

# Raymond J. Jones, III

Associate Professor & Entrepreneurship Program Director  
Dept. of Management and Marketing  
Nelson Rusche College of Business  
Stephen F. Austin State University  
Nacogdoches, TX 75965  
Phone: (936) 468-1893  
Email: Raymond.jones@sfasu.edu

## **EDUCATION**

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- Ph.D. Management: Strategy & Entrepreneurship, *University of North Texas* (2013)  
M.B.A. Finance & Accounting, *St. Bonaventure University* (2008)  
B.A. Political Science, *Mercyhurst College* (2002)

## **TEACHING EXPERIENCE**

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### **Stephen F. Austin State University (2019-Present)**

Entrepreneurship (MGMT 3390) Face-to-face, Hybrid Design  
Business Policy & Strategic Management (MGMT 4363) Face-to-face, Online, Hybrid Design  
Entrepreneurship: Opportunity Assessment and Feasibility (MGMT 4385) Face-to-face  
Entrepreneurial Finance (MGMT 4393) Face-to-face (New Course Developed)  
Entrepreneurial Field Study (MGMT 4364) Face-to-face (New Course Developed)  
Entrepreneurial Independent Study & Internships Face-to-face

### **University of Minnesota Duluth (2013-2019)**

Entrepreneurship (MGTS 4472) Face-to-face, Online, Hybrid Design  
Strategic Management (MGTS 4481) Face-to-face, Online, Hybrid Design  
Social Entrepreneurship (MGTS 4951) Face-to-face, Hybrid Design  
Entrepreneurial Financing (MGTS 4921) Face-to-face, Online, Hybrid Design  
Management of Innovation and Technology (MGTS 4473) Online  
Entrepreneurial Capstone Experience (MGTS 4961) Face-to-face

New Course Developed

Social Entrepreneurship  
New Venture Financing  
Idea Generation and Feasibility Analysis  
Environmental Entrepreneurship  
Entrepreneurial Internship  
Entrepreneurial Capstone Experience

### **University of North Texas (2010-2013)**

Entrepreneurship (MGMT 3850) Face-to-Face, Online, Hybrid Design  
Business Policy - Strategic Business Integration Capstone (BUSI 4940) Face-to-face  
Management Concepts (MGMT 3820) Online

## **RESEARCH PUBLICATIONS**

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### **Refereed Journal Articles**

Jones, R. & Salimath, M. (2021). Architectural dimensions of social venture capital: social innovation in the capital markets. *SI on Social Entrepreneurship in The New England Journal of Entrepreneurship* 25(1).

- Goel, S., Hanson, S., **Jones, R.**, Xiu, L. (2019/2020). HR Flexibility in family firms: Integrating family functioning and family business leadership. *Organization Management Journal*, 16(4) 311-323.
- Jones, R.** & Barnir, A. Properties of opportunity creation and discovery: Comparing variation in context of innovativeness. (2019). *Technovation: The International Journal of Technological Innovation, Entrepreneurship and Technology Management*, 79, 1-10.
- Reilly, T. & **Jones, R.** (2017) Mixed methodology in family business research: Past accomplishments and perspectives for the future. *Journal of Family Business Strategy*, 8(3); 185-195.
- Jones, R.**, Reilly, T., Cole, B., & Jones, J. (2017) Building brand equity: Creating consumer-brand congruence by appealing to gender identity differences with CSR initiatives. *Journal of Consumer Ethics*, 1(2); 40-48.
- Street, C., **Jones, R.**, Archer, G. & Dibrell, C., (2017). Online Venture Challenge: Developing and executing a go-to-market strategy with a real product within a semester. *Experiential Entrepreneurship Exercise Journal*, 2(3); 48-63.
- Jones, R.**, Reilly, T., Cox, M., & Cole, B. (2017). Gender makes a difference: Investigating consumer purchasing behavior and attitudes toward corporate social responsibility policies. *Corporate Social Responsibility and Environmental Management*, 24(2), 133-144.
- Reinsch, R., **Jones, R.**, & Skalberg, R. (2017). The Hobby Lobby decision: Legal formation for social enterprises made easier. *Social Enterprise Journal*, 13(1).
- Cole, B., **Jones, R.**, Russell, L. (2016). Racial dissimilarity and diversity climate effect organizational identification. *Equality, Diversity, and Inclusion: An International Journal*, 35(5/6), 314-327.
- Goel, S. & **Jones, R.** (2016). Entrepreneurial exploration and exploitation in family business: A systematic review and future directions. *Family Business Review*, 29(1), 94-120.
- Russell, L., Cole, B., & **Jones, R.** (2014). High-risk occupations: How leadership, stress, and ability to cope influence burnout in law enforcement. *Journal of Leadership, Accountability and Ethics*, 11(3), 49-69.
- Jones, R.**, & Wittmeyer, C. (2013). Trans Am Ambulance Services, Inc.: A case study of a family business competing in a not-for-profit industry. *Family Business Case Book (10/11 Eds)*.
- Salimath, M. & **Jones, R.** (2012). Scientific (entrepreneurial) management: Bricolage, bootstrapping and the quest for efficiencies. *Journal of Business and Management*, 17(12): 85-104.
- Cox, M., McLaughlin, E., Dasgupta, J., **Jones, R.** (2012). Strategic management: Is it an academic discipline? *Journal of Business Strategies*, 29(1): 25-42.
- Salimath, M. & **Jones, R.** (2011). Population ecology theory: Implications for sustainability. *Management Decision*, 49(6): 874-910.

