

DANIEL P. FORBES

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ACADEMIC EMPLOYMENT

University of Minnesota, Carlson School of Management
2010 – Associate Professor (with tenure) of Strategic Management & Entrepreneurship
2000 – 2010 Assistant Professor of Strategic Management & Organization*
* *The department underwent a name change in January 2013.*

EDUCATION

2000 Ph.D. in Management & Organizational Behavior
New York University, Stern School of Business

1992 B.A. with Honors in Politics, Economics, Rhetoric and Law (PERL)
University of Chicago

RESEARCH INTERESTS

- Strategic decision making, especially the roles of knowledge and information processing
- Social psychological approaches to the creation, management and governance of new ventures
- The antecedents and consequences of entrepreneurs' beliefs and cognitive attributes

AWARDS & GRANTS

2015 - 2018 Schulze Professor of Entrepreneurship, a three-year term professorship awarded by the Richard M. Schulze Family Foundation
2015 Best Reviewer Award from the journal, *Academy of Management Discoveries*
2015 Dean's Research Fund grant, awarded by the Carlson School (\$7,500)
2013 – 2014 Batten Fellowship, awarded by the U. of Virginia, Darden School of Business
2010 Carlson Foundation teaching-development grant (\$2,000), awarded by the Carlson School
2009 Outstanding Reviewer Award from the *Journal of Business Venturing*
2006 Best Reviewer Award from the journal, *Entrepreneurship Theory & Practice*
2005 Taylor & Francis Prize, awarded for the best paper on a venture capital topic presented at the Babson-Kauffman Conference (with Harry Sapienza & Audrey Korsgaard)
2004 McKnight Foundation summer research grant, awarded by the Carlson School
2003 – 2008 National Science Foundation grant (\$354,000) for the study of entrepreneurial team formation (with Harry Sapienza & Mary Zellmer-Bruhn)
2002 Grant-in-Aid of Research (\$14,000) awarded by the Office of the Vice President for Research at the U. of Minnesota
2001, '06, '12 International Programs Travel Grants awarded by the Carlson School
1998 – 2000 Joseph Taggart Fellowship, awarded by the Stern School
1998 Tenneco Fund grant (\$1,000), awarded by the Stern School (with Frances Milliken)
1998 Service Award from the Managerial & Organizational Cognition Division of the Academy of Management
1996 Research grant (\$600), awarded by the Berkley Center for Entrepreneurial Studies at NYU
1992 Harold E. Goettler Prize (\$750), awarded by the U. of Chicago for undergraduate thesis
1992 Maroon Key Society, awarded for scholarship and service to the U. of Chicago
1988 – 1990 Wells Fargo Bank Scholarship

JOURNAL PUBLICATIONS

- Vanacker, T. & Forbes, D. 2016. “Disentangling the multiple effects of affiliate reputation on resource attraction in new firms.” *Organization Science*, 27: 1525-1547.
- Forbes, D. & Kirsch, D. 2011. “The study of emerging industries: Recognizing and responding to some central problems.” *Journal of Business Venturing*, 26: 589-602.
- Forbes, D., Korsgaard, M.A. & Sapienza, H. 2010. “Financing decisions as a source of conflict in venture boards.” *Journal of Business Venturing*, 25: 579-592.
- Forbes, D. 2007. “Reconsidering the strategic implications of decision comprehensiveness.” *Academy of Management Review*, 32: 361-376.
- Forbes, D., Borchert, P., Zellmer-Bruhn, M. & Sapienza, H. 2006. “Entrepreneurial team formation: An exploration of new member addition.” *Entrepreneurship Theory & Practice*, 30: 225-248.
- Forbes, D. 2005. “Are some entrepreneurs more overconfident than others?” *Journal of Business Venturing*, 20: 623-640.
- Forbes, D. 2005. “Managerial determinants of decision speed in new ventures.” *Strategic Management Journal*, 26: 355-366.
- Forbes, D. 2005. “The effects of strategic decision making on entrepreneurial self-efficacy.” *Entrepreneurship Theory & Practice*, 29: 599-626.
- *Forbes, D., Manrakhan, S. & Banerjee, S. 2004. “Strategic responses to an environmental jolt: Executive turnover in Internet IPOs.” *Journal of Private Equity*, 8: 63-69.
- Forbes, D. & Milliken, F. 1999. “Cognition and corporate governance: Understanding boards of directors as strategic decision making groups.” *Academy of Management Review*, 24: 489-505.
- [Reprinted in Huse, M. (Ed.) 2008. *The Value Creating Board: Corporate Governance and Organizational Behavior*. London: Routledge.]
- [Abridged and updated as “How boards of directors interact as decision making groups,” in F. Bournois & J. Duval-Hamel (Eds.) 2007. *Comités Exécutifs*: 457-464. Paris: Groupe Eyrolles.]
- *Forbes, D. 1999. “Cognitive approaches to new venture creation.” *International Journal of Management Reviews*, 1: 415-440.
- [Reprinted in P. Davidsson. (Ed.) 2006. *New Firm Startups*. Cheltenham, UK: Edward Elgar.]
- Forbes, D. 1998. “Measuring the unmeasurable: Empirical studies of nonprofit organization effectiveness from 1977 to 1997.” *Nonprofit & Voluntary Sector Quarterly*, 27: 183-202.

