

---

**Kenneth S. Anderson, Ph.D.**  
**Professor**  
**Management**  
**School of Business Administration**  
[anderson@gonzaga.edu](mailto:anderson@gonzaga.edu)

---

**Academic Background**

Ph.D. University of Nebraska.

**Work Experience**

**Employment Experience**

**Academic**

Professor, Gonzaga University (September, 1986 - Present), Spokane, Washington.

**Teaching**

**Courses Taught**

**Courses from the Teaching Schedule:** Directed Study (Bachelors), Directed Study (Bachelors), Directed Study (MBA), Multidisciplinary Act Projects (Bachelors), Special Topics (Bachelors), Special Topics (MBA), Special Topics Skills Course (Bachelors), Strategic Management (Bachelors), Strategic Management (MBA)

**Intellectual Contributions**

**Intellectual Contributions Grid**

Category	BDS	AIS	TLS	Total
Articles in Refereed Journals	1			1
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings	1			1
Presentations of Non-Refereed Papers				0

**Refereed Articles**

**Basic or Discovery Scholarship**

Birrer, G. E., & Anderson, K. S. (2011). Creating a Sustainable Competitive Advantage: A Resource-Based Analysis of the Gonzaga University Men's Basketball Team. *Journal of Sport Administration & Supervision*, 3 (1).

**Chapters, Cases, Readings, Supplements**

**Chapters**

Rutherford, M. W., Tocher, N., Anderson, K. S., & Buller, P. F. (2012). Negotiation Strategies. *Encyclopedia of New Venture Management*. Sage Publications.

**Presentations of Non-Refereed Papers**

**National**

Anderson, K. S. & Loucks, C. (2011-2012). *Health Industry Real Political Action Committee Contributions to Senators during the 109th, 110th, and 111th Congresses*. Atlantic Economic Association Meetings, Washington, District of Columbia.

**Conference Presentations**

Anderson, K. S. & Loucks, C. (2011-2012). *Health Industry Real Political Action Committee Contributions to Senators during the 109th, 110th, and 111th Congresses*. Atlantic Economic Association Meetings, Washington, District of Columbia.

**Service**

**Service to the Institution**

## **Gonzaga University**

### **College Assignments**

#### **Other Institutional Service Activities:**

2011-2012: Ex Officio Member - Undergraduate Curriculum Committee

#### **Member:**

2011-2012: Assurance of Learning

2010-2011: Planning and Learning Assurance Committee

---

**Yemisi F. Awotoye, Ph.D.**  
**Assistant Professor**  
**Management**  
**School of Business Administration**  
[awotoye@gonzaga.edu](mailto:awotoye@gonzaga.edu)

---

### **Academic Background**

Ph.D. Morgan State University.

Title: *Against great odds: Towards an understanding of the roles of entrepreneurial resilience and entrepreneur's well-being in venture growth intentions.*

M.S. Morgan State University.

B.S. Federal University of Technology Akure.

### **Work Experience**

#### **Employment Experience**

##### **Academic**

Lecturer, Morgan State University (August, 2018 - May, 2019), Baltimore, Maryland.

Research Assistant/Instructor, Morgan State University (August, 2014 - July, 2018), Baltimore, Maryland.

##### **Non-Academic**

Project Support, Maritime and Coastguard Agency (March, 2014 - August, 2014), Southampton, United Kingdom.

Managing Partner, SoftSkan Limited (March, 2010 - December, 2018), Milton Keynes, United Kingdom.

Administrator, Two Saints Limited (September, 2009 - August, 2011), Southampton, United Kingdom.

### **Teaching**

#### **Courses Taught**

**Courses from the Teaching Schedule:** International Management (Bachelors), Strategic Management (Bachelors)

#### **Courses taught, but not in the Schedule:**

Strategic Management BUSN 481

International Management MGMT 355

## **Intellectual Contributions**

### **Intellectual Contributions Grid**

Category	BDS	AIS	TLS	Total
Articles in Refereed Journals	3	1		4
Articles-in-Progress (All)	2			2
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings	1		1	2
Presentations of Refereed Papers	2			2
Presentations of Non-Refereed Papers	6			6

### **Refereed Articles**

#### **Applied or Integrative/application Scholarship**

Awotoye, Y. F., Javadian, G., & Kpekpena, I. (2020). Examining the Impact of Working from Home on a Working Mother's Organizational Commitment: The Mediating Role of Occupational Stress and Job Satisfaction. *Journal of Organizational Psychology*.

#### **Basic or Discovery Scholarship**

Awotoye, Y. F., & Singh, R. P. (2018). Immigrant entrepreneurs in the USA: A conceptual discussion of the demands of immigration and entrepreneurial intentions. *New England Journal of Entrepreneurship*.

Awotoye, Y. F., & Singh, R. P. (2017). Entrepreneurial resilience, high-impact challenges, and firm performance. *Journal of Management Policy and Practice*.

Awotoye, Y. F., & Singh, R. P. (2016). New venture creation process of immigrant versus non-immigrant women entrepreneurs in the U.S.: A conceptual discussion. *Washington Business Research Journal*.

## Chapters, Cases, Readings, Supplements

### Cases

Awotoye, Y. F., & Stevens, C. (2020). Breaking a Promise Never Made: Managing Expectations, Motivation, and Psychological Contracts at Rococo LLC. Under Review, *The Case Journal*.

### Chapters

Awotoye, Y. F., & Lelei, T. A. (2020). African Women Entrepreneurs. In Press, In Sriram, V. , Lingelbach, D., Mersha, T. and Manu, F (Eds.), *Entrepreneurship in Africa:Context and Perspectives*.

## Presentations of Refereed Papers

### International

Awotoye, Y. F. & Kpekpena, I. (2020-2021). *The Impact of Marketing, Management, and Financial Knowledge on Entrepreneurial Intentions among Students*. Global Research Conference on Marketing and Entrepreneurship, Virtual, Virtual.

### Local

Awotoye, Y. F. (2015-2016). *Examining the impact of an intervention on fear of failure in entrepreneurship*. Eastern Academy of Management, New Haven, Connecticut.

## Presentations of Non-Refereed Papers

### National

Javadian, G., Awotoye, Y. F., & Kpekpena, I. (2018-2019). *Work from Home and Organizational Commitment:The Sequential Mediation of Job Stress and Satisfaction*. Invited presentation at Academy of Management, Boston, Massachusetts.

Awotoye, Y. F. & Singh, R. P. (2017-2018). *Entrepreneurial resilience, high-impact challenges, and firm performance*. Invited presentation at United States Association for Small Business and Entrepreneurship (USASBE), Philadelphia, Pennsylvania.

Awotoye, Y. F., Javadian, G., & Singh, R. P. (2017-2018). *Maternity leave policies and occupational self-efficacy: The moderating role of job satisfaction*. Invited presentation at Academy of Management, Atlanta, Georgia.

Kpekpena, I., Awotoye, Y. F., & Callow, M. (2016-2017). *The impact of psychological cultural factors on posthumous organ donation intentions*. Invited presentation at American Marketing Association Marketing and Public Policy Conference, Washington, District of Columbia.

### Regional

Awotoye, Y. F. & Kpekpena, I. (2016-2017). *The impact of perceived opportunities and growth expectations on international entrepreneurship*. Invited presentation at Eastern Academy of Management, Baltimore, Maryland.

Awotoye, Y. F. & Singh, R. P. (2015-2016). *Organizational implications of maternity leave: A theoretical and conceptual discussion*. Invited presentation at Eastern Academy of Management, Philadelphia, Pennsylvania.

## Working Papers

Awotoye, Y. F., Kpekpena, I., & Stevens, C. (2021). "The Entrepreneurial Resilience Scale: Assessing the Psychometric Properties of the Connor-Davidson Resilience Scale (CD-RISC) among Small Business Owners," targeted for Journal of Small Business Management.

Awotoye, Y. F. (2020). "Internationalization knowledge and intentions among African women entrepreneurs," targeted for Journal of Business Venturing.

## Conference Presentations

Awotoye, Y. F. & Kpekpena, I. (2020-2021). *The Impact of Marketing, Management, and Financial Knowledge on Entrepreneurial Intentions among Students*. Global Research Conference on Marketing and Entrepreneurship, Virtual, Virtual.

Javadian, G., Awotoye, Y. F., & Kpekpena, I. (2018-2019). *Work from Home and Organizational Commitment:The Sequential Mediation of Job Stress and Satisfaction*. Invited presentation at Academy of Management, Boston, Massachusetts.

Awotoye, Y. F. & Singh, R. P. (2017-2018). *Entrepreneurial resilience, high-impact challenges, and firm performance*. Invited presentation at United States Association for Small Business and Entrepreneurship (USASBE), Philadelphia, Pennsylvania.

Awotoye, Y. F., Javadian, G., & Singh, R. P. (2017-2018). *Maternity leave policies and occupational self-efficacy: The moderating role of job satisfaction*. Invited presentation at Academy of Management, Atlanta, Georgia.

Kpekpena, I., Awotoye, Y. F., & Callow, M. (2016-2017). *The impact of psychological cultural factors on posthumous organ donation intentions*. Invited presentation at American Marketing Association Marketing and Public Policy Conference, Washington, District of Columbia.

Awotoye, Y. F. & Kpekpena, I. (2016-2017). *The impact of perceived opportunities and growth expectations on international entrepreneurship*. Invited presentation at Eastern Academy of Management, Baltimore, Maryland.

Awotoye, Y. F. (2015-2016). *Examining the impact of an intervention on fear of failure in entrepreneurship*. Eastern Academy of Management, New Haven, Connecticut.

Awotoye, Y. F. & Singh, R. P. (2015-2016). *Organizational implications of maternity leave: A theoretical and conceptual discussion*. Invited presentation at Eastern Academy of Management, Philadelphia, Pennsylvania.

## **Service**

### **Service to the Institution**

#### **Unassigned**

##### **Department Assignments**

##### **Member:**

2020-2021: Belonging, Equity, and Inclusion

##### **Writing Student Recommendations:**

2020-2021: Isabella Gunn

2020-2021: Brian Romain

2020-2021: Emily Sherrill

##### **University Assignments**

##### **Committee Member:**

2020-2021: Ignatian Colleagues Formation Program

### **Service to the Profession**

##### **Reviewer - Article / Manuscript**

2020-2021: New England Journal of Entrepreneurship (National).

2020-2021: Case Research Journal (National).

## **Honors/Awards**

### **Award**

2019-2020: Center for International Business Education Research, Indiana University.

2019-2020: Centioli Award, School of Business Administration.

---

**Paul F. Buller, Ph.D.**  
**Professor**  
**Management**  
**School of Business Administration**  
[buller@gonzaga.edu](mailto:buller@gonzaga.edu)

---

### **Academic Background**

Ph.D. University of Washington.

Title: *The Effects of Team Building-Problem Solving and Goal Setting-Performance Feedback on the Productivity of Underground Metal Miners: A Field Experiment*

M.B.A. University of Washington.

M.S. University of Utah.

Title: *Thesis: "Administrative Feedback and Evaluation: A Systems Approach to Management Audit Survey Feedback in the Granite Mental Health Center"*

B.S. University of Utah.

### **Professional Memberships**

Colleagues in Jesuit Business Education, 2010-Present

Academy of Management, 1982-present

Western Academy of Management, 1982-present

### **Work Experience**

#### **Employment Experience**

##### **Academic**

Kinsey M. Robinson Professor, Gonzaga University (1998 - Present), Spokane, Washington.

Professor, Gonzaga University (1992 - Present), Spokane, Washington.

Associate Professor, Gonzaga University (1989 - 1992), Spokane, Washington.

Associate Professor, Utah State University (August, 1986 - September, 1989), Logan, Utah.

Assistant Professor, Utah State University (August, 1982 - July, 1986), Logan, Utah.

#### **Consulting Experience**

2015-2016: School of Nursing and Human Physiology, Gonzaga University, Pro bono consulting to facilitate strategic planning process

2010-2011: Next IT Corp, Strategic Planning and Organization Development

2009-2010: Next IT Corp, Strategic Planning and Organization Development

2008-2009: Next IT Corp, Strategic Planning and Organization Development

2007-2008: Next IT Corp, Strategic Planning and Organization Development

2006-2007: Next IT Corp, Strategic Planning and Organization Development

### **Teaching**

#### **Courses Taught**

**Courses from the Teaching Schedule:** Strategic Management (Bachelors), Strategic Management (MBA)

#### **Teaching Activities**

##### **Course (New) - Creation/Delivery: Conventional**

2014-2015 - *UNIV 104 Gonzaga Pathways*. This was a pilot course to evaluate the effectiveness of a large section freshman introduction to business using themes of Jesuit business education.

### **Intellectual Contributions**

## Intellectual Contributions Grid

Category	BDS	AIS	TLS	Total
Articles in Refereed Journals	12	7	15	34
Articles-in-Progress (All)			1	1
Publications in Refereed Conference Proceedings			1	1
Publications of Non-refereed or Invited Papers			2	2
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings	1	1	1	3
Presentations of Refereed Papers	3	2	3	8
Presentations of Non-Refereed Papers		1	2	3
Grants - Funded (both refereed and non-refereed)			1	1

## Refereed Articles

### Applied or Integrative/application Scholarship

- McEvoy, G. M., & Buller, P. F. (2013). Research for practice: The management of expatriates. *Thunderbird International Business Review*, 55 (2), 213-226.
- McEvoy, G. M., & Buller, P. F. (2013). Human resource management practices in mid-sized firms. *American Journal of Business*, 28 (1), 86-105.
- Finkle, T. A., & Buller, P. F. (2012). Wisdom from Warren Buffett. *Research in Higher Education Journal*, 16, 1-10.
- Buller, P. F., Kohls, J. J., & Anderson, K. S. (2000). When ethics collide: Managing conflicts across cultures. *Organizational Dynamics*, 28 (4), 52-66.
- Buller, P. F., & McEvoy, G. M. (1999). Creating and sustaining ethical capability in the multi-national corporation. *Journal of World Business*, 34 (4), 326-343.
- Buller, P. F., Kohls, J. K., & Anderson, K. S. (1997). A model for addressing cross-cultural ethical conflicts. *Business & Society*, 36 (2).
- McEvoy, G. M., & Buller, P. F. (1997). The power of outdoor management development. *Journal of Management Development*, 16 (9).

### Basic or Discovery Scholarship

- Buller, P. F., & McEvoy, G. M. (2016). A Model for Implementing a Sustainability Strategy through HRM Practices. *Business and Society Review*, 121 (4), 465-495.
- Slocum, J., Lei, D., & Buller, P. F. (2014). Executing business strategies through human resource management practices. *Organizational Dynamics*, 43, 73-87.
- Steverson, B. K., Rutherford, M., & Buller, P. F. (2013). New Venture Legitimacy Lies and Ethics: An Application of Social Contract Theory. *Journal of Ethics and Entrepreneurship*, 3 (1), 73-92.
- Buller, P. F., & McEvoy, G. M. (2012). Strategy, human resource management and performance: Sharpening line of sight. *Human Resource Management Review*, 22 (1), 43-56.
- Pepper, M. B., Loroz, P. S., Patil, V. H., Stevens, C. E., & Buller, P. F. (2011). Advancing a mission-entered business school: A process for engaging faculty and tracking progress. *Journal of Jesuit Business Education*, 2 (1), 79-96.
- Rutherford, M. W., Buller, P. F., & Stebbins, J. M. (2009). Ethical considerations of the legitimacy lie. *Entrepreneurship Theory & Practice*, 949-964.
- Rutherford, M. W., & Buller, P. F. (2007). Searching for the legitimacy threshold. *Journal of Management Inquiry*, 16 (1), 78-92.
- Rutherford, M. R., Buller, P. F., & McMullen, P. R. (2003). Human resource management problems over the life cycle of small to medium-sized family firms. *Human Resource Management*, 42 (4), 321-335.
- Kohls, J. K., Buller, P. F., & Anderson, K. S. (1999). Resolving cross-cultural ethical conflict: An empirical test of a decision tree model in an educational setting. *Teaching Business Ethics Journal*, 3 (1), 37-56.
- Buller, P. F., & McEvoy, G. M. (1996). International management research: Challenges and exemplars. *Journal of European Business Education*.
- Kohls, J., & Buller, P. F. (1994). Resolving Cross-Cultural Ethical Conflict: Exploring Alternative Strategies. *Journal of Business Ethics*, 13.
- Buller, P. F., & Napier, N. (1993). Strategy and Human Resource Management Integration in Fast Growth Versus Other Mid-sized Firms. *British Journal of Management*, 4.

### **Teaching and Learning Scholarship**

- Barnes, C. H., & Buller, P. F. (2021). Student Managed Investment Funds: An Exploratory Study of a Model That Works. *Journal of Accounting and Finance*.
- Grayson, K. C., Knight, M. E., Cooper, M. L., Purcell, T. J., Buller, P. F., and Andrew Gustafson Creighton University USA (2018). Preliminary Assessment of the Ignatian-Centered Creighton DBA Program: Building the Next Generation of Leaders. *Journal of Jesuit Business Education*, 9 (1).
- Lynn, M. L., Gailey, R. C., & Buller, P. F. (2018). Developing Countries: An Overlooked Segment in Business School Curricula and Co-Curricula? *Journal of Education for Business*.
- Porth, S., Lee, J., & Buller, P. F. (2018). Editorial: The Journal of Jesuit Business Education. *Journal of Jesuit Business Education*.
- Porth, S. J., Joan, L., & Buller, P. F. (2017). Editorial. *Journal of Jesuit Business Education*, 8 (1), iii-vi.
- Porth, S. J., Lee, J., & Buller, P. F. (2016). Editorial: The Politics of Anger and Jesuit Business Education. *Journal of Jesuit Business Education*.
- Porth, S. J., Lee, J., & Buller, P. F. (2015). Editorial. *Journal of Jesuit Business Education*.
- Porth, S. J., Van Hise, J. L., & Buller, P. F. (2014). Challenging the assumptions of conventional business education. *Journal of Jesuit Business Education*, 5 (1), iii-vi.
- Porth, S. J., Van Hise, J. L., & Buller, P. F. (2013). A distinctively Jesuit business education: Will you know it when you see it? *Journal of Jesuit Business Education*, 4 (1), iii-vii.
- Buller, P. F., & Finkle, T. A. (2013). The Hogan Entrepreneurial Leadership Program: An innovative model of entrepreneurship education. *Journal of Entrepreneurship Education*, 16, 113-132.
- Schapker, H., & Buller, P. F. (2012). Creativity and decision-making in the context of Jesuit business education. *Journal of Jesuit Business Education*, 3 (1), 37-56.
- Porth, S. J., Van Hise, J. L., & Buller, P. F. (2012). Solidarity and Jesuit business education. *Journal of Jesuit Business Education*, 3 (1), iii-vi.
- Porth, S. J., Van Hise, J. L., & Buller, P. F. (2011). What is Jesuit business education? *Journal of Jesuit Business Education*, 2 (1), iii-viii.
- Porth, S. J., & Buller, P. F. (2010). Editorial. *Journal of Jesuit Business Education*, 1 (1), iii-v.
- Buller, P. F., McEvoy, G. M., & Cragun, J. R. (1995). A model for developing student skills and assessing MBA program outcomes through outdoor training. *Journal of Management Education*, 19 (1), 35-53.

