

# PEPPERDINE UNIVERSITY

## Graziadio School of Business and Management

**LARRY WILLIAM COX**

**Associate Professor of Entrepreneurship**

### **EDUCATION**

**University of Nebraska-Lincoln**, Ph. D., Business Policy & Strategy, 1995.

**University of Nebraska-Lincoln**, M. A., Management Information Systems, 1990.

**University of Nebraska-Lincoln**, B. S., Business Administration, 1976.

### **REFEREED JOURNAL ARTICLES**

Arbaugh, J. B., Camp, S. M., & **Cox, L. W.** 2008, in press. Why don't entrepreneurial firms internationalize more? *Journal of Managerial Issues*.

Arbaugh, J. B., Camp, S. M., & **Cox, L. W.** 2005. A multi-country comparison of perceived environmental characteristics, industry effects, and performance in entrepreneurial firms. *Journal of Enterprising Culture*, 13(2): 105-126.

Arbaugh, J. B., **Cox, L. W.**, & Camp, S. M. 2004. Employee equity, incentive compensation, and growth in entrepreneurial firms. *New England Journal of Entrepreneurship*, 7(1): 15-25.

**Cox, L. W.**, Mueller, S. L., & Moss, S. E. 2002. The impact of entrepreneurship education on entrepreneurial self-efficacy. *International Journal of Entrepreneurship Education*, 1(2): 229-245.

Luthans, F., **Cox, L. W.**, & Sommer, S. M. 1996. A microcosm of organizational behavior in Eastern Europe: The motivation and attitudes of Albanian business leaders. *Journal of International Business & Entrepreneurship*, 4(2): 75-89.

Lee, S. M., Kim, B., & **Cox, L. W.** 1992. Entrepplanner: A knowledge-based entrepreneur support system. *Entrepreneurship, Innovation, and Change*, 1(4): 423-435.

### **REFEREED PROCEEDINGS**

Arbaugh, J. B., Camp, S. M., & **Cox, L. W.** 2005. Nature or nurture? Testing the direct and interaction effects of entrepreneurial orientation, national culture, and growth strategy on value creation. *Frontiers of Entrepreneurship Research*, 25:464-478.

Arbaugh, J. B., **Cox, L. W.**, & Camp, S. M. 2003. Is entrepreneurial orientation a global construct? A multi-country study of entrepreneurial orientation, growth strategy, and performance. *Frontiers of Entrepreneurship Research*, June, 2003.

**Cox, L. W.**, Camp, S. M., & Ensley, M. D. 2002. Does it pay to grow? The impact of growth on profitability and wealth creation. *Frontiers of Entrepreneurship Research*, June, 2002.

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Heneman, R. L., Tansky, J. W., & **Cox, L. W.** 2000. Bundles of human resource strategies for entrepreneurial performance. *Frontiers of Entrepreneurship Research*, June, 2000.

**Cox, L. W.**, & Sommer, S. M. 1998. Causal dimensions underlying the entrepreneur's own explanation for success or failure. *Frontiers of Entrepreneurship Research*, May, 1998.

### NON-REFEREED JOURNAL ARTICLES

**Cox, L. W.** 1994. Strategy lessons in IBM story. *les Nouvelles*, 29 (2): 73-81.

### PUBLISHED MONOGRAPHS

Reynolds, P. D., Bygrave, W. D., Autio, E., **Cox, L. W.**, & Hay, M. 2002. *Global Entrepreneurship Monitor: 2002 Executive Report*. Kansas City: Ewing Marion Kauffman Foundation.

Reynolds, P. D., Carter, N. M., Gartner, W., Greene, P., & **Cox, L. W.** 2002. *The Entrepreneur Next Door: Executive Summary of the Panel Study of Entrepreneurial Dynamics*. Kansas City: Ewing Marion Kauffman Foundation.

Zacharakis, A. L., Neck, H. M., Bygrave, W. D., & **Cox, L. W.** 2002. *Global Entrepreneurship Monitor: National Entrepreneurship Assessment / United States of America*. Kansas City: Kauffman Center for Entrepreneurial Leadership.

**Cox, L. W.**, & Camp, S. M. 2001. *International Survey of Entrepreneurs: 2001 Executive Report*. Kansas City: Kauffman Center for Entrepreneurial Leadership.

Camp, S. M., **Cox, L. W.**, & Kotalik, B. 2001. *2001 Survey of Innovative Practices*. Kansas City: Kauffman Center for Entrepreneurial Leadership.

**Cox, L. W.**, & Camp, S. M. 1999. *Survey of Innovative Practices: 1999 Executive Report*. Kansas City: Kauffman Center for Entrepreneurial Leadership.

### BOOKS

Luytjes, J. B., & **Cox, L. W.** 1997. *Reflections on Entrepreneurship & Cases*. New York: MacGraw-Hill.

