Kevin Peter Clark
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EDUCATION

University of Maryland, Robert. H. Smith School of Business | College Park, MD
August 2022 - Present
Ph. D., Organizational Behavior & Human Resource Management

- Cumulative GPA: 4.00 / 4.00
- Committee: Gilad Chen (Chair), Moran Lazar, Paul Hanges, Rajshree Agarwal, Brent Goldfarb

William & Mary | Williamsburg, VA
August 2018 - May 2022
Bachelor of Business Administration

- Cumulative GPA: 4.00 / 4.00
- Monroe Scholar: Scholarship awarded for intellectual depth, curiosity, concern for community, and devotion to learning for learning's sake (awarded to less than 10% of undergraduates)

RESEARCH INTERESTS

- New venture teams and early-stage entrepreneurs
- Individual and collective motivation, creativity and innovation

UNDER REVIEW

- **Clark, K.**, Lazar, M., Chen, G., Goldfarb, B. Promoting gains or preventing losses? The effect of regulatory focus on implementing creative business ideas in new venture teams. [Current Stage: Submitted to Organizational Behavior and Human Decision Processes]
- **Clark, K.** & Chen, G. (under review). *The motivational underpinnings of entrepreneurial teams*. In P. Ackerman & M. Beier (Eds.), *Motivation and self-regulation at work: A celebration of the life and contributions of Ruth Kanfer*.
    - Expected Publication: 2027

WORKS IN PROGRESS

- **Clark, K.**, Chen, G., Lazar, M. Learning to Pivot: How Psychological Ownership Shapes Outcomes in New Ventures. [Current Stage: Dissertation Proposal]
- Lazar, M., **Clark, K.**, Chen, G., Goldfarb, B., Agarwal, R. Entrepreneurial team adaptation. [Current Stage: Third Study Data Collection]
- **Clark, K.**, Derfler-Rozin, R., Shame on you? How shaming and pride-inducing strategies impact corporate charitable behavior. [Current stage: Reworking Study 1]

TEACHING EXPERIENCE

University of Maryland

- Managing People and Organizations, Undergraduate Core Management (BMGT 364)
    - 1 section (Spring 2025), Instructor Evaluation Score: 3.65 / 4
    - 1 section (Summer 2025), Evaluation Score: 3.6 / 4

CONFERENCE PRESENTATIONS

- Clark, K. P. (July, 2026). *Learning to pivot: How high ownership entrepreneurs adapt through commitment* [Unpublished doctoral dissertation proposal]. Paper to be presented at the 86th Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.

- Clark. K. P., Chen, G., & Goldfarb, B. (2025, July). *Regulatory focus and actualizing creative business ideas in new venture teams*. Paper presented at the 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark.
- Clark. K. P., Chen, G., Lazar, M., & Goldfarb, B. (2024, July). *Promoting gains or preventing losses? The effect of regulatory focus on actualizing creative business ideas in new venture teams*. Paper presented at the 40th EGOS Colloquium, Milan, Italy.
- Clark. K. P., Lazar, M., Chen, G., & Goldfarb, B. (2024, August). *Promoting gains or preventing losses? The effect of regulatory focus on actualizing creative business ideas in new venture teams*. Paper presented at the 84th Annual Meeting of the Academy of Management, Chicago, IL.
- Lead organizer for a Symposium for the Annual Meeting of the Academy of Management, Copenhagen, DK: Early-Stage New Ventures: Unlocking Resources, Cognition, and Serendipity
- Lead organizer for a PDW to be held at the Annual Meeting of the Academy of Management, Philadelphia, PA: From Creative Idea Generation to Idea Implementation

GRANTS

- Faculty-Student Research Award (FSRA) Program (2024) - University-level grant for $15,000 to support a faculty project directly involving graduate students.
    - With Oguz Gencay and Rellie Derfler Rozin
- Smith School Internal Research Grant (SIRG) Program (2025) - University-level grant for $8,000 to support a faculty project directly involving graduate students.
    - With Nelly Arbel-Groissman and Gilad Chen

PROFESSIONAL SERVICE

- Academy of Management Annual Meetings
    - Reviewer (2025, 2026)

REFERENCES

Dr. Gilad Chen gchen3@umd.edu	**Dr. Brent Goldfarb** brentg@umd.edu	**Dr. Moran Lazar** moranlazar@tauex.tau.ac.il