Articles with an asterisk () were invited. All others were refereed.*

BOOK CHAPTERS

- Forbes, D. “‘Born, not made’ and other beliefs about entrepreneurial ability.” Forthcoming in T. Karcisky & G. Ahmetoglu (Eds.), *Wiley Handbook of Entrepreneurship*. Hoboken, NJ: Wiley & Sons Publishers.
- Forbes, D. 2014. “The infrastructure of entrepreneurial learning.” In J.R. Mitchell, R.K. Mitchell & B. Randolph-Seng (Eds.), *Handbook of Entrepreneurial Cognition*, pp. 364-382. New York: Edward Elgar Publishers.
- Sapienza, H., Korsgaard, M.A. & Forbes, D. 2003. “The self-determination motive and entrepreneurs’ choice of financing.” In J. Katz & D. Shepherd (Eds.), *Advances in Entrepreneurship, Firm Emergence & Growth*, vol. 6: 105-138. Greenwich, CT: JAI Press.

REFEREED CONFERENCE PROCEEDINGS

- Forbes, D., Korsgaard, M.A. & Sapienza, H. 2005. “Board conflict in the aftermath of the market crash.” In S. Zahra *et al* (Eds.), *Frontiers of Entrepreneurship Research*, Proceedings of the Babson-Kauffman Entrepreneurial Research Conference.
- Villanueva, J., Forbes, D., Zellmer-Bruhn, M. & Sapienza, H. 2005. “The entrepreneurial intentions of academic scientist-inventors.” In S. Zahra *et al* (Eds.), *Frontiers of Entrepreneurship Research*, Proceedings of the Babson-Kauffman Entrepreneurial Research Conference.

CONTENT RELATED TO TEACHING & OUTREACH

The following items were published online on EIX, the Entrepreneur & Innovation Exchange, an initiative of the Richard M. Schulze Family Foundation (<http://eixexchange.com>).

- Forbes, D. 2016. “How can we define innovation?” (article)
- Forbes, D. 2016. Interview with Jeff Freeland Nelson, founder & CEO of YOXO (video)
- Forbes, D. 2015. Interview with Linda Hall, former CEO of MinuteClinic (video)
- Forbes, D. 2015. “The changing world of entrepreneurial learning resources.” (article)
This piece won a Schulze Award as one of the best contributions to EIX in 2015.
- Forbes, D. 2014. “Conflict in new ventures.” (article)

Published elsewhere:

- Forbes, D. & Pavone, C. 2006. “Razorfish.” (Refereed teaching case with teaching note)
Entrepreneurship Theory & Practice, 30: 561-583.
- [Reprinted in: Carpenter, M. & Sanders, G. 2007. *Strategic Management: A Dynamic Perspective*. (2nd Ed.) Upper Saddle River, NJ: Prentice Hall.]
- Forbes, D. 2002. “Making sense of the Internet startup boom.” (Newsletter article) *Strategic Management Research Center Review*, 5: 1-5.

PRESENTATIONS

Refereed conference presentations (from the past 15 years)

Say, G.D. & Forbes, D. “The decision processes of Vietnamese micro-entrepreneurs.” Presented (with GuiDeng Say) at the SEE (Sustainability, Ethics & Entrepreneurship) Conference, Denver, CO, May 2016.

Forbes, D. “‘Born, not made’ and other beliefs about entrepreneurial ability: A lay theory perspective.” Presented at the Frontiers in Managerial & Organizational Cognition conference, Roskilde, Denmark, June 2015.