**Cox, L. W.** 1996. *Entrepreneurship and organization: Workbook and readings*. New York: McGraw-Hill.

### BOOK CHAPTERS

**Cox, L. W.**, Ensley, M. D., & Camp, S. M. 2002. The "resource balance proposition": Balancing resource allocations and firm growth. Gary D. Libecap, (Ed.) *Advances in the Study of Entrepreneurship, Innovation, and Economic Growth*, Volume 14. New York: JAI Press.

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**Cox, L. W.**, Camp, S. M., & Sexton, D. L. 2000. "The Kauffman Financial Statements Database." In Jerome A. Katz (Ed.), *Advances in Entrepreneurship, Firm Emergence and Growth*, Volume 4. New York: JAI Press.

### CONFERENCE PROCEEDINGS

- Hornsby, J. S., Kuratko, D. F., LaFollette, W. R., Hodgetts, R. M., & **Cox, L. W.** 1999. A study of human resource practices and trends in U.S. small businesses. Proceedings of the Thirteenth Annual United States Association for Small Business Entrepreneurship Conference, San Diego.
- Cox, L. W.** 1997. International entrepreneurship: A literature review. Proceedings of the International Council for Small Business 42nd World Conference, San Francisco, June 21-24, 1997.
- Cox, L. W.**, & Sommer, S. M. 1997. A comparison of motivational orientation between entrepreneurs and traditional managers. Proceedings of the Fourteenth Annual Pan-Pacific Conference, Kuala Lumpur, Malaysia, June 3-5, 1997.
- Cox, L. W.** 1996. The impact of interfirm trust, reputation and history of cooperation on U.S.-based strategic alliances. Proceedings of the Southern Management Association Annual Meeting, New Orleans, Nov 7-9, 1996.
- Cox, L. W.** 1996. Measuring the impact of educational interventions in the life-cycle of entrepreneurial development. Proceedings of the IntEnt96 Conference, Arnhem, Netherlands, June 24-26, 1996.
- Cox, L. W.**, & Digman, L. A. 1993. The new face of political risk: The experience of Japanese automakers in the EC. Proceedings of the Annual International Decision Science Institute Conference, Seoul.
- Cox, L. W.** 1992. The perception of the causes of small business success and failure: An attributional perspective. Proceedings of the Seventh Annual United States Association for Small Business Entrepreneurship Conference, Chicago.
- Kim, B., Anderson, R., Lee, S. M., **Cox, L. W.**, Chan, W., & Lee, T. 1992. A knowledge based system for consulting business plans. Proceedings of the Ninth Annual Pan-Pacific Conference, Calgary.

### CONFERENCE PAPER PRESENTATIONS

- Arbaugh, J. B., George, G., **Cox, L. W.**, & Camp, S. M. Growing abroad? The effects of resource access, growth strategy and culture on internationalization. Manuscript presented at the annual meetings of the Academy of Management, Atlanta, GA, August 2006.
- Arbaugh, J. B., **Cox, L. W.**, & Camp, S. M. Does domestic success or entry barriers better explain entrepreneurial firm non-internationalization? Manuscript presented at the Babson College Entrepreneurship Research Conference, Bloomington, IN, June 2006.
- Arbaugh, J. B., Camp, S. M., & **Cox, L. W.** Nature or nurture? Does entrepreneurial orientation or national culture best explain entrepreneurial firm performance? Manuscript presented at the Babson College Entrepreneurship Research Conference, Wellesley, MA, June 2005.

