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Academic Employment Overview

1/2022 – present	Senior Lecturer. Waikato Management School, Waikato University, New Zealand.
4/2019 – 1/2022	Lecturer (<i>NZ equivalent to tenure track Assistant Professor</i>). Waikato Management School, Waikato University, New Zealand.
8/2018 – 3/2019	Visiting Researcher. Department of Engineering, Pontificia Universidad Católica de Chile (among the highest-ranked universities in Latin America).
8/2011 – 3/2014	Project Manager of Innovation Research , on a project basis. Entrepreneurship and Innovation team, Department of Engineering, Pontificia Universidad Católica de Chile.
6/2008 – 5/2011	Research Assistant. School of Management, Massey University, NZ. Research Assistant and Project Manager.

Education

PhD	Institute of Work Psychology, University of Sheffield (UK). <i>PhD related to entrepreneurship psychology using Artificial Intelligence</i>	2019
Masters	Massey University, School of Management (NZ). <i>Master of Management Studies</i>	2016
Honours	Massey University, School of Management (NZ). <i>First Class Honours in Business (top performance category)</i>	2010
Bachelors	Massey University, School of Management (NZ). <i>Bachelor of Business Studies (top performance category)</i>	2009
<i>In progress:</i>		
Certificate	The University of Waikato, the School of Computing and Mathematical Sciences & the School of Engineering (NZ). <i>Certificate in STEM.</i> <i>Includes exceptional performance in the following courses:</i> <ul style="list-style-type: none">• <i>COMPX310 Machine Learning, A+, 92%</i>• <i>STATS111 Statistics for Science, A+, 95%</i>• <i>ENGEN103 Engineering Computing, A+, 92%</i>	2022 <i>expected</i>
Certificate	Massey University, College of Humanities and Social Sciences (NZ). <i>Certificate in Arts (studies related to language acquisition)</i>	2022 <i>expected</i>

Languages: English (native); Spanish (fluent).

Journal Articles

10. Stephan, U., ... **Williamson, A. J.**, & Zahid, M. (2022). Act or wait-and-see? Adversity, agility, and entrepreneur wellbeing across countries during the COVID-19 pandemic. *Entrepreneurship Theory and Practice*.
(A*-ranked on the Australian Deans Business Council "ADBC" List, FT-50 Journal).
9. **Williamson, A. J.**, Battisti, M., & Pollack, J. M. (2022). Capturing passion expressed in text with artificial intelligence (AI). Affective passion waned, and identity centrality was sustained in social ventures. *Journal of Business Venturing Insights*.
<https://doi.org/10.1016/j.jbvi.2021.e00295>
(A-ranked on the ABDC List).
8. **Williamson, A. J.**, Drencheva, A., & Wolfe, M. T. (2022). When do negative emotions arise in entrepreneurship? A contextualized review of negative affective antecedents. *Journal of Small Business Management*.
<https://doi.org/https://doi.org/10.1080/00472778.2022.2026952>
(A-ranked on the ABDC list).
7. Rojas, C., Pertuze, J. A., **Williamson, A. J.**, & Leatherbee, M. (2022). More structure or better social practices? Using a contingency lens to address ambidexterity gaps in innovative SMEs. *International Journal of Emerging Markets*.
<https://doi.org/10.1108/IJOEM-04-2021-0572>
6. **Williamson, A. J.**, Short, J. C., & Wolfe, J. (2021). Standing out in crowd-funded microfinance: A topic modeling approach examining campaign distinctiveness and prosocial performance. *Journal of Business Venturing Insights*.
<https://doi.org/10.1016/j.jbvi.2021.e00261>
(A-ranked on the ABDC list).
5. **Williamson, A. J.**, Gish, J. J., & Stephan, U. (2021). Let's focus on solutions to entrepreneurial ill-being! Recovery interventions to enhance entrepreneurial well-being. *Entrepreneurship Theory and Practice*.
<https://doi.org/10.1177/10422587211006431>
(A* ranked on the ABDC list, FT-50 Journal).
4. **Williamson, A. J.**, Drencheva, A., & Battisti, M. (2021). Entrepreneurial Disappointment: Let down and breaking down, a machine-learning study. *Entrepreneurship Theory and Practice*.
<https://doi.org/10.1177/1042258720964447>
(A* ranked on the ABDC list, FT-50 Journal).
3. Rojas, C., Pertuze, J. A., **Williamson, A. J.**, Gilbert-Saad, A., & Alarcón, L. F. (2021). Standardization can be good for exploration: A social capital view of the productivity dilemma in operational teams. *Production Planning & Control*.
<https://doi.org/10.1080/09537287.2021.1903112>

