

CHRISTOPHER E. STEVENS, PH.D.

Associate Professor of Entrepreneurship
School of Business Administration, Gonzaga University
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ACADEMIC EXPERIENCE

ACADEMIC APPOINTMENTS

- 2014 - Associate Professor of Entrepreneurship
Gonzaga University, School of Business Administration
- 2022 Acting Associate Dean
Gonzaga University, School of Business Administration
- 2014 - 2018 MBA Programs Director, Graduate School of Business
Gonzaga University, School of Business Administration
- 2010 - 2014 Director, Hogan Entrepreneurial Leadership Program
Gonzaga University, School of Business Administration
- 2008 - 2014 Assistant Professor of Entrepreneurship
Gonzaga University, School of Business Administration
- 2005 - 2008 Instructor of Management
Case Western Reserve University, Weatherhead School of Management

VISITING/EXTERNAL APPOINTMENTS

- 2017 - 2019 Adjunct Faculty, Accelerated JD Program
Gonzaga University School of Law
- 2011 - 2014 Faculty Advisor, International Diploma Program
Jesuit Commons: Higher Education at the Margins
- 2012 Visiting Faculty, Entrepreneurship Winterim Course
Lewis and Clark College
- 2011 - 2012 Faculty, Entrepreneurship and Business - Community Service Learning Track, East Africa
Jesuit Commons: Higher Education at the Margins, Dzaleka (Malawai) Refugee Camp

PROFESSIONAL EXPERIENCE

1989 - 2003 Project Manager and Director, Special Projects
EGC Construction Corporation

A multi-family-owned firm with extensive experience in commercial, medical, and industrial construction in the US and around the world. Responsible for development of EGC's international construction and construction consulting practice – living and working on projects in more than 20 countries with more than 5 years of in-country experience in Korea, Japan, and China.

RESEARCH INTERESTS

Social enterprise

Entrepreneurial Ethics

Entrepreneurial Resilience

Emotion and Failure in Entrepreneurship

Family Business

EDUCATION

2008 PhD (Organizational Behavior)
Case Western Reserve University, Weatherhead School of Management

Dissertation: "Social entrepreneurship and earned income opportunities: An examination of the importance of institutional factors in predicting entrepreneurial action among nonprofit organizations."

2001 MBA (Strategic Management)
Case Western Reserve University, Weatherhead School of Management

1994 BS (Management)
Northern Kentucky University, Haile/US Bank College of Business

INTELLECTUAL CONTRIBUTIONS

RESEARCH METRICS

CITATIONS[†] – 3,489 (GOOGLE SCHOLAR)/1,361 (SCOPUS – 8 PUBLICATIONS); LAST FIVE YEARS – 1,882 (GOOGLE SCHOLAR)

RESEARCH INTEREST SCORE (RESEARCHGATE): 1,491 (95TH PERCENTILE); TOTAL FULL-TEXT READS – 31,255

[†] Scopus citation figures track citations only for Scopus-referenced journal articles appearing in Scopus-referenced journals; Google Scholar citation figures include non-Scopus journals as well as books, anthologies, dissertations, and other referenced works.

JOURNAL ARTICLES (PEER-REVIEWED)

Awotoye, Y. F. and Stevens, C.E. (2023). Gendered Perceptions of Spousal Support and Entrepreneurial Intention: Evidence from Nigeria. *American Journal of Management*, 23(2).

<https://doi.org/10.33423/ajm.v23i2.6053> (C)

Awotoye, Y. F. and Stevens, C.E. (2021). Breaking a promise never made: managing employee expectations at Rococo, LLC. *The Case Journal*, 17(5), pages 691-722.

<https://doi.org/10.1108/TCJ-10-2019-0096> (C)

Stevens, C.E. (2020). 90-second selling – An exercise in communicating value and persuading. *Journal of Marketing Development and Competitiveness*, 14(4), pages 39-50.

<https://doi.org/10.33423/jmdc.v14i4.3173> (C)

Cardon, M. S., Gregoire, D., Stevens, C. E., & Patel, P. C. (2013). Measuring entrepreneurial passion: Conceptual foundations and scale validation. *Journal of Business Venturing*, 28(3), 373-396.

