

G. PAGE WEST III
CURRICULUM VITAE

Wayne Calloway School of Business & Accountancy
Wake Forest University
Box 7285 Reynolda Station
Winston-Salem, NC 27109-7285

(Office) 336-758-4260
(FAX) 336-758-6133
westgp@wfu.edu

Education

University of Colorado Ph.D., 1995. Strategic management; minor in social psychology	Boulder, CO
Amos Tuck School of Business Administration Master of Business Administration, 1977.	Hanover, NH
Hamilton College Bachelor of Arts, 1974. Economics.	Clinton, NY

Employment

Wake Forest University, 1995-present Professor, 2006-present Associate Professor of Business, 2000-2006 Assistant Professor of Business, 1995-2000 Appointed Director, Center for the Study of Capitalism, 2008 Appointed BB&T Fellow in Capitalism and Free Enterprise, 2008 Appointed to Graduate Faculty of University, 1997	Winston-Salem, NC
Bordeaux École de Management Visiting lecturer in Entrepreneurial Finance, 2005-present	Bordeaux, France
University of Colorado, 1991-1995 Research and teaching assistant.	Boulder, CO
Championship Recipe Foods Co. Inc., 1987-1991 President. Founded, raised venture capital, managed test market and national expansion.	Boulder, CO
Consulting, 1983-1987 Strategic planning for startup and technology companies.	Boulder, CO
Celestial Seasonings Inc., 1979-1983 New product development, annual planning, advertising and packaging development, quality improvement.	Boulder, CO
General Mills Inc., 1977-1979 New product development and marketing brand management.	Minneapolis, MN

Peer Reviewed Journal Publications

West, G. P., III & Noel, T. W. 2009. New venture strategy and performance: The role of knowledge relatedness. *Journal of Small Business Management*, 47 (1), 1-22.

West, G. P., III, Bamford, C. E., & Marsden, J. W. 2008. Contrasting entrepreneurial economic development in emerging Latin American economies: Applications and extensions of resource-based theory. *Entrepreneurship Theory and Practice*, 32 (1), 15-36. This article ranked among the top 10 *Entrepreneurship Theory and Practice* downloads from Wiley-Blackwell Synergy in 2008, accessed 652 times (documented in letter from journal editor).

West, G. P., III. 2007. Collective cognition: When entrepreneurial teams, not individuals, make decisions. *Entrepreneurship Theory and Practice*, 31 (1), 77-102. This article ranked #4 of the Top Article Downloads from Wiley-Blackwell Synergy in 2007, accessed 1237 times (documented in letter from journal editor).

West, G. P., III. & Bamford, C. E. 2005. Creating a technology-based entrepreneurial economy: A resource based theory perspective. *Journal of Technology Transfer*, 30 (4), 433-451.

Busenitz, L., West, G. P., III, Shepherd, D., Nelson, T., Chandler, G. & Zacharakis, A. 2003. Entrepreneurship in emergence: Fifteen years of entrepreneurship research in management journals. *Journal of Management*, 29 (3), 285-308.

West, G. P., III & DeCastro, J. O. 2001. Achilles heel of strategy: Resource weaknesses and distinctive inadequacies. *Journal of Management Studies*, 38 (3), 395-420.

West, G. P., III & Meyer, G. D. 1998. To agree or not to agree: Consensus and performance in new ventures. *Journal of Business Venturing*, 13 (5), 395-422.

West, G. P., III & Meyer, G. D. 1997. Temporal dimensions of opportunistic change in new ventures. *Entrepreneurship Theory and Practice*, 22, 31-52.

Bird, B. J. & West, G. P., III. 1997. Time and entrepreneurship. *Entrepreneurship Theory and Practice*, 22, 1-13.

West, G. P., III & Meyer, G. D. 1997. Communicated knowledge: A learning foundation. *International Journal of Organizational Analysis*, 5 (1), 25-58.

West, G. P., III & Wilson, E. V. 1995. A simulation of strategic decision making in situational stereotype conditions for entrepreneurial companies. *Simulation & Gaming*, 26 (3), 307-327.

Chapters in Edited Books

West, G. P., III, Gatewood, E. J. & Shaver, K. G. Forthcoming. Legitimacy across the university: Yet another entrepreneurial challenge. In G. P. West, E. J. Gatewood & K. G. Shaver (eds.), *Handbook of University-Wide Entrepreneurship Education*. Edward Elgar: London.