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- Arbaugh, J. B., **Cox, L. W.**, & Camp, S. M. Ownership, incentive compensation, and firm growth: A multi-national study of entrepreneurial firms. Manuscript presented at the annual meetings of the Academy of Management, Seattle, WA, August 2003.
- Arbaugh, J. B., **Cox, L. W.**, & Camp, S. M. A multi-country study of industry, environmental perceptions and performance in high-performing SMEs. Manuscript presented at the Babson-Kauffman Entrepreneurship Research Conference, Wellesley, MA, June 2003.
- Arbaugh, J. B., **Cox, L. W.**, & Camp, S. M. Is entrepreneurial orientation a global construct? A multi-country study of entrepreneurial orientation, growth strategy, and performance. Manuscript presented at the Babson-Kauffman Entrepreneurship Research Conference, Wellesley, MA, June 2003.
- Cox, L. W.**, Camp, S. M., & Ensley, M. D. Does it pay to grow? The impact of growth on profitability and wealth creation. Manuscript presented at the Babson-Kauffman Entrepreneurship Research Conference, Boulder, CO, June 2002.
- Heneman, R. L., Tansky, J. W., & **Cox, L. W.** Bundles of human resource strategies for entrepreneurial performance. Manuscript presented at the Babson-Kauffman Entrepreneurship Research Conference, Wellesley, MA, June 2000.
- Hornsby, J. S., Kuratko, D. F., LaFollette, W. R., Hodgetts, R. M., & **Cox, L. W.** A study of human resource practices and trends in U.S. small businesses. Manuscript presented at the annual meetings of the United States Association for Small Business Entrepreneurship, San Diego, CA, January 1999..
- Cox, L. W.**, & Sommer, S. M. Causal dimensions underlying the entrepreneur's own explanation for success or failure. Manuscript presented at the Babson-Kauffman Entrepreneurship Research Conference, Gent, Belgium, May 1998.
- Cox, L. W.**, & Moss, S. M. The impact of entrepreneurship education on entrepreneurial self-efficacy and intention. Manuscript presented at the annual meetings of the Academy of Management, Boston, August 1997.
- Cox, L. W.** International entrepreneurship: A literature review. Manuscript presented at the Forty-second International Council for Small Business World Conference, San Francisco, CA, June 1997.
- Cox, L. W.**, & Sommer, S. M. A comparison of motivational orientation between entrepreneurs and traditional managers. Manuscript presented at the Fourteenth Annual Pan-Pacific Conference, Kuala Lumpur, Malaysia, June 1997.
- Cox, L. W.** The impact of interfirm trust, reputation and history of cooperation on U.S.-based strategic alliances. Manuscript presented at the annual meetings of the Southern Management Association, New Orleans, LA, November 1996.
- Cox, L. W.** Measuring the impact of educational interventions in the life-cycle of entrepreneurial development. Manuscript presented at the IntEnt96 Conference, Arnhem, Netherlands, June 1996.

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**Cox, L. W.**, & Digman, L. W. The new face of political risk: The experience of Japanese automakers in the EC. Manuscript presented at the annual meetings of the International Decision Science Institute, Seoul, Korea, June 1993.

**Cox, L. W.** 1992. The perception of the causes of small business success and failure: An attributional perspective. Manuscript presented at the annual meetings of the United States Association for Small Business Entrepreneurship, Chicago, IL, January, 1992.

### WORKS IN PROGRESS

**Cox, L. W.**, George, G., Arbaugh, J. B., & Camp, S. M. (revise and resubmit). Growing abroad? The effects of resource access, growth strategy and culture on internationalization. *Journal of International Business Studies*.

Arbaugh, J. B., **Cox, L. C.**, & Camp, S. M. (in submission) Is Entrepreneurial Orientation a Global Construct? A Multi-Country Study of Entrepreneurial Orientation, Growth Strategy and Performance. (International Entrepreneurship & Management Journal / New England Journal of Entrepreneurship)

### DISSERTATION TOPIC

"Interfirm Cooperation in International Strategic Alliances"

### CONTRACTS, GRANTS AND FUNDED RESEARCH

**The Ground Floor**, Principal Investigator, 2006-2008 Strategic Skills Initiative. \$180,000.

**Entrepreneurship Dynamics Laboratory**, Principal Investigator since August 2005. Department of Education. \$993,500.

**MEEC Enhancement and Expansion**, Principal Investigator since August 2005. Department of Housing and Urban Development. \$290,000.

**The Impact of Entrepreneurship Education on Self-efficacy, Intention, and New Venture Formation**, Principal Investigator, 1998 FIU Foundations / Provost's Office Research Award. \$12,962.86.

**Entrepreneurship and Organization: An On-Line Course**, Principal Investigator, FIU College of Business Administration. \$10,000.00.

**Licensing Executives Society Fellowship**, Principal Investigator, 1992-1993, \$5,000.

### RESEARCH INTERESTS

Entrepreneurship and Economic Development

Creativity and Innovation in Entrepreneurship



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Cognitive Processes of Entrepreneurs

Entrepreneurship Education

High Growth Ventures

Success and Failure of Entrepreneurial Ventures

### TEACHING EXPERIENCE

#### **Ball State University:**

- MGT 640 (MBA), "Entrepreneurial Innovation and the Discovery of Opportunity," Fall 2006.
- MGT 449, "New Venture Creation," Spring 2006 to present.
- MGT 341, "Introduction to Entrepreneurship," Fall 2005 to present.

#### **University of Wisconsin-Madison:**

- MHR 765 (MBA), "MBA Global Adventures in Entrepreneurship: A Passage to India Study Tour," Spring 2005.
- MHR 722 (MBA), "Entrepreneurial Management" (MBA), Summer 2003 to Spring 2005.

#### **University of Missouri-Kansas City:**

- MA 555 (MBA), "International Marketing," Winter 2001.
- MA 535A (MBA), "Small Business Management and Entrepreneurship," Fall 1999 to Fall 2000.