Say, G.D. & Forbes, D. “The decision processes of Vietnamese micro-entrepreneurs: An inductive study.” Presented (by GuiDeng Say) at a special conference of the Strategic Management Society, Santiago, Chile, March 2015.

Barnett, M., Cummings, M., Forbes, D. & Vaaler, P. “Migrant remittances, skill and location: Effects on corporate governance practices in developing countries.” Presented (by Michael Cummings) at the Academy of Management meeting, Philadelphia, PA, August 2014.

Zellmer-Bruhn, M., Forbes, D., Sapienza, H. & Borchert, P. “Academic entrepreneurs’ mental models of entrepreneurial teams.” Presented (by Harry Sapienza & Mary Zellmer-Bruhn at the INSEAD-OMT-ASQ conference on organization theory and new venture creation, hosted by INSEAD’s Asia Campus, Singapore, January 2013.

Vanacker, T. & Forbes, D. “How do different resource-providers respond to affiliation-based signaling? Evidence from venture capital-backed firms.” Presented (by Tom Vanacker) at the Strategic Management Society meeting, Prague, Czech Republic, October 2012.

Zellmer-Bruhn, M., Forbes, D., Sapienza, H. & Borchert, P. “Academic entrepreneurs’ mental models of entrepreneurial teams.” Presented at the Tilburg Conference on Innovation, hosted by Tilburg University, Oisterwijk, Holland, June 2012.

Cummings, M., Vaaler, P. & Forbes, D. “Migration, institutional norms and the venture investment environment in developing countries.” Presented (with Michael Cummings) at the Sustainability, Ethics & Entrepreneurship conference, Denver, CO, April 2012.

Jain, S. & Forbes, D. “Business model evolution and entrepreneurial strategies: The case of the recorded music industry.” Presented (with Sanjay Jain) at the Strategic Management Society meeting, Miami, FL, November 2011.

Organizer & moderator: “Building entrepreneurship theory with historical data”, a panel symposium presented at the Academy of Management meeting, Montreal, Canada, August 2010.

Yavuz, R.I., Rawhouser, H., Forbes, D. & Zellmer-Bruhn, M. “Experience, resources and entrepreneurial team formation.” Presented (by Isil Yavuz) at the Babson College Entrepreneurial Research Conference, Babson Park, MA, June 2009.

Korsgaard, M.A., Sapienza, H. & Forbes, D. “Behavioral antecedents of CEO turnover in venture boards.” Presented at the Strategic Management Society meeting, Cologne, Germany, October 2008.

- Zellmer-Bruhn, M., Forbes, D., Sapienza, H. & Borchert, P. “Academic entrepreneurs’ mental models of entrepreneurial teams.” Presented at the Academy of Management meeting, Anaheim, CA, August 2008.
- Forbes, D. & Kirsch, D. “History as a resource for studying entrepreneurship.” Presented at the Conference on Entrepreneurship and Global Impact, sponsored by the U. of Illinois, Urbana-Champaign, held in Chicago, IL, October 2007.
- Zellmer-Bruhn, M., Forbes, D. & Sapienza, H. “Sources and content of academic entrepreneurs’ mental models of management teams.” Presented in a plenary panel session at the 13th Organization Science Winter Conference, Steamboat Springs, CO, February 2007.
- Korsgaard, M.A., Forbes, D. & Sapienza, H. “Effects of board processes on decision quality in venture boards.” Presented at the Academy of Management meeting, Honolulu, HI, August 2005.
- Forbes, D., Korsgaard, M.A. & Sapienza, H. “Board conflict in the aftermath of the market crash.” Presented (with Audrey Korsgaard) at the Babson-Kauffman Entrepreneurial Research Conference, Babson Park, MA, June 2005.
- Villanueva, J., Forbes, D., Zellmer-Bruhn, M. & Sapienza, H. “The entrepreneurial intentions of academic scientist-inventors.” Presented (by Jaume Villanueva) at the Babson-Kauffman Entrepreneurial Research Conference, Babson Park, MA, June 2005.
- Forbes, D., Borchert, P., Zellmer-Bruhn, M. & Sapienza, H. “Entrepreneurial team formation: An exploration of new member addition. Presented (with Pat Borchert) at the West Coast Research Symposium on Technology Entrepreneurship, U. of Washington, Seattle, WA, June 2004.
- Forbes, D., Manrakhan, S. & Banerjee, S. “Strategic responses to the crash of the Internet sector: The case of recent IPOs.” Presented at the Academy of Management meeting, Seattle, WA, August 2003.
- Sapienza, H., Korsgaard, M.A. & Forbes, D. “Entrepreneurs’ evaluations of financing alternatives.” Presented at the Academy of Management meeting, Seattle, WA, August 2003.
- Forbes, D. “Razorfish: A case study in overconfidence.” Presented at the Babson-Kauffman Entrepreneurial Research Conference, Babson Park, MA, June 2003.
- Forbes, D., Sapienza, H. & Korsgaard, M.A. “Factors affecting strategic decision processes in venture boards.” Presented at the Babson-Kauffman Entrepreneurial Research Conference, Babson Park, MA, June 2003.