(Citations: 848*) <https://doi.org/10.1016/j.jbusvent.2012.03.003> (C) ABDC: A+

Pepper, M., Loroz, P. S., Patil, V. H., Stevens, C. E., & Buller, P. F. (2011). Towards a mission-centered business school: A process for engaging faculty and tracking progress. *Journal of Jesuit Business Education*, 2(1), 79-96.

Cardon, M.S., Stevens, C.E., & Potter, R.D. Misfortunes or mistakes? Cultural sense-making of entrepreneurial failure. (2011). *Journal of Business Venturing*, 26(1), 79-92.

(Citations: 604) <https://doi.org/10.1016/j.jbusvent.2009.06.004> (C) ABDC: A+

Smith, B.R., Knapp, J., Barr, T.F., Stevens, C.E., & Canatelli, B.L. (2010). Social enterprises and the timing of conception: Organizational identity tension, management and marketing. *Journal of Nonprofit and Public Sector Marketing*, 22(2), 108-134.

(Citations: 111) <https://doi.org/10.1080/10495141003676437> (C) ABDC: B

Smith, B.R. & Stevens, C.E. (2010). Different types of social entrepreneurship: The role of geography and embeddedness on the measurement scaling of social value. *Entrepreneurship and Regional Development*, 22(6), 575-598.

(Citations: 427) <https://doi.org/10.1080/08985626.2010.488405> (C) ABDC: A

Godwin, L.N., Stevens, C.E., & Brenner, N.L. (2006). Forced to play by the rules? Theorizing how mixed-sex founding teams benefit women entrepreneurs in male-dominated contexts. *Entrepreneurship Theory and Practice*, 30(5), 623-642.

(Citations: 292) <https://doi.org/10.1111/j.1540-6520.2006.00139> (C) ABDC: A+

Cardon, M.S. & Stevens, C.E. (2004). Managing human resources in small organizations: What do we know? *Human Resource Management Review*, 14(3), 295-323.

(Citations: 1,127) <https://doi.org/10.1016/j.hrmr.2004.06.001> (C) ABDC: A

* citation figures as of update date courtesy Google Scholar, (C) = Cabells listed, ABDC ranking 2022

BOOK CHAPTERS (PEER-REVIEWED)

Smith, B.R., Knapp, J., Barr, T.F., Stevens, C.E., & Canatelli, B.L. (2014). Social enterprises and the timing of conception: Organizational identity tension, management, and marketing. In J. Kickul, D. Gras, S. Bacq, & M. Griffiths (Eds.), *Social Entrepreneurship*. Cheltenham, UK: Edward Elgar.

Cardon, M.S., Stevens, C.E., and Potter, D.R. (2013) Misfortunes or Mistakes? Cultural Sensemaking of Entrepreneurial Failure. In D. Shepherd (Ed.), *Entrepreneurial Failure*. Cheltenham, UK: Edward Elgar.

Cardon, M.S., Stevens, C.E., and Potter, D.R. (2013). Misfortunes or Mistakes? Cultural Sensemaking of Entrepreneurial Failure. In D. Kuratko and M. Morris (Eds.), *Entrepreneurship and Leadership*. Cheltenham, UK: Edward Elgar.

Smith, B.R., Stevens, C.E., & Barr, T.F. (2010). Social entrepreneurs and earned income opportunities: The dilemma of earned income pursuit. In A. Fayolle & H. Matalay (Eds.), *Handbook of Research in Social Entrepreneurship* (pp. 284-303). Cheltenham, UK: Edward Elgar.

(Citations: 25)

CONFERENCE PROCEEDINGS (PEER-REVIEWED)

Cardon, M.S. & Stevens C.E. (2009). The discriminant validity of entrepreneurial passion. *Academy of Management Best Paper Proceedings*.

(Citations: 49)

Stevens, C.E. & Schulze, W.S. (2005). Do business incubators work? Perspectives on incubated firm success. *Frontiers of Entrepreneurship Research 2005: Proceedings of the 25th Annual Babson Kauffman Entrepreneurship Research Conference* (pp. 596-610). Babson Park, MA: Babson College.

Godwin, L.N. & Stevens, C.E. (2004). Are birds of a feather better? Theorizing the impact of gender and racial diversity on entrepreneurial founding teams. *Institute of Behavioral and Applied Management 12 Proceedings*.