### **Book Chapters**

Goel, S., **Jones, R.**, & Karri, R. (2019) Conceptualizing and investigating entrepreneurial action in family firms: A few promising directions. In Dibrell, C. & Memili, E. (Eds.). *Heterogeneity Among Family Firms*. Palgrave. book chapter.

### **Under Review**

Jones, R. & Salimath, M. Emergence of an innovative organizational form: Entrepreneurial Collaboration and Distributed Agency in Hostile Contexts. *Under review at the International Small Business Journal*.

### **Refereed Conference Proceedings/Presentations**

**Jones, R.**, McDermid, R., Reese, J., & Jones, J (2022). Crossfit, Inc., vs. CrossFit the Sport: A case of mismanaged relationships and identity crisis. *Accepted Global Sport Business Association Annual Conference*.

Reese, J. & **Jones, R.** (2022). Impact of community on Ticket Pricing Decisions. *Accepted Global Sport Business Association Annual Conference*.

**Jones, R.**, Wittmeyer, C., Goel, S., & Astrachan, J. (2018). Family business preparation: Examining the influence of outside work experience on family employee success. *Proceedings 2018 United States Association for Small Business and Entrepreneurship (USASBE) conference, Los Angeles, CA*.

**Jones, R.** & Reilly, T. (2016). Mixed methodology in family business research: Past accomplishments and perspectives for the future. *Proceedings 2016 International Family Enterprise Research Conference, Bogota, Columbia*.

**Jones, R.**, Cole, B., Jones, J., & Russell, L. (2016). Engaging in collective social entrepreneurship: The influence of gender, environment, and collaboration on the decision to scale a social enterprise. *Poster Presentation at the 2016 Diversity Research Conference at Indiana University Southeast*.

Reilly, T. & **Jones, R.** (2016). Telling stories: The role of creation narratives in consumer perceptions towards family businesses. *Proceedings 2016 International Family Enterprise Research Conference, Bogota, Columbia*.

**Jones R.** & Barnir, A. (2016). Properties of opportunity emergence: The influence of innovative environmental contexts. *Proceedings 2016 United States Association for Small Business and Entrepreneurship (USASBE) conference*.

**Jones, R.** & Salimath, M. (2015) Architectural dimensions of social venture capital: Examining strategy, structure, and performance. *Proceedings 2015 Academy of Management Annual Meeting*.

**Jones, R.** & Reilly, T. (2015) Storytelling in family business: The role of familiness in the family business creation story on consumer perceptions and behaviors. *Poster Presentations 2015 Family Enterprise Research Conference (FERC)*.

