

# TRAVIS HOWELL

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## ACADEMIC POSITIONS

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### Arizona State University: W.P. Carey School of Business

Assistant Professor – Department of Management & Entrepreneurship

2023-Present

### University of California, Irvine: Paul Merage School of Business

Assistant Professor – Department of Strategy & Entrepreneurship

2020-2023

## EDUCATION

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### University of North Carolina at Chapel Hill, Kenan-Flagler Business School

Ph.D., Strategy and Entrepreneurship

2020

Dissertation: “Surrounding the Founder: Examining the Hidden Figures of Entrepreneurship”

- Finalist: INFORMS Dissertation Proposal Competition; 2019; ENT NFIB Dissertation Award, 2021
- Funding: Kauffman Foundation, Strategic Research Foundation, Kenan Institute of Private Enterprise

### Brigham Young University, Marriott School of Management

Master of Accountancy

2013

B.S., Accounting

2013

## RESEARCH AND PUBLICATIONS

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### Published Papers

- 1) Law, C., Howell, T., Bingham, C., Bermiss, S., (2025). From Joiners to Founders: Startup Employment and Underrepresented Entrepreneurs (*Strategic Management Journal*, 46(7): 1639-1665)
- 2) Gray, S., Howell, T., Sackett, E. (2024). Talking past each other: Construal Level, Utilitarian Motives, and Entrepreneurial Team Formation. *Organization Science*, 35(5): 1745-1769.
- 3) Gray, S., Howell, T., Strassman, J., Yamamoto, K. (2024). Credentials or Chemistry? Entrepreneur Gender and Cofounder Selection. *Academy of Management Journal*, 67(5): 1302-1330.
- 4) Howell, T., Bingham, C., Hendricks, B. (2022). Going alone or together? A Configurational analysis of solo founding vs. co-founding. *Organization Science*, 33(6): 2421-2450.
- 5) Howell, T. (2022). Coworking spaces: An overview and research agenda. *Research Policy*, 51(2), p.104447.
- 6) Hendricks, B., Howell, T., Bingham, C. (2019). How much do top management teams matter in founder-led firms? *Strategic Management Journal*, 40(6): 959-986.

- 7) Bingham, C., Howell, T., & Ott, T. (2019). Capability creation: Heuristics as microfoundations. *Strategic Entrepreneurship Journal*, 13(2): 121-153.

### **Papers Under Review**

- 8) Howell, T., Hall, T., (2025). Solo Founders vs. Co-Founders and Entrepreneurial Performance (*Revise and Resubmit at Strategic Management Journal*)
- 9) Howell, T., Welsh, D., Hendricks, B. (2025). Founder Leadership and Corporate Social Irresponsibility (*2<sup>nd</sup> Round Revise & Resubmit at Journal of Applied Psychology*)
- 10) Howell, T., Hendricks, B., Bingham, C. (2025). Immigrant Entrepreneurs and Unicorn Companies (*Revise & Resubmit at Strategic Management Journal*)
- 11) Howell, T., Gray, S., Miller., R. (2025). The Role of Equity Ownership in Attracting Technical Employees to New Ventures (*Revise and Resubmit at Strategic Management Journal*)
- 12) Hall, T., Shermon, A., Allen, R., Howell, T., (2025). Organizing for Experimentation: Does Hierarchy Help or Hurt Experimentation in New Ventures? (*Revise & Resubmit at Organization Science*)
- 13) Bingham, C., & Howell, T. (2025). Mixed Methods in Abductive Research (*Revise and Resubmit at Strategic Management Journal*).
- 14) Howell, T. and Gray, S., (2025). How Entrepreneurs Attract Technical Cofounders to Their Ventures (*Reject and Resubmit at Strategic Management Journal, preparing for resubmission*)
- 15) Howell, T., Kent, J. (2025). Rural vs. Urban Entrepreneurs (*Revise and Resubmit at Journal of Business Venturing*)
- 16) Fairchild, A., Howell, T. (2025). Conjoint Experiments in Management Research (*Revise and Resubmit at Organizational Research Methods*)
- 17) Hiatt, S., Howell, T., Williams, T., (2025). Entrepreneurship Among Native American Tribes (*under review at Administrative Science Quarterly*)

### **Working Papers**

- 18) Hall, T., Howell, T., Shermon, A., Allen., R., (2025). Founding Teams and Organizational Structure (*preparing to submit to Strategic Management Journal*)
- 19) Howell, T., Allen, R., Shermon, A., Hall, T., (2025). Timing the Tools: The Contingent Benefits of Controlled Experiments and Qualitative Feedback in Startups (*preparing to submit to Organization Science*)

### **Practitioner Publications**

- 20) Howell, T., Gray, S., Sackett, E. (2024). Why Cofounder Partnerships Fail — and How to Make Them Last. *Harvard Business Review*, June 13, 2024.

