

GIDEON D. MARKMAN, Ph.D.
Academic Curriculum Vita (February 2020)
Over 9,200 Google Scholar citations; 30,000 LinkedIn contacts

Professor

Strategy, Entrepreneurship & Sustainable Enterprise
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Visiting Professor: Gent University, Belgium

SCHOLARSHIP

Research Focus: Sustainability, entrepreneurship, competitive dynamics, market entry.

Publications: *Academy of Management Review, Academy of Management Journal, Strategic Management Journal, Journal of Applied Psychology, Journal of Management Studies, Journal of Management, Journal of Business Venturing, Entrepreneurship Theory & Practice, Research Policy, Journal of Supply Chain Management.*

Associate Editor: *Academy of Management Perspectives*

Editorial Boards: *Journal of Management, Strategic Entrepreneurship Journal, Journal of Management Studies.*

Enterprise-building & fund-raising capabilities: Founded the Sustainability, Ethics and Entrepreneurship (SEE) Conference—now the largest and fastest-growing conference in this topical area.

Visiting Professor: Gent University, Belgium

Positions

June 2014 – Present	Professor; College of Business, Colorado State University
Aug. 2008 – May 2014	Associate Professor; College of Business, Colorado State University
Aug. 2006 – May 2008	Associate Professor, Terry College of Business, University of Georgia
Aug. 2001 – May 2006	Assistant Professor, Terry College of Business, University of Georgia
Aug. 1999 – May 2001	Assistant Professor, Lally School of Management & Technology Rensselaer Polytechnic Institute (RPI)

Education

December, 1999: Ph.D. Entrepreneurship & Strategy, University of Colorado, Boulder
08/1995 – 12/1999: Doctoral Student; University of Colorado, Boulder
08/1990 – 12/1993: B.A. in Psychology, University of Colorado, Boulder

Research Activity

(Over 9,200 Google Scholar citations)

Publications—Refereed Journals

- Waldron, T.L., Navis, C., Karam, E. & Markman, G.M. Toward a theory of activist-driven responsible innovation: How activists pressure firms to adopt more responsible practices. *Journal of Management Studies* (forthcoming).
- Downing, S., Kang, J-S. & Markman, G.D. 2019. What you don't see can hurt you: Awareness cues to identify future rivals *Academy of Management Journal*, 62: 1872–1900 ([explainer video](https://vimeo.com/373259202): <https://vimeo.com/373259202>).
- Markman, G.D., Waldron, T.L., Gianiodis, P.T., & Espina, M. 2019. E Pluribus Unum: Impact entrepreneurship as a solution to grand challenges. *Academy of Management Perspectives*, 33: 371–382.
- Markman, G.D., Gianiodis, P.T., Payne, T., Filatotchev, I., Tucci, C., Kotha, R. & Gedajlovic, E., 2019. The who, where, what, how and when of market entry. *Journal of Management Studies*, 56: 1241-1259.
- Gianiodis, P.T., Markman, G.D., & Panagopoulos, A. 2019. Factor market rivalry and interindustry competitive dynamics. *Managerial & Decision Economics*, 40: 446-459.
- Carmeli, A., Zivan, I., Gomes, E. & Markman, G.D. (forthcoming). Underlining micro socio-psychological mechanisms of buyer-supplier relationships: Implications for inter-organizational learning agility. *Human Resource Management Review*.
- *Brueller, N.N., Carmeli, A., & Markman, G.D. 2018. How strategic human resource management influences post-merger integration choices: A relational perspective. *Journal of Management*. 44: 1793–1818.
- Gianiodis, P.T., Markman, G.D., & Panagopoulos, A. 2016. Overt opportunism in research universities. *Small Business Economics*. 47:609–631.
- Markman, G.D., Russo, M., Lumpkin, T., Jennings, D., & Mair, J. 2016. Entrepreneurship as a platform for pursuing multiple goals: A special issue on sustainability, ethics, and entrepreneurship. *Journal of Management Studies*. 53: 673–694.
- Markman, G.D. & Krause, D. 2016. Theory building surrounding sustainable supply chain management: Assessing what we know, exploring where to go. *Journal of Supply Chain Management*, Introduction to a Special Issue. 52: 3-10.
- # Markman, G.D., Waldron, T.L., & Panagopoulos, A. 2016. Organizational hostility: Why and how nonmarket players compete with firms. *Academy of Management Perspectives*. 30:74-92.
- * Zachary, M.A., Gianiodis, P.T., Payne, T. & Markman, G.D., 2015. Entry timing: Enduring lessons and future directions. *Journal of Management*. 41:1388-1415.
- Markman, G.D. & Waldron, T.L. 2014. Small entrants and large incumbents: A framework of micro entry. *Academy of Management Perspectives*. 28(2): 179–197.

* Authors contributed equally

Lead article

† See subsequent reprint under 'Other Publications'

Publications—Refereed Journals (Cont.)

- Markman, G.D. & Venzin, M. 2014. Persistent superior performance: Lessons from firms that have braved the economic crisis—and from those that did not. *International Business Review*. 23(6): 1096-1107.
- Venzin, M. & Markman, G.D. 2013. Persistent superior performance in the financial industry. *Harvard Business Review* (Spanish). 30-42.
- Carmeli, A. & Markman, G.D. 2011. Capture, governance and resilience: Strategy implications from the case of Rome. *Strategic Management Journal*. 32(3): 322-341.
- † Markman, G.D., Gianiodis, P.T., & Buchholtz, A.K. 2009. Factor-market rivalry. *Academy of Management Review*. 34(3): 423-441.
- Markman, G.D., Gianiodis, P.T., & Phan, P.H. 2009. Supply-side innovation and technology commercialization. *Journal of Management Studies*. 46(4): 625-649.
- Markman, G.D., Siegel, D., & Wright, M. 2008. Research and technology commercialization. *Journal of Management Studies*. (introduction to a special issue). 45(8): 1401-1423.
- Markman, G.D., Gianiodis, P.T., & Phan, P.H. 2008. Full-time faculty or part-time entrepreneurs. *IEEE Transactions on Engineering Management*. 55(1): 29-36.
- Baron, R.A., Markman, G.D., & Bollinger, M. 2006. Exporting social psychology: Effects of attractiveness on perceptions of entrepreneurs, their ideas for new products, and their financial success. *Journal of Applied Social Psychology*. 36(2): 467-492.
- Markman, G.D., Gianiodis, P.T., Phan, H.P. & Balkin, D.B. 2005. Innovation speed: Transferring university technology to market. *Research Policy*, 34: 1058–1075.
- † Markman, G.D., Phan, H.P., Balkin, D.B., & Gianiodis, P.T. 2005. Entrepreneurship and university-based technology transfer. *Journal of Business Venturing*, 20(2): 241-263.
- # Markman, G.D., Baron R.A., & Balkin, D.B. 2005. Are perseverance and self-efficacy costless? Assessing entrepreneurs' regretful thinking. *Journal of Organizational Behavior*, 26(1): 1-19.
- Markman, G.D., Espina, M.I., & Phan, H.P. 2004. Patents as surrogates for inimitable and non-substitutable resources. *Journal of Management*, 30(4): 529-544.
- Markman, G.D., Gianiodis, P.T., Phan, H.P., & Balkin, D.B. 2004. Entrepreneurship from the ivory tower: Do incentive systems matter? *Journal of Technology Transfer*, 29(3-4): 353-364.
- Markman, G.D. & Baron, R.A. 2003. Person-entrepreneurship fit: Why some people are more successful as entrepreneurs than others, *Human Resource Management Review*. 134: 1-21.
- Baron, R.A. & Markman, G.D. 2003. Beyond social capital: The role of entrepreneurs' social competence in their financial success. *Journal of Business Venturing*. 18(1): 41-60.
- McDermott, C.M., Markman, G.D., & Balkin, D.B. 2003. Operations strategy and new venture formation: A conceptual synthesis. *Management Research (Iberoamerican Academy of Management)*, 1(2): 195-205.

