

# MICHAEL LERMAN

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## ACADEMIC QUALIFICATIONS

**Ph.D., Business Administration, University of Tennessee; Knoxville, TN** **2019**

Major: Organizations and Strategy

Concentration: Entrepreneurship

Minor: Methods

**B.S., M.S.A., Accounting, Illinois State University; Bloomington, IL** **2014**

Honors: cum laude

## RESEARCH ACTIVITIES

### Research Interests:

Entrepreneurship, Stress Processes, Teams, and Qualitative Methods

### Peer Reviewed Publications

1. Dwyer, S. M., **Lerman, M.P.**, & Gras, D. (2023). When the Going Gets Tough: Stressors and Purpose in Life Among Social and Commercial Entrepreneurs. *Journal of Business Venturing Insights*, 20, e00434.
2. Michaelis, T. L., Carr, J. C., McKelvie, A., Spivack, A., & **Lerman, M. P.** (2023). Health Resourcefulness Behaviors: Implications of Work-Health Resource Trade-Offs for the Self-Employed. *Journal of Business Venturing Insights*, 20, e00432.
3. Nikolaev, B. N., **Lerman, M. P.**, Boudreaux, C. J., & Mueller, B. A. (2023). Self-Employment and Eudaimonic Well-Being: The Mediating Role of Problem- and Emotion-Focused Coping. *Entrepreneurship Theory and Practice*, 47(6), 2121-2154.
4. Yan, J., Mmbaga, N., **Lerman, M.P.**, & Munyon, T.P. (2023). Driven to Influence: How Entrepreneurial Drive and Political Skill Influence New Venture Performance. *Entrepreneurship & Regional Development*, 35(9-10), 885-904.
5. Mmbaga, N. A., **Lerman, M. P.**, Munyon, T. P., & Lanivich, S. E. (2023). Juggling Act: Waged Time Investments and the Health-Wealth Trade-Off. *Journal of Business Research*, 158, 113695.
6. **Lerman, M.P.**, Mmbaga, N., & Smith, A. Tracing Ideas From Langley (1999): Exemplars, Adaptations, Considerations, and Overlooked. (2022). *Organizational Research Methods*, 25(2), 285-307.
7. O’Kane, P., Smith, A., & **Lerman, M.P.** (2021). Building Transparency and Trustworthiness in Inductive Research through Computer-Aided Qualitative Data Analysis Software. *Organizational Research Methods*, 24(1), 104-139. **\*Best Qualitative Article of the Year, 2021**
8. **Lerman, M.P.**, Munyon, T.P., & Williams, D.W. (2021). The (Not So) Dark Side Of Entrepreneurship: A Meta-Analysis Of The Well-Being And Performance Consequences Of Entrepreneurial Stress. *Strategic Entrepreneurship Journal*, 15(3), 377-402. **\*Top cited article 2021-2022**

9. **Lerman, M.P.**, Munyon, T. P., & Carr, J.C. (2020). Stress Events Theory: A Theoretical Framework for Understanding Entrepreneurial Behavior. Published in *Research in Occupational Stress and Well Being*, 18, 35-63.
10. **Lerman, M.P.**, Crook, T.R., Williams, D.W., & Munyon, T.P. (2020). Clarifying the Locus and Extent of Stressor Impact on Entrepreneur Health and Wealth: A Meta-Analysis. *Frontiers of Entrepreneurship Research*.
11. Nuhu, N., **Lerman, M.**, Mmbaga, N., & Gras, D. (2018). Product Differentiation at the Base of the Pyramid: Individual-Level Antecedents and Performance Outcomes. *International Review of Entrepreneurship*, 16(1), 141-156.
12. **Lerman, M. P.**, & Williams, D. W. (2017). Entrepreneurs and Stress: A Cognitive and Dynamic Approach. *Frontiers of Entrepreneurship Research*, 37(4), 110-115.
13. Gras, D., Nason, R. S., **Lerman, M.**, & Stellini, M. (2017). Going Offline: Broadening Crowdfunding Research Beyond the Online Context. *Venture Capital*, 19(3), 217-237.
14. Crook, T. R., **Lerman, M.**, & Harris, M. (2016). Is your firm aligned? Thoughts on integrating market strategy with environmental, social, and political strategies. In M. A. Moon & C. W. Autry. *The Challenge of Supply Chain Integration: Building Bridges to Competitive Advantage*. Upper Saddle River, NJ: Prentice Hall.

