

Dr. Joshua E. Marineau
North Dakota State University
Management and Marketing

EDUCATION

PhD, University of Kentucky 2012.

Major: Business Administration/Organizational Behavior

Supporting Areas of Emphasis: Social Networks

MBA, University of Alaska 2006.

Major: Management

BA, University of Alaska 2003.

Major: English; Rhetoric and Language

Supporting Areas of Emphasis: Philosophy

ACADEMIC POSITIONS

Associate Professor, Management, North Dakota State University (2018 – Present).

Assistant Professor, Management, North Dakota State University (2012 - 2018).

Research/Teaching Assistant, University of Kentucky. (2007 - 2012).

RESEARCH AND CREATIVE ACTIVITIES

Published Intellectual Contributions

1. Kim, D. J., Nordstrom, O., Monsen, E., & Marineau, J.E., (2026). Rooted in place and potential to change: how sense of place and openness to change influence community entrepreneurship intentions. **Small Business Economics**. <https://doi.org/10.1007/s11187-026-01189-5>
2. Marineau, J.E., (2026). Neurodiversity and workplace relationships: The impact of ADHD on social network ties, **Acta Psychologica**, Volume 264,106591
3. Y. Griep, W. B. Obenauer, K. S. Cruz, W. Davis, P. Harvey, J. Pinto, et al. (2026) Getting Published in, and Reviewing for, Group & Organization Management. **Group & Organization Management (editorial)**
4. Woehler, M., Grosser, T., N. S., Floyd, T., Sung, W., Marineau, J., Fagan, J., Labianca, G. (2021). Turnover during a corporate merger: How workplace network adaptation influences staying. **Journal of Applied Psychology**, 106(12), 1939–1949. *Financial Times 50 Journal List
5. Marineau, J. E. (2021). *An Analysis of a New American Entrepreneur Accelerator Program: Lessons for Fargo-Moorhead and Other Communities*. **Challey Institute for Global Innovation and Growth**. <https://www.ndsu.edu/challeyinstitute/research/briefs/202101/>
6. Marineau, J., Nordstrom, O. (2020). Uncovering the Cultural Beliefs in a Nascent Entrepreneurial Ecosystem. **Entrepreneurship Research Journal**, 13(1), 131-162
7. Marineau, J., Labianca, G. (2020). Positive and negative tie perceptual accuracy: Pollyanna principle vs. negative asymmetry explanations. **Social Networks**, 64, 83-98
8. Marineau, J., Labianca, G., Brass, D., Borgatti, S., Vecchi, P. (2018). Individuals'

- Formal Power and their Social Network Accuracy: A situated cognition perspective. ***Social Networks***, 54, 145-161.
9. Marineau, J., Hood, A. C., Labianca, G. (2017). Multiplex conflict: Examining the effects of overlapping work-related and personal-based conflict on advice-seeking in organizations. ***Journal of Business and Psychology***, 33, 595-610
 10. Marineau, J. (2017). Trust and Distrust Network Accuracy and Career Advancement in an Organization. ***Group & Organization Management***. 42(4), 487-520.
 11. Marineau, J., Labianca, G., Kane, G. C. (2016). Direct and indirect negative ties and individual performance. ***Social Networks***, 44, 238-252
 12. Marineau, J. (2016). Superbosses: How Exceptional Leaders Master the Flow of Talent. ***The Journal of Applied Management and Entrepreneurship***, 21(3), 124 (Book review)
 13. Marineau, J., Labianca, G. (2010). Examining the Effects of Work and Personal Based Conflict on Advice and Knowledge Seeking Relationships in Organizations. ***Academy of Management Best Paper Proceedings***.
 14. Mehra, A., Marineau, J., Lopez, A., Dass, T. K., Marineau, J. (2009). The coevolution of friendship and leadership networks in small groups. (vol. VII). Charlotte, NC: ***LMX leadership: The Series***. (Book chapter)
 15. Marineau, J., Alsua, C. (2008). Alaska Coffee Company: From Small to Large one Bean at a Time. In ***Understanding Business Strategy*** (2nd ed.). Ireland, D., Hoskisson, R. and Hitt, M. Illinois: South-Western. (Case study)

Work under review or near submission

1. Mehra, A., Sasovova, Z., Woehler, M, Stam, W., Marineau, JE, "Negative Ties and the Accuracy of Network Perceptions: Do our friends' negative ties help us see more clearly?" (Preparing for submission to *Academy of Management Journal*).
2. Marineau, JE. (with Sung, W. Jeong, I., and Jing, Z.) Neurodivergence and Social Brokering: How ADHD Relates to Separation and Joining Brokering Orientations (Preparing for submission to *Organization Science*).

