

RYAN S. COLES

(949) 613-6126
ryan.coles@uconn.edu

2100 Hillside Rd., Storrs CT 06269
www.ryancoles.org

ACADEMIC APPOINTMENTS

Assistant Professor of Management & Entrepreneurship <i>School of Business / University of Connecticut</i>	2020-present
Affiliate Assistant Professor <i>Sustainable Global Cities Initiative / University of Connecticut</i>	2020-present
Affiliate Assistant Professor <i>Werth Institute for Entrepreneurship / University of Connecticut</i>	2021-present

EDUCATION

PhD Cornell U., Organizational Behavior <i>Committee:</i> Pamela Tolbert (chair), Wesley Sine (co-chair), Shon Hiatt, Thomas DiCiccio <i>Specializations:</i> Organizational Theory & Ecology <i>Minor:</i> Statistics	2020
MS Cornell U., Organizational Behavior <i>Advisor:</i> Pamela Tolbert <i>Specializations:</i> Organizational Theory & Ecology	2016
MS Brigham Young U., Sociology <i>Advisor:</i> Carol Ward <i>Specializations:</i> Sociology of Organizations, Race & Ethnicity, Applied Research Methods	2014
BS Brigham Young U., Middle East Studies/Arabic Studied Arabic at the <i>Hadayet Institute for Arabic Learning</i> in Cairo, Egypt (2010)	2011

RESEARCH AREAS

Entrepreneurship, Innovation, Technology Commercialization, Internationalization, Institutional Theory, Inequality and Stratification, Emerging Market Communities

PUBLICATIONS

Articles (1)

Forthcoming Sine, WD., A. Cordero, and R. Coles. Institutions and Entrepreneurship: Entrepreneurship through a Unified Institutional Lens. *Organization Science*.

Book Chapters (3)

Forthcoming Coles, R., SR Hiatt, and WD Sine. Revisiting the relationship between income inequality and entrepreneurship: A social trust perspective. In Robert Eberhart and Michael Lounsbury (eds.), *Entrepreneurship and Society (Research in the Sociology of Organizations)*, Bradford, UK: Emerald Insight.

2018 Tolbert, P. and R. Coles. Studying Entrepreneurship as an Institution. In Johannes Glueckler and Roy Suddaby (eds.), *Knowledge and Institutions*, Heidelberg: Springer-Verlag Publishing.

2022 Yin, X., R. Coles, and J. Chen. Let's Bring Innovation to the Bottom of the Pyramid Together: Introducing the Anti-Poverty Innovation Approach. In Mark Gideon (ed.) *World Scientific Encyclopedia of Business Sustainability, Ethics & Entrepreneurship*, Singapore:World Scientific Publishing.

R&R (1)

Lu, X., H. Lee, and R. Coles. Should firms accelerate product development during market emergence?

- R&R at *Strategy Science*

Working Papers (12)

(Under Peer-Review: 7)

Coles, R., W.D. Sine, S. Hiatt, and X. Yin. Equality and the Spirit of Capitalism: The Impact of Income Equality on Entrepreneurship.

- Under Review at *Administrative Science Quarterly*

Coles, R., W.D. Sine, and J. Brewer. Explaining the Moderating Effects of Firm Size and Firm Age on Formalization and Firm Performance in Dynamic Contexts.

- Under Review at *Strategic Management Journal*

Newman, A. and R. Coles. “Fight the power”: Acquiring Business Legitimacy through Defiance.

- Under Review at *Organization Science*

Coles, R., W. Sine, S. Hiatt, and L. Rich. Refugees at the Door: Funding Partner Logics and New Venture Failure.

- Under Review at *Academy of Management Journal*

Coles, R., W. Dornisch, E. Boarey. “I solemnly swear that I am up to no good”: The Impact of Social Deviance on Entrepreneurship.

- Under Review at *Organization Science*

Coles, R., S. Hiatt, W. Sine, L.Rich, E. Boarey. Stigma and Immigrant Entrepreneurship: Black September, Ethnic Enclaves, and New Venture Performance in Jordan.

- Under Review at *Organization Science*

X. Yin, Z. Wang, and R. Coles. To be Digitalized? Digital Commitment, Investment, and Firm Innovation: The Moderating Role of Market Dynamics.

- Under Review at *Journal of Business Research*

(Circulating Friendly-Review: 5)

Raines, G. P. Shumway, R. Coles, S. Hiatt, and W.D. Sine. Firm Names and the Impact of Femicide on Firm Performance.

Raines, G. P. Shumway, R. Coles, S. Hiatt, and W.D. Sine. How local gender occupation segregation moderates the impact of regulatory change on entrepreneurial activity.