West, G. P., III & Bernhardt, J. N. Forthcoming. An ascendant view of human resource management as a critical content dimension in new venture strategy. In G. T. Lumpkin & J. A. Katz (eds.), *Advances in Entrepreneurship, Firm Emergence, and Growth*. Emerald: Bingley, UK.

West, G. P., III. Forthcoming. Collective cognition: When entrepreneurial teams, not individuals, make decisions. In M. Wright & I. Vanaelst (eds.), *Entrepreneurial Teams and New Business Creation*. Edward Elgar: London.

Busenitz, L., West, G. P., III, Shepherd, D., Nelson, T., Chandler, G. & Zacharakis, A. 2008. Entrepreneurship in emergence. In R. Blackburn & C. Brush (eds.), *Small Business and Entrepreneurship*, Vol. 1, pp. 3-28. Sage: London.

West, G. P., III. 2003. Connecting levels of analysis in entrepreneurship research: A focus on information processing, asymmetric knowledge and networks. In C. Steyaert & D. Hjorth (eds.), *New Movements In Entrepreneurship*, 51-70. Edward Elgar: London.

Books

Bamford, C. E. & West, G. P., III. 2009. *Strategic Management: Value Creation, Sustainability, Performance*. South-Western Publishing: Mason OH.

West, G. P., III, Gatewood, E. J. & Shaver, K. G. (eds.). 2009. *Handbook of University-Wide Entrepreneurship Education*. Edward Elgar: London.

Published Proceedings

West, G. P., III. 2008. Golf Ball Replenishers Technology. In L. S. Niehm (ed.), *Proceedings of United States Association of Small Business Enterprises*, Iowa State University: Ames IA.

West, G. P., III. & Bamford, C. E. 2005. Sources of initial resource positions in new ventures. In S. A. Zahra et al. (eds.), *Frontiers of entrepreneurship research*, vol. 25, 207-220. Babson College: Babson Park, MA.

West, G. P., III. 1999. Proposing a paradigm for entrepreneurship using information and knowledge theory. In S. Havlovic (ed.), *Academy of Management Best Papers Proceedings*. Simon Fraser University: Burnaby, Canada.

West, G. P., III. 1998. Barriers to entry for high-growth entrepreneurial firms: Implications for government policy in manufacturer-retail relations. In P. D. Reynolds, W. D. Bygrave, P. Davidsson, N. Carter, C. Mason, G. D. Meyer, S. Manigart and K. Shaver (eds.), *Frontiers of entrepreneurship research*, vol. 18, 622-637. Babson College: Babson Park, MA.

West, G. P., III. 1997. Frameworks for research and theory development in entrepreneurship. In L. N. Dosier & J. B. Keys (eds.), *Academy of Management best papers proceedings*, 113-117. Georgia Southern University: Statesboro, GA.

West, G. P., III. 1996. Technology-assisted strategic management: Proxy for effective management practice. In D. Hantula (ed.), *Eastern Academy of Management virtual proceedings*. Temple University: Philadelphia, PA.

West, G. P., III & Meyer, G. D. 1996. Managing growth through strategic change in new ventures. In P. D. Reynolds, S. Birley, J. E. Butler, W. D. Bygrave, P. Davidsson, W. B. Gartner, and P. P. McDougall (eds.), *Frontiers of entrepreneurship research*, vol. 16, 524-538. Babson College: Babson Park, MA.

Meyer, G. D. & West, G. P., III. 1994. The relationship between performance and consensus among top managers in entrepreneurial firms. In W. Bygrave, S. Birley, N. C. Churchill, E. Gatewood, F. Hoy, R. H. Keeley and W. E. Wetzel (eds.), *Frontiers of entrepreneurship research*, vol. 14, 323-337. Babson College: Babson Park, MA.

Other Publications

Gatewood, E. J. & West, G. P., III. 2006. Responding to opportunity. Wake Forest University *Teaching & Learning Center Newsletter*, Spring.

Gatewood, E. J. & West, G. P., III. 2005. Responding to opportunity and need. *Peer Review*, 7 (3), 12-14.

West, G. P., III. 1999. Of knowledge and power in teaching. *Harvard Business School Teaching Materials Newsletter*, 3, 1-3. Cambridge, MA.

West, G. P., III. 1997. Of knowledge and power. *Calloway News*, 3 (1), 1-2. Wake Forest University: Winston-Salem, NC.

