

Kendall W. Artz
September 2022

Office Address

Department of Management & Entrepreneurship
Hankamer School of Business
One Bear Place # 98006
Baylor University Waco, TX. 76798
(254) 710-4169
E-mail Kendall_Artz@Baylor.edu

Education

- Ph.D. Purdue University - West Lafayette, IN
June, 1995
Concentration: Strategic Management/Entrepreneurship; Minor: Economics
Dissertation committee: Arnold Cooper, Dan Schendel, Carolyn Woo
- M.B.A. Arizona State University - Tempe, AZ
December, 1988
Concentration - Finance
- B.S. Montana State University - Bozeman, MT
December, 1983
Concentration: Finance

Academic Appointments

- | | |
|----------------|--|
| 2018 – Present | Associate Chair, Department of Entrepreneurship, Baylor University |
| 2017 – Present | Director, Baugh Center for Entrepreneurship and Free Enterprise. |
| 2014- 2017 | Chairman, Department of Entrepreneurship, Baylor University |
| 2011- Present | Current holder, Curtis Hankamer Chair in Entrepreneurship, |
| 2009 - Present | Director, Social Entrepreneurship: Microfinance and Economic Development in Afrca (study abroad program) |
| 2008 – 2014 | Professor, Dept. of Management and Entrepreneurship, Baylor University |

2007 – 2014	Senior Director, Baylor Entrepreneurship Program, Baylor University
2001 – 2014	Chairman, Dept. of Management & Entrepreneurship, Baylor University,
1995 – 2008	Assistant, Associate Professor, Dept. of Management & Entrepreneurship , Baylor University
1992 - 1995	Graduate Instructor and Research Assistant, Management Department, Purdue University. West Lafayette, IN. Taught Strategic Management.
1987 - 1988	Graduate Instructor, Arizona State University, Tempe, AZ. Taught Introductory Financial and Cost Accounting.

Publications and Refereed Proceedings

Maldonado, I., Klein, P., Artz, K.W. (2021). Stakeholder Orientation and Venture Funding: The Role of Political Values and Ideologies of Entrepreneurs and Financiers. Strategic Entrepreneurship Journal.

Wood, M., Long, A., Artz, K.W. (2020). Angel Investor Network Pitch Meetings: The Pull and Push of Peer Opinion. Business Horizons.

Artz, K.W., Reed, M.M., Laurie, J. (2019). Pokey O's: Determining the location and future structure of a dessert food truck. Entrepreneurship Education and Pedagogy.

Artz, K.W., Reed, M.M., Reynolds, G (2018). Municipal Produce: A Family Business Nightmare. Entrepreneurship Education and Pedagogy.

Artz, K.W., Reed, M. M., Coldwell, C. L. (2017). Rwandan Trading Company: Facing a Cash Flow Crisis. Case Research Journal

Artz, K.W. (2016). Baylor University: Entrepreneurship for Everyone through Innovative Programming. Annals of Entrepreneurship Education and Pedagogy. Michael Morris (ed.).

Wood, M., Artz, K.W., Bradley, S., Welter, C. (2014). Discerning Opportunity Types: Implications for Entrepreneurial Action and Entrepreneurship Education, Advances in the Study of Entrepreneurship, Innovation, and Economic Growth:

