

# FRANZ T. LOHRKE

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Samford University  
Brock School of Business  
Department of Entrepreneurship, Management, & Marketing  
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Birmingham, AL 35229  
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## ACADEMIC EMPLOYMENT

Professor of Entrepreneurship and Strategic Management, Samford University,  
2011-present  
Brock Family Chair in Entrepreneurship (inaugural holder), 2009-present  
Chair, Department of Entrepreneurship, Management, & Marketing, 2007-present  
Associate Professor of Entrepreneurship and Strategic Management, 2006-2011  
(Granted tenure August 2008)

Assistant Professor of Management, University of Alabama, 2000-2006

Visiting Assistant Professor, Florida Gulf Coast University, 1999-2000

Visiting Assistant Professor, University of South Florida, 1998-1999

Assistant Professor of Management, University of Southern Mississippi, 1996-1999

## EDUCATION

**Ph.D.** Louisiana State University, 1996  
Major: Strategic Management Minor: International Business

**M.B.A.** University of Iowa, 1990.  
Majors: Production Management and Finance

**B.A.** Flagler College, 1988  
Major: Business Administration Minor: Spanish

## RESEARCH INTERESTS

Liabilities of newness, organizational slack, organizational decline and turnaround,  
strategic alliances, social entrepreneurship, and management history

## JOURNAL PUBLICATIONS

Nagy, B. G., Blair, E. S., & Lohrke, F. T. 2014. Developing a scale to measure liabilities and assets of newness after start-up. International Entrepreneurship and Management Journal, 10: 277-295.

Nagy, B. G., Pollack, J. M., Rutherford, M. W., & Lohrke, F. T. 2012. Entrepreneurs' credentials and impression management behaviors influence on investors' perceptions of new venture legitimacy. Entrepreneurship: Theory & Practice, 36: 941-965.

Lohrke, F. T., Ahlstrom, D., & Bruton, G. D. 2012. Extending turnaround process research: Important lessons from the U.S. Civil War. Journal of Management Inquiry, 21: 217-234.

Lohrke, F. T., Holloway, B. B., & Woolley, T. W. 2010. Conjoint analysis in entrepreneurship research: A review and research agenda. Organizational Research Methods, 13:16-30.

Marino, L. D., Lohrke, F. T., Hill, J. S., Weaver, K. M., & Tambunan, T. 2008. Environmental shocks and SME alliance formation intentions in an emerging economy: Evidence from the Asian Financial Crisis. Entrepreneurship: Theory & Practice, 32: 157-183.

Smith, D. A. & Lohrke, F. T. 2008. Entrepreneurial network development: Trusting in the process. Journal of Business Research, 61: 315-322.

Tang, J., Zhi, T., & Lohrke, F. T. 2008. Developing an entrepreneurial typology: The roles of entrepreneurial alertness and attributional style. International Entrepreneurship and Management Journal, 4: 273-294.

Lohrke, F. T., Simpson, R. W., & Hunt, D. M. 2007. Extending the bargaining power model: Eighteenth century lessons from Panton, Leslie and Company in managing political risk. Journal of Management History, 13: 153-171.

Lohrke, F. T., Franklin, G. M., & Frownfelter-Lohrke, C. 2006. The Internet as an information conduit: A transaction cost analysis model of U.S. SME Internet use. International Small Business Journal, 24: 159-178.

Lohrke, F. T., Kreiser, P. M., & Weaver, K. M. 2006. The influence of current firm performance on SME future strategic alliance intentions: A six-country study. Journal of Business Research, 59: 19-27.

Lohrke, F. T., Bedeian, A. G., & Palmer, T. S. 2004. The role of top management teams in turnaround situations: A review and research agenda. International Journal of Management Reviews, 5/6: 63-90.

Bruton, G. D., Lohrke, F. T., & Lu, J. M. 2004. The evolving definition of what comprises international strategic management research. Journal of International Management, 10: 413-429.

Daniel, F., Lohrke, F. T., Fornaciari, C. J., & Turner, R. A. 2004. Slack resources and firm performance: A meta-analysis. Journal of Business Research, 57: 565-574.

Lohrke, F. T., & Frownfelter-Lohrke, C. 2004. The profit is in the details: An entrepreneurial success story in the New Orleans' restaurant industry. Journal of Applied Management and Entrepreneurship, 9: 137-152.

Lohrke, F. T., Franklin, G. M., & Kothari, V. B. 2003. Top management team heterogeneity and SME export performance: Investigating the role of environmental uncertainty. Journal of Small Business Strategy, 14: 86-102.

Lohrke, F. T., Franklin, G. M., & Kothari, V. B. 1999. Top management international orientation and small business exporting performance: The moderating roles of export market and industry factors. Journal of Small Business Strategy, 10: 13-24.

Lohrke, F. T., & Bedeian, A. G. 1998. Managerial responses to declining performance: Turnaround investment strategies and critical contingencies. Advances in Applied Business Strategy, 5: 3-23.

Ketchen, D. J., Jr., Combs, J. G., Russell, C. J., Shook, C., Dean, M. A., Runge, J., Lohrke, F. T., Naumann, S. E., Haptonstahl, D., Baker, R., Beckstein, B., Handler, C., Honig, H., & Lamoureux, S. 1997. Organizational configurations and performance: A meta-analysis. Academy of Management Journal, 40: 223-240.

