

Dr. Argyro (Iro) Nikiforou

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Curriculum Vitae

Argyro (Iro) Nikiforou is an Associate Professor at DTU Entrepreneurship, Centre for Technology Entrepreneurship. Her research focuses on the human side of innovation and entrepreneurship, with particular emphasis on how the right people can be brought together to transform breakthrough technologies into innovations that benefit society. Her research has been published in top-tier academic journals, including the *Academy of Management Journal* and *Strategic Management Journal*, and she serves as Associate Editor of the *Journal of Technology Transfer*.

With over a decade of teaching experience, she develops and delivers courses and workshops for students, early-career researchers, and innovation professionals, including technology transfer facilitators and leaders.

Beyond research and teaching, Iro actively engages in knowledge dissemination, industry engagement, and policy outreach. She has advised organizations such as the Greek Employment Agency and “Open Entrepreneurship,” Denmark’s national program for research commercialization across Danish universities, and delivers invited talks to practice-oriented audiences, including at the Digital Tech Summit.

I. EMPLOYMENT

2018-present	Technical University of Denmark Tenured Associate Professor, 2023 to date Assistant Professor, 2018 to 2022 Centre for Technology Entrepreneurship (January 2019 to date) Department of Management Engineering (mid-August 2018 to December 2018)
2017-2018	Maternity leave (October 2017- mid-August 2018)
2013-2017	École Polytechnique Fédérale de Lausanne (EPFL) , Switzerland Postdoctoral Researcher Chair of Entrepreneurship and Technology Commercialization, Prof. Marc Gruber
2008-2012	Self-employed Business Consultant , Greece Consultant for private and public organizations
2007-2007	University of Crete – IRIS Europe Project , Greece Researcher and author of case-studies on the successful implementation of Information and Communication Technology (ICT) Projects

II. EDUCATION

2012	Athens University of Economics and Business , Greece Department of Management Science and Technology PhD Thesis, 3 October 2012
2006	University of Cambridge , UK Judge Business School MPhil in Innovation, Strategy and Organisation

2005 **London School of Economics and Political Science (LSE), UK**
Department of Operational Research
MSc in Decision Sciences

2004 **Athens University of Economics and Business, Greece**
Department of Management and Business Administration
BA in Management and Business Administration

III. SELECTED AWARDS AND HONORS

2026 **Jorcks Fond Award**, Nominated by DTU (assessment pending)

2025 **Babson College Entrepreneurship Research Conference**, 2025 BCERC Top 40 Paper

2025 **Academy of Management Conference**, Paper selected as one of the best accepted papers in the program, Entrepreneurship Division

2023 **Academy of Management Conference**, Paper selected as one of the best accepted papers in the program, Entrepreneurship Division

2016 **Academy of Management Conference**, Best Reviewer Award, Entrepreneurship Division

2010-2012 **European Union (European Social Fund) and Greek Funds (NSRF 2007-2013)**
PhD Thesis, Athens University of Economics and Business

2008-2010 **Propondis Foundation Scholarship**, PhD thesis, Athens University of Economics and Business

2005 **George and Maria Vergottis Cambridge Bursary**, MPhil in Innovation, Strategy and Organisation, University of Cambridge

2005 **Bodossaki Foundation**, MPhil in Innovation, Strategy and Organisation, University of Cambridge

2004 **LSE Graduate Support Scheme**, MSc in Decision Science, LSE

2004 **Bodossaki Foundation**, MSc in Decision Science, LSE

2004 **State Scholarship Foundation IKY**, Graduated 1st in the class, Athens University of Economics and Business

2004 **Athens University of Economics and Business**, Graduated 1st in the class, Athens University of Economics and Business

2000 **State Scholarship Foundation IKY**, Being qualified as 2nd among all the candidates for the Department of Management and Business Administration, Athens University of Economics and Business

IV. EDITORIAL ROLES AND ACADEMIC SERVICE

- **Associate Editor**, Journal of Technology Transfer (AJG/ABS 3) (2026-2029)

- **Co-Editor** for the Special Issue [“Inclusive or Exclusive? Diversity and Inclusion in Entrepreneurial Ecosystems Research”](#) in Entrepreneurship Theory and Practice (AJG/ABS 4*) (with R. Fini, S. Marlow, E. Rasmussen, M. Renko, & J. Wiklund)