Paper Presentations

West, G. P., III. 2009. Rethinking strategic consensus theory: Embracing uncertainty calls for both agreement and disagreement. Paper accepted for presentation at Strategic Management Society Annual International Conference, Washington DC.

West, G. P., III & Bamford, C. E. 2008. Investments in resources – and returns on investments in resources – in new ventures. Paper accepted for presentation at Strategic Management Society Annual International Conference, Cologne, Germany.

West, G. P., III. 2008. Golf Ball Replenishers Technology. Teaching case and teaching note presented at United States Association of Small Business Enterprises (USASBE) annual conference, San Antonio TX.

Bamford, C. E. & West, G. P., III. 2007. Intellectual transference and the state of strategic management education. Paper presented at Strategic Management Society annual conference, San Diego CA.

West, G. P., III, Bamford, C. E., & Marsden, J. W. 2007. Contrasting entrepreneurial economic development in less-developed Latin American markets: Applications and extensions of resource-based theory. Paper presented at "Entrepreneurship in Emerging Markets Conference," Texas Christian University, Ft. Worth TX.

Marsden, J. W., West, G. P., III, & Bamford, C. E. 2006. Entrepreneurial economic development in emergent markets: An application of resource based theory. Paper presented at "Business as an Agent of World Benefit" Global Forum, co-sponsored by the United Nations and the Academy of Management, Case Western Reserve University, Cleveland OH.

- West, G. P., III. 2005. Collective cognition: When entrepreneurial teams, not individuals, make decisions. Invited paper presented at Conference on Entrepreneurial Cognition, Ivey School of Business at University of Western Ontario, London, Ontario CA.
- Shaver, K. G., West, G. P., III, & Clarkin, J. E. 2005. Mind the gap: Connecting individual resources to firm resources. Invited paper presented at Nascent Entrepreneurship Conference, Durham University, Durham UK.
- West, G. P., III & Bamford, C. E. 2005. Resource development phases in new ventures. Paper presented at Academy of Management annual meeting, Honolulu HI.
- West, G. P., III & Bamford, C. E. 2005. Sources of initial resource positions in new ventures. Paper presented at Babson College/Kauffman Foundation Entrepreneurship Research Conference, Wellesley, MA.
- West, G. P., III & Bamford, C. E. 2003. Resource bundles and creating a technology-based entrepreneurial economy. Paper presented at Rennselaer Polytechnic Institute/Darden Graduate School retreat for scholars in entrepreneurship, Rennselaerville NY.
- West G. P., III. 2003. New venture strategy and performance: The role of knowledge relatedness. Paper presented at Strategic Management Society Annual International Meeting, Baltimore, MD.
- West, G. P., III & Noel, T. W. 2002. Startup performance and entrepreneurial economic development: The role of knowledge relatedness. Paper presented at Babson College/Kauffman Foundation Entrepreneurship Research Conference, University of Colorado, Boulder CO.
- West, G. P., III & Landry, J. L. 2001. Entrepreneurial economic community development: Past research, new challenges. Paper presented at Academy of Management annual meeting, Washington DC.
- Busenitz, L., West, G. P., III, Shepherd, D., Nelson, T., Chandler, G. & Zacharakis, A. 2001. Entrepreneurship in emergence: Fifteen years of entrepreneurship research in management journals. Paper presented at Academy of Management annual meeting, Washington DC.
- West, G. P., III. 2001. Movement and flow in entrepreneurship theory: Can the frame be broken? Paper presented at European and Small Business Research Institute conference, Stockholm.
- West, G. P., III & Phan, P. H. 2000. Learning: At the core of entrepreneurial SMEs. Invited paper presented at International Council of Small Business World Conference, Brisbane, Australia.
- West, G. P., III & Neslund, J. A. 2000. Critical strategic dimensions in new ventures. Paper presented at International Council of Small Business World Conference, Brisbane, Australia.
- West, G. P., III, Zacharakis, A. & Venkataraman, S. 1999. Entrepreneurship in interacting knowledge flows. Invited paper presented at Rennselaer Polytechnic Institute/Darden Graduate School retreat for scholars in entrepreneurship, Lenox, MA.
- West, G. P., III. 1999. Proposing a paradigm for entrepreneurship using information and knowledge theory. Paper presented at Academy of Management annual meeting, Chicago, IL. Awarded *Entrepreneurship Theory and Practice* Best Conceptual Paper award.
- West, G. P., III. 1999. Customer-erected barriers to entry: A new view of the changing landscape. Paper presented at Academy of Management annual meeting, Chicago, IL.