## Works Under Review

D'Oria, L., Scheaf, D.J., Michaelis, T.L., & **Lerman, M.P.** [Title redacted for review process]. Conditional Accept at *Journal of Business Venturing*.

**Lerman, M.P.**, Ju, H., Nikolaev, B.N. [Title redacted for review process]. Conditional Accept at *Business Research Quarterly*.

Nikolaev, B.N., **Lerman, M.P.**, M. Davletshin. [Title redacted for review process]. Conditional Accept at *Journal of Business and Psychology*.

**Lerman, M.P.**, Munyon, T.P., Williams, D.W., Scheaf, D., & Michaelis, T.L. [Title redacted for review process]. Under Review at *Journal of Management*.

## Working Papers

**Lerman, M.P.**, Cardon, M. & Thatcher, S. Equity Splits, Temptation to Quit, and Battles of Wit: An Ethnographic Investigation of the Processes of Startup Team Development.

**\*OB Division 2024 AOM Meeting Best Paper with Entrepreneurship Implications Award.**

Hamrick, A., Michaelis, T. L., **Lerman, M.P.**, Murnieks, C., Astakhova, M. Entrepreneurial Hustle, Ego Depletion, and Unethical Behavior.

Nikolaev, B.N., **Lerman, M.P.**, Moergen, K. Mitchell, R., Boudreaux, C. More than a Feeling: Subjective Social Status, Entrepreneurial Cognition, and Well-being.

## Conference Presentations and Workshops

**Lerman, M.P.** (Presenter), Cardon, M. & Thatcher, S. Equity Splits, Temptation to Quit, and Battles of Wit: An Ethnographic Investigation of the Processes of Startup Team Development. 2024 Academy of Management Conference.

Professional Development Workshop (Roundtable Discussant – Ethnographic Methods). Health and Well-being Research in Entrepreneurship: New Directions for Scholarship. Academy of Management Conference. 2024 Academy of Management Conference.

**Lerman, M.P.** (Presenter), Cardon, M. & Thatcher, S. Equity Splits, Temptation to Quit, and Battles of Wit: An Ethnographic Investigation of the Processes of Startup Team Development. 2023 Health in Entrepreneurship Research Conference.

Professional Development Workshop (Facilitator). Planning an ethnographic study on an entrepreneurial venture: opportunities and challenges. 2023 Southern Management Association.

Professional Development Workshop (Roundtable Discussant). It Takes Two: The Potential and Perils of Hybrid Entrepreneurship Research. 2023 Academy of Management Conference.

Professional Development Workshop (Roundtable Discussant). Health in Entrepreneurship Research: Putting “Entrepreneurs Health” Front and Center. 2023 Academy of Management Conference.

Professional Development Workshop (Presenter). Mental Health, Well-Being, and Entrepreneurship: Putting "Entrepreneurial Workers" Front and Center. 2023 Academy of Management Conference.

**Lerman, M.P.** (Presenter), Williams, D.W., Munyon, T.P., Scheaf, D., & Michaelis, T.L. A Daily Diary Study of Appraisal, Entrepreneurial Hustle, and Eudaimonic Well-Being. 2023 Academy of Management Conference.

**Lerman, M.P.** (Presenter), Williams, D.W., Munyon, T.P., Scheaf, D., & Michaelis, T.L. A Daily Diary Study of Appraisal, Entrepreneurial Hustle, and Eudaimonic Well-Being. 2023 Babson College of Entrepreneurship Research Conference.

Doctoral Consortium speaker on the topic, How to Teach Well Without Hurting Your Research Productivity. 2023 Babson College of Entrepreneurship Research Conference.

**Lerman, M.P.** (Presenter), Williams, D.W., Munyon, T.P., Scheaf, D., & Michaelis, T.L. A Daily Diary Study of Appraisal, Entrepreneurial Hustle, and Eudaimonic Well-Being. 2022 Health in Entrepreneurship Research Conference.

Sutter, M., Huiqing, J., **Lerman, M.P.**, & Nikolaev, B. Towards a Coping-in-Combination Approach: The benefits of coping strategies for the personal growth of the self-employed. 2022 Southern Management Association Conference.

