

1. CURRICULUM VITAE

CV SECTION 1: Employment History/Awards

NAME

Dawn R. DeTienne

ADDRESS

Department of Management
Colorado State University
207 Rockwell Hall
Fort Collins, CO 80523

PHONE

(970) 631-5930

EDUCATION

2002	Ph.D. in Business Administration, University of Colorado
1999	M.B.A. in Business Administration, Colorado State University
1991	B.S. in Business Administration, University of Northern Colorado

ACADEMIC POSITIONS

(2016-current)	Full Professor, Strategy/Entrepreneurship, Colorado State University
(2009-2016)	Associate Professor, Strategy/Entrepreneurship, Colorado State University
(2014-2016)	Visiting Professor, Haydn Greene Institute, University of Nottingham, UK
(2014)	Toft Visiting Professor in Family Business Studies at Jonkoping Business School, Sweden
(2014)	Consultant, Ewing Marion Kauffman Foundation, Kansas City, Missouri
(2006-2009)	Assistant Professor, Strategy/Entrepreneurship, Colorado State University
(2002-2006)	Assistant Professor, Strategy/Entrepreneurship, Utah State University

SABBATICALS

2013, J. William Fulbright Scholarship, Dublin, Ireland
2020, Defy Colorado

OTHER POSITIONS

(2016-2021) Elected to the 5-year leadership track of the Academy of Management, Entrepreneurship Division
(2015-2016) Guest Author, Growthology: Exploring Entrepreneurship Research, The Kauffman Foundation
(2017-current) Majority member (non-active), DeTienne Properties, LLC
(2015-current) Majority member (non-active), West Greeley Self Storage, Greeley, CO
(1999-current) Majority member (non-active), Highmark Excavation, LLC, Fort Collins, CO
(1983-1998) Owner and day-to-day manager of TADDM Corporation, Greeley, CO

CURRENT JOB DESCRIPTION

40% Teaching 40% Research/Creative Activity 20% Service/Outreach 0% Admin

HONORS AND AWARDS

2020, Dean's Scholar, College of Business, Colorado State University
2020, Outstanding Faculty Service Award, Management Department
2019, Dean's Scholar, College of Business, Colorado State University
2017, Department of Management Reputation Award
2017, Dean's Scholar, College of Business, Colorado State University
2016-2019, Adjunct Professor of Entrepreneurship and Family Business, Dublin City University, Dublin, Ireland
2016, Academy of Management Entrepreneurship Division, Entrepreneurship Practice Award. The award honors a publication that has been especially effective at advancing the practice of entrepreneurship. 2012. Impact of founder experience on exit intentions. Small Business Economics, 38(4): 351-374
2016, Dean's Scholar, College of Business, Colorado State University
2015, Dean's Scholar, College of Business, Colorado State University
2014-2016, Visiting Professor, Haydn Greene Institute, University of Nottingham, United Kingdom
2014, Certificate of Reviewing Excellence, Elsevier and Journal of Business Venturing
2014, Toft Visiting Professor in Family Business Studies at Jonkoping Business, Jonkoping, Sweden
2014, Dean's Scholar, College of Business, Colorado State University
2013, Dean's Scholar, College of Business, Colorado State University
2013, J. William Fulbright Scholarship, Dublin, Ireland
2012, Authors with High Publishing Activity for the Study Year 2010 in the Financial Times 45, Business School Research and Rankings: Where do the Schools Really Stand? Technovation, 32:1-5.
2011, Greif Entrepreneurship 5-Year Research Impact Award, (Ranking of entrepreneurship articles published in 2005 by citations in 2006-2011), 13th Place
2012, Dean's Scholar, College of Business, Colorado State University
2011, College of Business Excellence in Teaching Award, Colorado State University
2011, Academy of Management Learning & Education, Editorial Reviewer Award, Academy of Management, San Antonio, TX
2011, Dean's Scholar, College of Business, Colorado State University
2010, Dean's Scholar, College of Business, Colorado State University
2010, Most Influential Faculty Member, Ram Scholar-Athlete Brunch
2009, College of Business Researcher of the Year, Colorado State University
2009, IDEA Award for Research Promise from the Entrepreneurship Division of the Academy of Management, Chicago, IL
2009, Dean's Scholar, College of Business, Colorado State University
2008, Accenture Outstanding Achievement in Teaching Award, Colorado State University
2008, IDEA Award for Research Promise from the Entrepreneurship Division of the Academy of Management, Anaheim, CA
2008, Michael H. Mescon/Coles College of Business Best Empirical Paper Award, Entrepreneurship Division, Academy of Management Annual Meeting, Anaheim, CA
2008, Seventh Annual College of Business Research Recognition Luncheon, Colorado State University
2007, Nominee for Western Academy of Management Ascendant Scholar Award
2007, Sixth Annual College of Business Research Recognition Luncheon, Colorado State University

2005, Finalist for Academy of Management Learning & Education 2004 Best Paper Award, Academy of Management Annual Meeting, Honolulu, HI
2004, Joe E. Whitesides Scholar-Athlete Recognition Award for commitment and dedication to student-athletes, Utah State University
2001, Finalist for Best Theory Paper, Entrepreneurship Division, Academy of Management Annual Meeting, Washington, DC
1999, Beta Gamma Sigma Honor Society, Colorado State University
1991, Cum Laude, University of Northern Colorado
1991, National Dean's List, University of Northern Colorado
1991, Golden Key Honor Society, University of Northern Colorado
1990, National Dean's List, University of Northern Colorado
1990, Golden Key Honor Society, University of Northern Colorado

CV SECTION 2: Publications/Scholarly Record

PUBLISHED WORKS

Citation numbers as of May 17, 2021 according to Google Scholar 7318 h-index 27, Web of Science 2184, H-index 15.

Books:

DeTienne, D.R., Wennberg, K. (Eds.) 2015. Research Handbook of Entrepreneurial Exit, Edward Elgar Publishing, 275 pgs.

Referred Journal Articles:

Symeonidou, N., DeTienne, D.R., Chirico, F. How does performance threshold affect family firm exit? Small Business Economics Journal, Forthcoming.

McKelvie, A., Chandler, G.N., DeTienne, D.R., Johansson, A. 2020. The measurement of effectuation: Highlighting research tensions and opportunities for the future, Small Business Economics Journal, 54(3): 689-720.

Albert, L., DeTienne, D.R. 2016. Founding resources and intentional exit sales strategies. Group & Organization Management, 41(6): 823-846.

DeTienne, D.R., Wennberg, K., 2016. Studying Entrepreneurial Exit: New directions and insights. International Small Business Journal, 34(2): 151-156.

Justo, R., DeTienne, D.R., Sieger, P. 2015. Failure or voluntary exit? Re-assessing the female underperformance hypothesis, Journal of Business Venturing, 30(6): 775-792.

DeTienne, D.R., McKelvie, A., Chandler, G.N. 2015. Making sense of entrepreneurial exit strategies: A typology and test. Journal of Business Venturing, 30(2): 255-272.

Wennberg, K., DeTienne, D.R. 2014. What do we really mean when we talk about 'exit'? A critical review of research on entrepreneurial exit. International Small Business Journal, 32(1): 4-16.

Sarason, Y., DeTienne, D.R., Bentley, C. 2014. Whamo's offer to buy Sprig Toys: Selling in or selling out? Entrepreneurship Theory & Practice, 38(4): 959-972. Sarason, Y., DeTienne, D.R., Bentley, C.

2014. Note to instructors: Wham-Os offer to buy sprig toys: Selling in or selling out? *Entrepreneurship Theory & Practice*, 38(4): 972-976.

DeTienne, D.R., Chirico, F. 2013. Exit strategies in family firms: How socioemotional wealth drives the threshold of performance. *Entrepreneurship Theory & Practice*, 37(6): 1297-1318.

DeTienne, D.R. 2013. From the editors: Assessing scholarly impact in the world of Google. Introduction to the research and review section. *Academy of Management Learning & Education*, 12(1).

DeTienne, D.R., Mallette, P. 2012. Antecedents and outcomes of innovation oriented cultures. *International Journal of Business and Management*, 7(18).

DeTienne, D.R., Cardon, M. 2012. Impact of founder experience on exit intentions. *Small Business Economics Journal*, 38(4): 351-374.

Chandler, G., DeTienne, D.R., McKelvie, A., Mumford, T. 2011. Causation and effectuation processes: A validation study. *Journal of Business Venturing*, 26(3): 375-390.

Hayton, J., Chandler, G., DeTienne, D.R. 2011. Entrepreneurial opportunity identification and new firm development processes: A comparison of family and non-family new ventures. *International Journal of Entrepreneurship and Innovation Management*, 11(4).

