

CASEY JONATHAN FRID

Curriculum Vitae

(January, 2023)

1000 LaSalle Avenue
SCH 429
Minneapolis, MN 55403

Entrepreneurship and Strategy
E-mail: casey.frid@stthomas.edu

Academic Employment

- 2019-present **UNIVERSITY OF ST. THOMAS, MINNESOTA** (Minneapolis, MN)
Assistant Professor of Entrepreneurship, Schulze School of Entrepreneurship
- 2011-2019 **PACE UNIVERSITY** (New York, NY)
Tenured Associate Professor of Strategy and Entrepreneurship
- 2009-2011 **CLEMSON UNIVERSITY** (Clemson, SC)
Instructor of record in Strategy and Entrepreneurship

Education

- 2006-2011 **CLEMSON UNIVERSITY** (Clemson, SC)
Ph.D. in Entrepreneurship and Public Policy
- 2004-2006 **CLEMSON UNIVERSITY** (Clemson, SC)
MBA
- 1995-1999 **WINONA STATE UNIVERSITY** (Winona, MN)
B.A. in Mass Communication with Honors
Secondary field in Creative Writing

Life & Research Interests

Exploring how we can organize in ways that are more meaningful
Nascent Entrepreneurship; Coopetition; Organizational Fields; Social Movements & Institutions
Homebrewing & Boardgame Design

Published Papers

- Crawford, C., Skorodzyevskiy, V., **Frid, C. J.**, Hechavarria, D., Nelson, T., Booyavi, Z., Li, X., & Reynolds, P. D. (2022). Advancing Entrepreneurship Theory Through Replication: Methodological Challenges, Future Best Practices, and an Entreaty for Communitarity. *Entrepreneurship Theory & Practice*.
- U.S. National Science Foundation Grant

Warhuus, J., **Frid, C. J.**, Gartner, W. B. (2021). Ready or Not? Nascent Entrepreneurs' Actions and the Acquisition of External Financing. *International Journal of Entrepreneurial Behavior & Research*, 27(6), 1605-1628.

Mathias, B. D., Huyghe, A., **Frid, C. J.**, & Galloway, T. (2018). An Identity Perspective on Coopetition in the Craft Beer Industry. *Strategic Management Journal*, 39(12), 3086-3115.

- *Interviewed for Ad Age case study, "How Craft Brewers Fought Back Against Big Beer."*

Frid, C. J., Wyman, D. M., & Coffey, B. (2016). Effects of Wealth Inequality on Entrepreneurship. *Small Business Economics*, 47(4), 895-920.

- *Findings cited in European Commission annual report on SMEs.*

Frid, C. J., Wyman, D. M., Gartner, W. B., & Hechavarria, D. M. (2016). Low-Wealth Entrepreneurs and Access to External Financing. *International Journal of Entrepreneurial Behavior & Research*, 22(4), 531-555.

Frid, C. J., Chowdhury, I., & Green, C. G. (2016). An Experiential Field Study in Social Entrepreneurship. *Journal of Business Ethics Education*, 13, 243-264.

Frid, C. J. (2014). Acquiring Financial Resources to Form New Ventures: The Impact of Personal Characteristics on Organizational Emergence. *Journal of Small Business & Entrepreneurship*, 27(3), 323-341.

Gartner, W. B., **Frid, C. J.**, & Alexander, J. C. (2012). Financing the Emerging Firm. *Small Business Economics*, 39(3), 745-761.

- *Findings cited in OECD policy report on financing young firms.*
- *Highlighted in National Federation of Independent Business report on small business credit access.*

Book Chapters and Peer Reviewed Conference Proceedings

Vedula, S. & **Frid, C. J.** (2019). Community Social Capital and the Venture Creation Process. In S. Matusik & J. Reuer (Eds.), *Oxford Handbook on Entrepreneurship and Collaboration* (pp. 177-200). Oxford, UK: Oxford University Press.