W. Wang, X. Yin, R. Coles, and J. Chen. The More the Better? External Knowledge Search and Innovation: The Moderating Role of Knowledge Breadth and Depth.

Yin, X., Y. Su, and R. Coles. Double-Edged Sword of Institutional Investors on Corporate Innovation: Executive Remuneration and Market Competition as Key Contingencies.

R. Coles, Patterson, K., W. Sine, and C. Carlos. Bohemian Rhapsody: Extending the Institutional Approach of Entrepreneurship to Explain Opportunity Exploitation.

Other Projects (10)

Coles, R. and V. Kuppaswamy. Explaining the Moderating Effect of Income Inequality on Immigration and Entrepreneurial Activity in Emerging Market Communities

- Manuscript development

Coles, R. Explaining the Moderating Impact of Income Inequality on Median Income and Entrepreneurial Activity.

- Manuscript Development

R. Coles, W.D. Sine, J. Brewer. The Impact of Formalization on Stakeholder Evaluations.

- Analysis

R. Coles, J. Brewer, W. Hawes. Breaking down the Impact of Formalization on Firm Performance across the Venture Life Cycle.

- Analysis

Coles, R., G. Raines, P. Shumway. The Impact of Income Inequality on Firm Performance.

- Analysis

Coles, R., G. Gaines, P. Shumway. When Entrepreneurship reduces Income Inequality.

- Analysis

P. Shumway and R. Coles. The Intergenerational Impact of Racial Violence on Propensity towards Entrepreneurship within Racial Minority Families.

- Data Cleaning

P. Shumway and R. Coles. The Intergenerational Impact of Home Ownership on Propensity towards Entrepreneurship within Racial Minority Families.

- Data Cleaning

Coles, R., E. Quigley, and B. Koski-Bissonnette. Black Lives Matter: How social movements determine which firms benefit from new entrepreneurial opportunities.

- Data Collection

Boarey, E., L. Rich, R. Coles. The Impact of the Arab Spring on Female Entrepreneurial Activity.

- Data Cleaning

CONFERENCE PRESENTATIONS

2021

Entrepreneurship and Society Conference

Lake Tahoe, CA

Paper Presentation: The impact of income inequality on the accessibility of entrepreneurship

2021

Academy of Management Conference

Virtual

Paper Presentation: “I solemnly swear that I am up to no good”: The Deviant Origins of Valuing Entrepreneurship

2021

Academy of Management Conference

Virtual

Paper Presentation: “Cage the Songbird”: An experiment testing the impact of formalization on firm performance

2020

Entrepreneurship and Society Conference

Lake Tahoe, CA

Paper Presentation: Break the Bank: The impact of Income inequality on Entrepreneurship.

2019

Entrepreneurship and Society Conference

Lake Tahoe, CA

Paper Presentation: “Give me your huddled masses”: How Immigration Influences the Impact of Internationalization on Firm Failure.

2019

Association for Studies in Innovation, Science, and Technology Annual Conference

Manchester, UK

Paper Presentation: Anti-Poverty Innovation: Towards a Holistic View to Deal with the Prosperity Paradox

2019

Academy of Management Conference

Boston, USA

Paper Presentation: Equality and the Spirit of Capitalism: Income Equality and Entrepreneurship in Emerging Markets

2019

Academy of Management Conference

Boston, USA

Symposium Presentation: “I solemnly swear that I am up to no good”: The Impact of Deviance in Emerging Market Communities on High Technology Entrepreneurship

2019

Academy of Management Conference

Boston, USA

PDW Presentation: “Give me your huddled masses”: How Immigration Influences the Impact of Internationalization on Firm Failure

2019

The International Conference on Innovation Studies

Tsinghua University, China

Presentation: “Make me a Believer”: When normative institutions encourage entrepreneurial activity

2018

IDEC Doriot Entrepreneurship Conference

INSEAD, France

Presentation: Refugees at the Door: Funding Partner Logics and New Venture Survival in Disrupted Markets

2018

Academy of Management Conference

Chicago, USA

Symposium Organizer: The Influence of Local Communities on Entrepreneurship in a Globalized World

- *Runner-up for Best Symposium in the OMT Division*

2018

Academy of Management Conference

Chicago, USA

Symposium Presentation: Understanding Economic Inequality and Entrepreneurship in Emerging Market Communities

2018

Academy of Management Conference

Chicago, USA

Symposium Presentation: Community Identity and the Emergence of Entrepreneurial Opportunity from Regulatory Change

2017

Academy of Management Conference

Atlanta, USA

Symposium Organizer: Applications of the Institutional Approach to Entrepreneurship across Global Contexts

2017

Academy of Management Conference

Atlanta, USA

Paper Presentation: Responses to Institutional Complexity: Veiled vs. Visible Implementations of Contested Practices.