- Jones, R.** & Salimath, M. (2015). Toward an objective measurement tool: Measuring firm socialness using computer-aided text analysis (CATA). *Proceedings 2015 United States Association for Small Business and Entrepreneurship (USASBE) conference.*
- Bell, G., Cole, B., & **Jones, R.** (2015). Bitcoin's big potential: Creating a socially innovative financial system for the unbanked to participate in the economy. *Proceedings 2015 United States Association for Small Business and Entrepreneurship (USASBE) conference.*
- Jones, R.** & Salimath, M. (2014). Mission Guiding Strategy: Examining whether social venture capital firms actually invest in social portfolio companies. *Accepted 2014 Babson College Entrepreneurial Research Conference.*
- Jones, R.,** Cole, B., & Jones, J. (2014). Engaging in collective social entrepreneurship: The influence of gender, environment, and collaboration of the decision to scale a social enterprise. *Proceedings Society of Business, Industry, and Economics Annual Meeting*
- Salimath, M. & **Jones, R.** (2014). Open Innovation: An overview and relevance of a business ecosystem framework. *Proceedings International Council for Small Business (ICSB) Annual Conference.*
- Cole, B., **Jones, R.,** & Russell, L. (2013). Relational demography and the influence on the psychological diversity climate-organizational identity relationship. *Proceedings Southern Management Association Annual Conference.*
- Russell, L., Cole, R., & **Jones, R.** (2013). High risk occupations: How leadership, stress, and ability to cope influence burnout in law enforcement. *Proceedings Southern Management Association Annual Conference.*
- Miles, G., Zhang, B. & **Jones, R.** (2013). Transformational leadership, collaboration, and the decision to pursue innovation: An exploratory study. *Proceeding Decision Sciences Institute Annual Conference.*
- Jones, R.** & Salimath, M. (2013). Entrepreneurial Firms Engaging in Social Innovation: New Structures, Values, and Mission. *Proceedings Babson College Entrepreneurial Research Conference (BCERC).*
- Jones, R.** & Barnir, A. (2012). Properties of opportunity creation and discovery: Comparing different innovativeness contexts. *Proceedings Babson College Entrepreneurship Research Conference (BCERC).*
- Jones, R.** & Salimath, M. (2012). Collective institutional entrepreneurship: A grounded theory approach. *Proceedings Babson College Entrepreneurship Research Conference (BCERC).*
- Cole, B., **Jones, R.,** Jones, J. & Herchen, J. (2012). Cohesion and knowledge sharing in virtual teams: Redefining cohesion in the virtual world. *Proceedings Southern Management Association Annual Conference.*
- Jones, R.,** Cole, B., Cox, M. (2012). A multi-level analysis of corporate social responsibility: Gender differences and corporate strategies. *Proceedings Southwest Management Association Annual Conference. Also selected in the conference Paper Development Workshop.*

- Cox, M., Daspit, J., **Jones, R.** & Davis, P. (2012). Increased firm homogeneity: An unintended consequence of industry deregulation. *Paper Development Workshop Southwest Academy of Management Association Annual Conference.*
- Jones, R.** & Salimath, M. (2011). Collective institutional entrepreneurship: Overcoming collective inaction. *Proceedings Southern Management Association Annual Conference. Also selected in the conference Paper Development Workshop.*
- Jones, R.** (2011). Entrepreneurial orientation: Recognition of social wealth as a measure of firm performance. *Proceedings United States Association for Small Business and Entrepreneurship (USASBE) conference.*
- Jones, R.,** & Wittmeyer, C. (2011) Trans Am Ambulance Services, Inc.: A case study of a woman owned family business competing in a not-for-profit Industry. *Proceedings United States Association for Small Business and Entrepreneurship (USASBE) conference.*
- Miles, G. & **Jones, R.** (2011). Whether and how to pursue innovation: Examining the influence of micro and macro factors. *Proceedings Decision Science Institute Annual Conference.*
- Jones, R.** (2010). Microfinancing: Attracting donors through innovation and the creation of strategic options. *Proceedings Decision Science Institute Annual Conference*
- Cox, M., McLaughlin, E., Daspit, J., **Jones, R.,** McKee, V., Cole, B. (2010). Strategic management: is it an academic discipline? *Proceedings Decision Science Institute Annual Conference.*
- Research Conference Symposiums/Workshops**
- Archer, G., **Jones, R.,** Schatz, J., Street, C., & Winkel, D. (2016). Doing ‘Learning by Doing’ Right: Sharing best practices in experiential entrepreneurship Education. *Panel symposium and Proceedings United States Association for Small Business and Entrepreneurship (USASBE) conference.*
- Cox, M., **Jones, R.,** Daspit, J., Davis, P., Cole, B. (2015). Exploring human resource issues in the family firm: Current research and future directions. *Panel symposium and proceedings Southern Management Association Annual Conference.*
- Jones, R.,** Cox, M., & Davis, P. (2013). A case of think and click: Technology’s role in the advancement of case based pedagogy. *Panel symposium and proceedings Southern Management Association Annual Conference.*
- Jones, R.** & Salimath, M. (2011). Collective social entrepreneurship: Building networks for change. *PDW on Social Entrepreneurship and Broader Theories, Academy of Management Conference (accepted, unable to present).*
- Jones, R.,** Daspit, J., Cox, M., McLaughlin, E., Davis, P., McKee, V., Ramachandran, I., & Rigsbee, C. (2011). Emerging paradigms: Evolution and future direction of strategic management. *Panel Symposium and Proceedings, Southern Management Association Annual Conference.*
- Jones, R.,** McLaughlin, E., Daspit, J., Cox, M., McKee, V., & Cole, B. (2010). Existing and emerging paradigms in strategic management: A self-examination of the discipline. *PDW and Proceedings, Southern Management Association Conference.*