### **Refereed Proceedings**

#### **Teaching and Learning Scholarship**

- Finkle, T. A., & Buller, P. F. (2012). The Hogan Entrepreneurial Leadership Program: an innovative model of entrepreneurship education. *United States Association for Small Business and Entrepreneurship*.

### **Books, Monographs, Compilations, Manuals**

#### **Books**

- Buller, P. F., & Schuler, R. S. (Eds.). (2007). *Managing organizations and people: Cases in management, organizational behavior, and human resource management*. Mason, Ohio: Thomson South Western.

### **Chapters, Cases, Readings, Supplements**

#### **Chapters**

- Rutherford, M. W., Tocher, N., Anderson, K. S., & Buller, P. F. (2012). Negotiation Strategies. *Encyclopedia of New Venture Management*. Sage Publications.
- Buller, P. F., & McEvoy, G. M. (2007). Creating and sustaining ethical capability in the multi-national corporation. In K. Hutchings & H. De Cieri (Eds.), *International Human Resource Management* (pp. 497-514). Hampshire, England: Ashgate Publishing Ltd.

### **Presentations of Refereed Papers**

#### **National**

- Pepper, M. B. & Buller, P. F. (2015-2016, July). *Getting Out of the Mission Business*. Colleagues in Jesuit Business Education Conference, Syracuse, New York.
- Patil, V., Stevens, C. S., & Buller, P. F. (2009-2010, July). *How are we doing? Modeling the progress of mission-related initiatives at a Jesuit business school*. Colleagues in Jesuit Business Education Conference, Wisconsin, Michigan.

#### **Regional**

Buller, P. F., Ensher, E., Martinez, P., & Stackman, R. (2019-2020). *The subversive creativity of Ignatius of Loyola: Contributions to Pedagogy*. Western Academy of Management Conference, Kailua Kona, Hawaii.

Johnson, E., Hickman, K., & Buller, P. F. (2016-2017, February). *Profit, People and Planet: Incorporating Sustainability in the Classroom*. Washington Higher Education Sustainability Conference, Spokane, Washington.

Buller, P. F. & McEvoy, G. M. (2014-2015, March). *Implementing a sustainability strategy through human resource management practices*. Western Academy of Management Conference, Kauai, Hawaii.

McEvoy, G. M. & Buller, P. F. (2010-2011, March). *Human resource management practices in mid-sized enterprises*. Western Academy of Management Conference, Victoria, Canada-Alberta.

Buller, P. F. & McEvoy, G. M. (2009-2010, March). *Strategy, human resource management and performance: refocusing line of sight*. Western Academy of Management Conference, Kona, Hawaii.

McEvoy, G. M., Buller, P. F., Warnick, A., & Bruya, K. (2006-2007, March). *Human resource management and strategic change: Leveraging alignment and competency perspectives*. Western Academy of Management Conference, Missoula, Montana.

## **Presentations of Non-Refereed Papers**

### **National**

Knight, M., Cooper, M., Grayson, K., Gustafson, A., Purcell, T., Buller P F (2017-2018, July). *The Ignatian-Centered DBA Program: Finding Yourself, Finding Others*. Invited presentation at Colleagues in Jesuit Business Education, Omaha, Nebraska.

Buller, P. F. & Van Hise, J. L. (2012-2013, July). *Ignation values in business education*. Invited presentation at Colleagues in Jesuit Business Education Conference, Los Angeles, California.

Buller, P. F. (2008-2009, January). *Reflections on building an entrepreneurship program: More of, less of, same as*. Invited presentation at United States Association for Small Business and Entrepreneurship, San Antonio, Texas.

Buller, P. F. (2007-2008, January). *Center structural challenges: Use of boards, alignment with departments, internal and external linkages*. Invited presentation at United States Association for Small Business and Entrepreneurship, Orlando, Florida.

Buller, P. F. (2006-2007, January). *The Coleman Excellence in Teaching Entrepreneurship Across College Campuses*. Invited presentation at United States Association for Small Business and Entrepreneurship, Orlando, Florida.

Buller, P. F. (2006-2007, January). *Center structural challenges: Use of boards, alignment with departments, internal and external linkages*. Invited presentation at United States Association for Small Business and Entrepreneurship, Orlando, Florida.

### **Regional**

Boal, K., Buller, P. F., Hirsch, P., & Kooor, S. (2018-2019). *WAM Retrospective: To Theme or Not to Theme*. Invited presentation at Western Academy of Management Conference, Rohnert Park, California.

## **Grants**

### **Other**

2008-2009 [Year 1 of 3]: Buller, P. F. Kern Entrepreneurship Education Network, Co-Principal Investigator, Kern Family Foundation.

## **Working Papers**

Barnes, C. H. & Buller, P. F. (2020). "Student Managed Investment Funds: An Exploratory Study of a Model That Works," targeted for Managerial Finance.

## **Invited Articles/Reviews**

Santos, N., Porth, S., Lee, J., & Buller, P. F. (2020). Editorial: After the Pandemic, Rebuilding with Ethics and Justice. *Journal of Jesuit Business Education*.

Porth, S., Lee, J., & Buller, P. F. (2019). Editorial. *Journal of Jesuit Business Education*, 10 (1), iii-vii.

## **Conference Presentations**

Buller, P. F., Ensher, E., Martinez, P., & Stackman, R. (2019-2020). *The subversive creativity of Ignatius of Loyola: Contributions to Pedagogy*. Western Academy of Management Conference, Kailua Kona, Hawaii.

Boal, K., Buller, P. F., Hirsch, P., & Kooor, S. (2018-2019). *WAM Retrospective: To Theme or Not to Theme*. Invited presentation at Western Academy of Management Conference, Rohnert Park, California.

Knight, M., Cooper, M., Grayson, K., Gustafson, A., Purcell, T., Buller P F (2017-2018, July). *The Ignatian-Centered DBA Program: Finding Yourself, Finding Others*. Invited presentation at Colleagues in Jesuit Business Education, Omaha, Nebraska.

Johnson, E., Hickman, K., & Buller, P. F. (2016-2017, February). *Profit, People and Planet: Incorporating Sustainability in the Classroom*. Washington Higher Education Sustainability Conference, Spokane, Washington.

Pepper, M. B. & Buller, P. F. (2015-2016, July). *Getting Out of the Mission Business*. Colleagues in Jesuit Business Education Conference, Syracuse, New York.

- Buller, P. F. & McEvoy, G. M. (2014-2015, March). *Implementing a sustainability strategy through human resource management practices*. Western Academy of Management Conference, Kauai, Hawaii.
- Buller, P. F. & Van Hise, J. L. (2012-2013, July). *Ignation values in business education*. Invited presentation at Colleagues in Jesuit Business Education Conference, Los Angeles, California.
- McEvoy, G. M. & Buller, P. F. (2010-2011, March). *Human resource management practices in mid-sized enterprises*. Western Academy of Management Conference, Victoria, Canada-Alberta.
- Patil, V., Stevens, C. S., & Buller, P. F. (2009-2010, July). *How are we doing? Modeling the progress of mission-related initiatives at a Jesuit business school*. Colleagues in Jesuit Business Education Conference, Wisconsin, Michigan.
- Buller, P. F. & McEvoy, G. M. (2009-2010, March). *Strategy, human resource management and performance: refocusing line of sight*. Western Academy of Management Conference, Kona, Hawaii.
- Buller, P. F. (2008-2009, January). *Reflections on building an entrepreneurship program: More of, less of, same as*. Invited presentation at United States Association for Small Business and Entrepreneurship, San Antonio, Texas.
- Buller, P. F. (2007-2008, January). *Center structural challenges: Use of boards, alignment with departments, internal and external linkages*. Invited presentation at United States Association for Small Business and Entrepreneurship, Orlando, Florida.
- McEvoy, G. M., Buller, P. F., Warnick, A., & Bruya, K. (2006-2007, March). *Human resource management and strategic change: Leveraging alignment and competency perspectives*. Western Academy of Management Conference, Missoula, Montana.
- Buller, P. F. (2006-2007, January). *The Coleman Excellence in Teaching Entrepreneurship Across College Campuses*. Invited presentation at United States Association for Small Business and Entrepreneurship, Orlando, Florida.
- Buller, P. F. (2006-2007, January). *Center structural challenges: Use of boards, alignment with departments, internal and external linkages*. Invited presentation at United States Association for Small Business and Entrepreneurship, Orlando, Florida.

## **Service**

### **Service to the Institution**

#### **College Assignments**

##### **Member:**

2013-2014: Strategic Mission and Planning Committee

### **Gonzaga University**

#### **Department Assignments**

##### **Faculty Sponsor:**

2016-2017 – 2017-2018: Faculty Lead, Management Discipline

#### **College Assignments**

##### **Faculty Advisor:**

2007-2008 – 2012-2013: Edun Live on Campus

##### **Faculty Sponsor:**

2014-2015 – 2015-2016: Faculty Lead - Management Discipline

##### **Member:**

2017-2018 – 2018-2019: Strategic Mission and Planning Committee

2015-2016: Committee on Reappointment, Promotion, and Tenure (CRPT)

2014-2015 – 2015-2016: Strategic Mission and Planning Committee

2014-2015: Committee on Reappointment, Promotion, and Tenure (CRPT)

2013-2014: Strategic Mission and Planning Committee (Fall)

##### **Chair:**

2018-2019: Management Faculty Search Committee

2014-2015 – 2018-2019: Jesuit Legacy Task Force

2014-2015: Reappointment, Promotion and Tenure Committee

2009-2010: Committee on Reappointment, Promotion and Tenure (CRPT)

2008-2009: Pigott Professor Search Committee

2007-2008: Search Committee for Entrepreneurship Faculty Position

1995-1996 – 1996-1997: Graduate Committee

1993-1994: Strategic Initiatives Committee

**Member:**

2019-2020 – 2020-2021: Strategic Mission and Planning Committee

2019-2020: SBA of the Future Task Force

2015-2016 – 2018-2019: Writing Task Force

2015-2016 – 2017-2018: Reappointment, Promotion and Tenure Committee

2015-2016 – 2017-2018: Strategic Mission and Planning Committee

2015-2016: Search Committee for Hogan Program Director

2012-2013: Faculty and Research Development Committee

2011-2012: Faculty Research and Development Committee

2010-2011: Student Services Committee

2007-2008 – 2009-2010: Committee on Reappointment, Promotion and Tenure (CRPT)

2005-2006 – 2008-2009: Faculty and Research Development

2003-2004: Undergraduate Curriculum Committee

1991-1992 – 2003-2004: Aram Chair Ethics Committee

2001-2002: Student Services Committee

1999-2000: Reappointment Committee

1998-1999: Graduate Committee

1994-1995 – 1997-1998: Strategic Initiatives Committee

1993-1994: Curriculum Initiatives Committee

1993-1994: Student Services Committee

1990-1991 – 1992-1993: Strategic Planning

1990-1991 – 1991-1992: Dean's Business Forum Board

1990-1991 – 1991-1992: Undergraduate Curriculum Committee

1990-1991 – 1991-1992: Reappointment Committee

1990-1991: Advising Committee

**University Assignments**

**Committee Chair:**

2013-2014 – 2016-2017: Faculty Handbook Revision, Sabbatical Policy Working Group

2007-2008: Academic Vice President Search Committee

**Committee Member:**

2020-2021: Opportunity Northeast - Whole Health Subcommittee

2018-2019: University Core Integration Seminar Committee

2015-2016 – 2018-2019: University Core Integration Seminar Committee

2017-2018: Search Committee - VP Administration

2015-2016: Dean Search Committee - Foley Library

2008-2009 – 2013-2014: KEEN Steering Committee

2000-2001 – 2013-2014: Hogan Entrepreneurial Leadership Program Advisory Board

2012-2013: Search Committee - Inaugural Dean of School of Nursing and Human Physiology

2008-2009: University President Search Committee

2005-2006: Strategic Plan Steering Committee

2001-2002 – 2005-2006: Greivance Committee

2004-2005: University Ministry Director Search Committee

2004-2005: VP Mission Search Committee

2004-2005: Core Curriculum Review Committee  
2004-2005: Gonzaga In Florence Dean Search Committee  
2004-2005: Vision Statement Committee  
2002-2003: Speaker's Policy Input Committee  
2002-2003: Accreditation Committee, Self-Study, Mission Subcommittee  
1999-2000 – 2002-2003: Graduate Council  
1999-2000 – 2000-2001: NCAA Athletics Certification Steering Committee; Chair: Subcommittee on Academic Integrity  
1993-1994 – 1999-2000: Executive Committee, Council for Partnership in Mission  
1990-1991 – 1997-1998: Council for Partnership in Mission  
1995-1996: Strategic Planning Committee  
1993-1994 – 1995-1996: University Rank and Tenure Committee  
1992-1993: Academic Honor Review Board  
1991-1992: Commencement Awards Committee  
1991-1992: Strategic Planning Committee  
1990-1991: Executive Committee, Faculty Assembly

**Other Institutional Service Activities:**

2015-2016 – 2016-2017: Facilitate Strategic Planning Process for School of Nursing and Human Physiology  
2015-2016: Research Roundtable Co-Facilitator  
2013-2014: Strategic Planning team for Office of Mission  
2003-2004: Faculty Senator  
1994-1995 – 1995-1996: Co-Coordinator, Council for Partnership in Mission  
1992-1993 – 1993-1994: NWASC Accreditation Steering Committee

**Service to the Profession**

**Board Member: Board of Trustees**

2015-2016 – 2020-2021: Colleagues in Jesuit Business Education (National).

Colleagues in Jesuit Business Education is a professional association of faculty, staff and administrators from Jesuit schools of business. The mission of CJBE is to enhance the distinctiveness of Jesuit schools of business and related programs through an ongoing exchange of ideas regarding curriculum, teaching, research, and service in the Ignatian, Catholic, and Humanistic traditions.

**Editor: Associate Editor**

2018-2019 – 2020-2021: Journal of Jesuit Business Education (International).

The Journal of Jesuit Business Education is published once a year and is the publication of Colleagues in Jesuit Business Education. The mission of CJBE is to enhance the distinctiveness of Jesuit schools of business and related programs through an ongoing exchange of ideas regarding curriculum, teaching, research, and service in the Ignatian, Catholic and Humanistic tradition.

2015-2016 – 2019-2020: Journal of Leadership and Organizational Studies (International).

2015-2016 – 2018-2019: Journal of Jesuit Business Education (International).

The Journal of Jesuit Business Education is published once a year and is the publication of Colleagues in Jesuit Business Education. The mission of CJBE is to enhance the distinctiveness of Jesuit schools of business and related programs through an ongoing exchange of ideas regarding curriculum, teaching, research, and service in the Ignatian, Catholic and Humanistic tradition.

**Officer: Organization / Association**

2015-2016: Colleagues in Jesuit Business Education (National). Treasurer of CJBE.

2007-2008 – 2008-2009: Colleagues in Jesuit Business Education (National). Board President of CJBE. Founding Board President, 1998-99; Board President, 2007-2008.

1994-1995 – 1999-2000: Western Academy of Management Conference (Regional).

Office of the President, Western Academy of Management from 1995-2000. This office progresses through the roles of Program Chair Elect, Program Chair, President, Past-President. I served two years as President since our Program Chair passed away prior to assuming the President's role.

### **Other Professional Service Activities**

2015-2016 – 2020-2021: Human Resource Management (International). Editorial Review Board for Human Resource Management, one of the leading academic journals in human resource management.

2015-2016 – 2017-2018: Western Academy of Management Conference (Regional). Program Committee member, Western Academy of Management.

1999-2000: Western Academy of Management Conference (Regional). Program Committee member, Western Academy of Management.

1995-1996 – 1999-2000: Western Academy of Management Conference (Regional). Program Committee member, Western Academy of Management.

1992-1993: Western Academy of Management Conference (Regional). Program Committee for Western Academy of Management.

1991-1992: Western Decision Sciences Institute (Regional). Track Chair, Policy and Strategy, Western Decision Sciences Institute.

1991-1992: Western Academy of Management Conference (International). Program Director for Western Academy of Management's international meeting in Leuven, Belgium.

1990-1991: Western Academy of Management Conference (Regional). Program Committee for Western Academy of Management.

1989-1990: Western Academy of Management Conference (International). Conference Treasurer for Western Academy of Management international meeting in Shizuoka, Japan.

1988-1989: Western Academy of Management Conference (Regional). Program Committee member for Western Academy of Management.

### **Service to the Community**

#### **Member of a Committee**

2016-2017 – 2020-2021: Health Services Research Roundtable, In partnership with the Community Health Assessment Board (CHAB), the HSRR is a collaborative assessment organization including institutions of higher education and community partners in Eastern Washington. The purpose of the HSRR is to conduct rigorous interdisciplinary inquiry regarding current challenges or issues affecting public health and well-being. The organization brings together faculty and students from multiple disciplines across participating campuses with a broad network of community partners to conduct engaged scholarship, primarily focused on applied or translational research, that informs health care policy, improves the delivery of services and facilitates access to services. Research results will be communicated through academic journals, conferences, community workshops, classrooms and a dedicated website.

2012-2013 – 2013-2014: Spokane Teachers Credit Union, Member of the Affiliate Board, Finance and Budget Committee, of Spokane Teachers Credit Union.

2011-2012 – 2012-2013: Spokane Teachers Credit Union, Member of the Affiliate Board, Finance and Budget Committee, of Spokane Teachers Credit Union.

2010-2011 – 2011-2012: Spokane Teachers Credit Union, Member of the Affiliate Board, Finance and Budget Committee, of Spokane Teachers Credit Union.

2009-2010 – 2010-2011: Spokane Teachers Credit Union, Member of the Affiliate Board, Finance and Budget Committee, of Spokane Teachers Credit Union.

#### **Positions Held in Civic Organizations**

1991-1992 – 2020-2021: Big Brothers Big Sisters of the Inland Northwest,

Board member since 1991. Served as Board President in 2000-2002. President of BBBS Endowment Corp from 1998-2000.

2005-2006 – 2010-2011: Connect NW, Board member of Connect NW, a non-profit organization dedicated to facilitating entrepreneurial networks and education in the Spokane Region.

### **Honors/Awards**

#### **Award**

2016-2017 – 2018-2019: Clarence Barnes Fellowship, School of Business Administration.

2016-2017: Wilfred and Patricia Loeken Vision and Values Award, School of Business Administration, Gonzaga University. Award given in SBA for contributions to mission through teaching, research and service.

2013-2014: SBA Faculty Fellowship Award, School of Business Administration, Gonzaga University.

2011-2012 – 2012-2013: Gonzaga Forum Board Faculty Excellence Award, School of Business Administration, Gonzaga University. This award recognizes overall achievement in teaching, research and service.