Hudnut, P., DeTienne, D.R. 2010. Envirofit International: A venture adventure. *Entrepreneurship Theory & Practice*, 34(4): 785-797. Hudnut, P., DeTienne, D.R. 2010. Instructors note Envirofit International: A venture adventure. *Entrepreneurship Theory & Practice*, 34(4): 797-802.

Wennberg, K., Wiklund, J., DeTienne, D.R., Cardon, M. 2010. Reconceptualizing entrepreneurial exit: Divergent exit routes and their drivers. *Journal of Business Venturing*, 25(4): 361-375.

DeTienne, D.R. 2010. Entrepreneurial exit as a critical component of the entrepreneurial process: Theoretical development. *Journal of Business Venturing*, 25(2): 203-215.

DeTienne, D.R., Shepherd, D.A., DeCastro, J. 2008. The fallacy of “only the strong survive”: The effects of extrinsic motivation on the persistence decisions for underperforming firms. *Journal of Business Venturing*, 23(5): 528-546.

Corbett, A., Neck, H., DeTienne, D.R. 2007. How corporate entrepreneurs learn from fledgling innovation initiatives: Cognition and the development of a termination script. *Entrepreneurship Theory & Practice*, 31(6): 829-852.

DeTienne, D.R., Chandler, G. 2007. The role of gender in opportunity identification. *Entrepreneurship Theory & Practice*, 31(3): 365-386. SSRN's Top Ten download list for ERPN Blackwell Publishers Journals Top 10 Papers.

Shepherd, D.A., DeTienne, D.R. 2005. Prior knowledge, potential financial reward, and opportunity identification. *Entrepreneurship Theory & Practice*, 29(1), pp. 91-112. Reprinted in *A Psychological Approach to Entrepreneurship: Selected Essays of Dean A. Shepherd*, Edward Elgar Publishing.

DeTienne, D.R., Chandler, G. 2004. Opportunity identification and its role in the entrepreneurial classroom: A pedagogical approach and empirical test. *Academy of Management Learning & Education*,

3(3): 242-257. Reprinted in *The International Library of Entrepreneurship*, Volume 9, 2006. P. Greene and M. Rice (Eds.), Elgar Reference Collection, Cheltenham, UK.

Koberg, C., DeTienne, D.R., Heppard, K. 2003. An empirical test of environmental, organizational, and process factors affecting incremental and radical innovation. *Journal of High Technology Management*, Spring, 14(1): 1-25.

DeTienne, D.R., Koberg, C. 2002. The impact of environmental and organizational factors on discontinuous innovation within high-technology industries. *IEEE Transactions on Engineering Management*, 49(4): 352-364.

DeTienne, D.R., Worzala, E. 1999. The Homeowner's Protection Act: Protection for whom and at what cost? *The Real Estate Finance Journal*, 14(4): 53-56.

Referred Chapters in Books:

DeTienne, D.R., Wennberg, K. 2015. Small business exit: Review of past research, theoretical considerations and suggestions for future research. In Scott Newbert (Ed.), *Small Businesses in a Global Economy: Creating and Managing Successful Organizations*, pp. 157-182, Westport, CT: Praeger.

DeTienne, D.R. 2012. Entrepreneurial exit. In *The Encyclopedia of Entrepreneurship Research*, Michael H. Morris & Donald F. Kuratko (Eds.), Hoboken, NJ: Wiley Publishers.

DeTienne, D.R. 2003. The relevance of theories of change for corporate entrepreneurship scholars. In *Advances in Entrepreneurship, Firm Emergence, and Growth*, J. Katz & D. Shepherd, (Eds.), Greenwich, CT: JAI Press, pp. 73-99.

Referred Proceedings/Transactions:

DeTienne, D.R., Robb, A., & McKelvie, A. 2016. Exits and the Effect on Entrepreneurial Recycling. In *Frontiers of Entrepreneurship Research BCERC Proceeding*, Babson College, Babson Park, MA.

McKelvie, A., DeTienne, D.R., Chandler, G.N. 2013. What is the Appropriate Dependent Variable in Effectuation Research?, In *Frontiers of Entrepreneurship Research*, A Zacharakis, J. Arthurs, H. Bruining, C. Brush, G Bruton, D. DeClercq, D. Dimov, Edelman, L., A. Fayolle, S. Matusik, M. Schindehutte, J. Sohl, and R Sorheim (Eds.), Babson College, Babson Park, MA.

DeTienne, D.R., Chandler, G.N. 2010. The Impact of Causation and Effectuation Approaches on Entrepreneurial Exit Strategies and the Moderating Effect of Motivation, In *Frontiers of Entrepreneurship Research*, A.Zacharakis, S. Carter, A. Corbett, F. Delmar, E. Douglas, M. Gruber, B. Honig, D. Kelley, J. Kickul, H. Landstrom, B. Leleux, T. Lumpkin, and L. Marino (Eds.), Babson College, Babson Park, MA.

Townsend, D.M., DeTienne, D.R., Yithaki, R., Arthurs, J.D. 2009. The Psychological Ownership in Entrepreneurial Organizations: Theoretical and Model Development. In *Frontiers of Entrepreneurship Research*, A. Zacharakis, S. Alvarez, M. Cardon, J. DeCastro., F. Delmar, E. Douglas, D. Kelley, J. Kickul, H. Landstrom, T. Lumpkin, L. Marino, and M. Maula (Eds.), Babson College, Babson Park, MA.

DeTienne, D.R., Cardon, M. 2008. The Impact of New Venture Design on Entrepreneurial Exit. In *Frontiers of Entrepreneurship Research*, A. Zacharakis, S. Alvarez, P. Davidsson, J. Fiet, G. George, D.F. Kuratko, C. Mason, M. Maula, M. Minniti, S.D. Sarasvathy, D.A. Shepherd, P. Westhead, J. Wiklund, M. Wright, S.A. Zahra (Eds.), Babson College, Babson Park, MA.

Justo, R., DeTienne, D.R. 2008. Family Situation and the Exit Event: An Extension of Threshold Theory. *Frontiers of Entrepreneurship Research*, A. Zacharakis, S. Alvarez, P. Davidsson, J. Fiet, G. George, D.F. Kuratko, C. Mason, M. Maula, M. Minniti, S.D. Sarasvathy, D.A. Shepherd, P. Westhead, J. Wiklund, M. Wright, S.A. Zahra (Eds.), Babson College, Babson Park, MA.

Wennberg, K., Wiklund, J., DeTienne, D., Cardon, M. 2008. Reconceptualizing entrepreneurial exit: Divergent exit routes and their drivers. In: *Best Paper Proceedings of the 2008 Academy of Management Meeting*, G.T. Solomon (Ed.).

Chandler, G., DeTienne, D.R., Mumford, T. 2007. Causation and effectuation: Measurement development and validation. In: *Frontiers of Entrepreneurship Research*, A. Zacharakis, S. Alvarez, M.S. Cardon, J.O. DeCastro, G. George, D.F. Kuratko, M. Maula, M. Minniti, S.D. Sarasvathy, D.A. Shepherd, P. Westhead, J. Wiklund, M. Wright, S.A. Zahra (Eds.), Babson College, Babson Park, MA, pp. 502-514.

DeTienne, D.R., Cardon, M. 2006. Entrepreneurial exit strategies: The impact of human capital. *Frontiers of Entrepreneurship Research*, A. Zacharakis, S. Alvarez, P. Davidsson, J. Fiet, G. George, D.F. Kuratko, C. Mason, M. Maula, M. Minniti, S.D. Sarasvathy, D.A. Shepherd, P. Westhead, J. Wiklund, M. Wright, S.A. Zahra (Eds.), Babson College, Babson Park, MA.

Chandler, G., Lyon, D., DeTienne, D.R. 2005. Antecedents and exploitation outcomes of opportunity identification processes. In: *Best Paper Proceedings of the 2005 Academy of Management Meeting*, K. Mark Weaver (Ed.).

Chandler, G., Lyon, D., DeTienne, D.R. 2003. Outcome implications of opportunity creation/discovery processes. In: *Frontiers of Entrepreneurship Research*, W.D. Bygrave, C.G. Brush, P. Davidsson, J. Fiet, P.G. Green, R.T. Harrison, M. Lerner, G.D. Meyer, J. Sohl, A. Zacharakis (Eds.) Babson College, Babson Park, MA, pp. 398-409.

DeTienne, D.R., Shepherd, D., DeCastro, J. 2002. The fallacy of “only the strong survive”: A social cognitive perspective on the persistence of underperforming entrepreneurial firms. In: *Frontiers of Entrepreneurship Research*, W.D. Bygrave, C.G. Brush, P. Davidsson, J. Fiet, P.G. Green, R.T. Harrison, M. Lerner, G.D. Meyer, J. Sohl, A. Zacharakis (Eds.) Babson College, Babson Park, MA, pp. 646-656.