2017

Academy of Management Conference

Atlanta, USA

Symposium Presentation: God and Caesar: Comparing the Moderating Effects of Political and Religious Social Cohesion on Negative Impacts of Violence on Entrepreneurship

2017

Academy of Management Conference

Atlanta, USA

Paper Presentation: When does Family Matter? Funding Partner Logics and New Venture Survival across Economic and Social Jolts.

2016

Academy of Management Conference

Anaheim, USA

Symposium Organizer: Entrepreneurship in Global Contexts

2016

Academy of Management Conference

Anaheim, USA

Symposium Presentation: “Weapons of the Weak”: Mitigating the negative impact of violence on firm foundings and firm survival

2016

Academy of Management Conference

Anaheim, USA

Symposium Presentation: New Venture Failure and Variations in Modes of Finance in the Middle East

2014

Academy of Management Conference

Philadelphia, USA

Paper Presentation: What, Really, Constitutes a Theoretical Contribution?

2014

Pacific Sociological Association Conference
Portland, USA

Paper Presentation: Religious-based Support in the Entrepreneurial Process

2013

Leadership for Peace and Prosperity Conference
San Diego, USA

Paper Presentation: Blessed are the Peacemakers: A National Competitive Advantage Case Study on the Hashemite Kingdom of Jordan

2013

European Sociological Association Conference
Turin, Italy

Paper Presentation: Sunnah and the Spirit of Capitalism: An Islamic-based Theory for the Origins of Modern Capitalism.

INVITED TALKS

2021

Tecnologico Universitario Espiritu Santo, Ecuador
“Improving the Innovativeness of SMEs in Emerging Markets”

2021

Trinity College
“The Sociology of Entrepreneurship”

2021

Stamford Innovation Week
“It Takes a Village: The Community Characteristics that Foster Entrepreneurship”

2021

Recyclops
“Incentive Structures in High-Growth Startups”

2020

University of Connecticut, School of Business
“A Randomized Control Trial Testing the Effect of Formalization on Firm Performance”

2020

University of Connecticut, Communications Department
“Recent Insights on Opportunity Recognition”

2020

Elevate Global
“Organization Design across the Business Lifecycle”

2020

Wesleyan University

“Entrepreneurship and Democratization”

2018

Utah State University

“Integrating Arab American and Muslim Refugees into American Communities”

2017

Instituto Politecnico Nacional, Mexico City

“Communities and Entrepreneurship”

2014

Columbia University’s Middle Eastern Research Center

“Monitoring and Evaluating the Performance of Social Organizations”

TEACHING EXPERIENCE

2020-Present

The Entrepreneurial Journey (Median: 5.0/5.0)

School of Business, U. of Connecticut

This course covers the essential information, frameworks, and skills involved with managing the creation and growth of new business enterprises. Accordingly, we will address two important areas related to new ventures: Business Model Development and Critical Entrepreneurial Management Skills. These topics and skills are equally applicable to entrepreneurial leadership in new ventures (whether high-growth or small-business entrepreneurs) as well as in corporations (intrapreneurs, corporate ventures, innovation champions).

2014-2015

Introduction to Organizational Behavior (4.5/5.0)

ILR School, Cornell University

I was a teaching assistant for the class for three semesters. I was responsible for teaching up to three sections of the class, and was independently rated by students. The class covered a variety of topics including team management, organizational design, organizational culture, and strategy. To cover these topics, I used case studies, relevant readings, and other in class activities. The score reflects student rating of my teaching independent of the professor.

2018

Strategic Management of Innovation

Johnson Graduate School of Business, Cornell University

I was a teaching assistant for the class, and I was responsible for coordinating guest speakers, support in lecturing, helping MBA students understand the material, and grading. The class highlights organizational and team level systems for managing the production and diffusion of innovations, bringing in guest speakers from Google, Amazon, and others.

2015-2018

Commercializing Technology

Johnson Graduate School of Business, Cornell University

I was a teaching assistant for the class, and I was responsible for coordinating guest speakers, support in lecturing, helping MBA and other graduate students understand the material, and grading. The class helps students acquire a basic understanding of US Intellectual Property laws, skills for searching out viable commercial applications of new technologies, and skills for managing an entrepreneurial team.

2015-2017

Global Innovation Trends

Johnson Graduate School of Business, Cornell University

I was a teaching assistant for the class, and I was responsible for coordinating guest speakers, support in lecturing, helping MBA students understand the material, and grading. The class highlights emerging trends in innovation across the world, and helps students assess the entrepreneurial opportunities related to them.