Lohrke, F. T., & Bruton, G. D. 1997. Contributions and gaps in international strategic management literature. Journal of International Management, 3: 25-57.

Russell, C. J., Settoon, R. P., McGrath, R. N., Blanton, A. E., Kidwell, R. E., Lohrke, F. T., Scifres, E. L., & Danforth, G. W. 1994. Investigator characteristics as moderators of personnel selection research: A meta-analysis. Journal of Applied Psychology, 79: 163-170.

Lohrke, F. T. 1993. Motion study for the blinded: A review of the Gilbreths' work with the visually handicapped. International Journal of Public Administration, 16: 667-682.

## **EDITED VOLUMES**

Landström, H., & Lohrke, F.T. (Eds.). 2012. Intellectual Roots of Entrepreneurship Research, Cheltenham, UK: Edward Elgar Publishers. ISBN 10: 1848440006. Available at [www.elgar.com/bookentry\\_main.lasso?currency=US&id=13206](http://www.elgar.com/bookentry_main.lasso?currency=US&id=13206).

Landström, H., & Lohrke, F.T. (Eds.). 2010. The Historical Foundations of Entrepreneurship Research, Cheltenham, UK: Edward Elgar Publishers. ISBN 10: 0857931326. Available at [www.elgar.co.uk/bookentry\\_main.lasso?id=13147](http://www.elgar.co.uk/bookentry_main.lasso?id=13147).

## **BOOK CHAPTERS**

Lohrke, F. T., Baucus, M. S., & Carson, C. M. 2014. Publishing cases in entrepreneurship journals. In M. Wright & A. Fayolle (Eds.), How to Get Published in the Best Entrepreneurship Journals: 201-36. Cheltenham, UK: Edward Elgar Publishers.

Lohrke, F. T., & Landström, H. 2012. Examining the intellectual roots of entrepreneurship research. In H. Landström & F. T. Lohrke (Eds.), Intellectual Roots of Entrepreneurship Research: xiii-xxvi. Cheltenham, UK: Edward Elgar Publishers.

Lohrke, F. T., & Landström, H. 2010. History matters in entrepreneurship research. In H. Landström & F. T. Lohrke (Eds.), The Historical Foundations of Entrepreneurship Research: 1-11. Cheltenham, UK: Edward Elgar Publishers.

Nagy, B. G., & Lohrke, F. T. 2010. Only the good die young? A review of liability of newness and related organizational mortality research. In H. Landström & F. T. Lohrke (Eds.), The Historical Foundations of Entrepreneurship Research: 185-204. Cheltenham, UK: Edward Elgar Publishers.

## OTHER PUBLICATIONS

Lohrke, F. T., & Frownfelter-Lohrke, C. 2011. Book review: *Handbook of research on electronic surveys and measurements*. Organizational Research Methods, 14: 389-393.

Lohrke, F. T. 2008. Book review: *Research methodology in strategy and management (vol. 3)*. Organizational Research Methods, 11: 860-864.

Marino, L. D., Lohrke, F. T., Zhi, T., Dickson, P. H., & Weaver, K. M. 2005. Entrepreneurial acuity: The relationship between entrepreneurial orientation and the convergence of archival and perceptual measures of environmental uncertainty. In Zahra et al. (Eds.), Frontiers of Entrepreneurship Research 2005, pp. 1-15. Wellesley, Massachusetts: Babson College.

## PROCEEDINGS

Lohrke, F. T., Ahlstrom, D., & Bruton, G. D. 2007. Abraham Lincoln and the great turnaround. Proceedings of the Southern Management Association.

Marino, L. D., Lohrke, F. T., Hill, J. S., Weaver, K. M., & Tambunan, T. 2007. Environmental shocks and SME alliance formation intentions in an emerging economy: Evidence from the Asian Financial Crisis. Entrepreneurship Theory and Practice Conference on Entrepreneurship in Emerging Markets.

Kang, H., & Lohrke, F. T. 2005. Venture capital in China, Japan, and South Korea: An institutional theory perspective. Proceedings of the Southern Management Association.

Lohrke, F. T., Marino, L. D., & Tyler, B. B. 2004. Alliance formation in response to three types of environmental uncertainty: Longitudinal evidence from the collections industry. Summary published in Frontiers of Entrepreneurship Research.

Lohrke, F. T., Simpson, G. W., & Hunt, D. M. 2004. Balancing differentiation and isomorphism: Examining alternative theories for studying political risk. Proceedings of the Southwest Academy of Management.

Lohrke, F. T., & Franklin, G. M. 2002. The Internet as an information conduit: A transaction cost analysis model of small business Internet use. Abstract in Proceedings of the United States Association for Small Business and Entrepreneurship. *Selected as Best Conference Paper: Technology Applications for Entrepreneurship*. (Full paper withheld because Proceedings are published on-line).

Lohrke, F. T., Bedeian, A. G., & Palmer, T. S. 2001 Top management's role in firm turnaround: A review and research agenda. Proceedings of the Southern Management Association.

Daniel, F., Fornaciari, C. J., Lohrke, F. T., & Turner, R. A. 2001. Slack resources and firm performance: A meta analysis Proceedings of the Southern Management Association.