Shepherd, D., DeTienne, D.R. 2001. Discovery of opportunities: Anomalies, accumulation and alertness. In: *Frontiers of Entrepreneurship Research*, W.D. Bygrave, E. Autio, C.G. Brush, P. Davidsson, P.G. Green, P.D. Reynolds, H.J. Sapienza (Eds.) Babson College, Babson Park, MA, pp. 138-148.

DeTienne, D.R., Koberg, C., Heppard, K. 2001. A fresh look at incremental and radical innovation in the entrepreneurial firm. *Proceedings of the United States Association of Small Business and Entrepreneurship*.

Non-referred Journal Articles/Chapters/Proceedings/Transactions:

DeTienne, D.R., Golicic, S., Swink, M. 2015. Delivering successful supply chain innovations: Lessons from CSCMP’s Supply Chain Innovation Award Winners, Council of Supply Chain Management Professionals Explores, Vol 12, Winter. (Authors listed in alphabetical order)

DeTienne, D.R., Golicic, S., Swink, M. 2015. Sustaining and Expanding Supply Chain Innovations. *Hot Topics*, Council of Supply Chain Management Professionals, May 20, 2015. (Authors listed in alphabetical order)

DeTienne, D.R. 2015. Why do we care about entrepreneurial exit? The Ewing Marion Kauffman Foundation, 3 part blog, <http://www.kauffman.org/blogs/growthology/2015/07/why-do-we-care-about-entrepreneurial-exit>

Shepherd, D.A., DeTienne, D.R. 2014. Prior knowledge, potential financial reward, and opportunity identification. Reprinted in *A Psychological Approach to Entrepreneurship: Selected Essays of Dean A. Shepherd*, Edward Elgar Publishing.

DeTienne, D.R., Chandler, G. 2006. Opportunity identification and its role in the entrepreneurial classroom: A pedagogical approach and empirical test. Reprinted in *The International Library of Entrepreneurship*, Volume 9, P. Greene and M. Rice (Eds.), Elgar Reference Collection, Cheltenham, UK.

CONTRACTS & GRANTS

Externally-Funded Projects as PI

(2017) Emerging Scholars Program, Ewing Kauffman Foundation, \$88,250

(2013) Kauffman Firm Survey, Entrepreneurial Exit, \$10,000

(2013) Fulbright Scholar Research Award, Dublin, Ireland, \$18,100

Externally-Funded Projects as CoPI

(2013) Supply Chain Innovation: Definition, Value, Implementation, and Sustainment. Council of Supply Chain Management Professionals, \$25,000

Internally-Funded Awards

(2020) Daniels Fund Initiative Faculty Fellowship, \$7,000

(2017) Summer Enterprise Research Program Grant, College of Business, \$15,000

(2017) Office of Vice President for Research Quarterly Strategic Investment (OVPR Grant) \$15,000

(2016) College of Business Research Grant, CSU, \$6000

(2015) CSU System Venture Capital Fund, Cultivating Colorado Proposal (New recombined), \$134,000

(2014) College of Business Research Grant, CSU, \$720

(2012) College of Business Research Grant, CSU, \$750

(2008) College of Business Research Grant, CSU, \$2840

(2005) Women and Gender Research Institute Grant, Utah State University, \$500

(2004) Women and Gender Research Institute Grant, Utah State University, \$500

(2002) New Faculty Research Grant, Utah State University, \$14,883

(2002) Women and Gender Research Institute Grant, Utah State University, \$500

PAPERS PRESENTED/SYMPOSIA/INVITED LECTURES/PROFESSIONAL MEETINGS/WORKSHOPS

2021, L.I.F.E. Conference, virtual, Panelist and Facilitator (2 sessions)

2021, Do Rational Entrepreneurs exit rationally? Academy of Management, Author, Virtual

2021, Exploring Entrepreneurial Failure and Exit in the Midst of Chaos, Symposium, Academy of Management, Virtual, Panelist.

2021, When COVID-19 hits after venture distress. How self-regulation can help entrepreneurs to maintain life satisfaction, Babson College Entrepreneurial Research Conference, Virtual, Author.

2021, Disentangling Gender and New Venture Creation, Paper accepted for the 2021 Diana International Conference on Women's Entrepreneurship Research, Nice, FR

2020, ENT Mid-Career Consortium, Presenter

2020, ENT Division Business Meeting, Academy of Management, Virtual, Organizer and Speaker

2020, ENT Division Executive Meeting, Academy of Management, Virtual, Organizer and Speaker

2020, Lost...or Found in Translation? Exploring Ways to Broaden our Sight on Careers Research and Beyond. Real-time, Virtual, Live Session, Presenter

2020, Addressing Validity Challenges in Entrepreneurship Research Experiments, Academy of Management, Real-time, Virtual, Live Session, Presenter

2020, Broadening Entrepreneurial Diversity: Seeing Diverse People, Contexts, and Missions, Academy of Management, Real-time, Virtual, Live Session, Presenter.

2019, Conducting Experiments, Participant and Presenter, Academy of Management, Boston, MA.

2019, ENT Division Executive Meeting, Academy of Management, Boston, MA.

2019, Incoming Division Interest Group Chair Meeting, Academy of Management, Boston, MA.

2019, Invited presenter for Entrepreneurship Mid-Career Consortium, Academy of Management, Boston, MA.

2019, Invited expert for new Entrepreneurship Member Roundtable Sessions, Academy of Management, Boston, MA.

2018, Keynote Address, Understanding the Role of Exit as a Critical Component of the Entrepreneurial Process, VII Workshop of the Entrepreneurship Division of the Spanish Academy of Management, Logrono, Spain.

2018, Improving Lives by Establishing a Culture of Mentoring, Professional Development Workshop, Participant and Presenter, Academy of Management, Chicago, IL

2018, Building an Interactive Community for Conducting Experiments to Advance ENT Research, Development Workshop, Participant and Presenter, Academy of Management, Chicago, IL

2018, Entrepreneurship Plenary Session - Preparing for a Great Future: Emerging Scholars & Emerging Trends, Developer and Host, Academy of Management, Chicago, IL

2017, Are you Experimented? Conducting Experiments for Advancing Entrepreneurship Research, Professional Development Workshop, Participant and Presenter, Atlanta, Georgia

2017, Imprinting in the Family Firm, Babson College Entrepreneurial Research Conference, University of Oklahoma, Oklahoma City, OK

2017, "What do I do now? Life after Tenure", Babson College Entrepreneurial Research Conference Doctoral Consortium, University of Oklahoma, Oklahoma City, OK

2017, Firm Exit in Regional Centres: Incorporating a Regional Perspective on Exit Strategies, Babson College Entrepreneurial Research Conference, University of Oklahoma, Oklahoma City, OK

2017, History Matters: Imprinting Effects in Family Owned Firms, Academy of Management, Atlanta Georgia

2017, DRUID Academy, The Impact of High-Tech Acquisitions on the Regional Economy: Evidence from Ireland, University of Southern Denmark, Odense, Denmark

2016, Imprinting Effects of Entrepreneurs in Family Owned Firms, Ivey College of Business, Western University, London, Ontario

2016, Post-Exit Entrepreneurial Activity, University of Queensland, Brisbane, Australia

2016, Imprinting Effects of Entrepreneurs in Family Owned Firms, Queensland University of Technology, Brisbane, Australia

2016, Irish Academy of Management, Imprinting Effects of Entrepreneurs in Family Owned Firms, Dublin, Ireland

2016, CFB Family Business Conference, Dublin City University, Dublin, Ireland

2016, Exits and the Effect on Entrepreneurial Recycling, Babson College Entrepreneurial Research Conference, University of Nordland, Bodo, Norway

2016, When Entrepreneurship leads to Acquisitions: Entrepreneurial Recycling or Acquisition Risk? Trinity College, Dublin, Ireland

2016, New Directions in Entrepreneurship Research, Dublin City University, Dublin, Ireland

2016, Publishing in Top Entrepreneurship Journals, Dublin City University, Dublin, Ireland

2016, Keynote Address, Differentiating Entrepreneurial Exits from Firm Failure, British Academy of Management Workshop, Nottingham University, United Kingdom

2015, Publishing in Top Entrepreneurship Journals, Jonkoping International Business School, Jonkoping, Sweden

2015, Studying Entrepreneurial Exits, Professional Development Workshop, Academy of Management, Vancouver, BC, Canada, Chair and Organizer

2015, The Perseverance of Family Firms: Performance Threshold and Firm Survival, Academy of Management, Vancouver, BC, Canada, (referred)

