

# MICHAEL CONGER

Farmer School of Business, Miami University, Oxford, OH  
513.529.2991 | michael.conger@miamioh.edu | <http://www.michaelconger.com>

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## ACADEMIC POSITIONS

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**Assistant Professor of Entrepreneurship** 2014 - Present  
Farmer School of Business, Miami University

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## EDUCATION

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**Ph.D. University of Colorado – Boulder, 2014.**  
Ph.D. in Management & Entrepreneurship  
Dissertation: *Hybrid Social Enterprise: Collective Action, Identity, and Hybrid Business Models*

**M.B.A. Iowa State University, 2008.**  
Major: Entrepreneurship & Strategy

**B.M. Wheaton College, 1997.**  
Major: Bachelor of Music, Vocal Performance

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## INTERESTS

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Research: Entrepreneurship, Social Entrepreneurship, Identity, Values, Social Movements, Institutional Theory, the Role of Business in Society, Ethics  
Teaching: Entrepreneurship, Strategy, Business Ethics, Organizations and Society

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## REFEREED PUBLICATIONS

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Jones, Jessica, Brett Smith, Michael Conger. 2017. "Now We See In a Mirror, Dimly: Co-construction of Image and Identity in Nascent Hybrid Organizations." Forthcoming at ***Frontiers of Entrepreneurship Research***.

Young, Susan, Chris Welter, Michael Conger. 2017. "Stability vs. Flexibility: The Effect of Regulatory Institutions on Opportunity Type." In press at ***Journal of International Business Studies***

Sarason, Yolanda, Michael Conger. 2017. "Ontologies and Epistemologies in 'Knowing' the Nexus in Entrepreneurship: Burning Rice Hay and Tracking Elephants" In press at ***International Journal of Entrepreneurship and Small Business***

Cannatelli, Benedetto, Brett Smith, Alessandro Giudici, Jessica Jones, Michael Conger. 2016 "An Expanded Model of Distributed Leadership During Organizational Knowledge Creation in Social Entrepreneurship." In press at ***Long Range Planning***.

York, Jeffrey G., Siddharth Vedula, Michael Conger, David R. Hekman. 2016 "Green to Gone?: How Institutional Logics Impact the Survival of Social Entrepreneurs." In press at **Frontiers of Entrepreneurship Research**.

Dinger, Jennifer, Michael Conger, Carla Bustamante, 2012. "I Am Joplin: Community Identity and Entrepreneurship After Natural Disasters." **Frontiers of Entrepreneurship Research**, 33(6), 3.

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## OTHER PUBLICATIONS

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Conger, Michael and Jeffrey G. York. 2013. "The Evolution of the Green Building Supply Industry: Entrepreneurial Entrants and Diversifying Incumbents." in R. Henn and A. Hoffman (Eds.) **Constructing Green**. MIT Press

Conger, Michael. 2012. "The Role of Personal Values in Social Entrepreneurship." in J. Kickul and S. Bacq (Eds.) **Patterns in Social Entrepreneurship Research**. Edward Elgar

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## PAPERS UNDER REVIEW

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Conger, Michael, Jeffrey G. York, Jeffery S. McMullen, Brian J. Bergman Jr. "Category Membership as a Catalyst for Reflexivity: Identity Control in the Entrepreneur's Pursuit of Prosocial Opportunities." Revise and resubmit at **Journal of Business Venturing**

Jones, Jessica, Michael Conger, Michael J. Lenox, Siddharth Vedula, Jeffrey G. York. "Constructing Green Building: Sustainability Transition through an Entrepreneurial Lens" Revise and resubmit at **Academy of Management Perspectives**

Dinger, Jennifer and Michael Conger. "Social Identity, Entrepreneurs, and Environmental Disasters." Revise and resubmit at **Entrepreneurship and Regional Development**

Grimes, Matthew, Wesley Helms, Michael Conger. "Framing Competition and Collaboration between Social Ventures" Revise and resubmit at **Strategic Management Journal**

Conger, Michael, Jeffrey G. York, Tyler Wry. "We Do What We Are: Social Entrepreneurship as the Expression of Identity and Stakeholder Salience" Under review at **Journal of Business Ethics**

Gras, David, Michael Conger. "A Reductive Seduction Perspective on Social Entrepreneurship" Under review at **Journal of Business Venturing**

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## WORKING PAPERS

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Conger, Michael, Chris Welter, Matthew Josefy. "Bricolage as a Response to Resource Degradation in Social Entrepreneurship Support Organizations." For submission to **Journal of Business Venturing**