Green, C. G., **Frid, C. J.**, & Chowdhury, I. (2017). International Case Studies in Social Entrepreneurship: A Focus on Brazil. In P. Miesing & M. Aggestam (Eds.), *Educating Social Entrepreneurs: From Business Plan Formulation to Implementation, Vol II* (pp. 63-76). New York, NY: Business Expert Press.

Frid, C. J. (2009). Acquiring Financial Resources to Form New Ventures: Pecking Order Theory and the Emerging Firm. *Frontiers of Entrepreneurship Research*, 29(1), 1.

Gartner, W. B., **Frid, C. J.**, Alexander, J. C., & Carter, N. M. (2009). Financing the Emerging Firm: Comparisons Between PSED I and PSED II. In R. T. Curtin & P. D. Reynolds (Eds.), *New Firm Creation in the United States* (Vol. 23, pp. 185-216). Springer New York.

Papers Under Review and Revision

Gianiodis, P., Galloway, T., & **Frid, C. J.** (under review at *Strategic Entrepreneurship Journal*). When Craft Meets Non-Craft: Market Entry, Coopetition and Value Creation.

Some Projects in Progress

Working Papers

Frid, C. J., Vedula, S., Wyman, D., & Shaver, K. Early Impact: A Configurational Analysis of the Geography of Business Creation in the United States. *Target: Academy of Management Perspectives*.

Frid, C. J., Deeds, D., & Galloway, T. A Stewardship Model of Coopetition: The Evolution of Founder Roles in the Craft Beer Industry. *Target: Academy of Management Journal*.

Frid, C. J. & Gianiodis, P. Shared Opposition and the Emergence of Coopetition. *Target: Academy of Management Review*.

Chowdhury, I. & **Frid, C. J.** From Sustained Neglect to Sustainable Community Action: Social Enterprise in Rural Brazil. *Target: Academy of Management Discoveries*.

Data Collection

An industry and community stewardship model of coopetition (with David Deeds)
Community social capital and high impact new business creation (with Siddharth Vedula)

Research Appearing in Media and Public Policy

- 2021 Outside Consultant column, Minneapolis Star Tribune, “What is the Difference Between a Mission Statement and Corporate Purpose?”
- 2020 By All Means w/Allison Kaplan, podcast, Twin Cities Business Magazine
- 2019 Ad Age case study, “David vs. Goliath: How Craft Brewers Fought Back Against Big Beer”
- 2017 European Commission, “Annual Report on European SMEs: Focus on Self-Employment”
- 2015 Organization for Economic Co-operation and Development (OECD) report to the Committee on Industry, Innovation, and Entrepreneurship, “Policy Lessons from Financing Young Innovative Firms”
- 2012 National Federation of Independent Business (NFIB) Research Foundation, “Small Business, Credit Access, and a Lingerin Recession”

Invited Talks

- 2021 Frid, C. J. Alliance for Research on Wine and Hospitality Management. Webinar.
- 2020 University of St. Thomas, Ethics in Entrepreneurship
- 2019 University of St. Thomas, Collaboration in the Craft Beer Industry
- 2018 University of Queensland, Collective Action & Role Evolution in Craft Industry Segments

- 2017 Illinois State University, Coopetition in the Crafty Beer Industry
- 2015 Pace University, Wealth Inequality and Entrepreneurship
- 2014 IAG Business School PUC Rio de Janeiro, Entrepreneurship and Community
- 2012 College of Charleston, Entrepreneurship and Community
Pace University, Navigating the Review Process, Doctoral Research Seminar
- 2010 Jönköping International Business School, Conducting a Startup Feasibility Analysis
- 2007 Council of Graduate Schools, Entrepreneurship and Graduate Education Panel Speaker

Honors & Awards

- 2018 Distinguished Research Award, Pace University
- 2017 Summer Research Grant, Pace University
- 2016 Wilson Center for Social Entrepreneurship Grant, Pace University
- 2015 Pace Academy for Applied Environmental Studies Grant, Pace University
- 2009 First Place, Ph.D. Student Reviewer, Academy of Management ENT Division

Conference Presentations

Chaired and Organized Symposia

- 2008 Frid, C. J. 5th Annual Symposium on the Panel Study of Entrepreneurial Dynamics (Organizer). Greenville, SC, USA.