#### **Florida International University:**

- GEB 3113, "Entrepreneurship," Fall 1994 to Fall 1998.
- MAN 3602, "International Business," Fall 1994 to Fall 1996.
- MAN 4633, "Strategic Management in the MNC," Summer 1997 to Fall 1998.
- MAN 4722, "Business Policy & Strategic Management," Spring 1996 to Fall 1998.
- MAN 6635 (MBA), "International Policy," Fall 1998.
- MAN 4996, "Pan-Pacific Entrepreneurship Study Tour," Summer 1997.
- MAN 6608 (MBA), "International Business," Spring 1996.
- MAN 4802, "Small Business Management," Fall 1995.

#### **University of Nebraska-Lincoln:**

- Management 434/834 (MBA), "Small Business Management," Fall 1990 to Spring 1994.

### NEW COURSES DEVELOPED

#### **University of Wisconsin-Madison:**

- MHR 765 (MBA), "Social Entrepreneurship," Spring 2005.
- MHR 765 (MBA), "Global Adventures in Entrepreneurship: A Passage to India Study Tour," Spring 2005.

#### **Florida International University:**

- GEB 3113, "Entrepreneurship & Organization On-Line," Spring 1999.
- MAN 4996, "Pan-Pacific Entrepreneurship Study Tour," Summer 1997.

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### UNIVERSITY SERVICE

#### **Ball State University:**

- Luncheon Speaker, Alumni Association 50+ Club, September 12, 2007.
- Keynote Speaker, Team LEDO Meeting, August 3, 2007.
- Keynote Speaker, Ball State University Foundation Dinner, June 29, 2007.
- Luncheon Speaker, Philanthropy Advisory Council, April 26, 2007.
- Presenter, Miller College of Business Executive Advisory Board, April 20, 2007.
- Principal and Faculty Advisor, I-69 Collegiate Innovation Challenge, November 10-12, 2006.
- Faculty Advisor, Indiana Venture Center's University Challenge, October 6-8, 2006.
- Member, Graduate Curriculum Assessment Committee, Fall 2006 to present.
- Member, Search Committee for Assistant Professor in Entrepreneurship, Summer 2006 to present.
- Member, Department of Marketing and Management Undergraduate Curriculum Committee, Summer 2006 to present.
- Co-Sponsor, I-69 Collegiate Innovation Challenge, Fall 2006 to present.
- Advisor, Lecturer and Judge, The Next Big Thing Student Competition, Fall 2005 to Fall 2006.
- Faculty Advisor, Indiana Venture Center University Challenge, Fall 2005 to present.
- Faculty Advisor, Collegiate Entrepreneurship Organization, Fall 2005 to present.
- Faculty Advisor, The Navigators, Fall 2005 to present.
- Guest Lecturer, Information and Communication Science Masters Class, October 13, 2005.

#### **University of Wisconsin-Madison:**

- Lecturer, 2005 Marketing Education Institute, July 13, 2005.
- Guest Lecturer, Family Business Class, February 1, 2005.
- Faculty Advisor, Graduate Business Christian Fellowship, Fall 2004 to Spring 2005.
- Faculty Advisor, UW-Madison Entrepreneurship Association, Spring 2003 to Spring 2005.

#### **Florida International University:**

- Member, FIU College of Business Administration Undergraduate Curriculum Committee, Spring 1998 to Fall 1998.
- Faculty Advisor, Association of Collegiate Entrepreneurs, May 1996 to Fall 1998.
- Chair, Florida International University Benefits Committee, March 1996 to Summer 1998.
- Moderator, 1997 FIU Entrepreneurship Day, March 19, 1997.
- Panelist, Social Security Symposium, FIU Office of Personnel Relations, March 20, 1996.
- Faculty Mentor, FIU Athletic Department, 1995.

### NEW EDUCATIONAL PROGRAMS DEVELOPED

#### **Ball State University:**

- The Ground Floor – A new venture generation program for Ball State MBA students, designed to foster technology transfer and economic development.
- Ascent Awards – An entrepreneurship awards program that recognizes the entrepreneurial ascent of three national entrepreneurs selected by Ball State's entrepreneurship students, at a black tie gala event.

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- Nascent 500 Business Plan Challenge – An opportunity for undergraduate students from around the world to hone their entrepreneurial skills and compete for cash prizes by presenting their original business plans to a panel of nationally recognized judges at an historic and exciting venue – the Indianapolis Motor Speedway – home of the Indianapolis 500. The twelve student teams selected to compete in Indianapolis:
  - receive \$500 per team member to defray the cost of travel
  - compose a 500 word abstract to be used in determining pole position for the “limousine pitch” round
  - have just 500 seconds (one lap) in the back of a limousine slowly circling the Indianapolis Motor Speedway to pitch their business idea to three judges, and
  - have another 500 seconds in “the pits” to answer questions from these same judges

Four teams are then selected for the “home stretch” round where they make a formal (15 minute) business plan presentation to a fresh panel of judges in the media suite overlooking Gasoline Alley. The winning team is announced at a trackside reception where they drink milk from a quart jar (an Indianapolis 500 tradition), receive a \$10,000 cash prize, and are whisked away on a high-speed victory lap around the most famous track in the world.