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York, Jeffrey G., Michael Conger, Siddharth Vedula, David R. Hekman. "Sustainable Hybrids?: How Institutional Logics Impact the Survival of Social Entrepreneurs" For submission to **Strategic Management Journal**

Smith, Brett, Michael Conger, Jessica Jones "Now We See In a Mirror, Dimly: Co-construction of Image and Identity in Nascent Hybrid Organizations." For submission to **Academy of Management Journal**

Vedula, Siddharth, Michael Conger, Markus Fitza. "Does Geographic Clustering of Startup Communities Affect Product Quality?" For submission to **Strategic Management Journal**

Lippmann, Stephen, Michael Conger. "Uses of the Past in a New Market Category: The Case of Micro-distilling in the U.S." For submission to **Academy of Management Journal**

Conger, Kimberly H., Michael Conger. "Two Sides of the Same Coin?: Activists and Social Entrepreneurs in the Political Arena." For submission to **American Political Science Review**

Conger, Michael, Jeffrey G. York, Jeffery S. McMullen. "The Evolution of Capitalism: The Establishment of the Benefit Corporation as a Hybrid Organizational Form." For submission to **Organization Science**

Conger, Michael, Jeffrey G. York, Jeffery S. McMullen. "Irreversible Commitment to Organizational Hybridity: Implications for Firm Performance." For submission to **Journal of Business Venturing**

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## PAPERS UNDER DEVELOPMENT

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Conger, Michael, Michael Cummings, Chris Sutter, Hans Rawhouser, William R. Meek. "What We Talk About When We Talk About Impact: How Entrepreneurship Makes Sense of Social Value Creation Efforts." For submission to **Academy of Management Annals**

Conger, Michael, Kimberly H. Conger. "Vexation About Representation: The Role of Social Enterprise in Addressing Political Inequality." For submission to **Academy of Management Journal**

Meek, William R., Michael Conger. "Entrepreneurial Sustainability Orientation: Development of a New Measure to Drive the Emergence and Adoption of Research on Environmental/Sustainable Entrepreneurship." For submission to **Journal of Business Venturing**

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## REFEREED CONFERENCE PROCEEDINGS

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Jones, Jessica, Brett Smith, Michael Conger. 2017. "Now We See In a Mirror, Dimly: Co-construction of Image and Identity in Nascent Hybrid Organizations." *Babson College Entrepreneurship Research Conference, University of Oklahoma, Norman, OK, USA.*

Conger, Michael. 2016 "Using Agile Techniques to Promote Entrepreneurial Thinking" *Lilly Conference on College Teaching, Miami University, Oxford, OH, USA.*

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York, Jeffrey G., Siddharth Vedula, Michael Conger, David R. Hekman. 2016. "Green to Gone?: How Institutional Logics Impact the Survival of Social Entrepreneurs." *Babson College Entrepreneurship Research Conference, Norland Research Institute, Bodø, Norway.*

Young, Susan, Chris Welter, Michael Conger. 2016. "Stability vs. Flexibility: The Effect of Regulatory Institutions on Innovation (Summary)." *Babson College Entrepreneurship Research Conference, Norland Research Institute, Bodø, Norway.*

Conger, Michael, Jeffrey G. York, Jeffery S. McMullen. 2015. "B the Change: Social Enterprise, Hybrid Social Enterprise and the Problem of Identity Correspondence (Summary)." *Babson College Entrepreneurship Research Conference, Babson College, Wellesley, MA, USA.*

Young, Susan, Michael Conger. 2014. "The Effect of Institutional Contexts on Opportunity Formation (Summary)." *Babson College Entrepreneurship Research Conference, Ivey Business School, London, ON, Canada.*

Welter, Chris, Michael Conger, Matthew A. Josefy. 2014. "Behind Every Great Social Venture: The Role of Support Organizations in Social Entrepreneurship." *Academy of Management Annual Meeting, Philadelphia, PA, USA.*

Vedula, Siddharth, William R. Forster, Jennifer Dinger, Michael Conger. 2013. "The Impact of Regional Human Capital and Socio-Cultural Institutions on Founding Team Composition (Summary)." *Babson College Entrepreneurship Research Conference, EMLYON Business School, Lyon, France.*

Dinger, Jennifer, Michael Conger, Carla Bustamante, 2012. "I Am Joplin: Community Identity and Entrepreneurship, After Natural Disasters." *Babson College Entrepreneurship Research Conference, Texas Christian University, Fort Worth, TX, USA.*