Lead article

† See subsequent reprint under 'Other Publications'

Publications—Refereed Journals (Cont.)

- Markman, G.D., Balkin, D.B., & Baron R.A. 2002. Inventors and new venture formation: The effects of general self-efficacy and regretful thinking. *Entrepreneurship Theory & Practice*, Winter, 149-165.
- Markman, G.D. & Gartner, W.B. 2002. Is extraordinary growth profitable? A study of Inc. 500 high-growth companies. *Entrepreneurship Theory & Practice*, Fall, 65-75.
- Markman, G.D. & Gartner, W.B. 2002. The effects of hyper growth on firm profitability. *Journal of Private Equity*. 5(4): 58-65.
- Markman, G.D., Balkin, D.B., & Schjoedt, L. 2001. Governing innovation in entrepreneurial firms. *Journal of High Technology Management Research*. 12(2): 273-293.
- Baron, R.A., Markman, G.D., & Hirska, A. 2001. Perceptions of women and men as entrepreneurs: Evidence for differential effects of attributional augmenting. *Journal of Applied Psychology*. 86(5): 923-929.
- Balkin, D.B. & Markman, G.D. 2001. The Determinants of team rewards in entrepreneurial firms. *International Journal of Entrepreneurship and Innovation Management*. 1(2); 178-193.
- Balkin, D.B., Markman, G.D., & Gomez-Mejia, L. 2000. Is CEO pay in high technology firms related to innovation? *Academy of Management Journal*. 46(6): 1118-1129.
- Baron, R.A. & Markman, G.D. 2000. Beyond social capital: How social skills can enhance entrepreneurs' success. *Academy of Management Executive*. 14(1): 106-116 (now called *Academy of Management Perspectives*).

Manuscripts Under Review

- Vershinina, N., Markman, G.D., Hang, L., Rodgers, P., Kitching, J. Gendered institutions, regulation and women's entrepreneurship in transition economies. *Small Business Economics* (3rd Revision).
- Gamble, E.N., Caton G. & Markman, G.D. Accounting for regulation: How accounting and financial regulations impact business venturing. *Academy of Management Perspectives*.
- Markman, G.D., Leiblein, M., Lieberman, M. Wang, Y. & Wei, L.Q. Challenges and Opportunities in the Sharing Economy. *Journal of Management Studies*.

Work in Progress

- Markman, G.D. & Pavlovich, K. The pursuit of organizational purpose.
- Silva, R., Gerwe, O. & Markman, G.D. The effect of micro entrants on generalists' performance.
- Markman, G.D. & Davletshin, M. The effects of network structure on buyer-supplier collaboratoin.
- Forrest, J.Y.L. & Markman, G. On the interactions between small startups and large incumbents in established market.
- Downing, S., Kang, J-S. & Markman, G.D. Attacks, buyer engagement and target response-nonresponse spectrum.
- Markman, G.D. Sarin, S. & Mas Tur, A. Who imports and exports knowledge to whom? A bibliographical research of management science.

Work in Progress (Cont.)

Markman, G.D. *Social, Environmental and Sustainable Enterprises*. Executive Editor for a multivolume, edited book for World Scientific Publishing; Hackensack, NJ.

Books:

Espina, M.I., Phan, P.H. & Markman, G.D. 2018. *Social Innovation & Sustainable Entrepreneurship*. The Johns Hopkins University Series on Entrepreneurship. Edward Elgar Publishing: Cambridge, MA (a Social Sciences Citation Index publication).

Guerber, A.J., Markman, G.D., & Wan-Ting, S. 2017 *Sustainability, Ethics and Entrepreneurship*. Edited Volume for World Scientific Publishing; Hackensack, NJ.

Devinney, T. M., Markman, G., Pedersen, T & Tihanyi, L. 2016. Global Entrepreneurship: Past, Present & Future. *Advances in International Management* (Volume 29), Bingley, UK: Emerald Group Publishing Limited.

Markman, G.D. & Phan, P.H. 2011. *The Competitive Dynamics of Entrepreneurial Market Entry*. The Johns Hopkins University Series on Entrepreneurship. Edward Elgar Publishing: Cambridge, MA (a Social Sciences Citation Index publication).

Research Awards:

- **Dean's Distinguished Research Fellowship** (CSU, 2019-2022)
- **Faculty Contribution Award** (CSU Dept. of Management, 2014).
- **Founder of the Sustainability, Ethics, and Entrepreneurship (SEE) Conference** (2012).
- **Finalist for the Glueck Best Paper Award and/or The Sumantra Ghoshal Research and Practice Award**, for the paper "Opportunistic behavior in research organizations." *Academy of Management Meeting*, Boston, Massachusetts (2012).
- **Finalist for the Stephan Schrader Best Paper Award**, for the paper "Scientists or entrepreneurs: Rent (mis)appropriation from discoveries made in university labs." *Academy of Management, Technology & Innovation Management Division*, Philadelphia, Pennsylvania (2007).
- **The Kauffman Center for Entrepreneurial Leadership Award**, for the paper "University technology transfer: Licensing revenues and firm creation." *Babson-Kauffman Entrepreneurship Research Conference*, The Hunter Center for Entrepreneurship, University of Strathclyde, Glasgow, Scotland (2004).
- **Strategic Management Society Best Paper Prize** for the paper "University technology transfer: The intersection between strategy, structure, and pay and the link to licensing revenues and firm creation." *Strategic Management Society*. Baltimore, MD (2003).
- **Corporate Entrepreneurship Best Paper Award** for the paper "Cognition and personalities as predictors of resource attainment among corporate entrepreneurs." *Babson-Kauffman Entrepreneurship Research Conference*, University of Colorado, Boulder, CO (2001).
- **The Michael Mescom/Coles College of Business Best Empirical Paper Award**, for the paper "Adversity Quotient: The role of perseverance in new venture formation." *Academy of Management, Entrepreneurship Division*, Washington D.C. (2001).
- **Finalist for Academy of Management Best Dissertation Award** (Entrepreneurship Division, 2000).

