

DAVID W. WILLIAMS, Ph.D.

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ACADEMIC QUALIFICATIONS AND EXPERIENCE

ACADEMIC EXPERIENCE:

Associate Professor of Entrepreneurship (with tenure), 2016 – present
Director, Strategy, Entrepreneurship, and Organizations (SEO) Ph.D. Program, 2017 – present
William B. Stokely Faculty Research Fellow, 2017 – 2020
Kinney Family Faculty Research Fellow, 2016 – 2017
Assistant Professor of Entrepreneurship, 2010 – 2016
Stanley Bowden Faculty Research Fellow, 2015 – 2016
Department of Management, Haslam College of Business
The University of Tennessee, Knoxville, TN

Ph.D. Student / Instructor, 2005 – 2010
Department of Managerial Sciences, J. Mack Robinson College of Business
Georgia State University, Atlanta, GA

Affiliate Instructor, January 2002 – August 2005
Department of Business Administration, Foster College of Business Administration
Bradley University, Peoria, IL

EDUCATION:

Ph.D. (Business Administration), Georgia State University; Atlanta, GA August 2010
Specialization: Entrepreneurship & Strategic Management

Dissertation Title: *Why do different new ventures internationalize differently?*
A cognitive model of entrepreneurs' internationalization decisions.
****Winner of the 2011 Heizer Doctoral Dissertation Award in New Enterprise Development****

Dissertation Committee: Dr. Denis A. Grégoire, Co-Chair
Dr. Pamela S. Barr, Co-Chair
Dr. Lisa Schurer Lambert, Committee Member
Dr. S. Tamer Cavusgil, Committee Member

M.B.A. (International Business), DePaul University; Chicago, Illinois June 2000
Emphasis: International Economics & Trade

B.A. (International Studies), Millikin University; Decatur, Illinois May 1997
Minors: Business Administration & Spanish

RESEARCH

REFEREED JOURNAL PUBLICATIONS:

- Mathias, B.D. & **Williams, D.W.** (forthcoming) Giving up the hats? Entrepreneurs' Role Transitions and Venture Growth. *Journal of Business Venturing*.
- Meek, W.R. & **Williams, D.W.** (forthcoming) Venture Creation Persistence: Overcoming Stage Gate Issues. *International Journal of Entrepreneurial Behavior & Research*.
- Mathias, B.D. & **Williams, D.W.** (2017). The Impact of Role Identities on Entrepreneurs' Evaluation and Selection of Opportunities. *Journal of Management*, 43(3): 892-918.
- Wood, M.S., **Williams, D.W.**, & Drover, W. (2017). Past as Prologue: Entrepreneurial Inaction Decisions and Subsequent Action Judgments. *Journal of Business Venturing*, 32(1): 107-127.
- Williams, D.W.** & Wood, M.S. (2015). Rule-Based Reasoning for Understanding Opportunity Evaluation. *Academy of Management Perspectives*, 29(2): 218-336.
- Williams, D.W.** & Grégoire, D.A. (2015). Seeking Commonalities or Avoiding Differences? Re-Conceptualizing Distance and Its Effects on Internationalization Decisions. *Journal of International Business Studies*, 46(3): 253-284.
- Leap, T. & **Williams, D.W.** (2015). Innovating During Tough Times: Lessons from the Great Composers. *International Business Research*, 8(1): 191-196.
- Mathias, B.D., **Williams, D.W.**, & Smith, A.R. (2015). Entrepreneurial Inception: The Role of Imprinting in Entrepreneurial Action. *Journal of Business Venturing*, 30(1): 11-28.
- Wood, M.S. & **Williams, D.W.** (2014). Opportunity Evaluation as Rule-Based Decision Making. *Journal of Management Studies*, 51(4): 573-602.
- Kiss, A.N., **Williams, D.W.**, & Houghton, S.M. (2013). Risk Bias and the Link Between Motivation and New Venture Post-Entry International Growth. *International Business Review*, 22(6): 1068-1078.
- Williams, D.W.**, Zorn, M.L., Crook, T.R., & Combs, J.G. (2013). Passing the Torch: Factors Influencing Transgenerational Intent in Family Firms. *Family Relations*, 62(3): 415-428.
- Houghton, S.M., Gabel, J.T.A., & **Williams, D.W.** (2009). Connecting Two Faces of CSR: Does Employee Volunteerism Improve Compliance Behavior? *Journal of Business Ethics*, 87(4): 477-494.