- Busenitz, L. W., Chandler, G. T., Nelson, T., Sapienza, H., Shepherd, D, West, G. P., III, & Zacharakis, A. 1999. Entrepreneurship research in management journals: An empirical examination of the top journals. Paper presented at Academy of Management annual meeting, Chicago, IL.
- West, G. P., III. 1998. Barriers to entry for high-growth entrepreneurial firms: Implications for manufacturer-retail relations. Paper presented at Babson College/Kauffman Foundation Entrepreneurship Research Conference, University of Gent, Gent, Belgium.
- West, G. P., III. 1997. Frameworks for research and theory development in entrepreneurship. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
- West, G. P., III. 1997. An information processing theory of strategic change. Paper presented at *Academy of Management Review* Theory Development Workshop during annual meeting of Academy of Management, Boston MA.
- West, G. P., III & Meyer, G. D. 1996. Strategic anticipation: Future time orientations and related communication patterns within top management teams. Paper presented at Annual International Meeting of Strategic Management Society, Phoenix, AZ.
- West, G. P., III. 1996. Collective strategic thinking. Paper presented at the annual meeting of the Academy of Management, Cincinnati, OH.
- West, G. P., III & Meyer, G. D. 1996. Dimensions of strategic change: An empirical examination of strategic renewal. Paper presented at the annual meeting of the Academy of Management, Cincinnati, OH.
- West, G. P., III. 1996. Technology-assisted strategic management: Proxy for effective management practice. Paper presented at Eastern of Academy of Management annual meeting.
- West, G. P., III & Meyer, G. D. 1996. Managing growth through strategic change in new ventures. Paper presented at Babson College/Kauffman Foundation Entrepreneurship Research Conference, University of Washington, Seattle, WA.
- West, G. P., III. 1994. Distinctive inadequacies and resource weaknesses. Paper presented at the annual meeting of the Academy of Management, Dallas, TX.
- West, G. P., III. 1994. A process theory-based model of GDSS for strategic management. Paper presented at the annual meeting of Decision Sciences Institute, Honolulu, HI.
- West, G. P., III & Meyer, G. D. 1994. Contradictions in strategic team consensus-performance theory: An empirical examination. Paper presented at the annual meeting of the Academy of Management, Dallas, TX.
- Meyer, G. D., Tucker, M. L. & West, G. P., III. 1994. Communicated knowledge as resource: Competitive advantage through quickness and agility. Invited paper presented at *Strategic Management Society* Conference on "Technological Transformation and the New Competitive Landscape", University of North Carolina, Chapel Hill, NC.
- Meyer, G. D. & West, G. P., III. 1994. Consensus and performance among top managers in entrepreneurial firms. Paper presented at the Babson/Kauffman Entrepreneurship Research Conference, Babson Park, MA.

West, G. P., III & Wilson, E. V. 1993. Strategic decision making in situational stereotype conditions. Paper presented at the annual meeting of the Decision Sciences Institute, Washington DC.

Koberg, C., West, G. P., III & Sarason, Y. 1993. Influences on strategy-making in technology-based firms. Paper presented at the annual meeting of the Institute for Behavioral and Applied Management, Denver, CO.

West, G. P., III. 1992. Redefining organizational life cycle through top management cognitive development: Reinterpreting effectiveness in the growth stage. Paper presented at the annual meeting of the Academy of Management, Las Vegas, NV.

Meyer, G. D. & West, G. P., III. 1992. A theoretical basis for qualitative research in entrepreneurship. Paper presented at the State of the Art of Entrepreneurship Symposium at Iowa State University, Ames, IA. .

Other Presentations

West, G. P., III. 2009. Entrepreneurship education in liberal arts environment. Presented to Carnegie Foundation, Palo Alto, CA.

West, G. P., III. 2006. Entrepreneurial business planning. Presented to Wake Forest faculty seminar series on entrepreneurship in the liberal arts, Winston-Salem, NC.

West, G. P., III. 2006. Entrepreneurship in the liberal arts. Presented at Wake Forest Alumni Forum, Winston-Salem, NC.

West, G. P., III. 2005. Making a difference in your career as an educator. Invited presentation for Doctoral Consortium of the Academy of Management, Honolulu, HI.

West, G. P., III. 2005. Embedding entrepreneurship in a liberal arts institution. Invited presentation for annual meeting of American Association of Colleges and Universities, San Francisco, CA.

