

Michael Araki

E-mail: arakimichael@gmail.com

Google Scholar: <https://scholar.google.com/citations?user=Q7O4il0AAAAJ&hl=en>

LinkedIn <https://www.linkedin.com/in/arakimichael/>

ResearchGate: <https://www.researchgate.net/profile/Michael-Araki>

EDUCATION

University of Louisville	Ph.D.	Entrepreneurship and Innovation	Aug. 2020 – Jun. 2025
Pontificia Universidade Católica do Rio de Janeiro	Ph.D.	Business Administration	Mar. 2016 – Apr. 2020
Pontificia Universidade Católica do Rio de Janeiro	M.Sc.	Business Administration	Mar. 2013 – Apr. 2015
Universidade Veiga de Almeida	Undergraduate Degree	Management Processes	Aug. 2010 – Aug. 2012

EMPLOYMENT

UNSW Sydney	Lecturer	Lecturer – Step 6 (equivalent to Assistant Professor in the U.S.)	Apr. 2024 – Current
University of Louisville	Graduate Assistant	Graduate Assistant	Aug. 2020 – Apr. 2024
Universidade Federal Fluminense	Substitute Professor	Substitute Professor – Department of Entrepreneurship	Mar. 2018 – Mar. 2020
Self-Employed	Manager / Consultant	Consultant for small businesses / Administrator and Head of the Family Business	Jul. 2010 – Feb. 2017
Qatar Airways	Cabin Crew	Cabin crew based in Doha, Qatar	Jul. 2007 – Feb. 2008
Fisk English School	Language Instructor	English as a second language instructor	Oct. 2000 – Jun. 2007

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RESEARCH

Journal Publications

- Trofimova, I., & Araki, M. (2026). Beyond Grades: Temperament and Interests, but Not School Grades, Highlight Distinct Polymathic Learning Abilities. *Journal of Intelligence*, 14(2), 26. **(Paper associated with the 2026 “Best PhD Thesis” Prize from Journal of Intelligence)**. <https://doi.org/10.3390/jintelligence14020026>
- Araki, M. (2025). Towards a General Model of Creativity Based on the Theory of the Adjacent Possible. *European Economic Review*, 178, 105121. <https://doi.org/10.1016/j.euroecorev.2025.105121> (ABDC A*; ABS 3).
- Bennett, D. L., Vedula, S., & Araki, M. (2025). Different strokes for different folks: a configurational analysis of entrepreneurial ecosystems. *Small Business Economics*. <https://doi.org/10.1007/s11187-025-01038-x> (ABDC A; ABS 3).
- Bennett, D. L., Wagner, G. & Araki, M. (2024). Labor market reform as an external enabler of high-growth entrepreneurship: A multi-level institutional contingency perspective. *Journal of Business Venturing*, 39(6), 106428. <https://doi.org/10.1016/j.jbusvent.2024.106428> (FT50; ABDC A*; ABS 4*).
- Araki, M., Bennett, D. L., & Wagner, G. (2024). Regional innovation networks & high-growth entrepreneurship. *Research Policy*, 53(1), 10490. <https://doi.org/10.1016/j.respol.2023.104900> (FT50; ABDC A*; ABS 4*).
- Araki, M., & Martins, H. C. A. (2024). Creativity governance: a conceptual framework for tailoring governance to the creativity and uncertainty in entrepreneurial projects. *European Management Review*, 21(3). <https://doi.org/10.1111/emre.12607> (ABS 3).
- Trofimova, I., & Araki, M. (2024). The importance of activity-specific differentiation between orientation-related temperament traits. *Current Psychology*, 43(9). <https://doi.org/10.1007/s12144-023-04996-1>.
- Araki, M., & Martins, H. C. A. (2022). Integrating uncertainty and governance into a capital structure puzzle: can risk-taking and rule-taking explain zero-leverage firms?. *Review of Managerial Science*, 16, 1979–2034. <https://doi.org/10.1007/s11846-021-00500-w> (ABDC A; ABS 2).
- Trofimova, I., & Araki, M. (2022). Psychometrics vs neurochemistry: a controversy around mobility-like scales of temperament. *Personality and Individual Differences*, 187, 111446. <https://doi.org/10.1016/j.paid.2021.111446> (ABDC A; ABS 3).
- Araki, M. (2020). Scientific polymathy: The end of a two-cultures era?. *The Lancet*, 395, 10216. [https://doi.org/10.1016/S0140-6736\(19\)32564-4](https://doi.org/10.1016/S0140-6736(19)32564-4) (IF 2022: 168.9).