- 21) Howell, T., Bingham, C., Hendricks, B. (2022). Don't Buy the Myth that Every Startup Needs a Co-Founder. *Harvard Business Review*, Apr 20, 2022.
- 22) Hendricks, B., Howell, T., Bingham, C. (2021). How Long Should a Founder Remain CEO? *Harvard Business Review*, Dec 17, 2021.
- 23) Howell, T. (2021). Coworking Spaces Offer a Post-Pandemic Office Alternative. *MIT Sloan Management Review*, Nov 4, 2021.
- 24) Hendricks, B., Howell, T., Bingham, C. (2020). Do founder CEOs tune out their teams? *MIT Sloan Management Review*, Oct 26, 2020.
- 25) Bingham, C., Hendricks, B., Howell, T., & Kolev, K. (2020). Boomerang founders: What happens when the founder comes back? *MIT Sloan Management Review*, Sep 17, 2020.

## AWARDS AND GRANTS

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### **'Entrepreneurial Approach to Learning' Teaching Innovation Award** 2025

- Teaching award given to recognize a professor at ASU who models an entrepreneurial approach to academic innovation (new ways to engage students, new approaches to teaching material, etc.)

### **Excellence in Teaching Award** 2023

- Selected for the Masters of Innovation and Entrepreneurship excellence in teaching award

### **Junior Faculty Research Award** 2022

- Awarded to one junior faculty member at the Paul Merage School of Business who shows evidence of research effectiveness based on publications and other research.

### **Excellence in Teaching Award** 2021

- Selected for the undergraduate excellence in teaching award (1 award given for all elective classes in business school)

### **Kauffman Knowledge Challenge Fellow** 2018-2019

- \$36,000 research grant for the study of new ventures in coworking spaces (1 out of 9 doctoral fellows)

### **Strategy Research Foundation (SRF) Dissertation Scholar** 2019-2020

- \$10,000 competitive research grant intended to fund dissertation research in the area of strategic management (1 out of 13 doctoral fellows)

### **Kenan Institute of Private Enterprise Grant** 2018

- \$10,000 research grant from the Kenan Institute of Private Enterprise for research on founder dynamics (1 out of 3 doctoral recipients)

### **Finalist, Organization Science/INFORMS Dissertation Proposal Competition** 2019

- Dissertation proposal competition for doctoral students performing research on organizations (1 out of 8 finalists)

### **Peggy Lee-Sunil Wahal Award** 2018-2019

- Awarded to one student across all PhD programs in the Kenan-Flagler school of Business as recognition of an up-and-coming doctoral student based on publications and research

### **Impact Award** 2019

- Awarded to UNC graduate student whose research results have the potential to make a meaningful difference to policy and practice (1 of 15 students across all colleges and programs at UNC)

## **TEACHING**

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### ENT 305 (ASU) – Principles of Entrepreneurship 2024-present

- Overall combined ratings Spring 2025: **6.6 out of 7.0**
- Overall combined ratings Spring 2024: **6.6 out of 7.0**

### MgmtMBA 214 (UCI) - Entrepreneurship 2020-22

- Instructor for MBA introductory course to entrepreneurship
- Instructor ratings Fall 2022: **3.96 out of 4.00**
- Instructor ratings Fall 2021: **3.99 out of 4.00**
- Instructor ratings Fall 2020: **3.94 out of 4.00**

### MGMT 113 (UCI) - Entrepreneurship 2020-23

- Instructor for undergraduate introductory course to entrepreneurship
- Instructor ratings Winter 2023: **3.93 out of 4.00**
- Instructor ratings Fall 2022: **3.97 out of 4.00**
- Instructor ratings Fall 2021: **3.95 out of 4.00**
- Instructor ratings Winter 2021: **3.95 out of 4.00**
  - Received Excellence in Teaching Award
- Instructor ratings Fall 2020: **3.92 out of 4.00**

### INNO 214 (UCI) - Entrepreneurship 2021-23

- Instructor for required course in Masters of Innovation and Entrepreneurship program
- Instructor ratings Winter 2023: **3.94 out of 4.00**
  - Received Excellence in Teaching Award
- Instructor ratings Winter 2022: **3.77 out of 4.00**
- Instructor ratings Winter 2021: **3.91 out of 4.00**