Lohrke, F. T., Franklin, G. M., & Rasheed, H. S. 2000. E-commerce and entrepreneurship. Toward a research agenda. Proceedings of the Southern Management Association.

- Lohrke, F. T., Franklin, G. M., & Kothari, V. B. 1999. Top management international orientation and small business exporting performance: The moderating roles of export market and industry factors. Proceedings of the Small Business Institute Directors' Association. *Selected as Outstanding Empirical Paper for the Conference*.
- Lohrke, F. T., Franklin, G. M., & Kothari, V. B. 1998. The effect of top management team heterogeneity on small business exporting. Proceedings of the Southwest Academy of Management.
- Lohrke, F. T., & Bedeian, A. G. 1997. Managerial responses to declining performance: Turnaround investment strategies and critical contingencies. Proceedings of the Southern Management Association.
- Lohrke, F. T., & Combs, J. G. 1997. Transaction costs and entry mode: Considering the effect of resource scarcity. Proceedings of the Academy of International Business, Southeast USA.
- Lohrke, F. T., Franklin, G. M., & Kothari, V. B. 1997. Efficiency versus innovation: Performance implications of business-level strategies in small business exporting. Proceedings of the Southern Management Association.
- Lohrke, F. T., & Gordon, G. A. 1997. The impact of national culture on managerial perceptions and interpretations: Evidence from the Yucatán Peninsula. Proceedings of the Decision Sciences Institute.
- Lohrke, F. T., & Bruton, G. D. 1996. International diversification research: Review and reconsideration. Proceedings of the Southwest Academy of Management.
- Lohrke, F. T. 1994. Performance differences among strategic groups: The role of strategic interdependence. Proceedings of the Southern Management Association.
- Lohrke, F. T. 1993. Low-cost production locations reconsidered: Implications of country-of-origin bias for international manufacturing. Proceedings of the Southwest Academy of Management.
- Lohrke, F. T. 1992. Performance measurement for joint ventures: Critique and future directions. Proceedings of the Southern Management Association. *Selected Outstanding Student Paper for the Business Policy and Planning Track*.
- Lohrke, F. T. 1991. Motion study for the blinded: A review of the Gilbreths' work with the visually handicapped. Proceedings of the Southern Management Association.

## **ACADEMIC PRESENTATIONS**

- Lohrke, F. T., Carson, C. M., & Lockamy, A. A. Bayesian analysis in entrepreneurship research: A review and research agenda. To be presented at the Academy of Management Conference in August in Philadelphia, Pennsylvania.
- Carson, C. M., Lohrke, F. T., & Lockamy, A. A. The family business succession process: A Bayesian analysis. To be presented at the Babson College Entrepreneurship Research Conference in June in London, Ontario.

Frownfelter-Lohrke, C., & Lohrke, F. T. 2013. Forget about IT? The role of information systems integration in successful mergers and acquisitions. Presented at the Association for Information Systems Special Group on Accounting Information Systems Conference, Milan, Italy.

Landström, H., Murphy, P. J., Pajunen, K., Wadhvani, R. D., Lohrke, F. T., & Lamond, D. A. 2013. Historical methods in entrepreneurship research: Some exemplary contributions. Symposium presented at the Academy of Management meeting, Orlando, Florida.

Thornton, J. P., Gonas, J., & Lohrke, F. T. 2012. The social entrepreneur as trailblazer: A non-normative role for social enterprise in a market economy. Presented at the NYU-Stern Social Entrepreneurship Conference, New York. <http://ssrn.com/abstract=2172807>

Lohrke, F.T., & Bird, B. 2011. Make versus sell: Examining new venture commercialization and licensing decisions. Presented at the Australian Graduate School of Entrepreneurship International Entrepreneurship Research Exchange, Melbourne, Australia.

Lohrke, F.T., Bird, B., & Gordon, R. 2010. Commercializing new technologies: The impact of liability of newness, liability of smallness, and technological innovativeness. Presented at the Babson College Entrepreneurship Research Conference, Lausanne, Switzerland.

Lohrke, F.T., & Bird, B. 2009. New research findings resulting from microdata access: NIST Business Reporting Series Data. Presented at the Assessing the NORC Results of Microdata Access Conference, Economic Research Service, Washington, DC.

Lohrke, F. T., & Nagy, B. G. 2009. Only the good die young? A review of liability of newness and related organizational mortality research. Presented at the Academy of Management meeting, Chicago, Illinois.

Gibson, J. W., Lohrke, F. T., Humphreys, J., Ford, R. C., & Mowday, R. T. 2009. Getting involved in professional development. Symposium presented at the Academy of Management meeting, Chicago, Illinois.

Lohrke, F. T., Bird, B., Nagy, B. G., Fischer, E., & Reuber, R. 2009. Are new ventures illegitimate, disreputable, untrustworthy, or routineless? A liability of newness review and research agenda. Presented at the Babson College Entrepreneurship Research Conference, Wellesley, Massachusetts.

Lohrke, F. T., & Bird, B. 2009. Breaking up is hard to do: Examining the role of partner changes on strategic alliance outcomes. Presented at the Babson College Entrepreneurship Research Conference, Wellesley, Massachusetts.