CONFERENCE PRESENTATIONS (PEER-REVIEWED)

- Awotoye, Y.A., Stevens, C.E., & Kpekpena, I. (2023). Measuring Entrepreneurial Resilience: Scale Development and Validation. Presentation to the Western Academy of Management Annual Meeting, Reno, NV.
- Stevens, C.E. (2020). 90-second selling – Getting to the “why” of a product or service. Competitive experiential exercise presented at the United States Association for Small Business and Entrepreneurship (USASBE) Annual Meeting, New Orleans, LA.
- Godwin, L.N. & Stevens, C.E. (2010). How do good apples grown from good seeds? Exploring the morally imaginative strategies of social entrepreneurs. Paper presented at the International Vincentian Business Ethics Conference, Chicago, IL.
- Buller, P.F., Patil, V.H., & Stevens, C.E. (2010). How are we doing? Modeling the progress of mission-related initiatives at a Jesuit business school. Paper presented at the Colleagues in Jesuit Business Education (CJBE) Conference, Milwaukee, WI.
- Cardon, M.S. & Stevens, C.E. (2009). The discriminant validity of entrepreneurial passion. Paper presented at the Academy of Management Annual Meeting, Chicago, IL.
- Smith, B.R. & Stevens, C.E. (2008). Different forms of social entrepreneurship: The effects of locale and time-space embeddedness. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA.
- Bilimoria, D., O’Neil, D.A., and Stevens, C.E. (2007). The career phases of women in healthcare: Early, middle, and late career dynamics. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.
- Stevens, C.E., Schulze, W.S., Ford, C.M., & O’Neal, T.J. (2005). Do business incubators work? Perspectives on incubated firm success. Paper presented at the Academy of Management Annual Meeting, Honolulu, HI.
- Stevens, C.E. & Schulze, W.S. (2005). Do business incubators work? Perspectives on incubated firm success. Paper presented at the Babson Kauffman Entrepreneurship Research Conference, Wellesley, MA.
- Stevens, C.E., Godwin, L.N., & Schulze, W.S. (2005). Are birds of a feather better? Exploring the impact of gender and racial diversity on entrepreneurial founding teams’ success. Paper presented at the Babson Kauffman Entrepreneurship Research Conference, Wellesley, MA
- Godwin, L.N. & Stevens, C.E. (2004). Are birds of a feather better? Theorizing the impact of gender and racial diversity on entrepreneurial founding teams. Paper presented at the Institute of Behavioral and Applied Management Conference, Providence, RI.

INSTITUTIONAL PUBLICATIONS

Stevens, C.E. (2008). Social entrepreneurship and earned income opportunities: An examination of the importance of institutional factors in predicting entrepreneurial action among nonprofit organizations. Dissertation. Cleveland: Case Western Reserve University.
(Citations: 5)

GRANTS

2012 - 2014 United States Government, Environmental Protection Agency, EPA Grant Number SU835295 "Integrating Sustainable Technologies into the Heart of the Home – the Kitchen" (continuing EPA P3 grant). Noel Bormann, Patrick Ferro, Mara London, Paul Nowak, and Christopher Stevens. \$90,000

WORK IN PROGRESS

Measuring Entrepreneurial Resilience: Scale Development and Validation. *Intended journal submission to undetermined outlet.* With Yemisi Awotoye and Isreal Kpekpena – submission target of Fall 2023.
Stage: revising after initial reviews.

PROJECTS IN DEVELOPMENT

Social entrepreneurship and faith: A research agenda? (working title). *Planned submission to Journal of Business Venturing Insights.* With Sean Dwyer, Tom Lumpkin, Scott Newbert, Brett Smith, Ute Stephan, and Reg Tucker – Fall 2024.

"All in" the family? Is entrepreneurial passion contagious in family firms? (working title). *Planned submission to 2024 Academy of Management Annual Meeting.* Solo submission – January 2024.

Facing failure in the family: What we know and need to know about failure in family enterprise (working title). *Planned submission to Family Business Review.* Solo submission – January 2024.