Talks

- 2020 Warhuus, J., Frid, C. J., & Gartner, W. B. Ready or Not? The Sequence of Nascent Entrepreneurs' Actions and External Financing. Paper presented at the Academy of Management (AOM). Virtual.
- Crawford, C., Frid, C. J., & Hechavarria, D. How Outliers Skew Entrepreneurship Theory and Practice. Paper presented at Babson College Entrepreneurship Research Conference (BCERC). Virtual.
- Chowdhury, I. & Frid, C. J. Sustained Community Action: Social Enterprise in Rural Brazil. Paper presented at the Sustainability, Ethics, and Entrepreneurship Conference (SEE). San Juan, Puerto Rico.
- 2018 Frid, C. J., Galloway, T., Huyghe, A., & Mathias, B. The Evolution of Entrepreneurs' Roles Within the Craft Beer Collective. Paper presented at the Academy of Management (AOM). Chicago, IL, USA.
- Frid, C. J., Galloway, T., Huyghe, A., & Mathias, B. The Evolution of Entrepreneurs' Roles Within the Craft Beer Collective. Paper presented at the Babson College Entrepreneurship Research Conference (BCERC). Waterford, Ireland.

- Frid, C. J., Wyman, D. M., & Shaver, K. Early Sustainability: Social Capital and Performance Outcomes of New Firms. Paper presented at Research in Entrepreneurship and Small Business (RENT). Toledo, Spain.
- 2016 Mathias, B., Huyghe, A., Frid, C. J., & Galloway, T. Paying It Forward: An Identity Perspective on Co-Opetition in the Craft Beer Industry. Paper presented at the Academy of Management (AOM). Anaheim, CA, USA.
- Frid, C. J., Chowdhury, I., & Green, C. G. An Experiential Field Study in Social Entrepreneurship Strategy. Paper presented at the Academy of Management (AOM). Anaheim, CA, USA.
- Mathias, B., Huyghe, A., Frid, C. J., & Galloway, T. Coopetition in the Craft Beer Industry. Paper presented at the Babson College Entrepreneurship Research Conference (BCERC). Bodø, Norway.
- Chowdhury, I. & Frid, C. J. From Sustained Neglect to Sustainable Community Action: Social Enterprise in Rural Brazil. Paper presented at the European Group for Organizational Studies (EGOS). Naples, Italy.
- 2015 Frid, C. J., Wyman, D. M., & Coffey, B. The Effects of Wealth on Entry into Entrepreneurship. Paper presented at the Babson College Entrepreneurship Research Conference (BCERC). Babson Park, MA, USA.
- 2014 Frid, C. J., Wyman, D. M., & Gartner, W. B. Characteristics of "No+Low" Financed Businesses. Paper presented at the Babson College Entrepreneurship Research Conference (BCERC). London, Ontario, Canada.
- Frid, C. J., Gartner, W. B., & Cardon, M. Exit Before Entry: Exploring Reasons Nascent Entrepreneurs Offer for Quitting the Startup Process. Paper presented at the Babson College Entrepreneurship Research Conference (BCERC). London, Ontario, Canada.
- 2012 Frid, C. J., Gartner, W. B., & Schjoedt, L. Organizational Emergence: The Impact of Entrepreneurs' Behaviors on External Financing. Paper presented at the Babson College Entrepreneurship Research Conference (BCERC). Fort Worth, TX, USA.
- Frid, C. J. Do Entrepreneurs Get What They Want? Entrepreneurs' Expectations Prior to Venture Creation. Paper presented at ICSB Global Research and Policy Conference. Washington, DC, USA.
- 2010 Frid, C. J. & Wyman, D. M. Fat-tailed Distributions: A Window into High Performing New Ventures. Paper presented at the Babson College Entrepreneurship Research Conference (BCERC). Lausanne, Switzerland.
- Frid, C. J. & Gartner, W. B. Does Money from Family and Friends Matter? Findings from the PSED I and PSED II. Presented at the Federal Reserve Bank of Atlanta / Kauffman Foundation Small business, Entrepreneurship, and Economic Recovery. Atlanta, GA, USA.