- **Reviewing for journals:** Academy of Management Journal, Entrepreneurship Theory and Practice, Journal of Business Venturing, Strategic Entrepreneurship Journal, Personnel Psychology, Organization Studies, Journal of Technology Transfer, Small Business Economics, Industry & Innovation, and Business & Society
- **Reviewing for conferences:** Academy of Management Conference, Strategic Management Society Conference, DRUID, EURAM Conference, and British Academy of Management Conference
- **Chairing PhD Defence Committees,** Technical University of Denmark
- **DTU Research Ethics Committee,** Ordinary Member (2026-2028)
- **DEI Community Member,** Technical University of Denmark (2025-2028)

V. RESEARCH AND TEACHING TRAINING

2021	University Teacher Training Program – UDTU Diploma, Learning Lab, Technical University of Denmark
2016	EFER - European Entrepreneurship Colloquium , Harvard Business School and MIT, 17-23 July, Boston, USA
2014	Wharton Global Faculty Development Program , Wharton, University of Pennsylvania, 27-31 July, Philadelphia, USA
2013	Workshop on “Contributing” to the Strategy Literature , University of Zurich, 21-23 October, Zurich, Switzerland
2011	Social Network Analysis Workshop , VU University Amsterdam and University of Kentucky, 24-27 October, Amsterdam, Netherlands

VI. TEACHING EXPERIENCE

Student Education

2022-present	Entrepreneurial Leadership Journey , Technical University of Denmark
2018-present	Technology Entrepreneurship , Technical University of Denmark
2018-present	Entrepreneurship in Photonics and Communications , Technical University of Denmark
2018	Knowledge-based Entrepreneurship , Technical University of Denmark
2013-2016	Entrepreneurship and New Venture Strategy , EPFL

PhD-level education

2021, 2023	Science Commercialization through spinoff creation , Eurotech PhD course on the Economics and Management of Innovation and Technological Change
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Executive Education

2023-2026	Designed and delivered workshops for innovation professionals and managers across all Danish Universities.
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Focused on **co-founder team formation** between academic and commercial (surrogate) entrepreneurs, and on **entrepreneurial mentoring**, drawing on original research:

- Nikiforou et al. (2025). <https://doi.org/10.1007/s11187-025-01125-z>
- Georgiadou & Nikiforou (2025). <https://doi.org/10.5465/AMPROC.2025.314bp>

- Nikiforou (2023). <https://doi.org/10.5465/amp.2021.0106>
- Nikiforou et al. (2018). <https://doi.org/10.5465/amp.2016.0148>
- Georgiadou & Nikiforou, working paper

VII. SELECTED RESEARCH LEADERSHIP AND ORGANIZATIONAL EXPERIENCE

2024	<u>“Inclusive or Exclusive? Diversity and Inclusion in Entrepreneurial Ecosystems” academic workshop</u> 9-11 June, DTU, Greater Copenhagen, Denmark Co-organizer and local host (with R. Fini, S. Marlow, E. Rasmussen, M. Renko, & J. Wiklund) Key responsibilities: securing funding, developing the academic program, coordinating international participants, and overseeing workshop delivery
2023	<u>“Fostering Innovative Entrepreneurial Ecosystems” academic workshop</u> 5-7 June 2023, DTU, Greater Copenhagen, Denmark Co-organizer and local host (with R. Fini, E. Rasmussen, & J. Wiklund) Key responsibilities: developing the academic program, coordinating international participants, and overseeing workshop delivery
2014	<u>“Necessity Entrepreneurship” workshop</u> 10 October 2014, EPFL, Lausanne, Switzerland Co-organizer, presenter, and discussant Key responsibilities: co-organizing the workshop and contributing to the academic program as presenter and discussant
2013-2014	<u>Research project in collaboration with the Greek Employment Agency</u> Key responsibilities: establishing and managing the collaboration with the Employment Agency; developing the survey; coordinating data collection across 120 local offices; conducting statistical analysis; and leading research, reporting, and dissemination activities Outcome: 4,661 surveys collected; an 80-page report with the findings for the Employment Agency; workshops with the Agency and related organizations from four other countries; and academic conference presentations and publications
2011	<u>TEMPUS FEFEDI Workshop “Train-the-Trainers”</u> 30 May-3 June, 2011, Athens, Greece Co-organizer Key responsibilities: coordinating instructors and supporting the organization and delivery of the workshop
2010-2013	<u>TEMPUS FEFEDI - Development of the Master’s degree in “Entrepreneurship and International Development” for Algeria, Tunisia, and Morocco</u> Project Manager Key responsibilities: curriculum design, development of teaching content, and quality evaluation of the Master’s program
2008-2012	<u>Self-employed business consultant</u> Consultant for the private and public sector
2008	<u>Rapporteur of the thematic unit “Innovative Entrepreneurship”, EOMMEX- National Observatory for Small and Medium Enterprises</u> Key responsibilities: coordination of the working group and editing the final report