Other Publications—Practitioner Journals, Book Chapters

- Waldron, T.L., Navis, C., & Markman, G.D. 2019. Mightier than the sword: How activists use rhetoric to facilitate perception change in industries. In A. McWilliams, D.E. Rupp, D.S. Siegel, G.K. Stahl, & D.A. Waldman (Eds.). *The Oxford Handbook of Corporate Social Responsibility: Psychological and Organizational Perspectives*. Oxford University Press.
- Waldron, T.L., Navis, C., & Markman, G.D. 2017. Activists' Strategies for Confronting Firms. In A.J. Guerber, G.D. Markman, & S. Wan-Ting, *Sustainability, Ethics, and Entrepreneurship*. Edited Volume for World Scientific Publishing; Hackensack, NJ.
- Markman, G.D., Devinney, T.M., Pedersen, T. & Tihanyi, L. 2016. Global Entrepreneurship: Assessment and Challenges. In *Global Entrepreneurship: Past, Present & Future*. Advances in International Management (Volume 29), Bingley, UK: Emerald Group Publishing Limited.
- Markman, G.D. 2015. Backdoor entrepreneurship. In D.B. Audretsch, C.S. Hayter, & A.N. Link, A. (Eds.). *Concise Guide to Entrepreneurship, Technology, and Innovation*. Edward Elgar Publishers: Cambridge, MA.
- Markman, G.D., Gianiodis, P.T., & Buchholtz, A.K. 2012. Factor-market rivalry. *Academy of Management Review*. 34(3): 423-441 in Markman, G.D. & Phan, P.H. (Eds.). *Market entry, competitive dynamics, and entrepreneurship*. Edward Elgar Publishing: Cambridge, MA.
- Markman, G.D., Phan, H.P., Balkin, D.B., & Gianiodis, P.T. 2006. Entrepreneurship and university-based technology transfer. In D.S. Siegel (Ed.). *Technological Entrepreneurship: Institutions and Agents Involved in University Technology Transfer*. Edward Elgar Publishing. ISBN: 978-1845422516. Appeared 1st in *Journal of Business Venturing* (2005).
- Markman, G.D. 2006. Entrepreneurs' Competencies. In J.R. Baum, M. Frese, & R.A. Baron (Eds.) *The Psychology of Entrepreneurship*. *SIOP Frontier Series*. Lawrence Erlbaum Associates.
- ° Baron, R.A., & Markman, G.D. 2005. Toward a process view of entrepreneurship: The changing impact of individual level variables across phases of new venture development. In M.A., Rahim, R.T., Golembiewski, R.T., & K.D. Mackenzie, (Eds.). *Current Topics in Management*, Vol. 9: 45-64. New Brunswick, NJ: Transaction Publishers.
- Markman, G.D., Baron, R.A., & Balkin, D.B. 2003. The role of regretful thinking, perseverance, and self-efficacy in venture formation. In J.A. Katz & D.A. Shepherd, (Eds.), *Cognitive Approaches to Entrepreneurship Research*. Greenwich, CT: JAI Press. Vol. 6: 73-104. Emerald Group Publishing, Ltd. ISBN: 9780762310524.
- Markman, G.D. & Baron, R.A. 2002. Individual differences and the pursuit of new ventures: A model of person-entrepreneurship fit. In J. Katz & T.M. Welbourne, (Eds.), *Advances in Entrepreneurship, Firm Emergence, and Growth*. Greenwich, CT: JAI Press. Vol. 5: 23-53.

° Authors listed alphabetically.

Other Publications—Practitioner Journals, Book Chapters (Cont.)

- Cooper, A.C., Markman, G.D., Niss, G. 2000. The evolution of the Field of Entrepreneurship. In D.G. Meyer & K.A. Heppard (Eds.) *Entrepreneurship as Strategy*. Thousand Oaks, CA: Sage Publications.
- Amit, R., Brigham, K., & Markman, G.D. 2000. Entrepreneurial management as strategy. In D. G. Meyer & K. A. Heppard (Eds.) *Entrepreneurship as Strategy: Competing on the Entrepreneurial Edge*. Thousand Oaks, CA: Sage Publications. ISBN: 9780761915799.
- Balkin, D.B. & Markman, G.D. 2000. The determinants of team compensation in entrepreneurial organizations. In J.M. Peretti & P. Roussel (Eds.) *Compensation Policy in the 21 Century*. Paris, France: Vuibert.

Published Proceedings

- Forrest, J.Y.L., Amatucci, F. & Markman, G. 2017. Dynamics of the firm population within an established market. *Proceeding of the Decision Sciences Institute*
- Espina, M.I. & Markman, G.D. 2016. Ex post and ex ante: what do we really know about the longevity of discoveries? *Frontiers of Entrepreneurship Research*. Wellesley, MA: Babson College.
- Gianiodis, P.T., Markman, G.D., & Panagopoulos, A. (2012). Opportunistic behavior in research organizations. *Academy of Management Meeting*, Boston, Massachusetts.
- Markman, G.D., Gianiodis, P.T., & Panagopoulos, A. (2007). Scientists or entrepreneurs: Rent (mis)appropriation from discoveries made in university labs. *Academy of Management Meeting*, Philadelphia, Pennsylvania.
- Markman, G.D., Gianiodis, P.T., & Phan, P.H. (2005). Rent bypassing and sourcing of university-based technology. In W.D. Bygrave, et al. (Eds.). *Frontiers of Entrepreneurship Research*. Wellesley, MA: Babson College.
- Markman, G.D., Gianiodis, P.T., & Buchholtz, A.K. (2004). Intellectual property or intellectual liability: Assessing patent-based rivalry. In W.D. Bygrave, et al. (Eds.). *Frontiers of Entrepreneurship Research*. Wellesley, MA: Babson College.
- Baron R.A. & Markman, G.D. (2004) Entrepreneurship as a process: Effects of demographics, motivation, and personality variables on new venture creation. In W.D. Bygrave, et al. (Eds.). *Frontiers of Entrepreneurship Research*. Wellesley, MA: Babson College.
- Markman, G.D. Gianiodis, P.T., Balkin, D.B., & Phan, P.H. (2003) University technology transfer: On the link to licensing revenues and firm creation. In W.D. Bygrave, et al. (Eds.). *Frontiers of Entrepreneurship Research*. Wellesley, MA: Babson College.
- Ensley, M.D., Amason, A.C., & Markman, G.D. (2003) Does the strategy of hyper-growth new ventures matter? In W.D. Bygrave, et al. (Eds.). *Frontiers of Entrepreneurship Research*. Wellesley, MA: Babson College.
- Markman, G.D., Balkin, D.B., & Baron R.A. (2002) Inventors and new venture formation: The effects of general self-efficacy and regretful thinking. *Entrepreneurial Cognition*. University of Victoria, Victoria, British Columbia, Canada.

