CURRICULUM VITAE – JENNIFER E. JENNINGS
(FORMERLY JENNIFER E. CLIFF)

University of Alberta School of Business Department of Strategy, Entrepreneurship and Management
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EDUCATION

2000 PhD (Organizational Behaviour), University of British Columbia, Vancouver BC Canada
1990 BCom (Silver Medalist), Carleton University, Ottawa ON Canada

ACADEMIC POSITIONS

2014-Pres Professor, University of Alberta, School of Business
2007-2014 Associate Professor, University of Alberta, School of Business
1999-2007 Assistant Professor, University of Alberta, School of Business
1998 Sessional Lecturer, University of British Columbia, Faculty of Commerce

AWARDS AND HONOURS

2026 Nominated by Vice-President (Research) for SSHRC Impact (Insight) Award
2025 Global 50 Women in Sustainability Award
2025 Silver MUSE Creative Award for "Perimenopause at Work" knowledge translation video
2023 Best Reviewer Award, *Journal of Business Venturing*
2023 Stanford/Elsevier Top 2% Cited Scientists in 2022
2022 Responsible Research in Business & Management (RRBM) Honor Roll
2021 Foundational Paper Award, Academy of Management (AOM) ENT Division
2020 Tier 1 Canada Research Chair (CRC) in Entrepreneurship, Gender and Family Business
2018 Outstanding Reviewer Award, *Academy of Management Review*
2015 Outstanding Service Award, *Journal of Business Venturing*
2015 Kauffman Foundation Best Paper Award, DIANA International Research Conference
2014 Bertarelli Family Best Paper Award, BCERC-IVEY Entrepreneurship Research Conference
2014 Best Paper Award, DIANA International Research Conference
2012 Best Paper Award (Entrepreneurship and Gender), ACERE-DIANA Conference
2011 McCalla Professorship, University of Alberta
2008 Best Paper Award, DIANA International Research Symposium
2007 Best Paper Award (High Potential/Fast Growth), AOM ENT Division
2006 Outstanding Reviewer Award, *Journal of Business Venturing*
2003 Best Paper Award (Women's Entrepreneurship), AOM ENT Division

GOOGLE SCHOLAR CITATION STATISTICS SUMMARY (AS OF SEP 2, 2026) FOR WORK PUBLISHED AS J.E. JENNINGS OR J.E. CLIFF

GS total citations = **14285**	GS h-index = **28**	GS i10-index = **36**

PUBLICATIONS

ACADEMIC JOURNAL ARTICLES

[35] Lyubykh, Z. & Jennings, J.E. Those who need help, receive it least. How observers react to perceived (lack of) actions by targets following workplace mistreatment. Accepted for publication in the ***Journal of Business Ethics***.

[34] Toubiana, M. & Jennings, J.E. The power of identity pause: Perimenopause and the embodiment process. Accepted for publication in the ***Academy of Management Journal***.

[33] Zhang, C., Lan, Y., Li, B., Liu, X., Jennings, J., Zhao, W., Xia, Y. (2026). Entrepreneurship in the shadow of clan culture: Informal institutions and entrepreneurs' subjective wellbeing. ***Journal of Small Business Management***, 64(5): 2032-2072. [Citations as of Sep 2, 2026: GS = **4**]

[32] Eberhart, R., Weiss, T., Jennings, P.D., Jennings, J.E., Folta, T. Hehenberger, L., Schultz, B. (2025) Entrepreneurialism, inequality, and society: Organizational and policy implications. Introduction to special issue. In press at ***Academy of Management Perspectives***. [Citations as of Sep 2, 2026: GS = **6**]

[31] Tonoyan, V., Strohmeyer, R., & Jennings, J.E. (2025). Working for Jessica or Michael? How gender stereotyping affects job application intentions at technology startups. ***Strategic Entrepreneurship Journal***, 19(2): 256-282. [Citations as of Sep 2, 2026: GS = **16**]

[30] Muhammad, M.A., Jennings, J.E, Hansen, H., & Rahman, Z. (2025). Entrepreneurship through (cognitive) emancipation: Implications for research, policy, and practice in contexts of oppression. ***Academy of Management Perspectives.*** 39(3): 456-477. [Citations as of Sep 2, 2026: GS = **11**]

[29] Eddleston, K. & Jennings, J. (2024). Creating and sustaining mutualistic wellbeing: Toward a theory of family-business symbiosis. ***Journal of Family Business Strategy***, 15(3): 100636. [Citations as of Sep 2, 2026: GS = **14**]

[28] Carlson, J. & Jennings, J.E. (2024). Ideas for bridging the academic-policy divide at the nexus of gender and entrepreneurship. ***International Journal of Entrepreneurship Behavior and Research***, 30(7): 1924-1949. [Citations as of Sep 2, 2026: GS = **8**]

[27] Weiss, T., Eberhart, R., Lounsbury, M., ... Jennings, J. … & Aldrich, D. (2023). The social effects of entrepreneurship on society and some potential remedies: Four provocations. ***Journal of Management Inquiry***, 32(4): 251-277. [Citations as of Sep 2, 2026: GS = **81**]

[26] Jennings, J.E., Rahman, Z., & Dempsey, D. (2023). Challenging what we think we know: Theory and evidence for questioning common beliefs about the gender gap in entrepreneurial confidence. ***Entrepreneurship Theory & Practice***. 47(2): 369-397. [Citations as of Sep 2, 2026: GS = **53**]

[25] Jennings, P.D., Hannigan, T.R., & Jennings, J.E. (2022). Reversing entrepreneurship's arrow: The metaphor's model and some research implications. Introduction to "Entrepreneurialism and Society: Consequences and Meanings" special issue of ***Research in the Sociology of Organizations***, 82: 1-17. [Citations as of Sep 2, 2026: GS = **2**]

[24] Jennings, J.E. & Tonoyan, V. (2022). Research on gender stereotyping and entrepreneurship: Suggestions for some paths worth pursuing. ***Entrepreneurship Research Journal,*** 12(3): 187-212. [Citations as of Sep 2, 2026: GS = **44**]

[23] Hughes, K.D. & Jennings, J.E. (2020). A legacy of attention to embeddedness in gendered institutions: Reflections on a key emphasis (and contribution) of women's entrepreneurship research. ***International Journal of Gender & Entrepreneurship***, 12: 53-76. [Citations as of Sep 2, 2026: GS = **52**]