VIII. FUNDING

2026	EU Horizon Europe (WIDERA) , “Empowering Universities and Industry Together to Scale a Challenge-Driven Model for Academic Spin-Off Creation”, Principal Investigator and WP Leader; DTU budget: €237.160
2026	DTU RSO project ‘ DTU in all of Denmark ’— Attraction and Retention of Student Talent in Peripheral Residential Colleges, Principal Investigator, DKK 150.000
2025	Open Entrepreneurship , Contract Research, DKK 200.000
2024	Carlsberg Foundation , International Research Workshop “Inclusive or Exclusive? Diversity and Inclusion in Entrepreneurial Ecosystems Research,” DKK 78.000
2022	Technical University of Denmark , 1 PhD position ($\approx$ DKK 1.500.000)
2021	Eurotech Alliance PhD , 1 PhD position ($\approx$ DKK 1.500.000)
2021	Otto Mønsteds Fond , Visiting Professor
2013	Swiss National Foundation , Postdoc, Supporting Application, CHF 318.000
2010	Heracleitous II - European Union (European Social Fund) and Greek Funds (NSRF 2007-2013) , PhD, €35.000

IX. SUPERVISION / CO-SUPERVISION OF PHD STUDENTS & PLACEMENT

2023-2026	Dorothea Georgiadou, DTU Entrepreneurship (PhD thesis submitted)
2021-2025	Giorgia Scartozzi, DTU Entrepreneurship (Aalborg University)
2021-2025	Seham Ghalwash, DTU Entrepreneurship (American University of Cairo)

X. PUBLICATIONS

Selected peer-reviewed journal publications¹

Nikiforou, A., Alkærsig, L., Voudouris, I., Broeng, J. (2025). Recognizing the need for a non-academic cofounder: competence (mis)perceptions in academic spin-off team formation. **Small Business Economics**, 66, 1117–1139. (AJG/ABS 3)

Gruber, M., Dencker J. C., & **Nikiforou, A.** (2024). How founder human capital and founding conditions shape new firm performance: A study of necessity entrepreneurship during times of economic crisis. **Academy of Management Journal**, 67(2), 382-406. (all authors contributed equally) (AJG/ABS 4*, ‘world elite journal’)

Nikiforou, A. (2023). Matching inventors with surrogate entrepreneurs: A framework informing the entrepreneurial team formation process. **Academy of Management Perspectives**, 37, 157-173. (AJG/ABS 4)

Nikiforou, A., Dencker, J.C., & Gruber, M. (2019). Necessity entrepreneurship and industry choice in new firm creation. **Strategic Management Journal**, 40, 2165-2190. (AJG/ABS 4*, ‘world elite journal’)

Nikiforou, A., Zabara, T., Clarysse, B. & Gruber, M. (2018). The role of teams in academic spinoffs. **Academy of Management Perspectives**, 32 (1), 78-103. (AJG/ABS 4)

¹ The AJG/ABS star system ranges from 4* to 1, with 4* being the highest quality and 1 being the lowest.

Other peer-reviewed journal publications

Scartozzi, G., Delladio, S., Rosati, F., **Nikiforou, A.** & Caputo, A. (2024). The social and environmental impact of entrepreneurship: a review and future research agenda. **Review of Managerial Science**, 19, 1041–1072. (AJG/ABS 2)

Nikiforou, A., Lioukas, S., Chatzopoulou, E.-C., & Voudouris, I. (2023). When there is a crisis, there is an opportunity? SMEs' capabilities for durability and opportunity confidence, **International Journal of Entrepreneurial Behavior & Research**, 29 (5), 1053-1074. (AJG/ABS 3)

Caputo, A., Pellegrini, M. & **Nikiforou, A.** (2022). Entrepreneurial decision making in academic spinoffs: A bibliometric map and research agenda. **Studies in Higher Education**, 47(10), 2022–2038. (all authors contributed equally) (AJG/ABS 3)

Nikiforou, A., Lioukas, S., & Voudouris, I. (2020). Network structure and firm-level entrepreneurial behaviour: The role of market and technological knowledge networks. **Journal of Business Research**, 106, 129-138. (AJG/ABS 3)

Conferences

Georgiadou, D., Nikiforou, A., & Rasmussen, E. (2026). SHAPE the Future: Legitimizing Research Commercialization in the Social Sciences, Humanities and the Arts. **R&D Management Conference**, Manchester, 22-24 June.

