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EMPLOYMENT

- 2018 – Present Assistant Professor of Management, Campbell School of Business, Berry College, Mt. 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

Journal Articles

- Kushins, Eric and Melissa Clark. 2025 (*Accepted*). “Buyer Perceptions of Single- and Mixed-Gender Dyadic Sales Teams: Should I have a Wingman or a Wingwoman?” *Journal of Applied Marketing Theory*.
- Randolph, Robert, Eric Kushins and Prachi Gala. 2024. “How Family Firm Advisors Understand Their Clients: A Mixed-Methods Analysis of Social Capital Signaling in Web-Based Marketing.” *Journal of Family Business Management*. 14(2): 380-400. <https://doi.org/10.1108/JFBM-04-2023-0056>
- Kushins, Eric and Myriam Quispe-Agnoli. 2023. “Institutional Theory and Institutional Racism: Barriers to Business Success Faced by POC Entrepreneurs and the Family Firm Advantage.” *International Journal of Entrepreneurial Behavior & Research*. 29(9/10): 2157-2174.
- Monroe-White, Thema, Beverly Wright, William Hulsey, Eric Kushins and Amy Hord. 2023. “Establishing a Data Science for Social Good Ecosystem: The Case of ATLytiCS.” *The Journal of the Southern Association for Information Systems*. 10(1): 1-19.
- Kushins, Eric and Elaina Behounek. 2020. “Using Sociological Theory to Problematize Family Business Research.” *Journal of Family Business Strategy*. 11(1): 100337.

- 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 and Y. H. Zhou. 2016. "Does Socioemotional Wealth Inhibit Innovation in Chinese Family Businesses?" *Management World*. 3(9): 99-114. [*Publication in Chinese*]
- 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.

Book Chapters and Cases

- Marchisio, Gaia, Eric Kushins and Robert Randolph, 2024. "Navigating Relational Rifts and Communication Clashes in the Peyton Family Firm." *Case Studies in Family Business: Overcoming Destructive Conflict, Deviance, and Dysfunction in the Family Firm*. Edited by Roland E. Kidwell. Edward Elgar Publishing.
- Kushins, Eric and Myriam Quispe-Agnoli. 2022. "Where Did All the Free Family Firm Labor Go? Women's Changing Role and Inclusion in the U.S. Economy." In R.N. Trevinyo-Rodriguez and M.A. Gallo (Eds.), *The Power of Inclusion in Family Business*. Emerald Publishing.
- Kushins, Eric and Elaina Behounek. 2020. "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.

Anthologies

- Behounek, Elaina and Eric Kushins (Eds.). 2022. *Introduction to Sociology: An Anthology*. San Diego, CA: Cognella Academic Publishing.
- Behounek, Elaina and Eric Kushins (Eds.). 2019. *Contemporary Social Problems and Your World*. San Diego, CA: Cognella Academic Publishing.

Under Review

- Kushins, Eric, Robert Randolph and Gaia Marchisio. "Do You Actually Know What I Need?" A Mixed-Methods Family Social Capital Exploration of Family-Advisor Fit." (First Round)
- Kushins, Eric and Myriam Quispe-Agnoli. "Cultural Reproduction or Cultural Repertoire: Women Leaders, Legitimacy and Performance in Family and Nonfamily Firms" (First Round)
- Kushins, Eric and Myriam Quispe-Agnoli. "Private Family Firms Outperform Nonfamily Firms: Evidence from the Annual Survey of Entrepreneurs." (Second Round)

In Process

- Kushins, Eric and Thema Monroe-White. "Opting Out of Society: The FIRE (Financial Independence, Retire Early) Movement and the New American Dream" (*Writing in progress*)
- Chapman, Elizabeth and Eric Kushins. "Stay-at-Home Dads and the Reemployment Process" (*Collecting Data*)
- Kushins, Eric & Myriam Quispe-Agnoli. "Tokenism and the Family Firm: The Structural Implications of the Gender Distribution of Ownership." (*Collecting Data*)