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Araki, M., & Cotellessa, A. M. (2020). Creative polymathy and the COVID-19 crisis. *Frontiers in Psychology*, 11, 3580. 10.3389/fpsyg.2020.601508.

Araki, M. & Trofimova, I. (2020). Validation of the Portuguese version of the structure of temperament questionnaire (STQ-77pt) based on a Brazilian sample. *Natural Systems of Mind*, 1(1), 32-47. https://doi.org/10.38098/nsom_2021_01_03_04

Anagusko, L. H., Araki, M., & Moser, E. M. (2020). Implantação da controladoria em micro e pequenas empresas no brasil: o que considerar?. *Revista da Micro e Pequena Empresa*, 14(1), 59-78. doi: <https://doi.org/10.6034/rmpe.v14i1.1256>

Moser, E. M., Silva, P. V., Oliveira, F. N., & Araki, M. (2019). The contextual factors behind CEO duality: an empirical analysis of Brazil's case. *Revista Brasileira de Estratégia*, 12(2), 76-103. doi: <http://dx.doi.org/10.7213/rebrae.v12i2.25277>

Araki, M., Silva, P.V., Gomes, L.L. & Brandão, L.E.T. (2018). Modelo de equilíbrio para lançamento de certificados de energia renovável na blockchain. *Cadernos de Gestão e Empreendedorismo*, 6(2), 66-83. doi: <https://doi.org/10.32888/cge.v6i2.12770>

Araki, M., Klotzle, M. C., & Pinto, A. C. (2018). Carry trades and economic policy uncertainty: Measuring the political dimension of the forward rate bias in emerging countries. *Economics Bulletin*, 38(3), 1476-1484.

Araki, M. (2018). Polymathy: a new outlook. *Journal of Genius and Eminence*, 3(1), 66-82. <http://dx.doi.org/10.18536/jge.2018.04.3.1.05>.

Research Under Review

Araki, M. Far Yet Adjacent? A Framework for Unconventional Pathways to Innovation Based on the Theory of the Adjacent Possible. *Under Review: **Research Policy***.

Araki, M., Aslantekin, E., Maertz, C. P., & Felps, W. Importing Neglected Psychological Concepts into Management Creativity Research: A Discrepancy-Mapping Review and Generative Agenda. *Under Review: **Journal of Management***.

Araki, M., Maertz, C. P., & Ivcevic, Z. Historical Partitions in Creativity Research: Pathways for Integration and Translation Logic for Puzzling Findings. *Under Review: **Journal of Management***.

Papers Expected for Submission in the 2026-2027 biennial

Araki, M., & Townsend, D. De-Risking Entrepreneurial Use of Artificial Intelligence for Grand Challenges: A Polymathic Approach. *Target: **Journal of Business Venturing***.

Araki, M., & Townsend, D. Designing Polymathic AI: Calibrating Breadth, Depth, and Integration for AI-enhanced Grand-challenge Entrepreneurship. *Target: **Academy of Management Journal***.