[22] Tonoyan, V., Strohmeyer, R., & Jennings, J.E. (2020). Gender gaps in perceived start-up ease: Implications of sex-based labor market segregation for entrepreneurship across 22 European countries. ***Administrative Science Quarterly***, 65: 181-225. [Citations as of Sep 2, 2026: GS = **143**][1]

[21] Han, Q., Jennings, J.E., Liu, R., & Jennings, P.D. (2019). Going home and helping out? Returnees as propagators of CSR in an emerging economy. ***Journal of International Business Studies****,* 50: 857-872. [Citations as of Sep 2, 2026: GS = **65**]

[20] Nordstrom, O. & Jennings, J.E. (2018). Looking in the other direction: An ethnographic analysis of how family businesses can be operated to enhance familial wellbeing. ***Entrepreneurship Theory & Practice****,* 42: 317-339. [Citations as of Sep 2, 2026: GS = **60**]

[19] Jennings, J.E., Dempsey, D., & James, A.E. (2018). Bifurcated HR practices in family firms: Insights from the normative-adaptive approach to stepfamilies. ***Human Resource Management Review,*** 28: 68-82. [Citations as of Sep 2, 2026: GS = **102**]

[18] Strohmeyer, R., Tonoyan, V. & Jennings, J.E. (2017). Jacks-(and Jills)-of-all-trades: On whether, how and why gender influences firm innovativeness. ***Journal of Business Venturing***, 32: 498-518. [Citations as of Sep 2, 2026: GS = **151**]

[17] James, A.E., Jennings, J.E., & Jennings, P.D. (2017). Is it better to govern managers via agency or stewardship? Examining asymmetries by family versus nonfamily affiliation. ***Family Business Review***, 30: 262-283. [Citations as of Sep 2, 2026: GS = **106**][2]

[16] Jennings, J.E., Jennings, P.D., & Sharifian, M. (2016). Living the dream? Assessing the 'entrepreneurship as emancipation' perspective in a developed region. ***Entrepreneurship Theory & Practice,*** 40: 81-110. [Citations as of Sep 2, 2026: GS = **274**]

[15] Jennings, J.E., Edwards, T., Jennings, P.D., & Delbridge, R. (2015). Emotional arousal and entrepreneurial outcomes: Generating elaborated theory by combining qualitative methods. ***Journal of Business Venturing,*** 30: 113-130. [Citations as of Sep 2, 2026: GS = **199**]

[14] Dempsey, D. & Jennings, J. (2014). Gender and entrepreneurial self-efficacy: A learning perspective. ***International Journal of Gender and Entrepreneurship,*** 6: 28-49. [Citations as of Sep 2, 2026: GS = **236**]

[13] Jennings, J.E. & Brush, C.G. (2013). Research on women entrepreneurs: Challenges to (and from) the broader entrepreneurship literature? ***Academy of Management Annals,*** 7: 661-713. [Citations as of Sep 2, 2026: GS = **2360**]

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[1] Included in the 2022 Responsible Research in Business & Management (RRBM) Honor Roll

[2] Focus of a Research Applied précis in the *FFI Practitioner* (Aug 2017)

[12] Jennings, J.E., Breitkreuz, R.S. & James, A.E. (2013). When family members are also business owners: Is entrepreneurship good for families? ***Family Relations,*** 62: 472-489.
[Citations as of Sep 2, 2026: GS = **143**]

[11] Hughes, K.D., Jennings, J.E., Brush, C., Carter, S. & Welter, F. (2012). Extending women's entrepreneurship research in new directions. ***Entrepreneurship Theory & Practice,*** 36: 429-442.
[Citations as of Sep 2, 2026: GS = **871**]

[10] James, A.E., Jennings, J.E. & Breitkreuz, R.S. (2012). Worlds apart? Re-bridging the distance between family science and family business research. ***Family Business Review – 25th Anniversary Special Issue***, 25: 87-108. [Citations as of Sep 2, 2026: GS = **260**]

[9] Jennings, J.E., Jennings, P.D. & Greenwood, R. (2009). Novelty and new firm performance: The case of employment systems in knowledge-intensive service firms. ***Journal of Business Venturing***, 24: 338-359.
[Citations as of Sep 2, 2026: GS = **152**]

[8] Martens, M.L., Jennings, J.E. & Jennings, P.D. (2007). Do the stories they tell get them the money they need? The role of entrepreneurial narratives in resource acquisition. ***Academy of Management Journal***, 50: 1107-1132. [Citations as of Sep 2, 2026: GS = **1372**]

[7] Jennings, J.E. & McDougald, M.S. (2007). Work-family interface experiences and coping strategies: Implications for entrepreneurship research and practice. ***Academy of Management Review***, 32: 747-760.
[Citations as of Sep 2, 2026: GS = **1186**]

[6] Jennings, J.E., Jennings, P.D., & Greenwood, R. (2006). The strategic positioning of professional service firm start-ups: Balance beguiles but purism pays. ***Research in the Sociology of Organizations****,* 24: 45-68.
[Citations as of Sep 2, 2026: GS = **18**]

[5] Cliff, J.E., Jennings, P.D., & Greenwood, R. (2006). New to the game and questioning the rules: The experiences and beliefs of founders who start imitative vs. innovative firms. ***Journal of Business Venturing,*** 21: 633-663. [Citations as of Sep 2, 2026: GS = **339**]

[4] Cliff, J.E. & Jennings, P.D. (2005). Commentary on the multidimensional degree of family influence construct and the F-PEC measurement instrument. ***Entrepreneurship Theory & Practice,*** 29: 341-347.
[Citations as of Sep 2, 2026: GS = **118**]

[3] Cliff, J.E., Langton, N. & Aldrich, H.E. (2005). Walking the talk? Gendered rhetoric vs. action in small firms. ***Organization Studies***, 26: 61-89. [Citations as of Sep 2, 2026: GS = **180**]

[2] Aldrich, H.E. & Cliff, J.E. (2003). The pervasive effects of family on entrepreneurship: Toward a family embeddedness perspective. ***Journal of Business Venturing,*** 18: 573-597.
[Citations as of Sep 2, 2026: GS = **3716**][3,4]

[1] Cliff, J.E. (1998). Does one size fit all? Exploring the relationship between attitudes towards growth, gender, and business size. ***Journal of Business Venturing,*** 13: 523-542.
[Citations as of Sep 2, 2026: GS = **1521**][5]

[3] Recipient of the 2021 Foundational Paper Award by the AOM ENT Division

[4] Reprinted in Aldrich, H.E. 2012 *An Evolutionary Approach to Entrepreneurship: Selected Essays*. Edward Elgar.

