
CARLOS D. VALLADARES

515-441-0599 cvalladares@isenberg.umass.edu

EDUCATION

Iowa State University, Ames, Iowa — Ph.D. Entrepreneurship, 2017-2023

Syracuse University, Syracuse, New York — M.B.A. Finance & Entrepreneurship, 2007-2009

Universidad San Francisco de Quito, Ecuador — B.A. Finance & Marketing, 1998-2002

RESEARCH INTERESTS

Individual-level entrepreneurship (e.g., behavior, cognition, affect), nonconformity, bricolage, opportunity recognition, and entrepreneurial action

TEACHING EXPERIENCE

LECTURER, UNIVERSITY OF MASSACHUSETTS — AMHERST; 2023 - PRESENT

Teaching a senior-level strategic management course, Business Policy and Strategy, and a sustainability-focused version of the course, Strategic Management for a Sustainable World, in the undergraduate program.

LECTURER, IOWA STATE UNIVERSITY; AMES, IOWA — 2019-2023

Teaching an initial level course on Entrepreneurship and Innovation in the undergraduate program to a diverse group of students from several different colleges in the university.

ADJUNCT, UNIVERSIDAD DE LAS AMERICAS; QUITO, ECUADOR — 2014-2017

Undergraduate and graduate professor in entrepreneurial finance, new venture creation, business models, corporate finance, and business valuation. Faculty trainer on applying the case method in undergraduate and graduate courses.

CHAIR, DEPARTMENT OF FINANCE, UNIVERSIDAD DE LAS AMÉRICAS — 2009-2014

In charge of the undergraduate finance program: Reviewing curriculum and syllabi, leading hiring processes for full-time and part-time faculty members, offering career advisory support to students, and obtaining and maintaining international accreditation.

LECTURER, UNIVERSIDAD SAN FRANCISCO DE QUITO, ECUADOR — 2009

Undergraduate lecturer on Business Creativity, covering new venture creation and business plan development, and also teaching a Principles of Marketing course.

RESEARCH AND CONFERENCES

PUBLICATIONS

Gala, K., Valladares, C. D., & Mueller, B. A. (2023). Students' assumptions of Entrepreneurs' performance: The paradox of excess entry and missed opportunity. *Journal of Business Venturing Insights*, 20, e00425.

Valladares, C. D., Kang, S. M., & Pahng, P. H. (2025). Movers or thinkers: The effect of new venture teams' regulatory mode on innovation. *International Entrepreneurship and Management Journal*, 21(1), 3.

RESEARCH IN PROGRESS

Valladares, C. D., & Lee, Y. G., & Lee, S. Y., *Swim or Sink: The Adaptive Capabilities of Bricoleurs*.

Valladares, C. D., & Anderson, M. H. *Entrepreneurial Bricolage: Theoretical Development Using the Materials at Hand*.

Valladares, C. D., Mueller, B. A., & Anderson, M. H., *Rebels, mavericks, and contrarians: The entrepreneurial side of nonconformity*.

Valladares, C. D., Mueller, B. A., & Anderson, M. H., *Measuring nonconformity for entrepreneurial research: Conceptual framework and scale development*.

Valladares, C. D., & Mueller, B. A., *Round pegs in square holes: The entrepreneurial intentions of nonconformity*.

CONFERENCE PRESENTATIONS

Valladares, C. D., Mueller, B., & Anderson, M. H. (2023). The Path of Most Resistance: Rebels, Mavericks, and Contrarians Scale Development. In *Academy of Management Proceedings* (Vol. 2023, No. 1, p. 19266). Briarcliff Manor, NY 10510: Academy of Management.

Valladares, C. D., & Mueller, B. (2022). Rebels, Mavericks, and Contrarians: The Entrepreneurial Side of Nonconformity. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 17106). Briarcliff Manor, NY 10510: Academy of Management.

Valladares, C. D., & Mueller, B. A., (2022). *Measuring Nonconformity for Entrepreneurial Research: Conceptual Framework and Scale Development*. Presented in a refereed Interactive Paper Session at the 2022 Babson College Entrepreneurship Research Conference, Waco, TX.

Valladares, C. D., & Mueller, B. (2021). *Getting It Done or Doing It Right: Antecedents and Outcomes of Entrepreneurial Passion*. In *Academy of Management Proceedings* (Vol. 2021, No. 1, p. 16156). Briarcliff Manor, NY 10510: Academy of Management.