Published Proceedings (Cont.)

- Balkin, D.B., Markman, G.D., & Sassalos, S. (2002). The impact of employment contracts on biotech firms' innovation and performance. In P.D. Reynolds, W.D. Bygrave, N.M et al. (Eds.). *Frontiers of Entrepreneurship Research*. Wellesley, MA: Babson College.
- Koen, P.A., Markman, G.D., Baron R.A., & Reilly, R. (2001). Cognition and personalities as predictors of resource attainment among corporate entrepreneurs. In P.D. Reynolds, W.D. Bygrave, N.M et al. (Eds.). *Frontiers of Entrepreneurship Research*. Wellesley, MA: Babson College.
- Koen, P.A., Markman, G.D., Baron R.A., & Reilly, R. (2000). Cognitive mechanisms: Which ones allow corporate entrepreneurs to obtain startup funding. In P.D. Reynolds, W.D. Bygrave, et al. (Eds.). *Frontiers of Entrepreneurship Research*. Wellesley, MA: Babson College.
- Markman, G.D., Baron R.A., & Balkin, D.B. (2000). A cognitive approach to explaining technology-based venture creation. In P.D. Reynolds, W.D. Bygrave, et al. (Eds.). *Frontiers of Entrepreneurship Research*. Wellesley, MA: Babson College.
- Markman, G.D., (2000). Entrepreneurial adversity quotient: Success by determination. In D. Deschoolmeester, D. De Steur, K. Gillis, & T. Schamp (Eds.). *Entrepreneurship Under Difficult Circumstances: The 30th European Small Business Seminar*. Gent, Belgium.
- Markman, G.D. & Espina, M.I., (2000). A conceptual assessment of tradeoffs between technological innovation and technological standards. *The Institute of Electrical and Electronics Engineers (IEEE) Conference*. Albuquerque, NM.
- Markman, G.D., Balkin, D.B., & Schjoedt, L. (2000). Governing the innovation process in entrepreneurial firms. *Eastern Academy of Management Proceedings*. Danvers, MA.
- Markman, G.D. & Baron, R.A. (1999). Cognitive mechanisms: Potential differences between entrepreneurs and non-entrepreneurs. In P.D. Reynolds, W.D. Bygrave, et al. (Eds.). *Frontiers of Entrepreneurship Research*. Wellesley, MA: Babson College.
- Markman, G.D. & Baron, R.A. (1998). Social skills and entrepreneurs' financial success: Evidence that the ability to get along with others really matters. In P.D. Reynolds, W.D. Bygrave, et al. (Eds.). *Frontiers of Entrepreneurship Research*. Wellesley, MA: Babson College.
- Balkin, D.B., Markman, G.D., & Gomez-Mejia, L. (1997). Is CEO pay in high technology firms Related to innovation? Some empirical evidence. *British Academy of Management*. London, UK.

Conference Presentations

- Downing, S., Kang, J-S. & Markman, G.D. 2019. Strategic nonresponse: The mediating role of buyer engagement. *Strategic Management Society*, Minneapolis, MN.
- Markman, G.D. & Gianiodis, P. 2019. The who, where, what, how and when of market entry. *Academy of Management Meeting*, Boston, MA.
- Downing, S., Kang, J-S. & Markman, G.D. 2019. Attacks, buyer engagement, and target response-nonresponse spectrum. *Academy of Management Meeting*, Boston, MA.
- Markman, G.D. & Toker, S. 2018. A professional development workshop (PDW) for the Academy of Management Perspectives. *Academy of Management Regional Conference: From Start-up to Scale-up*, Tel Aviv, Israel.
- Chen, G., Agarwal, R., Gambardella, A., Bamberger, P., Siegel, D., Markman, G. & Toker, S. Meet the Editors, 2018. *Academy of Management Regional Conference: From Start-up to Scale-up*, Tel Aviv, Israel.
- Siegel, D., Waldman, D., Breznitz, S., Markman, G., & Agarwal, R. 2018. *Multi-Disciplinary Perspectives on Knowledge Worker Entrepreneurship*. *Academy of Management Regional Conference: From Start-up to Scale-up*, Tel Aviv, Israel.
- Gianiodis, P., Espina, M.I. & Markman, G.D. 2018. The entrepreneur-investor-venture nexus: What factors influence the decision to fund a new venture? *Strategic Management Society*, Paris, France.
- Espina, M.I. & Markman, G.D. 2018. What makes discoveries more useful? *Strategic Management Society*, Paris, France.
- Forrest, J.Y.L. & Markman, G. 2018. Small startups and large incumbents. *Sustainability, Ethics & Entrepreneurship (SEE) Conference*, Washington DC.
- Forrest, J.Y.L., Amatucci, F. & Markman, G. 2017. Dynamics of the firm population within an established market. *Decision Sciences Institute*, Washington DC.
- Downing, S., Kang, J-S. & Markman, G.D. 2017. Emergent awareness: Competitive dynamics beyond rivalry. *Strategic Management Society*, Houston, TX.
- Markman, G.D. & Guerber, A. 2017. Sustainable entrepreneurship. *Academy of Management Meeting*, Atlanta, GA. (symposium).
- Markman, G.D., Phan, P. & Espina, M.I. 2017. Environmental challenges, social innovations and sustainable entrepreneurship. *Academy of Management Meeting*, Atlanta, GA. (symposium).
- Downing, S., Kang, J-S. & Markman, G.D. 2017. Competitive dynamics: Of whom should you be aware? *Academy of Management Meeting*, Atlanta, GA.
- Gianiodis, P., Markman, G.D. & Espina, M.I. 2017. To invest or not: Understanding the entrepreneur-investor-venture (EIV) nexus. *Babson College Entrepreneurship Research Conference* (BCERC). University of Oklahoma, Norman, Oklahoma.
- Gianiodis, P., Markman, G.D. & Espina, M.I. 2017. To invest or not to invest: Insights on entrepreneur-investor-venture (EIV) relations. *Sustainability, Ethics and Entrepreneurship (SEE) Conference*. San Juan, Puerto Rico.
- Dykes, B.J. & Markman, G.D. 2016. Ecosystems: Contributions and challenges to the study of competitive dynamics. *Strategic Management Society*, Berlin, Germany.

Conference Presentations (Cont.)