2014, Imprinting Effects of Entrepreneurs in Family Owned Firms. Rent XXVII, Research in Entrepreneurship and Small Business, Luxembourg, (referred)

2014, Using Words Wisely to Shape Entrepreneurship Research: The Art and Craft of Reviewing, Academy of Management, Philadelphia, PA, (referred)

- 2014, A Process View of Business Failure in Entrepreneurship, Symposium, Accepted by both the Entrepreneurship and Managerial Cognition Divisions, Academy of Management, Philadelphia, PA
- 2014, Strategies to Think and Design Entrepreneurship Education out of the Box, Academy of Management, Philadelphia, PA
- 2014, Different Types of Innovation in the Micro-Firm: A Test of the Determinants and the Moderating Effect of Gender. Babson College Entrepreneurship Research Conference, Ivey Business School, London, Ontario, Canada, (referred)
- 2013, Doctoral Consortium, Writing for Scholarly Journals, Dublin City University, Dublin, Ireland, September, 2013
- 2013, Doctoral Student Seminar, Sampling in quantitative and Qualitative Research—Purpose and Practice, Dublin City University, Dublin, Ireland, October, 2013
- 2013, Research Seminar on Entrepreneurial Exit, Dublin City University, Dublin, Ireland, December,
- 2013, Entrepreneurial Exit, Research Lecture, Nottingham University, United Kingdom, November, 2013.
- 2013, Entrepreneurial Exit, Research Lecture, University of Warwick, Coventry, England, United Kingdom, November, 2013.
- 2013, A Research Agenda in Entrepreneurial Exit, Invited Lecture, Instituto de Empresa, Madrid, Spain, November, 2013.
- 2013, Time to Exit? An examination of the Internal and External Factors Driving Founder Exit, Babson College Entrepreneurship Research Conference, Emlyon Business School, Lyon, France, (referred)
- 2013, What is the Appropriate Dependent Variable in Effectuation Research? Babson College Entrepreneurship Research Conference, Emlyon Business School, Lyon, France (referred)
- 2012, The Psychology of Entrepreneurship: Research Incubator and Manuscript Development Workshop, Professional Development Workshop, Academy of Management, Boston, MA, (referred)
- 2012, The Impact of Motivation, Innovation, and Causation and Effectuation Approaches on Exit Strategies, Academy of Management Annual Meeting, Boston, MA (referred)
- 2012, Selling Out or Selling In? Sensemaking in the Sale of Social Ventures, Strategic Management Conference, Prague, Czech Republic (referred)
- 2012, Family Succession or Family Entrepreneurship: Creating Sustainable Value for the new Generation, Theories of Family Enterprise Conference, Edmonton, Alberta.
- 2012, Entrepreneurial Exit as Culmination, Departure, and Recycling, Babson College Entrepreneurship Research Conference, Neeley School of Business, Texas Christian University, Fort Worth, TX, (referred)
- 2011, The Distinctive Domain of Social Entrepreneurship: Social Intent and Institutional Divergence as Delineating Characteristics of an Emerging Concept, 8th Annual Satter Conference on Social Entrepreneurship. New York University, NYC, NY.

2010, When the Large Buys the Virtuous, the (Re)structuring of Social Missions: Investigation Through an Institutional Entrepreneurship Lens, 7th Annual Satter Conference on Social Entrepreneurship. New York University, NYC, NY.

2010, Gender, Family Situation and the Exit Event: Reassessing the female underperformance hypothesis. 2010 Diana International Conference on Women's Entrepreneurship Research, Banff, CA

2010, Selling Without Selling Out? Effectuating Social Entrepreneurship through Exit, Academy of Management Annual Meeting, Montreal, Canada, (referred)

2010, The Psychological Ownership of Entrepreneurial Organizations: Theoretical and Model Development, Academy of Management Annual Meeting, Montreal, Canada, (referred)

2010, A Re-conceptualization and Test of Exit, Exit Rates, Exit Routes, and the Tenuous Link to Firm Performance, Babson College Entrepreneurship Research Conference, École Polytechnique Fédérale de Lausanne, Switzerland, (referred)

2010, The Impact of Causation and Effectuation Approaches on Entrepreneurial Exit Strategies and the Moderating Effect of Motivation, Babson College Entrepreneurship Research Conference, École Polytechnique Fédérale de Lausanne, Switzerland, (referred)

2009, Intra-Firm Knowledge Transfer: Methods of Transfer among Different Types of Knowledge Academy of Management Annual Meeting, Chicago, IL, (referred)

2009, Are Resources Allocated to Entrepreneurship Education Wasteful or Efficient? A Global Perspective, Professional Development Workshop, Participant, Academy of Management Annual Meeting, Chicago, IL

2009, Social and Sustainable Entrepreneurial Firms: An Exploration of Exit Strategies, Babson College Entrepreneurship Research Conference, Babson Park, MA, (referred)

2009, Psychological Ownership in Entrepreneurial Organizations: Theoretical and Model Development, Babson College Entrepreneurship Research Conference, Babson Park, MA, (referred)

2008, Human Capital Predictors of Entrepreneur's Exit Paths, Academy of Management, Anaheim, CA, (referred)

2008, Entrepreneurial Exit: The Questions we ask and the Answers we get Around the World, Professional Development Workshop, Organizer and Participant, Academy of Management Annual Meeting, Anaheim, CA

2008, Family Situation and the Exit Event: An Extension of Threshold Theory, Babson College Entrepreneurship Research Conference, University of North Carolina, Chapel Hill (referred)

2008, The Impact of New Venture Design on Entrepreneurial Exit, Babson College Entrepreneurship Research Conference, University of North Carolina, Chapel Hill (referred)

2007, The Cognition Termination Curve: Failure and Learning in Corporate Entrepreneurship, Academy of Management Annual Meeting, Philadelphia, PA (referred)

- 2007, Validating Causation and Effectuation Constructs, Babson College Entrepreneurship Research Conference, University de Empresa, Madrid (referred)
- 2006, Entrepreneurial Exit and its Importance to a Study of the Entrepreneurial Process. Academy of Management Annual Meeting, Atlanta, GA (referred)
- 2006, Entrepreneurial Exit as an Important Component of the Entrepreneurial Process: Strategies and Design. Babson College Entrepreneurship Research Conference, Kelly School of Business, Indiana University (referred)
- 2006, Entrepreneurial Exit and its Importance to a Study of the Entrepreneurial Process, Invited Research Presentation, Instituto de Empresa, Madrid, Spain
- 2006, Entrepreneurial Exit as a Critical Component of the Entrepreneurial Process: Theoretical Development and an Empirical Test, Young Entrepreneurship Scholars Retreat for Emerging Entrepreneurship Scholars (Invitation Only), Humboldt-Universität zu Berlin, Germany
- 2005, The Role of Gender and Prior Knowledge in Opportunity Identification. Academy of Management Annual Meeting, Honolulu, HI (referred)
- 2005, Why do Individuals Follow Different Opportunity Identification Processes and Does it Really Matter? Academy of Management Annual Meeting, Honolulu, HI (referred)
- 2005, The Role of Organizational Memory in Corporate Entrepreneurship. Babson College-Kauffman Foundation Entrepreneurship Research Conference, Babson Park, MA (referred)
- 2005, Scale Development and an Empirical Test of Sarasvathy's Causation and Effectuation Processes of Business Emergence. Babson College-Kauffman Foundation Entrepreneurship Research Conference, Babson Park, MA (referred)
- 2005, Opportunity Identification. Organizer and Participant, Academy of Management Annual Meeting, Honolulu, HI
- 2005, The Role of Prior Knowledge and Gender in Opportunity Identification, Young Entrepreneurship Scholars Retreat for Emerging Entrepreneurship Scholars (Invitation Only), Fisher College of Business, Ohio State University
- 2004, Grounded Theory Development and Empirical Testing of Opportunity Identification Processes. Babson College-Kauffman Foundation Entrepreneurship Research Conference, Glasgow, Scotland (referred)
- 2004, Opportunity Identification Processes: Grounded Theory Development, Young Entrepreneurship Scholars Retreat for Emerging Entrepreneurship Scholars (Invitation Only), Rensselaer Polytechnic Institute, Troy, New York
- 2004, How Universities can Support Technology-driven Enterprise Development, Symposium participant, Academy of Management Annual Meeting, New Orleans, LA
- 2003, The Effects of Extrinsic Motivation on the Persistence Decisions of Underperforming Small Firms. Academy of Management Annual Meeting, Seattle, WA (referred)