West, G. P. III. 2004. Entrepreneurship research: State of the field. Invited presentation for Consortium of Liberal Arts and Entrepreneurship, College of Charleston, Charleston, SC.

West, G. P., III. 2004. Entrepreneurship in the liberal arts. Presented at Wake Forest University Board of Trustees annual meeting, Winston-Salem, NC.

West, G. P., III. 2004. Entrepreneurship in the liberal arts. Presented at Wake Forest University Calloway School Board of Visitors annual meeting, Winston-Salem, NC.

West, G. P., III. 2000. The lure of entrepreneurship. Presented at Wake Forest University President's Weekend alumni panel, Winston-Salem, NC.

West, G. P., III. 2000. Just-in-time instruction. Presented at Wake Forest University Calloway School Board of Visitors annual meeting, Winston-Salem, NC.

West, G. P., III. 1998. Now you see it, now you don't: Rapid organizational change. Presented at Wake Forest University President's Weekend alumni panel, Winston-Salem, NC.

Symposia/Consortia

2009. Chair and presenter, Professional Development Workshop on "Theory to practice: Teaching strategic management." Annual meeting of Academy of Management, Chicago, IL.

2007 Chair, research paper session on "Strategy tools in education and practice." Strategic Management Society Annual International Meeting, San Diego, CA.

2005 Chair and discussant, "What do you mean by that: Finding language that works." Workshop at annual meeting of American Association of Colleges and Universities, San Francisco, CA.

2005 Chair and discussant, "Embedding entrepreneurship education in universities outside business schools: A dialogue with five universities about diversification." Workshop at annual meeting of United States Association for Small Business and Enterprise, Indian Wells, CA.

2004 Chair, "Making cash flow: Changing a solid into a liquid." Piedmont Entrepreneurs Network quarterly meeting, Greensboro, NC.

2003 Chair and discussant, research paper session on "Knowledge-based new ventures," Strategic Management Society Annual International Meeting, Baltimore MD.

2002 Chair, Professional development workshop on "The development of entrepreneurship theory: Should we pursue a unified theory?" Academy of Management annual meeting, Denver CO.

2000 Chair, International Council of Small Business World Conference session on entrepreneurship theory development, Brisbane, Australia.

1999 Discussant, Entrepreneurship Division Doctoral Consortium research roundtables, Academy of Management annual meeting, Chicago, IL.

1999 Co-chair, All-Academy caucus session on rescheduling Academy of Management meetings. Annual meeting of Academy of Management, Chicago, IL.

1999 Chair, Babson-Kauffman Entrepreneurship Research Conference session on entrepreneurial top management teams, University of South Carolina, Columbia, SC.

1999 Chair, Babson-Kauffman Entrepreneurship Research Conference session on entrepreneurial growth, University of South Carolina, Columbia, SC.

1997 Chair and discussant, Cross-divisional research paper session on "Communities of practice." Annual meeting of Academy of Management, Boston, MA.

1995 "Entrepreneurship research - Perspectives from the Winter Park Conference." (With G. D. Meyer). Paper presented in Entrepreneurship Division symposium at Academy of Management annual meeting. Vancouver, B. C.

1994 Business Policy and Strategy Division Doctoral Consortium. Academy of Management annual meeting, Dallas, TX.

1994 Entrepreneurship Research Workshop. Conference coordinator. University of Colorado, Winter Park, CO.

1993 Babson Entrepreneurship Research Conference Doctoral Consortium. University of Houston, Houston, TX.

1993 Symposium chair, "Bringing technology to the market." Technology-Based Entrepreneurship Conference. University of Colorado, Boulder, CO.

1993 Symposium chair, "Emerging technologies and technology forecasting." Technology-Based Entrepreneurship Conference. University of Colorado, Boulder, CO.

Working Papers/Research in Progress

Bamford & West. Re-examination of vision and mission statements. Working paper.

West & Bamford. Sources of initial resources in startup companies. Presented paper in preparation for journal submission.

Bamford & West. Strategic management teaching practices. Presented paper in preparation for journal submission.

Shaver, West, Clarkin. Connecting individual and corporate resources. Presented paper in preparation for journal submission.

Consensus-performance theory: A re-examination. Working paper.

Barriers to entry to small manufacturers: Implications for small firm efforts. Working paper.

Barriers to small firm entry: Antitrust implications. Working paper.

Resource development paths in technology-based ventures. Data collection stage.