- Markman, G.D. & Lumpkin, G.T. 2016. Sustainability, ethics and entrepreneurship. *Academy of Management Meeting*, Anaheim, CA. (symposium).
- Waldron, T. Navis, C. & Markman, G.D. 2016. Explaining how activists problematize firms' practices. *Academy of Management Meeting*, Anaheim, CA.
- Espina, M.I. & Markman, G.D. 2016. Ex ante and ex post: What do we really know about the longevity of discoveries? *Babson College Entrepreneurship Research Conference* (BCERC). Bodø, Norway.
- Carmeli, A., Markman, G.D., Zivan, I. & Gomes, E. 2015. Buyer-supplier relations, learning agility, and sustainable supply chain management. *Strategic Management Society*, Denver, CO.
- Waldron, T. Navis, C. & Markman, G.D. 2015. Ideologically motivated competition. *Southern Academy of Management*. St. Pete Beach, Florida.
- Guerber, A., Markman, G.D., & Su, W.T. 2015. Sustainability, social issues, and entrepreneurship. *Academy of Management Meeting*, Vancouver, British Columbia, Canada. (symposium).
- Markman, G.D., 2015. Competitive dynamics in dynamic environments. *Academy of Management Meeting*, Vancouver, British Columbia, Canada.
- Markman, G.D., Payne, G.T., Zachary, M. & Gianiodis, P. 2014. What do we know about entry? *Strategic Management Society*, Madrid, Spain.
- Su, W.T. & Markman, G.D. 2014. Competitive dynamics: Are firms as vulnerable as they are aggressive? *Academy of Management Meeting*, Philadelphia, PA.
- Su, W.T. & Markman, G.D. 2013. Resource leadership, resource co-creation, and vulnerability-aggressiveness relations. *Strategic Management Society*. Atlanta, Georgia.
- Markman, G.D. & Siegel, D. 2013. Unravelling the bypassing problem: When faculty misappropriate universities inventions misappropriated science. *Academy of Management Meeting*, Orlando, Florida. (symposium).
- Markman, G.D., Campbell, S. & Gross, M. 2013. On the positive sides of escalation of commitment. *Academy of Management Meeting*, Orlando, Florida.
- Gianiodis, P.T., Markman, G.D., & Buchholtz, A.K. 2012. Patent litigation as factor market rivalry. *Strategic Management Society*. Prague, Czech Republic.
- Gianiodis, P.T., Markman, G.D., & Panagopoulos, A. 2012. Opportunistic behavior in research organizations. *Academy of Management Meeting*, Boston, Massachusetts. (*Best Paper*).
- Gianiodis, P.T. & Markman, G.D. 2012. Patent litigation as factor market rivalry. *Atlanta Competitive Advantage Conference*, Atlanta, GA.
- Markman, G.D. & Waldron, T. 2011. Firms, non-market players, and attacks: Exploring non-market threats to firms. *Strategic Management Society*, Miami FL.
- Markman, G.D. & Waldron, T. 2011. When attackers are not competitors. *Academy of Management Meeting*, San Antonio TX, USA.
- Markman, G.D. & Phan, P.H. 2011. Market entry, competitive dynamics and entrepreneurship. *Academy of Management Meeting*, San Antonio TX, USA.

Conference Presentations (Cont.)

- Markman, G.D. & Waldron, T. 2011. The “other” organizational conflicts. *Atlanta Competitive Advantage Conference*, Atlanta, GA.
- Waldron, T. & Markman, G.D. 2010. Activist attack strategies. *Academy of Management Meeting*, Montreal, Canada.
- Tate, W.L., Ellram, L.M, Feitzinger, E.G., & Markman, G.D. 2010. Understanding logistics services through a factor-market rivalry lens. *The 20th Annual North American Research and Teaching Symposium on Purchasing and Supply Chain Management*. Tempe, AZ.
- Markman, G.D. & Waldron, T. 2009. How small firms enter markets dominated by large incumbents, *Academy of Management Meeting*, Chicago, Illinois.
- Waldron, T. & Markman, G.D. 2009. Non-market hostility: Conceptualizing non-market players' aggression on firms. *Atlanta Competitive Advantage Conference*, Atlanta, GA.
- Markman, G.D. & Waldron, T. 2008). Single-market entrants, multimarket incumbents and the evolution of forbearing markets. *Academy of Management Meeting*, Anaheim, California.
- Waldron, T. & Markman, G.D. 2008. Non-market retaliation. *Academy of Management Meeting*, Anaheim, California.
- Markman, G.D. Gianiodis, P.T., & Phan, P.H. 2007. Technology transfer: Commercialization as a vertically de-integrated process. *Technology Transfer Society (T2S)*, Palm Desert, CA.
- Waldron, T. & Markman, G.D. 2007. Entry and its impact on mutual forbearance. *Strategic Management Society*. San Diego, CA.
- Markman, G.D., Gianiodis, P.T., & Panagopoulos, A. 2007. Scientists or entrepreneurs: Rent (mis)appropriation from discoveries made in university labs. *Academy of Management Meeting*, Philadelphia, Pennsylvania.
- Gianiodis, P.T. & Markman, G.D. 2007. To have and to hold: Protecting, leveraging, and the imitation of critical resources. *Academy of Management Meeting*, Philadelphia, Pennsylvania.
- Waldron, T. & Markman, G.D. 2007). Entry and mutual forbearance *Atlanta Competitive Advantage Conference (ACAC)*, Emory University, Atlanta, GA.
- Markman, G.D., Gianiodis, P.T., Balkin, D.B., & Phan, H.P. 2003. University technology transfer: The intersection between strategy, structure, and pay and the link to licensing revenues and firm creation. *Strategic Management Society*, Baltimore, MD.
- Markman, G.D., Gianiodis, P.T., Balkin, D.B., & Phan, H.P. 2003. Strategy, structure, incentive systems and universities' successful technology commercialization. *Academy of Management Meeting*, Seattle, WA.
- Markman, G.D., Espina, M.I., & Phan, H.P. 2003. Property of the mind: An empirical test of RBV's inimitable and non-substitutable resources. *Academy of Management Meeting*, Seattle, WA (interactive paper).
- Baron, R.A. & Markman, G.D. 2003. Effects of attractiveness on perceptions of entrepreneurs, their behavior, and their success. *Academy of Management Meeting*, Seattle, WA (visual presentation).

Conference Presentations (Cont.)