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Fourie, J., Araki, M., Höllerer, M., Grant, D., & Newell, B. Harnessing Collective Polymathy: Polymathic Governance as a Strategic Response to Polycrisis. **Target: *Nature*.**

Araki, M., & Maertz, C. P. Polymathy: Cognitive De-Entrenchment Through Breadth, Depth, And Integration of Schemata. **Target: *Academy of Management Review*.**

Araki, M. The Organizational Serendipity Equation: Formalizing How Firms Learn from the Unexpected. **Target: *Strategic Management Journal*.**

Araki, M., Maertz, C. P., Falcão, R., Picanço, E., & Casado, R. Navigating crisis through polymathy: impact on self-efficacy resilience among entrepreneurs and non-entrepreneurs. **Target: *Entrepreneurship Theory and Practice*.**

Zhan, S. & Araki, M. No More Business as Usual: Shocks in Personal Life Drive Transition from Entrepreneur to Wage Employee. **Target: *Journal of Business Venturing*.**

Araki, M., Maertz, C. P. & Ivcevic, Z. Development of the polymathic orientation scale and its application to creativity and innovation. **Target: *Journal of Applied Psychology*.**

Araki, M., Maertz, C. P., & Ivcevic, Z. Domain-General Foundations of Creativity: Integration through the three dimensions of polymathy. **Target: *Journal of Applied Psychology*.**

Hammoda, B. & Araki, M. The role of polymathic entrepreneurs in spearheading ecosystems. **Target: *Journal of Business Venturing*.**

Papers Expected for Submission in the 2027-2028 biennial

Araki, M., Maertz, C. P. From Knowledge Expansion to Venture Creation: The Link Between Polymathic Orientation and Entrepreneurial Behavior. **Target: *Academy of Management Journal*.**

Book Chapters

Araki, M., & Cotellessa, A. M. (2022). Creative polymathy and the COVID-19 crisis. In R. Reiter-Palmon, M. Tang, & Z. Ivcevic (Eds.) *Creativity and Innovation in Times of Crisis (COVID-19)*.

Araki, M., Rodrigues, J., & Freire, T. (2020). liderança polímata: promovendo inovação e prosperidade no mundo exponencial. In A. Muniz (Ed.) *Jornada Ágil de Liderança*.

Conference Papers and Proceedings

Araki, M. (2026). Polymathic Orientation and Resilience During Crisis: Evidence from Founders, Independent Contractors, and Wage Employees in Brazil and Australia. *ACERE 2026 – Journal of Business Venturing PDW session*.

Araki, M. (2026). From Knowledge Expansion to Venture Creation: The Link Between Polymathic Orientation and Entrepreneurial Behavior. *ACERE 2026*.

Zhan, S. & Araki, M. (2026). No More Business as Usual: Shocks in Personal Life Drive Transition from Entrepreneur to Employee. *ACERE 2026*.

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- Araki, M. & Hammoda, B. (2025). Passion Profiles in Entrepreneurship: Harmonious, Obsessive, or Polymathic? *ACERE 2025*.
- Araki, M., Garrett, R. & Tay, K. (2025). Learning in Internal Corporate Ventures: Examining Bundles of Founding Motives. *ACERE 2025*.
- Araki, M., Maertz, C. P., Falcão, R., Picanço, E., & Casado, R. (2023). Navigating crisis through polymathy: the impact on self-efficacy for entrepreneurs and employees. In *Academy of Management Proceedings* (Vol. 2023, No. 1, p. 16075). Briarcliff Manor, NY 10510: Academy of Management. <https://doi.org/10.5465/AMPROC.2023.16075abstract>
- Araki, M., Falcão, R., Garrett, R., & Picanço, E. (2023). Entrepreneurial persistence under duress: emotionality versus polymathy. *Frontiers of Entrepreneurship Research BCERC Proceedings 2023*.
- Araki, M., Maertz, C. P., Falcão, R., Picanço, E., & Casado, R. (2023). Navigating crisis through polymathy: the impact on self-efficacy for entrepreneurs and employees. *2023 Babson College Entrepreneurship Research Conference*.
- Araki, M., & Martins, H. C. (2022). A conceptual framework to integrate uncertainty and creativity into corporate governance. *Academy of Management Meeting 2022*.
- Bennett, D. L., Araki, M. E. & Wagner, G. (2022). Employee mobility as an external enabler of high-growth entrepreneurship. *Academy of Management Meeting 2022*.
- Bennett, D. L., Wagner, G., & Araki, M. (2022). Greasing the wheels of growth: reduced enforceability of noncompete agreements as an external enabler of high-growth entrepreneurship. *Annual Meetings of the Public Choice Society 2022*.
- Bennett, D. L., Wagner, G., & Araki, M. (2021). Innovation networks & high-growth entrepreneurship. In *Academy of Management Proceedings* (Vol. 2021, No. 1, p. 15851). Briarcliff Manor, NY 10510: Academy of Management.
- Araki, M., & Martins, H. C. (2020). Venture intrepidity, rule-taking and investment-cash flow sensitivity: investigating the differences in replicative and deviant organizations. In *EnANPAD 2020*. Universidade Federal do Rio de Janeiro. Rio de Janeiro, Brazil.
- Araki, M., & Martins, H. C. (2020). Risk taking, rule taking and the zero-leverage puzzle. In *Corporate Governance: An International Review 21st Century Challenges for Corporate Governance Special Issue Conference*. Florida Atlantic University. Boca Raton, FL.
- Ciccarino, I., & Araki, M. (2017). Blockchain como um fator de mudança na competição e no arranjo econômico de oportunidades. In *XX Semead*. São Paulo, Brazil. Available at: <http://login.semead.com.br/20semead/arquivos/2055.pdf>. ISSN 2177-3866.
- Pech, G. Vidal, A., & Araki, M. (2016). Risk acceptance in career transitions: paths for taking decisions. In *7th European Risk Conference*. York, England.
- Cavazotte, F., Araki, M., & Moreno, V. (2016). Emotions and cooperative learning. In *Academy of Management Proceedings* (Vol. 2016, No. 1, p. 16828). Briarcliff Manor, NY 10510: Academy of Management.

