

# 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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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*

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*

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

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.*

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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.*

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.*

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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.*

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*

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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.*

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.*

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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.*

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  
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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