Research in progress

1. Qualitative study of ADHD and workplace relationships (analyzing data, writing results).
2. ADHD and conflict handling styles, mixed methods study (collecting data).
3. NSF Farms Ecosystem Development, multi-year longitudinal study (collecting data)

Grants and Sponsored Research

1. **The NSF Engines: North Dakota Advanced Agriculture Technology Engine** under Award #2315315. ~\$14,000,000.00. (Share of Funding: ~\$125,000/yr) (Senior Personnel: Research) (January 1, 2024 - December 31, 2026).
2. **Great Plains NSF I-Corp Hub**, Federal, \$14,000,000.00. (Share of Funding: \$50,000) (Senior Personnel: Research) (January 1, 2023 - December 31, 2027).

3. **College of Business** Research Grant, \$5980.00 (Summer 2024)
4. **Center for Entrepreneurship and Family Business**: research related to I-Corp: \$5000 (2023)
5. **College of Business** Research support, \$2,500.00. (2021 - 2022).
6. **Faculty Research Fellowship Center for Entrepreneurship and Family Business**, NDSU, \$10-15,000.00. Faculty fellow (2023, 2024).
7. **Fargo Moorhead Entrepreneurial Ecosystem Study**, Sponsored by Nice Center, \$6,000.00. (August 2019).
8. **Dept of Management and Marketing Research Grant**, \$3,100.00. (2021 - 2022).
9. **Challey Institute for Global Innovation and Growth**, Faculty Fellowship. \$8,000.00. (2020, 2021).
10. Philanthropy and youth – An assessment, Nordstrom, O. (Principal), Marineau, J. (Co-Principal Sponsored by **Dept. of Management & Marketing**, \$5,762.00. (2018 - 2019).
11. Fargo Moorhead Entrepreneurial Ecosystem Study, Marineau, J. (Principal) Sponsored by **Ewing Marion Kauffman Foundation**, Private, \$61,083.00. (May 2016 - August 2018).
12. **College of Business** International Committee, (Awarded) \$1,000.00 (2015).
13. Provost Travel Fund Program, **NDSU**, University, (Awarded)\$1,000.00 (2015).

Presentations

1. **The Annual Meeting of the International Network for Social Network Analysis**, "Neurodiversity and workplace relationships: The impact of ADHD on social network ties International Network for Social Network Analysis", Paris, France. Conference, Accepted, (Oral Presentation). (June 2025).
2. **Dakota Entrepreneurship Research Symposium**, "ADHD and Brokering Orientations", University of North Dakota, Grand Forks, ND. October 2024 (Oral presentation, invited)
3. **ION Conference 2023**, "Negative Ties and the Accuracy of Network Perceptions," University of Kentucky, Oral Presentation, Lexington KY April 2023. (Invited)
4. **The Annual Meeting of the International Network for Social Network Analysis**, "Social networks and social network accuracy of entrepreneurs and supporters in a Mid-west US entrepreneurial ecosystem," International Network for Social Network Analysis, Portland, OR, Conference, Accepted, (Oral Presentation). (June 2023).
5. **Babson College Entrepreneurship Research Conference**, "How Leaders Coordinate An Entrepreneurial Ecosystem: An Empirical Case Study," Babson College, Waco, TX, Conference, Accepted, (Oral Presentation). (June 2022).
6. **Academy of Management**, "The Contingent Effect of Gender on Entrepreneurs' Relationships Within an Entrepreneurial Ecosystem," Academy of Management, Seattle, Washington, Conference, Accepted, (Oral Presentation). (August 2022).
7. Professional Development Session, "Coaching for Results: Positive, long-lasting, meaningful change in leader behaviors," **ND Association of Talent**