Talks, Panels and Symposia

- Araki, M., Cotellessa, A. M., Root-Bernstein, M., & Root-Bernstein, R. *American Psychological Association Annual Convention*. August 8-12, 2019, Chicago, IL, USA. Title of the panel: Polymathic Behavior: Its Components and Relationships with Temperament, Personality and Creativity.
- Araki, M., Cotellessa, A. M., Simonton, D. K., Trofimova, I., Root-Bernstein, M., & Root-Bernstein, R. *SOU Creativity Conference*. July 11-14, 2019, Ashland, OR, USA. Title of the panel: Polymathy: An Interdisciplinary Panel on Human Versatility and Creativity.

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- Araki, M. *SOU Creativity Conference*. July 11-14, 2019, Ashland, OR, USA. Title of the talk: Polymathy: A bio-psycho-social approach.
- Araki, M. *2nd Seminar of Entrepreneurship and Management*. October 15-19, 2018. Niteroi, Brazil. Title of the talk: Polymathy in Organizations.
- Araki, M. *SOU Creativity Conference*. August 3-6, 2018, Ashland, OR, USA. Title of the talk: Polymathy at the Heart of Creativity.
- Araki, M. *VIII Congresso Nacional de Administração e Contabilidade – AdCont*. October 19-21, 2017. Rio de Janeiro, Brazil. Title of the talk: The Functioning of the Consensus Protocols “Proof of Work” and “Proof of Stake”.
- Araki, M. *1st Ciclo de Palestras Integradas — Business and Accountancy*. May 9-11, 2017. Rio de Janeiro, Brazil. Title of the talk: Career, Polymathy and Personal Development.
- Araki, M. & Bahia, R. *40th ANPAD Meeting — EnANPAD 2016*. October 25-28, 2016. Sauipe, Brazil. Title of the talk: Young Professionals and Work Motivation: A Clash of Two Worlds.

DISSERTATIONS AND THESES

Ph.D. in Entrepreneurship and Innovation (2025). University of Louisville.

- Title: *Polymathy: the foundational source of creativity and innovation*.
 - Chair: Carl P. Maertz, Jr. (University of Louisville)
 - Committee Members: Daniel Bennett (University of Louisville); Johan Wiklund (Syracuse University); Zorana Ivcevic Pringle (Yale University)
 - Winner of the *Journal of Intelligence Best PhD Thesis Award*.