- 2003, Does Culture Matter to Corporate Entrepreneurs? Innovation-oriented cultures and firm performance. Academy of Management Annual Meeting, Seattle, WA (referred)
- 2003, Outcome Implications of Opportunity Creation/Discovery Processes. Babson College-Kauffman Foundation Entrepreneurship Research Conference, Babson Park, MA (referred)
- 2002, Brown and Eisenhardt's "Competing on the Edge": An Empirical Test of Strategy as Structured Chaos. Academy of Management Annual Meeting, Denver, CO (referred)
- 2002, The Fallacy of "Only the Strong Survive": A Social Cognitive Perspective on the Persistence of Underperforming Entrepreneurial Firms. Babson College-Kauffman Foundation Entrepreneurship Research Conference, Boulder, CO (referred)
- 2001, Innovation and "Competing on the Edge:" An Empirical Test of Brown and Eisenhardt (1998). Strategic Management Society Conference, San Francisco (referred)
- 2001, A Philosophical Note on the Discovery of Opportunities. Academy of Management Annual Meeting, Washington, D.C. (referred)
- 2001, Towards an Understanding of how an Innovative Culture can lead to Sustained Competitive Advantage for the Entrepreneurial firm. Babson College-Kaufman Foundation Entrepreneurship Research Conference, Jonkoping, Sweden (referred)
- 2001, Discovery of Opportunities: Anomalies, Accumulation and Alertness. Babson College-Kaufman Foundation Entrepreneurship Research Conference, Jonkoping, Sweden
- 2001, A Fresh Look at Radical and Incremental Innovation. United States Association of Small Business and Entrepreneurship Conference, Orlando, FL
- 2000, Entrepreneurship and Information through the Lens of the Efficient Market Theory. Academy of Management Meeting, Toronto, Canada (referred)
- 2000, Entrepreneurship Research Methods, Symposium Participant, United States Association of Small Business and Entrepreneurship Conference, San Antonio, TX
- 2000, Symposium on Understanding Event History Analysis. University of Colorado, Boulder, CO
- 2000, Organization Power and Politics. MBA Course--Designing Organizations. University of Colorado, Boulder, CO

OTHER ACTIVITY/ACCOMPLISHMENTS – PUBLICATIONS/SCHOLARLY RECORD

Articles under Review:

Clinton, E., O’Gorman, C., Faherty, C., & DeTienne, D. A process model of the layering of imprints in multi-generational family firms, Submitted to Family Business Review, May 2021.

Krukowski, D. & DeTienne, D. Exit deal structure: A study of U.S. small and micro-enterprises before and after crises, Submitted to Business Horizons, May 2021.

Wilden, R., Chirico, F., DeTienne, D., Ghasrodashti, E., & Lin, N. Persist or let it go:

Disentangling the decision making of entrepreneurs when facing underperformance. Submitted to Journal of Business Venturing, December 2020. Received Revise and Resubmit, April, 2021.

Knockaert, M. & DeTienne, D. When COVID-19 hits after venture distress. How self-regulation can help entrepreneurs to maintain life satisfaction. Accepted at Babson Entrepreneurship Conference, October, 2020, Submitted to Business & Society, May 2021.

Articles in Progress (working papers):

Jenkins, DeTienne, Verreynne, & Steen, Firm exit in regional centres: Incorporating a regional perspective on exit strategies. Entrepreneurship & Regional Development Special Issue on Entrepreneurship and embeddedness: Dynamic, processual and multi-layered perspectives, Submitted December, 2019. Re-submit 2021.

DeTienne, D.R., Aktar, N., & Crews, M. Understanding entrepreneurial exit: A review of the research and an agenda going forward. Submit 2021.

DeTienne, D.R., McKelvie, A., & Miller, J. Serial entrepreneurship beyond new venture creation: What motivates entrepreneurs to engage in other post-exit activities? Re-submit to Journal of Business Venturing, 2021

Other:

2020 Innovations that Inspire
Blog Feature, 2018, CrowdFund Campus Sandpit.
<https://crowdfundcampus.com/blog/2018/02/crowdfund-campus-meets-dawn-detienne>

2019, Quoted in “Gryphon Games & Comics serves community with co-op initiative,
<https://collegian.com/2019/09/category-arts-and-culture-gryphon-games-comics-aims-to-serve-the-community-with-co-operative-initiative>

CSU Professor lives entrepreneurship, Coloradoan.06/26/2015.
<https://www.coloradoan.com/story/news/2015/06/26/colorado-state-university-meet-professor-detienne/29336375>

Gryphon Games & Comics serves community with co-op initiative. The Rocky Mountain Collegian, 09/11/2019. <https://www.coloradoan.com/story/news/2015/06/26/colorado-state-university-meet-professor-detienne/29336375>

Research with Impact, Employee Intranet @ BizRams.com. Family-owned business less likely to sell, Dawn DeTienne’s research suggests. College of Business Internal News cob_news@mail.colostate.edu

CV SECTION 3:

EVIDENCE OF TEACHING AND ADVISING EFFECTIVENESS

TEACHING:

Colorado State University

<u>Year</u>	<u>Semester</u>	<u>Course No./Title</u>	<u>Cr. Hrs.</u>	<u>Enrollment</u>
2008	Spring	MGT340-Entrepreneurship in a Contemporary World	3	36
2008	Fall	MGT340-Fundamentals of Entrepreneurship	3	32
2008	Fall	MGT340-Fundamentals of Entrepreneurship	3	40
2009	Spring	MGT340-Fundamentals of Entrepreneurship	3	40
2009	Spring	MGT340-Fundamentals of Entrepreneurship	3	43
2009	Fall	MGT340-Fundamentals of Entrepreneurship	3	39
2009	Fall	MGT340-Fundamentals of Entrepreneurship	3	39
2010	Spring	MGT340-Fundamentals of Entrepreneurship	3	43
2010	Spring	MGT340-Fundamentals of Entrepreneurship	3	43
2010	Fall	MGT340-Fundamentals of Entrepreneurship	3	38
2010	Fall	MGT340-Fundamentals of Entrepreneurship	3	40
2011	Spring	MGT340-Fundamentals of Entrepreneurship	3	40
2011	Spring	MGT340-Fundamentals of Entrepreneurship	3	40
2011	Fall	MGT340-Fundamentals of Entrepreneurship	3	40
2011	Fall	MGT340-Fundamentals of Entrepreneurship	3	44
2012	Spring	MGT340-Fundamentals of Entrepreneurship	3	39
2012	Fall	MGT340-Fundamentals of Entrepreneurship	3	28
2012	Fall	MGT340-Fundamentals of Entrepreneurship	3	24
2012	Fall	BUS405A-Fundamentals of Entrepreneurship (Online)	3	43
2013	Spring	MGT340-Fundamentals of Entrepreneurship	3	42
2015	Spring	MGT340-Fundamentals of Entrepreneurship	3	33
2015	Spring	MGT340-Fundamentals of Entrepreneurship	3	37
2016	Fall	MGT340-Fundamentals of Entrepreneurship	3	43
2016	Fall	MGT340-Fundamentals of Entrepreneurship	3	39
2017	Fall	MGT340-Fundamentals of Entrepreneurship	3	39
2017	Fall	MGT340-Fundamentals of Entrepreneurship	3	42
2017	Fall	MGT340-Fundamentals of Entrepreneurship	3	35
2018	Spring	MGT340-Fundamentals of Entrepreneurship	3	42
2018	Spring	MGT340-Fundamentals of Entrepreneurship	3	38
2018	Fall	MGT340-Fundamentals of Entrepreneurship	3	
2018	Fall	MGT340-Fundamentals of Entrepreneurship	3	
2019	Spring	MGT340-Fundamentals of Entrepreneurship	3	
2019	Spring	MGT340-Fundamentals of Entrepreneurship	3	
2019	Fall	MGT340-Fundamentals of Entrepreneurship	3	
2019	Fall	MGT340-Fundamentals of Entrepreneurship	3	
2019	Fall	MGT340-Fundamentals of Entrepreneurship	3	
2020	Fall	Sabbatical		
2021	Spring	Sabbatical		

Course Syllabi, Assignments, and Other Materials

A sample course syllabi for MGT340 (Fundamentals of Entrepreneurship) can be found in the appendix.

Student Course Surveys

The following summarizes student evaluations of my courses. Student evaluations on a 5 point scale.