2011-2012: Exemplary Faculty Award, Gonzaga University. This award recognizes overall achievement in teaching, research and service. One of ten recipients in 2012; five tenured faculty and five pre-tenure faculty.

2007-2008: Centiulli Faculty Excellence Award, School of Business Administration, Gonzaga University. Award given to faculty member who demonstrates excellence in teaching, research and service.

1994-1995: Wilfred and Patricia Loeken Faculty Recognition Award, School of Business Administration, Gonzaga University. Award given to SBA faculty member who demonstrates excellence in teaching, research and service.

### **Honor**

2016-2017: Robert J. Spitzer, S.J. Award, Colleagues in Jesuit Business Education. Award given for service to Colleagues in Jesuit Business Education.

2011-2012: State of Mind Award, Western Academy of Management. This award given for continued service in contributing to the mission and culture of the Western Academy of Management.

2010-2011: Ken Grunzweig Innovator of the Year, Finalist, Catalyst Award.

One of three finalists for the Catalyst Award, an honor that recognizes contribution to entrepreneurial development and education in the Greater Spokane Region.

2007-2008: Paul F. Buller Entrepreneurial Leadership Scholarship, School of Business Administration, Gonzaga University.

This scholarship was established by the Advisory Board of the Hogan Entrepreneurial Leadership Program and is designated for students who are enrolled in the Hogan Program.

2001-2002: Volunteer of the Year, United Way.

Honor given by United Way in recognition of my over 30 years of service to Big Brothers Big Sisters organization.

2000-2001: Board Member of the Year, Big Brothers Big Sisters.

1996-1997: President's Award for Faculty Excellence, Gonzaga University. Nominated for President's Award for faculty excellence in teaching, research and service.

1994-1995: Board Member of the Year, Big Brothers Big Sisters.

1992-1993: Burlington Northern Teacher of the Year, Gonzaga University.

1990-1991: Scholar of the Year, Gonzaga University.

1986-1987: Professor of the Year, College of Business, Utah State University.

---

**Rebecca A. Bull-Schaefer, Ph.D.**  
**Associate Professor**  
**Management**  
**School of Business Administration**  
[bullshaefer@gonzaga.edu](mailto:bullshaefer@gonzaga.edu)

---

### **Academic Background**

Ph.D. Purdue University.

Title: *Psychological contract under-fulfillment: Leader-member crossover*

B.S. Bradley University.

### **Professional Memberships**

INSHRM, 2011-Present

Management and Organizational Behavior Teaching Society (MOBTS), 2011-Present

SHRM, 2011-Present

American Psychological Association (APA), 2009-2016

Midwest Academy of Management (MWAM), 2009-2011

Association for Women in Communication, 2006-2008

Society for Industrial Organizational Psychologists (SIOP), 2006-2008

Academy of Management, 2003-Present

### **Work Experience**

#### **Employment Experience**

##### **Academic**

Associate Professor, Management, Gonzaga University (2014 - Present), Spokane, Washington.

Assistant Professor, Management, Gonzaga University (2010 - 2014), Spokane, Washington.

Assistant Professor, Management and Quantitative Methods, Illinois State University (2008 - 2010), Normal, Illinois.

Consultant, Team Building Facilitator, Panoptic Insight (2008), West Lafayette, Indiana.

Recruiter, Head Hunter, Campion Services (2006 - 2007), West Lafayette, Indiana.

Research and Teaching Assistantships, Purdue University, Krannert School of Management (2003 - 2008), West Lafayette, Indiana.

U.S. Department of Defense Research Assistantship, Purdue University, Military Family Research Institute (2003 - 2005), Lafayette, Indiana.

Student Manager, Sales, and Business Development and Marketing Analyst, Southwestern Company (May, 2002 - August, 2003), Nashville, Tennessee.

Speech Coach, Small Business Consultant, and Promotional Performer, Bradley University (2001 - 2003), Peoria, Illinois.

#### **Consulting Experience**

2017-2018: WA Trust Bank, Emotional Contagion Workshop

2016-2017: Prime Real Estate, Negotiations and Ethics in Real Estate Workshop

2013-2014: Sterling Bank, Emotional Contagion

2008-2009: Panoptic Insight, DOI, BIA Team-building facilitation

### **Teaching**

#### **Courses Taught**

**Courses from the Teaching Schedule:** Compensation & Performance Appraisal (Bachelors), Directed Study (Bachelors), Employment Law & Labor Relations (Bachelors), Forecasting (MBA), Managing People & Performance (MBA), Principles of Management (Bachelors), Principles of Marketing (Bachelors), Special Topics (MBA), Team Building Intensive (Bachelors), Team Building Intensive (MBA)

**Courses taught, but not in the Schedule:**

Introduction to business (HRM), Negotiations, Organizational Behavior, Human Resource Management, Managing People and Performance

## Intellectual Contributions

### Intellectual Contributions Grid

Category	BDS	AIS	TLS	Total
Articles in Refereed Journals	9		5	14
Publications in Refereed Conference Proceedings	1		10	11
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings				0
Presentations of Refereed Papers	9		8	17
Presentations of Non-Refereed Papers		1		1
Grants - Funded (both refereed and non-refereed)	1			1

### Refereed Articles

#### Basic or Discovery Scholarship

O'Brien, J., & Bull Schaefer, R. A. (2020). Deadly Distraction – Eastern Air 401: The Accident that Changed Aviation Forever. *The Case Journal*.

Bull Schaefer, R. A., Green, S. G., Saxena, M., Weiss, H. M., & MacDermid, S. M. (2013). Positive crossover of organizational commitment. *Human Performance, 26* (4), 261-274.

Bull Schaefer, R. A., Wiegand, K. E., MacDermid, S. M., Green, S. G., & Welch, E. R. (2013). Work adjustment after combat deployment: Reservist repatriation. *Community, Work, & Family, 16* (2), 191-211.

Green, S. G., Bull Schaefer, R. A., MacDermid, S. M., & Weiss, H. M. (2011). Reactions to work-to-family conflict: Cognitive appraisal and indirect crossover in couples. *Journal of Management, 37*, 744-769.

Mulligan, J. R., & Bull Schaefer, R. A. (2011). A new hope for rank and yank. *Journal of Leadership & Organizational Studies, 18* (3), 385-396.

Bull Schaefer, R. A. (2010). Indirect crossover of psychological contract underfulfillment: A leader-member analysis. *Journal of Leadership & Organizational Studies, 17* (3), 276-286.

Schleicher, D. J., Bull, R. A., & Green, S. G. (2009). Rater reactions to forced distribution rating systems. *Journal of Management, 35* (4), 899-927.

Morgeson, F. P., Reider, M. H., Campion, M. A., & Bull, R. A. (2008). Review of research on age discrimination in the employment interview. *Journal of Business and Psychology, 22* (3), 223-232.

Trougakos, J. P., Bull, R. A., Green, S. G., MacDermid, S. M., & Weiss, H. M. (2007). Influences on job search self-efficacy of spouses of enlisted military personnel. *Human Performance, 20* (4), 391-413.

#### Teaching and Learning Scholarship

Bull-Schaefer, R. A. (2018). Conducting Midterm Performance Reviews: An Exercise for Teaching Performance Management. *Management Teaching Review*.

Bull Schaefer, R. A., & Crosswhite, A. M. (2018). Top Management Team Crisis Communication After Claims of Sexual Harassment. *Management Teaching Review*.

Bull Schaefer, R. A., Chase, N. M., & Teets, W. R. (2017). How to Use Common Technologies to Minimize Perceptual Biases When Grading Essays: A FiveStep Process. *Jesuit Higher Education: A Journal*.

Bull Schaefer, R. A., & Palanski, M. E. (2014). Emotional contagion at work: An in-class experiential activity. *Journal of Management Education, 38* (4), 533-559.

Bull Schaefer, R. A., & Erskine, L. (2012). Virtual team meetings: Reflections on a class exercise exploring technology choice. *Journal of Management Education, 36* (6), 777-801.

### Refereed Proceedings

#### Basic or Discovery Scholarship

Bull, R. A. (2009). Leader-member crossover of psychological contract underfulfillment evaluations. *Meeting of the Midwest Academy of Management*.

### **Teaching and Learning Scholarship**

- Bull Schaefer, R. A., & O'Brien, J. (2020). *Deadly Distraction – Eastern Air 401: The Accident that Changed Aviation Forever*. *Midwest Business Administration International Conference*.
- Bull Schaefer, R. A. (2017). *Top management team in crisis: An experiential exercise focused on communication skills*. *OBTC Conference (Teaching Society for Management Educators)*.
- Bull Schaefer, R. A. (2015). *Face-to-face teacher-student performance appraisals*. *OBTC Conference (Teaching Society for Management Educators)*.
- Bull Schaefer, R. A. (2015). *Face-to-face teacher-student performance appraisals*. *OBTC Conference (Teaching Society for Management Educators)*.
- Bull Schaefer, R. A., Pepper, M. B., & Hendricks, N. (2014). *Teacher-to-student feedback: How are we applying what we teach?* *OBTC Conference (Teaching Society for Management Educators)*.
- Bull Schaefer, R. A., Hendricks, N., & Pepper, M. (2014). *Teacher-to-student feedback: How are we applying what we teach?* *OBTC Conference (Teaching Society for Management Educators)*.
- Bull Schaefer, R. A., & Palanski, M. (2012). *Emotions at work*. *OBTC Conference (Teaching Society for Management Educators)*.
- Bull Schaefer, R. A., & Palanski, M. (2012). *Emotions at work*. *OBTC Conference (Teaching Society for Management Educators)*.
- Bull Schaefer, R. A., & Eskrine, L. (2011). *Learning With Virtual Teams: Communication Medium Choices*. *OBTC Conference (Teaching Society for Management Educators)*.
- Bull Schaefer, R. A., & Erskine, L. (2011). *Learning within virtual teams: Communication medium choices*. *OBTC Conference (Teaching Society for Management Educators)*.

### **Chapters, Cases, Readings, Supplements**

#### **Chapters**

- Schleicher, D. J., & Bull, R. A. (2007). *Frame of reference training*. *Encyclopedia of Industrial Organizational Psychology* (pp. 257-259). Sage.

### **Presentations of Refereed Papers**

#### **International**

- O'Brien, J. & Bull Schaefer, R. A. (2019-2020). *Deadly Distraction – Eastern Air 401: The Accident that Changed Aviation Forever*. Midwest Business Administration International Conference, Chicago, Illinois.
- Bull Schaefer, R. A. (2018-2019). *So You Want to Form a Union*. Academy of Management, Chicago, Illinois.
- Bull Schaefer, R. A. (2016-2017). *Top management team in crisis: An experiential exercise focused on communication skills*. OBTC Conference (Teaching Society for Management Educators), Providence, Rhode Island.
- Bull Schaefer, R. A. (2016-2017). *Improving teacher-student feedback: Striving for cura personalis through feedback design*. Colleagues in Jesuit Business Education Conference, Syracuse, New York.
- Bull Schaefer, R. A. (2015-2016, June). *Face-to-face teacher-student performance appraisals*. OBTC Conference (Teaching Society for Management Educators), La Verne, California.
- Bull Schaefer, R. A., Pepper, M. B., & Hendricks, N. (2013-2014). *Teacher-to-student feedback: How are we applying what we teach?* OBTC Conference (Teaching Society for Management Educators), Nashville, Tennessee.
- Bull Schaefer, R. A. & Palanski, M. (2012-2013). *Emotions at work*. OBTC Conference (Teaching Society for Management Educators), St. Catharines, Ontario, Canada.
- Baumann, H. M., Schleicher, D. S., Green, S. G., & Bull Schaefer, R. A. (2011-2012). *The role of rater personality in forced distribution rating systems*. SIOP Conference, San Diego, California.
- Bull Schaefer, R. A. & Eskrine, L. (2011-2012). *Learning With Virtual Teams: Communication Medium Choices*. OBTC Conference (Teaching Society for Management Educators), Milwaukee, Wisconsin.
- Weiland, J. R. & Bull Schaefer, R. A. (2009-2010). *The influence of forced distribution ranking systems on organizational performance: A new hope*. Academy of Management, Montreal, Canada.
- Saxena, M., Bull, R. A., Green, S. G., & Weiss, H. M. (2008-2009). *Spousal influence on commitment to the military: Indirect crossover effects*. SIOP Conference, New Orleans, Louisiana.
- Bull, R. A., Jackson, C., & Venkataramani, V. (2006-2007). *Group psychological contract fulfillment: Antecedents and consequences within groups*. SIOP Conference, New York, New York.
- Bull, R. A., Schleicher, D. J., & Green, S. G. (2006-2007). *Rater reactions to forced distributions*. SIOP Conference, New York, New York.
- Bull, R. A., Green, S. G., MacDermid, S. M., & Weiss, H. M. (2006-2007). *Role sending through faculty work absorption, work-family*

*conflict, and crossover*. SIOP Conference, New York, New York.

Wiegand, K., Bull, R. A., Green, S. G., & MacDermid, S. M. (2005-2006). *Coming home: A reservist perspective on the repatriation process*. SIOP Conference, Dallas, Texas.

Bull, R. A., Schleicher, D. J., & Green, S. G. (2005-2006). *Rank and (no) yank: Managerial reactions to forced distribution rating systems*. Academy of Management, Honolulu, Hawaii.

### Regional

Bull, R. A. (2008-2009). *Leader-member crossover of psychological contract under-fulfillment evaluations*. Meeting of the Midwest Academy of Management, Chicago, Illinois.

## **Presentations of Non-Refereed Papers**

### Local

Bull Schaefer, R. A. (2013-2014). *Strategic Planning and Tower Building*. NWFASA Conference (Northwest Filipino American Student Alliance), Spokane, Washington.

## **Grants**

### Research

2006-2007: Bull, R. A. PRF Research Grant.

## **Conference Presentations**

O'Brien, J. & Bull Schaefer, R. A. (2019-2020). *Deadly Distraction – Eastern Air 401: The Accident that Changed Aviation Forever*. Midwest Business Administration International Conference, Chicago, Illinois.

Bull Schaefer, R. A. (2018-2019). *So You Want to Form a Union*. Academy of Management, Chicago, Illinois.

Bull Schaefer, R. A. (2016-2017). *Top management team in crisis: An experiential exercise focused on communication skills*. OBTC Conference (Teaching Society for Management Educators), Providence, Rhode Island.

Bull Schaefer, R. A. (2016-2017). *Improving teacher-student feedback: Striving for cura personalis through feedback design*. Colleagues in Jesuit Business Education Conference, Syracuse, New York.

Bull Schaefer, R. A. (2015-2016, June). *Face-to-face teacher-student performance appraisals*. OBTC Conference (Teaching Society for Management Educators), La Verne, California.

Bull Schaefer, R. A., Pepper, M. B., & Hendricks, N. (2013-2014). *Teacher-to-student feedback: How are we applying what we teach?* OBTC Conference (Teaching Society for Management Educators), Nashville, Tennessee.

Bull Schaefer, R. A. (2013-2014). *Strategic Planning and Tower Building*. NWFASA Conference (Northwest Filipino American Student Alliance), Spokane, Washington.

Bull Schaefer, R. A. & Palanski, M. (2012-2013). *Emotions at work*. OBTC Conference (Teaching Society for Management Educators), St. Catharines, Ontario, Canada.

Baumann, H. M., Schleicher, D. S., Green, S. G., & Bull Schaefer, R. A. (2011-2012). *The role of rater personality in forced distribution rating systems*. SIOP Conference, San Diego, California.

Bull Schaefer, R. A. & Eskrine, L. (2011-2012). *Learning With Virtual Teams: Communication Medium Choices*. OBTC Conference (Teaching Society for Management Educators), Milwaukee, Wisconsin.

Weiland, J. R. & Bull Schaefer, R. A. (2009-2010). *The influence of forced distribution ranking systems on organizational performance: A new hope*. Academy of Management, Montreal, Canada.

Saxena, M., Bull, R. A., Green, S. G., & Weiss, H. M. (2008-2009). *Spousal influence on commitment to the military: Indirect crossover effects*. SIOP Conference, New Orleans, Louisiana.

Bull, R. A. (2008-2009). *Leader-member crossover of psychological contract under-fulfillment evaluations*. Meeting of the Midwest Academy of Management, Chicago, Illinois.

Bull, R. A., Jackson, C., & Venkataramani, V. (2006-2007). *Group psychological contract fulfillment: Antecedents and consequences within groups*. SIOP Conference, New York, New York.

Bull, R. A., Schleicher, D. J., & Green, S. G. (2006-2007). *Rater reactions to forced distributions*. SIOP Conference, New York, New York.

Bull, R. A., Green, S. G., MacDermid, S. M., & Weiss, H. M. (2006-2007). *Role sending through faculty work absorption, work-family conflict, and crossover*. SIOP Conference, New York, New York.

Wiegand, K., Bull, R. A., Green, S. G., & MacDermid, S. M. (2005-2006). *Coming home: A reservist perspective on the repatriation process*. SIOP Conference, Dallas, Texas.

Bull, R. A., Schleicher, D. J., & Green, S. G. (2005-2006). *Rank and (no) yank: Managerial reactions to forced distribution rating systems*. Academy of Management, Honolulu, Hawaii.

## **Professional Development**

### **Instructional-Related Conference**

2020-2021: McGraw-Hill Higher Education: Tools and Techniques to Drive Active Learning and Student Engagement Online.

### **Other Professional Development**

2018-2019: Gonzaga Career Kindling Program.

2016-2017: Leadership Spokane.

### **Professional Seminars / Workshops**

2020-2021: NHRMA Leaders of Tomorrow Annual Conference.

