

Sarah Burrows

Smith School of Business

Queen's University

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EDUCATION

Ph.D. of Business Administration, Management 2018-2023
College of Business Administration, University of Central Florida

M.Sc. Management 2016 – 2018
John Molson School of Business, Concordia University, Montreal, QC
Supervisor: Dr. Peter Jaskiewicz

Bachelor of Arts, Honors Psychology 2012 – 2016
Concordia University, Montreal, Quebec
Supervisor: Dr. Peter Jaskiewicz & Dr. Theresa Bianco

DISSERTATION

Title: *The Distribution of Entrepreneurship Within & Across Generations of Enterprising Families* (defense date: June 26th, 2023)

Using a grounded theory methodology, I seek to understand how entrepreneurship is nurtured within and across generations of enterprising families. I am particularly interested in understanding how one child chooses an entrepreneurial career path and the other doesn't.

Committee: James G. (Jim) Combs (co-chair); Peter Jaskiewicz (co-chair); Cameron Ford; Craig Crossley; David Boote

RESEARCH INTERESTS

Family Business | Family Entrepreneurship | Family Science | Qualitative Research

REFEREED JOURNAL ARTICLES

Combs, J. G., Shanine, K. K., **Burrows, S.**, Allen, J. S., & Pounds, T. W. (2020). What Do We Know About Business Families? Setting the Stage for Leveraging Family Science Theories. *Family Business Review*, 33(1), 38–63.

MANUSCRIPTS UNDER REVIEW

Hamrick, H., **Burrows, S.**, Waddingham, J.A., & Crossley, C. It's My Business! The Influence of Psychological Ownership on Entrepreneurial Intentions and Work Performance. 1st round R&R at *Journal of Organizational Behavior*

WORKS IN PROGRESS

Burrows, S., Crossley, C., Faherty, C., & Combs, J.G. Creating “Tommys”: When Nonfamily Employees Feel Like Owners and Defend the Family Firm Like “Part of the Family”? To be submitted to *Journal of Management Studies*.

Burrows, S., Jaskiewicz, P., Deephouse, D, & Suddaby, R. Tradition fit: How family firms can leverage rhetorical histories to combat legitimacy threats. Final draft in progress. To be submitted to *Academy of Management Journal* by Fall 2023.

Burrows, S., Combs, J.G., & Jaskiewicz, P. Toward a balanced theory of the family firm. Draft in progress. To be submitted to *Academy of Management Review* by end of Fall 2023.

Burrows, S., Skandera, D.J., Silva, B., & Joseph, D. Who’s the better employer: Family versus non-family firms? Coding of primary studies to be meta-analyzed. Target journal *Journal of Management*.

Gish, J., Lassau, R., Stephan, U., Carr, J., **Burrows, S.,** & Pollack. J. Nature Interventions & Entrepreneurial Well-being. Part 1: Qualitative data collection in progress.

Burrows, S., Crossley, C., & Faherty, F. Big foot, unicorns & the bifurcation bias: Distinguishing reality from myth. Scale development in progress.

CONFERENCE PRESENTATIONS

Burrows, S., & Combs, J. G. (June 2023). The Distribution of Entrepreneurship Within & Across Generations of Enterprising Families. Paper presentation at the 2023 Babson conference. Knoxville, Tennessee.

Burrows, S., Crossley, C., Faherty, C., & Combs, J.G. (November 2021) Fighting for the family firm: Can nonfamily employees defend like “part of the family” ? Paper presentation at the 2021 conference of Southern Management Association, New Orleans, LA.
* Finalist for the Best Doctoral Student Paper Award for Track 1: Entrepreneurship & Family Business.

Burrows, S., Jaskiewicz, P., & Deephouse, D. (June 2019). The stakeholder identification handcuff: A *National & Local* Newspaper Analysis of Anheuser-Busch. Paper presentation at the International Family Enterprise Research Academy, Bergamo, It.

Burrows, S., Jaskiewicz, P., & Deephouse, D. (August 2018). How do stakeholders respond to changes in firm image? Paper presentation at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

Burrows, S., Jaskiewicz, P., & Deephouse, D. (October 2017). The handcuffing effect of stakeholders: A *National* Newspaper Analysis of Anheuser-Busch. Paper presentation at the 2017 conference of Southern Management Association, St. Pete Beach, FL.

RESEARCH GRANTS/AWARDS

University of Central Florida’s Graduate Dean’s Dissertation Fellowship

2023

Value: \$10,000

Social Sciences Human Resource Council of Canada Doctoral Fellowship Award 2022

Value: \$20,000

Southern Management Association Grant 2018, 2021

Value: \$500

UCF Student Government Association Grant 2018

Value: 500\$

TEACHING EXPERIENCE

Instructor

- ENT 4013-New Venture Design Fall 2022
 - Overall evaluation: 4.5/5.0
- MAN 4720-Strategic Management (2 sections) Spring 2021
 - Overall evaluation: 4.3/5.0
- MAN 4720-Strategic Management (2 sections) Fall 2020
 - Overall evaluation: 4.2/5.0
- MAN 4720-Strategic Management (2 sections) Fall 2019
 - Overall evaluation: 4.1/5.0
- MAN 4720-Strategic Management (2 sections) Spring 2019
 - Overall evaluation: 4.5/5.0
- MAN 4720-Strategic Management (2 sections) Fall 2018
 - Overall evaluation: 4.3/5.0

Graduate Teaching Assistant

- MAN 6721-Applied Strategy & Business Policy (MBA, 1 section) Spring 2022
- MAN 6721-Applied Strategy & Business Policy (MBA, 2 sections) Spring 2021
- MAN 6721-Applied Strategy & Business Policy (MBA, 2 sections) Spring 2020
- MAN 6721-Applied Strategy & Business Policy (MBA, 2 sections) Spring 2019

PROFESSIONAL DEVELOPMENT

2022 Interpretive Qualitative Process Data Analysis, taught by Anne Smith

2021 Doing Grounded Theory Research, taught by Elaine Hollensbe

2019 Advanced Qualitative Methods for Macro Management Research, taught by Rhonda Reger

2019 Introduction to Ethnography, taught by Mike Pratt

SERVICE

2019-Present Ad hoc reviewer, *Family Business Review*

2021 Ad hoc reviewer, *Entrepreneurship Theory & Practice*

2021 Southern Management Association conference reviewer

2020 Academy of Management conference reviewer

RESEARCH IN PRACTICE

[Spotify Podcast](#), 2021, [YouTube Webinar](#), 2021, [IrishNews](#), 2020

AFFILIATIONS

Academy of Management

Southern Management Association