REFEREED JOURNAL PUBLICATIONS UNDER REVIEW:

Removed to protect double blind review process.

OTHER PUBLICATIONS:

Wood, M.S. & **Williams, D.W.** (2015). Rule-Based Thinking in Commercial Real-Estate Transactions. *Keller Center Research Report*, 8(1): 1-5:

<http://www.baylor.edu/business/kellercenter/news.php?action=story&story=151764>.

Grégoire, D.A. & **Williams, D.W.** (2012). Opportunity Identification and Structural Alignment. In M. Marvel (Ed.), *Encyclopedia of New Venture Management*, Thousand Oaks, CA: Sage Publications (ISBN: 0-978-1-4129-9081-3), 356-361: <https://us.sagepub.com/en-us/nam/encyclopedia-of-new-venture-management/book235458>.

Wood, M.S., **Williams, D.W.**, & Grégoire, D.A.* (2012). The Road to Riches? A Model of the Cognitive Processes and Inflection Points Underpinning Entrepreneurial Action. In A.C. Corbett & J.A. Katz (Eds.), *Entrepreneurial Action (Advances in Entrepreneurship, Firm Emergence and Growth, Volume 14)*: Emerald Group Publishing Limited (ISBN: 0-978-1-78052-900-4), 207-252:

<http://www.emeraldinsight.com/doi/abs/10.1108/S1074-7540%282012%290000014010>. (*all authors contributed equally)

Winner of the Emerald Literati Network 2013 Award for Excellence

REFEREED CONFERENCE PROCEEDINGS:

Lerman, M.P., **Williams, D.W.**, & Munyon, T.P. (2017). Entrepreneurs and Stress: A Cognitive and Dynamic Approach. In A. Zacharakis et al. (Eds.), *Frontiers of Entrepreneurship Research 2017*.

Simarasl, N. & **Williams, D.W.** (2016). Highly-Educated Immigrant Entrepreneurs' Start-up Location Decisions. In A. Zacharakis et al. (Eds.), *Frontiers of Entrepreneurship Research 2016*.

Mathias, B.D. & **Williams, D.W.** (2012). Role with It: The Impact of Role Identity on Entrepreneurial Opportunity Selection. In A. Zacharakis et al. (Eds.), *Frontiers of Entrepreneurship Research 2012*, 250-264. Babson Park, MA; Babson College (ISBN: 0-910897-36-0):

<http://digitalknowledge.babson.edu/fer/vol32/iss6/1/>. ***Winner of the National Federation of Independent Business Award for Excellence in Research on the General Topic of Entrepreneurship***

Wood, M.S. & **Williams, D.W.** (2012). Seeing the Forest and the Trees: Opportunity Evaluation as Rule-Based Processing. In A. Zacharakis et al. (Eds.), *Frontiers of Entrepreneurship Research 2012*, 331-345. Babson Park, MA; Babson College (ISBN: 0-910897-36-0):

<http://digitalknowledge.babson.edu/fer/vol32/iss6/7/>.

Grégoire, D.A., **Williams, D.W.**, & Oviatt, B.M. (2008). Early Internationalization Decisions for New Ventures: What Matters? In A. Zacharakis et al. (Eds.), *Frontiers of Entrepreneurship Research 2008*, 511-523. Babson Park, MA; Babson College (ISBN: 0-910897-29-8):

<http://digitalknowledge.babson.edu/fer/vol28/iss18/2/>.

WORK IN PROGRESS:

Williams, D.W., Crook, T.R., & Strickling, J.A. (working paper). Does Age at Initial International Entry Matter? If So, How and How Much? ***Winner of the Best Faculty Working Paper Award from the Anderson Center for Entrepreneurship and Innovation Research Competition***

Samba, C., **Williams, D.W.**, & Vera, D. (working paper). The Value of Collective Intuition in Strategic Decision Making.

Lerman, M.P., **Williams, D.W.**, Munyon, T.P., & Zablach, A. (working paper). Revisiting Appraisal: A Day-Level Examination of Entrepreneurial Appraisal, Affect, and Coping.