## **Service**

### **Service to the Institution**

#### **College Assignments**

##### **Member:**

2011-2012: Mission Mongers Champion of Student Mission Statements

#### **University Assignments**

##### **Other Institutional Service Activities:**

2012: Law School Diversity Committee

2011-2012: CTA Advising Academy

2011: Alpha Kappa Psi

2011: Act Six Panelist, Cadre III

## **Gonzaga University**

### **College Assignments**

##### **Faculty Advisor:**

2015-2016: SHRM Regional Case Competition Coach

##### **Member:**

2018-2019: Graduate Committee

2017-2018: Undergraduate Curriculum Committee

2013-2014: Graduate Committee

##### **Other Institutional Service Activities:**

2011-2012: Law School Diversity Committee, Research Consultant

##### **Chair:**

2021-2022: MGMT TT Faculty Search

2011-2012 – 2020-2021: HRM Concentration Advisory Board

2014-2015 – 2015-2016: Teaching Evaluation Task Force

2013-2014: Rigor Task Force

##### **Member:**

2020-2021: Performance Review Committee

2019-2020: Graduate Committee

2015-2016: SBA Writing Task Force

2010-2011 – 2012-2013: Undergraduate Curriculum Committee

### **University Assignments**

##### **Committee Member:**

2019-2020 – 2020-2021: Community Engaged Learning Advisory Board

2019-2020: Campus Childcare Policy Workgroup  
2019-2020: President's Research Council  
2019-2020: Gender discrimination committee  
2017-2018 – 2019-2020: Gender discrimination committee  
2014-2015 – 2015-2016: Faculty Handbook Working Group: Misconduct  
2014-2015: CTA Director Selection Committee  
2012-2013 – 2014-2015: Academic Council - Academic Program Review  
2012-2013: Academic Council - Academic Program Review

**Faculty Advisor:**

2016-2017 – 2020-2021: SHRM Student Chapter 5444  
2010-2011 – 2015-2016: SHRM: Society for Human Resource Management Student Chapter 5444

**Other Institutional Service Activities:**

2010-2011: CTA New Faculty Participant  
2010-2011: Safe Space

**Unassigned**

**University Assignments**

**Committee Member:**

2012-2013 – 2014-2015: Elected, Academic Council and Program Review  
2011-2012 – 2012-2013: Elected, Faculty Awards Committee

**Service to the Profession**

**Reviewer - Article / Manuscript**

2020-2021: Employee Rights and Responsibilities Journal (International).  
2020-2021: International Journal of Human Resource Management (International).  
2019-2020 – 2020-2021: International Journal of Human Resource Management (International).  
2019-2020 – 2020-2021: Management Teaching Review (International).  
2018-2019 – 2019-2020: Military Psychology (International).  
2018-2019: Jesuit Higher Education: A Journal (International).  
2017-2018: Management Teaching Review (International).  
2016-2017 – 2017-2018: Journal of Leadership and Organizational Studies (International).  
2016-2017: OBTC Conference (Teaching Society for Management Educators) (International).  
2016-2017: Academy of Management (International).  
2015-2016: International Journal of Human Resource Management (International).  
2015-2016: Employee Relations (International).  
2014-2015: Journal of Managerial Psychology (International).  
2013-2014: International Journal of Human Resource Management (International).  
2012-2013: Journal of Leadership and Organizational Studies (International).

**Reviewer - Book / Textbook**

2013-2014: Military Family Research Institute (National).

**Reviewer: Book / Textbook**

2009-2010: Illinois Chamber of Commerce, Employment Law Reference Book (State).

**Reviewer: Conference Paper**

2019-2020: Academy of Management (International).  
2014-2015 – 2015-2016: OBTC Conference (Teaching Society for Management Educators) (International).  
2014-2015: Academy of Management (International).  
2009-2010 – 2012-2013: Academy of Management (International).

2011-2012: OBTC Conference (Teaching Society for Management Educators) (International).  
2009-2010 – 2010-2011: Midwest Academy of Management (Regional).  
2007-2008: SIOP Conference (International).  
2006-2007 – 2007-2008: Academy of Management (International).

## **Service to the Community**

### **Chair of a Committee**

2016-2017 – 2020-2021: Vanessa Behan Crisis Nursery: Board of Trustees, Chair of HR Committee, member of Programs committee, and BOT member. Fundraise, advise, create, and participate.

### **Other Community Service Activities**

2019-2020: Leadership Spokane, Interview candidates for selection via Zoom conference

### **Speech / Presentation at a Community Meeting**

2015-2016 – 2020-2021: Leadership Spokane  
2017-2018: WA Trust Bank  
2016-2017: Prime Real Estate Negotiations Workshop  
2015-2016: INSHRM spring conference  
2015-2016: Leadership Spokane

## **Honors/Awards**

### **Award**

2020-2021: SHRM Student Chapter: Superior Merit Award, Society for Human Resource Management.  
2019-2020: SHRM Student Chapter: Honorable Mention Award, Society for Human Resource Management.  
2019-2020: Compass Award, Gonzaga University, Center for Career and Professional Development.  
2018-2019: Leadership Spokane Most Inspirational Speaker, Leadership Spokane.  
2017-2018 – 2018-2019: Barnes Research Award, Gonzaga, SBA.  
2016-2017: Loeken Vision and Values Award, Gonzaga, SBA.  
2013-2014: Exemplary Faculty Award, Gonzaga University.  
2012-2013: Loeken Academic Excellence Award, Gonzaga University, School of Business Administration.  
2011-2012: Jepson Research Fellowship, Gonzaga University, School of Business Administration.  
2011-2012: Coeur D'Alene Mines Research Award, Gonzaga University, School of Business Administration.  
2010-2011: Jepson Research Fellowship, Gonzaga University, School of Business Administration.  
2008-2009: Max Wortman Best Paper, Annual meeting of the Midwest Academy of Management.  
2008-2009: Flanagan Award for Outstanding Contribution to the SIOP Conference Program, SIOP Conference.  
2007-2008: Distinguished Teaching, Purdue University.  
2007-2008: Distinguished Teaching, Purdue University.  
2006-2007: Committee For Educational Teaching Assistants Inductee, Purdue University.  
2006-2007: Graduate Student Award for Outstanding Teaching, Purdue University.  
2006-2007: Graduate Student Fellow, Purdue University, Teaching Academy.  
2005-2006: Dean's Office Doctoral Student Service Award, Purdue University.  
2005-2006: Distinguished Teaching, Purdue University.

---

**David F. Elloy, Ph.D.**  
**Professor**  
**Management**  
**School of Business Administration**  
[elloy@gonzaga.edu](mailto:elloy@gonzaga.edu)

---

### **Academic Background**

Ph.D. University of South Carolina.

Title: *A Conceptual and Empirical Distinction Between Job Involvement and Work Involvement: Some Further Evidence of Construct Validity*

M.B.A. University of Oregon.

B.S. St. Joseph's University.

B.A. University of Calcutta.

### **Work Experience**

#### **Employment Experience**

##### **Academic**

Visiting Scholar, Chang Gung University (December, 2013 - December, 2013), Taipei, Taiwan.

Visiting Professor, Ramon Llull University (2008), Barcelona, Spain.

Visiting Professor, Chang Gung University (2008), Taipei, Taiwan.

Visiting Professor, University of Beijing International MBA Program (2005), Beijing, China.

Visiting Professor of International Human Resource Management, Javeriana University (2002), Bogota, Colombia.

Visiting Professor of Human Resource Management, Massey University (2001), Palmerston North, New Zealand.

Professor of Management, Gonzaga University (1997 - Present), Spokane, Washington.

Associate Professor of Management, Gonzaga University (1991 - 1997), Spokane, Washington.

Part-Time Lecturer, Murdoch University (1991), Perth, Australia.

Lecturer, University of Western Australia (1990 - 1991), Perth, Australia.

Director, Small Business Institute, Gonzaga University (1987 - 1990), Spokane, Washington.

Assistant Professor of Management, Gonzaga University (1985 - 1990), Spokane, Washington.

Part-Time Lecturer, Washington State University (1985), Pullman, Washington.

Part-Time Senior Tutor, Curtin University of Technology (1985), Perth, Australia.

Instructor, University of South Carolina (1982 - 1983), Columbia, South Carolina.

Part-Time Senior Tutor, Curtin University of Technology (1977 - 1981), Perth, Australia.

### **Teaching**

#### **Courses Taught**

**Courses from the Teaching Schedule:** Enhancing Organizational Effectiveness (MBA), International Management (MBA), International Management (Bachelors), Managing People & Performance (MBA), Principles of Management (Bachelors), Small Business Consulting (Bachelors), Small Business Consulting (MBA)

## **Intellectual Contributions**

#### **Intellectual Contributions Grid**

Category	BDS	AIS	TLS	Total
Articles in Refereed Journals	5			5
Publications in Refereed Conference Proceedings	4			4

## Refereed Articles

### Basic or Discovery Scholarship

Simha, A., Huang, H., & Elloy, D. F. (2015). Demographic Contributors to Burnout and the Link between Burnout and Commitment. *Journal of Organizational Psychology, 15* (1), 24-33.

Elloy, D. F., Simha, A., & Huang, H. (2014). The Moderated Relationship Between Job Burnout and Organization Cynicism. *Management Decision, 52* (3), 482-504.

Elloy, D. F., & Patil, V. (2014). Self-Leadership and Burnout: An Exploratory Study. *International Journal of Business and Social Science, 5* (9), 7-13.

Elloy, D. F., & Patil, V. (2012). Exploring the Relationship Between Organization Based Self-Esteem and Burnout: A Preliminary Analysis. *International Journal of Business and Social Science, 3* (9), 283-288.

Elloy, D. F. (2012). Effects of Ability Utilization, Job Influence and Organization Commitment on Employee Empowerment: An Empirical Study. *International Journal of Management, 29* (2), 627-632.

## Refereed Proceedings

### Basic or Discovery Scholarship

Elloy, D. F. (2013). Organizational Predictors of External Leader Behaviors in Self-managed Work Teams. *Summer Conference of the International Academy of Business Economics.*

Elloy, D. F. (2012). An Examination of the Relationship between Organizational Attitudes and Situational Variables and Organization Based self-Esteem. *International Conference on Accounting Business and Economics.*

Elloy, D. F. (2011). Exploring the Relationship between Organizational Cynicism and Burnout. *Meeting of the American Institute of higher Education.*

Elloy, D. F. (2010). Does Self-Leadership Lead to Burnout? An Exploratory Study. *Pan-Pacific Conference.*

## Presentations of Refereed Papers

### International

Elloy, D. F. (2013-2014). *Organizational Predictors of External Leader Behaviors in Self-Managed Work Teams.* Summer Conference of the International Academy of Business Economics, Bangkok, Thailand.

Elloy, D. F. (2011-2012). *An Examination of the Relationship between Organizational Attitudes and Situational Variables and Organization based Self-Esteem.* International Conference on Accounting, Business and Economics, Kuantan, Malaysia.

Elloy, D. F. (2009-2010). *Does Self-Leadership Lead to Burnout? An Exploratory Study.* Pan-Pacific Conference, Bali, Indonesia.

### National

Elloy, D. F. (2010-2011). *Exploring the Relationship between Organization Cynicism and Burnout: A Preliminary Analysis.* Meeting of the American Institute of higher Education, Charleston, South Carolina.

### Regional

Elloy, D. F. (2014-2015). *Burnout and Demographic Variables in Nurses.* Meeting of the Midwest Academy of Management, Minneapolis, Minnesota.

## Conference Presentations

Elloy, D. F. (2014-2015). *Burnout and Demographic Variables in Nurses.* Meeting of the Midwest Academy of Management, Minneapolis, Minnesota.

Elloy, D. F. (2013-2014). *Organizational Predictors of External Leader Behaviors in Self-Managed Work Teams.* Summer Conference of the International Academy of Business Economics, Bangkok, Thailand.

Elloy, D. F. (2011-2012). *An Examination of the Relationship between Organizational Attitudes and Situational Variables and Organization based Self-Esteem.* International Conference on Accounting, Business and Economics, Kuantan, Malaysia.

Elloy, D. F. (2010-2011). *Exploring the Relationship between Organization Cynicism and Burnout: A Preliminary Analysis.* Meeting of the American Institute of higher Education, Charleston, South Carolina.

Elloy, D. F. (2009-2010). *Does Self-Leadership Lead to Burnout? An Exploratory Study.* Pan-Pacific Conference, Bali, Indonesia.

## Service

### Service to the Institution

**Gonzaga University**

### **College Assignments**

#### **Chair:**

2014-2015: Globalization Committee

#### **Member:**

2017-2018 – 2018-2019: Faculty and Research Development Committee

2013-2014: Information Technology (Spring)

2013-2014: Information Technology (Fall)

#### **Chair:**

2011-2012: Committee on Reappointment, Promotion, and Tenure (CRPT)

#### **Member:**

2012-2013: Information Technology Committee

2010-2011: Committee on Reappointment, Promotion, and Tenure (CRPT)

### **Honors/Awards**

#### **Award**

2010-2011 – 2014-2015: Jepson Fellowship Award, Gonzaga University, School of Business.

---

**Todd A. Finkle, Ph.D.**  
**Associate Professor**  
**Management**  
**School of Business Administration**  
[finkle@gonzaga.edu](mailto:finkle@gonzaga.edu)

---

### **Academic Background**

Ph.D. University of Nebraska - Lincoln.  
Title: *Board Effects on Performance: The Case of the Biotechnology Industry*  
M.B.A. University of Wisconsin-Madison.  
B.S. University of Nebraska-Lincoln.

### **Professional Memberships**

International Academy of Business and Public Administration, 2018  
Association for the Society of Business and Behavioral Sciences (ASBBS), 2014, 09, 08  
National Sales Management, 2013  
AABRI, 2010, 12, 14  
Allied Academies, 2002-2015  
National Entrepreneurship Center Directors Conference (NCEC: Changed to GCEC), 2002-2006  
International Council for Small Business (ICSB), 2000-2016  
United States Association for Small Business and Entrepreneurship (USASBE), 1995-2016

### **Relevant Courses Taken**

#### **Relevant Courses**

Certified in Diversity Training at Gonzaga University in Fall, 2020.

Technology Entrepreneurship Part 2, (Online: Chuck Eesley), Stanford University. Spring, 2017.

CS183C Technology enabled Blitzscaling (Online: Reid Hoffman). Stanford University. Spring 2015.

How to Start a Startup (Online), Taught by: Sam Altman, President, Y Combinator; Dustin Moskovitz, Co-founder, Facebook; Paul Graham, Founder, Y Combinator; Peter Theiel, Founder Paypal, Plantir and the Founders Fund; Marc Andreessen, Founder Netscape and Andreessen Horowitz; Reid Hoffman, Founder, LinkedIn and Partner Greylock Ventures; and Marissa Mayer, CEO, Stanford University. Fall, 2014.

Attended the Lean LaunchPad Educators Seminar. A 2.5-day program designed for entrepreneurship faculty to learn how to integrate Lean Startup principles into their entrepreneurship curriculum using the Lean LaunchPad class as a canonical model. Taught by Steve Blank from Stanford University. November, 2014.

A Crash Course on Creativity (Online: Dr. Tina Seelig), Stanford University. Fall, 2012.

Technology Entrepreneurship E145 (Online: Dr. Chuck Eesley), Stanford University. Summer, 2012.

### **Work Experience**

#### **Employment Experience**

##### **Academic**

Pigott Professor of Entrepreneurship, Gonzaga University (2010 - Present), Spokane, Washington.  
Co-Founder, ENTREPRENEURSHIP EDUCATION CONSORTIUM (January, 2007 - July, 2010), Akron, Ohio.

Director, Fitzgerald Institute for Entrepreneurial Studies, University of Akron (2003 - 2007), Akron, Ohio.  
Associate Professor, University of Akron (2001 - 2010), Akron, Ohio.  
Fellow, Fitzgerald Institute for Entrepreneurial Studies, University of Akron (1997 - 2010), Akron, Ohio.  
Assistant Professor, University of Akron (1997 - 2001), Akron, Ohio.  
Assistant Professor, University of North Carolina @ Charlotte (1993 - 1997), Charlotte, North Carolina.  
Instructor, University of Nebraska-Lincoln (1989 - 1993), Lincoln, Nebraska.  
Manager, The Homy Inn (1984 - 1987), Omaha, Nebraska.  
Co-Founder, Gould & Finkle, Inc. (1984 - 1985), Omaha, Nebraska.  
Marketing Representative, Xerox Corporation (1983), Omaha, Nebraska.

#### **Non-Academic**

Founder, Finkle & Associates, LLC (April, 2011 - Present), Spokane, Washington.  
Founder, Finkle & Associates, L.L.C.: Entrepreneurial Strategy Consultants (May, 2007 - July, 2010), Fairlawn, Ohio.  
Founder/CEO, Have Music Will Travel (June, 1987 - August, 1989), Madison, Wisconsin.

### **Teaching**

#### **Courses Taught**

**Courses from the Teaching Schedule:** Creating New Ventures (Bachelors), Creating New Ventures (MBA), Creativity, Innovation, & Entrepreneurship (Bachelors), Directed Study (Bachelors), Directed Study (Bachelors), Directed Study (Bachelors), New Venture Creation II (Bachelors), Small Business Consulting (Bachelors)

#### **Courses taught, but not in the Schedule:**

New Venture Creation ENTR 490B (Gonzaga: 2011-2013: 53 students) Business Creation BUSN 491 (Gonzaga: 2015: 8 students)  
Internship in Entrepreneurship BUSN 497 (Gonzaga: 3 students) Strategic Management BUSN 481 (Gonzaga: 2010: 32 students)  
Introduction to Entrepreneurship Entrepreneurial Issues in Finance and Accounting Entrepreneurial Field Project Independent Study in Entrepreneurship Business Policy Small Business Management MBA Entrepreneurship MBA Business Strategy & Policy: Domestic & International International Executive MBA: Strategy & Policy: Domestic & International, MBA Financing the Entrepreneurial Venture

#### **Teaching Activities**

##### **Course (Existing) - Compensated Redesign**

2018-2019 - *Innovated Startup Accelerator BUSN 491.*  
2018-2019 - *Innovated Small Business Consulting BUSN 494.*  
2018-2019 - *Innovated Creating New Ventures BENT 491.*  
2014-2015 - *Innovating Creating New Ventures BENT 491 Based on Stanford's MS&E 273 eDesign Program.*

##### **Course (New) - Creation/Delivery: Conventional**

2019-2020 - *Creation of New Content and Teaching for Introduction to Business BUSN 190.*  
2019-2020 - *Created three new sections in the Entrepreneurship & Innovation Program.*  
2019-2020 - *Teaching in the New Intro to Business BUSN 190 course.*  
2018-2019 - *Small Business Consulting BUSN 494.* Perform research and did a national search to develop and redesign a course on Small Business Consulting. I will be teaching it for the first time in the spring of 2019.  
2018-2019 - *Added two new sections in the E&I Program: Creativity, Innovation & Entrepreneurship BENT 490 and Technology Entrepreneurship BENT 491*  
2014-2015 - *Created a new class called Business Creation BUSN 491 This is a project-based course designed to give hands-on, real world experience. Students create and sell their product/service during the semester with the assistance from mentors and the entrepreneur.*  
2014-2015 - *Created a new class called Technology Entrepreneurship BENT 492..*  
2011-2012 - *Created a new undergraduate course entitled, Creativity, Innovation, and Entrepreneurship BENT 490..*

##### **Program Assessment Projects**

2019-2020 - *Funding of New Ventures: Mystery by Shane Kovalsky an E&I Graduate who has raising around \$5 million in Funding for his Startup.*

### **Student Assign-Independent Studies**

2018-2019 - *Supervised students that have independent studies and internships under me..*

2017-2018 - *Had a few students do independent studies and internships under me..*

2016-2017 - *Had a few students do independent studies and internships under me..*

### **Student Assign-Students Advised (UG)**

2021-2022 - *Created undergraduate Feasibility and Business Plan Competition in the E&I Program. Every semester our students develop ideas and work on the development of a feasibility study and a business plan..*

2020-2021 - *Created undergraduate Feasibility and Business Plan Competition in the E&I Program. Every semester our students develop ideas and work on the development of a feasibility study and a business plan..*

2019-2020 - *Created undergraduate Feasibility and Business Plan Competition in the E&I Program. Every semester our students develop ideas and work on the development of a feasibility study and a business plan..*

2018-2019 - *Triangle Venture Expo: WildRide updated the community on the progress of their venture at an event for emerging companies within Spokane..*

2018-2019 - *Startup Weekend 2018: Two of my students, Mariah Krey and Luis Peraza, participated in Startup Weekend..*

2018-2019 - *Created undergraduate Feasibility and Business Plan Competition in the E&I Program. Every semester our students develop ideas and work on the development of a feasibility study and a business plan..*

2018-2019 - *Founders Live: One team, OddJobbers (Nick Mclain) presented at Founders Live through Startup Spokane. Received \$5,000..*

2017-2018 - *Created undergraduate Feasibility and Business Plan Competition in the E&I Program. Every semester our students develop ideas and work on the development of a feasibility study and a business plan..*

2014-2015 - *Advising: Advise all students in the Entrepreneurship & Innovation program..*

2013-2014 - *Advising: Advise all students in the Entrepreneurship & Innovation program..*

2012-2013 - *Advising: Advise all students in the Entrepreneurship & Innovation program..*

2011-2012 - *Advising: Advise all students in the Entrepreneurship & Innovation program..*

### **Innovations in Course Content / Presentation**

2021-2022 - *Brought in Members of My Advisory Board to Mentor Students and Critique Presentations.*

2020-2021 - *Brought in Members of My Advisory Board to Mentor Students and Critique Presentations.*

2019-2020 - *Creativity, Innovation & Entrepreneurship BENT 490.*

2019-2020 - *Brought in Members of My Advisory Board to Mentor Students and Critique Presentations.*

2018-2019 - *OddJobbers: Mind to Market through Startup Spokane.* A team from my Startup Accelerator class, OddJobbers, was accepted into the Mind-to-Market Program through Startup Spokane. This honor allowed them free office space and an entrepreneur-in-residence to work with them for a limited time. They just received financing for their venture of \$50,000.