(A-ranked on the ABDC list).

2. **Williamson, A. J.**, Battisti, M., Leatherbee, M. & Gish, J. J. (2019). Rest, zest and my innovative best: A multilevel mediation model of sleep, moods and entrepreneurs' innovative behavior. *Entrepreneurship Theory and Practice*. <https://doi.org/10.1177/1042258718798630>
(A* ranked on the ABDC list, FT-50 Journal).
1. Battisti, M., & **Williamson, A. J.** (2015). The small business transfer process: The role of intermediaries. *Small Enterprise Research*, 22(1), 32–48. <https://doi.org/10.1080/13215906.2015.1022129>

Commissioned reports

2. Leatherbee, M., Pertuzé, J, Rojas, C. & **Williamson, A. J.** (2019). Ambidexterity in Chilean SMEs (pp. 1–355). Santiago, Chile.
1. Battisti, M., **Williamson, A. J.**, & Deakins, D. (2010). Arranged workplace learning in automotive SMEs. Privately commissioned project (pp. 1–53). Wellington, New Zealand.

Selected conference presentations

13. **Williamson, A. J.**, Battisti, B. (2020, September 2-4). *Sentiment Towards Entrepreneurship: A Process Perspective*. British Academy of Management Conference (BAM). Manchester, United Kingdom (virtual conference).*
- *Best Developmental Paper Award, Entrepreneurship track.
12. Rojas, C., Pertuze, J. A., & **Williamson, A. J.** (2020). *Responding to Exploration and Exploitation Pressures via a Contingency Framework*. Academy of Management Proceedings, 2020(1), 13181. <https://doi.org/10.5465/AMBPP.2020.13181abstract>
 11. Rojas, C., Pertuze, J. A., & **Williamson, A. J.** (2020). *The Role of Structural and Social Mechanisms of Process Management Programs on Ambidexterity*. Academy of Management Proceedings, 2020(1), 13178. <https://doi.org/10.5465/AMBPP.2020.13178abstract>
 10. **Williamson, A. J.**, & Drencheva, A. (2019, August 9-13). *Emotional costs of the entrepreneurial process: A review and agenda for future research*. Paper presented at the 79th Annual Meeting of the Academy of Management: Understanding the inclusive organization. Boston, Massachusetts.
 9. **Williamson, A. J.**, Battisti, M., Drencheva, A., & Ferri, C. (2019, August 9-13). *Entrepreneurial disappointment and its link with mental illness: A machine learning study*. Paper presented at the 79th Annual Meeting of the Academy of

Management: Understanding the Inclusive Organization. Boston, MA.