Invited presentations

- 2016 Speaker, Business Administration Seminar Series, Ghent University, Ghent, Belgium
- 2016 Keynote speaker, annual Research Forum, U. of St. Thomas School of Business, Minneapolis, MN
- 2015 Speaker, mgmt. seminar series, U. of Western Ontario, Ivey Business School, London, ON (Canada)
- 2014 Speaker, Management Dept. seminar series, Drexel U. LeBow College of Business, Philadelphia, PA
- 2013 Speaker, Strategic Management Society extension workshop on behavioral strategy, U. of Tennessee
- 2012 Speaker, Friday Forum hosted by the Center for Integrative Leadership, U. of Minnesota
- 2012 Discussant, Tilburg Conference on Innovation, hosted by Tilburg University, Oisterwijk, Holland
- 2011 Discussion leader, Retreat for Entrepreneurship Scholars, hosted by U. of Virginia, Darden School
- 2010 Discussant, Corporate Entrepreneurship conference, hosted by Rensselaer Polytechnic Inst., Troy, NY
- 2010 Speaker, Theories of Family Enterprise conference, hosted by U. of Alberta, Edmonton (Canada)

- 2009 Speaker, management seminar series, Swiss Federal Institute of Technology (EPFL), Lausanne
- 2008 Speaker, Greif Center Seminar Series, Marshall School of Business, U. of Southern California
- 2007 Speaker, Institutions & Practices Seminar Series, Said Business School, U. of Oxford
- 2006 Panelist, Kauffman Foundation conference on technology commercialization; Kansas City, MO
- 2006 Keynote discussant, Carlson School conference on ethics & entrepreneurship, U. of Minnesota
- 2005 Panelist, research symposium on entrepreneurship & cognition, hosted by U. of Western Ontario
- 2002 Panelist, research symposium on entrepreneurship & cognition, hosted by U. of Victoria (Canada)
- 2000 Speaker, Strategy & Policy seminar series, Boston U. School of Management

TEACHING EXPERIENCE

U. of Minnesota, Carlson School of Management

- MBA core course, “Strategic management,” (MBA 6300): Spring 2001, Fall 2001, Fall 2002, Fall 2003, Spring 2006, Spring 2007, Fall 2007, Spring 2008, Fall 2008, Spring 2016, Spring 2017.
- MBA elective course, “New product design & business development” (ENTR 6041* & 6042*; cross-listed with mechanical engineering): Fall 2014, Spring 2015, Fall 2015, Spring 2016, Fall 2016, Spring 2017.
- MBA pre-program workshop on team dynamics*: Fall 2003.
- Undergraduate core course, “Business strategy,” (MGMT 3004): Fall 2009, Spring 2010, Spring 2011, Spring 2012, Fall 2012, Spring 2013, Spring 2014, Spring 2015, Spring 2016. *I also served as the course coordinator for this multi-section course from 2009 to 2016.*
- Undergraduate elective course, “Entrepreneurial management,” (MGMT 4008): Spring 2010, Spring 2011, Spring 2012, Spring 2013.
- Executive MBA course, “Innovation & Entrepreneurship,”* (CMBA 5625 / designed & co-taught with Toby Nord): Spring 2014, Spring 2015, Spring 2016, Spring 2017.
- Executive Education course, “Leading Innovation”* (two day course designed & co-taught with Mary Benner): Fall 2015, Fall 2016.
- Various Executive Education workshops on business strategy, strategic leadership and innovation: 2007, 2012, 2013, 2014, 2015, 2016.
- Doctoral seminar, “Research in strategy process,” (MGMT 8402): Fall 2006, Spring 2009.
- Doctoral seminar, “Research in entrepreneurship,” (MGMT 8403): Fall 2001*, Spring 2014*.
- Carlson Ventures Enterprise*, Academic Director (experiential learning initiative for MBA & undergraduate students organized around student-managed project teams): Fall & Spring terms for the academic years 2014-2015, 2015-2016, and 2016-2017.