2018-2019 - *Several articles in the Media were written on the activities that I created for my students this academic year..*

2018-2019 - *Coach to 4 teams that made it to the finals of the Northwest Entrepreneur Competition.*

2018-2019 - *Brought in 20 guest speakers to my Entrepreneurship Classes in 2018/19.*

2018-2019 - *Brought in Members of My Advisory Board to Mentor Students and Critique Presentations.*

2017-2018 - *Coach to 6 teams that made it to the finals of the Northwest Entrepreneur Competition: 2 placed 2nd and 2 placed 3rd..*

2017-2018 - *Brought in 13 guest speakers to my Entrepreneurship Classes in 2017/18.*

2017-2018 - *Students from my Startup Accelerator Course Spoke at Spokane Angel Alliance.* Two of my teams from Startup Accelerator were accepted to present at the largest and most impactful investor forum in the Inland Northwest. One of the teams, WildRide was accepted into the Mind to Market Program through Startup Spokane based on their presentation.

2017-2018 - *Brought in Members of My Advisory Board to Mentor Students and Critique Presentations.*

2017-2018 - *10 articles in the Media were written on the activities that I created for my students this academic year..*

2017-2018 - *WildRide: Mind to Market through Startup Spokane.* A team from my Startup Accelerator class, WildRide, was accepted into the Mind-to-Market Program through Startup Spokane. This honor allowed them free office space and an entrepreneur-in-residence to work with them for a limited time. They just received financing for their venture of \$50,000.

2014-2015 - *Innovated an existing class called Creating New Ventures BENT 491 Integrated the new Lean Startup principles into the entrepreneurship curriculum using the Lean LaunchPad methodology developed at Stanford University. Students worked directly with mentors .*

2013-2014 - *Created two internal Business Plan Competitions; one at the undergraduate level and another at the graduate level..*

2012-2013 - Created two internal Business Plan Competitions; one at the undergraduate level and another at the graduate level..

2011-2012 - Created two internal Business Plan Competitions; one at the undergraduate level and another at the graduate level..

2010-2011 - Created two internal Business Plan Competitions; one at the undergraduate level and another at the graduate level..

### **Other Teaching Activities**

2021-2022 - Benchmark the E&I program off of world class programs at Stanford University, University of California, Berkeley, Indiana University, University of Minnesota, University of Southern California (USC), Syracuse University .

2021-2022 - Advise Students in the E&I Program .

2021-2022 - Service/Diversity Learning: Small Business Consulting BUSN 494 Students: Consulted with Local Small Businesses (Pro Bono) . Perform research and did a national search to develop and redesign a course on Small Business Consulting .

2021-2022 - Founder and Head, Entrepreneurship & Innovation Program .

2021-2022 - Hire, Teach, and Supervise Adjuncts. Make sure all sections are tauught and trained by qualified instructors..

2021-2022 - Founder and Manager of the Entrepreneurship & Innovation Advisory Board that has grown to 68 Members .

2020-2021 - Added five women to the Entrepreneurship & Innovation Advisory Board .

2020-2021 - Manage Day-to-Day Activities in the E&I Program; Assist with Internships, Placements, and the Assessment of the Program..

2020-2021 - Guest Speaker Series .

2020-2021 - Service/Diversity Learning: Small Business Consulting BUSN 494 Students: Consulted with a Woman Who Purchased a Local Small Businesses (Pro Bono) . Perform research and did a national search to develop and redesign a course on Small Business Consulting .

2020-2021 - Founder and Head, Entrepreneurship & Innovation Program .

2020-2021 - Funding a New Startup by OddJobbers: Raised \$6000,000 in Funding for a New Business out of the E&I Program..

2020-2021 - Funding a New Startup by Richard Kennedy in Startup Accelerator: Raised \$1.8 Million in Funding for a New Business During Senior Year..

2020-2021 - Benchmark the E&I program off of world class programs at Stanford University, University of California, Berkeley, Indiana University, University of Minnesota, University of Southern California (USC), Syracuse University .

2020-2021 - Over 260 Students have earned or are earning a degree in Entrepreneurship & Innovation .

2020-2021 - Advise Students in the E&I Program .

2020-2021 - Hire, Teach, and Supervise Adjuncts. Make sure all sections are tauught and trained by qualified instructors..

2020-2021 - Founder and Manager of the Entrepreneurship & Innovation Advisory Board that has grown to 65 Members .

2019-2020 - Service Learning: Small Business Consulting BUSN 494: Consulted with Local Businesses Pro Bono. Perform research and did a national search to develop and redesign a course on Small Business Consulting .

2019-2020 - Manage Day-to-Day Activities in the E&I Program; Assist with Internships, Placements, and the Assessment of the Program..

2019-2020 - Founder and Manager of the Entrepreneurship & Innovation Advisory Board that has grown to 57 Members .

2019-2020 - Founder and Head, Entrepreneurship & Innovation Program .

2019-2020 - Hire, Teach, and Supervise Adjuncts. Make sure all sections are tauught and trained by qualified instructors..

2019-2020 - Hire, Teach, and Supervise Adjuncts. Make sure all sections are tauught and trained by qualified instructors..

2019-2020 - Benchmark the E&I program off of world class programs at Stanford University, University of California, Berkeley, Indiana University, University of Minnesota, University of Southern California (USC), Syracuse University .

2019-2020 - Advise Students in the E&I Program .

2018-2019 - Hire, Teach, and Supervise Adjuncts. Make sure all sections are tauught and trained by qualified instructors..

2018-2019 - Service Learning: Taught Small Business Consulting BUSN 494: Consulted with Local Businesses Pro Bono. Perform research and did a national search to develop and redesign a course on Small Business Consulting .

2018-2019 - Benchmark the E&I program off of world class programs at Stanford University, University of California, Berkeley, Indiana University, University of Minnesota, University of Southern California (USC), Syracuse University .

2018-2019 - Integrated the development of APPS into the curriculum .

2018-2019 - Advise, supervise, and work directly with students in their independent studies and internships..

2018-2019 - Head, Entrepreneurship & Innovation Program .

2018-2019 - Manage Day-to-Day Activities in the E&I Program; Assist with Internships, Placements, and the Assessment of the Program..

2018-2019 - *Founder and Manager of the Entrepreneurship & Innovation Advisory Board that has grown to 45 Members.*

2018-2019 - *Managing over 75 students that are now getting a Concentration or University minor in E&I.*

2018-2019 - *Advise Students in the E&I Program.*

2017-2018 - *Integrated the development of APPS into the curriculum.*

2017-2018 - *Hire, Teach, and Supervise Adjuncts. Make sure all sections are tauught and trained by qualified instructors..*

2017-2018 - *Hire, Teach, and Supervise Adjuncts. Make sure all sections are tauught and trained by qualified instructors..*

2017-2018 - *Funding a New Startup by WildRide: Raised \$50,000 in Funding for a New Business out of the E&I Program..*

2017-2018 - *173 Students have earned or are earning a degree in Entrepreneurship & Innovation.*

2017-2018 - *Benchmark the E&I program off of world class programs at Stanford University, University of California, Berkeley, Indiana University, University of Minnesota, University of Southern California (USC), Syracuse University.*

2017-2018 - *Advise Students in the E&I Program.*

2017-2018 - *Manage Day-to-Day Activities in the E&I Program; Assist with Internships, Placements, and the Assessment of the Program..*

2017-2018 - *Founder and Manager of Entrepreneurship & Innovation 42 Member Advisory Board.*

2017-2018 - *20 Students and Myself were Invited to Visit Warren Buffett in Omaha for a Day. Through my research performed on Warren Buffett, I was able to garner a visit for a day with him for 20 of our students and 3 professors.*

2017-2018 - *Advise, supervise, and work directly with students in their independent studies and internships..*

2017-2018 - *Head, Entrepreneurship & Innovation Program.*

2017-2018 - *Managing 73 students that are now getting a Concentration or University minor in E&I.*

2016-2017 - *Hire, Teach, and Supervise Adjuncts. Make sure all sections are tauught and trained by qualified instructors..*

2016-2017 - *Mentoring.*

2016-2017 - *Advising.*

2015-2016 - *Hire, Teach, and Supervise Adjuncts. Make sure all sections are tauught and trained by qualified instructors..*

2014-2015 - *Curriculum Coordinator: Entrepreneurship & Innovation Concentration and University-wide Minor. In charge of staffing and managing all courses. Benchmarked program off of leading entrepreneurship programs at Stanford, Berkley, Minnesota, and USC..*

2014-2015 - *Advisory Board: Created a new advisory board of 16 individuals from industry. The board mentors our students both inside and outside of the classroom.*

2014-2015 - *Curriculum Coordinator: Created the Entrepreneurship & Innovation Concentration and University-wide Minor. In charge of staffing and managing all courses. Benchmarked program off of leading entrepreneurship programs at Stanford, Berkley, Minnesota, USC..*

2014-2015 - *Curriculum Coordinator: Entrepreneurship & Innovation Concentration and University-wide Minor. In charge of staffing and managing all courses. Benchmarked program off of leading entrepreneurship programs at Stanford, Berkley, Minnesota, and USC..*

2014-2015 - *Advisory Board: Created a new advisory board of individuals from industry. The board mentors our students both inside and outside of the classroom.*

2014-2015 - *Faculty Coach to one team for the 2014 Regional Business Plan Competition..*

2013-2014 - *Berkshire Hathaway Shareholder's Meeting: Created a relationship with a Board of Trustees member, which resulted in him inviting 6 of my entrepreneurship students to the 2014 meeting..*

2013-2014 - *Curriculum Coordinator: Created the Entrepreneurship & Innovation Concentration and University-wide Minor. In charge of staffing and managing all courses. Benchmarked program off of leading entrepreneurship programs at Stanford, Berkley, Minnesota, USC..*

2012-2013 - *Curriculum Coordinator: Entrepreneurship & Innovation Concentration. Benchmarked program off of leading entrepreneurship programs at Stanford, Berkley, Minnesota, USC..*

2012-2013 - *Berkshire Hathaway Shareholder's Meeting: Created a relationship with a Board of Trustees member, which resulted in him inviting 6 of my entrepreneurship students to the 2013 meeting..*

2011-2012 - *Berkshire Hathaway Shareholder's Meeting: Created a relationship with a Board of Trustees member, which resulted in him inviting 6 of my entrepreneurship students to the 2012 meeting..*

2011-2012 - *Created the Entrepreneurship & Innovation Concentration. Benchmarked program off of leading entrepreneurship programs at Stanford, Berkley, Minnesota, and USC..*

### **Executive or Professional Education**

2018-2019 - Entrepreneurship.

2017-2018 - Ideas for Promoting a Culture of Corporate Entrepreneurship & Innovation.

2017-2018 - Ideation, Design Thinking, Lean Startup and Prototyping.  
 2009-2010 - Topic: Ideas for Promoting a Culture of Corporate Entrepreneurship & Innovation.  
 2009-2010 - Topic: Strategies for Small Business Growth.  
 2009-2010 - Topic: Financing Startup and Growth.  
 2009-2010 - Topic: Creating an Effective Business Plan and Investor Pitch.  
 2009-2010 - Topic: Getting Started and Finding the Right Idea.  
 2009-2010 - Topic: Entrepreneurship.  
 2008-2009 - International Executive MBA: Business Strategy & Policy: Domestic & Intl.  
 2007-2008 - International Executive MBA: Business Strategy & Policy: Domestic & Intl.  
 2006-2007 - International Executive MBA: Business Strategy & Policy: Domestic & Intl.

## Intellectual Contributions

### Intellectual Contributions Grid

Category	BDS	AIS	TLS	Total
Articles in Refereed Journals	28	5	40	73
Articles-in-Progress (All)	2	1	2	5
Publications in Refereed Conference Proceedings	30		7	37
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings	1	3	61	65
Presentations of Refereed Papers	35	2	7	44
Presentations of Non-Refereed Papers		1	2	3
Grants - Funded (both refereed and non-refereed)			2	2
Grants - Pending (both refereed and non-refereed)			1	1
Other Research, Refereed and Publicly Available			4	4
Other Research, Non-refereed		1	6	7

### Refereed Articles

#### Applied or Integrative/application Scholarship

Finkle, T. A., & Buller, P. F. (2012). Wisdom from Warren Buffett. *Research in Higher Education Journal*, 16, 1-10.

Finkle, T. A., Kuratko, D. F., & Goldsby, M. (2006). The state of entrepreneurship centers in the United States: A nationwide survey (Acceptance rate 10%: One of the top Entrepreneurship journals in the field. A solid A level journal). *Journal of Small Business Management*.

Finkle, T. A., Krovi, R., Kahai, P., Dunning, K., & Vijayaraman, B.S. (2000). Impact of E-Commerce on entrepreneurs & small businesses: Opportunities, changes, & strategies. *Entrepreneurial Executive, The*.

Finkle, T. A., & Greenwood, P. (1996). Should I Buy the Jerry's Famous Frozen Desserts Chain? (Financial Times Top 50 Journal: A Level Journal). *Entrepreneurship Theory and Practice*.

Finkle, T. A. (1995). Lessons learned from blockbuster entertainment. *Journal of Business & Entrepreneurship*.

#### Basic or Discovery Scholarship

Finkle, T. A. (2021). Jobs in the field of entrepreneurship (Located in Cabell's and double-blind reviewed acceptance rate less than 35%). *Journal of Management and Marketing Research*, 25, 1-19.

Finkle, T. A. (2020). Is there a need for entrepreneurship faculty in higher education? (Located in Cabell's and Double-blind reviewed acceptance rate less than 35%). *Research in Higher Education Journal*, May, 1-18.

Finkle, T. A. (2018). Technology entrepreneurship: Creating your own online business (Located in Cabell's Double Blind Refereed). *Journal of Technology Research*, 8, 1-20.

Finkle, T. A. (2018). HOTTEST TIME FOR ENTREPRENEURSHIP EDUCATORS (REFEREED JOURNAL LOCATED IN IN CABELL'S ACCEPTANCE RATE 20-25%). *Journal of Business & Entrepreneurship*, 29 (2), 59-85.

Finkle, T. A. (2018). Entrepreneurial growth: Growing your online business in the digital era (Located in Cabell's Double Blind Refereed). *Journal of Technology Research*, 1-20.

- Finkle, T. A., & Katragadda, M. (2017). An examination of faculty salaries between the fields of strategic management and entrepreneurship (Located in Cabell's, 5 Referees, Acceptance Rate 20-25%). *Journal of Business & Entrepreneurship*, 28 (2), 1-47.
- Finkle, T. A., & Katragadda, M. (2017). Opportunities in Entrepreneurship Education (Cabell's, Double-Blind Refereed, Acceptance Rate 20-25%). *Global Journal of Entrepreneurship*, 1 (1), 64-79.
- Finkle, T. A. (2016). An Examination of Job Opportunities, Candidates, and Salaries in the Field of Entrepreneurship (Located in Cabell's, Triple-Blind Refereed, Acceptance Rate 20%). *New England Journal of Entrepreneurship*, 19 (1), 40-53, doi: doi/abs/10.1108/NEJE-19-01-2016-B003.
- Finkle, T. A. (2016). A current look at salaries and faculty demand within the field of entrepreneurship (Located in Cabell's, Double Refereed, Acceptance Rate 25%). *Journal of Applied Management & Entrepreneurship*, doi: 10.9774/GLEAF.3709.2016.ap.00005.
- Finkle, T., & Shrader, M. J. (2015). Creativity Exercises in the Field of Entrepreneurship (Located in Cabell's, Double-Blind Refereed, Acceptance Rate 28%). *Experiential Entrepreneurship Exercises Journal*, 1 (3), 35-41.
- Finkle, T. A. (2015). An examination of the job market for entrepreneurship faculty from 1989 to 2014 (Located in Cabell's in 2015, Double-Refereed Blind, Acceptance Rate 25%). *Journal of Entrepreneurship Education*, 26 (3), 55-78.
- Finkle, T. A., & Shrader, M. J. (2015). Creative Achievement & Intelligence Among Student Entrepreneurs (Located in Cabell's in 2015, Double-Refereed Blind, Acceptance Rate 25%). *Journal of Entrepreneurship Education*, 18 (2), 1-16.
- Mallin, M., Ragland, C., & Finkle, T. (2014). The proactive behavior of younger salespeople: Antecedents and outcomes (Located in Cabell's, Double-Blind Refereed, Altmetric Report 10, Acceptance Rate 20%). *Journal of Marketing Channels*, 21 (4), 268-278, doi: 10.1080/1046669X.2014.945359.
- Finkle, T. A., Menzies, T., Kuratko, D. F., & Goldsby, M. G. (2013). An examination of the financial challenges of entrepreneurship centers throughout the world (Located in Cabell's, Double-Blind Refereed, Acceptance Rate 20%). *Journal of Small Business and Entrepreneurship*, 26 (1), 67-85.
- Finkle, T. A. (2013). AdRoll: A case study of entrepreneurial growth (Located in Cabell's, Double-Blind Refereed, Acceptance Rate 20%). *New England Journal of Entrepreneurship*, 16 (1), 48-51.
- Finkle, T. A., Menzies, T. V., Kuratko, D. F., & Goldsby, M. G. (2012). Financing Activities of Entrepreneurship Centers in the United States. *Journal of Business & Entrepreneurship*, 23 (2), 48-64.
- Finkle, T. A., & Mallin, M. (2011). Ethical considerations of sales channel selection in the field of entrepreneurship. *Journal of Ethics and Entrepreneurship*, 1 (1), 27-40.
- Stetz, P., & Finkle, T. A. (2008). A-1 Lanes & the Currency Crisis of the East Asian Tigers (Financial Times Top 50 Journal: A level journal). *Entrepreneurship Theory and Practice*.
- Mallin, M., & Finkle, T. A. (2007). Social entrepreneurship & direct marketing. *Direct Marketing: An International Journal*.
- Finkle, T. A., Blose, L., & Lamb, R. (2005). Insider trading around new drug approvals. *Journal of Private Enterprise*.
- Finkle, T. A. (2002). A comparative analysis of the performance of emerging versus nonemerging industry initial public offerings. *New England Journal of Entrepreneurship*.
- Finkle, T. A., Figler, R., & Dunning, K. (2001). West Point Market: Managing a challenge from the EEOC (Financial Times Top 50 Journal: A Level Journal). *Entrepreneurship Theory and Practice*.
- Finkle, T. A., & French, D. (2000). An examination of initial public offerings in the "high flying" internet industry. *Journal of Business & Entrepreneurship*.
- Finkle, T. A. (1998). Beano's Ice Cream Shop. *Entrepreneurship Theory and Practice*.
- Finkle, T. A., & French, D. (1998). The performance of initial public offerings in the biotechnology industry. *Journal of Business & Entrepreneurship*.
- Finkle, T. A. (1998). The relationship between boards of directors and initial public offerings in the biotechnology industry. *Entrepreneurship Theory and Practice*.
- Finkle, T. A., & Klose, A. (1995). Service quality & the congruence of employee perceptions & customer expectations: The case of an electric utility. *Psychology & Marketing*.
- Finkle, T. A., Marquardt, R., & Klose, A. (1993). Activity of small businesses in Nebraska. *Journal of Business & Entrepreneurship*.

