

# RYAN ANGUS

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## > EMPLOYMENT

### **Assistant Professor of Entrepreneurship** 2018 - present

Executive Director of Vantage Ventures (2024 - present)  
Coffman Fellow in Entrepreneurial Studies (2019 - present)  
Department of Management  
John Chambers College of Business and Economics  
West Virginia University

### **Co-founder, CFO, COO** 2009 - 2014

Preventis Medical, Sandy, UT

### **Associate Director of Economic Development** 2009 - 2013

Utah Valley University, Orem, UT

### **Financial Analyst and Supply Chain Planner** 2002 - 2008

Becton, Dickinson, & Co, Sandy, UT

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## > EDUCATION

### **Ph.D. Entrepreneurship & Strategy** 2013 - 2018

University of Utah  
*Dissertation committee: Jay Barney (chair), Sharon Alvarez, Bill Schulze, Jason Snyder, Todd Zenger*

### **BS in Marketing, MBA** 2003, 2007

Weber State University, Ogden, UT

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## > INTERESTS

entrepreneurship - entrepreneurial action - stakeholder enrollment - optimal distinctiveness - strategic management - learning from failure - entrepreneurial experimentation - Knightian uncertainty - governance choice - natural language processing - quantitative analysis - Stata - Python

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## > RESEARCH

### **Published Papers**

Google Scholar Citations = 408

Angus, R.W., Barlow, M.A. (2024). Organizing transactions between entrepreneurs and human capital resources under Knightian uncertainty.

*Small Business Economics Journal*. <https://doi.org/10.1007/s11187-024-00928-w>

Angus, R.W., Houghton, J.D., Neck, C.B., Holderness, D.K. (2024). Who responds to critical feedback? The effects of self-leadership on entrepreneurial pivoting behavior. *Journal of Business Research*. 172, 114415. <https://doi.org/10.1016/j.jbusres.2023.114415>

Chen, M., Angus, R.W., Herrick, H.N., & Barney, J.B. (2023). Accessing human capital resources for entrepreneurial endeavors: A social network approach. *Strategic Entrepreneurship Journal*, 17(3), 535-559. DOI: 10.1002/sej.1459

Angus, R. W., Packard, M. D., & Clark, B. B. (2023). Distinguishing unpredictability from uncertainty in entrepreneurial action theory. *Small Business Economics*, 60(3), 1147-1169. <https://doi.org/10.1007/s11187-022-00651-4>

Angus, R.W. (2019). Problemistic search and entrepreneurial performance. *Strategic Management Journal*, 40(12), 2011-2023. DOI: 10.1002/smj.3068

Barlow, M.A., Verhaal, J.C., & Angus, R.W. (2019). Optimal distinctiveness, strategic categorization, and product market entry on the Google Play app platform. *Strategic Management Journal*, 40(8), 1219-1242. DOI: 10.1002/smj.3019

Burns, B.L., Barney, J.B., Angus, R.W., & Herrick, H.N. (2016). Enrolling stakeholders under conditions of risk and uncertainty. *Strategic Entrepreneurship Journal*, 10(1): 97–106. DOI: 10.1002/sej.1209

### **Papers Under Review**

Angus, R.W., Barlow, M.A., Lee, H., & Verhaal, J.C. Great Minds Think Alike...Right? Producer and Consumer (Mis)Alignment in Perceptions of Product Distinctiveness. *Administrative Science Quarterly*.

Angus, R.W., Barlow, M.A., & Verhaal, J.C. Optimal distinctiveness and entrepreneurial organization positioning in platform markets: An exemplar-based perspective. *Organization Studies*.

## Working Papers

Angus, R.W., Barlow, M.A., Schulze, W.S. Are entrepreneurial new product experiments useful?

Angus, R.W., Bigelow, L., & Pazgal, A. The effects of national culture on entrepreneur and joiner financial incentive preferences.

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## > TEACHING

### WEST VIRGINIA UNIVERSITY

2018 - present

Fundamentals of Entrepreneurship (ENTR 102)

Entrepreneurial Finance (ENTR 420)

Entrepreneurial Opportunity Identification (ENTR 455)

Entrepreneurship Practicum (ENTR 460)

Foundations of Entrepreneurship PhD Seminar (ENTR 793)

### UNIVERSITY OF UTAH

2016

Entrepreneurship (ENTP 5000)

### UTAH VALLEY UNIVERSITY

2012

Financing Entrepreneurial Ventures (MGT 3190)

New Venture Finance (MGT 4400)

### WEBER STATE UNIVERSITY

2008

Supply Chain Management (SCM 3050)

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## > PRESENTATIONS

Strategic Management Society Annual Conference, Istanbul (2024)

Southern Academy of Management Conference, St. Petersburg (2023)

Academy of Management Annual Meeting, Boston (2023)

Babson College Entrepreneurship Research Conference, Knoxville (2023)

Strategic Management Society Annual Conference, London (2022)

Southern Academy of Management Conference, Little Rock (2022)

Strategic Management Society Annual Conference, virtual (2021)

Academy of Management Annual Meeting, virtual (2021)

Babson College Entrepreneurship Research Conference, virtual (2021)

Strategy Science Conference, virtual (2020)

Academy of Management Annual Meeting, virtual (2020)

Strategic Management Society Annual Conference, virtual (2020)

Western Academy of Management, cancelled (2020)

Strategic Management Society Annual Conference, Minneapolis (2019)

Academy of Management Annual Meeting, Boston (2019)

Western Academy of Management (2019)  
Strategic Management Society Annual Conference, Paris (2018)  
Organization Science Winter Conference, Salt Lake City (2018)  
Western Academy of Management (2018)  
Strategic Management Society Annual Conference, Houston (2017)  
Academy of Management Annual Meeting, Atlanta (2017)  
Western Academy of Management (2017)  
Academy of Management Annual Meeting, Anaheim (2016)  
Strategic Management Society Special Conference, Rome (2016)  
Strategic Management Society Annual Conference, Denver (2015)  
Academy of Management Annual Conference, Philadelphia (2014)  
Strategic Management Society Special Conference, Copenhagen (2014)

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> REFEREE

Journals: Academy of Management Review, Entrepreneurship Theory & Practice, Journal of Business Research, Journal of Business Venturing, Journal of Small Business Management, Long Range Planning, Organization Science, Strategic Entrepreneurship Journal, Strategic Management Journal.

Conferences: Academy of Management, Babson College Entrepreneurship Research Conference, Southern Management Association, Strategic Management Society, Western Academy of Management.

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> MEMBERSHIPS

Academy of Management, Strategic Management Society.

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> AWARDS

\$1,000 best conference paper award, 2022 Strategic Management Society Annual Meeting, London.

2019-2020 WVU Chambers College Faculty Research Award.

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> FUNDRAISING

\$25 million donation to WVU to create the Brad and Alys Smith Outdoor Economic Development Collaborative and Ascend WV programs (2020).

\$717,116 EDA grant proposal for technical assistance funding for Vantage Venture's accelerator (2024).