EDITED BOOKS

[2] Jennings, J.E., Eddleston, K., Jennings, P.D. & Sarathy, R. (2015). ***Firms within families: Enterprising in diverse country contexts.*** Cheltenham/Northampton: Edward Elgar.
[Citations as of Sep 2, 2026: GS = **20**]

[1] Hughes, K.D. & Jennings, J.E. (2012). ***Global women's entrepreneurship research: Diverse settings, questions and approaches.*** Cheltenham/Northampton: Edward Elgar.
[Citations as of Sep 2, 2026: GS = **116**]

INVITED PEER-REVIEWED COMPILATIONS, BOOK REVIEWS, AND BOOK CHAPTERS

[8] Hughes, K.D. & Jennings, J.E. (2021). Women's entrepreneurship. In R. Griffin (Ed.), ***Oxford bibliographies in management.*** New York: Oxford University Press. [Substantial update to our 2015 compilation]

[7] Jennings, J.E., James, A.E., & Tetzlaff, E.A. (2020). Treating nonfamily managers like family: New insights from a re-analysis of pre-existing qualitative interview data. In De Massis, A., & Kammerlander, N. (Eds.), ***Handbook of qualitative research methods for family business*** (pp. 321-350). Cheltenham/ Northampton: Edward Elgar. [Citations as of Sep 2, 2026: GS = **4**]

[6] Hughes, K.D. & Jennings, J.E. (2015). Women's entrepreneurship. In R. Griffin (Ed.), ***Oxford bibliographies in management.*** New York: Oxford University Press.

[5] Jennings, J.E., Reay, T. & Steier, L.P. (2015). Review of *The SAGE Handbook of Family Business*. ***Academy of Management Learning and Education,*** 14: 430-436. [Citations as of Sep **2, 2026**: GS = **3**]

[4] Jennings, J.E., Breitkreuz, R.S. & James, A.E. (2014). Theories from family science: A review and roadmap for family business research. In L. Melin, M. Nordqvist, M., & P. Sharma, P. (Eds.), ***The SAGE handbook of family business*** (pp. 25-46). Los Angeles: Sage. [Citations as of Sep **2, 2026**: GS = **93**]

[3] Sharifian, M., Jennings, P.D. & Jennings, J.E. (2012). Should women go into business with their family partner? In K.D. Hughes & J.E. Jennings (Eds.), ***Global women's entrepreneurship research: Diverse settings, questions and approaches*** (pp.114-134). Cheltenham/Northampton: Edward Elgar.
[Citations as of Sep **2, 2026**: GS = **14**]

[2] Jennings, J.E., Hughes, K.D. & Jennings, P.D. (2010). The work-family interface strategies of male and female entrepreneurs: Are there any differences? In C.G. Brush, A. de Bruin, E.J. Gatewood, & C. Henry (Eds.), ***Women entrepreneurs and the global environment for growth*** (pp. 163-186). Cheltenham/Northampton: Edward Elgar. [Citations as of Sep 2, 2026: GS = **28**]

[1] Jennings, J.E. & Provorny Cash, M. (2006). Women's entrepreneurship in Canada: Progress, puzzles and priorities. In C.G. Brush, N.M. Carter, E.J. Gatewood, P.G. Greene, & M.M. Hart (Eds.), ***Growth oriented women entrepreneurs and their businesses: A global research perspective*** (pp. 53-87). Cheltenham/Northampton: Edward Elgar. [Citations as of Sep 2, 2026: GS = **60**]

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[5] Reprinted in Brush, C.S., Carter, N.M., Gatewood, E., Greene, P., and Hart, M.M. (Eds). 2006. *The International Library of Entrepreneurship Series – Women and Entrepreneurship: Contemporary Classics.* Edward Elgar.

KNOWLEDGE TRANSLATION ARTICLES

[22] Jennings, J.E., Jafari, S., & Elkailani, O. (2026). The family embeddedness of women's entrepreneurial activity. *Open Access Government,*

[21] Jennings, J.E. & Jafari, S. (2026). Women's entrepreneurship in Islamic contexts. *Open Access Government,* https://doi.org/10.56367/OAG-051-12637

[20] Jennings, J.E. (2026). Why investing in research on gender and entrepreneurship remains worthwhile. *Open Access Government*, https://www.openaccessgovernment.org/ebook/why-investing-in-research-on-gender-and-entrepreneurship-remains-worthwhile/209194/

[19] Jennings, J.E. (2026). Entrepreneurialism and gender-based inequality. *Open Access Government,* https://doi.org/10.56367/OAG-050-11896

[18] Hoffman, D. & Jennings, J. (2026). The hidden hurdle: Why job seekers are bypassing female-led tech startups. *UAlberta Business.* https://www.ualberta.ca/en/business/news/articles/2026/the-hidden-hurdle-why-job-seekers-are-bypassing-female-led-tech-startups.html

[17] Jennings, J.E. (2025). Stimulating women's entrepreneurship in contexts of oppression. *Open Access Government,* https://doi.org/10.56367/OAG-048-11896

[16] Jennings, J. (2025). Women's entrepreneurship and sustainable development: What does academic research tell us?. *The SustainabilityX Magazine,* https://www.sustainabilityx.co/post/women-s-entrepreneurship-and-sustainable-development-what-does-academic-research-tell-us

[15] Jennings, J. Briggs, T., & Raina, S. (2025). Nuances at the nexus of gender, entrepreneurship, and venture capital. *Open Access Government,* https://www.openaccessgovernment.org/ebook/nuances-at-the-nexus-of-gender-entrepreneurship-and-venture-capital/197042/

[14] Eddleston, K.A. & Jennings, J.E. (2025). Are your family and business thriving together - or undermining each other? *FamilyBusiness.org,* https://familybusiness.org/content/are-your-family-and-business-thriving-together-or-undermining-ea *FamilyBusiness.org*