- Wood, M. Bradley, S., Artz K. W., (2014). Roots, Reasons and Resources: Situated Optimism and Firm Growth in Subsistence Businesses, Journal of Business Research.
- Bradley, S., Artz K. W., Hulett, J. (2013). The Innovation Necessity: Evidence from Microcredit in the Dominican Republic. Journal of International Development.
- Bradley, S., McMullen, J., Artz K. W. (2012). Capital Is Not Enough: Innovation in Emerging Economies. Journal of Management Studies: Special Issue on Innovation for Inclusive Growth.
- Bradley, S., McMullen, J. Artz, K. W. (2011) Self-Employed or Employing Others. Frontiers of Entrepreneurship Research. Churchill et al. (eds.), Wellesley, MA: Babson College,
- Artz, K. W., Norman, P. M., Hatfield, D., and Cardinal, L. (2010) A Longitudinal Study of the Impact of R&D, Patents, and Product Innovation on Performance” Journal of Product Innovation Management
- Artz, K.W. (2008) “ Knowledge-Based model of Corporate Entrepreneurship” Frontiers in Entrepreneurship Research Churchill et al., (eds) Wellesley, MA: Babson College.
- McMullen, J and Artz, K.W. (2007)“Entrepreneurial Decision Making” Frontiers in Entrepreneurship Research. Churchill et al. (eds.), Wellesley, MA: Babson College, p. 15-29.
- Norman, P. M., Artz, K. W., & Martinez, R.. E (2007) “Does it Pay to be Different? Competitive Non-Conformity under Different Regulatory Regimes, Journal of Business Research. 60(11): 1135-1153.
- Umble, M., Umble, E. and Artz, K.W. (2007) “ Improving Student Capabilities with team-based competition: The Edward Jones Challenge,” Decision Sciences Journal of Innovative Education.
- Artz, K.W. and Martinez, R. E. (2006) “An Examination of Firm Slack and Risk Taking in Regulated and De-regulated airlines.” Journal of Managerial Issues, 18 (1)
- Artz, K. W., Norman, P. M. and Hatfield, D. (2003) “Firm Performance: A Longitudinal Study of R&D, Patents, and Product Innovation,” Proceedings, Academy of Management.
- Artz, K. W. & Norman, P. M. (2002) “Buyer-Supplier Contracting: Contract Choice and Ex Post Negotiation Costs.” Journal of Managerial Issues, 14(4)

Artz, K. W. & Norman, P. M. (2001) "Corporate Entrepreneurship: A Longitudinal Examination of Innovative Efficiency, Patents, and Firm Performance" Frontiers in Entrepreneurship Research, Churchill et al. (eds.), Wellesley, MA: Babson College.

Artz, K. W. & Jennings, D. F. (2001) "Determinants of Trust in Global Strategic Alliances: AMRAD and the Australian Biomedical Industry" Competitiveness Review, 10, 1, 25-44.

Artz, K. W. & Brush, T. H. (2001) "A transaction cost examination of performance in collaborative strategic alliances." Journal of Economic Behavior and Organization, 41, 337-362.

Artz, K. W. (1999) "Buyer-Supplier Performance: The Role of Asset Specificity, Reciprocal Investments and Relational Exchange." British Journal of Management, 10, p. 113-127.

Brush, T. H. & Artz, K. W. (1999). "Toward a Contingent Resource-Based Theory: The Impact of Information Asymmetry on the Value of Capabilities in Veterinary Medicine." Strategic Management Journal. 20, 223-250.

Artz, Kendall W., Ireland, D. R. and Hitt, MI A. (1999) " International Expansion by Entrepreneurial Firms: Competitive Strategy, Core Competencies and Financial Performance" Frontiers in Entrepreneurship Research, Churchill et al. (eds.), Wellesley, MA: Babson College, p. 15-29.

Artz, K. W. & Jennings, D. F. (1996) "Strategic Alliance Performance: The Role of Asset Specificity, Relational Governance and Mutual Hostages" Journal of Global Competitiveness, Zahra et al. (eds.), Atlanta, GA, p. 1-12.

Jennings, D. F. & Artz, K. W. (1996) "Trust in Global Strategic Alliances" Journal of Global Competitiveness , Zahra et al. (eds.), Atlanta, GA, p. 195-205.

Artz, K. W. (1996) "Transaction Costs in Industrial Buyer-Supplier Relationships: An Empirical Examination" Proceedings, Southern Management Association.

Cooper, A. C. & Artz, K. W. (1995) "New Venture Performance: A Path Analytic Model of Entrepreneurial Satisfaction" Journal of Business Venturing, 10, p. 439-

Jennings, D. F. & Artz, K. W. (1995) "Developing Cooperation in Global Strategic Alliances: A Process Model of Trust" Proceedings: Southern Management Association,

Cooper ,A. C. & Artz, K. W. (1993) "Determinants of Satisfaction for Entrepreneurs" Frontiers in Entrepreneurship Research, Churchill et al. (eds.), Wellesley, MA: Babson College, p. 221-233.

