January 2022

DANIEL P. FORBES

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ACADEMIC EMPLOYMENT

University of Minnesota, Carlson School of Management

2010 – present 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. in Politics, Economics, Rhetoric and Law (PERL)
University of Chicago

RESEARCH INTERESTS

- Social psychological approaches to the creation, management and governance of new ventures
- Decisions related to resource-seeking and resource attraction in new ventures
- The antecedents and consequences of entrepreneurs' beliefs and cognitive attributes

AWARDS, GRANTS & HONORS

2020 – present Fellow, Institute on the Environment at the University of Minnesota
2015 - 2020 Schulze Professor of Entrepreneurship, a professorship awarded by the Richard M. Schulze Family Foundation
2017 Distinguished Reviewer Award from the journal, *Organization Science*
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, Managerial & Organizational Cognition Division, 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

RESEARCH PUBLISHED IN JOURNALS
Articles with an asterisk (*) were invited. All others were refereed.

Zellmer-Bruhn, M., Forbes, D., Sapienza, H. & Borchert, P. 2021. "Lab, Gig, or Enterprise? How scientist-inventors form nascent startup teams." ***Journal of Business Venturing***, 36: 106074.

Vanacker, T., Forbes, D., Knockaert, M. & Manigart, S. 2020. "Signal strength, media attention, and resource mobilization: Evidence from new private equity firms." ***Academy of Management Journal***, 63: 1082-1105.

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," published in French 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.

RESEARCH PUBLISHED IN BOOK CHAPTERS

Forbes, D. 2017. "'Born, not made' and other beliefs about entrepreneurial ability." In G. Ahmetoglu, T. Chamorro-Premuzic, B. Klinger & T. Karcisky (Eds.), ***The Wiley Handbook of Entrepreneurship***, pp. 273-291. 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.

RESEARCH PUBLISHED IN REFEREED CONFERENCE PROCEEDINGS

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.

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.

PUBLICATIONS RELATED TO TEACHING

Forbes, D. 2017. "Business models for new products." In W. Durfee & P. Iaizzo (Eds.) ***Medical Device Innovation Handbook*** (5th ed.), pp. 94-100. Minneapolis: U. of Minnesota, Medical Devices Center.

[Translated into Chinese for the 2019 Design of Medical Devices Conference in Shanghai, China.]

Forbes, D. & Pavone, C. 2006. "Razorfish." ***Entrepreneurship Theory & Practice***, 30: 561-578.

[This is a refereed teaching case. An accompanying "note to instructors" appears afterwards, on pp. 579-583 of the journal. The case was also reprinted in this textbook: Carpenter, M. & Sanders, G. 2007. ***Strategic Management: A Dynamic Perspective***. (2nd Ed.) Upper Saddle River, NJ: Prentice Hall.]

OTHER CONTENT RELATED TO OUTREACH & TEACHING

Forbes, D. 2020. "Leading small and new businesses in an age of disruption." Blog post contributed to the Carlson School's series, "Leadership in the age of disruption". Posted online at: https://carlsonschool.umn.edu/news/leading-small-and-new-businesses-age-disruption

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

Auster-Gussman, L. & Forbes, D. 2019. "When do scientists commercialize their inventions?: Insights from the Theory of Planned Behavior." [article].
Forbes, D. 2019. "Startups can attract resources through 'borrowed' reputations" (video)
Forbes, D. 2017. "Teaching students to design and commercialize new products" (article)
Forbes, D. & Schneider, E. 2017. "Innovation in K-12 education: One district's journey" (article)
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)
Forbes, D. 2014. "Conflict in new ventures." (article)

RESEARCH PRESENTATIONS

Refereed conference presentations (from the past 15 years)

Say, G.D. & Forbes, D. "Understanding entrepreneurial constraints in context: Evidence from women entrepreneurs in Vietnam." Presented (with GuiDeng Say) at the Diana Conference (online), May 2021.

Forbes, D. "Knowledge transfer in entrepreneurship: A lay theory perspective." Presented at the Strategic Management Society Conference, Minneapolis, MN, October 2019.

Vanacker, T., Forbes, D., Knockaert, M. & Manigart, S. "When does cheap talk help new firms? Effects of unrealized performance claims on resource attraction in new private equity funds." Presented (with Sophie Manigart) at the 3rd Entrepreneurial Finance Conference, Milan, Italy, June 2018.

