ann Arbor, MI (June 2022)

Translating Research for Practitioners (with D. Kuratko) – Doctoral Consortium, Babson College Entrepreneurship Conference – Waco, TX (June 2022)

What’s the Worth of an Entrepreneurship Education? How Aspiring Entrepreneurs Develop an Entrepreneurial Mindset & Identity (with E. Frey, A. Corbett, D. Greenberg) – Babson College Entrepreneurship Conference – Waco, TX (June 2022)

“Family Business Emergence: An Ethnographic Study” – Babson College Entrepreneurship Conference – Waco, TX (June 2022)

Qualitative Research: A Practical Overview and Workshop – (*invited seminar*) Mississippi State University – Starkville, MS (April 2022)

“Relating as Organizing? The Case of an Emerging Family Business” – (*invited presentation*) Mississippi State University – Starkville, MS (April 2022)

2021

“Relating as Organizing? The Case of an Emerging Family Business” (*by invitation only*) – Work Identity & Meaning, Boston College (December 2021)

Writing a Monograph Dissertation (*by invitation only*) – Ethnography Atelier Workshop, Emlyon (Zoom Presentation due to Coronavirus, September 2021)

“Not in a Vacuum: How Extra-Organizational Crises Influence Identities and Relationships” (with G. Sala & B. Schinoff) – Virtual Academy of Management Annual Meeting (August 2021)

ELIANA CROSINA

“Toward a Model of Relating and Organizational Development: The Case of a Nascent Family Business” – Positive Relationships at Work Meeting (Zoom Presentation due to Coronavirus, April 2021)

“Identity in Entrepreneurship: Models of Managing Adversity” – Babson Academy Webinar (Asynchronous Presentation, April 2021)

“Where are they now?” (*by invitation only*) – Work Identity & Meaning, Boston College (Zoom Presentation due to Coronavirus, February 2021)

“Becoming Creatives: From A family to a family business? (*by invitation only*) – Creative Industries Conference (Zoom Presentation due to Coronavirus, February 2021)

2020

“Spaces of Becoming: Toward a Better Understanding of How Modern Work Environments Make us “Who We Are” (with E. Frey) – Virtual Academy of Management Annual Meeting (Asynchronous Presentation, August 2020)

Student Mentor, Entrepreneurship Doctoral Consortium – Virtual Academy of Management Annual Meeting (Synchronous Feedback Session, August 2020)

“Getting the Dissertation Done and Transitioning to Faculty” – Babson College Entrepreneurship Conference – Knoxville, TN (Zoom Presentation due to Coronavirus, June 2020)

“Becoming A Family Business?: Identity In And Around Family Business Construction” – Babson College Entrepreneurship Conference – Knoxville, TN (Accepted for Presentation, June 2020. Conference canceled due to Coronavirus)

“A Part of, or Apart From Me? An Identity Construal Model Of New Venture Organizing” (with M. Pratt & H. Lifshitz-Assaf) – Babson College Entrepreneurship Conference – Knoxville, TN (Accepted for Presentation, June 2020. Conference canceled due to Coronavirus)

“A Part of or Apart From Me? An Identity Construal Model Of New Venture Organizing” (with M. Pratt & H. Lifshitz-Assaf) (*by invitation only*) – Davis Conference on Qualitative Research – Davis, CA (via Zoom due to Coronavirus, March 2020)

“A Part of or Apart From Me? An Identity Construal Model Of New Venture Organizing” (with M. Pratt & H. Lifshitz-Assaf) (*by invitation only*) – Identity Research Meeting – Boston, MA (March 2020)

From a Family to a Family Business?: Understanding Identity in Family Business Creation – Babson College, Faculty Research Day, Babson Park, MA (January 2020)

2019

“Space Crafting: On the Construction of Workspace and Identity among Co-Located Entrepreneurs” (*by invitation only*) - École Polytechnique Fédérale de Lausanne, Lausanne, CH (October 2019)

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“From a Family to a Family Business? On the Role of Identity Anchors in the Construction of a Family Business.” - Academy of Management Annual Meeting, Boston, MA (August 2019)

“Building, Maintaining, and Breaking Attachments in Today’s Organizations” (with E. Frey) - Academy of Management Annual Meeting, Boston, MA (August 2019)

“Bringing Entrepreneurship Concepts to Life through Classroom Experiential Learning Activities” / Professional Development Workshop facilitator - Academy of Management Annual Meeting, Boston, MA (August 2019)

“My Business, Myself?: How Entrepreneurs’ Identification Influences New Venture Development” - Babson College, Faculty Research Day, Babson Park, MA (February 2019)

2018

“Start Me Up: Learning How to Be an Entrepreneur in a Shared Workspace?” - Boston College, Work Identity & Meaning Research Group, Chestnut Hill, MA

“Never Gonna Give You Up: On the Role of Identity Work in Entrepreneurs’ Perseverance” - Academy of Management Annual Meeting, Chicago, IL