Valladares, C. D. (2020). *Self-Regulation, Entrepreneurial Passion, and Important Outcomes in the Entrepreneurial Process: A More Holistic Exploration into Passion Theory*. Accepted for presentation at the 2020 Babson College Entrepreneurship Research Conference, Knoxville, TN. *Conference canceled due to Coronavirus*.

Mueller, B. A. & Valladares, C. D. (2020). *From Idea to Action: How Entrepreneurs' Self-Regulatory Mode Influences New Venture Creation*. Accepted for presentation at the 2020 Babson College Entrepreneurship Research Conference, Knoxville, TN. *Conference canceled due to Coronavirus*.

Mueller, B., & Valladares, C. D. (2020). *All Hail the Overcomers: How Entrepreneurs Spur Themselves to Start New Ventures*. In *Academy of Management Proceedings* (Vol. 2020, No. 1, p. 20028). Briarcliff Manor, NY 10510: Academy of Management.

SERVICE ACTIVITIES

AOM ENTREPRENEURSHIP CONFERENCE REVIEWER — 2018-PRESENT

Reviewer of paper submissions for the entrepreneurship division of the Academy of Management Annual Meeting in the areas of bricolage, effectuation, cognition, venture capital, angel investors, and crowdfunding at the individual level of analysis.

NEW ENGLAND JOURNAL OF ENTREPRENEURSHIP REVIEWER — 2020-2024

Reviewer of entrepreneurship papers at the individual level of analysis submitted to the journal for publishing in its regular and special issues.

CONSULTANT FOR SMALL BUSINESS VENTURES; QUITO, ECUADOR — 2015-2017

Analyze and assess new venture ideas, helping define business models and business plans. Work with startups to create cash flow projections, growth models, and early-stage valuations. Work with small businesses on working capital management and accounting.

EMPOWERING WOMEN ENTREPRENEURS; QUITO, ECUADOR — 2012-2014

Design, organize, and develop a conference for female entrepreneurs to provide managerial tools to address different challenges, foster the development and growth of their business ventures, and promote networking.

SELECT PROFESSIONAL EXPERIENCE

TAX AUDITOR, *SERVICIO DE RENTAS INTERNAS* (IRS); ECUADOR — 2003-2007

Tax evasion risk analyst specialized in commerce and trade-related industries. Income-tax auditor for trade firms and multinational corporations. Developed new standard procedures for tax-auditing manuals. Trainer of junior tax analysts.

ACCOUNT'S EXECUTIVE, IBOPE-TIME; QUITO, ECUADOR — 2002-2003

Analyze television ratings, share, and reach levels per market segment. Support advertising agencies on marketing campaigns and TV networks with rating analyses. Coordinator of the local chapter of global market research, T.G.I. (Target Group Index) on various retail products, services, and consumer opinions and behaviors.

AWARDS AND RECOGNITION

TEACHING WITH DIGITAL TECHNOLOGY AWARD: This award recognizes faculty for their effective and innovative use of digital technology to improve teaching. Spring 2024, University of Massachusetts - Amherst.

TEACHING EXCELLENCE AWARD: In recognition of outstanding teaching accomplishments in a graduate program. Spring 2022 Graduate College, Iowa State University.

OUTSTANDING REVIEWER AWARD: For the continued support of the New England Journal of Entrepreneurship. 2021 Emerald Awards Literati.

CERTIFICATE for outstanding leadership and dedication in the planning and execution of the “Empowering Women Entrepreneurs of Ecuador” conference sponsored by the Department of State: The Embassy of the United States of America in Ecuador, 2014.

FULBRIGHT FOREIGN STUDENT PROGRAM GRANT: M.B.A. in Finance and Entrepreneurship, Syracuse University, 2007-2009.

MAGNA CUM LAUDE: Honors undergraduate degree. B.A. in Finance and Marketing, Universidad San Francisco de Quito, 2002.

RECENT COURSES & CERTIFICATIONS

PROTOTYPING WITH AI: IDEO, April 2026

TEACHING WITH AI: Harvard Business School, June 2025

AI X DESIGN THINKING WORKSHOP SERIES: IDEO, February 2025

HELLO DESIGN THINKING: IDEO, February 2025

TEACHING WITH CASES: Harvard Business School, June 2024

ACADEMIC REFERENCES

BRANDON A. MUELLER

Associate Professor
Ivy College of Business
Iowa State University

(515) 371-9303
muellerb@iastate.edu

MARC ANDERSON

Dean's Fellow in Management
Ivy College of Business
Iowa State University

(515) 294-1578
mha@iastate.edu

POL HERRMANN

Bob and Kay Smith Entrepreneurship Professor
Ivy College of Business
Iowa State University

(515) 294-3548
pol@iastate.edu