In God We Trust? Leveraging trust as a source of competitive advantage in Jesuit business schools (working title). *Planned submission to the 2024 Colleagues in Jesuit Business Education (CJBE) Conference.* Solo submission – Spring 2024.

HONORS AND AWARDS

2022	Barnes Faculty Fellowship, Gonzaga University
2012	Outstanding reviewer, Management Decision
2012	Exemplary Faculty Award, Gonzaga University
2011	Gonzaga Forum Board Teaching Excellence Award, Gonzaga University
2010	Jepson Faculty Fellowship, Gonzaga University
2009	Jepson Faculty Fellowship, Gonzaga University

ONLINE COURSES CREATED

"Starting a Wine Business" an online course created for the Gonzaga University Wine Institute's Certificate in the Legal and Business Aspects of Wine. Created Spring 2020.

INVITED LECTURES, PANELS, and PRESENTATIONS

"How to Fight Poverty with Profits, A Conversation with Cotopaxi Founder Davis Smith" a Gonzaga Presidential Speaker Series Event, Spokane, Washington -April 13, 2023. Moderator.

"Mid-Career Choices in Entrepreneurship" a sponsored professional development workshop for the Entrepreneurship Division of the Academy of Management at the 2019 Academy of Management Annual Meetings, Boston, Massachusetts -August 10, 2019. Co-Chair.

"Mid-Career Choices in Entrepreneurship" a sponsored professional development workshop for the Entrepreneurship Division of the Academy of Management at the 2018 Academy of Management Annual Meetings, Chicago, Illinois - August 11, 2018. Co-Chair.

"Mid-Career Choices in Entrepreneurship" a sponsored professional development workshop for the Entrepreneurship Division of the Academy of Management at the 2017 Academy of Management Annual Meetings, Atlanta, Georgia - August 5, 2017.

"Finding Innovation in Workforce Development" a panel discussion for the 2017 Inland Northwest State of Reform Health Policy Conference, Spokane, Washington - September 13, 2017.

"Building a Drone Business" a panel discussion for the Inaugural Spokane Home Drone Conference, Spokane, Washington - March 21, 2017.

"Credentials for the Association Workforce" a panel discussion for the Council of Engineering and Scientific Social Executives (CESSE) National Conference, Spokane, Washington - July 16, 2014.

"Developing an Entrepreneurial Mindset" a presentation to the Aspen Undergraduate Business Education Consortium, Richmond, Virginia - June 10, 2014.

"Doorways to Creative Thinking" a lecture to the Gonzaga Guild, Spokane, Washington - March 26, 2013.

MEDIA INTERVIEWS

- "Ask the Experts: Chip and Pin Credit Cards" by John Papas for WalletHub.com, February 26, 2020.
- "Ask the Experts: Secured Credits Cards for Small Businesses" by John Papas for WalletHub.com, June 25, 2018.
- "Ask the Experts: Starting a Business in Retirement" by John Kiernan for CardHub.com, November 12, 2013.
- "Under His Tough-Guy Looks, Chris Stevens is All Heart" by Marnie Lombard for Gonzaga Magazine, Winter 2013.
- "With Fight Club, top Long Island business executives wrestle over books" by James T. Madore for Long Island Newsday, April 19, 2013.
- "The Last of the Merchants" by Chris Stein for the Pacific Northwest Inlander, May 9, 2012.
- "The Hogan Program and Entrepreneurship at Gonzaga", by Tom McArthur and Kent Adams, for Business Talks Radio. January 27, 2013.

TEACHING EXPERIENCE

Gonzaga University, 2008 - present

School of Business Administration

Undergraduate

- BENT 491 – New Venture Creation, Entrepreneurship Elective Course
- BENT 493 – Social Entrepreneurship, Entrepreneurship Elective Course
- BUSN 101/190 – Introduction to Business, Business Elective Course
- BUSN 230 – Business Statistics, Business Core Course
- BUSN 470 – Multidisciplinary Action Projects – Business Elective Course
- BUSN 480/485 – Business Ethics, Business Capstone Course
- BUSN 481 – Strategic Management, Business Capstone Course

Hogan Entrepreneurial Leadership Program (undergraduate)

