

# Eric R. Kushins, Ph.D.

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## EMPLOYMENT

- 2018 – Present Assistant Professor of Management, Campbell School of Business, Berry College, Mount Berry, GA
- 2015 – 2018 Assistant Professor of Entrepreneurship and Director of Executive Programs, Stetson School of Business & Economics, Mercer University, Atlanta, GA
- 2014 – 2015 Visiting Lecturer in Management, Stetson School of Business & Economics, Mercer University, Macon, GA

## EDUCATION

- 2015 Ph.D. in Sociology and Organization Management, Rutgers University  
Dissertation: *Landing Gear, Lettuce, Bouquets, and Home Health Aides: Organizational Culture and the Surprising Resilience of Inefficiency in Entrepreneurial Businesses*
- 2015 Certificate in Cognitive Science, Rutgers University  
Research Project: *“What’s He Worth?” Race-Based Fairness Judgments on Salary Offers*
- 2012 M.A. in Sociology, Rutgers University  
Thesis: *Matching Business Deals to Interorganizational Relationships*
- 2002 B.A. with Honors, the College of Social Studies, Wesleyan University, Middletown, CT

## PUBLICATIONS

- Kushins, Eric and Elaina Behounek. Forthcoming. “Developing a ‘Sociological Imagination’ of Families in Family Business Research.” In A. Calabro (Ed.), *A Research Agenda for Family Business: A Way Ahead for the Field*. Elgar Book.
- Kushins, Eric and Elaina Behounek. 2020. “Using Sociological Theory to Problematize Family Business Research.” *Journal of Family Business Strategy*. 11(1). 100337.
- Behounek, Elaina and Eric Kushins (Eds.). 2019. *Contemporary Social Problems and Your World*. San Diego, CA: Cognella Academic Publishing.
- Kushins, Eric, Henry Heard, and Michael Weber. 2017. “Disruptive Innovation in Rural American Healthcare: The Physician Assistant Practice.” *International Journal of Pharmaceutical and Healthcare Marketing* 11(2): 165-182.
- Kushins, Eric. 2016. “A Relational Approach to Matching Interfirm Exchanges Between SME Executives and Corporate Business Executives.” *Journal of Business and Entrepreneurship* 28(1): 95-125.
- Zhu, Hang, and Eric Kushins 2016. “Does Socioemotional Wealth Constrain the R&D Investment of Chinese Family Businesses?” *Management World* 31(3): 86-101. [*Publication in China*]

Kushins, Eric. 2014. "Sounding Like Your Race in the Employment Process: An Experiment on Speaker Voice, Race Identification and Stereotyping." *Race and Social Problems* 6(3) :237-248.

#### In Progress

Kushins, Eric. "Sociological Methodologies to Investigate Family Business." (*Under Review*)

Chapman, Elizabeth and Eric Kushins. "Stay-at-Home Dads and Discrimination in the Reemployment Process" (*Writing in process*)

Kushins, Eric and Myriam Quispe-Agnoli. "Uninvestigated Aspects of Family Business: Data from American Society of Entrepreneurs." (*Writing in process*)

Kushins, Eric and Thema Monroe-White. "Opting Out of Society: The FIRE (Financial Independence, Retire Early) Movement & the New American Dream" (*Data collection in progress*)

Kushins, Eric and Elizabeth Chapman. "Who Should Be My Wingman? Gender Status Association in Professional Selling." (*Data collection in progress*)

#### FELLOWSHIPS, GRANTS, AWARDS

##### *National/International*

2014            *Best Paper Award*  
Chinese Academy of Management, Guangzhou, China

2014            *Nominee for Best Ph.D. Research Proposal Award*  
International Family Enterprise Research Academy, Lappeenranta, Finland

2009 - 2012    *National Science Foundation Graduate Research Fellowship (NSF GRFP)*  
\*Three-year support for research on the cognition of mental imagery based on voice perception.  
\*A cost-of-education allowance available for tuition, research equipment, and travel expenses (\$90,000).