- Development**, Fargo, ND, Seminar, Invited, (Oral Presentation). (September 23, 2020).
8. **Academy of Management Annual Meeting**, "Moving Mountains: an examination of faith in organizations.," Academy of Management, Boston, MA, Conference, Accepted, (Paper). (August 9, 2019 - August 13, 2019).
 9. **The Annual Meeting of the International Network for Social Network Analysis**, "Mistaken enmity: An examination of positive and negative tie perceptual accuracy.," INSNA, Montreal, Quebec, Conference, Accepted, (Paper). (June 18, 2019 - June 23, 2019).
 10. **Midwest Academy of Management**, "Framed! The ecosystem culture in America's Silicon Prairie'," Omaha, NE, Conference, Accepted, (Oral Presentation). (October 11, 2019 - October 12, 2019).
 11. **Ecosystem Centers Conference**, "Investigating Fargo's entrepreneurial ecosystem," NICE Center NDSU, Fargo, ND, Conference, (Oral Presentation). (July 24, 2019).
 12. **LEAP session**, "Negotiations," Border States Electric, Fargo, ND, Seminar, (Lecture). (March 4, 2019).
 13. **1 Million Cups Fargo**, "Investigating Fargo's entrepreneurial ecosystem," Emerging Prairie, Fargo, ND, Other, Invited, (Oral Presentation). (October 17, 2018).
 14. **Academy of Management Annual Meeting**, "Shared mental models and cultural consensus in an entrepreneurial ecosystem: an empirical approach," Academy of Management, Chicago, IL, Conference, Accepted, (Paper). (August 10, 2018 - August 12, 2018).
 15. **Annual Meeting of the International Network of Social Network Analysis**, "Collaboration and friendship in an entrepreneurial ecosystem: a social network, mixed-method approach.," International Network of Social Network Analysis, Utrecht, The Netherlands, Conference, Accepted, (Paper). (June 26, 2018 - July 1, 2018).
 16. **CHS Annual Meeting**, "Leadership development opportunities in agribusiness," CHS, Minneapolis, MN, Conference, Invited, (Oral Presentation). (December 7, 2017).
 17. **North American Social Networks Conference**, "Examining the Unique Properties of Negative Tie Cognitive Social Structures.," ISNA, Washington, DC, Conference, Accepted, (Paper). (July 29, 2017).
 18. **The Annual Meeting of the International Network for Social Network Analysis**, "Do You See What I See? The Role of Homophily in Organizational Social Structure Perception," Newport Beach, CA, Conference, Accepted, (Paper). (April 9, 2016).
 19. **The International Workshop: Distrust and Conflict Escalation in Organizations and Societies**, "Trust and Distrust Network Accuracy and Career Advancement in an Organization," Groningen, The Netherlands, Workshop, Accepted, (Oral Presentation). (January 12, 2016).
 20. **Midwest Academy of Management**, "Do You See What I See? The Role of Homophily in Organizational Social Structure Perception," Fargo, ND, Conference, Accepted, (Paper). (October 7, 2016).

21. **Annual Meeting of the International Network for Social Network Analysis**, "Perceiving Positive and Negative Network Ties: The effects of power and embeddedness on recall and accuracy.," INSNA, Bristol, UK, Conference, Accepted, (Oral Presentation). (June 23, 2015).
22. **Academy of Management Annual Meeting**, "Gender and Ethnic Homophily in Organizational Culture Perception: A Social Network View," Academy of Management, Philadelphia, PA, Conference, Accepted, (Paper). (August 5, 2014).
23. **Annual Meeting of the International Network for Social Network Analysts**, "The Network Accuracy and Career Advancement in an Organization," INSNA, St. Pete, FL, Conference, Accepted, (Paper). (February 21, 2014).
24. **Academy of Management Annual Meeting**, "Individuals' Formal Power and Their Social Network Accuracy," Lake Buena Vista, FL, Conference, Accepted, (Oral Presentation). (August 2013).
25. **Academy of Management Annual Meeting**, "Network Accuracy and Career Advancement in an Organization," Lake Buena Vista, FL, Conference, Accepted, (Oral Presentation). (August 2013).
26. **The Annual Meetings of the International Network for Social Network Analysis**, "The relationship between individuals' awareness of their negative ties and in-role performance," Redondo Beach, CA, Conference, Accepted, (Oral Presentation). (2012).
27. **INSEAD Conference on Network Evolution 3.0**, "Individuals' Formal Power and Their Social Network Accuracy," Fontainebleau, France, Conference, Accepted, (Oral Presentation). (November 2012).
28. **Intra-Organizational Networks Conference**, "Individuals' Formal Power and Their Social Network Accuracy," Lexington, KY, Conference, Invited, (Oral Presentation). (April 2012).
29. **Mid-South Management Research Consortium**, "Individuals' Formal Power and Their Social Network Accuracy," Memphis, TN, Conference, Invited, (Oral Presentation). (2012)
30. **Annual Meetings of the International Network for Social Network Analysis**, "Direct and indirect negative ties and individual performance," St. Pete's Beach, FL, Conference, Accepted, (Oral Presentation). (2011).
31. **The Annual Meeting of the Academy of Management**, "Direct and indirect negative ties and individual performance," San Antonio, TX, Conference, Accepted, (Oral Presentation). (2011).
32. **Academy of Management Annual Meeting**, "Work and Personal Based Conflict and Advice and Knowledge Seeking Relationships," Montreal, Quebec, Conference, Accepted, (Paper). (2010).
33. **Annual Meetings of the International Network for Social Network Analysis**, "The Co-Evolution of Friendship and Leadership Networks in Small Groups," San Diego, CA, Conference, Accepted, (Paper). (2009).
34. **Annual Meetings of the International Network for Social Network Analysis**, "What's a Friend When You Have Thousands? The Implications for Online Social Networking for Social Network Theory," St. Pete's Beach, FL, Conference, Accepted, (Paper). (2008).