### **Teaching and Learning Scholarship**

- Finkle, T. A., & Olsen, T. (2019). ENTREPRENEURSHIP IN THE DIGITAL ERA: CREATING YOUR OWN ONLINE BUSINESS (Located in Cabell's and Double-Blind Refereed, Acceptance Rate 14%). *Entrepreneurship Education & Pedagogy*, 2 (2), 1-27.
- Finkle, T. A., & Olsen, T. (2019). INSTRUCTOR'S NOTES FOR ENTREPRENEURSHIP IN THE DIGITAL ERA: CREATING YOUR OWN ONLINE BUSINESS (Located in Cabell's and Double-Blind Refereed, Acceptance Rate 14%). *Entrepreneurship Education & Pedagogy*.
- Finkle, T. A. (2017). Warren Buffett: Entrepreneur, Investor, and Philanthropist (Located in Cabell's, Double-Blind Refereed). *The Journal of Business Cases and Applications*, 19, 1-19.

- Finkle, T. A. (2017). Warren E. Buffett (Located in Cabell's, Double-Blind Refereed). *The Journal of Business Cases and Applications*, 17, 1-19.
- Finkle, T. A. (2017). Instructor's Notes for Warren Buffett: Entrepreneur, Investor, and Philanthropist. *The Journal of Business Cases and Applications*.
- Finkle, T. A. (2017). Instructor's Notes for Warren E. Buffett. *The Journal of Business Cases and Applications*.
- Finkle, T. A., & Masters, E. (2014). Do MOOCs pose a threat to higher education? (Located in Cabell's in 2014, Double-Blind Refereed). *Research in Higher Education Journal*, 26, 1-10.
- Finkle, T. A. (2014). Instructor's Notes for Andrew Mason & Groupon, Inc. *Journal of the International Academy for Case Studies*, 20 (2), 35-42.
- Finkle, T. A. (2014). Andrew Mason & Groupon, Inc. (Located in Cabell's, Double-Blind Refereed, Acceptance Rate 25%). *Journal of the International Academy for Case Studies*.
- Finkle, T. A. (2013). Instructor's notes for creativity, innovation and entrepreneurship: The case of H. Wayne Huizenga. *Journal of the International Academy for Case Studies*, 19 (4), 71-80.
- Finkle, T. A. (2013). Instructor's notes for AdRoll: A case study of entrepreneurial growth. *New England Journal of Entrepreneurship*, 1-7.
- Finkle, T. A. (2013). Creativity, innovation and entrepreneurship: The case of H. Wayne Huizenga (Located in Cabell's in 2013, Double-Blind Refereed, Acceptance Rate 25%). *Journal of the International Academy for Case Studies*, 19 (3), 71-85.
- Finkle, T. A. (2013). Job opportunities for faculty in the field of entrepreneurship (Located in Cabell's, Double Refereed, Acceptance Rate 25%). *Journal of Applied Management & Entrepreneurship*, 18 (3), 94-112.
- Finkle, T. A., & Buller, P. F. (2013). The Hogan Entrepreneurial Leadership Program: An innovative model of entrepreneurship education (Located in Cabell's, Double-Blind Refereed, Acceptance Rate 25%). *Journal of Entrepreneurship Education*, 16, 113-132.
- Finkle, T. A. (2013). Trends in the market for entrepreneurship faculty from 1989-2011 (Located in Cabell's, Double-Blind Refereed, Acceptance Rate 25%). *Journal of Entrepreneurship Education*, 16, 59-76.
- Finkle, T. A. (2012). Corporate Entrepreneurship & Innovation in Silicon Valley: The Case of Google, Inc. (Financial Times Top 50 Journal: A level journal). *Entrepreneurship Theory and Practice*, 36 (4), 863-884, doi: 10.1111/j.1540-6520.2010.00434.x.
- Finkle, T. A. (2012). Note to instructors for corporate entrepreneurship & innovation in silicon valley: The case of Google, Inc (Financial Times Top 50 Journal). *Entrepreneurship Theory and Practice*, 36 (4), 885-887.
- Finkle, T. A., & Scoresby, R. (2012). Instructor's Notes for Larry Ellison & Oracle Corporation. *Journal of the International Academy for Case Studies*, 18 (8), 105-115.
- Finkle, T. A., & Scoresby, R. B. (2012). Larry Ellison & Oracle Corporation. *Journal of the International Academy for Case Studies*, 18 (7), 111-125.
- Finkle, T. A. (2012). Trends in the market for entrepreneurship faculty from 1989-2010. *Journal of Entrepreneurship Education*, 15, 21-40.
- Mallin, M., & Finkle, T. A. (2011). Instructor's notes for Apple Inc.: Product portfolio analysis. *Journal of the International Academy for Case Studies*, 17 (8), 49-56.
- Mallin, M. L., & Finkle, T. A. (2011). Apple Inc.: Product portfolio analysis. *Journal of the International Academy for Case Studies*, 17 (7), 63-74.
- Finkle, T. A. (2011). Instructor's Notes for Richard Branson and Virgin, Inc. *Journal of the International Academy for Case Studies*, 17 (6), 87-97.
- Finkle, T. A. (2011). Richard Branson and Virgin, Inc. *Journal of the International Academy for Case Studies*, 17 (5), 109-121.
- Finkle, T. A. (2010). Lessons Learned from the "Oracle of Omaha" Warren Buffett. *Journal of Instructional Pedagogies*, 2, 1-10.
- Finkle, T. A., & Mallin, M. (2010). Instructor's Notes for Steve Jobs and Apple, Inc. *Journal of the International Academy for Case Studies*, 16 (8), 49-57.
- Finkle, T. A., & Mallin, M. (2010). Steve Jobs and Apple, Inc. *Journal of the International Academy for Case Studies*, 16 (7), 31-40.
- Finkle, T. A. (2010). Instructor's Notes for Warren E. Buffett & Berkshire Hathaway, Inc. *Journal of the International Academy for Case Studies*, 16 (6), 107-120.
- Finkle, T. A. (2010). Warren E. Buffett & Berkshire Hathaway, Inc. *Journal of the International Academy for Case Studies*, 16 (5), 61-88.
- Thomas, A., Finkle, T. A., & Wilkinson, T. (2010). Instructor's notes for Timko export management company: The dynamics of international entrepreneurship. *Journal of the International Academy for Case Studies*, 16 (2), 61-73.
- Thomas, A., Finkle, T. A., & Wilkinson, T. (2010). Timko export management company: The dynamics of international entrepreneurship. *Journal of the International Academy for Case Studies*, 16 (1), 57-71.

- Finkle, T. A. (2010). Entrepreneurship education trends. *Research in Business and Economics Journal*, 1, 35-53.
- Finkle, T. A., Soper, J., Fox, D., & Messing, J. (2009). Constructing an innovative model of entrepreneurship education through regional collaboration. *Journal of Entrepreneurship Education*.
- Stetz, P., & Finkle, T. A. (2008). Instructor's Notes for A-1 lanes & the currency crisis of the East Asian tigers (Financial Times Top 50 Journal: A level journal). *Entrepreneurship Theory and Practice*.
- Finkle, T. A., Stetz, P., & Mallin, M. (2007). Perceptions of tenure requirements & research records of entrepreneurship faculty earning tenure: 1964-2002. *Journal of Entrepreneurship Education*.
- Finkle, T. A. (2007). Trends in the market for entrepreneurship faculty from 1989-2005. *Journal of Entrepreneurship Education*.
- Finkle, T. A. (2002). Instructor's Notes for The Crowne Inn: The case of a family business under turmoil. *Journal of the International Academy for Case Studies*.
- Finkle, T. A. (2002). The Crowne Inn: The case of a family business under turmoil. *Journal of the International Academy for Case Studies*.
- Finkle, T. A., & Deeds, D. (2001). Trends in the market for entrepreneurship faculty during the period 1989-1998. *Journal of Business Venturing*.
- Finkle, T. A., & Greenwood, P. (1996). Case study update: My advice on jerry's famous frozen Desserts. *Entrepreneurship Theory and Practice*.

## Refereed Proceedings

### Basic or Discovery Scholarship

- Finkle, T. A., & Lamb, R. (in press, 2021). Reading Between the Lines Like Warren Buffett. *International Academy of Business and Public Administration Disciplines Conference*.
- Finkle, T. A. (2020). Entrepreneurship Faculty in Higher Education. *International Academy of Business and Public Administration Disciplines Conference*.
- Finkle, T. A. (2019). Calling all faculty: Hottest time for entrepreneurship educators. *United States Association for Small Business and Entrepreneurship (USASBE)*.
- Finkle, T. A. (2019). Calling all faculty: Hottest time for entrepreneurship educators. *United States Association for Small Business and Entrepreneurship (USASBE)*.
- Finkle, T. A., & Lamb, R. (2016). Financial writing and entrepreneurial skills for the personal financial planner. *Proceedings of the Academy of Financial Services Conference*.
- Finkle, T. A. (2016). Salaries of entrepreneurship faculty within higher education. *United States Association for Small Business and Entrepreneurship (USASBE)*.
- Finkle, T. A. (2016). Salaries of entrepreneurship faculty within higher education. *United States Association for Small Business and Entrepreneurship (USASBE)*.
- Raglin, C., Mallin, M., & Finkle, T. A. (2013). The proactive entrepreneurial nature of salespeople: A model of antecedents and outcomes. *National Sales Management Conference*.
- Finkle, T. A., Menzies, T., Goldsby, M., & Kuratko, D. F. (2010). A global examination of the financial challenges of entrepreneurship centers. *International Conference for Small Business (ICSB)*.
- Finkle, T. A., Menzies, T., Goldsby, M., & Kuratko, D. F. (2010). A global examination of the financial challenges of entrepreneurship centers. *International Conference for Small Business (ICSB)*.
- Finkle, T. A., & Thomas, A. (2008). Entrepreneurship in international markets. *American Society of Business and Behavioral Sciences Conference*.
- Finkle, T. A. (2008). Global trends in the job market for faculty and schools in the field of entrepreneurship. *American Society of Business and Behavioral Sciences Conference*.
- Finkle, T. A. (2007). A comparative analysis of U.S. versus international entrepreneurship centers. *United States Association for Small Business and Entrepreneurship (USASBE)*, 125.
- Finkle, T. A., Kuratko, D. F., & Goldsby, M. (2006). The state of entrepreneurship centers in the United States: A nationwide survey. *International Conference for Small Business (ICSB)*.
- Finkle, T. A., Stetz, P., & Deeds, D. (2004). An examination of tenure decisions for the field of Entrepreneurship. *Babson College Entrepreneurship Research Conference*.
- Finkle, T. A., & Kuratko, D. F. (2004). Characteristics of the top ranked entrepreneurship centers. *Babson College Entrepreneurship Research Conference*.
- Blose, L., Finkle, T. A., & Lamb, R. (2003). Stock price reaction to new drug approval by the FDA. *American Academy of Accounting and Finance Conference*, 90-95.

- Finkle, T. A., & Deeds, D. (2002). Trends in the market for entrepreneurship faculty from 1989-2001. *United States Association for Small Business and Entrepreneurship (USASBE)*, 21.
- Finkle, T. A. (2000). Entrepreneurship and e-Commerce at the crossroads. *Allied Academies International Conference*, 7-11.
- Finkle, T. A., Deeds, D., & Zimmerman, M. (2000). The relationship between top management teams and the valuation of initial public offerings within emerging industries. *Babson College Entrepreneurship Research Conference*.
- Finkle, T. A. (1999). The performance of initial public offerings in the software industry. *Babson College Entrepreneurship Research Conference*, 406.
- Finkle, T. A. (1996). The relationship between technological strength and initial offering size in small high tech firms: The case of biotechnology. *United States Association for Small Business and Entrepreneurship (USASBE)*, 155-164.
- Finkle, T. A. (1995). Attitudes, self-employment, and job satisfaction. *Southeast Decision Sciences Institute*, 368.
- Finkle, T. A. (1995). StreetSmart interviewing for outplaced employees. *Southeast Decision Sciences Institute*, 136-138.
- Finkle, T. A. (1995). Small business financing in Nebraska. *Journal of Private Enterprise*, 126-127.
- Finkle, T. A. (1995). The spirit of entrepreneurship: Lessons learned from an economic success story. *Journal of Private Enterprise*.
- Finkle, T. A. (1994). Measuring performance in biotech firms: Do boards add value? *Decision Sciences Institute*, 631-634.
- Finkle, T. A. (1994). Performance in the biotechnology industry. *Decision Sciences Institute*, 620.
- Finkle, T. A. (1992). The current state of corporate entrepreneurship: A critique and directions for future research. *Journal of Private Enterprise*, 205.
- Finkle, T. A. (1991). Entrepreneurship in China. *Journal of Private Enterprise*, 198.

### **Teaching and Learning Scholarship**

- Finkle, T. A., & Lamb, R. (2019). Being Warren Buffett. *Proceedings of the International Academy of Business and Public Administration Conference*.
- Finkle, T. A., & Lamb, R. (2018). Integrating entrepreneurship and finance curriculum in higher education: Experiential and career opportunities. *International Academy of Business and Public Administration Disciplines Conference*.
- Finkle, T. A. (2012). Trends in the field of entrepreneurship from 1989-2011. *United States Association for Small Business and Entrepreneurship (USASBE)*, 26th, 1042-1055.
- Finkle, T. A., & Buller, P. (2012). An innovative model of entrepreneurship education: The Hogan Entrepreneurial Leadership Program. *United States Association for Small Business and Entrepreneurship (USASBE)*, 26th, 1173-1193.
- Finkle, T. A. (2006). A review of trends in the market for entrepreneurship faculty from 1989-2004. *Babson College Entrepreneurship Research Conference*.
- Finkle, T. A. (1996). Teaching Notes for Jerry's famous frozen desserts: A case study. *United States Association for Small Business and Entrepreneurship (USASBE)*, 127-136.
- Finkle, T. A. (1995). Financing your small business acquisition. *Southeast Decision Sciences Institute*, 382.

## **Books, Monographs, Compilations, Manuals**

### **Books**

- Finkle, T. A. (2021). *The Education of Warren Buffett: Wealth, Success, & Happiness (Under review at Columbia University Press)*.
- Finkle, T. A. (2020). *Case Studies on How Entrepreneurs Succeed*.
- Finkle, T. A. (2020). *Instructor's Notes for Case Studies on How Entrepreneurs Succeed*.
- Finkle, T. A. (2012). *Lesson Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship*. Spokane, WA: Finkle & Associates.
- Finkle, T. A. (2012). *Instructor's Manual for Lesson Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship*. Spokane, WA: Finkle & Associates.
- Finkle, T. A. (1993). *BOARD EFFECTS ON PERFORMANCE IN EMERGING INDUSTRIES: THE CASE OF BIOTECHNOLOGY*. University of Nebraska Press: Taylor and Francis.

## **Chapters, Cases, Readings, Supplements**

### **Cases**

- Finkle, T. A., & Olsen, T. (2020). Entrepreneurship in the digital era: Creating your own online business. In Press, *Reprint in Timothy Hatten's Marketing for Entrepreneurs (In press)*.
- Finkle, T. A., & Olsen, T. (2020). Reprint in Timothy Hatten's Marketing for Entrepreneurs (In press).. In Press, *Instructor's Notes for Entrepreneurship in the digital era: Creating your own online business*.
- Finkle, T. A. (2015). Andrew Mason & Groupon, Inc.. *Reprint in Launching New Ventures: An Entrepreneurial Approach 7th edition (pp.*

502-510). Cengage.

Finkle, T. A. (2015). AdRoll: A Case Study of Entrepreneurial Growth. *Reprint in Launching New Ventures: An Entrepreneurial Approach 7th Edition* (pp. 454-458). Cengage.

Finkle, T. A. (2015). Corporate Entrepreneurship & Innovation in Silicon Valley: The Case of Google, Inc.. *Reprint in Launching New Ventures: An Entrepreneurial Approach 7th Edition* (pp. 481-502). Cengage.

Finkle, T. A. (2014). Corporate Entrepreneurship & Innovation in Silicon Valley: The Case of Google, Inc.. *Reprint in Entrepreneurship Theory, Process, and Practice 9th edition* (pp. 127-148). Boston, MA: South-Western, Cengage Learning.

Finkle, T. A. (2012). Wayne Huizenga: The tale of a classic entrepreneur. *Lesson Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship* (pp. 95-114). Spokane, WA: Finkle & Associates.

Finkle, T. A. (2012). Instructor's Notes for Wayne Huizenga: The tale of a classic entrepreneur. *Instructor's Manual for Lessons Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship* (pp. 63-74). Spokane, WA: Finkle & Associates.

Finkle, T. A. (2012). Corporate Entrepreneurship & Innovation in Silicon Valley: The Case of Google, Inc. *Reprint in Launching New Ventures: An Entrepreneurial Approach 6th edition* (pp. 498-519). Boston, MA: Cengage Learning.

Finkle, T. A. (2012). The Crowne Inn: The case of a family business under turmoil. *Reprint in Launching New Ventures: An Entrepreneurial Approach 6th edition* (pp. 462-471). Boston, MA: Cengage Learning.