Lohrke, F. T., Landström, H., Kreiser, P., Marino, L. D., Nagy, B. G., Moss, T., Short, J., Lumpkin, G. T., Foss, N. J., Klein, P. G., Ahlstrom, D., Wang, L. C., & Wadhvani, R. D. 2008. The historical foundations of entrepreneurship research. Symposium presented at the Academy of Management meeting, Anaheim, California.

Gibson, J. W., Lohrke, F. T., Humphreys, J., Ford, R. C., & Mowday, R. T. 2008. Getting involved in professional development. Symposium presented at the Academy of Management meeting, Anaheim, California.

- Nagy, B. G., & Lohrke, F. T. 2008. Obtaining new venture legitimacy: A review and research agenda. Paper presented at the Babson College Entrepreneurship Research Conference, Chapel Hill, North Carolina.
- Govekar, P., Govekar, M., Van Fleet, D., Lohrke, F., Duncan, W., Kurowski, L., Greenwood, R., & Petersen, P. 2006. A guide to historical method for the Management Historian. Symposium presented in the Management History Division of the Academy of Management, Atlanta, Georgia.
- Greenwood, R., Lohrke, F., Bolton, A., Blockson, L., Gibson, J., & Huse, M. 2006. New Member Workshop: Introduction to the Academy of Management. Workshop presented in the Management History Division of the Academy of Management, Atlanta, Georgia.
- Tang, J., Zhi, T., & Lohrke, F. T. 2005. Exploring an entrepreneurial typology: The roles of attributional style and entrepreneurial alertness. Paper presented in the Entrepreneurship Division of the Academy of Management, Honolulu, Hawaii.
- Lohrke, F. T. 2003. Remembering two Strategic Management pioneers: Igor Ansoff and William Newman. Symposium organized for the Management History and Business Policy and Strategy Divisions of the Academy of Management, Seattle, Washington.
- Lohrke, F. T., Weaver, K. M., & Kreiser, P. M. 2002. The influence of organizational performance goals and national culture on SME joint venture intention. Paper presented in the Entrepreneurship Division of the Academy of Management, Denver, Colorado.
- Kidwell, R. E., Ho, S.-J. K., Lohrke, F. T., & McKay, R. 1999. Current issues in international management education. Symposium presented at the Institute for Behavioral and Applied Management meeting, Annapolis, Maryland.
- Gordon, G. A., & Lohrke, F. T. 1997. Yucatán's business environment: An introduction. Paper presented at the Southwest Academy of International Business meeting, New Orleans, Louisiana.
- Ketchen, D. J., Jr., Combs, J. G., Russell, C. J., Shook, C., Runge, J., Lohrke, F. T., Naumann, S. E., Dean, M. A., Haptonstahl, D., Baker, R., Beckstein, B., Handler, C., Honig, H., & Lamoureux, S. 1995. Organizational configurations and performance: A meta-analysis. Paper presented at the Academy of Management meeting, Vancouver, British Columbia.
- Bruton, G. D., & Lohrke, F. T. 1993. Research contributions and gaps in international strategic management literature. Paper presented at the Academy of International Business meeting, Maui, Hawaii.
- Russell, C. J., Settoon, R. P., McGrath, R. N., Blanton, A. E., Kidwell, R. E., Lohrke, F. T., Scifres, E. L., & Danforth, G. W. 1993. Investigator characteristics as moderators of personnel selection research: A meta-analysis. Paper presented at the Society for Industrial and Organizational Psychology Convention, San Francisco, California.

## **INVITED PRESENTATIONS**

### Community

Birmingham Breakfast Club. “University entrepreneurship programs: Can we really teach this stuff?” September 26, 2012

Birmingham Business Leaders Roundtable. “Entrepreneurship in 2012,” September 18, 2012

Navigating Our New Reality 2010 Nonprofit Summit hosted by the Alabama Association of Nonprofits. Expert presentation: “Social enterprise: Transforming nonprofits and mission,” March 2, 2010

Junior League Non-profit Roundtable. Keynote speaker for the Junior League’s Summit on Non-profits. Presented ‘The current economic recession and its impact on non-profit management,’ April 2009

SCORE Annual Luncheon, Lunch speaker for the Service Corps of Retired Executives Annual Luncheon. Presented 'The role of university entrepreneurship programs' and discussed current initiatives at the Brock School of Business, December 2008

Homewood Rotary, Luncheon speaker at the October Homewood Rotary luncheon. Discussed 'Current trends in social entrepreneurship' including initiatives at the Brock School of Business as well as the potential impact of the current financial crisis on socially entrepreneurial organizations, November 2008

American Marketing Association - Birmingham Chapter, Keynote speaker (with Professor Betsy Holloway) discussing Social Entrepreneurship, including recent developments at the Brock School of Business, May 21, 2008

### University

“Business plan writing fundamentals,” August 22, 2013 and September 20, 2012, McWhorter School of Pharmacy, Samford University

“Entrepreneurship and the liability of newness,” November 9, 2012, College of Business Administration, University of Tennessee

“Samford University School of Business Social Entrepreneurship Program,” October 19, 2007, Samford School of Business Advisory Board Meeting, Samford University

“What is Social Entrepreneurship,” May 12, 2007, Samford School of Business Students in Free Enterprise Banquet, Samford University

“The Importance of Business Research for Business Practice,” April 20, 2007, Samford School of Business Advisory Board Meeting, Samford University



“Entrepreneurship Research: Review and Future Directions,” March 1, 2002, University of Alabama

“Research Design and Methodological Issues in Entrepreneurship/Small Business Survey Research,” October 13, 2000, University of Alabama

## **WORK IN PROGRESS**

### Writing/Editing stage

Lohrke, F.T., & Bird, B. J. Make versus sell: Examining new venture commercialization and licensing decisions.