35. **North American Case Research Association**, "Kaladi Brothers Coffee of Alaska: From Small to Large, One Bean at a Time," San Diego, CA, Conference, Accepted. (2006).

Media Contributions

1. "Learning from Fargo: An Exploration of the Fargo-Moorhead Entrepreneurial Ecosystem," North Dakota Compass, <https://www.ndcompass.org/>, <https://www.ndcompass.org/trends/ask-a-researcher/index.php>. (March 28, 2019).
2. "NDSU researchers study start-ups in Fargo," **emergingprairie.com**, <http://www.emergingprairie.com/ndsu-researchers-study-start-ups-in-fargo/>. (October 12, 2018).
3. Emerging Prairie, <http://www.emergingprairie.com/joshua-marineau-researching-entrepreneurial-ecosystem/>. Description: Article describing my work on the entrepreneurial ecosystem project. (July 2016).
4. "Trust and Distrust in the Pursuit of Career Advancement," Sage Publishing, <https://managementink.wordpress.com/2016/07/08/trust-and-distrust-in-the-pursuit-of-career-advancement/>. (July 8, 2016).
5. "Trust in the workplace," **FargoINC!** (December 2021).
6. "Benefiting From a Lockdown: How local Entrepreneurs Found a Silver Lining in the Midst of Quarantine.," **FargoINC!** (November 2021).
7. "The COVID Pandemic and Entrepreneurs Social Networks.," **FargoINC!** (September 2021).
8. "The Power of Social Networks in the Workplace.," **FargoINC!** (August 2021)
9. "How the coronavirus pandemic altered the workplace in 2020, possibly for good," **Inforum**, <https://www.inforum.com/newsmd/coronavirus/6805615-How-the-coronavirus-pandemic-altered-the-workplace-in-2020-possibly-for-good>. (December 21, 2020).

TEACHING

North Dakota State University

MGMT 330, Foundations of Organizational Behavior
MGMT 453, Understanding and Managing Diversity in Organizations
MGMT 451, Negotiations
MGMT 750, Advanced Organizational Behavior
MGMT 651, Negotiation and Alternative Dispute Resolution
MBA 703, Advanced Organizational Behavior (MBA)
MBA 734, Negotiations (MBA)
MBA 736, Managing Conflict in Organizations (MBA)
MGMT 793, Independent Study (PhD-level Conflict seminar)

Directed Student Learning

Ryan Goke. PhD Communication. Dissertation Committee. Graduation: 2023
Steve Seifert, PhD, Natural Resources Management, Thesis/Dissertation Title: NA, (2014)
Sebastian Schorch, PhD, Business Administration, Thesis/Dissertation outside

reviewer (2015)
Jena Sinton, MA, Advisor, Communication: 2018 2019.
Joe Rizzo, MA, Advisor Sociology: 2015 2015.

SERVICE & OUTREACH

Professional Service

Group and Organization Management Journal, Associate Editor. (July 2024 – present)
Group and Organization Management Journal, Editorial Board. (July 2020 – 2024)

Service

1. University Faculty Affairs (2025-)
2. College of Business Council President (2024-2025)
3. College of Business Council President-elect, Secretary (2023-2024)
4. Dept PTE Committee. (Chair, 2020 - 2023).
5. Research Committee. (2014 - 2023).
6. College Curriculum Committee. (August 2019 - 2022).
7. Learning Assurance. (August 2016 - May 2018).
8. Ozbun Chair Search Committee 2. (June 2017 - September 2017).
9. Dean's Budget Task Force. (August 2016 - January 2017).
10. College of Business ad-hoc PHD Committee. (January 2014 - December 2016).
11. Scholarship Committee. (September 2013 - August 2016).
12. Ozbun Chair Search Committee 1. (January 2016 - February 2016).
13. University Conflict of Interest Committee. (January 2020 – 2025)
14. College of Business Dean Search Committee. (December 2022 - 2023).
15. AVP Search Committee. (November 2022 - 2023).
16. Provost Search Committee. (January 2020 - 2021).
17. Phi Kappa Phi Faculty Lectureship Committee. (2015).

AWARDS AND HONORS

1. Research Excellence, Finalist, Senior Faculty, College of Business (2021).
2. Best Paper Award, Department of Management and Marketing (2020).
3. Research Excellence, Finalist, College of Business, College (2019).
4. Outstanding External Engagement, College of Business (2019).
5. Research Excellence, Department of Management & Marketing (2018).
6. Research Excellence Finalist, College of Business (2018).
7. Course Release, Department of Management & Marketing (2016).
8. Best Paper Award, Department of Management & Marketing (2016).