- 2009 Frid, C. J., Gartner, W. B., & Liao, J., & Frid. Understanding Entrepreneurial Exit During Organization Emergence: An Integration of Strategic and Behavioral Perspectives. Paper presented at the Babson College Entrepreneurship Research Conference (BCERC). Babson Park, MA, USA.
- 2008 Frid, C. J., Gartner, W. B., & Alexander, J. Financing the Emerging Business Through Monitored and Unmonitored Sources of Funding. Paper presented at the Babson College Entrepreneurship Research Conference (BCERC). Chapel Hill, NC, USA.
- Hechavarria, D. M., Frid, C. J., & Matthews, C. What is Entrepreneurship Research? Definitional and Methodological Issues. George Mason Entrepreneurship Research Conference. Fairfax, VA, USA.

Discussant & Panelist Sessions

- 2015 Navigating Your First Year as a New Faculty Member (Panelist). Babson College Entrepreneurship Research Conference (BCERC) Doctoral Consortium. Babson Park, MA, USA.

Teaching

Courses

University of St. Thomas, Minnesota, Opus College of Business

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| AY 2022-23 | Entrepreneurial Thinking Entrepreneurship & Innovation | in progress in progress |
| AY 2021-22 | Personal leave of absence | |
| AY 2020-21 | Entrepreneurial Thinking (1 section , MBA), Spring. Instructor rating: Entrepreneurial Strategy (1 section , undergrad), Spring. Instructor rating: Entrepreneurial Thinking (2 sections , MBA), Fall. Instructor rating: Entrepreneurship & Innovation (4 sections , undergrad), Fall. Rating: <i>*Course forced to go fully online due to covid-19</i> | *4.22/5.0 *4.80/5.0 *4.06/5.0 *4.34/5.0 |
| AY 2019-20 | Entrepreneurial Thinking (2 sections , MBA), Spring. Instructor rating: Entrepreneurial Strategy (1 section , undergrad), Spring. Instructor rating: Entrepreneurship & Innovation (4 sections , undergrad), Fall. Rating: <i>**Rating reflects face-to-face section, pre-covid. Rating for forced online section: 3.08/5.0</i> <i>*Course forced to go fully online due to covid-19</i> | **4.24/5.0 *3.63/5.0 3.83/5.0 |

Pace University

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| 2018-2019 | Venture Initiation & Entrepreneurship (2 sections , MBA). Instructor rating: | 4.75/5.0 |
| 2011-2019 | Business Strategy (28 sections , undergrad). Instructor rating: | 4.57/5.0 |
| 2012-2019 | Venture Initiation & Entrepreneurship (5 sections , undergrad). Rating: | 4.42/5.0 |
| 2011-2014 | International Entrepreneurship (4 sections , undergrad). Instructor rating: | 4.77/5.0 |
| 2016-2018 | Seminar in Arts & Entertainment Management (4 sections , undergrad): | 4.21/5.0 |
| 2016-2018 | Venture Creation in the Arts (2 sections , undergrad). Instructor rating: | 4.40/5.0 |
| 2016-2018 | Technology Innovation & the Arts (2 sections , undergrad). Rating: | 4.35/5.0 |
| 2012-2018 | International Field Study to Brazil (6 sections , undergrad). Instructor rating | 4.92/5.0 |

Technical University of Darmstadt, Germany

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| 2018 | Craft Beverage Entrepreneurship (1 section , MBA). Instructor rating: | *1.0/5.0 *1=Excellent |
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Technical University of Munich, Germany

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| 2016 | Innovation in the Arts & Entertainment (1 section , MBA). Instructor rating: | *1.0/5.0 *1=Excellent |
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Research Included in Business Education Curriculum

University of Tennessee, Knoxville

2010-2017 Introduction to Entrepreneurship, Undergraduate Course
Required reading: Gartner, W. B., **Frid, C. J.**, & Alexander, J. C. (2012). Financing the Emerging Firm. *Small Business Economics*, 39(3), 745-761.