Lohrke, F. T., Bird, B. J., Nagy, B. G., Fischer, E., & Reuber, R. Are new ventures illegitimate, disreputable, untrustworthy, or routineless? A liability of newness review and research agenda.

### Data gathering stage

Frownfelter-Lohrke, C., & Lohrke, F. T. 2013. Forget about IT? The role of information systems integration in successful mergers and acquisitions: An empirical study.

## **CASE STUDIES**

Lohrke, F. T., Combs, J. G., & Castrogiovanni, G. J. 1996. Cadbury-Schweppes, PLC and teaching note. In Mintzberg, H. & Quinn, J. B. The strategy process (3rd. Ed.). Englewood Cliffs: Prentice Hall.

*Reprinted in 9 other Strategic Management textbooks.*

McGrath, R. N., Lohrke, F. T., & Castrogiovanni, G. J. 1994. Lockheed Corporation and teaching note. In Wright, P., Pringle, C. D., & Kroll, M. J. Strategic management: Texts and cases (2nd ed.). Boston: Allyn and Bacon.

*Reprinted in 6 other Strategic Management textbooks.*

## **BUSINESS PRESS PUBLICATIONS**

Lohrke, F. T. 2011. Alabama's economic future troubled before disaster. Birmingham News, May 5: D4. [http://blog.al.com/businessnews/2011/05/memorandum\\_samfords\\_franz\\_lohr\\_1.html](http://blog.al.com/businessnews/2011/05/memorandum_samfords_franz_lohr_1.html)

Lohrke, F. T. 2010. Small business recovery depends on confidence. Birmingham News, November 4: D3. [http://blog.al.com/businessnews/2010/11/memorandum\\_samfords\\_franz\\_lohr.html](http://blog.al.com/businessnews/2010/11/memorandum_samfords_franz_lohr.html).

Lohrke, F. T. 1998. Exploring international economic and business resources online. Coast Business, May 4: 15.

Lohrke, F. T. 1998. U.S. investors, businesses should assess opportunities in Africa. Coast Business, April 6: 16.

Lohrke, F. T. 1998. Business opportunities in Russia. Coast Business, March 9: 18.

Lohrke, F. T. 1997. Ready or not, here it comes -- a single EU currency. Coast Business, December 28: 16.

Lohrke, F. T. 1997. South America's free trade area a growing business trend. Coast Business, October 20: 27.

Lohrke, F. T. 1997. International business grows with the Port of Pascagoula. Coast Business, September 8: 23.

Lohrke, F. T., & Gordon, G. A. 1997. Yucatán Peninsula lies close to the Coast. Coast Business, July 28: 24.

Lohrke, F. T. 1997. Capitalist Hong Kong to revert to China's control. Coast Business, June 30: 24.

## **COURSES TAUGHT**

### Samford University

BUSA (MBA) 590L, Economic Development of Britain (taught in London)

ENTR (MBA) 555, Entrepreneurship

MNGT (MBA) 532, International Management

MNGT (MBA) 561, Strategic Management

MNGT (MBA) 598, Topics in Management: Issues in Strategy Implementation

BUSA 100, World of Business (Freshman Entrepreneurship Experience, team taught)

This course was a finalist in 2012 for USASBE's Innovation in Entrepreneurship Education Award.

ENTR 304, Entrepreneurship and Small Business Concepts

Students were given \$100 each to run these businesses for 10 weeks and had to submit 5 sets of financial statements during the semester.

ENTR 407, Topics: Opportunity Recognition (on-line)

Developed and taught an on-line course that included assignments where students plotted their personal networks, evaluated current trends, and invested \$25 each in a crowdfunding project to enhance their opportunity recognition prior to taking the business plan writing course

ENTR 485, Entrepreneurship

ENTR 486, Social Entrepreneurship and Not-for-Profit Management (team taught)

MARK 417, Topics: Digital Marketing and Electronic Commerce

MNGT 407, Topics: International Strategic Management and Marketing Issues

MNGT 481, Business Strategy

### University of Alabama

MGT 591, Ph D Seminar, Entrepreneurship: Theoretical Perspectives  
MGT 624, Ph D Seminar, Contemporary Issues in Entrepreneurship

Structured these Spring seminars so that paper deadlines coincided with the submission deadline for the Southern Management Association (SMA) annual meeting. Over 80 percent of the papers written in these seminars were accepted at the SMA or, in several cases, the Academy of Management annual meeting as solo presentations for the Ph.D. students. At least one served as the introduction to a Ph. D. student's dissertation, and several were also later developed jointly with students into journal publications including Entrepreneurship: Theory and Practice, Journal of Business Research and International Entrepreneurship and Management Journal.