Yan, J., & **Williams, D.W.** (working paper). Timing is Everything: The Impact of Age at International Entry, Age at IPO, and IPO Performance on New Firm Survival and Growth.

Mmbaga, N.A., Mathias, B.D., **Williams, D.W.**, & Cardon, M.S. (work in progress). Identity in Entrepreneurship: A Review and Future Directions.

Drover, W., Wood, M.S., & **Williams, D.W.** (work in progress). Errors of Omission: The Cognitive, Affective, and Behavioral Influence of Missed Opportunity.

Grégoire, D.A., **Williams, D.W.**, & Zacharakis, A. (work in progress). Entrepreneurs' Internationalization Decision Models.

Wang, X.J., Reger, R.K., Zhou, W., & **Williams, D.W.** (working paper). Cross-Border Social Disapproval: Social Media, National Animosity, and Nationalism as Mobilization. **Winner of the SIM Division Best Student Paper Award**

RESEARCH GRANTS AND FELLOWSHIPS:

William B. Stokely Faculty Research Fellowship (2017-2020)

Awarded in conjunction with competitive Haslam College Summer Support Program for 2017-2020.

Kinney Family Faculty Research Fellowship (2016-2017)

Awarded in conjunction with competitive Haslam College Summer Support Program for 2016.

Stanley Bowden Faculty Research Fellowship (2015-2016)

Awarded in conjunction with competitive Haslam College Summer Support Program for 2015.

Early Internationalization Decisions for New Ventures (2008-2009)

The grant was received to fund a research program to study the decision models that entrepreneurs use to evaluate opportunities to expand the activities of their firms internationally.

Funding Source: Georgia Research Alliance and Kauffman Foundation

Role: Co-Investigator / 2nd Author

Co-Investigators: Denis A. Grégoire (GSU) and Benjamin M. Oviatt (GSU / Australian GSB)

Amount: \$25,000

Why do different new ventures internationalize differently? (2009-2010)

Two grants were received to fund my dissertation research on entrepreneurs' decisions regarding international opportunity selection and age at international entry. This research developed a cognitive model of such decisions and explored the implications for theory, practice, and policy.

Funding Sources: Georgia Research Alliance and Kauffman Foundation (\$15,000)
Georgia State University Research Services (\$1,000)

Role: Principal Investigator / Lead Author

Co-Investigator: Denis A. Grégoire (GSU)

Amount: \$16,000

RESEARCH AWARDS:

Best Faculty Working Paper Award, Anderson Center for Entrepreneurship and Innovation Research Competition, University of Tennessee (2016, with T. Russell Crook and Jason Strickling; 2015, with Denis A. Grégoire).

Haslam Summer Scholars Program, Haslam College of Business, University of Tennessee (2015, 2016, 2017-2020)

Finalist, Vallett Family Outstanding Researcher Award, Haslam College of Business, University of Tennessee (2015)

Emerald Literati Network Award for Excellence (2013) (with Matthew S. Wood and Denis A. Grégoire)

National Federation of Independent Business (NFIB) Award for Excellence in Research on the General Topic of Entrepreneurship (2012) (with Blake D. Mathias)

Heizer Doctoral Dissertation Award in New Enterprise Development (2011)

The Heizer Doctoral Dissertation Award in New Enterprise Development recognizes and honors outstanding doctoral research in the area of New Enterprise Development. The principal focus of the Award is on research that deals with the founding, financing, management, growth, and development of high potential new ventures, with venture capital investing, or with corporate entrepreneurship. The award is presented annually by the Entrepreneurship Division of the Academy of Management for dissertations completed in the previous academic year.

Waino W. Suojanen Research Excellence Award (2009)

The Waino W. Suojanen Research Excellence Award is presented annually to the Ph.D. student with the most outstanding record of achievement in research in the Managerial Sciences Department at Georgia State University's J. Mack Robinson College of Business.