Say, G.D. & Forbes, D. "The decision processes of Vietnamese micro-entrepreneurs." Presented (with GuiDeng Say) at the INSEAD Doriot Entrepreneurship Conference, Fontainebleau, France, May 2017.

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.

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.

Invited research presentations

2020 Panelist, "Partnering with Minnesota", hosted by U. of Minnesota Office of Public Engagement, Mpls.
2019 Co-chair & co-organizer (with Manuela Hoehn-Weiss), Strategic Management Society session on resource attraction in new ventures, Minneapolis
2018 Chair & organizer, Strategic Management Society session on context & entrepreneurship research, Paris
2018 Speaker, Institute for an Entrepreneurial Society seminar series, Syracuse U., Whitman School of Mgmt
2018 Guest instructor, PhD seminar on entrepreneurship research, Syracuse U., Whitman School of Mgmt
2018 Speaker, Mgmt & HR Dept. brown bag seminar series, U. of Wisconsin, Madison School of Business
2017 Discussant, Doriot Entrepreneurship Conference, hosted by INSEAD, Fontainebleau, France

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, Fall 2017, Spring 2020, Spring 2021.

MBA elective course, "New product design & business development" (ENTR 6041* & 6042*; cross-listed with mechanical engineering): Fall & Spring terms annually from 2014-'15 to the present.

MBA course, "Carlson Ventures Enterprise*", Served as Academic Director of this experiential learning course organized around student-managed teams completing sponsored projects for clients: Fall & Spring terms annually from 2014-'15 to the present.

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.

Doctoral seminar, "Behavioral strategy" (MGMT 8402): Fall 2018, Fall 2020.

Doctoral seminar, "Research in strategy process," (MGMT 8402): Fall 2006, Spring 2009.

Doctoral seminar, "Research in entrepreneurship," (MGMT 8403): Fall 2001*, Spring 2014*.

Executive MBA course, "Innovation & Entrepreneurship,"** (CMBA 5625, later CMBA 5831): Spring 2014*, Spring 2015*, Spring 2016*, Spring 2017, Spring 2018, Spring 2019, Spring 2020, Spring 2021.

Executive Education course, "Leading Innovation"***: Fall 2015, Fall 2016, Spring 2018, Spring 2019, Fall 2020.

Various other Executive Education workshops on business strategy, strategic leadership, and innovation: 2007 and annually 2012-2021.

* *These courses were co-taught.*
** *I co-designed this course with Toby Nord.*
*** *I co-designed & co-taught this course with Mary Benner, Toby Nord, and others.*

NYU Stern School of Business
Undergraduate core course, "Business policy & strategy", C50 (Spring 1999, Fall 1999)

Outreach & teaching-related presentations and short courses

2020	Board development workshop for the board of the Orono Foundation for Education
2020	"Partnering with industry to advance sustainable innovation", a presentation at the Sustainability, Ethics & Entrepreneurship Conference, San Juan, Puerto Rico
2020	"Fostering reflection in an experiential learning course," presented at the United States Association for Small Business & Entrepreneurship (USASBE) Conference, New Orleans
2019	"Experiential education in innovation & entrepreneurship", presented to faculty at the U. of Arkansas
2019	"Disruption and the boardroom", a National Association of Corporate Directors panel (Minnesota chapter), Minneapolis, moderator
2019	"Entrepreneurship & Innovation", a 2-day short course for students in the Carlson School's China Executive MBA (CHEMBA) program
2018	"Leading innovation", a talk delivered to the Carlson School Alumni Board, Minneapolis
2017	"Exploring innovation", co-taught (with Mary Benner) a 5-day short course to visiting undergraduates from Keio University (Japan), administered by the Carlson Global Institute
2016-'18	"Innovation & public leadership", workshop with Mandela Washington Fellows (Young African Leaders Initiative), hosted annually by the U. of Minnesota's Center for Integrative Leadership
2016	"Strategy workshop", to participants in the 2016 EPIC (Ethnographic Praxis in Industry) conference
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, 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, 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.