Conger, Michael, Jeffrey G. York, 2011. "Entrepreneur Makes Good: Social Entrepreneurship and Opportunity Creation (Summary)." *Babson College Entrepreneurship Research Conference, Syracuse University, Syracuse, NY, USA.*

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## REFEREED CONFERENCE PRESENTATIONS

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Lippmann, Stephen, Michael Conger. 2017. "Uses of the Past in a New Market Category: The Case of Micro-distilling in the U.S." *33<sup>rd</sup> EGOS Colloquium, Copenhagen Business School, Copenhagen, Denmark.*

Grimes, Matthew, Wesley Helms, Michael Conger. 2017. "Competing for good: How social enterprises categorize and respond to new organizational entrants." *33<sup>rd</sup> EGOS Colloquium, Copenhagen Business School, Copenhagen, Denmark.*

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Jones, Jessica, Brett Smith, Michael Conger. 2017. "Now We See In a Mirror, Dimly: Co-construction of Image and Identity in Nascent Hybrid Organizations." *Babson College Entrepreneurship Research Conference, University of Oklahoma, Norman, OK, USA.*

Conger, Michael, Jeffrey G. York, Jeffery S. McMullen, Brian J. Bergman Jr. 2017 "B the Change: Social Enterprise Alignment with an Emerging Category." *Journal of Business Venturing Special Issue Developmental Symposium on "Enterprise Before and Beyond Benefit: A Transdisciplinary Research Agenda for Prosocial Organizing."* Ivey Business School, Western University, Ontario, Canada.

Jones, Jessica, Brett Smith, Michael Conger. 2016. "Now We See In a Mirror, Dimly: Co-construction of Image and Identity in Nascent Hybrid Organizations." *13<sup>th</sup> Annual Conference on Social Entrepreneurship, University of Southern California, Los Angeles, CA, USA.*

Conger, Michael. 2016 "Using Agile Techniques to Promote Entrepreneurial Thinking" *Lilly Conference on College Teaching, Miami University, Oxford, OH, USA.*

Conger, Kimberly H., Michael Conger. 2016 "Two Sides of the Same Coin?: Activists and Social Entrepreneurs in the Political Arena." *American Political Science Association Annual Meeting, Philadelphia, PA, USA.*

Young, Susan, Chris Welter, Michael Conger. 2016. "The Effect of Institutional Voids on Entrepreneurial Opportunity." *Babson College Entrepreneurship Research Conference, Norland Research Institute, Bodø, Norway.*

York, Jeffrey G., Michael Conger, Siddharth Vedula, David R. Hekman. 2016. "Green to Gone? How Institutional Logics Impact the Survival of Social Entrepreneurs." *Babson College Entrepreneurship Research Conference, Norland Research Institute, Bodø, Norway.*

Jones, Jessica, Brett Smith, Michael Conger. 2016. "Now We See In a Mirror, Dimly: Co-construction of Image and Identity in Nascent Hybrid Organizations."

Conger, Michael, Kimberly H. Conger. 2016. "Two Sides of the Same Coin?: Activists and Social Entrepreneurs in the Political Arena." *5<sup>th</sup> Annual SEE Conference on Sustainability, Ethics, and Entrepreneurship, Denver, CO, USA.*

Jones, Jessica, Brett Smith, Michael Conger. 2016. "Now We See In a Mirror, Dimly: Co-construction of Image and Identity in Nascent Hybrid Organizations." *5<sup>th</sup> Annual SEE Conference on Sustainability, Ethics, and Entrepreneurship, University of Denver, Denver, CO, USA.*

Conger, Michael, Jeffrey G. York, Jeffery S. McMullen. 2015. "B the Change: Social Enterprise, Hybrid Social Enterprise and the Problem of Identity Correspondence." *Academy of Management Annual Meeting, Vancouver, BC, Canada.*

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Young, Susan, Chris Welter, Michael Conger. 2015. "The Effect of Institutional Voids on Entrepreneurial Opportunity." *Academy of International Business Annual Meeting, Bangalore, India.*

Conger, Michael, Jeffrey G. York, Jeffery S. McMullen. 2015. "B the Change: Social Enterprise, Hybrid Social Enterprise and the Problem of Identity Correspondence." *Babson College Entrepreneurship Research Conference, Babson College, Wellesley, MA, USA.*