RESEARCH ROLES WITH GRADUATE STUDENTS:

- Chair, Dissertation Committee, Jiaju (Justin) Yan (Ph.D. student), 2017-present
- Chair, Dissertation Committee, Nick Mmbaga (Ph.D. student), 2017-present
- Co-Chair (with Tim Munyon), Dissertation Committee, Michael Lerman (Ph.D. student), 2017-present
- Chair, Dissertation Committee, Jason Strickling (Ph.D. student), 2016
- Chair, Dissertation Committee, Nastaran Simarasl (Ph.D. student), 2014-2016

- Supervisor, Summer Research Project, Michael Lerman (Ph.D. student), 2016-2017
- Supervisor, Summer Research Project, Jiaju (Justin) Yan (Ph.D. student), 2016-2017
- Supervisor, Summer Research Project, Blake D. Mathias (Ph.D. student), 2011

- Member, Dissertation Committee, T. Daniel White (Ph.D. student), 2017
- Member, Dissertation Committee, Xinran (Joyce) Wang (Ph.D. student), 2016-2017
- Member, Dissertation Committee, Laura D'Oria (Ph.D. student), 2016-2017
- Member, Dissertation Committee, Ulrich Schmelzle (Ph.D. student), 2016-2017
- Member, Dissertation Committee, Nancy Scott (Ph.D. student), 2014-2015
- Member, Dissertation Committee, Blake D. Mathias (Ph.D. student), 2013-2014
- Member, Dissertation Committee, Mary Beth Rousseau (Ph.D. student), 2012-2013

- Instructor, Independent Study, Blake D. Mathias (Ph.D. student), Spring 2012
- Member, Thesis Committee, Nancy Scott (Ph.D. student), 2011

RESEARCH ROLES WITH UNDERGRADUATE STUDENTS:

- Advisor, Global Leadership Scholars Thesis, Hannah Alexander, 2012-2013
Winner of an Undergraduate Research and Creative Achievement Award

REFEREED CONFERENCE PRESENTATIONS:

Cholakova, M., Hsu, D., Lerner, D., Mitchell, R., & Urbig, D. (Organizers) With DeTienne, D., Grégoire, D.A., Shaver, K., **Williams, D.W.**, & Wood, M.S. (Presenters) (2018). Building an Interactive Community for Conducting Experiments to Advance Entrepreneurship Research. *PDW submitted to the Academy of Management Conference, Chicago, IL, August 10-14.*

Yan, J., & **Williams, D.W.** (2018). Timing is Everything: Impact of Age at International Entry and IPO on New Firm Survival and Growth. *Paper submitted to the Academy of Management Conference, Chicago, IL, August 10-14.*

Lewis, T., Lerman, M., **Williams, D.W.**, & Crook, T.R. (2018). It Ain't Easy Being Green: The Role of Technological Uncertainty and Green Identity on Purchase Intentions. *Abstract accepted for the Babson College Entrepreneurship Research Conference, Waterford, Ireland, June 6-9.*

Samba, C., **Williams, D.W.**, & Vera, D. (2017). Collective Intuition and Strategic Decision Making. *Paper presented at the Strategic Management Society Annual Conference, Houston, TX, October 28-31. *Nominated for Best Paper**

Yan, J., & **Williams, D.W.** (2017). Timing is Everything: The Impact of Age at International Entry and IPO on New Firm Performance. *Paper presented at the Strategic Management Society Annual Conference, Houston, TX, October 28-31.*

Williams, D.W., Grégoire, D.A., & Wood, M.S. (Organizers) (2017). With Shaver, K., Urbig, D., Lerner, D., Cornelissen, J., DeTienne, D., Cholakova, M., Mitchell, R., & Hsu, D. (Presenters). Are You Experimented? Conducting Experiments for Advancing Entrepreneurship Research. *PDW presented at the Academy of Management Conference, Atlanta, GA, August 4-8.*

Wang, X.J., Reger, R.K., Zhou, W., & **Williams, D.W.** (2017). Cross-Border Social Disapproval: Social Media, National Animosity, and Nationalism as Mobilization. *Paper presented at the Academy of Management Conference, Atlanta, GA, August 4-8. *Awarded Best Student Paper by the SIM Division**

Lerman, M. P., **Williams, D.W.**, & Munyon, T.P. (2017). Entrepreneurs and Stress: A Cognitive and Dynamic Approach. *Paper presented at the Babson College Entrepreneurship Research Conference, Norman, OK, June 7-10.*

Meek, W.R. & **Williams, D.W.** (2017). Venture Creation Persistence: The Interrelationship Between Career(s) and Gestation Activities. *Paper presented at the United States Association for Small Business and Entrepreneurship (USASBE) Annual Conference, Philadelphia, PA, January 19-22.*