Grants

2009 R. J. Reynolds Foundation grant for senior faculty research leave.

2008 BB&T grant to start up Center for the Study of Capitalism. \$2,000,000 (over ten years).

2004 Chambers Family Endowment grant to support entrepreneurship programs and curriculum. \$25,000 per year for three years.

2004 Ewing Marion Kauffman Foundation grant to implement a five-year entrepreneurship curriculum program on a liberal arts campus. \$2,100,000 (over five years).

2003 Ewing Marion Kauffman Foundation grant to develop a plan for making entrepreneurship a common and accessible experience broadly across campus. \$47,500.

2002 National Collegiate Inventors and Innovators Association grant to develop entrepreneurship course curriculum. \$2,000.

- 2001 Wake Forest University William C. Archie Fund for Faculty Excellence for research on entrepreneurial networks.
- 2001 R. J. Reynolds Foundation grant for senior faculty research leave.
- 1998 Wake Forest University William C. Archie Fund for Faculty Excellence for research on entry barriers to small manufacturing firms.
- 1997 Wake Forest University William C. Archie Fund for Faculty Excellence for attending conference on teaching improvement.
- 1997 Wake Forest University Priority I Research and Publication Fund award.
- 1994 University of Colorado Graduate School grant for dissertation research on strategic change in technology-based ventures.
- 1993 University of Colorado School of Business grant to organize a center for entrepreneurship research.
- 1993 University of Colorado Graduate School Dean's Grant for research on managerial time perspectives.

Awards and Honors

- 2008 Named as BB&T Fellow in Capitalism and Free Enterprise.
- 2008 Wake Forest University Calloway School award for Excellence in Scholarship
- 2008 Coleman Foundation grant to attend USASBE annual meeting.
- 2007 Recipient of Horace Kelly Alumni Teaching Award, in recognition of faculty "who contributes vitally and fundamentally to the education of students," based upon nominations of alumni from the 10th anniversary class.
- 2005 Coleman Foundation grant to attend USASBE annual meeting.
- 2004 Invited to join *McKinsey Quarterly* executive research respondent group
- 2003 Wake Forest University T. B. Rose Fellowship in Business for innovative teaching
- 2003 Invited to Rensselaer Polytechnic Institute/Darden Graduate School retreat for scholars in entrepreneurship, Rensselaerville NY
- 2003 Selected to direct Wake Forest University semester program in London
- 2002 Appointed to 3-year term as Benson-Pruitt professor at Wake Forest University
- 2002 Invited to Rensselaer Polytechnic Institute/Darden Graduate School retreat for scholars in entrepreneurship, Warrenton VA
- 2002 Wake Forest University Calloway School award for Excellence in Scholarship

- 2000 Wake Forest University T. B. Rose Fellowship in Business for innovative teaching
- 2000 Wake Forest University Calloway School award for Excellence in Scholarship
- 2000 Inducted into *Beta Gamma Sigma* honor society for AACSB accredited business programs
- 2000 Nominated by Winston-Salem Mayor Cavanagh and elected by City Council to position on city's Business Advisory Committee, which recommends the use of tax-generated venture capital funds for new businesses
- 2000 Selected as "best reviewer" by Academy of Management Entrepreneurship Division
- 1999 Wake Forest University award for Computer-Enhanced Learning Initiative (CELI)
- 1999 *Entrepreneurship Theory and Practice* award for Best Conceptual Paper, 1999 Academy of Management Entrepreneurship Division
- 1999 Invited to Rennselaer Polytechnic Institute/Darden Graduate School retreat for scholars in entrepreneurship, Lenox MA
- 1999 *Anbar Electronic Intelligence* "Citation of Excellence" for highest quality rating and contribution to the literature and body of knowledge for paper published in *Entrepreneurship Theory and Practice*. (Honor bestowed on less than 10% of papers from top management journals worldwide)
- 1999 Invited to University of Virginia Darden Graduate School conference on entrepreneurship and ethics, Charlottesville VA
- 1998 Invited to Rennselaer Polytechnic Institute retreat for scholars in entrepreneurship, Lenox MA
- 1998 *Anbar Electronic Intelligence* "Citation of Excellence" for highest quality rating and contribution to the literature and body of knowledge for paper published in *Journal of Business Venturing*. (Honor bestowed on less than 10% of papers from top management journals worldwide)
- 1997 Invited to Rennselaer Polytechnic Institute retreat for scholars in entrepreneurship, Lenox MA
- 1996 Wake Forest University T. B. Rose Fellowship in Business for innovative teaching
- 1993 Babson College Entrepreneurship Research Conference scholarship & E. M. Kauffman Foundation award
- 1992 Ted G. Anderson Entrepreneurial Development Foundation summer internship award

