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EDUCATION

- Ph.D. **Business Administration**, Florida State University, 2011.
Dissertation: Effects of a resource-induced coping heuristic on entrepreneurial success
- M.A. **Economics**, Walsh College of Business, 2007.
- B.B.A. **Finance**, Walsh College of Business, 2005.

RESEARCH INTERESTS

Mindset of the entrepreneur, coping with uncertainty, perceptions regarding resources, opportunity recognition

JOURNAL PUBLICATIONS

- Lanivich, S.E. (in press). The RICH Entrepreneur: Conserving resources in contexts of uncertainty. *Entrepreneurship: Theory and Practice*.
- Van Iddekinge, C.H., Lanivich, S.E., Roth, P.L., & Junco, E. (in press). Social media for selection? Validity and adverse impact potential of a facebook-based assessment. *Journal of Management*.
- Lanivich, S.E. (2012). Use the RICH: Development and validation of the resource-induced coping heuristic inventory for entrepreneurship. *Frontiers of Entrepreneurship Research*.
- Van Iddekinge, C.H., Roth, P.L., Putka, D. J., & Lanivich, S.E. (2011). Are you interested? A meta-analysis of relations between vocational interests and employee performance and turnover. *Journal of Applied Psychology*.
- Zellars, K.L., Hochwarter, W.A., Lanivich, S.E., Perrewé, P.L., & Ferris, G.R. (2011). Accountability for others, perceived resources, and well-being: Convergent restricted nonlinear results in two samples. *Journal of Occupational and Organizational Psychology*, 84, 95–115.

Lanivich, S.E., Brees, J.R., Hochwarter, W.A., & Ferris, G.R. (2010). P-E fit as moderator of the accountability - employee reactions relationships: Convergent results across two samples. *Journal of Vocational Behavior*, 77, 425-436.

ACADEMIC CONFERENCE PRESENTATIONS

Lanivich, S.E. (2013). *The RICH Entrepreneur: Conserving resources in contexts of uncertainty*. Accepted for presentation at the annual meeting of the **Southern Management Association**, New Orleans, LA

Van Iddekinge, C.H., Lanivich, S.E., Roth, P.L., & Junco, E. (2013). *Facebook and employee selection: Criterion-related validity and subgroup differences for recruiter ratings of social network websites*. Presented at the annual meeting of the **Academy of Management**, Orlando, FL

Lanivich, S.E. (2012). *RICH entrepreneurs: Using the resource-induced coping heuristic to predict entrepreneurial success*. Accepted for presentation at the annual **Babson College Entrepreneurship Research Conference**, Fort Worth, TX.

Lanivich, S.E. & Thompson, K.W. (2011). *To fit or not to fit: The plight of the voluntarily underemployed*. Presented at the annual meeting of the **Southern Management Association**, Savannah, GA.

Lanivich, S.E. (2011). *RICH entrepreneurs: Predicting success by conserving resources*. Presented at the annual meeting of the **Southern Management Association**, Savannah, GA.

Van Iddekinge, C.H., Roth, P.L., Putka, D. J., & Lanivich, S.E. (2011). *A meta-analysis of relations between vocational interests and employee performance and turnover*. Presented at the annual meeting of the **Academy of Management**, San Antonio, Texas.

Lanivich, S.E. (2011). *Use the RICH: Development and validation of the resource-induced coping heuristic inventory for entrepreneurship*. Presented at the annual **Babson College Entrepreneurship Research Conference**, Syracuse, NY.

Zellars, K.L., Hochwarter, W.A., Lanivich, S.E., Perrewé, P.L., & Ferris, G.R. (2010). *Resource conservation as moderator of the accountability for others – work outcomes relationships: Convergent restricted nonlinear results in two samples*. Paper presented at the annual meeting of the **Academy of Management**, Montreal, Canada.

Lanivich, S.E., Brees, J.R., Hochwarter, W.A., & Ferris, G.R. (2010). *Perceived fit as moderator of the relationships between accountability and employee reactions: Convergence across two studies*. Paper presented at the annual meeting of the **Academy of Management**, Montreal, Canada.

MANUSCRIPTS UNDER REVIEW AND RESEARCH IN PROGRESS

Lanivich, S.E., Smith, A., & Moghaddam, K. Opportunity recognition: A qualitative investigation of creation vs. discovery differences. Manuscript under review at *Strategic Entrepreneurship Journal*.

Lanivich, S.E. Smith, A., Lanivich, S.E. Institutional impediments for entrepreneurs in subsistence markets. Manuscript in preparation for submission to *Strategic Management Journal*.

Lanivich, S.E. Earnings as moderator of the RICH and perception of entrepreneurial success. Manuscript in preparation for submission to *Entrepreneurship: Theory and Practice*.

Lanivich, S.E. Metacognition as moderator of the RICH – venture performance relationship. Manuscript in preparation for submission to *Entrepreneurship: Theory and Practice*.

Lanivich S.E., Zhang, W. The effects of RICH on operational performance in entrepreneurial ventures. Data collection stage.