Curriculum Development

Pace University

Social Entrepreneurship, Master of Science Program, Pace University
Entrepreneurship in the Arts & Entertainment, Undergrad, Pace University
Technology and Innovation Management in the Arts & Entertainment, Undergrad, Pace University

Professional Service

Committee

Dissertation Award Committee, Social Issues in Management Division, AOM (2021-present)
Research Committee, Entrepreneurship Division, Academy of Management, AOM (2017-2020)
Creator/Editor of Research Highlights Newsletter, Entrepreneurship Division, AOM (2018-2019)
Event Logistics & Planning Committee, Entrepreneurship Division, AOM (2015-2016)

Editorial and Advisory

Editorial Review Board, Journal of Business Venturing (2020-present)

Journal Reviewing

Journal of Business Venturing
Entrepreneurship Theory & Practice
Small Business Economics
International Journal of Entrepreneurial Behavior & Research

Conference Reviewing

Academy of Management Conference
Babson College Entrepreneurship Research Conference

University Service

University of St. Thomas, Minnesota

Host, e-Fest entrepreneurship conference and pitch competition (2023)
Advisor, Institute for Social Innovation hiring committee (2023)
Member, Societal Impact committee (2023)
Member, Strategic Planning Committee Opus College of Business (2023)
Member, Research Committee (2020-present)
Member, Business in a Digital World Initiative (2020-present)
Member, AACSB Peer Review Committee (2020)
Member, Willis Drake Scholarship selection committee (2019-present)
Advisor, Schulze Innovation Scholarship (2019-present)
Advisor, Fowler Social Enterprise Challenge (2019-present)

Pace University

Chair, Undergraduate Academic Standards Committee
Member, Doctoral Education Committee
Member (elected), Dean Evaluation and Reappointment Committee
Member, Faculty Affairs Committee
Member, Scholarly Research Committee
Member, Faculty Institute Planning Committee

Member, Admission & Retention Committee
Advisor, Sigma Iota Epsilon Honors Society
Advisor, Undergraduate Award Recipients

Advising

Dissertation Committees

Ioana Atanassova, Pace University, Organizational Theory (2017-present)
Sean Driscoll, Pace University, Strategy (defended 2015)
Paul Daulerio, Pace University, Entrepreneurship (defended 2014)
Luis Davila, Pace University, Strategy (defended 2014)

Undergraduate Thesis Committees

Kiera Layne, Pace University, Honors Thesis (2018)
Karen Ospina, Pace University, Honors Thesis (2018)
Kendall Silberstein, Pace University, Honors Thesis (2016)
Rachel Smith, Pace University, Honors Thesis (2016)
Devina Subedar, Pace University, Honors Thesis (2016)
Steven Gilberto, Pace University, Honors Thesis (2012)

Member

Academy of Management (2008-present)
Strategic Management Society (2019-present)
Impact Scholar Community (2020-present)
#DemocratizingWork (2020-present)

Community and Volunteer Work

Elected, Board of Directors, Nicollet Island-East Bank Neighborhood Association, Minneapolis, MN, USA (2020-2022)
Member, New York City Homebrewers Guild, New York, NY (2015-present)
Member, Park Slope Food Coop, Brooklyn, NY (2012-2019)

Previous Employment & Research Experience

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| 2009 | U.S. Department of Commerce, Bureau of Economic Analysis, Washington, DC |
| 2005-2006 | South Carolina Export Consortium, Clemson, SC, USA |
| 2005 | LogicTree, Inc., College Park, MD, USA |
| 2003-2004 | Real Exports, Juiz de Fora, Brazil |
| 1999-2003 | Brasas English School, Juiz de Fora, Brazil |

Languages

English, Fluent
Portuguese, Excellent reading, speaking, and writing proficiency