COURSE	YEAR	Course Rating	Instructor Rating
MGT340 Spring	2008	4.52	4.59
MGT340 Fall	2008	4.24	4.53

MGT340 Fall	2008	4.47	4.63
MGT340 Spring	2009	4.45	4.65
MGT340 Spring	2009	4.32	4.53
MGT340 Fall	2009	4.1	4.33
MGT340 Fall	2009	4.52	4.66
MGT340 Spring	2010	4.54	4.69
MGT340 Spring	2010	4.41	4.59
MGT340 Fall	2010	4.55	4.72
MGT340 Fall	2010	4.37	4.57
MGT340 Spring	2010	4.54	4.69
MGT340 Spring	2010	4.41	4.59
MGT340 Fall	2010	4.55	4.72
MGT340 Spring	2011	4.37	4.57
MGT340 Spring	2011	4.38	4.42
MGT340 Fall	2011	4.19	4.35
MGT340 Fall	2011	4.48	4.65
MGT340 Spring	2012	4.61	4.73
MGT340 Fall	2012	3.74	4.23
MGT340 Fall	2012	3.97	4.23
BUS405A Fall	2012	4.06	4.22
MGT340 Spring	2013	4	4.18
BUS 405A Summer	2013	3.91	4.06
MGT340 Spring	2015	4.14	4.38
MGT340 Spring	2015	4.46	4.67
MGT340 Fall	2015	4.85	5
MGT340-Spring	2016		
MGT340-Spring	2016		
MGT340-Spring	2017	4.31	4.54
MGT340-Spring	2017	3.81	3.97
MGT340-Fall	2017	4.13	4.47
MGT340-Fall	2017	4.39	4.5
MGT340-Fall	2017	4.24	4.45
MGT340-Fall	2018	4	4.4
MGT340-Fall	2018	3.88	4.19
Total		145.91	152.7
Mean		4.29	4.49

*Please note the gap in teaching was due to Sabbatical in the Fall of 2013 and sick leave during the 2014 year.

**Please note that CoTL lost the course surveys from Spring of 2016

Examples of Course Improvements

Currently, the entrepreneurship certificate at Colorado State consists of a three course sequence designed to develop an entrepreneurial mindset that will serve students in a variety of career choices including new venture creation, social and sustainable venturing, and corporate entrepreneurship. Since my arrival I have been involved in revising and strengthening the curriculum to develop this competency-based approach to entrepreneurship education. This process includes three major components: (1) personal meetings with national and international scholars whose programs are well-known for their entrepreneurship pedagogy, meetings with previous entrepreneurship instructors at Colorado State, and

meetings with local entrepreneurs; (2) development of objectives and content for all three courses; and (3) development and implementation of assurance of learning objectives. I have worked with professors to revamp MGT440, MGT420, MGT330, and MGT340.

Development of New Programs

I advocated and worked for many years to be able to offer a cross-campus minor in entrepreneurship for those students who desired more than the certificate could offer. In 2018, after support from Dr. Beth Walker the minor was launched. Currently the minor includes students from 22 different departments across Colorado State University. I viewed this project as a “long-term vision for Colorado State University that will add increasing value to students.”

The “capstone” course in the minor allows students to self-select into the area of entrepreneurship that most interests them. For those who want to do a start-up, the program integrates with the Institute for Entrepreneurship with education and resources (e.g. mentors, advisors) to start their venture. For those interested in innovation and entrepreneurship within larger companies, students may choose to do an internship (following CSU guidelines) with an existing firm in Northern Colorado. And those students interested in solving global challenges through entrepreneurship may take the Social and Sustainable Venturing (MGT360) course as a capstone course. I worked with faculty, deans, and advisors across campus to make this a reality and advocated for the minor with the College of Business Dean’s Leadership Council.

Development of New Teaching Techniques

In my article with Chandler (2004) entitled: *Opportunity identification and its role in the entrepreneurial classroom: A pedagogical approach and empirical test*, we propose that opportunity identification is a competency that can be developed as are other unique competencies and that the entrepreneurship classroom is an appropriate venue for developing the skills necessary to improve the ability to identify opportunities. Using a variation of a Solomon Four Group Designed experiment, our results show that individuals can learn processes of opportunity identification and improve both the number of ideas generated and the innovativeness of those ideas. This article was reprinted in *The International Library of Entrepreneurship*, Volume 9, 2006. P. Greene and M. Rice (Eds.), Elgar Reference Collection, Cheltenham, UK.

Written Comments from Students

Participation in Professional Development Activities Related to Teaching

- 2019 Spring, Sneaky Ethics, Daniels Fund Ethic Initiative
- 2019 Master Teacher Workshops
- 2018 Master Teacher Workshops
- 2018 Entrepreneurship Plenary Session - Preparing for a Great Future: Emerging Scholars & Emerging Trends, Developer and Host, Academy of Management, Chicago, IL, 2018
- 2018 Improving Lives by Establishing a Culture of Mentoring, Professional Development Workshop, Participant and Presenter, Academy of Management, Chicago, IL, 2018
- 2017 Master Teacher Workshops
- 2016 Presenter on Teaching Tips at Master Teacher Workshop
- 2016 Differentiating entrepreneurial exits from firm failure, Keynote address, British Academy of Management Workshop for Ph.D. students and research faculty, Nottingham University, United Kingdom
- 2016 New directions in entrepreneurship research, Doctoral seminar, Dublin City University, Dublin, Ireland

- 2016 Publishing in top entrepreneurship journals, Doctoral seminar, Dublin City University, Dublin, Ireland
- 2015 Presenter on Fulbright Activities at Master Teacher Workshop
- 2015 Master Teacher Workshops
- 2015 Doctoral Course in Family Business, Instructor, Jonkoping International Business School, Jonkoping, Sweden, 2015
- 2015 Publishing in top entrepreneurship journals, Doctoral Seminar, Jonkoping International Business School, Jonkoping, Sweden, 2015
- 2014 Strategies to think and design out-of-the-box entrepreneurship education, PDW, Academy of Management, Philadelphia, PA, 2014
- 2014 Using words wisely to shape entrepreneurship research: The art and craft of reviewing, PDW, Academy of Management, Philadelphia, PA, 2014
- 2013 Master Teacher Workshops
- 2013 Writing for scholarly journals, Doctoral Seminar, Dublin City University, Dublin, Ireland, 2013
- 2013 Sampling in quantitative and qualitative research, Doctoral Seminar, Dublin City University, Dublin, Ireland, 2013
- 2013 Research seminar on entrepreneurial exit for doctoral students and junior faculty, Dublin City University, Dublin, Ireland, 2013
- 2013 Entrepreneurial exit, research lecture for doctoral students and junior faculty, Nottingham University, United Kingdom, 2013
- 2013 Entrepreneurial exit, research lecture for doctoral students and junior faculty, Doctoral Students and Junior Faculty, University of Warwick, Coventry, England, United Kingdom, 2013
- 2012 Master Teacher Workshops
- 2011 Master Teacher Workshops
- 2010 Master Teacher Workshops
- 2009 Master Teacher Workshops
- 2009 Are resources allocated to entrepreneurship education wasteful or efficient? A global perspective. Professional Development Workshop Invited Participant. Academy of Management Annual Meeting, Chicago, IL.
- 2008 Master Teacher Workshops
- 2008 Invited Presentation at Doctoral Consortium. "The role and importance of teaching", Academy of Management Annual Meeting, Anaheim, CA.
- 2007 Ram CT Training
- 2007 Master Teacher Summer Institute
- 2007 Master Teacher Workshops
- 2007 The cognition termination curve: Failure and learning in corporate entrepreneurship, Paper Presentation, Academy of Management Annual Meeting, Philadelphia, PA, 2007
- 2006 Passionate approaches to learning (and teaching) entrepreneurship. Professional Development Workshop Participant. Academy of Management Annual Meeting, Atlanta, GA.
- 2005 The role of prior knowledge and gender in opportunity identification, Young Entrepreneurship Scholars Retreat for Emerging Entrepreneurship Scholars (Invitation Only), Fisher College of Business, Ohio State University, 2005
- 2005 Entrepreneurship education: The Academy of Management Learning and Education Special Issue. United States Association of Small Business and Entrepreneurship Conference, Indian Wells, CA.
- 2005 Superstar entrepreneurship teachers: Their secrets revealed, Professional Development Workshop Participant, Academy of Management Annual Meeting, Honolulu, HI.
- 2005 Entrepreneurship education: The Academy of Management Learning and Education special issue. PDW. United States Association of Small Business and Entrepreneurship Conference, Indian Wells, CA, 2005

- 2004 How universities can support technology-driven enterprise development, Symposium, Academy of Management Annual Meeting, New Orleans, LA, 2004
- 2000 Entrepreneurship research methods, Symposium, United States Association of Small Business and Entrepreneurship Conference, San Antonio, TX, 2000
- 2000 Entrepreneurship education: Issues and findings. Symposium Participant, United States Association of Small Business and Entrepreneurship Conference, San Antonio, TX.

Other Evidence

Taught Key Community Seminar – Entrepreneurship, 2020

CSU Exit Survey Professor who made a Difference, 2017

CSU Exit Survey Professor who made a Difference, 2016

Entrepreneurship Teaching Mentor, Introduction to Entrepreneurship, 2016, Michael Conger, Miami University.