York, Jeffrey G., Michael Conger, Siddharth Vedula, David R. Hekman. 2015. "Sustainable Hybrids? How Institutional Logics Impact the Survival of Hybrid Ventures." Towards A Theory Of Socio-Cultural Munificence: Regional Norms And Social Entrepreneurship Perseverance." *Alliance for Research on Corporate Sustainability Conference, Northwestern University, Evanston, IL, USA.*

Conger, Michael, Jeffrey G. York, Jeffery S. McMullen. 2015. "B the Change: Social Enterprise, Hybrid Social Enterprise and the Problem of Identity Correspondence." *4<sup>th</sup> Annual SEE Conference on Sustainability, Ethics, and Entrepreneurship, University of Denver, Denver, CO, USA.*

Conger, Michael, Jeffrey G. York, Jeffery S. McMullen. 2014. "B the Change: Social Enterprise, Hybrid Social Enterprise and the Problem of Identity Correspondence." *11<sup>th</sup> Annual Conference on Social Entrepreneurship, Northeastern University, Boston, MA, USA.*

Conger, Michael, Jeffrey G. York, Jeffery S. McMullen. 2014. "The Evolution of Capitalism: The Establishment of the Benefit Corporation as a Hybrid Organizational Form." *11<sup>th</sup> Annual Conference on Social Entrepreneurship, Northeastern University, Boston, MA, USA.*

Vedula, Siddharth, Jeffrey G. York, Michael Conger. 2014. "Towards A Theory Of Socio-Cultural Munificence: Regional Norms And Social Entrepreneurship Perseverance." *Strategic Management Society Annual Meeting, Madrid, Spain.*

Welter, Chris, Michael Conger, Matthew Josefy. 2014. "Nothing But A Bag Of Seeds: Understanding the Role of Support Organizations in Enabling Social Entrepreneurship." *Academy of Management Annual Meeting, Philadelphia, PA, USA.*

York, Jeffrey G., Siddharth Vedula, Michael Conger, David R. Hekman. 2014. "Towards A Theory Of Socio-Cultural Munificence: Regional Norms And Social Entrepreneurship Perseverance." *Academy of Management Annual Meeting, Philadelphia, PA, USA.*

Young, Susan, Chris Welter, Michael Conger. 2014. "The Effect of National Institutional Contexts on Opportunity Formation." *Babson College Entrepreneurship Research Conference, Ivey Business School, Western University, Ontario, Canada.*

Conger, Michael. 2014. "The Evolution of Capitalism: The Establishment of the Benefit Corporation as a Hybrid Organizational Form" *3<sup>rd</sup> Annual SEE Conference on Sustainability, Ethics, and Entrepreneurship, University of Denver, Denver, CO, USA.*

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York, Jeffrey G., Michael Conger, David R. Hekman, Siddharth Vedula. 2013. "Towards A Theory Of Socio-Cultural Munificence: Regional Norms And Social Entrepreneurship Perseverance." *10<sup>th</sup> Annual NYU-Stern Conference on Social Entrepreneurship, New York University, New York, NY, USA.*

Welter, Chris, Michael Conger, Matthew Josefy. 2013. "Nothing But A Bag Of Seeds: Understanding the Role of Support Organizations in Enabling Social Entrepreneurship." *10<sup>th</sup> Annual NYU-Stern Conference on Social Entrepreneurship, New York University, New York, NY, USA.*

Vedula, Siddharth, William R. Forster, Jennifer Dinger, Michael Conger. 2013. "The Impact of Regional Human Capital and Socio-Cultural Institutions on Founding Team Composition." *Babson College Entrepreneurship Research Conference, Emlyon Business School, Lyon, France.*

Welter, Chris, Michael Conger. 2013. "Planting New Churches: Understanding Support Structures for Social Entrepreneurship." *2<sup>nd</sup> Annual SEE Conference on Sustainability, Ethics, and Entrepreneurship, University of Denver, Denver, CO, USA.*

Conger, Michael, Jeffrey G. York. 2012. "How Values and Identity Drive Entrepreneurial Goals." *Academy of Management Annual Meeting, Boston, MA, USA.*

Dinger, Jennifer, Michael Conger, Carla Bustamante 2012. "I Am Joplin: Social Identity, Entrepreneurs, and Environmental Disasters." *Babson College Entrepreneurship Research Conference, Texas Christian University, Fort Worth, TX, USA.*