2012            *Outstanding Reviewer Award*, Gender and Diversity Division  
Eastern Academy of Management Meeting, Philadelphia, PA

2011            *Outstanding Student Reviewer Award*, Managerial and Organizational Cognition Division  
Academy of Management Meeting, San Antonio, TX

##### *University*

2019            Faculty Development Grant, Berry College  
Co-PI, "Opting Out of Society: The FIRE (Financial Independence, Retire Early) Movement and the New American Dream" (\$1038)

2016            *Seed Grant Award*, Provost Office, Mercer University, 2016-17  
Co-PI, "Atlanta Metro-Area Small Business Owners: The Complex Road to Accessing Capital and the Decision-Making Process of Diversification" (\$3,840)

*Seed Grant Award*, Provost Office, Mercer University, 2016-17  
Co-PI, "Employment Biases Towards Stay-At-Home-Dads Who Reenter the Workforce" (\$3,500)

*Seed Grant Award*, Provost Office, Mercer University, 2016-17  
Co-PI, "Who Makes the Most Compelling Sales Pitch: Gender Differences in Single Actor and Mixed-Gender Dyadic Groups" (\$750)

- 2012 & 2013 *Teaching Honor Roll*, Sociology Department, Spring 2013  
Score of 4.5/5 or better for teaching effectiveness and overall quality of course
- 2011 *Small Grants Award*, Graduate Program Committee, Sociology Department, Rutgers University
- 2007 *Excellence Fellow*, Rutgers University  
\*Five-year graduate support. Provides full tuition remission, two years of no-obligation stipend and three years of Teaching Assistantship stipend.

## TEACHING EXPERIENCE

### Berry Department of Management

*Principles of Management*, Fall 2018, Spring 2019  
*Management of Human Resources*, Spring 2019

### Mercer Department of Management

*Organization Theory*, Spring 2018  
*Design Thinking for Personal Improvement* (MBA), Summer 2017  
*Social Innovation of Entrepreneurship* (MBA), Fall 2016, Summer 2017  
*Operations Management* (MBA – Online), Spring 2016  
*Team Dynamics* (MBA), Fall 2015, Fall 2016  
*Business Communications* (MBA), Fall 2015, Fall 2016  
*Entrepreneurship*, Fall 2014, Spring 2015, Fall 2016, Spring 2017 & 2018 (Online)  
*Organizational Behavior*, Fall 2014, Spring 2015, Fall 2017  
*Principles of Management*, Spring 2015, Summer 2016 (Online), Summer 2017 (Online), Fall 2017  
*Organizational Behavior* (MBA), Fall 2014, Spring 2015

### Rutgers Department of Management and Global Business

*Negotiations*, Spring 2014, Fall 2013, Summer 2013

### Rutgers Department of Sociology

*Sociology of the Family*, Summer 2008, Summer 2009, Summer 2010  
*Introduction to Sociology*, Recitation Instructor, Spring 2014  
*Social Research Methods*, Recitation Instructor, Fall 2012, Fall 2013

### Executive Program Courses

*Lean Six Sigma Green Belt and Black Belt*  
*Women and Negotiations*

### Additional Courses Prepared to Teach

\**Managing the Growing Venture* \**Family Business Mgmt* \**Culture and Organizations* \**Qualitative Methods*

## RESEARCH POSITIONS

- 2013 - 2015 *Research Associate*, Education and Employment Research Center (EERC), Rutgers University  
\*Housed within the School of Management and Labor Relations, EERC conducts research and evaluations on education and workforce development programs and policies.

- \* Wrote research briefs, coded, and analyzed interview data on the Adult College Completion (ACC) program—the program’s goal is to shift policies and practices within the Workforce Investment System towards promoting college completion.
- \* Conducted interviews and observations, and analyzed data for the Community Health Worker Training Program (CHWTP)—the program’s goal is to enhance the development and implementation of a standardized statewide training and certificate of completion for community health workers.