MGT 386, Small Company Management  
GBA 490, Strategic Management

Average undergraduate teaching evaluations for GBA 490, Strategic Management, in response to the question, "The instructor is an effective teacher" (1= strongly disagree, 5= strongly agree; College average = 4.3)

Spring 2005	4.84
Fall 2004	4.69
Spring 2004	4.72
Fall 2003	4.66

Also helped develop and implement an Entrepreneurship program from 2001-2006 that resulted in a top 25 ranking by *Entrepreneurship* magazine (2006-2010) for the University of Alabama's Entrepreneurship Program. Contributions included publishing in entrepreneurship journals, developing and teaching two PhD seminars in Entrepreneurship (solo- and team-taught), helping redesign the undergraduate curriculum to include an Entrepreneurship and Small Company Management major, and serving as an *ex officio* member of the Culverhouse Entrepreneurship and Family Business Advisory Board.

### Florida Gulf Coast University

EMBA 6607, Global Organizational Issues  
GEB 4890, Strategic Management  
MAN 3025, Contemporary Management Concepts

### University of South Florida

GEB 4890, Strategic Management

### University of Southern Mississippi

MBA 645, International Management  
MBA 585, Integrative (Strategic) Management  
MGT 495, International Management  
MGT 475, Entrepreneurship and Small Business Management

MGT 400, Global Managerial Policy and Strategy  
MGT 300, Management for Organizations

Louisiana State University (Graduate Teaching Assistant)

Selected as Departmental Nominee, Outstanding Teacher Award -- Graduate Teaching Assistant, College of Business Administration, Louisiana State University, 1992.

## **OTHER WORK EXPERIENCE**

**Outdoor Foods Lead (Foreman)**, EPCOT Theme Park, Walt Disney World, Florida. Supervised two food service departments, one with 30 U.S. employees and the other with 15 European employees, 1989. Responsible for \$10,000-25,000 in daily revenues in each department.

**Outdoor Foods Host**, EPCOT Theme park, Walt Disney World, Florida. Worked in restaurants, banquet services, and room service full- and part-time, 1982 to 1990.

## **HONORS AND AWARDS**

Research Grants

### External

National Opinion Research Center, University of Chicago \$25,000, 2008-present

### Internal

Faculty Development Grant, Samford University, 2007 and 2012.

Summer Faculty Development Grants, University of Alabama, 2001-2005

Faculty Development Grant, University of Southern Mississippi, 1997

Faculty Development Grant, Stephen F. Austin State University, 1996

Selected as one of Birmingham's [#40tofollow](#) in 2013 by the Birmingham Business Journal based on being one of the top business executives in Birmingham to use Twitter to connect with stakeholders and enhance my organization's reputation.

Brock School of Business Faculty Award for Outstanding Scholarship, Samford University, 2012 and 2008

Outstanding Case Reviewer, Entrepreneurship: Theory & Practice, 2011

Outstanding Reviewer, Social/Non-Profit/Public Policy Entrepreneurship Division, United States Association for Small Business and Entrepreneurship Conference, 2009

Best Paper Award, Technology Applications for Entrepreneurship, United States Association for Small Business and Entrepreneurship Conference, 2002

Coleman Scholarship Recipient, United States Association for Small Business and Entrepreneurship Convention, 2002

Outstanding Reviewer, Entrepreneurship Track, Southern Management Association, 2000

Participant, Academy of Management New Faculty Consortium, Entrepreneurship Division, 1999

Distinguished Empirical Paper Award, Small Business Institute Directors' Association Convention, 1999

Participant, Academy of Management New Faculty Consortium, Business Policy and Strategy Division, 1998

Participant, Academy of Management Doctoral Consortium, Business Policy and Strategy Division, 1994, and Entrepreneurship Division, 1992

Departmental Nominee, Outstanding Teacher Award -- Graduate Teaching Assistant, College of Business Administration, Louisiana State University, 1992

Outstanding Student Paper for the Business Policy and Strategy Track, Southern Management Association, 1992

Participant, Southern Management Association Doctoral Consortium, 1992

Participant and scholarship recipient, Southwest Academy of Management Doctoral and Junior Faculty Consortium, 1992

## **PROFESSIONAL MEMBERSHIPS**

Academy of Management

Beta Gamma Sigma

Southern Management Association

U.S. Association for Small Business and Entrepreneurship (USASBE)

## **SERVICE ACTIVITIES**

Chair, Department of Entrepreneurship, Management and Marketing, Brock School of Business, Samford University, July 2007 to present.

Selected administrative accomplishments and contributions include:

- Building an undergraduate Entrepreneurship Program from one course in 2007 to an eight-course major in 2008 that was selected as the best new entrepreneurship program in the U.S. by the U.S. Association of Small Business and Entrepreneurship (USASBE) in 2010
- Developing a Social/Not-for-Profit Entrepreneurship concentration in 2007, including serving on the team that developed and taught the capstone Social/Not-for-Profit Entrepreneurship course. Program recognized as only one of 28 in the world by ASHOKA in 2008.
- Leading the redesign of the freshman-level BUSA 100, World of Business, course into a "Freshman Entrepreneurship Experience" in 2008 including developing outlines and grading rubrics for students' preliminary business plans. Course chosen as a finalist for the 2012 USASBE "Entrepreneurship Education Innovation Award."

