



ROBERT P. GARRETT, JR.

Dean and Professor of Management
Fogelman College of Business and Economics
University of Memphis
Memphis, TN 38152

(901) 678-3633
robert.garrett@memphis.edu

ACADEMIC EXPERIENCE

2023- **University of Memphis, Fogelman College of Business and Economics**
Dean and Professor of Management

University of Louisville, College of Business
2022-23 Associate Dean for Faculty Affairs
2022-23 Interim Associate Dean for Graduate Programs
2021-23 Brown & Williamson Professor of Entrepreneurship
2021-22 Department Chair, Management & Entrepreneurship
2019-23 Director, Forcht Center for Entrepreneurship
2019-21 Director, PhD program in Entrepreneurship & Innovation
2019-21 Department Chair, Entrepreneurship
2018-21 Brown & Williamson Associate Professor of Entrepreneurship
2016-19 Entrepreneurship Undergraduate Minor Coordinator
2016-18 Associate Professor of Entrepreneurship
2013-16 Assistant Professor of Entrepreneurship

Aarhus University, Denmark
2012, 15- 18 Visiting Professor (summer)

Oregon State University, College of Business
2012-13 Discipline Director, Strategy & Entrepreneurship
2008-13 Assistant Professor of Management-Entrepreneurship

EDUCATION

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

RESEARCH

Refereed Publications

Covin, J.G., Garrett, R.P., Semadeni, M., Bouncken, R.B., He, K. *Forthcoming*. The structuring of internal corporate ventures: Parent corporation- and venture-level considerations. *ZfKE - Journal for SMEs and Entrepreneurship*.

Covin, J.G., Bouncken, R.B., & Garrett, R.P. 2024. Venture relatedness and learning proficiency as drivers of venture operations autonomy. *IEEE Transactions on Engineering Management*. doi.org/10.1109/TEM.2024.3435545

Zettel, L.A., Maertz, C., & Garrett, R.P. 2024. Affect and adaptation in entrepreneurial goal pursuit. *International Small Business Journal*. doi.org/10.1177/02662426231220556

Covin, J.G., Garrett, R.P., Bouncken, R.B., Ratzmann, M., & Muhammad, M. 2024. Core business prospects and the management of internal corporate ventures. *Small Business Economics*, 62(1), 435-459.

Browder, R.E., Crider, C.J., & Garrett, R.P. 2023. Hybrid innovation logics: Exploratory product development with users in a corporate makerspace. *Journal of Product Innovation Management*, 40(4), 451-474.

Zettel, L.A., & Garrett, R.P. 2023. A Pragmatic Perspective on Social Entrepreneurial Opportunities. *International Journal of Entrepreneurial Behavior & Research*, 29(6), 1376-1395.

Covin, J.G., Garrett, R.P., Kuratko, D.F., & Bolinger, M. 2021. Internal corporate venture planning autonomy, strategic evolution, and venture performance. *Small Business Economics*, 56, 239-310.

Garrett, R.P., Mattingly, S., Hornsby, J., & Aghaey, A. 2021. Impact of relatedness, uncertainty, and slack on corporate entrepreneurship decisions. *Management Decision*, 59(5), 1114-1131.

Zettel, L.A., & Garrett, R.P. 2021. Venture-level outcomes of juggling and struggling. *Journal of Business Venturing Insights*.

Covin, J.G., Garrett, R.P., Kuratko, D. F., & Shepherd, D.A. 2020. Short leash or long leash? Parenting style, initial strategic clarity, and the development of venture learning proficiency. *Journal of Business Venturing*, 35(4),