“Computer Love?: How Identity-Implicating Bonds Shape Responses to Technology Change” (with C. Anthony) - Academy of Management Annual Meeting, Chicago, IL

“On Individual Imprinting: What, When, How & Why Care” (with G. Sala) - Academy of Management Annual Meeting, Chicago, IL

“Start Me Up: On Becoming an Entrepreneur in a Shared Workspace”- Creative Industries Conference (*by invitation only*) - Edinburgh, Scotland

“Start Me Up: On Becoming an Entrepreneur in a Shared Workspace”- Babson Entrepreneurship Conference - Waterford, Ireland

“My Business, Myself?: Unpacking founder identity-venture relationships in growing entrepreneurial firms” - INSEAD Identity Conference (*by invitation only*) - Fontainebleau, France

2017

“Entrepreneurial Identity: Why, How and So What?” - Academy of Management Annual Meeting, Atlanta, GA

“Negotiating Identity Construction at the Work Life Interface” (with Stephanie Creary & Judith Gordon) - Academy of Management Annual Meeting, Atlanta, GA

Expanding Understanding of Business Creation: Adding More Ethnography Into the Research Mix Conference and Workshop (*by invitation only*) - Princeton University, Princeton, NJ

2016

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“On Becoming an Entrepreneur: Unpacking the Role of Shared Workspace in Entrepreneurial Identity Development”- Academy of Management Annual Meeting, Anaheim, CA

“Walking the Tightrope: Unpacking the Role of Shared Workspace in Entrepreneurial Identity and Career Adaptability” - Kauffman Emerging Scholars Conference, Kansas City, MO

2015

“Work Identity Imprinting: What, How, Why and When?” - Academy of Management Annual Meeting, Vancouver, Canada.

“The Road Less Traveled: Identity Resilience and Reinvention among Former Lehman Bankers” (with Michael Pratt) - Academy of Management Annual Meeting, Vancouver, Canada.

2014

“The Accidental Entrepreneur?: Unconscious Identity Work in the Context of an Organizational Bankruptcy,” (with Michael Pratt) - Academy of Management Annual Meeting, Philadelphia, PA.

“Identity Work Within and Beyond the Professions: Toward a Theoretical Integration and Extension,” (with Douglas Lepisto & Michael Pratt) - Academy of Management Annual Meeting, Philadelphia, PA.

2013

“Job Satisfaction and Work Meaningfulness: Conceptual Twins or Conceptual Cousins?” (with Michael Pratt) - Academy of Management Annual Meeting, Orlando, FL.

2012

“Using a Social Platform to Enhance Classroom Learning” (with Salvatore Parise) OBTC Annual Meeting - Ontario, Canada.

2011

“Using Social Media to Improve Learning in the Business Classroom” (with Salvatore Parise) OBTC Annual Meeting - Milwaukee, WI.

TEACHING

Babson College

- **Qualitative Research Methods 1** (Required DBA Course)
Associate Professor, Fall 2025 (full course evaluations available upon request, instructor teaching effectiveness score is no longer available due to institutional changes in assessment)
- **Foundation of Management & Entrepreneurship** (Required BBA Course)
Associate Professor, Fall 2025 (full course evaluations available upon request, instructor teaching effectiveness score is no longer available due to institutional changes in assessment)

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Assistant Professor, Spring 2022, Fall 2022, Spring 2023, Fall 2023, Spring 2024, Fall 2024, Spring 2025 – *peer evaluations from observations are available upon request (institution shifted teaching assessment process)*

Assistant Professor, Fall 2020, Spring 2021, Fall, 2021 (*all teaching ratings suspended due to COVID-19*)

Assistant Professor, Fall 2019

- Ratings (5=low; 1=high):
 - Instructor Teaching Effectiveness (Average = 1.4)

Assistant Professor, Spring 2019

- Ratings (5=low; 1=high):
 - Instructor Teaching Effectiveness (Average = 1.3)

Assistant Professor, Fall 2018

- Ratings (5=low; 1=high):
 - Instructor Teaching Effectiveness (Average = 1.4)

- **Enterprise 2.0: Building Social Networks** (Elective BBA Course), *Adjunct Lecturer*, Fall 2011
 - Ratings (5=low; 1=high):
 - Instructor Overall Assessment (Average = 1.4)
- **Enterprise 2.0: Building Social Networks**, (Elective BBA Course with Salvatore Parise), *Teaching Assistant*, Spring 2011
- **Ghana & Rwanda Entrepreneurship Programs**, *Instructor*, January & August 2011

Indiana University, Kelley School of Business

- **Qualitative Research Seminar/Workshop** (Graduate and Post-Doctoral Level), *Instructor*, May 2024

Mississippi State University

- **Qualitative Research Seminar/Workshop** (Graduate and Post-Doctoral Level), *Instructor*, April 2022; April 2024