- 2005 *Research Assistant*, Institute for Policy Research, Northwestern University, Evanston, IL  
 \*Qualitative longitudinal study under the direction of Kathryn Edin. Evaluated the Gautreaux Two housing program administered under the Chicago Housing Authority  
 \*Transcribed, coded, and analyzed interviews.
- 2003 - 2004 *Lead Researcher and Program Coordinator*, New York City Arts Coalition, New York, NY  
 \* Education, advocacy and public policy development organization representing museums, arts councils, performance groups and individuals.  
 \* Analyzed government funding for arts groups. Researched and organized data to highlight funding trends for presentation to members of the city government. Developed grant proposal for downtown arts incubator.

SELECTED PRESENTATIONS, CONSORTIUMS, AND SPEAKING ENGAGEMENTS

- 2019 Kushins, Eric and Elaina Behounek. 2019. “Using Sociological Theory to Problematize Business Research.” Annual Meeting of the Academy of Management, Boston, MA. August 2019.
- 2018 Quispe-Agnoli, Myriam and Eric Kushins. 2018. “Who Makes Better Business Performance Decisions During Times of Crisis? Differential Outcomes in Men- and Women-Owned Businesses.” Southern Economic Association, Washington, DC. November 2018.
- Kushins, Eric. “Culture as a Competitive Advantage.” Invited Presenter at Jos. Studios Presents: Leaders in Entrepreneurship at Atlanta Tech Village, Atlanta, GA. November 2018.
- Kushins, Eric. “Culture, Communication, and Enterprise Durability.” Keynote Address at Berry Enterprises Board of Advisors Meeting, Mount Berry, GA. October 2018.
- 2017 Kushins, Eric. “Toward a Sociology of Family Business.” Family Enterprise Research Conference, Asheville, NC. June 2017.
- Kushins, Eric. “Small Business Ethnography.” Invited Presenter at Kennesaw State University’s DBA program. Kennesaw, GA. September 2017.
- 2016 Kushins, Eric. “The Entrepreneurial Mindset.” Invited Presenter at Future Business Leaders of America and Phi Beta Lambda National Leadership Conference, Atlanta, GA. June 2016.
- Kushins, Eric. “The Next Disruptive Innovation in Healthcare: The Physician Assistant Practice – A New Business Model.” Association for Marketing & Health Care Research, Crested Butte, CO. February 2016.
- 2015 Kushins, Eric. “Organizing Frames of Loosely Structured Small Businesses: A Case Study Comparison of Four Firms.” Ethnographic & Qualitative Research Conference, Las Vegas, NV. February 2015.
- 2014 Zhu, Hang and Eric Kushins. “Why Does Family Control Constrain Innovative Investment? The Effect of Institutions. Chinese Academy of Management, Guangzhou, China, November 2014.

- Kushins, Eric. "Founders' Human Capital and R&D Investment of Family Businesses: An Empirical Study." International Family Enterprise Research Academy, Lappeenranta, Finland. June 2014.
- 2013 Kushins, Eric. "Hiring Discrimination on the Basis of Voice." Academy of Management Conference, Orlando, FL. August 2013
- Doctoral Consortium Selection. United States Association for Small Business and Entrepreneurship, San Francisco, CA. January 2013.
- 2012 Kushins, Eric. "Corporate and Family Business Executives: Matching Business Deals to Interorganizational Relationships." Academy of Management, Boston, MA. August 2012.
- 2011 Kushins, Eric. "The Meaning of Family: How Executives Use Culture to Form Business Strategies with Family Businesses." Poster Presentation at Family Enterprise Research Conference, Doctoral Consortium Selection. Grand Rapids, MI. May 2011.
- Kushins, Eric. "He Doesn't Look Like He Sounds: Mental Imagery on the Basis of Voice." Eastern Sociological Society, Philadelphia, PA. February 2011.
- Colby, Helen and Eric Kushins. "What's He Worth?" Race-Based Fairness Judgments on Salary Offers." Center for Race and Ethnicity's Fourth Annual Graduate Forum, Rutgers University, New Brunswick, NJ. February 2011.
- 2010 Kushins, Eric and "What's He Worth?" Race-Based Fairness Judgments on Salary Offers." Society for Judgment and Decision Making Conference, St. Louis, MO. December 2010.
- Kushins, Eric. "Strategic Management, Governance Structures and Cognitive Boundaries in Family Businesses." Eastern Sociology Society, Boston, MA. March 2010.
- 2009 Kushins, Eric. "Head of Household and a Head for Business: Strategic Management, Governance Structures and Cognitive Boundaries in Family Businesses." Networks, Culture and Institutions Workshop, Rutgers University, New Brunswick, NJ. November 2009.