- Launch U – An entrepreneurial apprenticeship that matches students with successful entrepreneurs to develop a business idea and plan into a high-growth venture. More than a mentorship or internship, Launch U assists students by connecting them with entrepreneurs and their networks, and helping them develop high-potential businesses.
- \$20 Challenge – A semester-long experiential learning exercise that requires students to launch a new venture with only \$20 of capital and produce a return on investment of at least 700%.
- Million Dollar Idea Pitch – A semester-long experiential learning exercise that requires students to develop a high-potential idea to pitch to the class and an outside panel.
- Winter Warm-up – A two-day event at the end of the fall semester in which BSU entrepreneurship majors present their market feasibility results to a panel of entrepreneurship alums. It is useful as a milestone and a checkpoint in the process of producing a quality business plan.
- Spring Training – A two-day event toward the end of the spring semester in which BSU entrepreneurship majors present their entire business plan to a entrepreneurship faculty and staff for feedback on their presentation.
- Entrepreneurs Forum – An opportunity for high-level national entrepreneurs to address BSU students in a town-meeting venue.
- Distance Learning via Video Conference – Worked with the Assistant Director and Telecommunications to enable MBA students to take MGT 640 by distance using video conference (the first such course in the Miller College of Business).
- Entrepreneurship Minor for Non-Business Students
  - MGT 241 The Entrepreneurial Experience
  - ECON 116 Survey of Economic Ideas
  - MGT 342 Marketing for New Ventures
  - ACC 200 Accounting for New Ventures
  - FIN 243 Finance for New Ventures
  - MGT 345 Managing New Ventures



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## Graziadio School of Business and Management

- Alumni Leadership Team – This group of committed entrepreneurship alumni began meeting as a focus group to give us ideas about alumni programming. Meeting approximately once per month, it turned into a leadership group that is integrally involved in programs such as the Annual Alumni Golf Outing and the Ascent Awards.

### University of Wisconsin-Madison:

- Venture Capital Spring Training – An 2-day intramural “warm-up” competition in preparation for the national Venture Capital Investment Competition.
- The Ground Floor – A series of brainstorming sessions with inventors, serial entrepreneurs and entrepreneurship students designed to aid in technology transfer and the initiation of new ventures.
- \$20 Challenge – A semester-long learning exercise that requires students to launch a new venture with only \$20 of capital.
- Entrepreneur Hall of Fame – This award is a vehicle for connecting the University of Wisconsin-Madison with successful national entrepreneurs.
- Entrepreneurship Alumni Reunion – An event held in conjunction with the Entrepreneur Hall of Fame to bring entrepreneurship alumni back to campus.

### Florida International University:

- Entrepreneurship Day - A one day event filled with entrepreneurial panelists sharing their wisdom with the entire student community at FIU.
- Entre-Net Forum - A day of networking between FIU Alumni and students interested in entrepreneurship.
- Florida Venture Forum - An opportunity for ACE members to observe the capital funding process by attending the annual Florida Venture Forum.
- FIU Business Plan Competition - A regional event which offers students from the Southeast an opportunity to compete for cash awards; raised \$6,500 from private business for the event.
- Pan-Pacific Study Tour - An exciting two week excursion to Hong Kong, Singapore, and Malaysia, where FIU students have the opportunity to interact with innovative business leaders, progressive government officials, and other entrepreneurial students from around the globe.

## SERVICE TO THE PROFESSION

### Journal Editor:

- Special Issue on “Human Resource Strategies and Entrepreneurship” for the *Human Resource Management Journal*, Guest Editor, 2003.

### Paper Reviewer:

- United States Association for Small Business and Entrepreneurship Annual Conference, Individual Entrepreneurship Division Track Coordinator, January 12-14, 2006.
- International Council for Small Business Conference, Washington, DC, June 15-19, 2005.
- *Entrepreneurship and Regional Development*, Special Issue on Entrepreneurship in Society, 2002.
- *International Journal of Entrepreneurship Education*, 2001.

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- Academy of Management Annual Meeting, Entrepreneurship Division, Toronto, August 4-9, 2000.
- United States Association for Small Business and Entrepreneurship Annual Conference, San Diego, 1999.
- Academy of Management Annual Meeting, Entrepreneurship Track, San Diego, August 8-10, 1998.
- United States Association for Small Business and Entrepreneurship Annual Meeting, Clearwater, Florida, January 8, 1998.
- Eastern Academy of Management Annual Meeting, Entrepreneurship Track, May, 1, 1997.
- Southern Management Association Annual Meeting, Strategic Management and Business Policy Track, November 5-10, 1996.
- Academy of Management Annual Meeting, Business Policy and Strategy Track, August 8-10, 1996.

### **Positions in Professional Organizations:**

- Individual Entrepreneurship Division Chair, U.S. Association for Small Business and Entrepreneurship, January 2006 to 2007.