Williams, D.W., Wood, M.S., & Grégoire, D.A. (Organizers) (2016). With Urbig, D., McMullen, J., Rauch, A., & Busentiz, L. (Presenters). Publishing Entrepreneurship Research Using Experimental Methods: Best Practices and Advice. *PDW presented at the Academy of Management Conference, Anaheim, CA, August 5-9.*

Simarasl, N. & **Williams, D.W.** (2016). Highly-Educated Immigrant Entrepreneurs' Start-up Location Decisions. *Paper presented at the Babson College Entrepreneurship Research Conference, Bodø, Norway, June 8-11.*

Drover, W., Wood, M.S., Sohl, J., & **Williams, D.W.** (2016). How Missed Opportunities Influence Investor Decision Making. *Paper presented at the Babson College Entrepreneurship Research Conference, Bodø, Norway, June 8-11.*

- Wood, M.S., **Williams, D.W.**, & Drover, W. (2015). The Cognitive Cost of Not Acting: Towards a Theory of Entrepreneurial Inaction. *Paper presented the Babson College Entrepreneurship Research Conference, Natick, MA, June 10-13.*
- Strickling, J.A., Jiang, D.S., **Williams, D.W.**, & Crook, T.R. (2014). Age at Initial International Entry: A Meta-Analytic Review of Antecedents and Consequences. *Paper presented at the Babson College Entrepreneurship Research Conference, London, Ontario, Canada, June 4-7.*
- Meek, W.R., **Williams, D.W.**, & Kiewitz, C. (2013). Entrepreneurial Behavior in the Long Run: An Ethnographic Study of Persistence and Start-Up Behaviors. *Paper presented at the Southern Management Association Meeting, New Orleans, LA, November 5-9.*
- Williams, D.W.** & Grégoire, D.A. (2013). Early International Entry and Strategic Configurations: Implications for Competitive Advantage, Growth, and Performance. *Paper presented at the Strategic Management Society Conference, Atlanta, GA, September 28-October 1.*
- Williams, D.W.** & Grégoire, D.A. (2013). Path Creating and Path Breaking: The Effects of Initial International Entries on Venture Growth and Performance. *Paper presented at the Babson College Entrepreneurship Research Conference, Lyon, France, June 5-8.*
- Mathias, B.D., **Williams, D.W.**, & Smith, A.R. (2013). Entrepreneurial Inception: The Role of Imprinting in Entrepreneurial Action. *Paper presented at the Babson College Entrepreneurship Research Conference, Lyon, France, June 5-8.*
- Williams, D.W.**, Zorn, M.L., Crook, T.R., & Combs, J.G. (2012). Passing the Torch: Factors Influencing Transgenerational Intent in Family Firms. *Paper presented at the Southern Management Association Meeting, Fort Lauderdale, FL, October 30-November 3.*
- Kiss, A.N., **Williams, D.W.**, & Houghton, S.M. (2012). Risk Bias and the Link Between Motivation and New Venture Post-Entry International Growth. *Paper presented at the Academy of Management Conference, Boston, MA, August 3-7.*
- Wood, M.S., **Williams, D.W.**, & Grégoire, D.A. (2012). The Cognitive Processes Underpinning Entrepreneurial Action. *Paper presented at the Academy of Management Conference, Boston, MA, August 3-7.*
- Mathias, B.D. & **Williams, D.W.** (2012). Role with It: The Impact of Role Identity on Entrepreneurial Opportunity Selection. *Paper presented at the Babson College Entrepreneurship Research Conference, Fort Worth, TX, June 6-9. *Winner of the National Federation of Independent Business Award for Excellence in Research on the General Topic of Entrepreneurship**
- Wood, M.S. & **Williams, D.W.** (2012). Seeing the Forest and the Trees: Opportunity Evaluation as Rule-Based Processing. *Paper presented at the Babson College Entrepreneurship Research Conference, Fort Worth, TX, June 6-9.*
- Williams, D.W.** & Grégoire, D.A. (2012). Seeking Similarities or Bridging Differences: Re-Integrating Entrepreneurs' Decisions on Where and When to Internationalize. *Paper presented at the Atlanta Competitive Advantage Conference (ACAC), Atlanta, GA, May 15-17.*
- Williams, D.W.** & Grégoire, D.A. (2011). Re-Linking Entrepreneurs' Decisions on Where and When to Internationalize. *Paper presented at the Southern Management Association Meeting, Savannah, GA, November 9-12.*
- Grégoire, D.A., **Williams, D.W.**, & Zacharakis, A. (2011). Entrepreneurs' Decision Models for Early Internationalization. *Paper presented at the Strategic Management Society Conference, Miami, FL, November 6-9.*