[13] Jennings, J.E., & Slade Shantz, A. (2025). Supporting women's entrepreneurship in Ghana. *Open Access Government,* https://doi.org/10.56367/OAG-046-11253

[12] Tonoyan, V., Strohmeyer, R. & Jennings, J.E. (2025). Gender stereotypes in technology startups. *Open Access Government,* https://doi.org/10.56367/OAG-045-11253

[11] Jennings, J.E., & Elkailani, O. (2024). Women entrepreneurs in violent conflict zones. *Open Access Government,* https://doi.org/10.56367/OAG-044-11253

[10] Jennings, J.E. (2024). Suggestions for a research-focused executive education course on gender and entrepreneurship. *Open Access Government,* https://doi.org/10.56367/OAG-043-11253

[9] Jennings, J.E., & Carlson, J. (2024). Conducting policy-relevant research on gender and entrepreneurship. *Open Access Government,* https://www.openaccessgovernment.org/conducting-policy-relevant-research-on-gender-and-entrepreneurship/177075/

[8] Jennings, J.E., & Carlson, J. (2024). Policy priorities for gender and entrepreneurship. *Open Access Government,* https://doi.org/10.56367/OAG-042-10788

[7] Jennings, J.E., & Tonoyan, V. (2024). The gender stereotyping of entrepreneurship. *Open Access Government,* https://doi.org/10.56367/OAG-041-10788

[6] Strohmeyer, R., Tonoyan, V. & Jennings, J.E. (2023). Is there an innovation gender gap amongst entrepreneurs? *Open Access Government,* https://www.openaccessgovernment.org/is-there-an-innovation-gender-gap-amongst-entrepreneurs/167508/

[5] Jennings, J.E., & Dempsey, D. (2023). Factors that contribute to the gender gap in entrepreneurial self-confidence. *Open Access Government,* https://doi.org/10.56367/OAG-040-10764

[4] Jennings, J.E. (2023). Female entrepreneurs: Do women run their businesses differently than men? *Open Access Government,* https://www.openaccessgovernment.org/female-entrepreneurs-women-manage-buisiness-ventures/165967/

[3] Tonoyan, V., Strohmeyer, R. & Jennings, J.E. (2023). Sex-based labour market segregation and women's perceptions of entrepreneurship. *Open Access Government,* https://doi.org/10.56367/OAG-039-10764

[2] Jennings, J.E. (2023). Exploring the entrepreneurial ability of women. *Open Access Government,* https://doi.org/10.56367/OAG-038-10708

[1] Jennings, J.E. (2022). Exploring the link between gender and entrepreneurship. *Scientia*, https://doi.org/10.33548/SCIENTIA850

CONFERENCE PROCEEDINGS

[14] Lyubykh, Z., & Jennings, J.E. (2025). The stigma of workplace mistreatment and how to lessen it. ***Academy of Management Best Papers Proceedings.***

[13] Elkailani, O. & Jennings, J.E. (2024). Coping with indeterminate dangers in a violent conflict zone: A study of Libyan women entrepreneurs. ***Academy of Management Best Papers Proceedings.*** [Citations as of Sep 2, 2026: GS = **3**]

[12] Muhammad, A.M., Jennings, J.E., Hansen, H., & Rahman, Z. (2023). From oppression to envisioned liberation: Cognitive precursors of emancipatory entrepreneurship. ***Academy of Management Proceedings.***

[11] Tonoyan, V., Kacperczyk, A.J., Jennings, J.E., Randles, J., Eagly, A.H., Gupta, V.K., King, E., Strohmeyer, R., & Younkin, P. (2022). Gender stereotypes about leadership and entrepreneurship: Taking stock and looking ahead. ***Academy of Management Proceedings.*** [Citations as of Sep 2, 2026: GS = **2**]

[10] Jennings, J.E., Rahman, Z., & Dempsey, D. (2021). Questioning portrayals of 'female underconfidence' in entrepreneurship. ***Academy of Management Proceedings***. [Citations as of Sep 2, 2026: GS = **1**]

[9] Tonoyan, V., Strohmeyer, R., & Jennings, J.E. (2021). Human capital provision to innovative start-ups in a male-typed industry. ***Academy of Management Proceedings.*** [Citations as of Sep 2, 2026: GS = **2**]

[8] Nordstrom, O. & Jennings, J.E. (2015). Charting the collective interest in collective entrepreneurship: An integrative review and framework for future research. ***Academy of Management Best Papers Proceedings.*** [Citations as of Sep 2, 2026: GS = **9**]

[7] James, A.E. & Jennings, J.E. (2014). Buoys and anchors: Owning family behaviors that influence non-family manager preferences to stay. ***Academy of Management Best Papers Proceedings.*** [Citations as of Sep 2, 2026: GS = **1**]

[6] Jennings, J.E., Edwards, T., Jennings, P.D., & Delbridge, R. (2012). Elaborating theory about entrepreneurial passion: Insights from innovators within the superyacht industry. ***Academy of Management Best Papers Proceedings.*** [Citations as of Sep 2, 2026: GS = **2**]

[5] Dempsey, D. & Jennings, J.E. (2012). Why do young women 'think they can't'? A learning perspective on gender and entrepreneurial self-efficacy. ***ACERE-DIANA Best Papers Proceedings.***

[4] Sharifian, M., Jennings, P.D., & Jennings, J.E. (2012). Entrepreneurship as emancipation: Dream or reality for female entrepreneurs? ***ACERE-DIANA Best Papers Proceedings****.*

[3] Martens, M.L., Jennings, J.E., & Jennings, P.D. (2007). Entrepreneurial strategy narratives and resource acquisition in IPOs. ***Academy of Management Best Papers Proceedings****.* [Citations as of Sep 2, 2026: GS = **2**]

[2] Cliff, J.E., Langton, N., & Aldrich, H.E. (2003). On their own terms? Gendered rhetoric versus business behaviour in small firms. ***Academy of Management Best Papers Proceedings****.*

[1] Cliff, J.E. (1996). Gender and small business survival: An eclectic theoretical perspective. ***Administrative Sciences Association of Canada Proceedings***.