Associate Editor at the Academy’s premiere education journal—The Academy of Management Learning & Education, 2011-2014

A discipline-important article in Academy of Management Learning and Education Journal, which was a finalist for best paper of the year and has been reprinted in The International Library of Entrepreneurship. This paper has over 300 citations.

Published two case studies – One on entrepreneurial exit from a sustainable venture and one on international and sustainable entrepreneurship. These case studies are being used around the globe in entrepreneurial classrooms.

ADVISING:

Descriptions of Mentoring Activities

Dissertation Committee, Marcus Crews, Rutgers	2018-2021
Ph.D. Committee for Susanna Kislenko, IESE Business School, Barcelona, Spain	2019-2021
Ph.D. Advisor for Karlien Coppens, University of Gent, Ghent, Belgium	2020-2023
Independent Study, Kevin Cunningham	2019
Honors Thesis Advisor, Makayla Dahl	2019-2020
Honors Thesis Advisor, Kiaran Stewart	2018-2019
Ph.D. External Examiner for Luisa Delgado Marquez, Instituto de Empresa, Madrid Spain	2017
Master’s Committee, Department of Design and Merchandise, Jennifer Worrell	2017-2018
Honors Thesis Advisor, Catherine McGowan	2016-2017
Ph.D. External Discussant, Naveed Akhter of Jonkoping International Business School	2015-2016
Honors Thesis Advisor, Kylie Izienicki	2013
Honors Thesis Advisor, Alexis Felton	2013
Honors Thesis Advisor, Stephanie Meisner	2012
Honors Thesis Advisor, Drew Cook	2012
Independent Study, Hillery Richards	2012
Honors Thesis Committee, Derek Smith	2012

Independent Study, Saleh Saqer	2011
Independent Study, Molly Dunkle	2011
Independent Study, Erin Kress	2011
Honors Thesis Advisor, Cory Billinger	2011
Honors Thesis Advisor, Erica Feldman	2011
Honors Thesis Advisor, Wendi White	2010
Honors Thesis Advisor, Kalinda Livingston	2010
Honors Thesis Advisor, Adam Sanders	2010
Honors Thesis Advisor, Katie Whitbeck	2010
Honors Thesis Committee, Stephanie Schneider	2010
Honors Thesis Advisor, Kathryn Barstow	2009-2010
Honors Thesis Advisor, Wei-Hsuan Lo	2009-2010
Honors Thesis Committee, Kandice Nietfed	2009
Honors Thesis Committee, Kellen Smith	2009
Honors Thesis Advisor, Brooke Cunningham	2009
Independent Study, Greg Nelson	2009
Independent Study, Chris Powers	2008
Independent Study, Noah Bramble	2008
Independent Study, Diane Ellsworth	2008
Independent Study, Nick Dorion	2008
Independent Study, Greg Nelson	2008
Honors Thesis Advisor, Jason Hill	2007-2008

A major role for the entrepreneurship professor is to work with students and student groups to help them develop their ideas. Many of my students have gone on to compete and win in business plan competitions, form successful ventures, and receive external funding. For example Nathan Saam was in my MGT340 course in 2011. He began to pursue his idea for a new type of bicycle helmet and Change Composites took 2nd place in the Blue Ocean Student Challenge, 3rd place in the Monfort Business Plan Competition. Change Composites has a patent pending technology that reduces the amount of force transferred to the brain during an accident. I've worked with Nate for 3 years as he has brought his helmet to the market. I have worked dozens of students/student teams on their ventures.

CV SECTION 4: EVIDENCE OF OUTREACH/SERVICE

COMMITTEES:

Reviewer of Summer Faculty Awards, Management Department, 2021
 OIM Curriculum Restructure Committee, 2021
 Search Committee Chair for new Entrepreneurship Faculty, Summer, 2018
 Search Committee to hire Entrepreneurship Director, Fall, 2017
 Search Committee Chair for new Entrepreneurship Faculty, Fall, 2016
 Standing Committee on the Status of Women Faculty (Interim), Fall, 2016
 Awards Sub-Committee, Standing Committee on the Status of Women Faculty, Fall, 2016
 Innovation & Economic Prosperity (IEP) University Designation, 2016
 Search Committee to hire new Supply Chain Faculty, 2015-2016
 Academic Advisor, Institute for Entrepreneurship, 2011-2016
 Management Department Library Representative, 2012-2017
 Search Committee to hire Entrepreneurship Special Appointment, 2012-2013
 Management Department Library Representative, 2011-2012

Search Committee to hire Management Dept. Chair, 2011-2012
 Search Committee Chair to hire Managing Director, Institute for Entrepreneurship, 2011-2012
 Management Department Library Representative, 2010-2011
 Management Department Library Representative, 2009-2010
 Search Committee to hire Management Dept Chair, 2008-2009
 Management Department Library Representative, 2008-2009
 Search Committee to hire Gideon Markman, 2007
 Faculty Advisory Committee, CSU Entrepreneurship Center, 2007
 Search Committee to hire Entrepreneurship Director, 2007

PROFESSIONAL AFFILIATIONS AND ACTIVITIES:

Memberships in Professional Societies

Academy of Management, Entrepreneurship Division 2000-2021

Office in Professional Societies

Division Past-Chair, Academy of Management (Elected) 2020-2021
 Division Chair, Academy of Management (Elected) 2019-2020
 Division Chair-Elect, Academy of Management (Elected) 2018-2019
 Division Program Chair, Academy of Management (Elected) 2017-2018
 Division PDW Chair, Academy of Management (Elected) 2016-2017
 Chair and Co-chair of the Doctoral Consortium, Academy of Management,
 Entrepreneurship Division 2015-2017
 Chair of the Communications Committee, Academy of Management,
 Entrepreneurship Division 2010-2013
 Representative at Large, Academy of Management, Entrepreneurship Division 2010-2013

Associate Editor

The Academy of Management Learning & Education 2011-2014

Editorial Review Boards

Ad-hoc Reviewer, International Journal of Entrepreneurial Behavior & Research 2020
 Editorial Review Board, Entrepreneurship Theory & Practice 2005-2020
 Editorial Review Board, Journal of Business Venturing 2010-2020
 Ad-Hoc Journal Reviewer, Small Business Economics 2009-2020
 Editorial Review Board, The Academy of Management Learning & Education 2015-2017
 Babson College Entrepreneurship Research Conference Board of Reviewers 2014-2016
 Editorial Review Board, The Academy of Management Learning & Education, 2008-2011
 Ad-Hoc Journal Reviewer, Organizational Research Methods 2008-2009
 Ad-Hoc Journal Reviewer, Journal of Management Studies 2007-2008
 Ad-Hoc Journal Reviewer, Journal of Business Venturing 2004-2010

Other Professional Service

External Reviewer, Promotion to Associate Professor, Chris Penney, U. of N. Texas 2020
 External Reviewer, Promotion to Associate Professor, Dan Holland, Utah State 2019
 External Reviewer, Promotion to Associate Professor, Violetta Gerasymenko,
 Oregon State 2019
 External Reviewer, Promotion to Associate Professor, Charles Murnieks, Oregon State 2018
 Book Endorsement, Foundational Research in Entrepreneurship Studies 2018
 External Reviewer, Promotion to Full Professor, Siri Terjesen, American University 2017
 External Reviewer, Promotion to Full Professor, Keith Brigham, Texas Tech U. 2017
 External Reviewer, Promotion to Full Professor, Larry Plummer, Ivey Business School 2017