- Markman, G.D., Gianiodis, P.T., Phan, H.P., & Balkin, D.B. 2003. Entrepreneurial emergence: Assessing institutions' rate and success of technology commercialization. ***Babson College – Kauffman Foundation, Entrepreneurship Research Conference, Boston, MA.***
- Ensley, M.D., Markman, G.D., & Amason, A.C. 2003. Does the Strategy of Hyper-Growth New Ventures Matter? ***Babson College – Kauffman Foundation, Entrepreneurship Research Conference, Boston, MA.***
- Ciavarella, M.A., Markman, G.D., & Ford, C.M. 2003. Creativity and invention: The role of individual differences and work environment in entrepreneurship. ***Babson College – Kauffman Foundation, Entrepreneurship Research Conference, Boston, MA.***
- Markman, G.D., Phan, H.P., Balkin, D.B. & Gianiodis, P.T. 2003. Entrepreneurial emergence and university-base technology transfer. ***JBV special issue workshop on Science Parks and Incubators.*** Rensselaer Polytechnic Institute, Troy, NY
- Koen, P.A., Markman, G.D., Baron R.A., & Reilly, R. 2002. Cognitive skills in the fuzzy front end: Which ones allow corporate teams to obtain start-up funding. ***Product Development and Management Association (PDMA).*** Orlando, Florida.
- Balkin, D.B. & Markman, G.D. 2002. Do CEO employment contracts affect innovation and performance in biotechnology firms? ***Strategic Management Society (SMS).*** Paris, France.
- Phan, H.P., Markman, G.D., & Balkin, D.B. 2002. Sustaining innovation in pharmaceutical firms: Does corporate governance matter? ***Academy of Management Meeting, Denver, CO.***
- Markman, G.D., Balkin, D.B., & Baron R.A. 2002. Inventors and new venture formation: The effects of general self-efficacy and regretful thinking. ***University of Victoria,*** Victoria, Canada.
- Phan, H.P., Markman, G.D., & Balkin, D.B. 2002. Can corporate chieftains be impelled to behave entrepreneurially? Perspectives from agency theory. ***Babson College – Kauffman Foundation, Entrepreneurship Research Conference, Boulder, CO.***
- Markman, G.D. & Baron R.A. 2002. Person-entrepreneurship fit: The role of individual difference factors in new venture formation. ***Lally-Darden Retreat,*** Washington, DC.
- Markman, G.D., Baron R.A. & Balkin, D.B. 2002. Adversity quotient: Perceived perseverance and new venture formation. ***Lally-Darden Retreat,*** Washington, DC.
- Espina, M.I., Markman, G.D. & Phan, H.P. 2001. A Resource-based approach to unlocking the hidden value of intellectual property. ***Strategic Management Society (SMS).*** San Francisco, CA.
- Markman, G.D., Baron R.A., & Balkin, D.B. 2001. Adversity quotient: The role of perseverance in new venture formation. ***Academy of Management Meeting,*** Washington, DC.
- Phan, H.P. & Markman, G.D. 2001. An institutional theory of business plans. ***Academy of Management Meeting,*** Washington, DC.
- Koen, P.A., Markman, G.D., Baron R.A., & Reilly, R. 2001. Cognition and personalities as predictors of resource attainment among corporate entrepreneurs. ***Babson College – Kauffman Foundation, Entrepreneurship Research Conference, Jonkoping, Sweden.***

Conference Presentations (Cont.)

- Espina, M.I., Markman, G.D. & Phan, H.P. 2001. Property of the mind: A resource-based view. *Babson College – Kauffman Foundation, Entrepreneurship Research Conference, Jonkoping, Sweden.*
- Balkin, D.B., Markman, G.D., & Sassalos, S. 2001. The impact of employment contracts on biotech firms' innovation and performance. *Babson College – Kauffman Foundation, Entrepreneurship Research Conference, Jonkoping, Sweden.*
- Markman, G.D. & Espina, M.I., 2000. The strive for product differentiation and the plea for technological standards: A conceptual assessment. *Strategic Management Society (SMS). Vancouver, Canada.*
- Markman, G.D., 2000. Entrepreneurial adversity quotient: Success by determination. *The 30th European Small Business Seminar. Gent, Belgium.*
- Markman, G.D. & Espina, M.I., 2000. A conceptual assessment of tradeoffs between technological innovation and technological standards. *The Institute of Electrical and Electronics Engineers (IEEE) Conference. Albuquerque, NM.*
- Markman, G.D., Balkin, D.B., & Baron R.A., 2000. The role of cognitive mechanisms for predicting new venture formation. *Academy of Management Meeting, Toronto, Canada.*
- Baron R.A., Hirska, A., & Markman, G.D. 2000. Perceptions of female entrepreneurs: evidence for the beneficial effects of attributional augmenting. *Academy of Management Meeting, Toronto, Canada.*
- Markman, G.D., 2000. Adversity quotient: Bounce-back ability, innovation, and new business formation. *Babson College – Kauffman Foundation, Entrepreneurship Research Conference, Babson College, MA.*
- Koen, P.A., Markman, G.D., & Baron R.A., 2000. Cognitive mechanisms: Which ones allow corporate entrepreneurs to obtain startup funding. *Babson College – Kauffman Foundation, Entrepreneurship Research Conference, Babson College, MA.*
- Markman, G.D., Baron R.A., & Balkin, D.B. 2000. A cognitive approach to explaining technology-based venture creation. *Babson College – Kauffman Foundation, Entrepreneurship Research Conference, Babson College, MA.*
- Markman, G.D., Balkin, D.B., & Schjoedt, L., 2000. Governing the innovation process in entrepreneurial firms. *Eastern Academy of Management, Danvers, MA.*
- Markman, G.D., 1999). The role of self-efficacy in distinguishing technical entrepreneurs from other technical inventors. *Academy of Management Meeting, Chicago, IL.*
- Baron, R.A. & Markman, G.D. 1999. Cognitive mechanisms: Potential differences between entrepreneurs and non-entrepreneurs. *Babson College – Kauffman Foundation, Entrepreneurship Research Conference, University of South Carolina, SC.*
- Gartner, W.B. & Markman, G.D. 1999. Is growth profitable? A study of Inc. 500 fast growth companies. *Babson College – Kauffman Foundation, Entrepreneurship Research Conference, University of South Carolina, SC.*
- Balkin, D.B. & Markman, G.D. 1998. The determinants of team rewards in entrepreneurial firms. *Academy of Management Meetings, Entrepreneurship Division, San Diego, CA.*

Conference Presentations (Cont.)

- Markman, G.D. 1998. Three short case studies on entrepreneurial fiascos. *Academy of Management Meeting*, Entrepreneurship Division, San Diego, CA.
- Markman, G.D. & Baron, R.A. 1998. The potential role of social skills in entrepreneurial success: Empirical evidence from a comparative study of entrepreneurs and non-entrepreneurs. *Babson College – Kauffman Foundation, Entrepreneurship Research Conference, Gent, Belgium*.
- Amit, R., Brigham, K., & Markman, G.D. 1997. Acting strategically by thinking entrepreneurially. *Academy of Management Meeting, Entrepreneurship Division, Boston, MA*.
- Cooper, A.C., Niss, G., & Markman, G.D. 1997. Entrepreneurship as strategy. *Academy of Management Meeting, Entrepreneurship Division, Boston, MA*.
- Markman, G.D. 1998. In Search of dynamic performance appraisal: A conceptual perspective. *Western Academy of Management, Regional Meetings, Portland, OR*.
- Markman, G.D. & Senjem, J. 1997. Mission statements: A proposal for an empirical study. *British Academy of Management Meeting, London, UK*.
- Balkin, D.B., Markman, G.D., & Gomez-Mejia, L. 1997. Is CEO pay in high technology firms related to innovation? Some empirical evidence. *British Academy of Management Meeting, London, UK*.
- Markman, G.D., Meyer, D.G. & Rosse, J. 1997. The impact of mission statements on the performance of entrepreneurial firms: An empirical test of an unproven assumption. *Babson College – Kauffman Foundation, Entrepreneurship Research Conference, Babson College, MA*.