Ph.D. in Finance (2020). Pontifical Catholic University of Rio de Janeiro (PUC-Rio).

- Title: *The interplay of corporate governance, managerial discretion and financing behavior along two famous financial “puzzles.”*
 - Chair: Henrique Castro Martins (PUC-Rio)
 - Committee Members: Marcelo Cabús Klötzle (PUC-Rio); Leonardo Lima Gomes (PUC-Rio); Cristiano Machado Costa (UNISINOS); Jéfferson Augusto Colombo (Fundação Getúlio Vargas - EESP)

Master’s in Organizational Behavior (2015). PUC-Rio.

- Title: *Polymathic leadership: theoretical foundation and construct development*.
 - Chair: Flávia de Souza Costa Neves Cavazotte (PUC-Rio)
 - Committee Members: Ana Heloísa da Costa Lemos (PUC-Rio); Lúcia Barbosa de Oliveira (IBMEC)

AWARDS, FELLOWSHIPS AND PRIZES

Awards

- 2026. *Journal of Intelligence Best PhD Thesis Award*. US\$1,000 Awarded.
- 2023. *Frontiers of Entrepreneurship Research (BCERC) Top 40 paper*
- 2022. *Best Reviewer Award from the Industry and Innovation Journal (ABS 3)*

Fellowships and Grants

- 2025. *Research and Engagement Support Scheme UNSW*. AUD 9,000 Awarded.
- 2024. *Fellowship from the Institute for Humane Studies (IHS)*. \$5,000 Awarded.
- 2023. *Publication Accelerator Grant from the IHS*. \$5,000 Awarded.

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- 2023. Award for the participation in the program “Political Economy of Entrepreneurship,” sponsored by the Institute for Humane Studies. \$800 Awarded.
- 2022. Inaugural Center for Free Enterprise Fellowship from the Center for Free Enterprise at University of Louisville. \$5,000 Awarded.
- 2022. Hayek Scholar Grant from the Institute for Humane Studies. \$750 Awarded.
- 2022. Adam Smith Fellowship from the Mercatus Center. \$5,000 Awarded.
- 2021. Adam Smith Fellowship from the Mercatus Center. \$5,000 Awarded.
- 2021. Institute for Humane Studies Fellowship. \$3,000 Awarded.

Doctoral Consortia

- 2023. Doctoral Consortium Participant at the Babson College Entrepreneurship Research Conference (BCERC).
- 2022. Doctoral Consortium Participant at the Academy of Management Annual Meeting - Entrepreneurship Division.

SERVICE AS REVIEWER, REFEREE OR COMMITTEE MEMBER

Editorial Review Board:

- Small Business Economics: An Entrepreneurship Journal

Journal Reviewer:

- Research Policy
- Journal of World Business
- Entrepreneurship and Regional Development
- Industry and Innovation
- Psychology of Aesthetics, Creativity, and the Arts
- Creativity Research Journal
- Thinking Skills and Creativity
- Creativity: Theory-Research-Applications
- Economics Bulletin
- Sociedade, Contabilidade e Gestão
- Cadernos de Gestão e Empreendedorismo

Conference Reviewer and Conference Committee Member

- Australasian Consortium for Entrepreneurship Research Excellence – ACERE (2025, 2026)
- Babson College Entrepreneurship Research Conference – BCERC (2024)
- Academy of Management Meeting (2020, 2021, 2022, 2023)
- Annual Creativity Conference at the Southern Oregon University – SOU (2019, 2020)
- Congresso Nacional de Administração e Contabilidade (2017)
- Brazilian Association of Graduate Studies and Research in Administration – ANPAD Annual Meeting (2016, 2018, 2019)

Committee Member for Capstone Project and Course Conclusion

- Minor in Entrepreneurship at UFF (2019)
- Minor in Entrepreneurship at UFF (2018)

ACADEMIC TEACHING

UNSW Sydney (2024-current)

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- COMM5010 – Strategy, Marketing and Management
- COMM3050 – Data Use and Misuse
- COMM5610 – Interdisciplinary Applications of Analytics Techniques