### **Conference Panelist, Discussant or Session Chair:**

- “The Boundary-Spanning Roles of Entrepreneurship Centers,” Annual National Consortium of Entrepreneurship Centers Conference, Cincinnati, OH, October 13, 2006.
- “Successful Internship Programs,” Annual National Consortium of Entrepreneurship Centers Conference, Chapel-Hill, NC, October 6-8, 2005.
- Fiftieth Annual International Council for Small Business Conference, Washington, DC, June 15-19, 2005.
- Southern Management Association Annual Meeting, Strategic Management and Business Policy Track, November 5-10, 1997.

### **PROFESSIONAL MEMBERSHIPS**

National Consortium of Entrepreneurship Centers (NCEC), 1999 to present.

U.S. Association for Small Business and Entrepreneurship (USASBE), 1992 to present.

Academy of Management (AOM), 1992 to present.

### **PROFESSIONAL MEETINGS**

U.S. Association for Small Business and Entrepreneurship Conference, San Antonio, TX, January, 10-12, 2008.

Annual Meetings of the Academy of Management, Philadelphia, PA, August 3-8, 2007.

U.S. Association for Small Business and Entrepreneurship Conference, Orlando, FL, January 14-16, 2007.

National Consortium of Entrepreneurship Centers Conference, Cincinnati, OH, October 13-15, 2006.

Annual Meetings of the Academy of Management, Atlanta, GA, August 9-15, 2006.

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U.S. Association for Small Business and Entrepreneurship Conference, Albuquerque, NM, January 12-15, 2006.

National Consortium of Entrepreneurship Centers Conference, Chapel-Hill, NC, October 6-8, 2005.

Indiana Venture Conference, Indianapolis, IN, September 27, 2005.

U.S. Association for Small Business and Entrepreneurship Conference / Fiftieth Annual International Council for Small Business Conference, Washington DC, June 15-19, 2005.

### COMMUNITY SERVICE

#### Board Memberships:

- Bitwise Fellows Advisory Board, June 2007 to present.
- Muncie-Delaware County Chamber of Commerce, September 2006 to present.
- Indiana Venture Center, August 2005 to present.
- Phenomenelle Angels Fund LLP, September 2004 to August 2005.
- Governor's Business Plan Competition Advisory Board, June 2003 to August 2005.
- Wisconsin Small Business Development Center Advisory Council, April 2003 to August 2005.
- Florida Venture Forum, January 1997 to May 1998.

#### Speaking Engagements:

- Indiana Economic Development Course, Muncie, IN, January 16, 2008.
- Start-up Indiana, Muncie, IN, December 12, 2007.
- Delta Middle School, Muncie, IN, April 25, 2007.
- Hamilton Southeast High School, Muncie, IN, April 24, 2007.
- Delta Middle School, Muncie, IN, February 28, 2007.
- Crown Point High School, Crown Point, IN, January 24, 2007.
- Delta Middle School, Muncie, IN, December 6, 2006.
- Institute of Entrepreneurial School Leadership, Indianapolis, IN, September 25, 2006.
- TechPoint Seminar, Indianapolis, IN, September 1, 2006.
- Exchange Club, Muncie, IN, July 13, 2006.
- Jay County Entrepreneurial Boot Camp, Portland, IN, June 14, 2006.
- Entrepreneurship Academy at Carmel High School, Carmel, IN, June 11, 2006.
- Junto of Muncie, Muncie, IN, April 15, 2006.
- New Castle Rotary Club, New Castle, IN, April 5, 2006.
- Energize ECI, Muncie, IN, February 1, 2006.
- Indiana Economic Development Course, Muncie, IN, January 11, 2006.
- Indiana Economic Outlook, Muncie, IN, December 6, 2005.
- Marketing Education Institute, Madison, WI, July 13, 2005.
- National Institute of Financial & Economic Literacy, Madison, WI, June 22, 2005.
- People Program, University of Wisconsin-Madison, Madison, WI, June 22, 2005.
- Stevens Point High School, Madison, WI, February 23, 2005.
- University League Luncheon, Madison, WI, January 24, 2005.
- Launching Entrepreneurial Advisory Panels Kick-off Event, Madison, WI, 2004 and 2005.
- People Program, University of Wisconsin-Madison, Madison, WI, June 21, 2004.