* *These courses were co-taught.*

NYU Stern School of Business

- Undergraduate core course, “Business policy & strategy”, C50 (Spring 1999, Fall 1999)

Guest teaching & outreach presentations

- 2016 “Strategy workshop”, to participants in the 2016 EPIC (Ethnographic Praxis in Industry) conference
- 2016 “Innovation & public leadership”, a discussion with Mandela Washington Fellows (part of the Young African Leaders Initiative), hosted by the U. of Minnesota’s Center for Integrative Leadership
- 2016 Minnetonka Public Schools Innovation Summit, keynote speaker
- 2016 U. of Minnesota conference, “Supporting entrepreneurship-driven economic development in Minnesota”, panelist & moderator
- 2016 “Leading innovation,” a talk delivered to the administrators of Mounds View (MN) Public Schools
- 2015 “Leading innovation,” a talk delivered to Minnesota K-12 public school district superintendents at the annual TIES (Technology and Information Educational Services) Conference in Minneapolis
- 2015 “Leading a culture of innovation”, a Carlson School Exec Ed event, speaker (w Mary Benner)

- 2013 Minnesota Cup semifinalist reception hosted by the Carlson School, introductory speaker
- 2013 “MinneCollege” event in Naples, FL hosted by the U. of Minnesota Alumni Association, speaker
- 2012 Boreas Leadership Institute, hosted by the U. of Minnesota Institute for the Environment, speaker
- 2010 Carlson School alumni event session, “Leading innovation: Views from multiple sectors”, panelist
- 2010 U. of Minnesota conference, “Cross-sector leadership for the green economy”, panelist
- 2009 Televised discussion program hosted by the Carlson School, “Inside the Boardroom,” panelist
- 2008 Upsize Magazine Small Business Summit, session on economic conditions, panelist
- 2006 Carlson School Entrepreneurial Forum event on boards & governance in new ventures, panelist
- 2003 U. of Minnesota Humphrey Institute of Public Affairs, legislative staff management class, instructor

PROFESSIONAL AFFILIATIONS & ACTIVITIES

Member of: Academy of Management (divisional memberships in Business Policy & Strategy, Entrepreneurship, and Managerial & Organizational Cognition); Strategic Management Society; Institute for Operations Research and the Management Sciences (INFORMS).

Editorial board memberships

- Academy of Management Discoveries* (2015 -)
- Strategic Entrepreneurship Journal* (2009 -)
- Organization Science* (2008 -)
- Journal of Business Venturing* (2005 -)
- Entrepreneurship Theory & Practice* (2005 - 2010)

Ad hoc reviewer (within the past 10 years) for:

Academy of Management Journal; Academy of Management Review; Administrative Science Quarterly; Journal of International Business Studies; Journal of Management Studies; Long Range Planning; Management Science; Small Business Economics; Strategic Management Journal; National Science Foundation; Social Sciences & Humanities Research Council of Canada; University of Chicago Press; Yale University Press; Academy of Management meeting; Strategic Management Society meeting; Babson College Entrepreneurship Research Conference; various textbooks & smaller conferences.

Other field-level activities

- 2016 External reviewer for a promotion & tenure case at the Parsons School of Design, a college of The New School, New York, NY
- 2016 Member, Advisory Committee regarding a Call for Proposals on business and health for the Robert Wood Johnson Foundation
- 2014 - present Editorial advisor, Entrepreneur & Innovation Exchange, an online information resource sponsored by the Richard M. Schulze Family Foundation
- 2014 - 2015 External Mentor for H. Dennis Park, Drexel University Junior Faculty Mentor Program
- 2011 - 2014 Chair of the Awards Committee (appointed), Entrepreneurship Division of the Academy of Management
- 2011 - 2014 Representative at Large (elected), Entrepreneurship Division of the Academy of Management
- 2012 External reviewer for a promotion & tenure case at the U. of St. Thomas, Opus College of Business
- 2012 Participant, “PDIB-Mercosur,” a 10-day Professional Development in International Business trip to Brazil, Argentina and Chile organized by Florida International University’s Center for International Business Education & Research
- 2011 Participant, qualitative methods workshop hosted by the U. of California, Davis Graduate School of Management, Davis, CA
- 2006, 2009 Invited participant, Retreat for Entrepreneurship Scholars, hosted by Johns Hopkins U.,

