

Gavin Williamson
Assistant Professor of Entrepreneurship
School of Innovation and Entrepreneurship
Rohrer College of Business
Rowan University
Email: williamsong@rowan.edu

EDUCATION

- Ph.D. University of Tennessee, Knoxville, 2025
Strategy, Entrepreneurship, & Organizations
Dissertation Title: *Pipelines and Protection: How Financial Insecurity Shapes the Startup Workforce*
Committee: Tim Munyon (Chair), Emily Campion (External), Melissa Cardon, David Gras, David Williams
- B.A. Lycoming College, 2020
Business Administration (with Honors, Minor in Entrepreneurship)

REFEREED PUBLICATIONS (awards, media, and practitioner translations noted underneath)

1. **Williamson, G.** & Munyon, T. (2025). Financial security spirals at work: Toward theoretical integration and an agenda for intervention. *Human Resource Management Review*, 35(5), 101086. <https://doi.org/10.1016/j.hrmr.2025.101086>
2. **Williamson, G.** (2024). Bridging from I-O to small business owners: Entrepreneurship as an allied discipline. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 17(4), 426-429. <https://doi.org/10.1017/iop.2024.33>
3. **Williamson, G.** (2024). Using O*Net to study the intersection of entrepreneurship and employment: A primer. *Entrepreneurship Theory and Practice*, 48(6), 1556-1579. <https://doi.org/10.1177/10422587241227627>

ADDITIONAL PUBLICATIONS

1. Gras, D. & **Williamson, G.** (In Press). Nonprofit growth strategies. In K. Kearns & W. Wang (Eds.) *Encyclopedia of Nonprofit Management, Leadership, and Governance*.

CONFERENCE PRESENTATIONS

1. Asgari, E., Hunt, R. A., & **Williamson, G.** (April, 2025). Serial versus portfolio entrepreneurs: The role of identity. *Poster presented at the 40th Society for Industrial/Organizational Psychology conference, Chicago, IL.*
2. **Williamson, G.**, & Mchiri, A. (August, 2024). How day job work design influences hybrid entrepreneurs' career success. In M. Tamontseva, J. Akkermans, W. Stam, & S.

Seibert (Chairs). How can entrepreneurs achieve career success across the lifespan? *Symposium presented at the 84th Academy of Management conference, Chicago, IL*

3. **Williamson, G., & Munyon, T.** (August, 2024). More costs of insecurity: Turnover as a consequence of worker financial insecurity. *Paper presented at the 84th Academy of Management conference, Chicago, IL*
4. Mchiri, A., Hoffman, J., & **Williamson, G.** (June, 2024). Opportunity or no choice? Necessity and the contingent hybrid entrepreneurship-performance relationship. *Paper presented at the 2024 EURAM conference, Bath, UK.*
5. **Williamson, G.,** Campion, E. D., & Bremer, J. (April, 2024). Measuring constructs with O*Net: Beyond the content model. *Poster presented at the 39th Society for Industrial/Organizational Psychology conference, Chicago, IL.*
6. **Williamson, G.** (April, 2024). Leaky startup talent pipelines: An enrichment-reward model of startup worker mobility. *Poster presented at the 39th Society for Industrial/Organizational Psychology conference, Chicago, IL.*
7. **Williamson, G.** (April, 2024). Shielding your comrades: Employers as financial protectors. *Poster presented at the 39th Society for Industrial/Organizational Psychology conference, Chicago, IL.*
8. **Williamson, G.** (August, 2023). Having enough money matters: Reviewing financial security at work. *Paper presented at the meeting of the 83rd Academy of Management conference, Boston, MA.*
9. **Williamson, G.,** Munyon, T., & Kozuzsnik, M. (June, 2022). Hybrid entrepreneurs and hireability: An experimental approach. *Abstract presented at the 42nd Babson College Entrepreneurship Research Conference, Waco, TX.*
10. **Williamson, G.,** Munyon, T., & Kozuzsnik, M. (April, 2022). Hybrid entrepreneurs and hireability: An experimental approach. *Poster presented at the 37th Society for Industrial/Organizational Psychology conference, Seattle, WA.*
11. **Williamson, G.** (August, 2021). When does job crafting work? A person-job fit approach to job crafting effectiveness. *Paper presented at the meeting of the 81st Academy of Management conference.*
12. **Williamson, G. & Gras, D.** (August, 2021). Drawn in or crowded out? Do funding signals work the same in nonprofit contexts? *Paper presented at the meeting of the 81st Academy of Management conference.*
13. **Williamson, G. & Gras, D.** (June, 2021). The impact of prior employer growth trajectories on entrepreneur strategic choices. *Abstract presented at the 41st Babson College Entrepreneurship Research Conference, Munich, GER.*

