

Inna Kozlinska, Ph.D.

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Faculty of Economics & Business
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Netherlands

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Education:

- 2017 **Ph.D. – Business Administration**, Joint doctoral programme (Cotutelle agreement). *University of Turku, Turku School of Economics (Finland) & University of Tartu, School of Economics and Business Administration (Estonia)*
Thesis title: “Evaluation of the Outcomes of Entrepreneurship Education Revisited: Evidence from Estonia and Latvia”, defended on 22.12.2016 (Eximia Cum Laude), supervisors – Prof. T. Mets, Prof. U.Hytti.
- 2009 **MBA** in Global Finance and Banking, *BA School of Business and Finance, Latvia; SBS Swiss Business School, Switzerland*. Joint degree. Thesis title: “Analysis of Derivatives as the World Financial Crisis Factor”, defended on 23.05.2009.
- 2007 **BA (Hons) Marketing**, *University of Central Lancashire, UK*. Thesis title: “How to Improve Bank Advertising in Latvia. Advertising Practices of SEB Bank in Latvia and Barclays Bank in the UK”, completed on 20.06.2007.

Language skills:

- a) English – full professional proficiency; d) Dutch – elementary proficiency;
b) Latvian – professional working proficiency; e) Russian – native or bilingual proficiency.
c) French – limited working proficiency;

Current positions:

- December 2018 – present **Assistant professor of entrepreneurship**, University of Groningen, Faculty of Economics & Business, Department of Innovation Management & Strategy (Netherlands).
- November 2018 – present **Senior researcher**, RISEBA University of Applied Sciences (Latvia). Research, teaching PhD-level courses.

Previous employment:

- 2017 – 2018 **Postdoctoral researcher**, *University of Turku, Turku School of Economics* (Finland). Responsible for quantitative data collection and analysis in the project “Academic Entrepreneurship as a Social Process” funded by the Academy of Finland.
- 2016 – 2017 **Postdoctoral research fellow**, *Aston University, Aston Business School* (United Kingdom). Responsible for quantitative data analysis and organisation of a conference for social entrepreneurs and policy makers within the EU-funded project “Social Entrepreneurship as a Force for More Inclusive and Innovative Societies”. Also responsible for data collection, analysis and reporting in the applied research project on entrepreneurship education in the university.
- 2013 – 2016 **Junior teaching fellow**, *Stockholm School of Economics in Riga* (Latvia). Responsible for planning and delivering workshops on research methods to Bachelor and Master level students.
- 2012 – 2013 **Junior research fellow**, *University of Tartu, School of Economics and Business Administration, Centre for Entrepreneurship* (Estonia). Responsible for research in entrepreneurship education within the EU-funded project “Central Balticum Entrepreneurship Interaction” devoted to training of educators (implemented as part of the Central Baltic INTERREG IV A programme 2007-2013). Tasks included planning and conducting interviews with educators in Finland, Estonia and Latvia; analysis of the collected data and reporting of results to the project partners and the European Commission.

Publications:

Peer-reviewed journal publications

- Jefremovs, A. and Kozlinska, I. (2022) Music Education in Adolescence – A Pathway to Entrepreneurial Identity? *Industry and Higher Education*, 36(4), 442-455. DOI: [10.1177/09504222211042282](https://doi.org/10.1177/09504222211042282).
- Kozlinska, I., Rebmann, A., Mets, T. (2020) Entrepreneurial Competencies and Employment Status of Business Graduates: The Role of Experiential Entrepreneurship Pedagogy, *Journal of Small Business and Entrepreneurship*. DOI: [10.1080/08276331.2020.1821159](https://doi.org/10.1080/08276331.2020.1821159).
- Kozlinska, I., Mets, T., Rõigas, K. (2020) Measuring Learning Outcomes of Entrepreneurship Education Using Structural Equation Modeling, *Administrative Sciences*, 10, 58.
- Keller, P. and Kozlinska, I. (2019) Entrepreneurial Affect and Emotions in Entrepreneurship Education Impact Research: A Systematic Review and Research Agenda, *Entrepreneurship Education and Pedagogy*, 2(4), 281-307.
- Räty, H., Hytti, U., Kasanen, K., Komulainen, K., Siivonen, P., Kozlinska, I. (2019) Perceived Employability and Ability Self Among Finnish University Students, *European Journal of Psychology of Education*, 1-19.
- Räty, H., Kozlinska, I., Kasanen, K., Siivonen, P., Komulainen, K., Hytti, U. (2019) Being Stable and Getting Along with Others: Perceived Ability Expectations and Employability Among Finnish University Students. *Social Psychology of Education*, 22, 757-773.
- Räty, H., Komulainen, K., Hytti, U., Kasanen, K., Siivonen, P., Kozlinska, I. (2019) University Students' Perceptions of their Abilities Relate to their Entrepreneurial Intent, *Journal of Applied Research in Higher Education*, 11(4), 897-909.
- Kozlinska, I., Mets, T. and Rõigas, K. (2017) Perceived Learning Outcomes of Experiential Entrepreneurship Education: The Case of Latvian Business Schools. In: Santos, S., Caetano, A., Mitchell, C., Landström, H. and Fayolle, A. (eds.), *The Emergence of Entrepreneurial Behaviour: Intention, Education and Orientation*, Cheltenham, UK, and Northampton, MA, USA: Edward Elgar.
- Mets, T., Kozlinska, I. and Raudsaar, M. (2017) Patterns in Entrepreneurial Competences as Perceived Learning Outcomes of Entrepreneurship Education: The Case of Estonian HEIs, *Industry and Higher Education*, 31(1), 23-33.

- Kozlinska, I. (2012) Fundamental View of the Outcomes of Entrepreneurship Education, *University of Tartu Faculty of Economics and Business Administration Working Paper Series*, 90, 3-28.
- Kozlinska, I. (2012) Teachability Quest in Entrepreneurship Research, *Socialiniai tyrimai / Social Research*, 4 (29), 69–81.
- Kozlinska, I. (2012) Obstacles to University-Industry Cooperation in the Domain of Entrepreneurship, *Journal of Business Management*, 6, 153–160.
- Kozlinska, I. (2011) Current Trends in Entrepreneurship Education: Challenges for Latvia and Lithuania, *Socialiniai tyrimai / Social Research*, 4 (25), 75–88.
- Kozlinska, I. (2011) Contemporary Approaches to Entrepreneurship Education, *Journal of Business Management*, 4, 205-220.
- Kozlinska, I. (2009) Derivatives as the World Financial Crisis Factor, *Journal of Business Management*, 2, 75–84.

Dissertation

- Kozlinska, I. (2016) *Evaluation of the Outcomes of Entrepreneurship Education Revisited. Evidence from Estonia and Latvia*. Publications of the University of Turku – Annales Universitatis Turkuensis sub-series E – Oeconomica, vol.10, Turku: Juvenes Print.

Editorials

- Mets, T., Kozlinska, I., Raudsaar, M., Trabskaia, I. (2023) New Perspectives on Entrepreneurship Education: Introduction, *Administrative Sciences*, 13(1), 13.

Technical reports

- Kozlinska, I., Mets, T., Paalzow, A. and the CB Entreint project team (2013) Central Balticum Entrepreneurship Interaction. Analysis of Entrepreneurship Educators' Training Needs and Practices, Aalto University Publication Series *Business+Economy*, 4, Helsinki: Unigrafia OY.
- Kozlinska, I., Mets, T., Sauka, A. and the CB Entreint project team (2013) Entrepreneurship Education Best Practices from the Netherlands and the United Kingdom. Insights from the CB Entreint Project Study Trips, Aalto University Publication Series *Business+Economy*, 6, Helsinki: Unigrafia OY.

Research-related publications intended for the general public

- Reisz, M. (2017) Learning by 'Not Doing' May Be Just as Effective, Suggests Study, *Times Higher Education*, published on 11 January 2017. An article based on the PhD thesis and phone interview. Available at timeshighereducation.com.
- Kozlinska, I. (2017) Ajatuksia Yrittäjyysyliopistosta: Academics and Entrepreneurs – True or False Dichotomy? University of Turku, *Entrepreneurial University blog*, published on 20 October 2017. Available at yrittajyysyliopisto.fi.