Carey School of Business (2009) and Humboldt University of Berlin (2006)
 2008, 2009, 2011 Faculty facilitator, Entrepreneurship division doctoral consortium
 2007 Participant, workshop on grounded theory methodology hosted by the Center for the
 Advancement of Research Methods & Analysis, Richmond, VA
 2006 - 2011 Research Committee, Entrepreneurship Division, Academy of Management
 2002, 2008, 2011 Facilitator (2011) and Participant (2002 & 2008), Cognition in the Rough workshop,
 sponsored by the Managerial & Organizational Cognition Division of the Academy of
 Management
 2001 - 2003, 2005 Faculty panelist/facilitator, Doctoral Workshop in International Entrepreneurship
 sponsored by the U. of Minnesota, Georgia Tech, Georgia State U. and others

Institutional activities

2015 - 2016 Chair, committee to organize recognition events for retiring faculty in the SME Dept.
 2016 – present Member, Academic Advisory Board, Acara program (Institute on the Environment)
 2015 – present Member, Graduate Faculty for Product Design Programs at the U. of Minnesota
 2012 – present Member, Research Advisory Committee for the Carlson School
 2011 – 2016 Steering Committee member, Center for Integrative Leadership at the U. of Minnesota,
 2013 Recruiting committee member for a tenure-track position at the Humphrey School of
 Public Affairs
 2013 Chair, recruiting committee for a full-time senior lecturer position at the Carlson School
 2013 Reading committee member for a 4th-year review case
 2011 Reading committee member for a promotion & tenure case
 2011 Reading committee member for a 4th-year review case
 2011 - 2012 Alternate member, Carlson School delegation to the University Senate
 2011 Accompanied undergraduate class (MGMT 4050: Managing Innovation & Change)
 on a Global Enrichment trip to Sao Paulo, Brazil
 2009 - 2016 Member, Core Council for the Carlson School undergraduate program
 2008 Member, task force on collaborative activities between the School of Management
 and the School of Design at the University of Minnesota
 2006, 2007 Discussion leader, Part-Time MBA Program Orientation Session
 2005 - 2006 Elected member of the Carlson School Curriculum Committee
 2000 - present Participated in various initiatives & committees devoted to strategy, hiring (3x) and
 programs for the Carlson School's Holmes Center for Entrepreneurship
 2000 - present Served on various departmental committees, including those charged with recruiting
 (4 yrs.), the doctoral program (3 yrs.), curriculum review (3 yrs.) and the speakers
 series (2 yrs.)
 2000 - 2003 Steering Committee member, The Food Industry Center, a Sloan Foundation Center
 based at the U. of Minnesota
 2000 - present Faculty commentator on business issues for local print, radio & TV outlets, including
 the StarTribune, Minnesota Public Radio and Fox 9 News.
 2003 Faculty evaluator, Carlson School MBA Program simulation project
 2001 Faculty advisor to case competition team of full-time MBA students
This team placed first in a field of six leading business schools
 1996 - 1997 Elected student representative to the Stern School Ph.D. Committee

Dissertations supervised

All were management students at the Carlson School, unless otherwise noted. I served as a reader in all cases.

Michael Cummings: defended 2015; now an assistant professor at U. of Nevada, Las Vegas

Benjamin Mitchell (Information Systems): defended 2015

Hans Rawhouser: defended 2012; now an assistant professor at U. of Nevada, Las Vegas

Carla Pavone: defended 2009; now a lecturer at the U. of Minnesota

Carla was a finalist for the 2010 Heizer Award for dissertations in entrepreneurship

Patricia Borchert: defended 2006; now an assistant professor at Metro State U. (Minnesota)

Dirk DeClercq: defended 2002; now a chaired professor at Brock U. (Canada)

Dirk won the 2003 Heizer Award for dissertations in entrepreneurship

Masters' theses supervised

Committee member for Robert Coonrod (MS in Medical Device Innovation through the U. of Minnesota Graduate School), thesis completed in 2016.

Bachelors' theses supervised

Supervisor for Christopher Hanson (Accounting), thesis completed in 2012.

NON-ACADEMIC EMPLOYMENT

1994 – 1995 Program Director, The Midtown Educational Foundation; Chicago, Illinois

1992 – 1994 Financial Analyst, Investment Banking, Bank of America; Chicago, Illinois