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- Minnesota State University Entrepreneurship Day, Duluth, MN, December 9, 2003.
- Wisconsin Innovation Network Luncheon, Madison, WI, October 14, 2003.
- Minority Enterprise Development Week Annual Conference, Washington, DC, September 25, 2002.
- USASBE Annual Meeting, Reno, NV, January 19, 2002.
- RISEbusiness Annual Board Meeting, Kansas City, MO, December 6, 2001.
- Northern Kentucky Chamber of Commerce, “Eggs and Issues” Breakfast Speaker, Cincinnati, OH, October 9, 2001.
- Texas Christian University Entrepreneurship Breakfast, Ft Worth, TX, April 11, 2001.
- North Kansas City Kiwanis Club, Kansas City, MO, March 21, 2000.
- Kansas City Kansas Rotary Club, Kansas City, KS, February 15, 2000.
- Lenexa Rotary Club, Lenexa, KS, December 3, 1999.
- Shawnee Mission Rotary Club, Shawnee Mission, KS, October 22, 1999.
- FastTrac I Training, Kauffman Center for Entrepreneurial Leadership, Kansas City, MO, October 21, 1999.
- Shawnee Mission Rotary Club, Shawnee Mission, KS, October 15, 1999.
- FastTrac II Training, Kauffman Center for Entrepreneurial Leadership, Kansas City, MO, October 12, 1999.
- Shawnee Mission Rotary Club, Shawnee Mission, KS, October 1, 1999.
- Gathering of Games, Kansas City, MO, September 23, 1999.
- FastTrac I Training, Kauffman Center for Entrepreneurial Leadership, Kansas City, MO, March 3, 1999.
- University of Miami Rotary Club, Miami, FL, August 18, 1997.
- Family Business Institute at FIU Seminar, Miami, FL, April 17, 1997.
- FIU Women’s Business Development Center, “Train the Trainer” Seminar, Miami, FL, January 11, 1997.
- Marketing Roundtable Breakfast, Wyndham Hotel, Miami, FL, December 20, 1996.
- Future Business Leaders of America Club from William H. Turner Technical Arts Senior High School, Miami, FL, November 20, 1996.
- The Ecuadorian American Chamber of Commerce of Greater Miami Seminar, “Financial Tools and the Use of Accounting Software for Small Businesses”, Miami, FL, March 22, 1995.
- Small Business Seminar, Cornhusker Bank, Lincoln, NE, March 1993.
- Small Business Seminar, Cornhusker Bank, Lincoln, NE, November 1992.
- Waverly Chamber of Commerce, Waverly, NE, February 1992.
- Men's Club of the St. Paul United Methodist Church, Lincoln, NE, November 1991.
- Historic Haymarket Association, Lincoln, NE, November 1991.
- Nebraska Food Industry Association, Kearney, NE, November 1991.
- Institute of Management Accountants, Lincoln, NE, September 1991.
- Home Builders Association of Lincoln, Lincoln, NE, June 1991.
- Nebraska Dept of Education's Conference on Entrepreneurship, Grand Island, NE, June 1991.
- Lincoln Haymarket Development Corporation, Lincoln, NE, May 1991.
- Lincoln Arts Council, Lincoln, NE, April 1991.
- SIFE Pre-Professional Seminar, Lincoln, NE, April, 1991.
- Lincoln Chamber of Commerce, Lincoln, NE, March 1991.
- State Vocational Rehabilitation Center, Lincoln, NE, November 1990.
- Professional Association of Home Based Business Owners, Lincoln, NE, October 1990.

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### **Consulting Work:**

- Simplex I & II Training, Ball State University Faculty and Staff, June 4-8, 2007, Facilitator.
- Entrepreneurship Training, Wabash College Alumni, May 17-18, 2007, Lead Facilitator.
- Simplex I Training, Innovation Connector, April 12-13, 2007, Facilitator.
- Simplex I & II Training, Miller College of Business Faculty and Staff, February 12-16, 2007, Coach.
- Wishard Memorial Hospital Foundation, Strategic Planning for Advisory Board, 2007.
- Indiana Trust and Investment Management, Strategic Planning for Senior Leadership, 2007.
- Afterimage GIS, LLC, Business Plan Development, 2005 to present.

### **Other:**

- Indiana Strategic Economic Development Conference, November 14 & 15, 2005, Participant.
- Blue Chip Enterprise Initiative, 2005 to present, Judge.
- 2004 and 2005 Wisconsin Entrepreneur Of The Year Awards Competition, Judge.
- Bluebirds Basketball, Winter 2005, Coach.
- Blue Valley Recreation Basketball, Winter 2000, Coach.
- American Youth Soccer Organization, Fall 1997 and 1998, Coach.

## **HONORS AND AWARDS**

### **Personal:**

- “Wisconsin Idea Fellow,” University of Wisconsin System, Spring 2004.
- “Excellence in Teaching,” FIU Faculty Senate, Fall 1998, \$2,000.
- “Recognition for Contribution to Excellence in Entrepreneurship Education,” 1997 Business Plan Competition, Association of Collegiate Entrepreneurs, Spring 1997.
- Technology and Innovation Management Doctoral Consortium, Academy of Management Annual Meeting, 1993.
- “Recognition Award for Contributions to Students,” UN-L Parents Association and UN-L Teaching Council, 1992.