Invited Presentations

- Downing, S., Kang, J-S. & Markman, G.D. 2019. What You Don't See Can Hurt You: Awareness Cues to Identify Tomorrow's Rivals. Waikato University, New Zealand.
- Downing, S., Kang, J-S. & Markman, G.D. 2019. What You Don't See Can Hurt You: Awareness Cues to Identify Tomorrow's Rivals. Gent University, Belgium.
- Downing, S., Kang, J-S. & Markman, G.D. 2019. What You Don't See Can Hurt You: Awareness Cues to Identify Tomorrow's Rivals. University of Texas, Arlington, TX.
- Downing, S., Kang, J-S. & Markman, G.D. 2018. Sustainability, Ethics & Entrepreneurship. University of Northern Colorado, Loveland, CO.
- Downing, S., Kang, J-S. & Markman, G.D. 2018. How far is far enough to be aware? University of Colorado, Colorado Springs, CO.
- Downing, S., Kang, J-S. & Markman, G.D. 2018. How far is far enough to be aware? Tandon School of Engineering, New York University, NY.
- Markman, G.D., Waldron, T. & Panagopoulos, A. 2015. Organizational hostility: Why, when, and how nonmarket players attack firms. Universidad del Este, Puerto Rico.
- Markman, G.D., Waldron, T. & Panagopoulos, A. 2015. Organizational hostility: Why, when, and how nonmarket players attack firms. Universidad del Turabo, Puerto Rico.
- Markman, G.D., Waldron, T. & Panagopoulos, A. 2015. Organizational hostility: Why, when, and how nonmarket players attack firms. Texas Tech University.

Invited Presentations (Cont.)

- Markman, G.D., Waldron, T. & Panagopoulos, A. 2015. Organizational hostility: Why, when, and how nonmarket players attack firms. University of Oklahoma.
- Markman, G.D., Waldron, T. & Panagopoulos, A. 2015. Organizational hostility: Why, when, and how nonmarket players attack firms. University of Calgary, Canada.
- Markman, G.D. & Waldron, T. 2013. Organizational hostility: Why, when, and how nonmarket players attack firms. IE Business School, Madrid, Spain.
- Markman, G.D. & Waldron, T. 2012. Organizational hostility: When attackers are not competitors. Vlerick Business School, Gent, Belgium.
- Markman, G.D. & Waldron, T. 2009. Single-market entrants, multimarket incumbents, and market dynamics. Daniels College of Business, University of Denver, CO.
- Markman, G.D., Gianiodis, P.T., and Buchholtz, A. K. Factor-market rivalry. 2008. College of Business, Universidad de Puerto Rico, San Juan, P.R.
- Markman, G.D., Gianiodis, P.T., and Buchholtz, A. K. Factor-market rivalry. 2008. College of Business & Behavioral Science, Clemson University, Clemson, S.C.
- Markman, G.D., Gianiodis, P.T., and Buchholtz, A. K. Factor-market rivalry. 2007. Henry W. Bloch School of Business & Public Administration, University of Missouri, Kansas City, MO.
- Markman, G.D., Gianiodis, P.T., and Buchholtz, A. K. Factor-market rivalry. 2007. School of Business, University of Kansas, Lawrence, KS.
- Markman, G.D., Gianiodis, P.T., and Buchholtz, A. K. Factor-market rivalry. University of Colorado, Denver, CO.
- Markman, G.D., Gianiodis, P.T., and Buchholtz, A. K. Factor-market rivalry. 2006. University of Connecticut, Storrs, CT.
- Markman, G.D., Gianiodis, P.T., and Buchholtz, A. K. Factor-market rivalry. 2006. Keck Graduate Institute of Applied Life Sciences, Claremont, CA.
- Markman, G.D., Gianiodis, P.T., and Buchholtz, A. K. Factor-market rivalry. 2006. Leeds College of Business, University of Colorado, Boulder, CO.
- Markman, G.D., Gianiodis, P.T., and Buchholtz, A. K. Resource-based rivalry. 2006. College of Business, University of Illinois, Chicago, IL.
- Markman, G.D., Gianiodis, P.T., and Buchholtz, A. K. Resource-based rivalry. 2005. W. P. Carey School of Business, Arizona State University, Tempe, AZ.
- Markman, G.D., Gianiodis, P.T., and Buchholtz, A. K. Resource-based rivalry. 2005. Leon Recanati Graduate School of Business Administration, Tel Aviv University, Tel Aviv, Israel.
- Markman, G.D. Adversity Quotient: The role of perseverance in new venture formation. 2000. London Business School, London, UK.
- Markman, G.D. Adversity Quotient: The role of perseverance in new venture formation. 2000. University of Central Florida, Orlando, FL.
- Markman, G.D. Adversity Quotient: The role of perseverance in new venture formation. 2000. Georgia Tech, Atlanta, GA.

Teaching and Mentorship

Taught diverse classes in different institutions (Colorado State University, University of Georgia, Rensselaer Polytechnic Institute, and University of Colorado at Boulder).

Teaching Awards and Distinctions

- **Best Teacher Award** (2010) Alumni Association, Colorado State University. A **university-wide teaching excellence award** (a hit ratio of about .004 based on 1,400 faculty in 8 colleges and 55 academic departments).
- **Beta Gamma Sigma Most Influential Professor Award Nominee** (2010) Colorado State University.
- **Best Teacher Award Nominee** (2009) Alumni Association, Colorado State University; a university-wide nomination for teaching excellence.
- **Outstanding Teacher Award** (2003) University of Georgia, Terry College of Business.
- **Finalist for the Teacher of the Year Award—Evening MBA** (2005, 2007) University of Georgia, Terry College of Business.
- **Finalist for the Teacher of the Year Award—full-time MBA** (2002, 2003) University of Georgia, Terry College of Business.
- **Excellence in Research (Graduate Student Award)**: A university-wide award given to a doctoral student I coached (Peter Gianiodis). The award was given to only five Ph.D. students across the whole University of Georgia (2005).

Teaching Activity:

- BUS 479: Strategic Management (2008-18)
- BUS 665: Strategic Management (2014)
- BUS 665: Strategic Management (2010)
- BUS 621: Strategic Management (2008-9)
- MGMT 9500: Strategic Management, Ph.D. Seminar (2004, 2005, 2007)
- MGMT 7400: Strategic Management (2002, 2003, 2004, 2006, 2007, 2008)
- MGMT 7800: Business Consulting (2003)
- MGMT 7510: Entrepreneurship and New Ventures (2004, 2005, 2007)
- MBMT 7530: Small Business Management (2005, 2006)
- MGMT 5400: Strategic Management (2002, 2004, 2005, 2006, 2007, 2008)
- MGMT 5500: Entrepreneurship (2001, 2002, 2003, 2004, 2005, 2006, 2007)
- MGMT 5530: Small Business Management (2002, 2003, 2004, 2006)

Unusual Teaching/Consulting Experience:

- MBA: Invention, Innovation, and Entrepreneurship (MGMT 6640). Class co-taught with Ivar Giaever (a **Nobel Laureate** in physics; 1973), in which we provided cross-disciplinary training to executives, engineers, and scientists in management of technology-based organizations (at RPI, 2001).