Consulting

Abroadnet.com – pre-startup offering information services for students living abroad
 AutoBeat Inc. – pre-startup manufacturer of miniaturized biofeedback device
 Campus Food Delivery – food delivery service (student new venture)
 CherAmi Natural Pet Foods – pet food manufacturer
 Cultural World Inc. – pre-startup producer of infant accoutrements

Earthrise Farms – nutritional supplements manufacturer
Fearn Foods – baked foods manufacturer
GreekSpeak – social networking site (student new venture; later became GroupVine)
Institutional Foodhouse Inc. – institutional food distributor
Keystone Marketing Inc. – sports marketing agency
Krispy Kreme Doughnut Corporation – manufacturer/retailer of doughnuts
MDI Inc. – food wholesaler
Retina Software – video game platform developer (student new venture)
Salem Group Inc. – reseller and service of high end computer storage systems
San J International – Japan-based food manufacturer
Silver Deer Inc. – gift and collectibles manufacturer
Southern Seafoods Inc. – seafood manufacturer
Westinghouse Inc. – industrial manufacturer

Teaching Experience & Training

Undergraduate and Graduate Education

Strategic Management, Business Policy & Strategy
Strategy in Entrepreneurial Firms
Entrepreneurship
Entrepreneurship in International Markets
Entrepreneurial Finance
Capitalism Foundations and Contemporary Issues
Innovation Management
Business Plan Creation
Management Insights from Shakespeare

Executive Education

Developing the Strategic Mindset. Eight week course in contemporary thinking about sources of competitive advantage. Developed for senior executives of mature food wholesaler.
Dimensions of Successful Entrepreneurship. Seminar on adding value and commercializing scientific discovery, developed for biochemists at Wake Forest University Medical School.
Strategic Change. Seminar on challenges and biases to change, developed for general business practitioners visiting Wake Forest campus.

Visiting Appointment

Bordeaux Business School, Bordeaux France, 2005-2009. Course in Entrepreneurial Finance.

Significant Innovations

Developed new strategy course for graduate MS accounting students focusing on the intersections between business strategy and financial strategy
Redeveloped integrated business strategy simulation to provide hands-on practice in acquisition strategy formation and implementation
Developed new course in strategy for entrepreneurial firms
Developed new course on leadership and management relying upon works of Shakespeare
Developed new course on entrepreneurial finance

Currency in Teaching & Research

Certificate of Human Research Protection Education, 2006, awarded by Wake Forest University through Collaborative IRB Training Initiative, University of Miami and the Fred Hutchinson Cancer Research Center.

Case Research, Writing and Teaching, 2005. Sponsored by Kauffman Foundation. Winston-Salem, NC.

Seminar of the Vocation of Teaching, 2002. Sponsored by Wake Forest University. Winston-Salem, NC.

Seminar on Teaching Creativity, 2001. Sponsored by NCIIA. Washington DC.

Discussion co-leader, Wake Forest University Teaching & Learning Center/Computer-Enhanced Learning Initiative meeting on "use of technology in the classroom," 1999. Sponsored by WFU Teaching & Learning Center. Winston-Salem, NC.

Discussant, Southern Association of Colleges and Schools' discussion group on "intellectual climate," 1997. Winston-Salem, NC.

Symposium on Issues Facing Educators in the 21st Century, 1997. Baltimore MD.

Seminar on Case Teaching, 1997. Harvard Business School, Cambridge MA.

Arranged and chaired meeting of new Wake Forest University faculty to discuss "new faculty teaching needs," 1997. Wake Forest University. Winston-Salem, NC.

Invited talk on training for university teaching, Wake Forest University's "Harvard Assessment Group" monthly meeting, 1995. Wake Forest University. Winston-Salem, NC.

Teaching Certification, 1995. University of Colorado. Boulder CO.

Service Activities

National Organizations

Task force on research journal (chair), Academy of Management Entrepreneurship Division, 2004-2005

New Faculty Consortium committee, Academy of Management Entrepreneurship Division, 2004

Elected Representative-at-Large, Academy of Management Entrepreneurship Division, 2002-2006

Research committee, Academy of Management Entrepreneurship Division, 1998-2002

Academy of Management Blue Ribbon Panel on business education in the 21st century, 1997.