External Reviewer, Promotion to Associate Professor, Sharon Simmons, Henry W. Bloch School of Management	2017
Referee, Research Foundation Flanders (FWO)	2017
Referee, Research Foundation Flanders (FWO)	2016
Entrepreneurship Division New Member Point Event Facilitator, Academy of Management, Boston, MA	2012
New Doctoral Student Consortium Speaker, Academy of Management, Boston, MA	2012
Entrepreneurship Division New Member Point Event Facilitator, Academy of Management, San Antonio, TX	2011
New Doctoral Student Consortium Speaker, Academy of Management, San Antonio, TX	2011
Entrepreneurship Doctoral Consortium Feedback Session, Academy of Management, San Antonio, TX	2011
AMLE Writers Workshop, Editorial Board Member, Academy of Management, San Antonio, TX	2011
Session Facilitator, Academy of Management, Chicago, IL	2009
Session Chair, Academy of Management, Chicago, IL	2009
Associate Editor, Entrepreneurship Communications Committee, Academy of Management	2009
Conference Reviewer, Academy of Management, Chicago, IL	2009
Doctoral Consortium Presenter, Academy of Management, Anaheim, CA	2008
Conference Reviewer, Academy of Management, Anaheim, CA	2008
Communications Committee, Entrepreneurship Division, Academy of Management	2007-2009
Discussant, Academy of Management, Philadelphia, PA	2007
Conference Reviewer, Academy of Management, Philadelphia, PA	2007
Doctoral Consortium Presenter, Academy of Management, Philadelphia, PA	2007
Session Facilitator, Academy of Management, Atlanta, GA	2006
Conference Reviewer, Academy of Management, Atlanta, GA	2006
Conference Reviewer, Babson-Kaufman E-ship Research Conference, Bloomington, IN	2006
Conference Reviewer, Academy of Management, Honolulu, HI	2005
Conference Reviewer, Babson-Kaufman E-ship Research Conference, Babson Park, MA	2005
Doctoral Consortium Facilitator, Academy of Management, Honolulu, HI	2005
Conference Reviewer, Babson-Kaufman E-ship Research Conference, Glasgow, Sweden	2004
New Faculty Workshop, Academy of Management, New Orleans, LA	2004
Doctoral Consortium Facilitator, Academy of Management, New Orleans, LA	2004
Session Facilitator, Academy of Management, New Orleans, LA	2004
Session Facilitator, Academy of Management, Seattle, WA	2003
Conference Reviewer, Academy of Management, Seattle, WA	2003
Conference Reviewer, Babson-Kaufman E-ship Research Conference, Babson Park, MA	2003
Conference Reviewer, Academy of Management, Denver, CO	2002
Conference Reviewer, Academy of Management, Washington, DC	2001
Conference Reviewer, United States Association of Small Business and Entrepreneurship (USASBE), San Antonio, TX	2001

OTHER ACTIVITIES/ACCOMPLISHMENTS – SERVICE/OUTREACH:

Since I arrived at CSU, I have been working on developing, improving, and updating entrepreneurship curriculum and encouraging entrepreneurial activity across campus. This includes visits all over campus to promote entrepreneurship (e.g. 7 other departments are now able to take our entrepreneurship courses),

lectures almost every semester with all in-coming business students (e.g. through Bus100), working with high school students who are considering CSU (e.g. Admitted Visit Day), visits with STEM disciplines to encourage their attendance in our classes (e.g. mechanical engineering students can now count our classes as their electives), bringing students to the monthly SAGE meetings (which allowed them to see professionals present their business plans), a 3 day visit to Austin, Texas as the university representative to learn more about their entrepreneurial ecosystem and how to “brand” the Fort Collins ecosystem, meetings and dinners with potential donors, trips to Denver to meet with donors, developing PR write-ups for the interesting activities we do in the classroom, rotating dinners, Blue Ocean Challenge, Advisor for Entrepreneurship Club, etc.

A major part of this service role has been the Faculty Director for the Institute for Entrepreneurship. For several years this was an “ad-hoc” position which meant I did this work as my 10% of service. Clearly, however, I put in many more than four hours per week. In 2012 we reformulated the institute and I was named as the Faculty Director for the Institute for Entrepreneurship. In addition to the duties above, I helped strategize the institute, helped develop a business plan for the Dean, sat on committees to hire an entrepreneurship director and special appointment faculty, sat on the Entrepreneurship Advisory Board and attended board meetings, invited entrepreneurs into my class (Gary Salomon visited an entire semester!), developed relationships with entrepreneurs in the community, attended Galvanize events, attended Tech Meet-up events, worked with the institute director on developing and selecting the student teams for the Accelerator Program, attended all accelerator events, met with student teams, helped develop the Blue Ocean Challenge, served as a reviewer for Blue Ocean Challenge, brought potential donors into the classroom (e.g. 10 Northern Colorado entrepreneurs for a speed pitching event each semester; worked to get over 100 students to a Jake Job presentation) and met weekly with the Institute Director to oversee activities.

College of Business, Colorado State University

DFEI Case Competition Prep	2021
Daniels Fund Ethics Initiative presentation	2020
Building Bridges Dinner	2020
Faculty Advisor, Cryptocurrency and Blockchain Innovation Club	2020
Ram Welcome Faculty Panel, Fall	2019
COB College Day Street Fair Representative	2019
Dean’s Leadership Council, Guest Speaker	2018
Start-up Weekend Judge, February 2018, Colorado State University	2018
Faculty Advisor for Meet the Founder	2017-2018
1 st Gen Faculty Panel, COB	2018
Presentations (3) at Open House Information Sessions, Minor in Entrepreneurship	2017-2018
Development of the Minor in Entrepreneurship	2017
Supply Chain Forum, Paper Presentation	2017
Guest Lecture, Women in Business Management	2017
CSU Venture Accelerator Advisor Round Table	2016
Ram Welcome Faculty Panel, Fall	2016
COB 50 th Anniversary Video Participant	2016
Department of Management Video Development Team and Participant	2016
Judge for CSU Collegiate Challenge	2016
Judge and Personal Interviewer for Venture Accelerator	2016
Ram Welcome Faculty Panel, Spring	2016
Host and University Representative for CSU’s Celebrating Women in Entrepreneurship and Leadership Reception, Denver, CO	2015
College of Business Master Teacher Workshop Presenter, Fulbright Scholarship	2015
Ram Welcome Faculty Panel	2015

Faculty Director, Institute for Entrepreneurship	2011-2016
Spring Commencement Announcer	2013
Spring Commencement Announcer	2012
Ram Welcome Faculty Panel	2012
Admitted Visit Day Speaker, Advising	2012
Member of Fort Collins Economic Health Team to visit Austin, TX	2011
Spring Commencement Announcer	2011
Faculty Advisor, CSU Entrepreneurship Club	2011-2012
Faculty Director, Entrepreneurship Advisory Board	2010-2011
Co-organizer of Women Entrepreneurs' Leadership Summit	2011
Faculty Advisor, CSU Entrepreneurship Club	2010-2011
Business Day 2010, Speaker	2010
Director Rotating Reception, Entrepreneurship Center	2010
Ram Welcome Faculty Presentations	2010
Director Rotating Reception, Entrepreneurship Center	2009
Faculty Advisor, Collegiate Entrepreneurs' Organization (CEO)	2009-2010
Ram Welcome Faculty Presentation	2009
Faculty Advisor, Collegiate Entrepreneurs' Organization (CEO)	2008-2009
December Commencement Announcer	2008
Ram Welcome Faculty Presentation	2008
Judges Welcome, Venture Adventure	2007, 2008
Ram Welcome Carnival	2007
Developed Strategic Plan for Entrepreneurship Center	2006
Venture Adventure Business Plan Competition	2006-2008

Colorado State University

Faculty Council Executive Committee, Management	2020
Faculty Council Representative, Management	2018-2021
Sesquicentennial Advisory Committee	2019-2020
Sesquicentennial Launch Volunteer	2019
CSU Demo Day Judge	2018
Panelist at Fort Collins Start-up Week "Policy Innovation and the Entrepreneurial Mindset in Public Leadership", Straayer Center for Public Service Leadership	2017
1 st Generation Awards Ceremony	2017
Working session for CSU Salary Equity Committee	2016
Standing Committee on the Status of Women, Interim	2016
Awards, SCSWF	2016
Representative to the Innovation & Economic Prosperity CSU University Designation, Mini summit	2016
Judge for Multicultural Undergraduate Research, Art, & Leadership Symposium	2016
Faculty referee request for the Journal of Undergraduate Research	2016
School is Cool Backpack Volunteer	2013
School is Cool Backpack Delivery	2011
Ram Scholar-Athlete Brunch, Most Influential Faculty Member, Dana Cranston	2010
First Generation Award Recognition Dinner, Faculty Host	2010
First Generation Award Recognition Dinner	2008
Business Plan Review for PDM Department of Microbiology, Immunology, & Pathology	2007

Greater Fort Collins Community

Advise and help develop business plan for former student Ruth Velasquez Kahfel	2020
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Galvanize Pitches and Pitchers Judge	2016
CSU Blue Ocean Enterprises Challenge Reviewer	2015
SERVE 6.8 Volunteer (6.8 is non-profit organization which exists to serve the Fort Collins community and the world)	2015
Homelessness Prevention Initiative Volunteer	2013
Member of SAGE (Fort Collins Technology Incubator Group)	2007-2013
Ten Thousand Villages Finance Committee	2008-2011
Volunteer Ten Thousand Villages	2007-2009
Entrepreneurship Rotating Dinner	2006
Bravo Entrepreneurship Awards Dinner	2006
Colorado Community	
Defy Colorado Volunteer Las Vista Correctional Facility, Pueblo, CO	2019-2020
Young Americans' Celebration for Young Entrepreneurs, Denver Center for Performing Arts	2012