Lanivich, S.E., Zhang, J. Network resource recognition in nascent entrepreneurs: Effects on venture development and performance. Data collection stage.

Lanivich, S.E., Wheeler, A.R., Rogers, L.M. Mentors in entrepreneurship: A longitudinal investigation. Data collection stage.

GRADUATE COURSES TAUGHT

Independent Study: CARMA Seminar (PhD), Old Dominion University, Spring 2013
Average Evaluation = N/A

Innovation, Intellectual Property, and Technology-Based Venturing (MBA), Old Dominion University, Spring 2013: Average Evaluation = N/A

Strategy Classics (PhD), Old Dominion University, Fall 2012:
Average Evaluation = N/A

New Venture Creation (MBA), Old Dominion University, Fall 2012:
Average Evaluation = **4.79**

UNDERGRADUATE COURSES TAUGHT

Business Policy and Strategy, Old Dominion University, Summer 2013:
Average Evaluation = **4.85**

New Venture Creation, Old Dominion University, Spring 2013:
Average Evaluation = **4.84**

Introduction to Entrepreneurship, Florida State University, Spring 2011:

Average Evaluation = **4.75** (scoring from 1 to 5, where 5 = Excellent)

Introduction to Entrepreneurship, Florida State University, Fall 2010:

Average Evaluation = **4.97** (scoring from 1 to 5, where 5 = Excellent)

Social Entrepreneurship, Florida State University, Summer 2010:

Average Evaluation = **4.56** (scoring from 1 to 5, where 5 = Excellent)

Negotiation, Florida State University, Spring 2010:

Average Evaluation = **4.98** (scoring from 1 to 5, where 5 = Excellent)

Negotiation, Florida State University, Fall 2009:

Average Evaluation = **4.64** (scoring from 1 to 5, where 5 = Excellent)

Organizational Behavior, Florida State University, Summer 2009:

Average Evaluation = **4.50** (scoring from 1 to 5, where 5 = Excellent)

Organizational Behavior, Florida State University, Summer 2008:

Average Evaluation = **4.24** (scoring from 1 to 5, where 5 = Excellent)

EMPLOYMENT HISTORY

2012 – Present	Developer/Instructor , Launch Hampton Roads (ODU Grant funded)
2012 – Present	Assistant Professor of Entrepreneurship , Old Dominion University
2011 – 2012	Visiting Assistant Professor of Management , Florida State University
2007 – 2011	Research/Teaching Assistant , Florida State University.
2006 – 2007	Health Services Consultant , Concentra Medical Centers, Romulus, MI.
2003 – 2006	Owner/Operator , SEL Insurance, Sterling Heights, MI.
2004 – 2006	Assistant Football Coach , Lakeview High School, St. Clair Shores, MI.
2001 – 2005	Sales Consultant , La-Z-Boy Furniture Galleries, Sterling Heights, MI.
2001 – 2003	Owner/Operator , Pride Sign, Clinton Township, MI.
2000 – 2002	Realtor , Century 21 Real Estate, Eastpointe, MI.
2000 – 2001	Owner/Operator , D's Landscaping, Roseville, MI.
1998 – 2000	Manufacturing Processes Intern , Detroit Coil Company, Ferndale, MI.

AWARDS

- Recipient, The College of Business Outstanding Teaching Award, 2011
- Recipient, Florida State University “Provost 90%” Award for Teaching Excellence, 2011
- Recipient, Florida State University Dissertation Research Grant, 2011
- Nominee, Florida State University Outstanding Teaching Assistant Award, 2011
- Recipient, Oklahoma State University Experiential Classroom XI, United States of America Small Business and Entrepreneurship (USASBE) Scholarship, 2010

PROFESSIONAL AFFILIATIONS

Academy of Management
 United States Association for Small Business and Entrepreneurship
 Southern Management Association
 Launch Hampton Roads
 Hampton Roads Chamber of Commerce
 Small Business Development Center of Hampton Roads
 Virginia Beach Department of Economic Development

PROFESSIONAL ACTIVITIES

Co-creator & Instructor, Launch Hampton Roads, 2012 - present

Judge, Hampton Roads Chamber of Commerce: Entrepreneur of the Year Award, 2013

Entrepreneurship Mentor, Virginia Beach Department of Economic Development, 2013 – present

Guest Lecturer, Florida State University Entrepreneurship Bootcamp for Veterans with Disabilities (EBV), 2010

Entrepreneurial Opportunity Development Volunteer, Florida State University Entrepreneurship Bootcamp for Veterans with Disabilities (EBV), 2010

Delegate, Experiential Classroom XI for Entrepreneurship, Oklahoma State University, 2010

Reviewer, United States Association for Small Business and Entrepreneurship Annual Meeting, 2010 - present

Reviewer, Academy of Management Annual Meeting, 2008 - present

Reviewer, Southern Management Association Annual Meeting, 2008 – resent

REFERENCES

Gerald R. Ferris, PhD

Francis Eppes Professor of Management and
Professor of Psychology
Department of Management
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