Editorial board memberships

Academy of Management Discoveries (2015 - present)
Organization Science (2008 - present)
Journal of Business Venturing (2005 - present)
Strategic Entrepreneurship Journal (2009 - 2018)
Entrepreneurship Theory & Practice (2005 - 2010)

Ad hoc reviewer (within the past 15 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

2019 - present	Senior Editor, *Entrepreneur & Innovation Exchange*, an online information resource for entrepreneurs, educators & enablers sponsored by Schulze Family Foundation. (I served as an editorial advisor to *EIX* from 2014 to 2019.)
2019	Co-organizer, Strategic Management Society Conference Extension on Bridging Research & Practice, Minneapolis
2019	Principal Organizer, 5th biennial Great Lakes Entrepreneurship Network (GLEN) Research Conference, hosted by the U. of Minnesota, Carlson School
2018 - 2020	Representative at Large (elected), Entrepreneurship & Strategy Interest Group of the Strategic Management Society
2017	External reviewer for a promotion & tenure case at the U. of Nebraska, Lincoln, College of Business
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 - 2015	External Mentor for H. Dennis Park, Drexel U. 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

2021 - 2024	Member, Faculty Consultative Committee for the Carlson School (elected)
2021	Panelist, "Careers in business", hosted by the U. of Minnesota's Post-Secondary Enrollment Options Student Association
2021	Host & Organizer, "Commercialization of Environmental Technology" coffee circle, held online as part of the Institute on the Environment's annual meeting
2021	Panelist, MnDRIVE Environment Coffee Series, "Scaling your solution via demonstration grants", held online
2000 - present	Served on departmental committees charged with faculty & staff recruiting (9x), curriculum review (5x), the doctoral program (3x), and the seminar series (2x)
2000 - present	Participated in various initiatives & committees devoted to strategy, hiring (4x) and programs for the Carlson School's Holmes Center for Entrepreneurship
2012 – present	Member, Research Advisory Committee for the Carlson School
2015 – present	Member, Graduate Faculty for Product Design Programs at the U. of Minnesota
2016 – present	Member, Academic Advisory Board, Acara program (Institute on the Environment)
2018 – 2020	Co-Principal Investigator, MN-Drive Demonstration Project grant ($486,150), "Integrated bioremediation demonstration for clean water and energy" with Paige Novak (PI), Bill Arnold & Will Northrop (all from College of Science & Engineering)
2017 – 2019	Principal Investigator, Southern Minnesota Initiative Foundation grant ($40,000) in support of Grow North, a social enterprise offshoot of the Minnesota Cup
2017 – 2019	Member, University-level task force to evaluate & further develop the University of Minnesota's innovation ecosystem
2015 - 2016	Chair, committee to organize recognition events for retiring faculty in the SME Dept.
2011 - 2016	Steering Committee member, Center for Integrative Leadership at the U. of Minnesota,
2013	Member, recruiting cmte. for a tenure-track position, 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 U. of Minnesota Faculty 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 - 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*

THESES SUPERVISED

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

Ph.D. program

Rosa Kim: defended May 2021; now an assistant professor at Oklahoma State U.
I served as chair of this committee.
Gui Deng Say: defended 2018; now an assistant professor at Singapore Management U.
Michael Cummings: defended 2015; now an assistant professor at U. of Arkansas
Benjamin Mitchell (Information Systems): defended 2015; now a lecturer at Texas Tech U.
Hans Rawhouser: defended 2012; now a tenured associate professor at U. of Nevada, Las Vegas
Carla Pavone: defended 2009; now Associate Director of the Holmes Center at the Carlson School
Carla was a finalist for the 2010 Heizer Award for dissertations in entrepreneurship
Patricia Borchert: defended 2006; now an associate professor emeritus at Metro State U. (Minnesota)
Dirk DeClercq: defended 2002; now a tenured, chaired professor at Brock U. (Canada)
Dirk won the 2003 Heizer Award for dissertations in entrepreneurship

D.B.A. program (operated jointly between the U. of Minnesota and Tsinghua University)

Yiwen Luo (thesis in progress)
Wu Wei (thesis completed Spring 2020)
Hu Hailin (thesis completed Spring 2018)

Masters programs

Oral exam committee member for MA in Speech & Hearing Science student Molly Lynett (2021)
Oral exam committee member for MFA in Theatre Arts student Stefanie Darby (2021)
Thesis committee member for Robert Coonrod (MS in Medical Device Innovation through the U. of Minnesota Graduate School), thesis completed in 2016
Oral exam committee member for MA-HRIR students Marian Gannon, Jennifer Panlilio, Susan Thoresen, and Meng-Chi Wang (all in 2001)

Undergraduate program (honors theses)

Supervisor for Christopher Danner, thesis completed in 2021
Supervisor for Christopher Hanson, thesis completed in 2012

NON-ACADEMIC EMPLOYMENT

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