Scartozzi, G., **Nikiforou, A.**, Rosati, F., & Rasmussen, E. (2025). Balancing acts: Exploring well-being in academic entrepreneurship. **Technology Transfer Society 50th Annual Conference**, Phoenix, 2-5 November.

Scartozzi, G., Rosati, F., & **Nikiforou, A.** (2025). Shared vision, divergent realities: How ecosystem coherence conditions impact university entrepreneurship. **Technology Transfer Society 50th Annual Conference**, Phoenix, 2-5 November.

Georgiadou, D. & **Nikiforou, A.** (2025). Are we really in love? The mutual attraction in co-founder search and selection. **Academy of Management Conference**, Copenhagen, July 25-29. Selected as one of the best accepted papers in the program, Entrepreneurship Division.

Georgiadou, D., **Nikiforou, A.**, Brattström, A. (2025). Are we really in love? The mutual attraction in co-founder search and selection. **Babson Conference**, Babson Park, June 4-7. 2025 BCERC Top 40 Paper

Scartozzi, G., **Nikiforou, A.**, & Rosati, F. (2025). Balancing acts: Exploring well-being in academic entrepreneurship. **Academy of Management Conference**, poster session, Copenhagen, July 25-29.

Georgiadou, D., **Nikiforou, A.** & Brattström, A. (2024). How can I search for a co-founder? Unravelling the decision-making process in entrepreneurial team formation, **Technology Transfer Society Annual Meeting**, 11-13 September, Brussels, Belgium.

Ghalwash, S., Rosati, F., **Nikiforou, A.**, & Ismail, A. (2023). Institutional Change: The Power of Collective Action, **Academy of Management Annual Meeting Proceedings**, 2023(1), 1-6. Selected as one of the best accepted papers in the program, Entrepreneurship Division.

Ghalwash, S., Rosati, F., **Nikiforou, A.**, & Ismail, A. (2022). How can commercial entrepreneurship create social value for the society while capture economic value for themselves? **RENT Conference**, 17-18 November, Naples, Italy.