Textbooks, Book Chapters, Other

Artz, K.W. (2022). The Entrepreneurship Bootcamp Global Consortium of Entrepreneurship Centers Las Vegas

Artz, K.W. (2019). The Entrepreneurship Bootcamp Global Consortium of Entrepreneurship Centers Stockholm.

Artz, K. W. (2016) Designer/Writer – Fall 2016 Baylor Entrepreneurship Magazine.

Artz, K. W. (2014) Designer/Writer – Fall 2014 Baylor Entrepreneurship Magazine.

Artz, K. W. (2012) Designer/Writer – Fall 2012 Baylor Entrepreneurship Magazine.

Artz, K. W. (2011) Designer/Writer – Fall 2011 Baylor Entrepreneurship Magazine.

Artz, K. W. (2010) Designer – Fall 2010 Baylor Entrepreneurship Magazine.

Artz, K. W. (2008) Designer – Fall 2008 Baylor Entrepreneurship Magazine.

Artz, K. W. (2008) Designer – Spring 2008 Baylor Entrepreneurship Magazine.

Artz, K. W. (2007) Designer - Fall 2007 Baylor Entrepreneurship Magazine.

Artz, K. W. (2000) Case notes for Hitt, Michael, A., Ireland, R. Duane and Hoskisson, Robert E. “Strategic Management: Competitiveness and Globalization” 4th ed, West, St. Paul, MN.

Artz, K. W. (1999) Annotations for textbook, Hitt, Michael, A., Ireland, R. Duane and Hoskisson, Robert E. “Strategic Management: Competitiveness and Globalization” 3rd Ed, West, St. Paul, MN.

Conference Presentations

Dwyer, S., Artz, K. (2022) Personal Mission Drift: Exploring Purpose in Life in Entrepreneurial Venturing. Academy of Management. Vancouver.

Artz, K., Sanchez, P., Dwyer, S., (2021) Multiple Paths to Venture Social and Environmental Performance: A Configurational Examination of Institutional Antecedents. Strategic Management Conference. Toronto.

Artz, K., Sanchez, P. (2021) Doing Good and Doing No Harm: The Differential Effects of Founders Regulatory Focus on CSR. Academy of Management.

Sanchez, P., Dwyer, S., Artz, K., (2021) Institutional Antecedents of Hybrid Organizations' Impact Areas: A Configuration Analysis. Babson Research Conference.

Sanchez, P., Artz, K., Maldonado, I., (2021) The (Not so Dark) Effects: Entrepreneur Narcissism and Angel Overfunding. Babson Research Conference. Munich

Artz, K., Sanchez, P., (2020) Political Ideology, Power and VC Involvement on Board Composition in Young Firms. Strategic Management Society (London)

Maldonado, I., Klein, P., Artz, K (2020) Investor Ideology and the Heterogenous Stakeholder Approaches of New Firms: A System Justification Perspective. Academy of Management. Vancouver

Bennett, D., Artz, K. (2020) SBIR Mills: An Attention Based View. Babson Research Conference. University of Tennessee.

Sanchez, P., Maldonado, I., Artz, K., Klein, P., (2020) The Effectiveness of Government Funding on Startup Firm Performance: Building a Theory of Proxy Financiers. Babson Research Conference. University of Tennessee.

Sanchez, P., Artz, K., (2020). The Role of Paradoxical Ideologies in Competing Strategic Opportunities. Strategic Management Society.

Sanchez, P., Artz, K., Maldonado, I., Norman, P. (2020) The Influence of Founder-CEO Regulatory Focus on CSR in Young Firms. Entrepreneurship Theory and Practice Workshop, Richmond, VA.

Sanchez, P., Klein, P., Artz, K. (2020). Investing in Arms Length or All-In Stakeholder Strategies. Entrepreneurship Theory and Practice Workshop, Richmond, VA.

Artz, K.W., Reed, M. M (2019). Pokey O's: Determining the Location and Future Structure of a Dessert Food Truck. United States Association of Small Business and Entrepreneurship. St. Petersburg, FL.

Laurie, J., Artz, K.W. Entrepreneurship Bootcamp for new program directors (2019). Global Consortium of Entrepreneurship Centers. Sweden.

Laurie, J., Artz, K.W. Resource Rich versus Resource Challenges Entrepreneurship Programs: Providing Excellence with Less. (2018). United States Association of Small Business and Entrepreneurship. Chicago.