- Grégoire, D.A. & **Williams, D.W.** (2011). Entrepreneurs' Decisions to Internationalize Early: An Empirical Review for Advancing Future Research. *Paper presented at the Babson College Entrepreneurship Research Conference, Syracuse, NY, June 8-11.*
- Grégoire, D.A., **Williams, D.W.**, & Zacharakis, A. (2011). Entrepreneurs' Decisions to Internationalize Early or Late: A Choice Experiment. *Paper presented at the Babson College Entrepreneurship Research Conference, Syracuse, NY, June 8-11.*
- Williams, D.W.** (2011). Overcoming Blind Spots and Knowledge Gaps in Entrepreneurs' Internationalization Decisions. *Paper presented at the North American Small Business International Trade Educators (NASBITE) Conference, Charleston, SC, April 3-5.*
- Williams, D.W.** & Grégoire, D.A. (2010). Re-Integrating Internationalization Theories: A Cognitive Model of Internationalization Decisions. *Paper presented at the Academy of Management Conference, Montréal, Canada, August 6-10.*
- Maxwell, A.L. & Grégoire, D.A. (Organizers) (2010). With DeKoning, A., Sudek, R., Foo, M., Uy, M., Harrison, R., & **Williams, D.W.** (Presenters). Innovative Methods for Studying Decision-Making. *PDW presentation at the Academy of Management Conference, Montréal, Canada, August 6-10.*
- Williams, D.W.** & Grégoire, D.A. (2010). Entrepreneurs' Decisions to Internationalize Early: Evidence from Verbal Protocols. *Paper presented the Babson College Entrepreneurship Research Conference, Lausanne, Switzerland, June 9-12.*
- Grégoire, D.A., **Williams, D.W.**, & Oviatt, B.M. (2008). Early Internationalization Decisions for New Ventures: What Matters? *Paper presented at the Babson College Entrepreneurship Research Conference, Chapel Hill, NC, June 5-7.*
- Kiss, A.N., **Williams, D.W.**, & Houghton, S.M. (2008). The Role and Impact of Various Types of Entrepreneurial Motivations on Venture Internationalization Outcomes. *Paper presented at the Babson College Entrepreneurship Research Conference, Chapel Hill, NC, June 5-7.*
- Grégoire, D.A., Barr, P.S., & **Williams, D.W.** (2007). Measuring Entrepreneurial Alertness in the Field: Scale Development and Validation. *Paper presented at the Babson College Entrepreneurship Research Conference, Madrid, Spain, June 7-9.*
- Grégoire, D.A., Barr, P.S., & **Williams, D.W.** (2007). The Cognitive Role of New Venture Expertise and Opportunity Alertness in the Acknowledgement of Opportunities: Evidence from Verbal Protocols. *Paper presented at the Babson College Entrepreneurship Research Conference, Madrid, Spain, June 7-9.*
- Houghton, S.M., Gabel, J.T.A., & **Williams, D.W.** (2007). Connecting Two Faces of CSR: Does Employee Volunteerism Improve Compliance Behavior? *Paper presented at the Academy of Management Conference, Philadelphia, PA, August 3-8.*
- Williams, D.W.** (2007). Negotiated Structures: How Routines are Imported into New Ventures. *Paper presented at the Academy of Management Conference, Philadelphia, PA, August 3-8.*

TEACHING

UNDERGRADUATE COURSES TAUGHT:

ENT 350 Introduction to Entrepreneurship (University of Tennessee)

- Required course in the university-wide interdisciplinary minor in Entrepreneurship
- First entrepreneurship course in undergraduate collateral (emphasis) in Entrepreneurship
- Terms: Fall and Spring Terms from Fall 2010 to Spring 2017

ENT 460 Leading Innovation and Change (University of Tennessee)

- Elective course in the university-wide interdisciplinary minor in Entrepreneurship
- Elective course in the undergraduate collateral (emphasis) in Entrepreneurship
- Terms: Fall 2016, Fall 2017