DISSERTATION

Cliff, J.E. (2000). ***Following versus breaking with precedent: Organizational conformity and deviation in the British Columbia legal profession.*** The University of British Columbia. [Citations as of Sep 2, 2026: GS =**5**]

RESEARCH PRESENTATIONS

CONFERENCE PRESENTATIONS (MOST RECENT 5 YEARS)

Apr 2026 Jennings, J.E. & Eddleston, K.A. Reversing the figure and ground: How family firm concepts can advance OB theory and research. Accepted for presentation at the *Theories of Family Enterprise* Conference, Dallas.

Sep 2025 Santana, J.J, Jennings, J.E., & Jennings, P.D. Being heard: The gendered reception and construction of entrepreneurial failure narratives. W*est Coast Research Symposium,* Seattle.

Aug 2025 Santana, J.J, Jennings, J.E., & Jennings, P.D. Falling on deaf ears? Audience reactions to the entrepreneurial failure narratives told by women versus men. *ASA Annual Meeting,* Chicago.

Aug 2025 Lyubykh, Z. & Jennings, J.E. The stigma of workplace mistreatment and how to lessen it. *AOM Annual Meeting,* Copenhagen.

Aug 2025 Rahman, Z., Jennings, J.E., Gellatly, I., & Luchak, A. Perceived situational constraints, new venture ideation, and strength of regulatory focus motives. *AOM Annual Meeting,* Copenhagen.

Jul 2025 Mahabadi, S. & Jennings, J.E. From digital entrepreneurs to digital activists: Dynamics and counter-dynamics in a case of imposed future-making. *EGOS*, Athens.

Jul 2025 Rahman, Z. & Jennings, J.E., Extending current knowledge about gender and business idea generation: The contributing roles of key contextual and intersectional considerations. *Diana International Research Conference*, Auckland.

Aug 2024 Elkailani, O. & Jennings, J.E. 2024. Coping with indeterminate dangers in a violent conflict zone: A study of Libyan women entrepreneurs. *AOM Annual Meeting*, Chicago.

Aug 2024 Lyubykh, Z. & Jennings, J.E. 2024. How are targets of workplace mistreatment stigmatized? *AOM Annual Meeting*, Chicago.

Jun 2024 (When) does collective entrepreneurship emancipate women? Evidence from Brazil's solidarity economy enterprises. *Reversing the Arrow Conference*, Boulder.

Aug 2023 Muhammad, M.A., Jennings, J.E, Hansen, H., & Rahman, Z. From psychological oppression to envisioned liberation: Cognitive precursors of emancipatory entrepreneurship. *AOM Annual Meeting*, Boston.

Jun 2023 Elkailani, O., Jennings, J.E., Jennings, P.D., Eddleston, K.A., Sarathy, R. Andreassi,T., & Tonelli, M.J. Gender (in)egalitarianism: How does it affect the work-family experiences and well-being of women entrepreneurs in different countries? *ASAC Conference*, Toronto.

Jun 2023 Jafari, S., Jennings, J.E., Jennings, P.D., Eddleston, K.A. Socialized to run firms differently? How the masculinity and femininity of entrepreneurs affect key strategic aspects of their ventures. *ASAC Conference*, Toronto.

Jun 2022 Martiarena, A., Justo, R., Jennings, J.E. Entrepreneurship as an obstacle to childbearing? The moderating roles of gender and entrepreneurship type. *Diana International Research Conference*, Dublin.

Aug 2021 Jennings, J.E., Rahman, Z., & Dempsey, D. Questioning portrayals of 'female underconfidence' in entrepreneurship. *AOM Annual Meeting,* Virtual.

Aug 2021 Tonoyan, V., Strohmeyer, R., & Jennings, J.E. Human capital provision to innovative start-up ventures in a male-typed Industry. *AOM Annual Meeting,* Virtual.

Jun 2021 Tonoyan, V., Strohmeyer, R., & Jennings, J.E. Innovative female-led ventures and resource provider gender bias: The contingent role of high- vs low-resource commitment. *Babson College Entrepreneurship Research Conference,* Virtual.

INVITED PRESENTATIONS

Apr 2024 Gender and entrepreneurship. *University of Alberta* Seminar Series on Sex and Gender in Research, Edmonton (co-presented with T. Briggs).

Mar 2024 (When) does collective entrepreneurship emancipate women? Evidence from Brazil's solidarity economy enterprises. *University of Calgary,* Calgary.

Mar 2023	Challenging beliefs about women's supposed 'entrepreneurial under-confidence'. Keynote presentation at the Spring Institute on Disability (via Zoom).
Nov 2014	Living the dream? Assessing the 'entrepreneurship as emancipation' perspective in a developed region. *Northeastern University,* Boston (co-presented with D. Jennings).
Sep 2012	Does entrepreneurship provide emancipation from traditional gender roles?, and, Arousing entrepreneurial emotion in others: Insights from innovators in the superyacht industry. *University of Manitoba,* Winnipeg (co-presented with D. Jennings).
Nov 2010	Evoking entrepreneurial passion: Jon Bannenberg and the creative destruction of the superyacht industry. *Northeastern University,* Boston (co-presented with D. Jennings).
Jun 2007	Do the stories they tell get them the money they need? The role of entrepreneurial narratives on valuation in high-tech IPOs, 1995-2001. *Universidade Catolica Portuguesa,* Lisbon and *Instituto de Empresa,* Madrid (co-presented with D. Jennings).
May 2006	Future directions for women's entrepreneurship research: Voices from Canada. *Global Symposium on Growth Strategies for Women Entrepreneurs*, Stockholm.
Oct 2004	Closing the gap? The relative performance of male-headed and female-headed firms across different capital environments. *Economic Forum on Women Entrepreneurs: Sustaining the Momentum*, Ottawa.