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

University

- 2021 *Outstanding Teacher Award, Campbell School of Business, Berry College 2020-2021*
- 2020 *Diversity Infusion Stipend, Berry College*
Participation in Cornell University's Teaching and Learning in the Diverse Classroom EdX certificate course and creation of new course demonstrating commitment to diversity and inclusion throughout the course and in student outcomes. (\$500)
- 2019 *Faculty Development Grant, Berry College*
Campbell Summer Research and Teaching Grant, Berry College
Co-PI, "Opting Out of Society: The FIRE (Financial Independence, Retire Early) Movement and the New American Dream" (\$525 from each grant)
- 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 College, Department of Management and Marketing

Family Business Management (BA – Online)
Social Entrepreneurship (MBA – Online, and BA)
The Art of Negotiation (MBA – Online, and BA)
Lean Six Sigma – Green Belt (MBA – Online)
Principles of Management
Management of Human Resources
BCC 100 (First Year Experience)

Mercer University, Department of Management

Design Thinking for Personal Improvement (MBA)
Social Innovation of Entrepreneurship (MBA)
Team Dynamics (MBA)
Business Communications (MBA)
Organizational Behavior (MBA and BA)

Rutgers University School of Arts of Sciences, Department of Sociology

Sociology of the Family (BA)
Introduction to Sociology (BA)

Additional Courses Prepared to Teach

**Managing the Growing Venture* **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

- 2023 Kushins, Eric and Myriam Quispe-Agnoli. 2023. "Cultural Reproduction or Cultural Toolkit: The Legitimacy and Impact of Women Leaders in Family and Non-Family Firms." Southern Management Association (SMA) Annual Conference. St. Pete Beach, FL. October, 2023.
- Kushins, Eric. 2023. "Managing the Growing Venture: Transitioning to "Professional" Management." Invited Presenter at Rome Chamber Small Business Collective. Rome, GA. September, 2023.
- Kushins, Eric. 2023. "How to Have Difficult Conversations with Staff, Co-Workers and Clients." Invited Presenter at StepStone Family & Youth Services Leadership Summit. LaGrange, GA. September, 2023.
- Davis, Sara, Eric Kushins, Myriam Quispe-Agnoli and Robert Randolph. 2023. "Woman-Owned Firms— Does the Addition of Family Enhance or Hinder Performance? Evidence from the Annual Survey of Entrepreneurs." Babson College of Entrepreneurship Research Conferences (BCERC). University of Tennessee, Knoxville, TN. June 2023.
- 2021 Quispe-Agnoli, Myriam and Eric Kushins. 2021. "Regional Diversity and Its Impact on Family and Nonfamily Firms from the American Community Survey." Western Economic Association International, Virtual Presentation (COVID). June - July 2021.
- 2020 Kushins, Eric. 2020. "Sociological Methodologies to Problemaztize Family Business Research." Annual Meeting of the Academy of Management, Virtual presentation (COVID). August 2020.
- Kushins, Eric and Myriam Quispe-Agnoli. 2020. "Family Firm Heterogeneity: Insights on Firm Ownership Demographic Diversity and Business Performance from the Annual Survey of Entrepreneurs." Family Enterprise Research Conference (FERC), Poster Presentation. Conference cancelled (COVID).
- 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 PROFESSION

- 2021 - Present *Editorial Review Board Member, Journal of Family Business Strategy*
- 2023 - Present *Ad hoc Reviewer, Current Sociology*
- 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*

ADDITIONAL PROFESSIONAL POSITIONS

2016 – present *Co-Founder, Koraku Consulting, Atlanta, GA*

- Specializing in small and family businesses, we evaluate current operational practices and provide data-driven solutions to improve quantitative and qualitative outcomes, from cost reduction to increased employee motivation.
- Regularly conduct executive education workshops in Lean Six Sigma (LSS) Yellow, Green and Black Belt to organizations including Piedmont Healthcare, GreyStone Power Corporation, and the Greater North Fulton Chamber of Commerce, and several institutions of higher education. Training delivered to more than 750 individuals in face-to-face and virtual platforms.
- Provide ongoing consultancy to LSS project leads and former executive education workshop participants.

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 American Society for Quality (ASQ) - Certified Six Sigma Black Belt (CSSBB), Recertified Jan. 2024

2020 – Present Society for Human Resource Management – Senior Certified Professional (SHRM-SCP), Recertified July 2023

PROFESSIONAL MEMBERSHIP

Academy of Management

Southern Management Association

American Society for Quality

Society for Human Resource Management