Finkle, T. A. (2012). Steve Jobs and Apple, Inc.. *Reprint in Lessons Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship* (pp. 11-24). Spokane, WA: Finkle & Associates.

Finkle, T. A. (2012). Warren E. Buffett & Berkshire Hathaway, Inc.. *Reprint in Lessons Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship* (pp. 25-60). Spokane, WA: Finkle & Associates.

Finkle, T. A. (2012). Corporate Entrepreneurship & Innovation in Silicon Valley: The Case of Google, Inc.. *Reprint in Lessons Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship* (pp. 61-94). Spokane, WA: Finkle & Associates.

Finkle, T. A. (2012). Beano's ice cream shop. *Reprint in Lessons Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship* (pp. 153-174). Spokane, WA: Finkle & Associates.

Finkle, T. A. (2012). Beano's ice cream shop. *Reprint in Lessons Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship* (pp. 153-174). Spokane, WA: Finkle & Associates.

Finkle, T. A. (2012). Timko export management company: The dynamics of international entrepreneurship. *Reprint in Lessons Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship* (pp. 115-132). Spokane, WA: Finkle & Associates.

Finkle, T. A. (2012). The Crowne Inn: The case of a family business under turmoil. *Reprint in Lessons Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship* (pp. 133-152). Spokane, WA: Finkle & Associates.

Finkle, T. A. (2012). West Point Market: Managing a challenge from the EEOC. *Reprint in Lessons Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship* (pp. 175-196). Spokane, WA: Finkle & Associates.

Finkle, T. A. (2012). Should I buy the Jerry's famous frozen desserts chain?. *Reprint in Lessons Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship* (pp. 197-214). Spokane, WA: Finkle & Associates.

Finkle, T. A. (2012). Instructor's notes for Jerry's famous frozen desserts. *Instructor's Manual for Lessons Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship* (pp. 145-170). Spokane, WA: Finkle & Associates.

Finkle, T. A. (2012). Instructor's Notes for West Point Market: Managing a challenge from the EEOC. *Instructor's Manual for Lessons Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship* (pp. 125-144). Spokane, WA: Finkle & Associates.

Finkle, T. A. (2012). Instructor notes for The Crowne Inn: The case of a family business under turmoil.. *Instructor's Manual for Lessons Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship* (pp. 89-106). Spokane, WA: Finkle & Associates.

Finkle, T. A. (2012). Instructor notes for Timko export management company: The dynamics of international entrepreneurship. *Instructor's Manual for Lessons Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship* (pp. 75-88). Spokane, WA: Finkle & Associates.

Finkle, T. A. (2012). Instructor notes for Beano's ice cream shop. *Instructor's Manual for Lessons Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship* (pp. 107-124). Spokane, WA: Finkle & Associates.

Finkle, T. A. (2012). Instructor's Notes for Corporate Entrepreneurship & Innovation in Silicon Valley: The Case of Google, Inc.. *Instructor's Manual for Lessons Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship* (pp. 41-62). Spokane, WA: Finkle & Associates.

Finkle, T. A. (2012). Instructor's Notes for Warren E. Buffett & Berkshire Hathaway, Inc.. *Instructor's Manual for Lessons Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship* (pp. 23-40). Spokane, WA: Finkle & Associates.

Finkle, T. A. (2012). Instructor's Notes for Steve Jobs and Apple, Inc.. *Instructor's Manual for Lessons Learned from Leading Entrepreneurs: Case Studies in Business and Entrepreneurship* (pp. 11-22). Spokane, WA: Finkle & Associates.

Stetz, P., & Finkle, T. A. (2009). A-1 lanes and the currency crisis of the East Asian tigers. *Reprint in Strategic Management:*

*Competitiveness & Globalization: Concepts & Cases 8th edition*. South-Western College Publishing Company.

Stetz, P., & Finkle, T. A. (2009). Instructor's Notes for A-1 lanes and the currency crisis of the East Asian tigers. *Instructor's Case Notes for Strategic Management: Competitiveness & Globalization: Concepts & Cases 8th edition*. South-Western College Publishing Company.

Stetz, P., & Finkle, T. A. (2009). A-1 lanes and the currency crisis of the East Asian tigers. *Reprint in Strategic Management: Competitiveness & Globalization: Cases 8th edition*. South-Western College Publishing Company.

Finkle, T. A. (2009). Instructor's Notes for A-1 lanes and the currency crisis of the East Asian tigers.. *Instructor's Case Notes for Strategic Management: Competitiveness & Globalization: Cases 8th edition*. South-Western College Publishing Company.

Stetz, P., & Finkle, T. A. (2009). A-1 lanes and the currency crisis of the East Asian tigers. *Reprint in Launching New Ventures: An Entrepreneurial Approach 5th edition*. Houghton Mifflin.

Stetz, P., & Finkle, T. A. (2009). Instructor's Notes for A-1 lanes and the currency crisis of the East Asian tigers. *Instructor's Resource Manual for Launching New Ventures: An Entrepreneurial Approach 5th edition*. Houghton Mifflin.

Finkle, T. A. (2009). The Crowne Inn: The case of a family business under turmoil. *Reprint in Kathleen Allen's Launching New Ventures: An Entrepreneurial Approach 5th edition*. Houghton Mifflin.

Finkle, T. A. (2009). Teaching Notes for The Crowne Inn: The case of a family business under turmoil. *Instructor's Resource Manual for Launching New Ventures: An Entrepreneurial Approach 5th edition*. Houghton Mifflin.

Stetz, P., & Finkle, T. A. (2008). A-1 lanes and the currency crisis of the East Asian tigers. *Reprint on Entrepreneur.com*. [http://www.entrepreneur.com/tradejournals/article/176480589\\_1.html](http://www.entrepreneur.com/tradejournals/article/176480589_1.html). Entrepreneur Magazine.

Stetz, P., & Finkle, T. A. (2008). Note to Instructors: A-1 lanes and the currency crisis of the East Asian tigers. *Reprint on Entrepreneur.com*. <http://www.entrepreneur.com/tradejournals/article/176480590.html>. Entrepreneur Magazine.

Finkle, T. A. (2006). The Crowne Inn: The case of a family business under turmoil. *Reprint in D. Ireland, M. Hitt, & R. Hoskisson's Understanding Business Strategy*. Thomson South-Western College Publishing Company.

Finkle, T. A. (2006). Teaching Notes for The Crowne Inn: The case of a family business under turmoil. *Instructor's Manual for Understanding Business Strategy*. Thomson South-Western College Publishing Company..

Finkle, T. A. (2006). Beano's ice cream shop. *Reprint in Kathleen A.'s Launching New Ventures: An Entrepreneurial Approach 4th edition*. Houghton Mifflin.

Finkle, T. A. (2006). Instructor's notes for Beano's ice cream shop. *Instructor's Manual for Launching New Ventures: An Entrepreneurial Approach 4th edition*. Houghton Mifflin.

Finkle, T. A. (2006). The Crowne Inn: The case of a family business under turmoil. *Reprint in Kathleen Allen's Launching New Ventures: An Entrepreneurial Approach 4th edition*. Houghton Mifflin.

Finkle, T. A. (2006). Instructor's Notes for The Crowne Inn: The case of a family business under turmoil. *Instructor's Manual for Launching New Ventures: An Entrepreneurial Approach 4th edition*. Houghton Mifflin.

Finkle, T. A. (2006). The Crowne Inn: The case of a family business under turmoil. *Reprint in Strategic Entrepreneurial Growth, 2nd edition*. Thomson South-Western College Publishing Company.

Finkle, T. A. (2003). Instructor's Notes for The Crowne Inn: The case of a family business under turmoil. *Instructor's Manual for Strategic Entrepreneurial Growth, 2nd edition*. Thomson South-Western College Publishing Company..

Finkle, T. A. (2003). The Crowne Inn: The case of a family business under turmoil. *Reprint in Strategic Entrepreneurial Growth, 2nd edition*. Thomson South-Western College Publishing Company.

Finkle, T. A. (2003). Jerry's famous ice cream. *Reprint in D. F. Kuratko & H. Welch's Strategic Entrepreneurial Growth*. Thomson South-Western College Publishing Company.

Finkle, T. A. (2003). Instructor's Notes for Jerry's famous ice cream. *Reprint in D. F. Kuratko & H. Welch's Instructor's Manual for Strategic Entrepreneurial Growth*. Thomson South-Western College Publishing Company..

Finkle, T. A. (2003). Beano's ice cream shop. *Reprint in Kathleen Allen's Launching New Ventures: An Entrepreneurial Approach 3rd edition*. Houghton Mifflin.

Finkle, T. A. (2003). Instructor's Notes for Beano's Ice Cream Shop. *Instructor's Manual for Launching New Ventures: An Entrepreneurial Approach 3rd edition*. Houghton Mifflin.

Finkle, T. A. (2001). Beano's ice cream shop. *Reprint in R. Hodgetts & D. F. Kuratko's Effective Small Business Management 7th edition*. Harcourt College Publishers.

Finkle, T. A. (2001). Instructor's Notes for Beano's ice cream shop. *Reprint in R. Hodgetts & D. F. Kuratko's Instructor's Manual for Effective Small Business Management 7th edition*. Harcourt College Publishers.

Finkle, T. A. (2001). West Point Market: Managing a Challenge from the EEOC. *Reprint on Entrepreneur.com*. Entrepreneur Magazine.

Finkle, T. A. (2001). Beano's Ice Cream Shop. *Reprint in M. Hitt, D. Ireland, & R. Hoskisson's Strategic Management: Competitiveness & Globalization: Cases 4th edition*. South-Western College Publishing Company.

Finkle, T. A. (2001). Instructor's Notes for Beano's ice cream shop. *Reprint in M. Hitt, D. Ireland, & R. Hoskisson's Instructor's Case Notes for Strategic Management: Competitiveness & Globalization: Cases 4th edition*. South Western College Publishing Company.

Finkle, T. A. (2001). Jerry's famous ice cream. *Reprint in D.F. Kuratko & H. Welch's Strategic Entrepreneurial Growth*. Harcourt College Publishers 1st edition.

Finkle, T. A. (2001). Instructor's Notes for Jerry's famous ice cream. *Reprint in D.F. Kuratko & H. Welch's Instructor's Manual for Strategic Entrepreneurial Growth*. Harcourt College Publishers.

Finkle, T. A. (2001). Beano's ice cream shop. *Reprint in M. Hitt, D. Ireland, & R. Hoskisson's Strategic Management 4th edition*. South-Western College Publishing Company.

Finkle, T. A. (2001). Instructor's Notes for Beano's ice cream shop. *Reprint in M. Hitt, D. Ireland, & R. Hoskisson's Instructor's Case Notes for Strategic Management 4th edition*. South-Western College Publishing Company.

## Presentations of Refereed Papers

### International

Finkle, T. A. & Lamb, R. (2021-2022). *Reading Between the Finance Lines Like Warren Buffett*. International Academy of Business and Public Administration Disciplines Conference, Las Vegas, Nevada.

Finkle, T. A. (2020-2021). *Entrepreneurship Faculty in Higher Education*. International Academy of Business and Public Administration Disciplines Conference, Las Vegas, Nevada.

Finkle, T. A. & Lamb, R. (2019-2020). *Being Warren Buffett*. International Academy of Business and Public Administration Disciplines Conference, LAS VEGAS, Nevada.

Finkle, T. A. (2018-2019). *Calling all faculty: Hottest time for entrepreneurship educators*. United States Association for Small Business and Entrepreneurship (USASBE), St. Petersburg, Florida.

Finkle, T. A. & Lamb, R. (2018-2019). *Entrepreneur and finance curriculum: Career opportunities*. International Academy of Business and Public Administration Disciplines Conference, Las Vegas, Nevada.

Lamb, R. & Finkle, T. A. (2017-2018). *Teaching students entrepreneurship through a student investment fund*. International Academy of Business and Public Administration Disciplines Conference, Las Vegas, Nevada.

Finkle, T. A. (2015-2016). *Salaries of entrepreneurship faculty within higher education*. United States Association for Small Business and Entrepreneurship (USASBE), San Diego, California.

Finkle, T. A. & Buller, P. F. (2012-2013). *An Innovative Model of Entrepreneurship Education: Hogan Entrepreneurial Leadership Program*. United States Association for Small Business and Entrepreneurship (USASBE), New Orleans, Louisiana.

Finkle, T. A. (2011-2012, January). *Trends in the Field of Entrepreneurship from 1989-2011*. United States Association for Small Business and Entrepreneurship (USASBE), New Orleans, Louisiana.

Finkle, T. A., Menzies, T., Goldsby, M., & Kuratko, D. F. (2010-2011). *A global examination of the financial challenges of entrepreneurship centers*. International Conference for Small Business (ICSB), DC, District of Columbia.

Finkle, T. A. (2009-2010). *Most Innovative Pedagogy for Entrepreneurship Education Award*. United States Association for Small Business and Entrepreneurship (USASBE), Anaheim, California.

Finkle, T. A. (2007-2008). *A Comparative Analysis of U.S. versus International Entrepreneurship Centers*. United States Association for Small Business and Entrepreneurship (USASBE), Orlando, Florida.

Finkle, T. A. (2006-2007). *An Examination of Entrepreneurship Centers in the United States: A National Survey*. International Conference for Small Business (ICSB), DC, District of Columbia.

Finkle, T. A. (2005-2006). *A Review of Trends in the Market for Entrepreneurship Faculty from 1989-2004*. Babson College Entrepreneurship Research Conference, Babson Park, Massachusetts.

Finkle, T. A. (2003-2004). *An Examination of Tenure Decisions for the Field of Entrepreneurship*. Babson College Entrepreneurship Research Conference, Boston, Massachusetts.

Finkle, T. A. & Kuratko, D. F. (2003-2004). *Characteristics of the Top Ranked Entrepreneurship Centers*. Babson College Entrepreneurship Research Conference, Babson Park, Massachusetts.

Finkle, T. A. (2000-2001). *The relationship between top management teams and the valuation of initial public offerings within emerging industries*. Babson College Entrepreneurship Research Conference, Babson Park, Massachusetts.

Finkle, T. A. (2000-2001). *Impact of e-commerce on entrepreneurs and small businesses: Opportunities, challenges, and strategies*. Allied Academies International Conference, Honolulu, Hawaii.

Finkle, T. A. (1999-2000). *The performance of initial public offerings in the software industry*. Babson College Entrepreneurship Research Conference, Babson Park, Massachusetts.

Finkle, T. A. & Sebor, T. (1994-1995). *Measuring performance in biotech firms: Do boards add value?* Decision Sciences Institute, Honolulu, Hawaii.

Finkle, T. A. (1994-1995). *Performance in the biotechnology industry*. Decision Sciences Institute, Honolulu, Hawaii.

### **National**

Finkle, T. A. & Lamb, R. (2016-2017). *Financial writing and entrepreneurial skills for the personal financial planner*. Academy of Financial Services Conference, Las Vegas, Nevada.

Finkle, T. A. & Shrader, M. (2015-2016, March). *Stimulating creativity within the field of entrepreneurship*. Western Academy of Management Conference, Kauai, Hawaii.

Finkle, T. A. & Masters, E. (2013-2014, February). *MOOCs and Their Impact on Higher Education*. American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada.

Finkle, T. A., Mallin, M., & Ragland, C. (2012-2013). *The Proactive Entrepreneurial Nature of Salespeople: A Model of Antecedents and Outcomes*. National Sales Management Conference, San Diego, California.

Finkle, T. A. (2009-2010). *Steve Jobs*. American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada.

Finkle, T. A. (2008-2009). *Global Trends in the Job Market for Faculty & Schools in the Field of Entrepreneurship*. American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada.

Finkle, T. A. (2008-2009). *Entrepreneurship in International Markets*. American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada.

Blose, L., Finkle, T. A., & Lamb, R. (2003-2004). *The Impact of New Drug Approvals on Stock Returns*. American Academy of Accounting and Finance Conference, New Orleans, Louisiana.

Finkle, T. A. (2003-2004). *Building a Successful Entrepreneurship Program*. American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada.

Blose, L., Finkle, T. A., & Lamb, R. (2002-2003). *The impact of new drug approvals on stock returns*. American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada.

Finkle, T. A. (2002-2003). *Trends in the market for entrepreneurship faculty from 1989-2001*. United States Association for Small Business and Entrepreneurship (USASBE), Reno, Nevada.

Finkle, T. A. (1995-1996). *International franchising: Examples in eastern Europe & the Soviet Commonwealth*. Association of Private Enterprise Education, Orlando, Florida.

Finkle, T. A. (1995-1996). *Franchising*. Association of Private Enterprise Education, Orlando, Florida.

Finkle, T. A. (1995-1996). *Teaching Notes for Jerry's famous frozen desserts: A case study*. United States Association for Small Business and Entrepreneurship (USASBE), Clearwater, Florida.

Finkle, T. A. (1995-1996). *The relationship between technological strength and initial offering size in small high tech firms: The case of biotechnology*. United States Association for Small Business and Entrepreneurship (USASBE), Clearwater, Florida.

Finkle, T. A. (1993-1994). *Small Business Financing in Nebraska*. Association of Private Enterprise Education, Orlando, Florida.

Finkle, T. A. (1993-1994). *Blockbuster Entertainment: A closer look*. Journal of Private Enterprise, Orlando, Florida.

Finkle, T. A. (1991-1992). *The current state of corporate entrepreneurship: A critique and directions for future Research*. Association of Private Enterprise Education, Orlando, Florida.

Finkle, T. A. (1990-1991). *Entrepreneurship in China*. Association of Private Enterprise Education, Orlando, Florida.

### **Regional**

Zuber, R., Finkle, T. A., Lamb, R., & Johnson, S. (2007-2008). *Innovations in the Investments Curriculum*. Southern Finance Association Meeting, Charleston, South Carolina.

Finkle, T. A. (1995-1996). *StreetSmart interviewing for outplaced employees*. Southeast Decision Sciences Institute, Myrtle Beach, South Carolina.

Finkle, T. A. (1995-1996). *Financing your small business acquisition*. Southeast Decision Sciences Institute, Myrtle Beach, South Carolina.

Finkle, T. A. (1995-1996). *Attitudes, self-employment, & job satisfaction*. Southeast Decision Sciences Institute, Myrtle Beach, North Carolina.

## **Presentations of Non-Refereed Papers**

### **International**

Finkle, T. A. (2016-2017, April). *Lessons Learned from Warren Buffett*. Invited presentation at University of Iowa School of Business, USA, Iowa.

### **National**

Finkle, T. A. (2006-2007). *Fund-raising & Financing Entrepreneurship Centers*. Invited presentation at National Entrepreneurship Center

Directors Conference (NCEC), Covington, Kentucky.

Finkle, T. A. & Kuratko, D. F. (2002-2003). *A comparative analysis of top-ranked versus non-ranked entrepreneurship programs*. Invited presentation at National Entrepreneurship Center Directors Conference (NCEC), Babson Park, Massachusetts.