Work-in-progress:

- Kozlinska, I., Hytti, U., Stenholm, P. “Academics and Entrepreneurs: Enablers of Hybrid Identity Centrality among University Researchers”. Under revision for *Research Policy*.
- Kozlinska, I., Costa, S., Noseleit, F. “Envisioning the Future: The Role of Passion in Eudaimonic Well-Being of Entrepreneurs”. Manuscript in preparation targeting the *Journal of Business Venturing*.
- Strazda, A., Kozlinska, I., Englis, P. “Research Integrity Management in Business Schools”. Manuscript in preparation.
- Kozlinska, I., Englis, B., Frederiks, A., Costa, S. “Impact of Visualisation Practice on the Quality of New Venture Ideas”. Experimental study in progress.
- Kozlinska, I., Rebmann, A., Hytti, U. “Legitimacy of Entrepreneurship Education in Different Fields”. Manuscript in preparation targeting the *Academy of Management Learning and Education*.
- Folmer, E., Stephan, U., Kozlinska, I. “Social Enterprises Collaborating for Varieties of Impacts across Regions”. Manuscript in preparation targeting the *Journal of Management*.

Kozlinska, I., Nikolaev, A. “Identity Change of STEM Students in Technology Entrepreneurship Course”. Research in the data analysis stage.

Conference presentations and symposia

- Kozlinska, I., Costa, S., Noseleit, F. “Envisioning the Future: the Role of Passion in Eudaimonic Well-being of Entrepreneurs”, VI Paper Development Seminar, University of Seville, 17-18 April 2023, Seville, Spain.
- Strazda, A., Kozlinska, I., Englis, P. “Creating the Management System of Research Integrity Culture in Business Schools: Implications for Entrepreneurship Research”, USASBE Conference, online participation, 18-22 January 2023, Florida State University, USA.
- Kozlinska, I. “Five Tricks into the Art of Conducting Research”, 15th Annual Scientific Baltic Business Management Conference, Doctoral Pre-Conference, 1 June 2022, Riga, Latvia.
- Jefremovs, A., Kozlinska, I. “Music Education in Adolescence – A Pathway to Entrepreneurial Identity?” at the 80th Academy of Management Annual Meeting, online conference, 7-11 August 2020.
- Kozlinska, I., Rebmann, A., Hytti, U. “Legitimacy of Entrepreneurship Education in Different Fields: An Educator’s Perspective”, Research in Entrepreneurship and Small Business (RENT) Conference, 27-29 November 2019, Berlin, Germany.
- Kozlinska, I., Rebmann, A., Hytti, U. “The Distinctiveness and Value of Enterprise Education for Non-Business Disciplines”, at the 79th Academy of Management Annual Meeting, 9-13 August 2019, Boston, USA.
- Kozlinska, I., Hytti, U., Stenholm, P. “Academic AND Entrepreneur: Enablers of Hybrid Identity Strength among University Researchers”, Babson College Entrepreneurship Research (BCERC) Conference, 5-8 June 2019, Babson Park, MA, USA.
- Folmer, E., Stephan, U., Kozlinska, I. “Social Enterprises Collaborating for Varieties of Impacts across Regions”, at the 78th Academy of Management Annual Meeting, Social Entrepreneurship Symposium, 10-14 August 2018, Chicago, USA.
- Folmer, E., Stephan, U., Kozlinska, I. “Collaborating for Impact: Social Enterprises and their Impacts Across Regional Contexts”, at the BCERC Conference, 6-9 June 2018, Waterford Institute of Technology, Ireland.
- Kozlinska, I. “Fostering Innovative Entrepreneurship through Education: Bringing up Pioneers and Visionaries of the Future”, Entrepreneurship Theory & Practice Editor Panel and Paper Workshop at the BCERC Conference, 6 June 2018, Waterford Institute of Technology, Ireland.
- Keller, P., Kozlinska, I. “A Research Outlook on Learning Outcomes of Experiential Entrepreneurship Education for Students from Different Disciplines”, at the 31st IBIMA Conference, 25-26 April 2018, Milan, Italy.
- Kozlinska, I., Rebmann, A., Mets, T. “Entrepreneurial Learning Outcomes and Occupational Status of Business Graduates in the Baltics”, at the 77th Academy of Management Annual Meeting, 4-8 August 2017, Atlanta, USA.
- Kozlinska, I. “Key Challenges in Conducting a Doctoral Research Project. My Experience from Latvia, Estonia and Finland”, at the 19th Nordic Conference on Small Business (NCSB) Research *Entrepreneurship and Value Creation*, 18-20 May 2016, Stockholm School of Economics in Riga, Latvia.
- Kozlinska, I., Mets, T. “Education- and Enterprise-Level Outcomes of Teaching Entrepreneurship to Undergraduate Business Students – Is there a Quantifiable Connection?” at the European University Network on Entrepreneurship (ESU) conference, 16-22 August 2015, Southampton Solent University, Southampton, United Kingdom.
- Kozlinska, I., Mets, T. “Perceived Learning Outcomes of Experiential Entrepreneurial Education: the Case of Latvian Business Schools”, at the 8th Entrepreneurship, Innovation and Regional Development conference, 18-19 June 2015, University of Sheffield, Sheffield, United Kingdom.
- Kozlinska, I., Mets, T., Roigas, K. “Measuring Learning Outcomes of Entrepreneurship Education Using Structural Equation Modelling”, at the 8th Finnish Entrepreneurship Education Conference (FinEEC) *Enterprise Education Vol. 2*, 25-26 September 2014, Seinäjoki University of Applied Sciences, Seinäjoki, Finland.
- Kozlinska, I., Mets, T. “Traditional vs. Experiential Entrepreneurship Education: Comparison of Learning Outcomes”, at the Inaugural 3E Conference, 10-11 April 2014, Turku School of Economics, Turku, Finland.