Laurie, J., Artz, K.W. The Mirror: Creating a more powerful elevator pitch. (2018). United States Association of Small Business and Entrepreneurship. Los Angeles

Reed, M.M., Artz, K.W. Rwanda Trading Company: Facing a Cash Flow Crisis (2016). North American Case Writers Association, Las Vegas

Baylor University: Entrepreneurship for Everyone Through Innovative Programming. Global Consortium of Entrepreneurship Centers. (2016)

Creating and Managing University Based Angel Networks (2016). United States Association for Small Business and Entrepreneurship. San Diego

Artz, K.W. Building an Entrepreneurial Ecosystem (2015). United States Association of Small Business and Entrepreneurship. Tampa Bay.

Artz, K.W. Future Direction of Entrepreneurship Education (2014). Global Consortium of Entrepreneurship Centers. London, UK.

Artz, K.W., Palich, L., (2014).“ Baylor Entrepreneurship Program,” USASBE conference, Fort Worth.

Wood, M., Bradley, S, Artz, K.W. (2013) “Optimism and Economic Progress in Developing Countries,” Babson Entrepreneurship Conference, Ecyton, France

Artz, K. W., Palich, L., Grubbs, D. (2013) “Experiential Entrepreneurship Education for the 21st Century: Accelerated Ventures” United States Association for Small Business and Entrepreneurship. San Francisco

Artz, K. W., Palich, L. P. , Grubbs, D. (2012) “Startups on Steroids” Global Consortium of Entrepreneurship Centers. Georgetown University: Washington, D.C.

Bradley, S., Blocker, C., Artz, K.W., McMullen, J (2012). Does Marketing Strategy Matter for the Poor? Market Orientation, Innovation and Performance in Microcredit Firms” Babson Entrepreneurship Conference. Fort Worth, TX

Artz, K. W., Petty, W.P. (2012) Teaching Finance and Accounting in Entrepreneurship Courses. United States Association for Small Business and Entrepreneurship. New Orleans.

Artz, K. W., Castello, K. (2012) On the Wings of Angels: Integrating Angel Networks into a University Environment. United States Association for Small Business and Entrepreneurship. New Orleans.

Bradley, S., Artz, K.W. Blocker, Ch, McMullen, J (2011). Does Marketing Strategy Matter for the Poor? Market Orientation, Innovation and Performance in Microcredit Firms” Strategic Management Society: Special Conference in memory of C.K . Prahalad. San Diego.

Bradley, S., Artz, K.W. McMullen, J., Simiyu, E., (2011) Self-employed or Employing Others? Pre-Entry Capabilities, Entrepreneurial Action, and the Learned Resourcefulness of Microcredit Firm Founders. Babson Entrepreneurship Conference. Syracuse, N.Y.

Artz, K.W., Bradley, S., McMullen, J. Simiyu, E. (2011) Innovation in emerging economies: Microfinance in Africa. United States Association of Small Business and Entrepreneurship. Hilton Head, S.C.

- Artz, K.W. (2010). The value of global entrepreneurship collaborations to program and student success. Global Consortium of Entrepreneurship Centers. Penn . State.
- Collins, J., McMullen, J. and Artz, K.W. (2010) Multifaceted Origins of Entrepreneurial Innovation. Strategic Management Society. Rome.
- Bradley, S., Green, K., Artz, K.W. and Shepherd, D. (2010) “Comparing Independent and Subsidiary Firms in Uncertain, Ambiguous and High Innovation Environments” Academy of Management Conference, Montreal.
- Bradley, S., Artz, K.W. McMullen, J. Simiyu, E. (2010) Capital is Not Enough: Innovation in Developing Economies. Academy of Management Conference, Montreal.
- Artz, K.W., Petty, W. (2009) Developing and benefitting from angel networks: The Baylor Angel Network, Global Consortium of Entrepreneurship Centers, Houston.
- Bradley, S., Artz, K.W. (2009) Innovating in Opaque Environments: The Performance Implications of Venture Origin under conditions of Ambiguity, Dynamism, and Innovative Intensity, Babson Entrepreneurship Conference, Boston.
- Artz, K.W., Palich, L., Petty, B. and Reed, M. (2009) Developing and Teaching the Entrepreneurship curriculum. USASBE annual meeting, Anaheim, CA
- Artz, K.W. (2008) The Role of Corporate Entrepreneurship on Firm Performance. Babson Entrepreneurship Conference, Chapel Hill, North Carolina.
- Artz, K.W. Palich, L., Petty, B. and Reed, M. (2008) Entrepreneurial process at Baylor University, USASBE annual meeting, San Antonio
- Collins, J., Norman, P.M. and Artz, K.W. (2007) “Exploring the Performance Impact of Knowledge Diversity within Alliance Networks.” Strategic Management Society, San Diego.
- McMullen, J and Artz, K.W. (2007) “Entrepreneurial Decision Making” Babson Entrepreneurship Conference, Madrid, Spain.
- Artz, K.W. (2006) “The Impact of Rivalry and Resources on International Expansion.” Association for Global Business Conference, Newport Beach, CA.
- Artz, K.W., Norman, Patricia M., and Mu, C. M, (2006) “The Role of Learning Goals in the Relationship between TMT diversity and Innovativeness” Strategic Management Society, Vienna, Austria.