TEACHING

COURSE DESIGN AND DELIVERY

PhD	SEM 704: Research at the Nexus of Gender and Entrepreneurship (1 section) SEM 704: Entrepreneurship through the Lenses of Gender and Family (1 section) SEM 704: Individual Research – Empirical Manuscript Preparation (2 sections) SMO 704: Special Topics in Organizational Analysis – Family Business (2 sections) SEM 705: Seminar in Contemporary Issues – Becoming a Mgmt Professor (5 sections) SEM 711 (SMO 707): Seminar in Entrepreneurship (5 sections)
MBA/BCom	SMO 6/428: Managing Family Enterprise; average instructor rating (3 sections) = **5.0/5.0**
MBA	SMO 628: Managing Family Enterprise; average instructor rating (7 sections) = **4.7/5.0**
BCom	SEM 405: Gender Issues in Organizations (2 sections) SMO 488: Addressing Grand Challenges; average instructor rating (1 section) = **5.0/5.0** SMO 428: Managing Family Enterprise; average instructor rating (18 sections) = **4.8/5.0** SMO 430: Small Business Management; average instructor rating (4 sections) = **4.6/5.0** SMO 310: Introduction to Management; average instructor rating (12 sections) = **4.4/5.0**

SUPERVISORY AND MENTORSHIP ROLES

PhD	2022-pres	Supervisor (O. Elkailani and S. Jafari)
	2024-2026	Co-Supervisor (J. Yin)
	2018-2019	Committee Member (J. Owusu)
	2017-2019	Supervisor and Teaching Mentor (Z. Rahman)

	2012-2017	Supervisor (Q. Han)
	2013-2016	Co-Supervisor (O. Nordstrom)
	2012-2015	Co-Supervisor (Y. Joo)
	2010-2015	Committee Member (M. Sharifian)
	2008-2015	Teaching Mentor (M. Sharifian)
	2009-2015	Teaching Mentor (E. Micelotta)
	2013-2014	Committee Member (N. Fairclough)
	2010-2014	Committee Member (D. Dempsey)
	2008-2013	Supervisor (A. James)
	2005-2006	Informal Teaching Mentor (R. Prakash)
	2002-2003	Informal Teaching Mentor (G. Latawiec)
MBA	Fall 2018	Faculty Advisor for Family Enterprise Case Competition (FECC) team
	Winter 2017	Supervisor of Individual Research Project – Gender (T. Tomljenovic)
	Fall 2016	Faculty Advisor for Family Enterprise Case Competition (FECC) team
	Fall 2016	Supervisor of Individual Research Project – Gender (L. Pankiw)
	Winter 2016	Supervisor of Individual Research Project – Gender (A. Paulitsch)
Undergrad	2017-2018	Faculty Advisor for SMO Club
	2017-2018	Course Coordinator for SMO 310 "Introduction to Management"
	Fall 2009	Supervisor of Individual Research Project – Family Business (M. Quon)
	Winter 2008	Supervisor of Individual Research Project – Family Business (T. Burns)
	Fall 2007	Supervisor of Individual Research Project – Family Business (B. Streeper)
	Fall 2005	Supervisor of Individual Research Project – Entrepreneurship (H. Higgins)
	Fall 2000	Supervisor of Individual Research Project – Entrepreneurship (M. Pickard)

OTHER TEACHING-RELATED CONTRIBUTIONS

2023	Guest lecturer within BUEC 488/686 "Business Economics, Work and Gender"
2022	Guest lecturer within SEM 330 "Intro to Entrepreneurship" university-wide online course
2016	Judge at Family Enterprise Case Competition, University of Vermont
2013	Reviewer of family business textbook proposal submitted to Edward Elgar
2005/2006	Designed undergraduate major in Entrepreneurship and Family Enterprise
2005/2006	Launched the MBA version of "Managing Family Enterprise" course
2003/2004	Developed materials for a student CD-ROM to accompany management text
2002/2003	Launched a PhD seminar entitled "Current Topics in Entrepreneurship"
2002/2003	Reviewer for introductory management and organizational behaviour texts
1999/2000	Launched the undergraduate version of "Managing Family Enterprise" course
1999/2000	Redesigned the undergraduate version of "Small Business Management" course

PROFESSIONAL SERVICE ACTIVITIES

PROFESSIONAL ASSOCIATION GOVERNANCE

2011-2012	Member of Review Committee, AOM ENT Division

Co-author of "Five Year (2006-2011) Division Review Report"

2009-2012 Chair of Membership Committee and Representative-at-Large, AOM ENT Division

CONFERENCE ORGANIZATION ACTIVITIES

June 2025 Conference Co-Organizer: "Entrepreneurship's Impact on Under-represented Groups and Social Inequality", Reversing the Arrow Conference, Banff

Aug 2018 Workshop Co-Organizer: "Addressing the Grand Challenge of the Gender Pay Gap" Alberta School of Business WEEL Workshop, Edmonton

Aug 2015 Symposium Co-Organizer: "Firms within Families in Diverse Country Contexts" AOM ENT-BPS-IM Divisions, Vancouver

Aug 2012 Pre-Program Event Co-Organizer: "New Member Meeting Point" AOM ENT Division, Boston

Aug 2012 PDW Co-Organizer: "JBV as a Multidisciplinary Forum for Entrepreneurship Research on the Informal Economy", AOM ENT Division, Boston

Aug 2011 Pre-Program Event Co-Organizer: "New Member Meeting Point" AOM ENT Division, San Antonio

Aug 2010 Conference Co-Chair DIANA International Conference, Banff

Aug 2010 Pre-Program Event Co-Organizer: "New Member Meeting Point" AOM ENT Division, Montreal

Aug 2009 PDW Session Co-Organizer: "Nurturing Scholars 'Green' to Women's Entrepreneurship Research", AOM ENT Division, Chicago

MENTORING AT ACADEMIC CONFERENCES

Jun 2024 Guest Co-Editor: Feedback session for AMP SI, Reversing the Arrow Conference, Boulder

Aug 2022 Discussant in Online Symposium on Gender Stereotyping, Leadership, and Entrepreneurship (ENT/GDO Divisions), AOM Meetings, Seattle

Aug 2018 Panelist/Discussant in Doctoral Consortium, Mid-Career Consortium, and Symposium on Entrepreneurship & Stress (ENT Division), AOM Meetings, Chicago

Aug 2017 Presenter/Discussant in Mid-Career Consortium, Early Career Consortium, and Women Entrepreneurship Faculty & Careers PDW (ENT Division), AOM Meetings, Atlanta

Aug 2016 Discussant: "Family entrepreneurship reaching out: An innovation lab PDW" (ENT Division) and Panelist: ENT Mid-Career Consortium, AOM Meetings, Anaheim

Aug 2015 Panelist: "What do we need to succeed? Navigating an academic career as PhD moms" (GDO Division) and Discussant: "Nurturing scholars new to family entrepreneurship: A paper development PDW" (ENT Division), AOM Meetings, Vancouver