- Scartozzi, G., Rosati, F., Caputo, A., **Nikiforou, A.**, & Delladio, S. (2022). The social and environmental impact of entrepreneurship – A bibliometric and systematic review. **R&D Management Conference**, 9-13 July, Trento, Italy.
- Nikiforou, A.**, Alkærsig, L., Voudouris, I., Broeng, J. (2022). Surrogate entrepreneurs in academic spinoffs – A needed but unwanted addition? **Academy of Management Conference**, 5-9 August, Seattle, Washington, USA.
- Nikiforou, A.**, Alkærsig, L., Voudouris, I., Broeng, J. (2022). Researchers stuck in the middle: Surrogate entrepreneurs in academic spinoffs – A needed but unwanted addition? **EURAM Conference**, 15-17 June, Winterthur/Zurich, Switzerland.
- Nikiforou, A.**, Alkærsig, L., Voudouris, I., Broeng, J. (2022). Researchers stuck in the middle: Surrogate entrepreneurs in academic spinoffs – A needed but unwanted addition? **Nordic Conference on Small Business Research**, 19-20 May, Kolding, Denmark.
- Nikiforou, A.**, Dencker, J.C., & Gruber, M. (2021). Knowledge depth versus breadth as a source of resilience for young entrepreneurs during an economic crisis. **Strategic Management Society Conference**, 18-21 September, Virtual Toronto, Canada.
- Nikiforou, A.**, Voudouris, I., & Lioukas, S. (2021). When there is a crisis, there is an opportunity? SMEs' resources for durability and opportunity confidence, **British Academy of Management Conference**, Virtual, Lancaster, UK.
- Dencker, J.C., Gruber, M., & **Nikiforou, A.** (2019). How does the Founder Affect the Innovation—Performance Relationship in New Ventures? **EURAM Conference**, 26-28 June, Lisbon, Portugal.
- Nikiforou, A.**, Dencker, J.C., & Gruber, M. (2019). Necessity entrepreneurship and industry choice in new firm creation, **DRUID Conference**, 19-21 June, Copenhagen, Denmark.
- Dencker, J.C., Gruber, M., & **Nikiforou, A.** (2017). Entrepreneurship among young professionals: The contingent effect of founder human capital on new venture performance, **Strategic Management Society**, 28-31 October, Houston, USA.
- Nikiforou, A.**, Dencker, J.C., & Gruber, M. (2017). “What business should I be in?” Necessity entrepreneurship and industry choice in new firm creation, **Academy of Management Proceedings**, 2017 (1).
- Gruber, M., Clarysse, B., **Nikiforou, A.**, Zabara, T. (2016). Team dynamics in science commercialization, **Academy of Management Conference**, 5-9 August, Anaheim, USA.
- Nikiforou, A.**, Dencker, J.C., & Gruber, M. (2016). Necessity entrepreneurs and industry choice: Unemployment to self-employment transitions during the Greek crisis, **2016 Babson College Entrepreneurship Research Conference (BCERC)**, 8-11 June, Bodø, Norway.
- Nikiforou, A.**, Dencker, J.C., & Gruber, M. (2015). New venture emergence and performance: Founder knowledge, the opportunity landscape and industry demand decline, **Strategic Management Society Conference**, 3-6 October, Denver, USA.
- Nikiforou, A.** (2014). From unemployment to self-employment: Evidence from Greece, **Necessity Entrepreneurship Conference, University of Chicago at Urbana-Champaign**, 14-15 April, Chicago, USA.
- Nikiforou, A.**, Lioukas, S., & Voudouris, I. (2012). The individual and complementary effects of technological and market knowledge networks on corporate entrepreneurship, **British Academy of Management Conference**, 11-13 September, Cardiff, UK.

Nikiforou, A. (2012). The impact of external knowledge networks on corporate entrepreneurship, **9th Student Conference of Management Science and Technology**, 10 May, Athens, Greece.

Nikiforou, A., Lioukas, S., & Voudouris, I. (2011). The impact of networks on corporate entrepreneurship: Lost in the structural holes, **31st Babson College Entrepreneurship Research Conference (BCERC)**, 8-11 June, Syracuse, USA.

Nikiforou, A. (2009). Opportunity-based intrapreneurship: Networks, CEO characteristics, and firm resources as its determining factors, **British Academy of Management Conference**, 15-17 September, Brighton, UK.

Monograph

Nikiforou, A. (2012). **Corporate entrepreneurship and external networks: A multidimensional framework**, PhD thesis. Athens: Athens University of Economics and Business, 1-214.

Book Chapters

Nikiforou, A. (2016). From unemployment to self-employment: Government support programs in Greece. In Brewer J. and Gibson, S.W. (Eds.) **Necessity entrepreneurs: Microenterprise education and economic development (Vol. II)**, Edward Elgar, 39-49.

Mantas, V. & **Nikiforou, A. (2012).** Open innovation. In Lioukas, S. (Ed.) **Topics in entrepreneurship**, Athens: Athens University of Economics and Business Press.

Korra, E. & **Nikiforou, A. (2012).** Firm networking. In Lioukas, S. (Ed.) **Topics in entrepreneurship**, Athens: Athens University of Economics and Business Press.

Reports for policymakers and practitioners

Nikiforou, A. (2026). **Open Entrepreneurship 2025 Impact Evaluation Report**, Technical University of Denmark

Gruber, M., Dencker, J.C., & **Nikiforou, A. (2015).** **La création d'entreprise à la sortie du chômage: Rapport de Projet, CCI Nantes St-Nazaire, France**, Lausanne: EPFL, 1-57 (in French).

Gruber, M., Dencker, J.C., & **Nikiforou, A. (2014).** **Necessity Entrepreneurship in Greece: A study of the Greek Employment Agency (OAED) programs**, Lausanne: EPFL, 1-83 (originally in Greek).

EOMMEX (2011). **Innovative Entrepreneurship**, Athens: Hellenic Organization of Small and Medium Sized Enterprises and Handicraft, 1-88 (originally in Greek).

XI. LANGUAGES

English: Michigan Certificate of Proficiency

French: Sorbonne C1

Danish: Module 1 of the Danish Language Education program

Greek: mother tongue