Sutter, M., Huiqing, J., **Lerman, M.P.**, & Nikolaev, B. Towards a Coping-in-Combination Approach: The benefits of coping strategies for the personal growth of the self-employed. 2022 Babson College Entrepreneurship Research Conference.

Macdonald, J., Munyon, T.P., **Lerman, M.P.**, & Eckerd, S. Worked Out? Examining the Objective Workload – Employee Turnover Relationship. 2021 Southern Management Association.

Yan, J., Mmbaga, N., Munyon, T.P., **Lerman, M.P.** The Moderating Role of Drive on The Relationship Between Entrepreneurs’ Political Skill and New Venture Performance. 2021 Babson College Entrepreneurship Research Conference.

Roundtable discussant. Process Modeling to Advance Entrepreneurial Theory. 2021 Babson College Entrepreneurship Research Conference.

Michaelis, T., Spivack, A., **Lerman, M.P.**, McKelvie, A., Carr J. Resourcefulness Behaviors at the Individual-Venture Interface: Differences in Healthcare Bootstrapping Between the Self-Employed and Traditional Wage Employees in the United States. 2020 Babson College Entrepreneurship Research Conference.

Nikolaev, B., **Lerman, M.P.** (Presenter), Mueller, B. Entrepreneurship and Eudaimonic Well-Being: The Mediating Role of Coping Strategies. 2020 Babson College Entrepreneurship Research Conference.

**Lerman, M.P.** (Presenter), Cardon, M.S, Williams, D.W., & Munyon, T.P. What were we Thinking! The Consequences of Collective Appraisal for New Venture Teams. 2019 Academy of Management Conference.

**Lerman, M.P.** (Presenter), Crook, T.R., Williams, D.W., & Munyon, T.P. Clarifying the Locus and Extent of Stressor Impact on Entrepreneur Health and Wealth: A Meta-Analysis. 2019 Babson College Entrepreneurship Research Conference.

Gras, D., Beorchia, A., **Lerman, M.P.** Institutional Voids or Institutional Avoidance? Impoverished Entrepreneurs' Lack of Engagement with Formal Institutions. 2019 Babson College Entrepreneurship Research Conference.

**Lerman, M.P.**, Martin, T., Munyon, T.P., Baron, R.A., Meurs, J.A., Perrewé, P.L., Cardon, M.S., Foo, M. D., Jennings, J.E., Pollack, J. Conceptual Integration, Methodological Enhancement, and Pushing the Boundaries of Entrepreneurial Stress Research. 2018 Academy of Management Conference.

Lewis, T., **Lerman, M.P.**, Crook, T.R., & Williams, D. W. It Ain't Easy Being Green: The Role of Technological Uncertainty and Green Identity on Purchase Intentions. 2018 Babson College Entrepreneurship Research Conference.

**Lerman, M.P.** (Presenter), Williams, D.W., Munyon, T.P., & Zablah, A. Revisiting Appraisal: A Day-Level Examination of Entrepreneurial Appraisal, Affect, and Coping. 2018 Southern Management Association Conference.

Lewis, T., **Lerman, M.P.**, Crook, T.R., & Williams, D. W. Zeroing in on Your Target: The Demand-Side Approach to New Market Pioneering. 2018 Southern Management Association Conference.

Professional Development Workshop. Zero to Coding in 30 Minutes: Analyzing Text with Computer Aided Qualitative Data Analysis. 2017 Southern Management Association Conference.

Mmbaga, N., **Lerman, M.P.**, Yan, J., Munyon, T.P. The Moderating Role of Drive on the Relationship Between Political Skill and Venture Performance. 2017 Southern Management Association Conference.

Professional Development Workshop Roundtable discussant. Coding in the Trenches: Qualitative Analysis Boot Camp II. 2017 Academy of Management Conference.

**Lerman, M.P.**, Mmbaga, N., & Munyon, T.P. An Examination of Moonlighting on Entrepreneurial Well-Being. 2017 Academy of Management Conference.

**Lerman, M.P.** (Presenter), Smith, A. "Enhancing Trustworthiness in Inductive Qualitative Coding: Suggestions and Examples." 2017 Academy of Management Conference.

Gras, D., Mejia, J., & **Lerman, M.P.** (Presenter). Entrepreneurship as a Driver of Purpose in Life at the Base of the Pyramid. 2017 Babson College Entrepreneurship Research Conference.