#### SERVICE TO THE DEPARTMENT AND UNIVERSITY

- 2015 *Business School Coordinator*, Business Scholarship Challenge, Mercer University
- 2011 *Judge*, Undergraduate Research Symposium, Rutgers University
- 2009 - 2012 *Student Mentor*, Sociology Department, Rutgers University
- 2008 - 2009 *Activities Coordinator* (Elected), Graduate Union of Sociology Students, Rutgers University

#### SERVICE TO THE PROFESSION

- 2017 - Present *Ad hoc Reviewer*, *Journal of Language and Social Psychology*
- 2016 - Present *Ad hoc Reviewer*, *International Journal of Pharmaceutical and Healthcare Marketing*
- 2016 - Present *Ad hoc Reviewer*, *International Journal of Entrepreneurial Behavior & Research*
- 2015 - Present *Ad hoc Reviewer*, *Journal of Family Business Strategy*
- 2015 - Present *Ad hoc Reviewer*, *Journal of Family Business Management*
- 2014 - 2017 *Editor-in-Chief*, *ENT Communications Committee*, *Academy of Management*
- 2013 - 2014 *Assistant Editor*, *ENT Communications Committee*, *Academy of Management*
- 2012 - Present *Ad hoc Reviewer*, *Gender and Society*, *Sociological Forum*
- 2011 - Present *Editorial Board Member*, *The Rutgers Journal of Society*
- 2010 - Present *Reviewer*, *Academy of Management* (Entrepreneurship and Managerial and Org Cognition Sections)

## ADDITIONAL PROFESSIONAL POSITIONS

2010 - 2011

*Program Director Assistant*, Global EMBA Program, Rutgers Business School

- Researched, developed and drafted Global EMBA Constitution, Program Announcement (for official program approval by college deans).
- Assisted in the construction and design of program marketing brochures and PowerPoint presentations for corporate sponsors.

2004 - 2007

*Buyer and Regional Manager*, Pumpkin Formal, Northbrook, IL

- Responsible for three stores of this boutique chain specializing in formal wear for children. Doubled same-store sales during tenure.
- Selected seasonal lines at apparel industry shows. Presented President with quarterly reports of purchase trends and line development recommendations.
- Hired and trained new staff on a continual basis in customer service, computer skills and store maintenance. Responsible for worker payroll, quarterly reviews and promotions for 12 employees.
- Developed chain branding including new store name and logo, and in-store promotional events and advertising. Exceeded first year sales goals by 25%.

2002 - 2004

*Co-Publisher and Editor-in-Chief*, Front Magazine, New York, NY

- Part of a start-up team developing a magazine for 18 to 24-year-olds.
- Conducted multi-city survey of young adults, collected data on magazine readership for the development of a comprehensive business plan and media kit.
- Managed 18 freelance writers and artists. Developed contracts, supervised work progress, and edited art and article submissions.

## CERTIFICATIONS

2017 – Present Certified Six Sigma Black Belt (CSSBB)

2020 – Present Society for Human Resource Management – Senior Certified Professional (SHRM-SCP)

## PROFESSIONAL MEMBERSHIP

Academy of Management

Southern Management Association

American Society for Quality

Society for Human Resource Management – Atlanta Chapter