- Kozlinska I., Mets, T. “Teaching Entrepreneurship in Estonia and Latvia: State of Development and Comparative Insights”, at the 7th FinEEC *Entrepreneurial Ecosystems*, 26-27 September 2013, Aalto University School of Business, Helsinki, Finland.
- Kozlinska, I. “Learning Outcomes Paradox of Entrepreneurship Education Impact in Leading Business Schools of Latvia”, at the ESU conference, 19-23 August 2013, University Institute of Lisbon, Lisbon, Portugal.
- Kozlinska, I. “Fundamental View of the Outcomes of Entrepreneurship Education”, at the ESU conference, 19-25 August 2012, University of Southern Denmark, Kolding, Denmark.
- Kozlinska, I. “Current Trends in Entrepreneurship Education: Challenges for Latvia and Lithuania”, at the 11th ERNESTAS GALVANAUSKAS International Scientific Conference *Increasing Regional Competitiveness: Interaction between Science and Business (Practical Approach)*, Šiaulių universitetas, 17-18 November 2011, Siauliai, Lithuania.

Research funding pre-PhD:

- Turku University Foundation Young Researcher’s Grant, 08 – 10.2014.
- CIMO Fellowship for Doctoral Studies and Research, Finnish Ministry of Education and Culture, 01 – 06.2014.
- Estonian Government Scholarship for Doctoral Studies and Research under the bilateral agreement between the Ministry of Education and Science of Latvia and the Estonian Ministry of Education and Research, 09.2012 – 06.2013.
- European Social Fund target PhD scholarship, project Nr. 2011/0058/1DP/1.1.2.1.2/11/IPIA/VIAA/001, 02.2013-12.2013.
- European Social Fund target PhD scholarship, project Nr. 2009/0164/1DP/1.1.2.1.2/09/IPIA/VIAA/012, 02.2012-12.2012.

Teaching interests and experience

University of Groningen (2018 – present)

- Principles of Entrepreneurship (Bachelor level course, 5 ECTS)
- International Marketing (Bachelor level course, 5 ECTS)
- Sustainable Planet (Bachelor level course, 5 ECTS)
- Research Paper (Pre-Master Small Business & Entrepreneurship, 5 ECTS)
- Research Paper (Pre-Master Strategic Innovation Management, 5 ECTS)

RISEBA University of Applied Sciences (2022 – present)

- Small Business and Entrepreneurship Research (PhD level course, 6 ECTS)
- Contemporary Entrepreneurship Research (PhD level course, 6 ECTS)

University of Turku (2017-2018)

- Identification and Evaluation of Entrepreneurial Opportunities (Bachelor level course, 6 ECTS)

Stockholm School of Economics in Riga (2013-2016)

- Research Methods for B.Sc. Thesis.