8. **Williamson, A. J.**, Ferri, C., & Battisti, M. (2018, *December 4-7*). *Entrepreneurial anger, fear and sadness*. Paper presented at the 32nd annual Australian & New Zealand Academy of Management (ANZAM) Conference. Managing the Many Faces of Sustainable Work. Auckland, New Zealand.
7. **Williamson, A. J.**, Ferri, C., & Battisti, M. (2018, *November 15-16*). *Towards a taxonomy of entrepreneurial affective events*. Paper presented at RENT XXXII conference: Sustainable entrepreneurship: A win-win strategy for the future. Toledo, Spain.
6. **Williamson, A. J.**, & Battisti, M. (2018, *November 15-16*). *When reality erodes passion*. Paper presented at RENT XXXII conference: Sustainable entrepreneurship: A win-win strategy for the future. Toledo, Spain.
5. **Williamson, A. J.**, & Battisti, M. (2016, *September 6-8*). *Waking up on the innovative side of the bed*. Paper presented at the 30th British Academy of Management conference: Thriving in Turbulent Times. Newcastle, UK.
4. **Williamson, A. J.**, Bledow, R., Battisti, M., & Leatherbee, M. (2016, *June 21-23*). *Moody yet innovative: The role of daily affective change on the innovative work behaviour of entrepreneurs*. Paper presented at the 5th Biennial IWP Conference: Work, Well-being and Performance. Sheffield, UK.
3. **Williamson, A. J.**, & Battisti, M. (2015, *July 1-3*). *Affect as a predictor of innovative behaviour in entrepreneurship*. Paper presented at the 28th Annual SEAANZ Conference. Rhetoric and Reality: Effectively Managing Small and Medium Enterprises. Melbourne, Australia.
2. Battisti, M., & **Williamson, A. J.** (2012, *September 3-5*). *The role of intermediaries in the small business transfer process*. Paper presented at the Rencontres Conference. In search of a dynamic equilibrium: exploring and managing tensions in entrepreneurship and SMEs. St. Gallen, Switzerland.
1. **Williamson, A. J.**, Lewis, K., & Massey, C. (2011, *June 15-18*). *Work-life balance in small business: The impact of firm and family milestones*. Paper presented at the 56th Annual ICSB World Conference: Changes in Perspectives of Global Entrepreneurship and Innovation. Stockholm, Sweden.

Workshops and industry presentations

11. 2021, Sep 1. Equipping Entrepreneurs with the Emotional Skills for Entrepreneurial Success, Virtual.
<https://www.youtube.com/watch?v=49vjpHBxKHs>
10. 2021, Apr 9. Using word embeddings to capture changes in text over time. New Zealand AI Research (NZAIR) workshop, Hobbiton, NZ.
<https://www.youtube.com/watch?v=blvpR5XrpFE>

9. 2021, Mar 18. How to use text analysis and interventions for cutting-edge research. Audencia Business School's Business and Society Department, research seminar, Nantes, France (virtual).
8. 2020, Nov 19. Measuring public sentiments using artificial intelligence: A five-country analysis of public perceptions of entrepreneurship. WMS/NZIBR research seminar, Hamilton, NZ.
7. 2020, July 1. Strategy in a pandemic. Leadership Team, Central North Island Kindergarten Trust, Rotarua, NZ.
6. 2019, Nov 13. On being an ambidextrous organization. Head Teachers, Central North Island Kindergarten Trust, Putaruru, NZ.
5. 2019, July 25. Mental fitness for Go Global Founders: The importance of sleep. Go Global Founders workshop, Start-Up Chile, Santiago, Chile. Video (in Spanish): <https://youtu.be/WgGd-pMPao4>.
4. 2019, June 4. Sleep in Entrepreneurship: A seminar presentation. Enterprise Innovation Unit workshop, Hamilton, NZ.
3. 2018, November 22. Sesión del Seminario de Investigación del Departamento de Ingeniería Industrial y de Sistemas y del Major en Investigación Operativa. La Sala de Magister, Departamento de Ingeniería Industrial y de Sistemas, Facultad de Ingeniería, Pontificia Universidad Católica de Chile. Santiago, Chile.
2. 2019, October 16. How to write an introduction. EPIC Lab Seminar Room, Departamento de Ingeniería Industrial y de Sistemas, Facultad de Ingeniería, Pontificia Universidad Católica de Chile. Santiago, Chile.
1. 2016, June 27. Explore or exploit? Sleep and affect as antecedents to effort and performance in early-stage entrepreneurship. Presented at the Institute of Work Psychology Research Exchange, Sheffield, UK.

Supervision experience

PhD supervision

- Evelize Culpi Mann, "Social enterprises and the promotion of social values and organisational identity: An artificial intelligence approach". Start date: 01/Jul/2021. (Chief supervisor).
- Gina Millar, "Considering context in online games: A cross-genre study of loyalty in online games and intention to purchase in-game items." Start date: 01/May/2020. (Second supervisor).
- Nadeeja Dodamgoda, "Ethical Leadership: An Eastern Perspective Based on Studies in Asian Countries." Start date: 01/Aug/2020. (Second supervisor).