## **PROFESSIONAL EXPERIENCE**

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### **Academic Experience**

- 2022-Present Entrepreneurship Program Director, *SFASU*
- 2019-Present Assistant Professor of Strategy & Entrepreneurship, *SFASU*
- 2013-2019 Assistant Professor of Strategy & Entrepreneurship, *University of Minnesota Duluth*
- 2009-2013 Teaching Fellow and Research Assistant, *University of North Texas*

### **Entrepreneurial Experience**

- 2016-2020 Board Member & COO, TipToe Tech, LLC (*startup*), Minneapolis, MN  
An application to provide real time office management, facility analysis, and navigation.
- 2014-2020 Board member, *Uphold Global (non-profit startup)*, Minneapolis, MN  
A social enterprise raising awareness for issues relating to the mistreatment of disabled children in Africa as well as supporting local projects in the region to help these children.
- 2008-Present Partner and Small Business Consultant, *JRJ Financial Resources*, Olean, NY/Aubrey, TX  
Working with clients to achieve their goals through financial and business planning.
- 2008-2010 Owner and Founder, *Usual & Customary Charges, LLC*, Olean, NY  
A data research and analysis company specializing in New York State medical transportation provider information.

### **Corporate Experience**

- 2006-2008 Manager Market Conduct Exam Unit, *John Hancock Financial Network*, Boston, MA  
Supervision of annual internal compliance audits for firm's nationwide agency system and firm supervisory operations, which assess compliance with Company guidelines and regulatory statutes.
- 2002-2006 Senior Market Conduct Examiner, *John Hancock Financial Services*, Boston, MA

## **DEVELOPMENTAL ACTIVITIES**

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- California Entrepreneurship Educator Conference (2020, 2021, 2022) *ICSB & San Diego State U.*
- CTL Certificate for Online Teaching (2020) *SFASU*
- Teaching Entrepreneurship 2020 Summit on App based Business Development (2020)
- Virtual Teams Training (2020) *CAPSIM*
- Train the Trainer – CAPSIM Strategy Simulation (2020) *CAPSIM*
- Venture Deals (2017). *Online course offered by Kauffman Fellows Academy.*
- How to finance and grow your startup – Without VC (2017). *Audited online course offered by the London School of Business, University of London.*
- New Venture Finance: Startup Funding for Entrepreneurs (2017). *Audited online course offered by the*

*University of Maryland.*

Best Practices for designing Pitch Sheets and Business Plan Presentations for Entrepreneurial courses. (2016). *Webinar.*

Best Practices for Online Teaching. (2016). *University of Minnesota Duluth*

Integrating the Entrepreneurial Mindset Profile in to Entrepreneurship Courses. (2016). *Webinar.*