Aug 2014 Co-Presenter: "Work-life balance: Implications for finding & starting your academic career" AOM ENT Division Doctoral Consortium, Philadelphia

Jun 2014 Paper Session Chair DIANA International Research Conference, Stockholm

May 2013 Panelist: "Senior scholar reflections on the field of entrepreneurship research" Great Lakes Entrepreneurship Network (GLEN) Conference, Columbus

Dec 2012 Invited Expert Australia Centre for Entrepreneurship (ACE) Bootcamp, Brisbane

Aug 2012 PDW Co-Presenter: "Managing your academic career - balancing work and family"

	AOM CAR Division, Boston
Aug 2011	PDW Discussant: "Building east-west bridges between OMT and ENT" AOM OMT Division, San Antonio
Aug 2011	Co-Presenter: "Balancing conflicting demands" AOM ENT Division Early Career Consortium, San Antonio
May 2011	Panelist: "From the editor's desk: Thoughts on publishing family business research" and Panelist: "What thinking about family business has made me think about" FERC Doctoral Consortium, Grand Rapids
Aug 2010	Panelist: "Job expectations in different contexts" AOM ENT Division Doctoral Consortium, Montreal
Aug 2009	Panelist: "Job expectations in different contexts" AOM ENT Division Doctoral Consortium, Chicago
Nov 2008	Paper Session Co-Chair DIANA International Conference, Belfast

EDITORIAL RESPONSIBILITIES

2023-Pres	**Guest Co-Editor:** *Academy of Management Perspectives* special issue
2023-Pres	**Editorial Board Member:** *Academy of Management Review*
2016-Pres	**Editorial Board Member:** *Journal of Business Venturing*
2008-2022	**Founding Editorial Board Member:** *International Journal of Gender and Entrepreneurship*
2017-2019	**Editorial Board Member:** *Academy of Management Review*
2010-2015	**Associate (Field) Editor:** *Journal of Business Venturing*
2005-2009	**Editorial Board Member:** *Journal of Business Venturing*

Invited but declined *Academy of Management Review* (Associate Editor – invited & declined twice), *Entrepreneurship Theory and Practice* (Editorial Board Member), *Family Business Review* (Associate Editor; Editorial Board Member), *International Small Business Journal* (Editorial Board Member), *Strategic Entrepreneurship Journal* (Editorial Board Member)

REVIEWER ACTIVITIES

2023	**External Assessor:** SSHRC Insight Development Grant proposal
2022	**External Reviewer:** Grant proposal to Fonds de la Recherche Scientifique, Belgium
2018-2019	**External Examiner:** MSc thesis for H. Muhumed, University of Lethbridge
2017-2018	**External Examiner:** PhD thesis for S. Yeganegi, University of Manitoba
2013-2014	**SSHRC Committee Member:** Insight Grants Review Panel **External Examiner:** Tenure case for V. Gupta, SUNY-Binghamton **Arm's Length Examiner:** Doctoral Candidacy in Physical Education & Recreation

Ad-hoc Reviewer (over career): *Academy of Management Journal, Administrative Science Quarterly, Canadian Journal of Administrative Sciences, Entrepreneurship and Regional Development, Entrepreneurship Theory and Practice, Family Business Review, International Journal of Entrepreneurship Behavior and Research, International Small Business Journal, Journal of Applied Psychology, Journal of Family Business Strategy, Journal of International Business, Journal of Management Studies, Journal of Organizational Behavior, Journal of Small Business Economics, Journal of Small Business Management,*

McGraw-Hill Ryerson, Organization Science, Pearson-Prentice Hall, Social Forces, Strategic Entrepreneurship Journal

KNOWLEDGE MOBILIZATION ACTIVITIES

OUTREACH REPORTS AND OTHER MATERIALS

2025	"Perimenopause at Work" video produced by Chocolate Moose Media (Recipient of Silver MUSE Creative Award – Workplace Culture)
2005	Jennings, J.E., Adamski, H. & Alen, J. Entrepreneurship and the work-family interface: Preliminary findings from a study of business owners in Alberta.
2000	Cliff, J.E., Rothwell, E.A. & Shecter, J.L. The organizational and managerial practices of recently-established law firms in British Columbia: Do they follow or break with precedent?

OUTREACH EVENTS AND PRESENTATIONS

Nov 2025	Presenter, "Perimenopause and women's work-related experiences", *Menopause Mission Coffee and Conversation event,* Edmonton
Sep 2025	Co-organizer, "Let's talk (peri)menopause at work", Red Deer
Jul 2025	Presenter, "Reflections and research on perimenopause in the workplace", *University of Alberta VPRI Office Workshop*
May 2025	Organizer, "Building connections around perimenopause in the workplace", Edmonton
May 2025	Presenter, "Policy forum: Co-designing structures for impactful partnerships between governments and post-secondary institutions", *Grant MacEwan University*
Feb 2025	Facilitator, "Understanding (peri)menopause experiences at work", *University of Ottawa*
May 2023	Presenter, "(Peri)Menopause and women's careers: Navigating the glass maze" (virtual event), *University of Ottawa*
Aug 2017	Presenter, "Gender gaps in perceived start-up ease: Second-order effects of labour market segregation", *CCCSR Workshop on Women as Employees, Entrepreneurs and Leaders*
May 2014	Presenter, "Reflections on how the Alberta School of Business nurtures academic leaders from Alberta for the world", *Friends of the UofA Dinner*
Oct 2013	Co-presenter, "The economic impact of the University of Alberta and its alumni", *Economics Society of Northern Alberta*
Jun 2013	Co-presenter, "Alumni impact survey launch", *University of Alberta Press Conference*
Jun 2013	Opening keynote co-speaker, "The UofA's economic impact across Alberta", *Standup Edmonton Conference*
May 2010	Presenter, "Female entrepreneurship – New ventures and businesses", *University of Alberta – Wired Campus* video broadcast to AB high schools
Oct 2006	Master of Ceremonies, *Canadian Association of Family Enterprise (Edmonton Chapter) Annual Gala*
Feb 2004	Presenter, "Women entrepreneurs: Doing things their own way?", *University of Alberta Eric Geddes Lecture Series*
Feb 2004	Presenter, "Women in family business: Exploring issues across the life course", *Alberta Business Family Institute*