Thesis supervision

PhD students

- Anna Strazda (2021-...) *Research Integrity Management in Business Schools*, RISEBA University of Applied Sciences (Latvia).
- Pierre Keller (2017-2020) *Entrepreneurship Education: Support Approaches for Students with Different Entrepreneurial Profiles*. Doctoral thesis, Banku Augstskola School of Business and Finance (Latvia).

Master students

- Bo Peters (2023) *The Well-being of Entrepreneurs in the Early Entrepreneurship Phases*. MSc thesis, University of Groningen, Faculty of Economics & Business (Netherlands).
- Casper Christiaan (2023) *Mindfulness meditation and its effects on perceived well-being of entrepreneurs*. MSc thesis, University of Groningen, Faculty of Economics & Business (Netherlands).
- Irene Omole (2022) *What Cultural Factors Influence the Entrepreneurial Orientation of Dutch and Nigerian Social Entrepreneurs?* MSc thesis, University of Groningen, Faculty of Economics & Business (Netherlands).
- Tim Enting (2021) *Affective Simulation: Effects on New Venture Ideation Quality Among Potential Entrepreneurs*. MSc thesis, University of Groningen, Faculty of Economics & Business (Netherlands).
- Hannah Weitz (2020) *Small Firms: The Precursors of Future Business Environments?* MSc thesis, University of Groningen, Faculty of Economics & Business (Netherlands).

Bachelor students

- Au Qian Zheng (2023) *The Distinguishing Factors among Social Entrepreneurs in Developed versus Developing and Underdeveloped Country*. BSc thesis, University of Groningen, Faculty of Economics & Business (Netherlands).
- Olivia Nauta (2023) *Is there a difference in the incentives that make autonomy an important motivation for entrepreneurship in high power distance cultures versus low power distance cultures?* BSc thesis, University of Groningen, Faculty of Economics & Business (Netherlands).
- Linda Drent (2023) *Women entrepreneurs in the social media industry: Exploration of social factors and their impact on well-being. A comparison of developed and developing countries*. BSc thesis, University of Groningen, Faculty of Economics & Business (Netherlands).
- Nout van der Sloot (2023) *A study about the influence of regulations on eudaimonic well-being of real estate entrepreneurs*. BSc thesis, University of Groningen, Faculty of Economics & Business (Netherlands).
- Louis Siekmann (2023) *Cultural Intelligence and Entrepreneurial Orientation: A Study of Their Impact on International Business Performance*. BSc thesis, University of Groningen, Faculty of Economics & Business (Netherlands).
- Kris Gehrels (2023) *Entrepreneurial wellbeing and career success: a systematic literature review*. BSc thesis, University of Groningen, Faculty of Economics & Business (Netherlands).
- Jan van Urk (2023) *Cultural determinants of work-life balance and perceived well-being: A comparative study of American and Dutch entrepreneurs*. BSc thesis, University of Groningen, Faculty of Economics & Business (Netherlands).
- Ole Spee (2022) *The Influence of Financial and Management Consulting on Startups Capacity to Fundraise*. BSc thesis, University of Groningen, University College Groningen (Netherlands).
- Katarina Doebelt (2022) *Achievement of Social Change: How Does it differ between NGOs and Social Enterprises?* BSc thesis, University of Groningen, University College Groningen (Netherlands).
- Thea Steder (2022) *The Influence of Culture Shock on Work Motivation of Individuals in International Volunteer Programmes*. BSc thesis, University of Groningen, University College Groningen (Netherlands).
- Ilse Weusthuis (2021) *Improving Access to Loans for Female entrepreneurs in Nigeria: The Role of Human Capital and Social Capital*. BSc thesis, University of Groningen, University College Groningen (Netherlands).
- Florin-Cristian Giurca (2021) *Can Local SMEs Benefit From The Rise of E-commerce?* BSc thesis, University of Groningen, University College Groningen (Netherlands).
- Artūrs Jefremovs (2019) *Music Education during Adolescence – A Pathway to Entrepreneurial Identity?* Bachelor thesis, Stockholm School of Economics in Riga (Latvia).
- Katrin Aardam, Raman Nakazny (2016) *To use or not to use P2P? Qualitative analysis of perceived reasons behind consumer decisions in choosing peer-to-peer mobile payments*. Bachelor thesis, Stockholm School of Economics in Riga (Latvia).

