

# Trayan Kushev

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Assistant Professor  
*Management & Human Resources Department*  
College of Business Administration  
*Cal Poly Pomona*  
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## EDUCATION

<b>University of Louisville</b> Ph.D., Entrepreneurship	Louisville, KY August 2010 – June 2014
<b>University of California, Riverside</b> Master of Business Administration, Management	Riverside, CA June 2010
<b>Valdosta State University</b> Bachelor of Business Administration, Finance & Accounting	Valdosta, GA December 2007

## RESEARCH

### *Research Interests*

Entrepreneurship | Decision-making | Cognition | Innovation | Franchising

### *Journal Publications (peer-reviewed)*

- Kushev, T.N., Ahuja, M., & Carter, R.E. (forthcoming). A Social Cognitive Perspective on Opportunity Evaluation. *Journal of Entrepreneurship*.
- Ma, D., Mattingly, E.S., Kushev, T.N., & Ahuja, M. (forthcoming). Familial Commitment and Entrepreneurial Persistence: It's Not Just about the Money. *Journal of Entrepreneurship*.
- Mattingly, E.S., Kushev, T.N., Ahuja, M., & Ma, D. (2016). Switch or Persevere? The Effects of Experience and Metacognition on Persistence Decisions. *International Entrepreneurship and Management Journal*, 12(4), 1233-1263.
- Mattingly, E.S., Kushev, T.N. (2016). Most New Businesses Fail, but Mine Won't...Right? *Journal of Entrepreneurship*, 25(1), 70-88.

### *Book Chapters (peer-reviewed)*

- Kushev, T.N., Mueller, J.M. (2017). Patents and Performance: The Case of Immigrant Entrepreneurs in the United States. In B. Ran (Ed.), *Technological Innovation Networks: Collaboration and Partnership*. Greenwich, CT: Information Age Publishing.

### ***Submitted Manuscripts***

Mattingly, E.S., Ahuja, M., Manikas, A., & Kushev, T.N. (under review). Is That an Opportunity? Global versus Local Processing of Technological and Socioeconomic Constraints. *Journal of Small Business Management*.

Meek, W., Sweeney, P., & Kushev, T.N. (under review). Inter-organizational Citizenship Behavior and Performance in a Franchise System: Does the One Extend to the Many? *Journal of Business Ethics*.

### ***Conference Presentations***

Mattingly, E.S., Manikas, A., Ahuja, M., Kushev, T.N. (2018) Is That an Opportunity? The Persuasiveness of Technological and Socioeconomic Constraints. Babson College Entrepreneurship Research Conference (BCERC), Waterford, Ireland.

Kushev, T.N., Ahuja, M., Mattingly, E.S. (2015) A Social Cognitive Perspective on Opportunity Evaluation. Babson College Entrepreneurship Research Conference (BCERC), Babson Park, Massachusetts.

Kushev, T.N., Mueller, J.M. (2014) Immigrants, Innovation, and New Firms. United States Association of Small Business and Entrepreneurship (USASBE), Fort Worth, Texas.

Mattingly, E.S., Kushev, T.N., Ahuja, M., & Ma, D. (2013) Moderating Effects of Entrepreneurial Experience, Metacognitive Experience, Metacognitive Knowledge and Persistence. Academy of Management Annual Meeting, Orlando, Florida.

Ma, D., Mattingly, E.S., Kushev, T. N., & Ahuja, M. (2013) Entrepreneurial Persistence: Family Business Focus on Nonfinancial Benefits. Academy of Management Annual Meeting, Orlando, Florida.

Kushev, T.N., Mueller, J.M. (2013) Immigrants, Innovation, and New Firms. Industry Studies Conference, Kansas City, Missouri.

Kushev, T.N., Meek, W.R., Davis-Sramek, E. (2012) Franchisee Cooperation: The Effects of Justice Perception, Trust, and Affective Commitment on Citizenship Behavior. Academy of Management Annual Meeting, Boston, Massachusetts.

D'Mello, J., Mattingly, E.S., & Kushev, T.N. (2012) Explaining Conflicts among Stakeholders in Social Enterprises: A Multi-Theoretic Approach. Babson College Entrepreneurship Research Conference, Fort Worth, Texas.

## TEACHING

### *Teaching History*

Cal Poly Pomona

Pomona, CA

**Assistant Professor**

2014 - current

- Introduction to Entrepreneurship (MHR 3410)
- Launching a New Venture (MHR 4430)
- Family Business & Franchising (MHR 4450)

University of Louisville

Louisville, KY

**Instructor**

2012 - 2014

- Entrepreneurial Creativity & Innovation (MGMT 340)
- Entrepreneurial Finance (FIN 345)

University of California, Riverside

Riverside, CA

**Teaching Assistant**

2008 - 2010

- Information Technology Management (BUS 101)
- Financial Theories and Markets (BUS 106)

## ACADEMIC SERVICE

### *University Service*

- Student Club Lead Advisor – Collegiate Entrepreneurship Organization (CEO), Cal Poly Pomona (2018- present)
- Student Club Lead Advisor – Poly Founders, Cal Poly Pomona (2017-2018)
- Academic Senate, Cal Poly Pomona (2016-2018)
- Center for Entrepreneurship, Cal Poly Pomona (2016-2018)
- Course Coordinator – MHR 3410, Cal Poly Pomona (2016-present)
- Chair of Search Committee, Cal Poly Pomona (2015)
- Chair of Outstanding Faculty Advisor Committee, Cal Poly Pomona (2015)
- Project BUILD instructor, University of Louisville (2013)
- Part of the AACSB accreditation assessment process, University of Louisville (2012)

### *Professional Service*

- Ad hoc reviewer: Journal of Business Venturing (2017), International Entrepreneurship & Management Journal (2016); Academy of Management (2012 - 2018); Babson College Entrepreneurship Research Conference (2015 - 2018); USASBE Conference (2012); Western Academy of Management (2013); CLADEA Conference (2017)

## AWARDS & HONORS

- National Science Foundation iCorps Grant (\$180,000), Cal Poly Pomona (2018-2021)
- College of Business MHR Department Faculty of the Year, Cal Poly Pomona (2018)
- Provost's Teacher-Scholar, Cal Poly Pomona (2017)

- Charles Koch Foundation Grant (2013)
- Entrepreneurship Doctoral Consortium Grant. Academy of Management, Annual Meeting, Orlando, Florida (2013)
- Research Grant, College of Business Research Incentive Grant (CBRIG), University of Louisville (2012)
- Research/Travel Stipend, Delphi Center Graduate Teaching Academy Stipend, University of Louisville (2012)

## **PROFESSIONAL AFFILIATIONS**

- Academy of Management