- Norman, Patricia M., Mu, C. M, and Artz, K. W. (2006) "Team and Alliance Network Diversity: Effects on Learning Outcomes." Academy of Management, Atlanta.
- Coldwell, C.L. and Artz, K..W. (2006) "The Integration of Finance in the Business Curriculum: A Business Plan Approach" European Applied Business Research Conference, Florence, Italy.
- Artz, Kendall W. (2005) "The role of rivalry on international diversification" European Applied Business Research Conference. Athens, Greece.
- Martinez, R. E., Artz, K.W., and Norman, P.M (2004) "Institutional Perspectives on Strategy. Academy of Management, New Orleans.
- Artz, Kendall W., Norman, Patricia M., and Martinez, Richard E. (2004). "An Examination of Competitive Dynamics and International Diversification under Different Regulatory Regimes," Strategic Management Society, San Juan, Puerto Rico.
- Artz, Kendall W., Norman, Patricia M. and Hatfield, Donald (2003) "Firm Performance: A Longitudinal Study of R&D, Patents, and Product Innovation," Academy of Management, Seattle.
- Martinez, Richard M. and Artz, Kendall W. (2002) "Crumbling Barriers to Risky Behavior: An Examination of Slack, Risk-taking, and Firm Performance in Different Regulatory Environments" Strategic Management Society, Paris, France
- Artz, Kendall W., and Norman, Patricia M. (2001) "Corporate Entrepreneurship: A Longitudinal Examination of Innovative Efficiency, Patents, and Firm Performance" Babson Entrepreneurship Conference, Joreskog, Sweden.
- Artz, Kendall W., Norman, Patricia M. and Cardinal, Laura B. (2000) "Managing the Innovation Process: A Longitudinal Examination of the Impact of R&D Spending, Product Innovation and Patents on Firm Performance" Strategic Management Society, Vancouver, Canada.
- Artz, Kendall W. (2000) "Buyer-Supplier Contracting: Contract Choice and Ex Post Negotiation Costs" Academy of Management, Toronto, Canada.
- Norman, Patricia M., Artz, Kendall W. Ireland Duane R. and Hitt, Michael A. (2000) "Acquiring and Using Competitive Intelligence in Entrepreneurial Firms" Academy of Management, Toronto.
- Ireland, Duane R, Artz, Kendall W., Norman, Patricia M. and Hitt, Michael A. (1999) "Acquisition of External Knowledge: Effects of Firm Size, Entrepreneurial Orientation, Strategic Alliances and Internationalization" Strategic Management Society, Berlin, Germany.

Artz, Kendall W., Ireland, Duane R. and Hitt, Michael A. (1999) "International Expansion by Entrepreneurial Firms: Competitive Strategy, Core Competencies and Financial Performance" Babson Entrepreneurship Conference, Columbia, S.C. (Best Paper Award)

Artz, Kendall W. & Norman, Patricia M. (1998) "Achieving Superior Performance in Strategic Alliances," Strategic Management Society, Orlando.