### **Ball State University Entrepreneurship Center:**

- One of *WOMEN 3.0*'s “2008 Top MBA Programs for Entrepreneurship,” February/March 2008.
- Finalist in the US Association for Small Business and Entrepreneurship's (USASBE) 2008 Entrepreneurship Education Awards in the category of “National Model Undergraduate Entrepreneurship Program,” January 2008.
- 20<sup>th</sup> in the “Top 25 Undergraduate (Entrepreneurship) Programs,” *Entrepreneur Magazine / Princeton Review*, November 2007.
- Recipient of the 2007 Award for “Excellence in Entrepreneurship Teaching and Pedagogical Innovation,” National Consortium of Entrepreneurship Centers, October 2007.
- One of “America's Best (25 Undergraduate) Colleges for Entrepreneurship,” *Fortune Small Business*, October 2007.
- 8<sup>th</sup> in “America's Best Colleges for Undergraduate Entrepreneurship,” *US News & World Report*, August 2007.
- 6<sup>th</sup> in “America's Best Colleges for Undergraduate Entrepreneurship,” *US News & World Report*, August 2006.



# PEPPERDINE UNIVERSITY

## Graziadio School of Business and Management

### PROFESSIONAL DEVELOPMENT AND CERTIFICATIONS

**Certified Facilitator and Coach**, Simplex Creative Problem Solving System, June, 2007.

**Participant**, Creative Problem Solving Process Leader Workshop, Simplex III, July 24-28, 2006.

**Participant**, Creative Problem Solving Process Leader Workshop, Simplex I & II, February 20-24, 2006.

**Certified Systems Facilitator**, Concept Systems Incorporated, May 19-20, 2000.

**Participant**, "The Art and Science of Discussion Leadership", Harvard University, August 8-9, 1997.

**Participant**, FIU-SUS Florida Faculty Training Program, "Distance Learning Development Workshop", May 13, 1996.

### INTERNATIONAL EXPERIENCE

**Team member**, U.S. Agency for International Development (USAID) and University of Nebraska-Lincoln Management Development Project in Albania (a one million dollar project including 2 two-week conferences in Albania and the training of Albanian managers in the U.S.).

**Team Leader**, Two Navigator summer projects in (former) Yugoslavia, 1980 and 1981.

### WORK HISTORY

**Ball State University**, Director of the Entrepreneurship Center, and Associate Professor of Entrepreneurship, August 2005 to present.

**University of Wisconsin-Madison**, Director of the Weinert Center for Entrepreneurship, January 2003 to August 2005.

**Kauffman Center for Entrepreneurial Leadership**, Director of Programmatic Research, January 2002 to January 2003.

**Kauffman Center for Entrepreneurial Leadership**, Manager of Research, January 1999 to January 2002.

**Florida International University**, Assistant Professor, August 1994 to December 1998.

**Nebraska Business Development Center**, Director, August 1990 - July 1994. Directed university center which provides business consulting to small businesses.

**Small Business Institute**, Director, August 1990 - July 1994. Directed students in projects to assist small businesses.

**U. S. Petrolon Industrial, Inc.**, Sales Representative, September 1987 - August 1989. Represented quality line of industrial maintenance equipment in a national market.

**U. S. Petrolon Industrial of Colorado, Inc.**, Owner, August 1985 - August 1987. Represented quality line of industrial maintenance equipment in a regional market.

# PEPPERDINE UNIVERSITY

## Graziadio School of Business and Management

**The Navigators**, Campus Representative, July 1978 - July 1985. Directed Christian ministry on college campuses.

**U. S. Small Business Administration**, Assistant Loan Officer, September 1977 - June 1978. Assisted in SBA disaster loan program.

**Nebraska Department of Revenue**, Correspondent II, October 1976 - August 1977. Responded to taxpayer inquiries.

### BUSINESS EXPERIENCE

**Sales Representative**, U.S. Petrolon Industrial, Inc., Lincoln, NE, September 1987 - August 1989.

**Owner**, U.S. Petrolon Industrial of Colorado, Inc., 1985-1987.

**Assistant Loan Officer**, U.S. Small Business Administration, Des Moines, IA, September 1977 - June 1978.

**Correspondent II**, Nebraska Department of Revenue, October 1976 - August 1977.

### REFERENCES

**Dr. S. Michael Camp**

Academic Director  
Center for Entrepreneurship  
The Ohio State University  
256 Fisher Hall  
2100 Neil Avenue  
Columbus, OH 43210  
614-292-3045  
camp.1@osu.edu

**Dr. Gary Dessler**

Florida International University  
Department of Management and International Business  
University Park  
Miami, FL 33199  
305-348-3300  
gdfiu@hotmail.com

**Dr. Sang M. Lee**

University Eminent Scholar  
Chair, Management Department  
University of Nebraska-Lincoln  
PO Box 880491  
Lincoln, NE 68588-0491  
402-472-3915  
slee1@unl.edu