- ENTR 101 – World of Entrepreneurship, Core Entrepreneurship Course
- ENTR 201 – Social Entrepreneurship, Core Entrepreneurship Course
- ENTR 201 – Idea to Solution, Core Entrepreneurship Course
- ENTR 202 – Solution to Execution, Core Entrepreneurship Course
- ENTR 301 – Strategic Leadership, Core Entrepreneurship Course
- ENTR 401 – Senior Incubation, Core Entrepreneurship Course
- ENTR 490A – New Venture Creation I, Core Entrepreneurship Course

ENTR 490C – New Venture Creation III, Core Entrepreneurship Course
ENTR 490D – New Venture Creation IV, Core Entrepreneurship Course

MBA

MBUS 643 – Entrepreneurial Strategy, Entrepreneurship Elective Course
MBUS 654 – Creating New Ventures, MBA Entrepreneurship Elective Course
MBUS 699 – Business Planning, Entrepreneurship Elective Course
MBUS 699 – Entrepreneurial Failure, Entrepreneurship Elective Course
MBUS 699 – Malcolm Gladwell and Innovation, Entrepreneurship Elective Course
MBUS 699 – New Venture Creation, Entrepreneurship Elective Course
MBUS 699 – Sales & Persuasion, Entrepreneurship Elective Course

MBA in Healthcare Management

MBUS 690H – Healthcare Strategy, MBA Core Course (team-taught)

MBA in American Indian Entrepreneurship

MBUS 615T – Small Business Marketing, AIE MBA Course

School of Law

Accelerated JD Program (School of Law)

LAW 1401 – Entrepreneurial Management and Leadership, Required JD Course

Jesuit Commons, Higher Education at the Margins (administered by Regis University) (2011-12)

Undergraduate (Associate Degree Equivalent)

Entrepreneurship, Required Introductory Distance Learning Course for Associate Degree Diplomates

Lewis & Clark College (2011)

Undergraduate

Winterim Course – Entrepreneurship & The Liberal Arts, Elective Between-Term University Course

Case Western Reserve University, 2005 - 2008

Undergraduate

ENTP 301 – Entrepreneurial Strategy, Entrepreneurship Required Course

ENTP 310 – New Venture Creation, Entrepreneurship Elective Course

ACADEMIC SERVICE

University Service

Gonzaga University

Gonzaga University Faculty Handbook Negotiating Committee, 2022 -
Faculty Senate Finance Committee Chair, 2021 - 2023
University Compensation Committee, 2022 - 2023
University Budget Committee, 2021 - 2023
Faculty Senator, 2020 - 2023
Graduate Studies Advisory Committee, 2020 - 2022
University Speakers Committee, 2018 - 2022
Academic Council Curriculum Committee, 2016 - 2022
Faculty Senate Finance Committee, 2020 - 2021
Cataldo Project Fellow, 2019
Sustainability Ambassador, 2018 - 2019
Faculty Handbook Revision Committee, 2014 - 2018
Act Six Mentor, 2013 - 2017
Gonzaga Policy and Process Working Group, 2016 - 2017
Opus Prize Steering Committee, 2013 - 2014
University Accreditation Committee, Representative to the Faculty Senate, 2013 - 2014
Honors Thesis Mentor, 2009 - 2012

College of Engineering

Master in Engineering Management Academic Steering Committee, 2022-23
Engineering Management Faculty Director Search Committee, 2020 - 2021
KEEN (Engineering and Entrepreneurship Education) Steering Committee, 2010 - 2014