**Lerman, M.P.** (Presenter), Williams, D.W., & Munyon, T.P. Entrepreneurs and Stress: A Cognitive and Dynamic Approach. 2017 Babson College Entrepreneurship Research Conference.

**Lerman, M.P.** (Presenter), Smith, A. Ready for Industry Change? A Content Analysis of CEO Attention and Outcomes in the U.S. Telecommunications Industry, 1984-1996. 2016 Southern Management Association Conference.

Professional Development Workshop. Building Trustworthiness in Textual Coding. 2016 Southern Management Association Conference.

Professional Development Workshop Roundtable discussant. Coding in the Trenches: Qualitative Analysis Boot Camp. 2016 Academy of Management Conference.

## **Research Assistantships**

Dr. Russell Crook, University of Tennessee, 2019

Research Focus: Meta-Analysis

Dr. Melissa Cardon, University of Tennessee, 2018

Research Focus: Theory Writing

Dr. Russell Crook, University of Tennessee, 2017

Research Focus: Meta-Analysis

Dr. Codou Samba, University of Tennessee, 2017

Research Focus: Intuition and Collective Constructs

Dr. Roberto Ragozzino, University of Tennessee, 2017

Research Focus: Data Collection

Dr. David Gras, University of Tennessee, 2016-2017

Research Focus: Entrepreneurial Well-Being and CEO Founders

Dr. Rhonda Reger, University of Tennessee, 2016

Research Focus: Media and Market Innovation

Dr. Anne Smith, University of Tennessee, 2015-2016

Research Focus: Organizational Attention and Qualitative Methods

Dr. Russell Crook, University of Tennessee, 2015

Research Focus: Non-Market Strategies

## **SERVICE TO THE ACADEMIC COMMUNITY**

### **Editorial Board Member**

Journal of Business Venturing, 2020-Present (32 reviews)

Entrepreneurship Theory & Practice, 2020-Present (10 reviews)

Journal of Management 2023-Present (12 reviews)

### **Treasurer**

Southern Management Association, 2024-Present

### **Track Chair**

Track Chair, Entrepreneurship, Southern Management Association Conference, 2022

**Pre-Doctoral Consortium**

Southern Management Association, roundtable leader, 2022-Present

**Ad-Hoc Reviewer**

Strategic Entrepreneurship Journal, 2020-Present (4 reviews)

Information Systems Research, 2023 (1 review)

Journal of Business Venturing – Insights, 2021-Present (3 reviews)

Journal of Small Business Management, 2022-2023 (3 reviews)

Journal of Business Research, 2023 (1 review)

Entrepreneurship & Regional Development, 2023 (1 review)

Long Range Planning, 2023 (1 review)

International Journal of Entrepreneurial Behavior & research, 2021 (2 reviews)

Entrepreneurship in Emerging Economies, 2020 (1 review)

Current Psychology, 2023 (1 review)

Academy of Management Annual Conference

Entrepreneurship Division, 2016-2022

Managerial and Organizational Cognition Division, 2016

Babson College of Entrepreneurship Research Conference, 2020-Present

Southern Management Association Conference, 2017-Present

Track 1: Entrepreneurship and Family Business/Technology and Innovation, 2017-2020

Track 6: Organizational Behavior, 2017

**ASQ Blog Contributor**

2015-2017

**Session Chair**

“Bucking the Status Quo in Entrepreneurship.” Southern Management Association, 2018

“Affect and Entrepreneurship.” Academy of Management, 2018

“Confidence, Drive, and Addiction.” Southern Management Association, 2017

“Gender & Entrepreneurship.” Academy of Management, 2016

**SERVICE TO THE DEPARTMENT****Iowa State University**

Entrepreneurship Ph.D. Coordinator, 2023-Present

Brownbag Coordinator, 2022-Present

Distinguished Speaker Series Committee Chair, 2022-2023

Entrepreneurship Ph.D. Committee, 2022-2023

Management & Entrepreneurship Curriculum Committee, Spring 2021

Distinguished Speaker Series Committee, 2019-2020

**John Pappajohn Entrepreneurship Center – Iowa State University**

Ivy Start Something Series, presenter on topic, “Entrepreneurial Health and Well-Being.” 2024