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

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

- Garrett, R.P., Bae, T.J., Qian, S.S., & Chao, M. 2017. Entrepreneurial spawning and knowledge-based perspective: A meta-analysis. *Small Business Economics*, 49(2): 355-378.
- Garrett, R.P., Minola, T., Brumana, M., Digan, S. 2017. How do family firms launch new businesses? A developmental perspective on internal corporate venturing in family business. *Journal of Small Business Management*, 55(4): 594-613.
- Foster, B., Garrett, R., & Shastri, T. 2016. Independent accountant's reports: Signaling and early-stage venture funding. *Managerial Auditing Journal*, 31(4/5): 362-386.
- Minola, T., Brumana, M., Campopiano, G., Garrett, R.P., & Cassia, L. 2016. Corporate venturing in family business: A developmental approach of the enterprising family. *Strategic Entrepreneurship Journal*, 10(4): 395-412.
- Covin, J.G., Garrett, R.P., Kuratko, D.F., & Shepherd, D.A. 2015. Value proposition evolution and the performance of internal corporate ventures. *Journal of Business Venturing*, 30(5): 749-774.
- Garrett, R.P., & Covin, J.G. 2015. Internal corporate venture operations independence and performance: A knowledge-based perspective. *Entrepreneurship Theory & Practice*, 39(4): 763-790.
- Garrett, R.P., & Holland, D.V. 2015. Environmental effects on the cognitions of corporate and independent entrepreneurs. *Small Business Economics*, 45(2): 369-381.
- Holland, D.V., & Garrett, R.P. 2015. Entrepreneurs' start-up versus persistence decisions: A critical evaluation of expectancy and value. *International Small Business Journal*, 33(2): 194-215. (*International Small Business Journal* best paper of 2015)
- Craig, J.B., Dibrell, C., & Garrett, R.P. 2014. Examining relationships among family influence, family culture, flexible planning systems, innovativeness, and firm performance. *Journal of Family Business Strategy*, 5(3): 229-238.
- Garrett, R.P., & Neubaum, D.O. 2013. Top management support and initial strategic assets: A dependency model for internal corporate venture performance. *Journal of Product Innovation Management*, 30(5): 896-915.
- Li, D., Eden, L., Hitt, M., Ireland, R., & Garrett, R. 2012. Governance in multilateral R&D alliances. *Organization Science*, 23(4): 1191-1210.
- Garrett, R.P. 2010. Challenges of quantitative research on internal corporate venturing. *International Journal of Entrepreneurial Venturing*, 2(2): 129-143.
- Garrett, R.P. 2010. Does employee ownership increase innovation? *New England Journal of Entrepreneurship*, 13(2): 37-46.

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

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

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

Book Chapters and Conference Proceedings

Araki, M., & Garrett, R. (Forthcoming). Entrepreneurial persistence under duress: Emotionality versus polymathy. *Frontiers of Entrepreneurship Research, BCERC Proceedings*.

Garrett, R., & Zettel, L. 2021. Entrepreneurial resilience. In *Oxford Encyclopedia of Business and Management*. Oxford University Press.

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

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

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

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

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

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

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

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

Conference Presentations

Zettel, L., Maertz, C., Garrett, R., & Botero, I. Enacting entrepreneurial resilience: An episodic approach. *2024 Academy of Management Annual Meeting, Chicago, ENT Division.*

Zettel, L., Garrett, R.P. Feeling flexible: Emotion and adaptation in motivated goal pursuit. *2023 Academy of Management Annual Meeting, Boston, ENT Division.*

Bouncken, R.B., Covin, J., Gantert, T.M., Deist, M., Garrett, R.P. Better disagree? Corporate venture evolution and motives among parent firm and corporate ventures. *2022 Academy of Management Annual Meeting, Seattle, ENT Division.*

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Garrett, R.P. Employee stock ownership as a moderator of the relationship between R&D intensity and innovation. *2006 Babson College Entrepreneurship Research Conference, Bloomington, IN.*

COURSES TAUGHT

University of Louisville:

- IMBA 621/622, Venture Launch I & II
- MBA 655, Strategic Management (Online MBA program)
- MBA 680/EMBA 616/IMBA 660, Corporate Entrepreneurship
- ENTR 402/LAW 963, Entrepreneurship II
- ENTR 730, Entrepreneurship from a Strategic Perspective
- ENTR 747, Corporate Entrepreneurship & Innovation
- ENTR 780, Philosophy of Science
- MGMT 340/ENTR 350, Entrepreneurship

Oregon State University:

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

Aarhus University, College of Business, Aarhus Denmark:

- Corporate Entrepreneurship

Indiana University, Kelley School of Business:

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

Other Work Experience

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

BOARD POSITIONS

Member, Board of Directors, University of Memphis Research Foundation Ventures (UMRFV), 2023-present

Member, Board of Directors, Economic Club of Memphis, 2023-present

PROFESSIONAL SERVICE

Academic Community

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

University

2020-21 L3 Strategic Research Impact Committee, University of Louisville
2019-22 Graduate School Council, University of Louisville
2013-23 PhD Program Committee, University of Louisville College of Business
2016 Research Evaluation Committee, University of Louisville College of Business 2014
Faculty Advisement Committee, University of Louisville College of Business 2012-2013
Faculty Senate, Oregon State University
2012-2013 Discipline Director, Strategy and Entrepreneurship, OSU College of Business
2012-2013 Oregon State University Startups Steering Committee
2012 College of Business Strategic Planning Taskforce
2011-2013 College of Business Ph.D. Program Taskforce
2011-2012 Oregon State University Bioenergy Curriculum Committee
2011-2012 Steering Committee, Excellence Initiative in Materials and Device Innovation
2011-2013 Tech Tuesday Committee, OSU Division of Business and Engineering

AWARDS

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

HONORS AND SCHOLARSHIPS

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