Monika Jurgelionytė (2014) *Acquisition plans of IT start-ups in the Baltic States*. Bachelor thesis, Stockholm School of Economics in Riga (Latvia).

Elina Papernaya (2013) *SME sector in Belarus: qualitative analysis of development impediments*. Bachelor thesis, Stockholm School of Economics in Riga (Latvia).

PhD defence committees

Dhia Mufeed Qasim (2021) *Electronic Entrepreneurial Intentions in Jordan: Entrepreneurial Culture, Risk Propensity and the Moderating Role of Gender*, University of Seville (Spain).

Muna Bunghait (2020) *Entrepreneurship Education, Opportunity Cost, and Entrepreneurial Intentions: Insights from a Field Experiment*, King's College London (United Kingdom).

Selected awards and distinctions:

- Expert rights in social and education sciences, granted by the Latvian Scientific Council 2022-2025.
- *University Teaching Qualification*, 120 hours of pedagogical training recognized by all universities of the Netherlands (core competences: design and redesign of course units, teaching and supervising students, testing and assessment, evaluation), December 2019 – July 2022.
- Nomination for the Matthijs Hammer Award to the most innovative research that makes a difference by helping young entrepreneurs, of the paper “*What is the Distinctiveness of Enterprise Education for Non-Business Disciplines?*” (with Anna Rebmann and Ulla Hytti, 3E Conference in Enschede, Netherlands, 2018).
- The Best Reviewer Award, Academy of Management Annual Meeting, Entrepreneurship Division (Atlanta, USA, 2017).
- The Highly Commended Paper Award for the paper “*Education- and Enterprise-Level Outcomes of Teaching Entrepreneurship to Undergraduate Business Students – Is there a Quantifiable Connection?*” (with Tõnis Mets, ESU Conference in Southampton, UK, 2015).
- The Best Paper Award for the paper “*Measuring Learning Outcomes of Entrepreneurship Education Using Structural Equation Modelling*” (with Tõnis Mets and Kärt Rõigas, Entrepreneurship Education Conference in Seinäjoki, Finland, 2014).
- The Best Paper Award for the paper “*Learning Outcomes Paradox of Entrepreneurship Education Impact in Leading Business Schools of Latvia*” (with Tõnis Mets and Kärt Rõigas, ESU conference in Lisbon, Portugal, 2013).
- Nomination for the Best Paper Award of the paper “*Fundamental View of the Outcomes of Entrepreneurship Education*” (ESU conference in Kolding, Denmark, 2012).

Academic activities and affiliations

- Ad-hoc refereeing work for *Journal of Small Business Management, Entrepreneurship Education and Pedagogy, Education + Training, Industry & Higher Education, Thinking Skills & Creativity, Journal of Business Management, Journal of Business Venturing*;
- Organizer of the doctoral pre-conference at the 14th Annual Scientific Baltic Business Management Conference (ASBBMC 2021);
- Member of the Editorial Board – *Journal of Business Management*, ISSN 1691- 5348 (2021-present),
- Editor-in-Chief – *Journal of Business Management*, ISSN 1691- 5348 (2022-present);
- Member of the accreditation expert committees as an international expert (Study direction "Management, Administration and Management of Real Property" at Ventspils University of Applied Sciences, 2020 and 2023);
- Expert in social and education sciences, granted by the Latvian Scientific Council 2022-2025;

- Chair and/or discussant at the 3E (<http://www.ecsb.org/3e/>), ESU (<http://www.esu-network.eu/>), and FinEEC (http://www.yktt.fi/index_eng.html) conferences (2014-2019);
- Membership in professional organisations: European Council for Small Business (ECSB), Academy of Management (AoM), United States Association for Small Business and Entrepreneurship (USASBE).

Professional experience

2007-2011 JSC Rietumu Banka, corporate and investment bank
Project manager
PR specialist
Internal communications manager
Marketing analyst