2015-2019

Agile Innovation

Johnson Graduate School of Business, Cornell University

I was a teaching assistant for the class, and I was responsible for coordinating guest speakers, support in lecturing, helping MBA and other graduate students understand the material, and grading. The class helps students learn how to build teams with high creative potential, manage team creativity, and how to increase their own individual creativity. The highlight of the class is a hack-a-thon where students gain real experience in agile innovation principles.

PROFESSIONAL SERVICE

Reviewer for:

- Administrative Science Quarterly
- Organization Science
- American Journal of Sociology
- Academy of Management Review
- Academy of Management Conference

NON-ACADEMIC APPOINTMENTS

2021-Present

Top Management Team Advisor

Recyclops

2021-2022

Committee Member

Tolland Economic Development Commission

2021-Present

Top Management Team Advisor

Levo International

2020-Present
Advisory Board Member
Old Silver Venture Capital

2020-Present
Chief Science Officer
Human Wealth

2011-2016
Program Director
Zaytoon

GRANTS, FELLOWSHIPS, SCHOLARSHIPS, AND AWARDS

2021
Office for Research and Innovation/ UConn
\$2000 to support a research program analyzing entrepreneurship in the MENA region.

2021
Global Affairs/ UConn
\$5500 to support a research program analyzing entrepreneurship in the MENA region.

2020
Global Affairs/ UConn
\$5500 to support a research program analyzing entrepreneurship in the MENA region.

2020
Werth Institute/ UConn
\$5000 to support a research program analyzing entrepreneurship in the MENA region.

2020
IET Theme Project/ Cornell U.
\$9000 to support randomized control trials testing organizational design and entrepreneurship.

2019
ILR Theme Project/ Cornell U.
\$2000 to investigate the impact of income inequality on entrepreneurship.

2016
Family Business Grant / Cornell U.
\$10,000 to investigate family business in the Middle East.

2015
Institute of Social Sciences Grant / Cornell U.
\$500 to investigate family business in the Middle East.

2005

Eagle Scout/ Scouts BSA

Eagle Scout is the highest rank attainable in the Scouts BSA program. Since its inception in 1911, only four percent of Scouts have earned this rank.

REFERENCES

Wesley Sine / Cornell U.

607.254.1336

wds4@cornell.edu

114 East Ave.

Ithaca, NY 14853

Pamela Tolbert / Cornell U.

607.255.9527

pam.tolbert@cornell.edu

301 Tower Rd.

Ithaca, NY 14853

Shon Hiatt / U. of Southern California

213.740.5103

shiatt@marshall.usc.edu

3670 Trousdale Parkway

Los Angeles, CA 90089

Thomas J. DiCiccio/ Cornell U.

607.255.8643

tjd9@cornell.edu

301 Tower Rd.

Ithaca, NY 14853

David Whetten / Brigham Young U.

801.360.4045

postbyu@gmail.com

LANGUAGES

English: Native Language

Spanish: Superior Listener, Superior Speaker, Superior Reading and Writing

Arabic: Advanced Listener, Advanced Speaker, Intermediate Reading and Writing

VOLUNTEER WORK

Boy Scouts of America

Assistant Tiger Den Leader/ Tolland, CT (2020-2021)

I help kids develop their character and overall well-being through the Tiger Scout program.

Delta Upsilon

Chapter Advisor/ Ithaca, NY (2016-2020)

Primarily, my role as Chapter Adviser is to guide, teach, and support the chapter and its officers in carrying out their duties as members of the Greek community. In addition, I also serve as an additional liaison between current chapter members and the chapter's alumni association.

Boy Scouts of America

Lion's Den Leader/ Ithaca, NY (2019-2020)

I help kindergarten aged kids develop their character and overall well-being through the Lion Scout program.

Boy Scouts of America

Troop Committee Chairman / Provo, UT (2012)

I worked to ensure communication between troop leaders and the parents of the Scouts, as well as ensure that the troop had the funds necessary to help the Scouts progress as young men.

Church of Jesus Christ of Latter-day Saints

Seminary Teacher/ Ithaca, NY (2015-2018)

During the week I taught teenagers (ages 14-18) courses on the Old Testament, New Testament, Book of Mormon, and the Doctrine & Covenants. I focused on helping them apply the teachings of Jesus Christ to their everyday lives, and preparing them to serve in various ministerial roles within the Church.

Church of Jesus Christ of Latter-day Saints

Full-time Missionary, Peru (2006-2008)

As a Missionary in Peru, I helped to strengthen individuals and families by helping them live the Gospel of Jesus Christ. I managed the work of preaching the Gospel across various cities, and I had the opportunity to work with people of various nationalities. The most important work, however, was the one on one moments with others as we helped them see how Jesus Christ's teachings can improve our lives.

OTHER

Interests/Hobbies: Astro-physics, ecology, wrestling, weight lifting, wakeboarding, water skiing, snowboarding/skiing, and playing the piano