Conger, Michael, Jeffrey G. York, Tyler Wry. 2011 "We Do What We Are: The Role of Values and Identity in Entrepreneurship." *3<sup>rd</sup> Annual Darden Entrepreneurship and Innovation Research Conference, Charlottesville, VA, USA.*

Dinger, Jennifer, Michael Conger, Carla Bustamante 2012. "I Am Joplin: Social Identity, Entrepreneurs, and Environmental Disasters." *SEE Conference on Sustainability, Ethics, and Entrepreneurship, University of Denver, Denver, CO, USA.*

Conger, Michael, Jeffrey G. York, Tyler Wry. 2011 "We Do What We Are: The Role of Values and Identity in Social Entrepreneurship." *8<sup>th</sup> Annual NYU-Stern Conference on Social Entrepreneurship, New York University, New York, NY, USA.*

Conger, Michael, Jeffrey G. York. 2011 "Social Entrepreneurship and the Role of Identity in Opportunity Creation." *Society for Business Ethics Annual Meeting, San Antonio, TX, USA.*  
**(2011 Society for Business Ethics Founders' Award)**

Co-Chair, 2011, Symposium – "The Domain of Social Entrepreneurship Research, Present and Future." *Academy of Management Annual Meeting, San Antonio, TX, USA.*

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Conger, Michael and Jeffrey G. York. 2011. "Entrepreneur Makes Good: Social Entrepreneurship and Opportunity Creation." *Babson College Entrepreneurship Research Conference, Syracuse University, Syracuse, NY, USA.*

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## INVITED PRESENTATIONS AND ADDITIONAL CONFERENCE ACTIVITIES

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Invited Speaker, 2014, "Social/Sustainable Enterprise." MBA Speaker Series, Iowa State University, Ames, IA.

Selected Participant, 2014, Strategic Entrepreneurship Journal Professional Development Workshop, *Sustainability, Ethics, and Entrepreneurship Research Conference, Denver, Colorado, USA.*

Selected Participant, 2011, Doctoral Consortium, Social Issues in Management (SIM) Division, *Academy of Management Annual Meeting, San Antonio, TX, USA.*

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## TEACHING EXPERIENCE

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**Miami University**, Oxford, OH

**Introduction to Entrepreneurship and Business Models (ESP 201)**

Fall 2014 - Present

**Miami University Alumni Teaching Scholars Program**

2015 - 2016

**University of Colorado**, Boulder, CO

**Entrepreneurial Environments (ESBM 3700)**

Fall 2012 (Nominated for PhD Teaching Award); Summer 2013; Summer 2014

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## SERVICE AND AFFILIATIONS

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**Reviewer** Journal of Business Venturing  
Journal of Management Studies  
Entrepreneurship Theory & Practice  
Journal of Business Ethics  
Academy of Management Perspectives  
Journal of Policy Analysis and Management  
California Management Review  
Academy of Management

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Babson College Entrepreneurship Research Conference  
SEE Conference on Sustainability, Ethics, and Entrepreneurship

**Member** Academy of Management Society (ENT, OMT, and SIM divisions)  
Strategic Management Society  
Society for Business Ethics  
Beta Gamma Sigma, International Business School Honor Society

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## HONORS AND AWARDS

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**Finalist** – Fall, 2012 PhD Teaching Award, Leeds School of Business, University of Colorado Boulder  
**Recipient** – 2012 Gerald Hart Doctoral Research Fellowship  
**Recipient** – 2011 Society for Business Ethics Founders' Award  
**Winner** – 2007 Big 12 North Business Case Competition  
**Finalist** – 2007 All Big 12 Business Case Competition  
**Best Presenter** – 2007 Big 12 North Business Case Competition  
**Best Presenter** – 2007 Iowa State MBA Business Case Competition  
**Winner** – 2006-07 Iowa State MBA Team of the Year

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## PROFESSIONAL EXPERIENCE

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Senior Business Analyst/Project Manager – *ITA Group, Inc., Des Moines, IA*  
Team Lead/Senior Developer – *FBL Financial – Emerging Business & Technology Group, Des Moines, IA*  
Team Lead/Senior Developer – *Datatel, Inc., Fairfax, VA*  
Lead Developer/Software Architect – *BankOne Corp (now JP Morgan), Columbus, OH*  
Director of Internet Services – *Revolutions, Inc., Columbus, OH*  
Co-Founder/CTO – *Student-2-Student.com, Columbus, OH*  
Web Developer/Designer – *Ohio State University – Dept. of Agricultural Economics., Columbus, OH*

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