14. **Williamson, G.** & Coyle, P. (April, 2021). Relating entrepreneurial self-efficacy to adaptive performance and job attitudes in intrapreneurs. *Poster presented at the 36th Society for Industrial/Organizational Psychology conference, New Orleans, LA.*
15. **Williamson, G.**, Coyle, P., Ricedorf, V., & MacDougall, A. (August, 2020). Relating entrepreneurial self-efficacy to performance and affect in intrapreneurs. *Paper presented at the meeting of the 80th Academy of Management conference, Vancouver, BC.*
16. Coyle, P., Foti, R., **Williamson, G.**, & Ricedorf, V. (April, 2020). Examining patterns of implicit theory congruence in leader-follower dyads. In A. Goswami (Chair), *The Role of Congruence in Follower Schemas. Symposium conducted at the 35th Society for Industrial/Organizational Psychology conference, Austin, TX.*
17. Coyle, P., Foti, R., Ricedorf, V., & **Williamson, G.** (April, 2020). Comparing full-time working leaders' vs. followers' profiles of IFT's. *Poster presented at the 35th Society for Industrial/Organizational Psychology conference, Austin, TX.*
18. Goswami, A., Evans, K., Coyle, P., Ricedorf, V., & **Williamson, G.** (April, 2020). Can followers influence leaders?: Exploring a role-based view of followership. *Poster presented at the 35th Society for Industrial/Organizational Psychology conference, Austin, TX.*
19. Mitchell, T., Acton, B., Coyle, P., **Williamson, G.**, & Ricedorf, V. (April, 2020). Exploring how and when race relates to leadership emergence. *Poster presented at the 35th Society for Industrial/Organizational Psychology conference, Austin, TX*

CHAired CONFERENCE SESSIONS

1. **Williamson, G.**, Campion, E.D., & Bremer, J. (August, 2024). Ever used O*Net? A primer on O*Net for management research. *PDW at the meeting of the 84th Academy of Management conference, Chicago, IL*
2. Porter, C., Dlouhy, K., & **Williamson, G.** (August, 2024). CAR research roundtables forum. *PDW at the meeting of the 84th Academy of Management conference, Chicago, IL*
3. **Williamson, G.**, Mchiri, A., Hofmockel, A., Procher, V., & Urbig, D. (August, 2023). The promise and perils of hybrid entrepreneurship research. *PDW at the meeting of the 83rd Academy of Management conference, Boston, MA*

AWARDS, HONORS, & CONSORTIA

Schulze Publication Award (for “A Crash Course in Hiring Your Startup’s First Employees”), *Entrepreneurship & Innovation Exchange*, 2025
 Best Reviewer (HR/Research Methods Track), *SMA Annual Meeting*, 2024
 Graduate Student Research Award, *UTK Department of Management*, 2024
 SIOP Top Rated Poster Award (Williamson, Campion, & Bremer, 2024), *SIOP*, 2024

Graduate Student Teaching Award, *UTK Department of Management*, 2023
Late-Stage Doctoral Consortium, *SMA Annual Meeting*, 2023
Careers Division Doctoral Consortium, *AOM Annual Meeting*, 2023
Best Reviewer (OB Track), *SMA Annual Meeting*, 2022
Research Promise Award, *UTK Department of Management*, 2022
Doctoral Consortium, *Babson College Entrepreneurship Research Conference (BCERC)*, 2022
New Doctoral Student Consortium, *AOM Annual Meeting*, 2020

RESEARCH FUNDING

Anderson Center for Entrepreneurship & Innovation Research Fund Grant [**\$7,500**] 2023
Advanced Supply Chain Collaborative Research Grant [**\$1,000, \$1,500**] 2023, 2024
Summer Graduate Research Award, University of Tennessee [**\$4,500**] 2022
Grant for Student Research, Lycoming College [**\$1,000**] 2019

TEACHING

Rowan University

As Primary Instructor

- Entrepreneurship & Innovation. Undergraduate, Fall 2025 (2 sections).

University of Tennessee, Knoxville

As Primary Instructor

- Introduction to Entrepreneurship. Undergraduate, Fall 2023. Evaluation: **4.5/5.0**
- Introduction to Entrepreneurship. Undergraduate, Spring 2023. Evaluation: **4.7/5.0**
- Introduction to Entrepreneurship. Undergraduate, Fall 2022. Evaluation: **4.7/5.0**
 - Student Achievements: Taylor Gingrich, 1st Place Volcourt Pitch Competition (\$1,500), 3rd Place Graves Business Plan Competition (\$2,000)

As Teaching Assistant

- Organizational Behavior. Doctoral (TA), Fall 2024.
- Organizational Behavior. Undergraduate (TA), Fall 2024.
- Intercultural Management. Undergraduate (TA), Spring 2023.

SERVICE & PROFESSIONAL ACTIVITIES

Ad-hoc Reviewing

- AOM Annual Meeting, ENT/OB/HR/CAR Divisions: 2021 – present
- SMA Annual Meeting, ENT/OB/HR Tracks: 2021 – present
- BCERC: 2023 – present
- SIOP Annual Meeting: 2023 – present
- *Academy of Management Review* – Bridge Reviewer Program
- *Academy of Management Journal*
- *Journal of Business Venturing*
- *Entrepreneurship Theory and Practice*
- *Human Resource Management Review*

Academy of Management

- Research Collaboration Committee for CAR Division, 2023-2025

Southern Management Association

- Panelist, Pre-Doctoral Consortium: “Advice from PhD Students,” 2022

Professional Development

- Multilevel Research, CARMA short course, 2023
- Interviewer (with Tan Kim), Boghossian & David (2021), *ASQ Blog*, 2022
- Theory and Methods for Dyad Research, CARMA short course, 2021
- PDW for Early-Stage Scholars, Conducting Experiments in Entrepreneurship Research, 2021
- Angel Investment and Deal Flow Workshop, USASBE, 2020

PROFESSIONAL AFFILIATIONS

- Academy of Management (AOM: ENT, CAR, OB, HR), 2020 – Present
- Southern Management Association (SMA), 2020 - Present
- Society for Industrial/Organizational Psychology (SIOP), 2021 – Present