MEDIA COVERAGE AND INTERVIEWS

2025	SSH: The Podcast, Episode 10: Women entrepreneurs https://ualberta.aviaryplatform.com/collections/2931/collection_resources/133267
2024	Creative Distillation Research Podcast, Episode 69
2023	CBC Edmonton Radio, University of Alberta *Folio*
2020	University of Alberta *Folio*
2017	*FFI Practitioner*
2013/2014	Television clips: CTV-Edmonton, Global-Edmonton, CityTV-Edmonton, SRC-Edmonton News articles: *Edmonton Journal, MSN Canada, Global News Canada, Radio Canada Alberta, NewTrail Magazine, The Gateway, Gauntlet News, TEC Talk, Noodls*
2012/2013	*Edmonton Journal, NewTrail Magazine, Alberta School of Business Alumni Magazine, Folio Magazine, Gateway Magazine, TEC Edmonton, FFI Practitioner*
2010	*Edmonton Journal, Calgary Herald, Ottawa Citizen, Financial Post, MOMpreneur Magazine*
2008	*The Canadian Lawyer, Edmontonians Magazine*
2006	*Alberta Venture*
2003	*BusinessWeek Online, National Post, Raleigh News and Observer*
2002	*Globe and Mail, Edmonton Journal, Calgary Herald, Vancouver Province*

ADVISORY ROLES

2025	Invited participant in Building Women's Health Research Priorities for Alberta planning meeting, Red Deer
2022	Expert panel member for Inclusive Entrepreneurship Education and Training (IEET) Research Program
2020	Peer reviewer of COVID and women's entrepreneurship advocacy tool for WE EMPOWER Program of UNWomen/EU/ILO
2018	Co-facilitator of family business training workshop for Pagnotta Industries, Edmonton

UNIVERSITY SERVICE ACTIVITIES

INSTITUTIONAL REPORTS

2013	Briggs, A. & Jennings, J. Uplifting the whole people: The impact of University of Alberta alumni through innovation and entrepreneurship.
2012	Briggs, A. & Jennings, J. The economic impact of the University of Alberta: A comparative approach.

INSTITUTIONAL PRESENTATIONS

May 2014	"University of Alberta alumni impact study: Uplifting the whole people" (co-presented with T.Briggs), *Senate Meeting*
Oct 2013	"University of Alberta alumni impact study: Uplifting the whole people"

(co-presented with T.Briggs), *Office of Advancement*

Aug 2013 "University of Alberta alumni impact study: Uplifting the whole people" (co-presented with T.Briggs), *President's Executive Council*

Feb 2013 "Economic impact of the University of Alberta" (co-presented with T.Briggs) *AASUA Council Meeting*

Jan 2012 "Economic impact of the University of Alberta" (co-presented with T.Briggs) *President's Executive Council*

Sep 2011 "University of Alberta impact study: Uplifting the whole people" (co-presented with T.Briggs) *BURC Board Meeting*

Jun 2011 "University of Alberta impact study: Uplifting the whole people" (co-presented with T.Briggs) *Alumni Affairs Information Session*

COMMITTEE MEMBERSHIP

2025	Chair Review Committee (faculty level)
2024	Chair of Final Doctoral Exam (department level)
2024	SEM Department Chair Selection Committee (department level)
2011-2018	PhD Comprehensive Exam Committee (department level)
2017	SMO PhD Program Review Committee (department level)
2015-2017	Visiting Scholar Committee Co-Chair (department level)
2015	General Appeals Committee (university level)
2015	Leadership Certificate Program Selection Committee (faculty level)
2013-2014	Family Business Recruiting Committee (department level)
2013	Scholarship Selection Committee (university level)
2012-2013	Entrepreneurship/Innovation Recruiting Committee (department level)
2008-2010	PhD Policy Committee – OA Representative (faculty level)
2007	Family Enterprise Recruiting Committee (department level)
2006	External Reader for Master's Thesis in Human Ecology
2004-2006	Family Business Major Development Committee (department level)
2003	Admissions Committee (faculty level)
2003	Technology Management Recruiting Committee (department level)
2002	Appeals Committee (faculty level)
2001-2002	Department Chair Selection Committee (faculty level)

RESOURCE ACQUISITION

KNOWLEDGE MOBILIZATION GRANTS

2025	**Women and Children's Health Research Institute (WCHRI)** Building connections around perimenopause in the workplace	$5,000
2025	**KIAS Collaborative Outreach Grant** Building connections around perimenopause in the workplace	$5,000

RESEARCH GRANTS

2024-2027	**SSHRC Insight Development Grant (Co-Applicant)** Perimenopause and women's careers (proposal ranked #1 within relevant committee)	$67,815
2023-2025	**SSHRC Insight Development Grant (Co-Applicant)** Reducing the stigma of workplace mistreatment: Exploring the roles of target response and target gender (proposal ranked #1 within relevant committee)	$65,630
2020-2027	**Tier 1 Canada Research Chair (CRC)** Entrepreneurship, Gender and Family Business	$1,400,000
2011-2013	**University of Alberta Internal Grant** Impact study: Uplifting the whole people	$110,000
2010	**SSHRC Aid to Research Workshops and Conferences Grant** Diana International Conference on Women's Entrepreneurship Research	$20,510
2009-2013	**SSHRC Standard Research Grant** Negotiating control changes: An embeddedness perspective on the strategies of professional managers in family firms (proposal ranked #5 within relevant committee)	$74,160
2002-2006	**SSHRC INE Grant** Gender differences in the financing of ventures in the Canadian new economy: A social networks perspective (proposal ranked #1 within relevant committee)	$129,100
1999	**SSHRC-Sponsored Junior Faculty Program Grant**	$5,000

FACULTY FELLOWSHIPS AND SCHOLARSHIPS

2015-2018	Francis Winspear Senior Faculty Fellowship, University of Alberta	$60,000
2008-2009	Southam/Edmonton Journal Faculty Fellowship, University of Alberta	$12,000

STUDENT FELLOWSHIPS AND SCHOLARSHIPS

1995-1999	SSHRC Doctoral Fellowship, University of British Columbia
1995-1999	Entrepreneurship Research Alliance Fellowship, University of British Columbia
1994-1995	CK Choi Fellowship, University of British Columbia
1986-1990	Chancellor's Scholarship, Carleton University