Accepted to attend the Experiential Classroom for Entrepreneurship Educators (2015). *University of Florida.*

Career Academy (2015). *Family Enterprise Research Conference at the University of Vermont.*

Attended the California Entrepreneurship Educators Conference (2015). *San Diego State University.*

Presenter – Flipping the class room for Instructor Development Services (2013). *University of Minnesota Duluth*

Instructor Development Session – Showcasing Effective Approaches with Education Technology (2013). *University of Minnesota Duluth*

New Faculty Instructional Development Course. (2013). *University of Minnesota Duluth*

Entrepreneurship Division Doctoral Consortium. (2012). *Academy of Management Conference.* Boston, MA.

Doctoral Colloquium. (2011). *USASBE Conference,* Hilton Head, SC. (Received stipend to attend).

Teaching Enhancement Seminar: Technology Integration and Teaching Effectiveness. (2011). *University of North Texas*

Doctoral Consortium. (2010). *Southern Management Association Annual Conference,* St. Pete’s Beach, FL. (Received stipend to attend).

Teaching Enhancement Seminar: Managing the Classroom Effectively. (2010). *University of North Texas.*

Teaching Enhancement Seminar: What to Include in a Syllabus. (2010). *University of North Texas.*

New Doctoral Consortium. (2010). *Academy of Management Conference,* Montreal, Canada.

Doctoral Student Consortium. (2010). *Southwest Academy of Management Annual Conference,*

Teaching Enhancement Seminar: Dealing with Large Classes. (2009). *University of North Texas.*

Teaching Enhancement Seminar: Quality Enhancement Projects and N-Gen. (2009). *University of North Texas.*

## **SERVICE ACTIVITIES**

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### **Professional**

Member, Editorial Board, *Journal of Management Science & Engineering Research* (2018-2021)

Member, Editorial Board, *Journal of Ethics and Entrepreneurship* (2014-2021)

Member, Editorial Board, *Experiential Entrepreneurship Exercise Journal* (2014-2020)

### **University**

Developed Lumberjack Pop-up Pitch Competition (2023). *SFASU.*

Coordinator for inaugural SFA Lumberjack Entrepreneurship Competition (2022, 2023). *SFASU.*

Developed proposal for the Greg Arnold Entrepreneurship Center (2022). *SFASU.*

Faculty Advisor for student org. “Students for the Advancement of Entrepreneurship” (2021-Present).

Research and proposal development for university wide entrepreneurship center (2020, 2021, 2022)

Presented to university administration, executive board, donors. *SFASU*

Member, Curriculum Innovation Committee Group 1 (Fall 2020) *SFASU*

Development of New Entrepreneurship Minor (2019). *Stephen F. Austin State University*

*Includes: curriculum development, course development, community engagement, marketing efforts, presentations to faculty and administration*

Development of New Entrepreneurship Major (2019). *Stephen F. Austin State University*  
*Includes: curriculum development, course development, community engagement, marketing efforts, presentations to faculty and administration*

Faculty Advisor & Coordinator for UMD Entrepreneurial Competition (2015-2019) *U. Minn. Duluth*

Coordination for restructuring Entrepreneurship Major. (2016) *University of Minnesota Duluth*

Coordination of Creating Student Learning Goals for Entrepreneurship Major (2016) *U. Minn. Duluth*

Lead informational session on the Entrepreneurship Major for students (2015)

Research and proposal development for university wide entrepreneurship center (2015). Presented to university administration. *University of Minnesota Duluth*

Development of New Entrepreneurship Minor (2014). *University of Minnesota Duluth*  
*Includes: curriculum development, course development, community engagement, marketing efforts, presentations to faculty and administration*

Development of New Entrepreneurship Major (2013). *University of Minnesota Duluth*  
*Includes: curriculum development, course development, community engagement, marketing efforts, presentations to faculty and administration*

Judge for Cultural Entrepreneurship Program Idea Generation Contest (2013-Present). *University of Minnesota Duluth*

Faculty Advisor, Entrepreneurship Club (2013-Present). *University of Minnesota Duluth*

Member, Undergraduate Committee (2015-Present). *University of Minnesota Duluth*

Member, Community Engagement Committee (2013-2014). *University of Minnesota Duluth*

Chapter President, Beta Gamma Sigma Honor Society. (2009 – 2012). *University of North Texas*

### College

Co-Chair, RCOB Strategic Planning Committee (2022-Present). *SFASU*.