Artz, Kendall W. & Norman, Patricia M. (1998) "Differentiating high performance Alliances: The Role of Asset Specificity, Reciprocal Investments and Relational Exchange" Academy of Management, San Diego

Norman, Patricia M. and Artz, Kendall W. (1998) "Leadership and Interorganizational Trust" Academy of Management, San Diego

Ireland, Duane R., Hitt, Michael A. & Artz, Kendall W. (1997) "Performance in Small Manufacturing Firms: The Effects of Competitive Strategy, Core Competencies and Cooperative Strategies in Domestic and International Markets" Strategic Management Society, Barcelona, Spain.

Artz, Kendall W. (1997) "Negotiation Costs in Collaborative Strategic Alliances: An Empirical Test" Academy of Management, Business Policy and Strategy division, Boston.

Artz, Kendall W. (1996) "Strategic Alliance Success: The Role of Asset Specificity and Mutual Hostages" American Society for Competitiveness, Atlanta.

Jennings, Dan F. & Artz, Kendall W. (1996) "Trust in Global Strategic Alliances: AMRAD and the Australian Biomedical Industry" American Society for Competitiveness, Atlanta.

Artz, Kendall W. & Brush, Thomas H. (1996) "Determinants of firm success in Collaborative Supplier Alliances" Strategic Management Society, Phoenix.

Artz, Kendall W. (1996) "Transaction Costs in Industrial Buyer-Supplier Relationships: An Empirical Examination" Southern Management Association, Strategic Management Track, New Orleans.

Artz, Kendall W. & Jennings, Dan F. (1996) "Developing Cooperation in Global Strategic Alliances: A Process Model of Trust" Southern Management Association, Entrepreneurship Track, New Orleans.

Cooper, Arnold C. & Artz, Kendall W. (1993) "Determinants of Satisfaction for Entrepreneurs." Babson Entrepreneurship Conference, Houston.

Panel Discussions and other Presentations

Artz, K.W. (2016) Free Enterprise Case Competition, North American Case Writing Association, Las Vegas

Artz, K.W., (2015) Building University Based Angel Networks. Global Consortium of Entrepreneurship Centers, London

Artz, Kendall W. (2013) “Angel Networks and Entrepreneurship Programs: Models for Collaboration. Global Consortium of Entrepreneurship Centers, Kansas City.

Artz, Kendall W., Palich, Les P., Grubbs, David. (2012) Accelerated Ventures, United States Association for Small Business and Entrepreneurship, San Francisco.

Artz, Kendall W. (2009) “Alliances and Partnerships Across Institutions – Models for Effective Collaborations” Global Consortium of Entrepreneurship Centers, Houston.

Artz, Kendall W. (2009) “Best Practices of Entrepreneurship Programs: Global Entrepreneurship” Texas University Network for Innovation and Entrepreneurship. Rice University.

Research Grants and Fellowships

Mata De Palma, Dominican Republic: Utilizing Innovative Technology to Improve Living Conditions of Surrounding Communities (PI, Co-PI Dr. Marlene Reed)
Office of Sponsored Programs – U.S. State Department
\$50,000 USD funded 2009

Entrepreneurship and Creative Leadership, The Creation of an Engaged Learning Group (PI, Co-PI – Dr. Greg Leman)
University Grant Submitted 2007
\$54,000 USD funded 2008

1996 – 2014 Summer Research Grants, Baylor University
Purdue Research Foundation Dissertation Fellowship, 1994
Research Grant – Center for Manufacturing and Management Excellence, Purdue University, 1994

Ad Hoc Reviews

Editorial Review Board: Advances in the Study of Entrepreneurship, Innovation, and Economic Growth:

*Ad Hoc reviewer for many journals including:
Academy of Management Executive*

Academy of Management Journal

Academy of Management Review

British Journal of Management

Entrepreneurship Theory and Practice

Journal of Economic Behavior and Organization

Journal of Engineering and Technology Management

Strategic Management Journal

Reviews of Papers for Presentation at Academic Meetings

- 1994-2013 Academy of Management, Business Policy and Strategy Division
- 1995-2013 Strategic Management Society
- 1998 - Academy of Management, Organization Theory Division
- 1996-1998 Southern Management Association's Strategic Management Track.
- 1996 – 1996 American Society of Competitiveness
- 1997 – American Society for Competitiveness