### BUSI 411 (UNC) – Strategic Management 2018

- Sole instructor for required undergraduate core strategy course
- Instructor ratings Fall 2018: **4.8 out of 5**

## **INVITED TALKS AND PRESENTATIONS**

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| • Strategic Management Society Annual Conference, Istanbul, Turkey | 2024 |
| • Academy of Management Annual Meeting, Chicago, IL                | 2024 |
| • Strategic Management Society Annual Conference, Toronto, Canada  | 2023 |
| • Academy of Management Annual Meeting, Boston, MA                 | 2023 |
| • BYU/Utah Winter Strategy Conference                              | 2023 |
| • Micro Meets Macro Conference, Tempe, AZ                          | 2023 |
| • Arizona State University, W.P. Carey School of Business          | 2022 |

• University of Washington, Foster School of Business	2022
• Strategic Management Society Annual Conference, London, United Kingdom	2022
• Academy of Management Annual Meeting, Seattle, WA	2022
• National Center for Disability Entrepreneurship (NCDE)	2022
• Anteater Parent & Family Weekend, Irvine, CA	2021
• Academy of Management Annual Meeting (Virtual)	2021
• Industry Studies Association Annual Conference (Virtual)	2021
• Strategic Management Society Annual Conference (Virtual)	2020
• University of Illinois at Urbana Champaign, Gies College of Business	2019
• University of Texas at Austin, McCombs School of Business	2019
• Purdue University, Krannert School of Management	2019
• University of Georgia, Terry College of Business	2019
• Pennsylvania State University, Smeal College of Business	2019
• University of California, Irvine, Paul Merage School of Business	2019
• Organization Science/INFORMS Dissertation Proposal Competition	2019
• Strategic Management Society Annual Conference, Minneapolis, MN	2019
• Academy of Management Annual Meeting, Boston, MA	2019
• CCC Doctoral Conference, Chapel Hill, NC	2019
• Wharton Technology and Innovation Conference, Philadelphia, PA	2019
• Academy of Management Annual Meeting, Chicago, IL	2018
• Strategic Management Society Annual International Conference, Paris, France	2018
• Academy of Management Annual Meeting, Atlanta, GA	2017
• Strategic Management Society Annual Conference, Houston, TX	2017
• Academy of Management Annual Meeting, Anaheim, CA	2016
• Strategic Management Society Annual International Conference, Berlin, Germany	2016

## PROFESSIONAL ACTIVITIES AND SERVICE

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### Memberships and Affiliations

• Certified Public Accountant (CPA)	2014-present
• Academy of Management, STR, ENT, OMT, and TIM divisions	2016-present
• Strategic Management Society	2016-present

### Other Service

• Co-organizer, ASU Management Research Seminars	2025-present
• Organizer, AOM Symposium – Startup Employees	2023
• Co-lead, Data Collaboratory at Paul Merage School of Business	2022-2023
• Undergraduate Programs Committee, Paul Merage School of Business	2022-2023
• Co-organizer, UCI Strategy Research Symposium	2020-2023
• Organizer, AOM Symposium – Coworking Spaces: Implications	2022
• Organizer, AOM Symposium – The Human Capital of Startups: Founding Team Dynamics	2019
• Organizer, AOM Symposium – The Human Capital of Startups: Founding Team Dynamics	2018
• Ad-Hoc Reviewer, Academy of Management Review	2023-present
• Ad-Hoc Reviewer, Administrative Science Quarterly	2023-present
• Ad-Hoc Reviewer, Organization Science	2021-present
• Ad-Hoc Reviewer, Strategic Management Journal	2019-present
• Ad-Hoc Reviewer, Strategic Entrepreneurship Journal	2019-present

- Ad-Hoc Reviewer, Journal of Business Venturing 2019-present
- Ad-Hoc Reviewer, Entrepreneurship Theory & Practice 2021-present
- Ad-Hoc Reviewer, Journal of Management Studies 2023-present
- Ad-Hoc Reviewer, Academy of Management Perspectives 2022-present
- Ad-Hoc Reviewer, INFORMS dissertation proposal competition 2020-present
- Ad-Hoc Reviewer, Strategic Management Society Annual Meetings 2021-present
- Ad-Hoc Reviewer, Academy of Management Annual Meetings 2017-present

## PROFESSIONAL WORK EXPERIENCE

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### **PricewaterhouseCoopers LLP**

Dallas, TX - 2014-2015

- Focused on the valuation of intangible assets such as patents, trade names, customer relationships, technology, non-compete agreements, workforce, etc.

### **IMSAR LLC**

Springville, UT - 2012-2013

- Worked in finance at IMSAR, a startup company developing advanced radar technology.