College of Arts and Sciences

Vision 2018 Strategic Planning Committee Co-Chair and Facilitator, 2013 - 2015

School of Professional Studies

Strategic Plan Facilitator and Advisor, 2016 - 2017

Center for Global Engagement

Strategic Plan Facilitator and Advisor, 2017 – 2018

School of Law

Executive JD Program Steering Committee, 2019 – 2020

Gonzaga Wine Law Program, co-facilitator, 2018 – 2020

School of Leadership

Dissertation Committee – Jason Trosine, 2021 – 2023

School Service - School of Business Administration

Sophomore Advisor Position Search Committee, 2022

Belonging, Inclusion, and Equity Committee, 2022

Management Faculty Search Committee, 2021 – 2022

Globalization Committee Chair, 2020 – 2022

Discipline Lead – Management, 2019 –

Strategic Management Faculty Search Committee, 2018 – 2019

Graduate Committee, 2014 – 2018

Assurance of Learning Committee, 2014 – 2018, 2022

Dean's Leadership Team, 2013 – 2022

School of Business Administration Strategic Plan Chair, 2012 – 2014

Beta Gamma Sigma (Business Honor Society) Advisor, 2010 – 2014

Dean's Executive Committee, 2012 – 2014

Strategic Mission and Planning Committee, 2009 – 2012; Chair 2012 – 2014

Pigott Professor of Entrepreneurship Search Committee, 2009 – 2010

Human Resources Faculty Search Committee, 2009 – 2010

Undergraduate Curriculum Committee, 2008 – 2009

Academic Community Service

Outside Tenure and Promotion Evaluator, University of San Francisco School of Business Administration, 2023

Academic Advisory Panel, Wiley Publishing, 2020 -

Editorial Review Board Member, Entrepreneurship Theory & Practice, 2015 –

Editorial Review Board Member, Journal of Business Venturing, 2021 –

Jesuit MBA Network Vice-Chair, 2014 - 2018

Jesuit Commons, Higher Education at the Margins IDP Curriculum Committee, 2011 - 2014

Academic Journals and Publications (Ad-Hoc Reviewer), 2007 -

Academy of Management

Journal of Marketing Development and
Competitiveness

Entrepreneurship Theory and Practice

Management Decision

European Management Journal

New England Journal of Entrepreneurship

Human Resource Management

Operations and Production Management

Human Resource Management Review

Routledge Press

Israeli Science Foundation

Small Business Economics

Journal of Business Venturing

Social Enterprise Journal

Journal of Management

The Case Journal

Sage Open

United States Association for Small Business and
Entrepreneurship (USASBE)

Organizational Membership

Academy of Management

United States Association for Small Business and Entrepreneurship (USASBE)

Western Academy of Management

COMMUNITY AND PROFESSIONAL SERVICE

Boards

Spokane Public Library Foundation, 2019 - 2023

The Spokane Public Library Foundation is the philanthropic arm of the Spokane Public Library, one of the most dynamic and well-funded library systems in the Northwest. The Foundation provides resources for current library initiatives, connects the library with community members and events, and sponsors functions that bring together the library's many stakeholder groups.

- Chair, 2020 -2023
- Vice-Chair, 2019 - 2020
- Member, 2019 -

Skils'kin, 2015 - 2019

Skils'kin is a community-based, not-for-profit agency that provides services to adults with development, physical, and intellectual disabilities throughout the Northwest. Skils'kin provides employment opportunities, commercial services, community living and support services, and financial management tools for individuals with disabilities while creating sustainable employment and living opportunities for the individuals we support and the businesses and industries that employ them.

- Board Chair, 2016 – 2019
- Secretary and Treasurer, 2016
- Member, 2015 - 2019

Spokane Teachers Credit Union (STCU) Supervisory Committee, 2014 – 2017

STCU is one of the 100 largest credit unions in the United States, with assets over \$2.4 billion and more than 160,000 members. The Supervisory Committee of STCU is the organization's elected representative in the management of enterprise risk, both financial and non-financial.

- Chair, 2015 – 2017
- Member, 2014-2015

Prodigy Northwest, 2011-2013

Prodigy Northwest is a grassroots nonprofit organization that promotes programs for gifted learners, advocates for the growth and diffusion of gifted education access in schools and provides support to parents of gifted learners.

- Board President 2012 - 2013

Consulting (Strategic Leadership and Strategic Plan Development) – recent clients include:

Visit Spokane – Spokane, Washington (marketing focus group facilitation)

Spokane Regional Transportation Council (strategic plan development focus group facilitation)

Imagine Children's Museum – Everett, Washington (economic impact study)

Circle of Security International – Spokane, Washington (succession planning and organizational divestment)

Kootenai Health System – Couer d'Alene, Idaho (strategic leadership training for senior staff)

Spokane Parks Foundation – Spokane, Washington (strategic plan development)

Burkitts' Lymphoma Fund for Africa – Seattle, Washington and Nairobi, Kenya (strategic plan development and executive coaching)

Boy Scouts of America, Inland Northwest Council – Spokane, Washington (strategic plan development)