Chair, Search Committee for Director of the Greg Arnold Entrepreneurship Center (Fall 2022). *SFASU*

Member, Search Committee for Small Business Resource Director (Fall 2022). *SFASU*

Member, RCOB College Marketing Assessment Committee (Summer/Fall 2022). *SFASU*

Member, RCOB Sub-Committee for College Risk Assessment (Spring 2022). *SFASU*

Member, RCOB Undergraduate Committee (2021-Present). *SFASU*

Member, Search Committee for Management and Marketing Dept. – New Strategy Faculty (2020)  
*SFASU*

Invitation to serve as expert industry level entrepreneurial activities influenced by the pandemic and the impact of the PPP loan program for small businesses (2020) *Texas Business Hall of Fame Roundtable*

Presented on local entrepreneurial ecosystem (2020) *Nacogdoches Rotary Club*

Presented on development of the entrepreneurship program at SFA and the broader goals for partnerships with SFA and with the Nacogdoches business community (2020) *NEDCO*

Presented on new entrepreneurship major to employers during virtual handshake (2020) *SFASU Center for Career and Professional Development*

Presented proposal for the development of the programmatic elements (e.g., entrepreneurship center) at SFA (2020) *SFA Rusche COB Executive Advisory Board*

Member, Search Committee for Management and Marketing Dept. – New Entrepreneurship Faculty (2019) *SFASU*

Attend “Showcase Saturday” on behalf of the Dept. (2019-Present)

### Conference Session Chair

Symposium Judge (2013). *USASBE*, San Francisco, CA.

Session Chair, Management Strategy Session. (2010). *Decision Sciences Institute Conference*.

Assistant to Track Chair, Management Strategy Track. (2010). *Decision Sciences Institute Conference*.



## **Reviewing**

*Technovation (2023)*

*New England Journal of Entrepreneurship (2020)*

*Journal of World Business (2017, 2018, 2019)*

*Journal of Small Business Management (2017, 2019)*

*Family Business Review (Journal) (2016, 2019)*

*Information Systems Journal (2016)*

*Academy of Management Annual Conference (2009-Present)*

*U.S. Association of Small Business and Entrepreneurship Annual Conference (2009-Present)*

*Southern Management Association Annual Conference (2009-Present)*

*Journal of Management Inquiry (2013)*

## **PROFESSIONAL MEMBERSHIP**

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Texas Business Hall of Fame

Academy of Management

U.S. Association of Small Business and Entrepreneurship

Strategic Management Society

Southern Management Association

Beta Gamma Sigma Honors Society

Boy Scouts of America

## **HONORS AND AWARDS**

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Rusche COB Research Faculty Recognition Award (2021, 2022). *SFASU*

Rusche COB Outstanding Intellectual Contribution Award (2020) *SFASU*

LSBE Junior Faculty Researcher of the Year Award (2018), *University of Minnesota Duluth*

Nominated for Faculty Appreciation day at football game by student (2015, 2016), *U of Minn. Duluth*

Labounty Entrepreneurship Grant (2015, 2016, 2017), *University of Minnesota Duluth*

USASBE/CEI Scholarship for *The Experiential Classroom* (2015) *University of Florida*

Deans Travel Grant (2013, 2014, 2015, 2016). *University of Minnesota Duluth*

Chancellor's Small Grant (2013, 2014, 2015, 2016, 2017). *University of Minnesota Duluth*

LSBE Technology Grant (2013). *University of Minnesota Duluth*

USC Scholarship for Continuing Students. (2012-2013). *University of North Texas*

Scholarship Recipient. (2011). *Texas Business Hall of Fame*.

C.L. Lillifield Scholarship. (2010-2011). *University of North Texas*.

Academic Achievement Scholarship. (2009-2010). *University of North Texas*.

Eagle Scout Rank, Life Time Rank and Member. (1998). *Boy Scouts of America*.