University of Louisville (2022-2024)

- ENTR350 – Entrepreneurial Creativity and Innovation

Universidade Federal Fluminense (2018-2019)

- Communication
- Negotiation
- Human Resource Management
- Production Management
- Business Ethics

EXECUTIVE TEACHING

IBMEC University – Executive MBA (2020-2021)

- Corporate Finance
- Futures (options and derivatives)
- Currency Futures and Foreign Exchange Contracts

SENAC University – Executive MBA (2020)

- Entrepreneurship
- Strategy and Management Capstone Course

Unigranrio University – Executive MBA (2020)

- Corporate Finance

Universidade Federal Fluminense – Executive MBA (2019)

- Strategy and Management Capstone Course
- Entrepreneurial Finance

PUC-Rio – Executive Postgraduate Courses (2017)

- Corporate Finance
- Blockchain Economics and Cryptocurrencies

STUDENT SUPERVISION

Universidade Federal Fluminense

- Student: Matheus Alan Rosa da Cruz (Undergraduate Degree in Entrepreneurship and Management, Dec, 2019).
- Student: Edson Mauro Roque (Undergraduate Degree in Entrepreneurship and Management, Jun, 2019).
- Student: Ana Jessica Rechzinski (Undergraduate Degree in Entrepreneurship and Management, Jun, 2019).
- Student: Thatiana Rodrigues (Undergraduate Degree in Entrepreneurship and Management, Dec, 2018).
- Student: Alexsander Soares (Undergraduate Degree in Entrepreneurship and Management, Dec, 2018).

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- Student: Helaine Martins de Farias (Undergraduate Degree in Entrepreneurship and Management, Jun, 2018).
- Student: Henrique Yuuki Higuchi Sakae (Undergraduate Degree in Entrepreneurship and Management, Jun, 2018).

MEDIA

- 2026, January 27. Featured in the article “Why polymathic entrepreneurs are more than ‘jacks-of-all trades’” by Craig Donaldson
<https://www.businessthink.unsw.edu.au/articles/polymathic-orientation-entrepreneurial-success>
- 2025, January 6. Featured in the article “How local policies enable business growth (despite federal regulation)” by Craig Donaldson
<https://www.businessthink.unsw.edu.au/articles/business-growth-non-compete-enforcement-policy-entrepreneurship>
- 2024, December 19. BlogImpacto Fundação Getúlio Vargas. Governança da Criatividade: Estruturas Adaptadas para Projetos Inovadores. (Governance of Creativity: Structures Adapted for Innovative Projects). <https://www.impacto.blog.br/administracao-de-empresas/estruturas-adaptadas-para-projetos-inovadores/>
- 2024, January 16. Featured in the Forbes article “Do You Have A ‘Polymathic Personality’? A Psychologist Explains” by Mark Travers.
<https://www.forbes.com/sites/traversmark/2024/01/16/do-you-have-a-polymathic-personality-a-psychologist-explains/>
- 2019, November 18. Interviewed for article on polymathy in *BBC Worklife* by David Robson.
<https://www.bbc.com/worklife/article/20191118-what-shapes-a-polymath---and-do-we-need-them-more-than-ever>
- 2019, June 12. Interviewed for article on polymathy and the 500-year anniversary of Leonardo da Vinci’s death by Mathias Søby Dalbøge in the JydskeVestkysten Newspaper, Denmark. <https://folde75.wixsite.com/kunstenatvidemeget>
- 2018, July 25. Interviewed for an article on polymathy by Isabela Mena in the *Draft*, a digital media covering the expansion of innovation in Brazil.
<https://projetodraft.com/verbete-draft-o-que-e-polimatia/>
- 2018, May 10. Interviewed for an article on the utilization of cryptocurrency for the financing of a football club by Mauricio Brum in *BBC Brazil*.
<https://www.bbc.com/portuguese/geral-44035482>

LANGUAGES

English; Portuguese; Spanish (Conversational but not proficient)

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ACADEMIC REFERENCES

Carl P. Maertz, Jr. (Dissertation chair and co-author)

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