John Pappajohn Entrepreneurship Center Faculty Fellow, 2023

Business Model Canvas Competition Organizer, Workshop Leader, and Judge, 2023-Present

Ivy Mind to Market Judge, 2023  
Iowa Veterans Entrepreneurship Conference, Business Model Canvas Workshop, 2023  
CYstarters Business Incubator Accountability Coach, 2023  
Pitch Competition Judge, 2021-Present  
Iowa State Fair Day Volunteer, 2020-2022

## ACADEMIC HONORS AND PROFESSIONAL DEVELOPMENT

### Honors and Awards

Department of Management and Entrepreneurship Early Achievement in Teaching Award, Iowa State University, 2024  
Department of Management and Entrepreneurship Early Achievement in Teaching Award, Iowa State University, 2023  
Department of Management and Entrepreneurship Early Achievement in Research Award, Iowa State University, 2022  
Doctoral Student Research Award, University of Tennessee, 2018  
Haslam College of Business ESPN Academic Scholarship, University of Tennessee  
Runner up, Anderson Center for Entrepreneurship & Innovation Research Scholarship, University of Tennessee

### Professional Development Activities

Early Stage Entrepreneurship Faculty Consortium, Academy of Management, 2019  
Late Stage Doctoral Student Consortium, Southern Management Association (SMA), 2017  
Doctoral Consortium Participant, Babson College Entrepreneurship Research Conference, 2017  
Early Stage Doctoral Student Consortium Participant, Southern Management Association (SMA), 2016  
New Doctoral Student Consortium Participant, Academy of Management, 2015  
Pathways Research Development Seminars Participant, University of Tennessee, 2015-2019

## PROFESSIONAL AFFILIATIONS

### Academy of Management

2015-Present  
Entrepreneurship Division  
Research Methods Division

### Southern Management Association

2016-Present

## TEACHING EXPERIENCE

### Teaching Philosophy

Dr. Lerman has three important values as an instructor. First, he helps students develop their critical thinking skills so they can handle real-world problems in their given field. To do so, he instills generalized knowledge that can be applied across a wide scope of situations. Second, he allows students the opportunity to develop key life skills. For example, he aims to engender a sense of personal responsibility for learning and growth, as well as a general respect for the well-being of others. Third, he helps students learn the importance of teamwork and of learning from others. By acting in accordance with these three values, his teaching should allow students to leave his course with an enhanced ability to contribute effectively to the work force, both professionally and personally.

### Courses

MGMT 590 Professional Development in Management and Entrepreneurship Research  
MGMT 313 Feasibility Analysis & Business Planning, 2019-Present  
ENT 350 Introduction to Entrepreneurship, 2018-2019  
MGT 457 Business Strategy: Instructor and coach for Conscious Capitalism Marketplace Simulation, 2016-2017

**Awards**

Doctoral Student Teaching Award, University of Tennessee, 2019

Associate Certification: Center for the Integration of Research, Teaching, and Learning

**PROFESSIONAL EXPERIENCE****Accounting Training****July 2015**

Passed all four of the Certified Public Accountant examinations

**Heinold-Banwart****January 2013-March 2013**

Nine-week auditing internship

Performed compilations, reviews, and audits

Prepared tax returns

**Joe's Station House****June 2009 – May 2014**

Employee and Manager

**Alpha Kappa Psi: Professional Business Fraternity****September 2010-May 2013**

Vice President of Finance

**Entrepreneurship Day Competition****November 2011**

Accounting Consultant – 2nd Place of 22

Generated forecasted financial documents

Engaged in extensive market evaluation

**Illinois State University****January 2010 – May 2011**

Information Technology Teaching Assistant (ITK 150)

Worked directly with professor to ensure students' understanding

Instructed students in all Microsoft Office Programs

Proficient in the advanced use of Microsoft Office Programs



## REFERENCES

**Dr. David Williams**

Associate Professor of Management  
Haslam College of Business  
The University of Tennessee  
E: [dww@utk.edu](mailto:dww@utk.edu)  
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**Dr. Timothy Munyon**

Associate Professor of Management  
Haslam College of Business  
The University of Tennessee  
E: [tmunyon@utk.edu](mailto:tmunyon@utk.edu)  
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**Dr. Melissa Cardon**

Assistant Professor of Management  
Haslam College of Business  
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