Service & Enterprise-Building Experience

1) Turning a Failed EMBA Program into a Successful Enterprise:

Was intimately involved with the success story of how the Terry College of Business (UGA - University of Georgia) revamped its EMBA program in Atlanta, GA. When I joined UGA, our EMBA was lagging behind Georgia Tech and Georgia State University, who have a home advantage in Atlanta. When I left UGA, the EMBA program was second to Emory University in terms of enrollment and revenues. Though many were involved with this turnaround, I contributed greatly and learn many lessons on how to rebuild a thriving academic enterprise.

2) Founder: The Sustainability, Ethics, & Entrepreneurship Conference (SEE Conference):

The SEE (<http://seeconf.org>) is the youngest, but now the largest conference in this topical area—eclipsing the ARCS conference (originated by Dartmouth, Harvard, Duke) and the Social Entrepreneurship Conference (originated at NYU's Stern and now USC's Marshall).

Sustainability, Ethics, & Entrepreneurship Conference (SEE Conference) — Performance:

- **Sponsors:** *Strategic Entrepreneurship Journal*; *Journal of Management Studies* and the *Kauffman Foundation*
- **First-class Consortium:** Ph.D. students and Assistant Professors.
- Attracts over 150 submissions, 200 attendees from 30 countries.
- Advisory Board: **Harvard, Wharton, Stanford, Berkeley, Cambridge, Univ. of Michigan, Ohio State Western Ontario, Imperial, Purdue, Indiana, Rutgers, Texas A&M**, etc.
- **Keynotes Speakers:** Ed Freeman (Darden), Andrew Hoffman (Michigan), Sankaran Venkataraman (Darden), Jay Barney (Utah), Tom Lumpkin (Oklahoma), Don Siegel (ASU), Gov. Bill Ritter Jr., Marshall Schminke (UCF).
 - The SEE attracts activists and industry: PETA, the Cannabis Industry Association, ProLogis, Crocs, Vail Resorts, Hewlett Packard, Sierra Club, E-Source, and the National Renewable Energy Lab (NREL).

3) Applied/Consulting Experience—Business-model innovation consulting to large enterprises such as Deutsche Telekom, Bosch Siemens, ChoicePoint, Mary Kay Cosmetics, and Worldspan, as well as private and family firms, startups, and non-profit organizations (Altarum Institute).

4) Founded the *Front Range Management Research Seminar*, which attracts 40-70 scholars from Colorado and Wyoming universities.

Contributions to Research and Scholarly Work

Associate Editor: Academy of Management Perspectives (2015-present)

Associate Editor: Journal of Technology Transfer (2007-2011)

Guest Editor: *Journal of Management Studies* (2017-2020)

Guest Editor: *Journal of Supply Chain Management* (2016)

Editorial Boards

- Strategic Entrepreneurship Journal (since 2009; ongoing)
- Journal of Management (since 2003; ongoing)
- Journal of Management Studies (since 2005; ongoing)
- Journal of Business Venturing (2005-2007)
- Human Resource Management Review (2003-2005)
- Business and Society Review (2020; ongoing)

Ad Hoc Reviewer for Journals

- Academy of Management Review
- Academy of Management Journal
- Strategic Management Journal
- Management Science
- Research Policy
- Entrepreneurship Theory & Practice
- IEEE Transactions on Engineering Management

Best Reviewer Award

- Journal of Business Venturing (2010)

General Service

- Search Committee for the Dept. of Management, 2008 – ongoing.
- Chair of a Search Committee for the Dept. of Management; recruited for 2 entrepreneurship position (2012-2013).
- Liaison for CSU's Infectious Disease Supercluster (2009; ongoing)
- Advisor/contributor to CSU's technology transfer office (2010; ongoing).
- Research Committee, CSU (2008; ongoing)
- Dean's Faculty Advisory Council, CSU (2008-2010)
- Terry MBA Steering Committee, UGA (2006-2007)
- International Business Committee, UGA (2005-2008)
- Department of Management Head Search Committee, UGA (2005).
- Beta Gamma Sigma Initiation, UGA (2005).
- Faculty Concerns Committee, UGA (2003-04).
- Career Services Recognition: from the University of Georgia for significant, positive impact on students' career development, UGA (2003 and 2005).
- Technology Commercialization. Assist UGA's Technology Commercialization Office (TCO) in the licensing and marketing of UGA-based proprietary technologies. Assist inventors, entrepreneurs, investors, and companies interested in business opportunities based on UGA technologies. This is important because the TCO receives about 50 new invention disclosures per year and the annual royalty income amounts to \$3.5 million, an average of \$35,000 per licensed technology (2001-2).

Service to the Business Community

- Pro bono consulting: J-House Media, Infosurv, Orderite, rPeptide, UGA's Molecular Genetics Instrumentation Facilities Labs.
- Guide business consultants who work with the Small Business Development Center (SBDC)—University of Georgia.

Other Activities

Fund Raising

- Raised over \$350,000 for the SEE Conference; funds raised from the Kauffman Foundation, Society for Advancement of Management Studies (SAMS), OVPR at Colorado State University, CSU's College of Business, University of Denver, University of Wyoming, University of Northern Colorado, and University of Colorado – Colorado Springs, to name a few. The yearly economic impact of the SEE Conference exceeds \$500,000.

Endowments & Fellowships

- Terry-Sanford Research Award (2005, 2006, 2007).
- Recognition of Merit by Dean P. George Benson, UGA (2003).
- The John Broadbent Endowment for Research in Entrepreneurship at Rensselaer Polytechnic Institute (2000 & 2001).
- Hart Summer Research Fellowship, University of Colorado, Boulder (1999).
- Price Institute Fellowship (1999)
- Price Institute Fellowship (1998)
- Hart Summer Research Fellowship, University of Colorado (1997).

Professional Associations

- Academy of Management (BPS, Entrepreneurship, Technology & Innovation Management).
- Strategic Management Society
- Technology Transfer Society.

Media Attention

Nature, "Stepping out" (March 13, 2008)

Athens-Herald Banner, "Reality education: Course helps local businesses, students" (November 13, 2005)

Atlanta Journal of Constitution (January 10, 2004)

Entrepreneur Magazine Roll with the Punches. (March, 2001)

Self Magazine (February, 2001)

Business Week Entrepreneurs' Adversity Quotient (AQ). The study was featured under the title "Stubborn as They Wanna Be." (October 9, 2000, Issue 3702; Industrial/technology edition; pg. F4).

Inc. Magazine Entrepreneurs' Adversity Quotient (AQ). (July 2000, p. 43-44).

Business Week Entrepreneurs' social skills. The study was featured under the title "Sweet Success" (April 26, 1999; page f.12).

Languages: English, Hebrew, French (and can manage with Spanish...)