- Writing a proposal for and administering the New Venture Challenge Business Plan Competition that Regions Financial Corporation funded annually for \$20,000 from 2009-present (see [http://www.youtube.com/watch?v=J\\_QNFEhL2wY](http://www.youtube.com/watch?v=J_QNFEhL2wY))
- Writing a proposal for a student micro-business program that was funded for \$5,000 in 2010 and increased to \$10,000 in 2011 (Results from the program, to date, have produced an average ROI of 121% for student businesses from the 10-week micro-business exercise)
- Leading departmental efforts contributing to successful School reaccreditation by AACSB International in 2010, including developing and administering rubrics for several learning goals
- Serving as the school representative to the Birmingham Venture Club, 2009 to the present, which involved attending meetings individually and with students to interact with members of regional entrepreneurship community
- Resuscitating a dormant Students in Free Enterprise (SIFE) entrepreneurship club (now called ENACTUS) and serving as faculty advisor, July 2010-present
- Designing, championing, and implementing [MBA concentrations](#) in Entrepreneurship and International Business in 2011 as well as Marketing in 2012
- Assembling the inaugural Entrepreneurship Management and Marketing Department Advisory Board in 2012 comprised of local CEOs and other business professionals, who serve in advising, mentoring, and fundraising capacities for the Department
- Serving on a two-person team to develop and deliver an Entrepreneurship curriculum for the Alabama Governor's School from 2012 to present. This program serves gifted, rising senior high school students from across the state of Alabama.
- Championing, recruiting students, and furnishing the Brock School of Business Student Incubator, August 2012 (see [http://blog.al.com/businessnews/2012/08/samford\\_university\\_to\\_launch\\_s.html](http://blog.al.com/businessnews/2012/08/samford_university_to_launch_s.html))
- Designing, championing, and implementing an undergraduate Entrepreneurship minor for non-business majors, 2013 (see <http://www.samford.edu/business/ugrad-curriculum.aspx?id=21474855723>)
- Drafting press releases, updating information on the departmental website, and writing [newsletters](#) to keep external stakeholders informed about the Entrepreneurship Program
- Teaching course overloads for two years to build the Entrepreneurship Program until additional faculty could be hired
- Leading successful efforts to recruit and hire faculty members that enabled growth in the Entrepreneurship program.

Secretary, Entrepreneurship Division, Academy of Management, 2010-present

Developed and maintain the Division's social media platforms on Twitter, Facebook, and LinkedIn

Senior Vice President – Operations and Planning, U.S. Association for Entrepreneurship and Small Business (USASBE), 2013-present

Past Division Chair, Management History Division, Academy of Management, 2006-2007

Division Chair, Management History Division, Academy of Management, 2005-2006

Track Chair, Management Education/Management History/International Management Track, Southern Management Association, 2005

Incoming Division Chair, Management History Division, Academy of Management, 2004-2005

Program Chair, Management History Division, Academy of Management, 2003-2004

Professional Development Workshop Chair, Management History Division, Academy of Management, 2002-2003

Director of Electronic Media, Southwest Academy of Management, 2001-2006

Secretary/Treasurer, Southwest Academy of Management, 2000-2003

Representative-at-large, Southwest Academy of Management, 1997-2000

Editor:

2015, Special Issue Editor, Group and Organization Management  
 2014-present, Associate Editor, Management Decision,

Reviewer:

2014-present, Editorial review board member, Group and Organization Management  
 2013-present, Editorial review board member, Organizational Research Methods  
 2011-present, Editorial case review board member, Entrepreneurship Theory and Practice  
 2009-present, Editorial review board member, Journal of Applied Management and Entrepreneurship  
 2007-present, Editorial review board member, Journal of Small Business Management  
 2006-2014, Editorial review board member, Journal of Management History  
 1998-2011, Editorial review board member, Journal of Business Strategies

Ad hoc reviewer, Academy of Management Perspectives  
 Ad hoc reviewer, Entrepreneurship and Regional Development  
 Ad hoc reviewer, European Management Journal  
 Ad hoc reviewer, Entrepreneurship Theory and Practice  
 Ad hoc reviewer, International Journal of Management Reviews  
 Ad hoc reviewer, Journal of Business Research  
 Ad hoc reviewer, Journal of Business Venturing  
 Ad hoc reviewer, Journal of Management  
 Ad hoc reviewer, Journal of Management Studies  
 Ad hoc reviewer, Organizational Research Methods  
 Ad hoc reviewer, Small Business Economics

Academy of Management

Business Policy and Strategy, Entrepreneurship, International Management, and Management History Divisions (Emergency Reviewer for Entrepreneurship and Management History)

Babson College Entrepreneurship Research Conference  
Ad hoc reviewer

Southern Management Association  
Business Policy and Planning Track, Entrepreneurship, and Management History Tracks

Southwest Academy of Management  
Business Policy and Strategy, and International Management Tracks

Session chair:

Academy of Management  
Management History Division

Southern Management Association  
Business Policy and Planning Track, Entrepreneurship, and Management History Tracks

Discussant:

Academy of Management  
Entrepreneurship Division and Management History Divisions