Business Experience

- 2014 – Present: Board of Directors- Creative Waco

- 2014 – Present: Advisory Board – Dallas Entrepreneur Center

- 2012- Present: Advisory Board – thInc Space incubator

- 2010 – Founder and Partner – Innovative Business Evaluators

- 2009- Present Board of Directors – Baylor Angel Network

- 1994 - Present Consultant to various service and manufacturing organizations. Projects involved with include competitive analysis, strategic planning and analysis of strategic change, strategy formulation and implementation, international strategy

- 1988-1992 Senior Financial Analyst
Hewlett Packard Corporation, Santa Rosa, CA

- 1982-1987 Regional Credit Manager
Norwest Bank (now Wells Fargo) Corporation, Billings, MT.

Programs and Courses Developed/Taught

2014 - 2017: New Venture Finance: The entrepreneur's perspective
2011 - 2014: ThincSpace Incubator experience (undergrad)
2010 - 2015 - Accelerated Ventures (undergrad)
2010 – 2014 - Venture Fellows (MBA)
2008 – 2016 - Microfinance and Economic Development in Africa (undergrad and MBA).
2008-2014 - Social Entrepreneurship in Africa (undergrad)
2008 - 2013 – Entrepreneurial Finance (undergrad and MBA)
2007- 2014 – Baylor Angel Network (undergrad and MBA)
2007- 2014 – Entrepreneurship Living and Learning Center (undergrad)
1998- 2008 - Business Excellence and Scholarship Team (undergrad)
1995- 2008- Strategic Management (undergrad)
1996 – 97 Organization Theory (undergrad)
1995 Organizational Behavior (undergrad)
1993-94 Strategic Management (Purdue University)
1988 - Introductory Financial Accounting (Arizona State University)
1988 - Introductory Managerial Accounting (Arizona State University)

Honors and Awards

2015 Named to Executive Advisory Board, Global Consortium of Entrepreneurship Centers.
2015 Named Justin Longenecker Fellow by the United States Association for Small Business and Entrepreneurship (USASBE).
2006 Hankamer School of Business Outstanding Teacher Award
2005 Mortar Board Circle of Achievement Award
2000 Mortar Board Circle of Achievement Award
2000 Best Paper Award, Babson Entrepreneurship Conference
1999 Outstanding Young Researcher Award, Baylor University
1996,1997 Outstanding Reviewer, Academy of Management
1994 Academy of Management BPS Doctoral Consortium participant
1994 Krannert Outstanding Graduate Student Instructor, Purdue University,
1994 Special Initiative Dissertation Year Fellowship, Purdue University
Beta Gamma Sigma
Sigma Iota Epsilon

University and Community Service

2017: Executive Committee: Waco Entrepreneurial Initiative
2015 – Present: Treasurer, Creative Waco
2014 – Present: Justin Longenecker Fellow, United States Assoc. of Small Business and Entrepreneurship
2014 - Present Executive Advisory Board, GCEC
2014 - 2016 USASBE conference planning committee
2012 – Present: Advisor to Addison Treehouse incubator.
2013 – 2017: Academic mentor, Dallas Entrepreneur Center
2012-2014: HSB new business building planning committee
2007 – 2017: Executive Board – Baylor Angel Network

2001-2017 HSB Executive Council
2004-2014 Facilities Use and Campus Solicitation
2002-2009 HSB Mission Committee
2002-2009 HSB Strategic Development Council
2000- 2010, University Grievance Committee
1999 – Entrepreneurship Department Strategic Planning Committee
1998 - 2000, Curriculum Redesign Committee
1998-2000 Member, University Research Committee
1997-2000 Coordinator, Business Excellence and Scholarship Team,
1997, Member, Faculty Mentoring Committee,

International Teaching Experience

Microfinance in Africa seminar (Rwanda, 2009 - 17)
Business Excellent Scholarship Team (Prague, Czech Republic 2005-2008)
Business Excellent Scholarship Team (Puerto Rico, 2004)
Business Excellent Scholarship Team (Costa Rica 2004)
Business Excellent Scholarship Team (Montreal and Ottawa 2000-2004)
Business Excellence Scholarship Team (Monterrey, Mexico, 1999)