Master supervision

- Shane Riley. EXMBA565 30-point dissertation. Completed: April 2022.
- Monica Van Der Linden. MNMG599 30-point dissertation. Completed: March 2022.
- Devar Pillay, MNMGT592 60-point dissertation. Completed: June 2021.
- Merab Onam. MNMG599 30-point dissertation. Completed: March 2020.

- Catherine de Monchy. MNMG591. 30-point dissertation. Completed: March 2020. (Examiner).

Honours/Report of an Investigation supervision/examination (MNMGT399)

- Georgia Ransfield. Completed: March 2021.
- Masud Rahaman. Completed: November 2020.
- Brooke Mouranga. Completed: March 2022. (Examiner).
- Oliver Nixon. Completed: November 2021. (Examiner).
- William Gasson. Completed: November 2020. (Examiner).
- Holly Stevens. Completed: June 2020. (Examiner).
- Victoria Astorga. Completed: November 2020. (Examiner).

Teaching experience

Master's and Executive Education

Leading for an Uncertain Future: MNMG515.

2022 – University of Waikato. Convenor and lecturer.

Competing in a Complex World: EXMBA557.

2022 (three cohorts) – University of Waikato. Convenor and lecturer.

Management Strategy in Context: MNMG550.

2022 (two cohorts) – University of Waikato. Convenor and lecturer.

Strategic Innovation: STMGT502.

2022, 2021 – University of Waikato. Convenor and lecturer.

Strategic Management and Decision Making / Managing Strategically: EXMBM521.

2021, 2020 (two cohorts), 2019 (two cohorts) – University of Waikato. Convenor and lecturer.

Report of an Investigation: WSOMM599.

2021, 2020 – University of Waikato. Supervisor.

Strategic Management Thesis - STMGT593.

2021, 2020 – University of Waikato. Supervisor.

High Impact Project - EXMBA565.

2021 – University of Waikato. Supervisor.

Strategy and Organisational Theory: STMGT501.

2020 – University of Waikato. Guest Lecturer.

International Immersion Project: EXMBA556 (MBA).

2019 – University of Waikato. Guest Lecturer.

Undergraduate

Commercialising a New Venture: STMGT304.

2022, 2021, 2020 – University of Waikato. Convenor and lecturer.

Report of an Investigation: WSOMM399.

2020 – University of Waikato. Supervisor.

Foundations of Management.

2010 – Massey University. Lecturer.

Entrepreneurship.

2010 – 2011 – Massey University. Guest Lecturer.

Human Resource Management.

2010 – 2011 – Massey University. Guest Lecturer.

Small Business.

2010 – 2011 – Massey University. Guest Lecturer.

Academic Service

Service to journals and conferences

- Editorial Board, Engagement Director: Entrepreneurship, Theory and Practice (November 2018– onwards).
- Ad Hoc Reviewer: Journal of Business Venturing (Jan 2020- onwards).
- Member of the Academy of Management, Entrepreneurship Division, Research Committee (incoming 2021-2024).
- Applied Psychology: An International Review (2018 – 2019).
- Australian New Zealand Academy of Management (ANZAM) Conference. Competitive paper and interactive paper reviewer for entrepreneurship (2019).
- The International Journal of Entrepreneurial Behavior & Research, organisational behaviour division. Ad hoc reviewer (2016 – 2019).
- British Academy of Management (BAM) conference, entrepreneurship track (2016).
- Australian New Zealand Academy of Management (ANZAM) Conference. Competitive paper and interactive paper reviewer on topics relating to organisational behaviour & entrepreneurship (2016).
- ACERE (Australian Centre for Entrepreneurship Research Exchange). Full paper reviewer. (2015).

Funding reviewer

- The National Fund for Science and Technology Development, Chile (FONDECYT). Ad hoc bid reviewer (2015).