BUSA 4980 Strategic Management (Georgia State University)

- Capstone strategy class required of all senior-level business majors (included BSG Simulation)
- Terms: Summer, Fall, and Spring Terms from Summer 2007 through Fall 2009 (except SP09)

MGS 3400 Managing People in Organizations (Georgia State University)

- Organizational behavior course required of all sophomore / junior-level business majors
- Terms: Summer 2006, Spring 2007

IB 306 Introduction to International Business (Bradley University)

- Required course for all sophomore / junior-level business majors
- Terms: Spring and Fall Terms from 2002-2005

EXECUTIVE EDUCATION:

State of Illinois Certificate in International Business (Bradley University; University of Illinois-Chicago)

- Taught sections on international marketing and export compliance (2005)

Professional Presentations on International Topics (Bradley University)

- Presentations to the business community or professional associations on topics including international internet marketing, export safety and regulatory compliance, export assistance to SMEs, and international marketing (2000-2005).

PH.D. COURSES TAUGHT:

MGT 618 Overview of Entrepreneurship Research (University of Tennessee)

- Doctoral seminar focused on entrepreneurship research
- Terms: Spring 2016 (first offering at UT), Fall 2017

MGT 625 Ph.D. Seminar in Contemporary Issues (University of Tennessee)

- Taught one session each on *Cognition and Decision Making in Entrepreneurship* and *International Entrepreneurship* for MGT 625 (Spring 2012)

MGT 593 Ph.D. Directed Independent Study (University of Tennessee)

- Directed independent study for Ph.D. student Blake D. Mathias on the topic of *Entrepreneurship and Opportunities* (Spring 2012)

TEACHING GRANTS, HONORS AND AWARDS:

Haslam College Teaching Innovation and Development Grant (2017)

These grants are intended to support activities that help increase individual faculty members' teaching capabilities and effectiveness and/or improve course delivery and the student experience, with a particular emphasis on Technology-Enhanced Education.

Harding B. Young Teaching Excellence Award (2008)

The award is presented annually to the doctoral student with the most outstanding record of achievement in teaching in the Managerial Sciences Department at Georgia State University.

J. Mack Robinson College of Business Executive Committee Teaching Award (2008, 2009)

These awards are given annually for outstanding teaching performance by doctoral-level students. Students are nominated by their academic units and selected by the College Executive Committee.

Department of Managerial Sciences Outstanding Teaching Award (all terms 2006 – 2009)

SERVICE AND PROFESSIONAL

PROFESSIONAL SERVICE:

- *Journal of Business Venturing*
 - Field Editor, International and Entrepreneurship, 2017 – present
 - Special Issue Editor, Applying Experimental Methods to Advance Entrepreneurship Research, 2016-2017
 - Board of Review, 2015 – 2016
 - Ad Hoc Reviewer, 2011 – 2015
- Ad Hoc Reviewer (Journals)
 - *Journal of International Business Studies*, 2009 – present
 - *International Journal of Management Reviews*, 2013 – present
 - *Journal of Management Studies*, 2014 – present
- Reviewer (Conferences)
 - *Babson College Entrepreneurship Research Conference*, 2014 – present
 - *ENT Division, Academy of Management Conference*, 2007 – present
 - *Strategic Management Society Annual Conference*, 2010 – 2016
 - *Southern Management Association Annual Conference*, 2012 – 2013, 2016
- Co-Organizer, SMS Extension on “Behavioral Strategy and Entrepreneurship,” September 2013
- Mentor, ENT Doctoral Consortium, Academy of Management Conference, 2014, 2017
- Discussant, Southern Management Association Annual Conference, 2010

INSTITUTIONAL SERVICE:

Department of Management:

- Director, Strategy, Entrepreneurship, and Organizations Ph.D. Program, 2017 – present
- Revising ENT 350 Course, 2016 – present
- Faculty Mentor, David Gras, 2016
- Search Committee (one faculty position), 2017
- Chair, Search Committee (two faculty positions), 2016
- Search Committee (two faculty positions), 2015-2016
- Search Committee (department head), 2015
- Search Committee (one faculty position), 2014
- Search Committee (one faculty position), 2013-2014
- Search Committee (one faculty position), 2012
- Search Committee (two faculty positions), 2011
- Institutional Review Board (IRB) Committee, 2012 – 2013
- Research Committee, 2010 – present
- Academic Programs Committee, 2015 – 2017
- Research Strategic Planning Committee, 2016
- Department Strategic Planning Committee, 2016