Southern Management Association  
Business Policy and Planning Track, Entrepreneurship, and Management History Tracks

Southwest Academy of Management  
Business Policy and Strategy, International Management, and Management History  
Tracks

Committees:

National

Academy of Management Placement Committee

Regional

Southern Management Association Best Paper Award Committee  
Business Policy and Strategy Track, 2002  
Entrepreneurship Track, 2001

Southwest Academy of Management Best Paper Award Committee, 2001

University

Administrative Council, Samford University  
Scholarship Committee, Samford University



Graduate Education Process Committee, Samford University  
 Ad-hoc Committee for Sports Business Program, Samford University  
 School Mission Review Committee, Samford University  
 Macro Research Group, University of Alabama  
 Technology Committee, University of Alabama  
 First Friday Presentation Coordinator, University of Alabama  
 Chair, Entrepreneurial Curriculum Task Force, University of Southern Mississippi  
 Academic Program Committee, University of Southern Mississippi  
 Twilight in the Oaks Fundraising Committee, University of Southern Mississippi  
 "Test Drive a Degree" Committee, University of Southern Mississippi  
 Staff Appreciation Day Committee, University of Southern Mississippi

#### Dissertation Committee

Brian Nagy, University of Alabama, 2008

#### Advisory Boards

Birmingham Jefferson County American Red Cross, 2014-present  
 AWARE (Modern Maturity), 2012-2014

#### Community

SPARK mentor for Alabama Launchpad statewide business plan competition, 2014-present  
 Member (business school representative), Central Alabama Angel Network, 2014-present  
 Member, Birmingham Venture Club, 2009-present  
 Advisor and instructor, ProStart Football Camp, 2008-2011  
 Judge, Birmingham Business Alliance Small Business Awards, 2011-2012  
 Judge, Alabama Launchpad Business Plan Competition, 2007-2009  
 Judge, Birmingham Regional Chamber of Commerce Small Business Awards, 2007-2008  
 Birmingham Chamber of Commerce Venture Club member, Samford University  
 Executive and Family Business Advisory Board (*ex officio*), University of Alabama  
 Gulf Coast Breakfast Club, Gulfport, Mississippi

#### Consulting:

2011: Infinity Insurance – Conducted a half-day seminar for corporate trainers on strategic planning for independent insurance agents.

2008: Green2Grocer.com - Provided *pro bono* consulting on a preliminary business plan for a local e-commerce firm seeking government and private funding

2008: Birmingham Red Cross - Served on a team that provided a half-day consulting project to the Birmingham Red Cross. This project served as an award given by the School of Business as a door prize to a local non-profit.

2007: Bodine Inc - Provided a strategic analysis for a firm in the office supply industry

2007: Amsher Receivables - Served on a team that provided a half-day consulting project to Amsher Receivables. This project served as an award given by the School of Business to the winner of the Birmingham Regional Chamber of Commerce Entrepreneur of Year winner.

Also have supervised several student consulting projects for outside businesses including a retail business incubator (Vestavia Hills, AL), Collage Consignment (Vestavia Hills, AL), Dreamcakes Bakery (Homewood, AL), the U.S. Quad Rugby Association, as well as the cities of Scottsboro and Sheffield, AL.

#### Selected Media Contributions:

##### 2014

January 10: Interviewed by Dawn Kent of the *Birmingham News* about habits of successful entrepreneurs

[http://www.al.com/business/index.ssf/2014/01/so\\_youre\\_finally\\_going\\_to\\_star.html#incart\\_river](http://www.al.com/business/index.ssf/2014/01/so_youre_finally_going_to_star.html#incart_river)

##### 2012

March 25: Interviewed by Martin Swant of the *Birmingham News* about the JOBS bill's potential impact on new venturing financing

[http://blog.al.com/businessnews/2012/03/proposed\\_jobs\\_bill\\_would\\_aid\\_s.html](http://blog.al.com/businessnews/2012/03/proposed_jobs_bill_would_aid_s.html)

##### 2011

September 25: Interviewed by Dawn Kent of the *Birmingham News* about the difficulties small businesses face during an extended economic recession

[http://blog.al.com/businessnews/2011/09/for\\_some\\_birmingham\\_businesses.html](http://blog.al.com/businessnews/2011/09/for_some_birmingham_businesses.html)

##### 2010

February 14: Interviewed by Michael Tomberlin of the *Birmingham News* about starting a new venture during a recession <http://ado.alabama.gov/content/media/press/BN.aspx?ID=2819>

##### 2009

June 19: Interviewed by Cindy Riley of the *Birmingham Business Journal* regarding private firm and small business challenges during a recession

<http://www.bizjournals.com/birmingham/stories/2009/06/22/focus2.html>

2008

September 30: Appeared on *Talk of Alabama* on ABC 33/40 to discuss starting a business during an economic downturn

August 22: Interviewed by Jena Hippensteel of the *Birmingham Business Journal* about entrepreneurship education <http://www.samford.edu/business/resources/news/20080822.php>.

June 25: Interviewed by Roy Williams of the *Birmingham News* about the Brock School of Business' Entrepreneurship program  
<http://www.al.com/birminghamnews/stories/index.ssf?/base/business/1216987305176780.xml&coll=2>