Conference and research organisation

- Computer-aided Text Analysis (CATA) Workshop (2020, 17 March). Chair.
- The Institute of Work Psychology Biennial International Conference. Host activities, such as overseeing poster presentations. (2017).
- The Institute of Work Psychology Doctoral Day. Organisational committee member. (2017).
- International Council for Small Business World Conference (2012)
 - Prepared the conference bid document (2010)
 - Coordinated the preliminary plans and established the conference committee (2010-2011).
- New Zealand Centre for Small and Medium Enterprise Research Biannual Research Seminar. Organisational team (2009-2011).
- New Zealand Centre for Small and Medium Enterprise Research Symposium. Organisational lead (2009-2011).
- Small Enterprise Conference of Australia and New Zealand. Conference organisation (2009).

University Service

- Representative on the EQUIS research panel (Thursday 9 September 2021).
- Reviewer of Academic Development (ADs) Proposals in UoW's, Universities New Zealand Committee on University Academic Programmes (CUAP) review. Review of two proposals in 2021.
- Co-Chair of the WMS-ALPSS Early Career Academic Network (ongoing).
- Contributing member of the Research Committee (ongoing).

- Advancement and Promotion Committee, academic representative, WMS S/SL (October 2020).
- AACSB Accreditation Faculty Panel (September 2020).
- AACSB Accreditation Research Panel (September 2020).
- Hiring Committee, Lecturer/Senior Lecturer position (August 2020).

Media interviews

Tall Poppies and tragedy - Kiwi entrepreneurs speak out on mental health stress, toxic criticism. The New Zealand Herald. Fox, A. (2021, Dec 10).
<https://www.nzherald.co.nz/business/helping-hands-for-hard-times-how-to-protect-struggling-company-founders/QZDCA YVLYFLHWAYRLP6HOY5MUE/#>

Our brave new world of AI. The New Zealand Herald. Fox, A. (2021, July 2).
<https://www.nzherald.co.nz/business/agribusiness-report-ai-alive-and-kicking-in-our-orchards-and-paddocks/SNKEMHX YXBEOXARTBS4N6VRPQ/>

Owning a business can be dangerous to your health - how 'the three R's' may help. The New Zealand Herald. Fox, A. (2021, Apr 14).
<https://www.nzherald.co.nz/business/owning-a-business-can-be-dangerous-to-your-health-how-the-three-rs-may-help/YOQDR3OCP56PYTNCOWPKUF6KMY/>.

Business owners feeling lonely and neglecting health, abrupt changes not what the doctor ordered: study. The New Zealand Herald. Fox, A. (2020, Aug 14).
https://www.nzherald.co.nz/business/news/article.cfm?c_id=3&objectid=12356411.

Coronavirus: Personal wellbeing, sleep crucial to combating business uncertainties inflicted by Covid-19. Waikato Times. Leaman, A. (2020, Apr 13).
<https://www.stuff.co.nz/business/better-business/120916125/coronavirus-personal-wellbeing-sleep-crucial-to-combating-business-uncertainties-inflicted-by-covid19>

Covid 19 coronavirus: Sleep one of the keys to productivity and positive emotions during Covid-19 and beyond. New Zealand Herald. Harris, R. (2020, 15 Apr).
https://www.nzherald.co.nz/north-island/news/article.cfm?c_id=1503932&objectid=12325010

Recent Awards

- February 2022. Research Excellence. **Early Career Researcher Award**. Waikato Management School.
- April 2021. **Best Paper Nominee**. Entrepreneurship Track, Academy of Management Conference (AOM).
- September 2020. **Best Developmental Paper Award**. Entrepreneurship Track, British Academy of Management (BAM).
- August 2020, presented with the **Divisional Teaching Excellence Award**. Winner of the WMS Divisional Teaching Excellence Award for 2019, School of Management and Marketing. The award is contingent on student nominations, and short-listed nominees are evaluated on: design for learning, facilitating learning, assessing student learning, evaluating learning and teaching and professional development and leadership.
- August 2019. Principal Investigator of BAM **Small Grants Scheme Award**: Australian and New Zealand Academy of Management (ANZAM)/British Academy of Management (BAM) Collaborative Research Award.