Anderson Center for Entrepreneurship and Innovation (ACEI):

- Member, Planning Committee to Develop an Entrepreneurship Minor (undergraduate)
 - Developed coursework across seven colleges
 - Designed new coursework within the Haslam College of Business
 - Secured support across the University of Tennessee
 - Entrepreneurship Minor Launched in Fall 2015
- Judge, Business Plan Competition, Concept Statement Stage, Spring Semesters, 2010 – 2016
- Judge, Senior Design Theses, ARTD 452: Graphic Design Seminar, for the School of Art at the University of Tennessee, 2012 – present
- Judge, Final Project Pitches, JEM 494: Entrepreneurial Journalism, for the College of Communication and Information, 2015
- Ad Hoc Reviewer, Boyd Venture Fund Applications, 2010 – present
- Ad Hoc Judge, Vol Court Elevator Pitch Competition, Spring 2014
- Ad Hoc Reviewer of University of Tennessee student business plans (ongoing)
- Speaker, Vol Court Elevator Pitch Competition, Spring 2015, 2017
- Member, Entrepreneurship and Innovation Research Interest Group
- Search Committee, Director of Communications for ACEI, Summer 2014
- Advisory Board, ConnectAbroad, Student-Founded Business

Haslam College of Business (HCB):

- HCB Ph.D. Director Committee, 2017 – present
- Research Committee, 2016 – present
- Dean's Faculty Advisory Council, 2010 – 2016
 - Reappointed for 2013-2016
 - Launched Haslam Prominent Scholars Speaker Series (2015)
 - Developed recommendations for the use of journal lists (2015)
 - Updated HCB by-laws (2014)
 - Developed new HCB values, mission and vision (2013)
- Undergraduate Program Strategic Planning Task Force, 2014
 - Researched best practices in co-curricular activities across peer and aspirant institutions
 - Examined best practices across HCB departments

- Submitted recommendations to the Dean’s Office on improvements to co-curricular activities

University of Tennessee:

- Junior Faculty Fellows Committee, Office of the Provost, 2010 – 2016

COMMUNITY SERVICE:

- Secretary, Young Professionals of Greater Peoria, 2004-2005 (Board of Directors, 2003-2004)
- President, Peoria Area World Affairs Council, 2003-2004 (Board of Directors, 2001-2002)
- Vice-President for Career Development, DePaul MBA Association, 1999-2000

PROFESSIONAL ASSOCIATIONS:

- Academy of Management, 2006 – present
- Strategic Management Society, 2006 – present
- Academy of International Business, 2006 – present
- United States Association for Small Business and Entrepreneurship, 2010 – present
- Southern Management Association, 2010 – present
- North American International Small Business Trade Educators (NASBITE), 2001-2005

PROFESSIONAL DEVELOPMENT (SELECTED):

- New Doctoral Student Consortium, Academy of Management, 2007
- Entrepreneurship Doctoral Consortium, BCERC, 2009
- Business Policy and Strategy (BPS) Dissertation Consortium, Academy of Management, 2009
- CARMA Session (Rediscovering the Individual in Strategy Research, Dr. Steven Floyd), 2012
- QDA Training, 2013
- Personal Response System Training, 2013
- Mid-Career Faculty Consortium, ENT Division, Academy of Management, 2016
- Experience Innovation Training, Experience Point, 2017

PROFESSIONAL CERTIFICATIONS:

- NASBITE Certified Global Business Professional (CGBP); March 2005
- Certified Business Specialist, Illinois Small Business Development Association; August 2002
- Obtaining the European CE Marking for Your Products, SAE; December 2001
- State of Illinois Certificate in International Business (CIB); November 2001

PROFESSIONAL EXPERIENCE (SELECTED):

INTERNATIONAL TRADE CENTER; Peoria, Illinois (December 2000 – August 2005)

International Trade Specialist / Asia Trade Specialist

RYERSON-TULL INCORPORATED; Chicago, Illinois (June 1997 – August 1999)

Account Manager – Fabrication Services / Special Accounts / General Account Sales