Inter-Divisional Relations committee (co-chair), Academy of Management Entrepreneurship Division, 1996-1998.

E-Mail List Manager, Academy of Management Managerial & Organizational Cognition Interest Group, 1993-1997.

University

Wake Forest University, Director, BB&T Center for the Study of Capitalism, 2008-

Wake Forest University, Provost committee on forming an Entrepreneurship Institute, 2008

Wake Forest University, Global Advisory Council, 2008-

Wake Forest University, Provost committee on business school excellence, 2007

Wake Forest University, Program Director of University Center for Entrepreneurship, 2004- 2005

Wake Forest University, Chambers Family Endowment grant committee, 2003-

Wake Forest University, planning committee for cross-disciplinary entrepreneurship curriculum (chair), 2003-2004

Wake Forest University, elected as Senate representative to Board of Trustees, 2002-2004

Wake Forest University, faculty advisor to CEO entrepreneurship club, 2002-2003

Wake Forest University, elected member of University Senate, 2000-2004

Wake Forest University, Committee on Employment and Facilities Usage, 2000

Wake Forest University, Presidents' Leadership Conference, 1996

Wake Forest University, Teaching & Learning Center advisory committee, 1995-2000

Wake Forest University, Corps of Interviewers for faculty candidates, 1996-97
University of Colorado, Strategic planning for University's Center for Entrepreneurship, 1992-95

Schools of Business

Business School, Area Coordinator for Strategy and Entrepreneurship, 2009-
Business School, Speakers Coordination Committee (chair), 2009-
Calloway School, ad hoc committee on management degree program, 2007-08
Calloway School, Search committee for strategic management position, 2004-06
Calloway School, Task forces on core curriculum evaluation, 2003-04, 2007
Calloway School, Search committee for marketing position, 2003
Calloway School, Director of Business Degree Program, 2002-04
Calloway School, Scholarship Committee, 1999-2001, (chair) 2002
Calloway School, Committee on innovative curriculum track exploration (chair), 1999-2000
Calloway School, Search committee for strategic management position (chair), 1998-99
Calloway School, Committee on future direction for business curriculum, 1998-99
Calloway School, Committee on remote integrative summer project course design, 1997-99
Calloway School, Lowe's Foods case competition committee (chair), 1996-2005
University of Colorado College, College of Business Dean's Strategic Planning Committee, 1994-95
University of Colorado Ph.D. Students' Association - Vice President, 1993-94

Local Community

Mt. Tabor High School neighborhood ad hoc safety committee (chair), 2002
St. Paul's Episcopal Church youth usher coordinator, 2001-02
Winston-Salem/Forsyth County School District PTA, 2000-05
City of Winston-Salem Business Advisory Committee, 1999-2002
Winston-Salem Central YMCA youth basketball coach, 1997-99
Winston-Salem Salvation Army strategic planning committee, 1996-97
Winston-Salem/Forsyth County School District elementary school volunteer, 1996-
Boulder Valley School District school improvement team committee member, 1987-89
Boulder Chamber of Commerce commission on workplace substance abuse, 1983-84
Junior Achievement advisor, 1982-85
United Way corporate campaign organizer, 1979-83

Professional Activities

Academy of Management
Southern Management Association
Strategic Management Society
United States Association of Small Business Enterprises (USASBE)

Editorial Review Board, *Journal of Management Studies*, 2006-
Editorial Review Board, *Entrepreneurship Theory and Practice*, 2002-
Co-editor, special issue of *Entrepreneurship Theory and Practice*, 1998-1999
Research Associate, University of Colorado Center for Entrepreneurship, 1995-2000
Member, Entrepreneurship Research Consortium (consortium of 25 universities), 1995-2000

Reviewer, Academy of Management Business Policy & Strategy Division
Reviewer, Academy of Management Entrepreneurship Division
Reviewer, Academy of Management Managerial & Organizational Cognition Interest Group
Reviewer, Southern Management Association

Ad hoc reviewer

Academy of Management Executive
Academy of Management Journal
Academy of Management Review
European Journal of Operational Research
International Journal of Organizational Analysis
Journal of Business Venturing
Journal of Business Research
Journal of Management Inquiry
Journal of Management Studies
Journal of Organizational Change Management
Organization Science
Oxford Economic Papers
Time & Society