Boston College, Carroll School of Management

- **Entrepreneurial Management** (Elective BBA Course), *Instructor*, Spring 2018
 - Ratings (1=low; 5=high):
 - Instructor Overall Assessment (Average = 4.32; Boston College Average = 4.19)
- **Organizational Behavior** (Required BBA Course), *Instructor*, Spring 2016
 - Ratings (1=low; 5=high):
 - Instructor Overall Assessment (Average = 4.53; Boston College Average = 4.16)
- **Entrepreneurial Management** (Elective BBA Course with Mary Tripsas), *Teaching Assistant*, Fall 2015

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- **Organizational Behavior** (Required BBA Course with Spencer Harrison), *Teaching Assistant*, Spring 2014
- **Leadership** (Required Course for Concentration with Judith Clair), *Teaching Assistant*, Fall 2013

École Polytechnique Fédérale de Lausanne & ETH Zürich

- **Qualitative Research Seminar/Workshop** (Graduate and Post-Doctoral Level), *Instructor*, Fall 2019

ACADEMIC SERVICE

- **Representative at Large, Entrepreneurship Division, Academy of Management** 2025-present
- **Co-organizer, Entrepreneurship Division, Academy of Management Mentorship Committee** 2025-present
- **Doctoral Consortium Co-Director, Babson College Entrepreneurship Research Conference** 2025
- **Field Editor, Journal of Business Venturing** 2025-present
- **JBV 2025 Best Article Award Selection Committee** 2025
- **Ad Hoc Reviewer, Journal of Business Venturing** 2018-2024
- **Member, Journal of Business Venturing Editorial Board** 2024-2025
- **Member, Administrative Science Quarterly Editorial Board** 2025-present
- **Member, Academy of Management Journal Editorial Board** 2021-present
- **Rebecca Arwine's Dissertation Committee Member** with David Williams, Melissa Cardon (co-chairs) and Brett Smith 2024
- **Mohammad Hawily's External Dissertation Reviewer** with Paola Giuri, Denis Gregoire, Marco Corsino & Leonardo Corbo 2025
- **Ad Hoc Reviewer, INFORMS/Organization Science Dissertation Proposal Competition** 2022
- **Ad Hoc Reviewer, NFIB Dissertation Proposal Competition** 2022
- **Member, Academy of Management Journal Editorial Review Board** 2021-present
- **Ad Hoc Reviewer, Academy of Management Journal** 2018-2021
- **Ad Hoc Reviewer, Administrative Science Quarterly** 2020-present

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- **Ad Hoc Reviewer, Academy of Management Discoveries** 2020-present
- **Ad Hoc Reviewer, Academy of Management Studies** 2022-present
- **Ad Hoc Reviewer, Org Behavior & Human Decision Processes** 2020-present
- **Ad Hoc Reviewer, Entrepreneurship Theory and Practice** 2019-present
- **Ad Hoc Reviewer, Academy of Management Review** 2018-present
- **Ad Hoc Reviewer, Organization Science** 2018-present
- **Ad Hoc Reviewer, Babson College Entrepreneurship Conference** 2018- present
- **Ad Hoc Reviewer, Diana Conference, Babson College** 2018-2020; 2023
- **Ad Hoc Reviewer, Academy of Management Annual Meetings**
 - Entrepreneurship Division 2016-present
 - Managerial and Organizational Cognition Division 2013-present
 - Organizational Behavior Division 2013-2018
 - Careers Division 2013-2015
- **NFIB Award Committee, Academy of Management** 2022
- **DBA Design Team Member, Babson College** 2024-present
- **Babson Faculty Research Fund Elected Member, Babson College** 2026-present
- **Dean of Faculty Inclusive Excellence Committee, Entrepreneurship Division Representative, Babson College** 2023-2024
- **Honors Council Member, Babson College** 2020-present
 - **Honors Director Search Committee** Fall 2024
- **Curriculum Re-Design Team Member - Foundation of Management & Entrepreneurship, Babson College** 2020-2021
- **Lead Organizer, Boston College, Work Identity and Meaning Research Group** 2015-2018
- **Entrepreneurship Division Elected Student Representative, Academy of Management** 2016-2017

PRIOR EMPLOYMENT

2008-2012 **Babson College**
Director, Alumni Network

2004-2008 **Lehman Brothers International Europe**

ELIANA CROSINA

Investment Banking Associate

PROFESSIONAL DEVELOPMENT

- **Inspire Studio Teaching Retreat, Babson College** May 2022
- **Online Teaching Training Program, Babson College** Summer 2020

LANGUAGE SKILLS

Italian (native); English; French & German (scholastic proficiency)

REFERENCES

Michael G. Pratt (Dissertation Chair & Ph.D. Advisor), Boston College, Carroll School of Management, prattmg@bc.edu

Andrew Corbett (Entrepreneurship Department), Babson College, acorbett@babson.edu

Danna Greenberg (Management Department), Babson College, dgreenberg@babson.edu