## Grants

### Teaching

2016-2017 [Year 1 of 2]: Finkle, T. A. & Bowers, S., Cross Fertilization of Entrepreneurship within School of Engineering and Applied Science, Co-Principal Investigator.

2015-2016 [Year 1 of 2]: Finkle, T. A. & Bowers, S., Cross Fertilization of Entrepreneurship within School of Engineering and Applied Science, Co-Principal Investigator.

### Training

2021-2022: Finkle, T. A. Investment Fund for Startups Coming out of Gonzaga University, Co-Principal Investigator, Gonzaga University.

## Working Papers

Finkle, T. A. (2021). "Instructor's Notes for The Genius of Warren Buffett and Charlie Munger," targeted for Entrepreneurship Theory & Practice.

Finkle, T. A. (2021). "The Genius of Warren Buffett and Charlie Munger," targeted for Entrepreneurship Theory & Practice.

Finkle, T. A. (2021). "Salaries and demand of entrepreneurship faculty," targeted for Entrepreneurship Theory & Practice.

Finkle, T. A. (2021). "Job market trends in higher education: The case of entrepreneurship," targeted for New England Journal of Entrepreneurship.

Finkle, T. A. (2021). "A longitudinal examination of salaries and job opportunities for entrepreneurship faculty," targeted for Entrepreneurship Theory & Practice.

## Other Research

2020-2021: Finkle, T. A., & Olsen, T., *Instructor's Notes for Entrepreneurship in the digital era: Creating your own online business*.

2020-2021: Finkle, T. A., & Olsen, T., *Entrepreneurship in the digital era: Creating your own online business*.

2019-2020: Finkle, T. A., *USASBE Member Update: Todd Finkle*.

2014-2015: Finkle, T. A., & Masters, E., *MOOCs and their impact on higher education*.

2013-2014: Finkle, T. A., *Bill Gates versus Steve Jobs: A Contrast in Class*.

2012-2013: Finkle, T. A., *Entrepreneurial leadership tips inspired by giants in the restaurant business*.

2012-2013: Finkle, T. A., *Teaching Notes for Corporate Entrepreneurship & Innovation in Silicon Valley: The Case of Google, Inc.*

2011-2012: Finkle, T. A., *Five essentials for entrepreneurial success*.

2008-2009: Stetz, P., & Finkle, T.A., *Teaching Notes for A-1 lanes & the currency crisis of the East Asian Tigers*.

2001-2002: Finkle, T. A., Figler, R., & Dunning, K., *Teaching Notes for West Point Market: Managing a challenge from the EEOC*.

1998-1999: Finkle, T. A., *Teaching notes for Beano's ice cream shop*.

## Conference Presentations

Finkle, T. A. & Lamb, R. (2021-2022). *Reading Between the Finance Lines Like Warren Buffett*. International Academy of Business and Public Administration Disciplines Conference, Las Vegas, Nevada.

Finkle, T. A. (2020-2021). *Entrepreneurship Faculty in Higher Education*. International Academy of Business and Public Administration Disciplines Conference, Las Vegas, Nevada.

Finkle, T. A. & Lamb, R. (2019-2020). *Being Warren Buffett*. International Academy of Business and Public Administration Disciplines Conference, LAS VEGAS, Nevada.

Finkle, T. A. (2018-2019). *Calling all faculty: Hottest time for entrepreneurship educators*. United States Association for Small Business and Entrepreneurship (USASBE), St. Petersburg, Florida.

Finkle, T. A. & Lamb, R. (2018-2019). *Entrepreneur and finance curriculum: Career opportunities*. International Academy of Business and Public Administration Disciplines Conference, Las Vegas, Nevada.

Lamb, R. & Finkle, T. A. (2017-2018). *Teaching students entrepreneurship through a student investment fund*. International Academy of Business and Public Administration Disciplines Conference, Las Vegas, Nevada.

Finkle, T. A. (2016-2017, April). *Lessons Learned from Warren Buffett*. Invited presentation at University of Iowa School of Business, USA, Iowa.

Finkle, T. A. & Lamb, R. (2016-2017). *Financial writing and entrepreneurial skills for the personal financial planner*. Academy of Financial Services Conference, Las Vegas, Nevada.

Finkle, T. A. (2015-2016). *Salaries of entrepreneurship faculty within higher education*. United States Association for Small Business and Entrepreneurship (USASBE), San Diego, California.

Finkle, T. A. & Shrader, M. (2015-2016, March). *Stimulating creativity within the field of entrepreneurship*. Western Academy of Management Conference, Kauai, Hawaii.

Finkle, T. A. & Masters, E. (2013-2014, February). *MOOCs and Their Impact on Higher Education*. American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada.

Finkle, T. A., Mallin, M., & Ragland, C. (2012-2013). *The Proactive Entrepreneurial Nature of Salespeople: A Model of Antecedents and Outcomes*. National Sales Management Conference, San Diego, California.

Finkle, T. A. & Buller, P. F. (2012-2013). *An Innovative Model of Entrepreneurship Education: Hogan Entrepreneurial Leadership Program*. United States Association for Small Business and Entrepreneurship (USASBE), New Orleans, Louisiana.

Finkle, T. A. (2011-2012, January). *Trends in the Field of Entrepreneurship from 1989-2011*. United States Association for Small Business and Entrepreneurship (USASBE), New Orleans, Louisiana.

Finkle, T. A., Menzies, T., Goldsby, M., & Kuratko, D. F. (2010-2011). *A global examination of the financial challenges of entrepreneurship centers*. International Conference for Small Business (ICSB), DC, District of Columbia.

Finkle, T. A. (2009-2010). *Most Innovative Pedagogy for Entrepreneurship Education Award*. United States Association for Small Business and Entrepreneurship (USASBE), Anaheim, California.

Finkle, T. A. (2009-2010). *Steve Jobs*. American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada.

Finkle, T. A. (2008-2009). *Global Trends in the Job Market for Faculty & Schools in the Field of Entrepreneurship*. American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada.

Finkle, T. A. (2008-2009). *Entrepreneurship in International Markets*. American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada.

Finkle, T. A. (2007-2008). *A Comparative Analysis of U.S. versus International Entrepreneurship Centers*. United States Association for Small Business and Entrepreneurship (USASBE), Orlando, Florida.

Zuber, R., Finkle, T. A., Lamb, R., & Johnson, S. (2007-2008). *Innovations in the Investments Curriculum*. Southern Finance Association Meeting, Charleston, South Carolina.

Finkle, T. A. (2006-2007). *An Examination of Entrepreneurship Centers in the United States: A National Survey*. International Conference for Small Business (ICSB), DC, District of Columbia.

Finkle, T. A. (2006-2007). *Fund-raising & Financing Entrepreneurship Centers*. Invited presentation at National Entrepreneurship Center Directors Conference (NCEC), Covington, Kentucky.

Finkle, T. A. (2005-2006). *A Review of Trends in the Market for Entrepreneurship Faculty from 1989-2004*. Babson College Entrepreneurship Research Conference, Babson Park, Massachusetts.

Finkle, T. A. & Kuratko, D. F. (2003-2004). *Characteristics of the Top Ranked Entrepreneurship Centers*. Babson College Entrepreneurship Research Conference, Babson Park, Massachusetts.

Finkle, T. A. (2003-2004). *An Examination of Tenure Decisions for the Field of Entrepreneurship*. Babson College Entrepreneurship Research Conference, Boston, Massachusetts.

Blose, L., Finkle, T. A., & Lamb, R. (2003-2004). *The Impact of New Drug Approvals on Stock Returns*. American Academy of Accounting and Finance Conference, New Orleans, Louisiana.

Finkle, T. A. (2003-2004). *Building a Successful Entrepreneurship Program*. American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada.

Blose, L., Finkle, T. A., & Lamb, R. (2002-2003). *The impact of new drug approvals on stock returns*. American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada.

Finkle, T. A. (2002-2003). *Trends in the market for entrepreneurship faculty from 1989-2001*. United States Association for Small Business and Entrepreneurship (USASBE), Reno, Nevada.

Finkle, T. A. & Kuratko, D. F. (2002-2003). *A comparative analysis of top-ranked versus non-ranked entrepreneurship programs*. Invited presentation at National Entrepreneurship Center Directors Conference (NCEC), Babson Park, Massachusetts.

Finkle, T. A. (2000-2001). *Impact of e-commerce on entrepreneurs and small businesses: Opportunities, challenges, and strategies*. Allied Academies International Conference, Honolulu, Hawaii.

Finkle, T. A. (2000-2001). *The relationship between top management teams and the valuation of initial public offerings within emerging industries*. Babson College Entrepreneurship Research Conference, Babson Park, Massachusetts.

Finkle, T. A. (1999-2000). *The performance of initial public offerings in the software industry*. Babson College Entrepreneurship Research Conference, Babson Park, Massachusetts.

Finkle, T. A. (1995-1996). *The relationship between technological strength and initial offering size in small high tech firms: The case of biotechnology*. United States Association for Small Business and Entrepreneurship (USASBE), Clearwater, Florida.

Finkle, T. A. (1995-1996). *Teaching Notes for Jerry's famous frozen desserts: A case study*. United States Association for Small Business and Entrepreneurship (USASBE), Clearwater, Florida.

Finkle, T. A. (1995-1996). *Franchising*. Association of Private Enterprise Education, Orlando, Florida.

Finkle, T. A. (1995-1996). *International franchising: Examples in eastern Europe & the Soviet Commonwealth*. Association of Private Enterprise Education, Orlando, Florida.

Finkle, T. A. (1995-1996). *Financing your small business acquisition*. Southeast Decision Sciences Institute, Myrtle Beach, South Carolina.

Finkle, T. A. (1995-1996). *StreetSmart interviewing for outplaced employees*. Southeast Decision Sciences Institute, Myrtle Beach, South Carolina.

Finkle, T. A. (1995-1996). *Attitudes, self-employment, & job satisfaction*. Southeast Decision Sciences Institute, Myrtle Beach, North Carolina.

Finkle, T. A. (1994-1995). *Performance in the biotechnology industry*. Decision Sciences Institute, Honolulu, Hawaii.

Finkle, T. A. & Sebor, T. (1994-1995). *Measuring performance in biotech firms: Do boards add value?* Decision Sciences Institute, Honolulu, Hawaii.

Finkle, T. A. (1993-1994). *Blockbuster Entertainment: A closer look*. Journal of Private Enterprise, Orlando, Florida.

Finkle, T. A. (1993-1994). *Small Business Financing in Nebraska*. Association of Private Enterprise Education, Orlando, Florida.

Finkle, T. A. (1991-1992). *The current state of corporate entrepreneurship: A critique and directions for future Research*. Association of Private Enterprise Education, Orlando, Florida.

Finkle, T. A. (1990-1991). *Entrepreneurship in China*. Association of Private Enterprise Education, Orlando, Florida.

## **Professional Development**

### **Instructional-Related Conference**

2019-2020: Listened and read material based on Bill Aulet (MIT) & Dan Cohen (Formerly Cornell), Directors of Centers for Entrepreneurship. 2019-2020..

2018-2019: United States Association for Small Business and Entrepreneurship (USASBE).

2011-2012: Continuing Education: Attended a professional development workshop at the USASBE 2012 meeting in New Orleans, LA. The topic was integrating business models into the entrepreneurship curriculum. January, 2012..

### **Other Professional Development**

2020-2021: Attended Daily Journal Annual Shareholder Meeting. Spring, 2021..

2020-2021: Read & Listened to Podcasts on Analytics, Entrepreneurship, and Creativity & Innovation..

2020-2021: Covid Training.

2019-2020 – 2020-2021: Security Awareness Training.

2018-2019 – 2020-2021: Attended Annual Berkshire Hathaway Shareholder Meeting.

2019-2020: Julie Frye on "Ethics and Equity in the Midst of a Pandemic".

2018-2019: Listened to numerous podcasts on entrepreneurship, creativity, and innovation.

2017-2018: Attended a lecture in the Spokane Convention Center by renowned writer Michael Lewis who has authored several NY Times best sellers on business..

2017-2018: Attended a lecture by Charlie Vogelheim, former CEO of Kelly Blue Book and JD Power. The talk was on the future of driverless vehicles..

2016-2017: Technology Entrepreneurship Part 2 taught by Chuck Easley Stanford University.

2016-2017: Listened to Podcasts about Technology Entrepreneurship.

2015-2016 – 2016-2017: Attended Annual Berkshire Hathaway Shareholder Meeting.

2014-2015: Attended the Aram lecture on business ethics with my Creating New Ventures class taught by Dr. Ken Anderson on.

2008-2009 – 2014-2015: Berkshire Hathaway Shareholder Meeting.

2013-2014: Attended Aram Lecture by Dr. Brian Stevenson on.

2011-2012: Attended three advising workshops at Gonzaga University.

2010-2011: Attended session in the SBA's Reading Group on the four pillars of Jesuit heroic leadership.

2010-2011: Attended speaking engagement by Chris Lowney on Jesuit Leadership.

2010-2011: Attended the Aram lecture on business ethics with my Creating New Ventures class taught by Drs. Gerhard Barone, Brian Stevenson and two business professionals. The lecture emphasized the importance of integrity; the most important thing you have in the.

### **Professional Seminars / Workshops**

2020-2021: Attended Conference on Behavioral Finance: Insights for Institutional and Individual Investors. Rutgers University. Keynote

Speakers: Richard Thaler (University of Chicago) and Harrison Hong (Columbia University). Spring, 2021..

2019-2020: Attended lecture from Nobel Prize Winner, Dr. Paul Krugman, to SBA..

2017-2018: Continuing Education: The Science of Happiness (Online: University of California Berkeley)..

2014-2015: Continuing education: Attended the Lean LaunchPad Educators Seminar. A 2.5-day program designed for entrepreneurship faculty to learn how to integrate Lean Startup principles into their entrepreneurship curriculum using the Lean LaunchPad class as a can.

2012-2013: Continuing Education: Attended the Experiential Classroom XIII. This was a three day workshop that focused on cutting edge techniques related to teaching entrepreneurship. It was taught by leading entrepreneurship educators from all over the world at O.

### **Technology-Related Training**

2019-2020: CTA Online Training at Gonzaga.

## **Service**

### **Service to the Institution**

#### **University Assignments**

#### **Other Institutional Service Activities:**

2012: Business Plan Development of the Chicago Innovation Chase Competition held at Gonzaga (School of Applied Science and Engineering)

### **Gonzaga University**

#### **Department Assignments**

#### **Chair:**

2016-2017 – 2021-2022: Founder, Entrepreneurship & Innovation Concentration in 2011 and the University-wide Minor in 2013. Created the content for the program, in charge of all courses and students in the program.

2019-2020: In charge of the Entrepreneurship & Innovation Concentration and University-wide Minor

#### **Faculty Advisor:**

2014-2015: Startup Weekend 2015: Two of my students Callie Johnson & Monica Moreno (Name of Company: Safety Click) came in first place at Startup Weekend in Spokane, WA.

2013-2014: Inland Northwest Business Plan Competition 2014: Faculty Coach to one team; Protein 4 The People, LLC. The plans focused on the vitamin, mineral, and supplement industry. The industry is expected to grow to \$60 billion by 2021.

#### **Mentoring Activities:**

2014-2015: Invention 2015: One of my students, Blake Finnerty, placed in first place at the competition housed in the SEAS.

2014-2015: Inland Northwest Business Plan Competition 2015: One of my students, Michael Hobson, was on a team that placed in third place.

#### **Student placements:**

2010-2011 – 2014-2015: Created two internal Business Plan Competitions; one at the undergraduate level and another at the graduate level

#### **College Assignments**

#### **Faculty Advisor:**

2018-2019 – 2021-2022: Advise all Entrepreneurship & Innovation students. Created database to maintain contact with all graduates. Assist with job placements, internships, letters of rec, career decisions, etc.

2017-2018: One of my team of students in the E&I Program, WildRide, received \$50k in funding for their startup through the City of Spokane's Mind-to-Market Program.

2017-2018: Two of my Teams from Startup Accelerator Presented at the Spokane Angel Alliance for Funding in the Spring of 2018

2017-2018: Attended Spokane Angel Alliance Meeting with a Student in the Spring of 2018

2010-2011: Co-Faculty advisor to Aaron Mote for the 2011 Inland Business Plan Competition. Finished in 2nd place and won \$5,000.

#### **Faculty Sponsor:**

2018-2019: One of my team of students in the E&I Program, OddJobbers, received \$50k in funding for their startup through the City

of Spokane's Mind-to-Market Program. They were seniors when they received the funding.

2017-2018: Build relationships with the media leading to 10 publications on activities in the E&I Program in 2017/18.

**Member:**

2018-2019: Information Technology Committee

2017-2018 – 2018-2019: Undergraduate Curriculum Committee

2015-2016: Assurance of Learning Committee

2014-2015: Faculty and Research Development Committee

2013-2014: Faculty and Research Development Committee (Spring)

2013-2014: Faculty and Research Development Committee (Fall)

**Mentoring Activities:**

2020-2021 – 2021-2022: Mentor SBA Faculty about Building and Growing an Advisory Board

2016-2017 – 2021-2022: Mentor and write letters of recommendations for students.

2019-2020: Mentor Adjunct Faculty in the E&I Program

2018-2019: Mentor and publish with Gonzaga faculty, former students, and graduate assistants.

2017-2018 – 2018-2019: Mentor and publish with Gonzaga faculty, former students, and graduate assistants.

2015-2016: Guest Speaker & Mentor to DECCA for the National Competition

2014-2015: Judge and Trainer for the Innovention Competition at Gonzaga through the School of Engineering and Applied Science. April, 2015.

2012-2013 – 2014-2015: Creation of an Entrepreneurship Lecture Series

**Other Institutional Service Activities:**

2019-2020: Head Department of Management

2017-2018 – 2018-2019: In charge of recruiting and marketing for the Entrepreneurship & Innovation Area

2017-2018 – 2018-2019: In charge of the Entrepreneurship & Innovation Guest Lecture Series

2017-2018: Visited and toured Amazon.com with a team of SBA faculty in Seattle, WA. Built relationships with Amazon employees to assist students

2017-2018: Volunteered to advise sophomore students in their academic careers at Gonzaga University.

2017-2018: Warren Buffett for a Day: Twenty Gonzaga University students and I were invited by Warren E. Buffett, Chairman and CEO of Berkshire Hathaway, Inc. to attend a day of lectures and lessons about business, investments, values, ethics, and life in Omaha, Ne

2017-2018: Founder, Gonzaga University Business Plan Competition

2016-2017: Startup Weekend 2016: Four Teams of E&I students participated in Startup Weekend in Spokane, WA.

2015-2016: Guest Speaker to Bulldog Investment Club

2014-2015: Division Head, Entrepreneurship & Innovation Area

2014-2015: Creation of a New 23 member Advisory Board for the Entrepreneurship & Innovation Area

2012-2013 – 2014-2015: Promoted the School of Business by calling prospective high school students interested in possibly attending Gonzaga University

2013-2014: Participant in the KEEN (Kern Entrepreneurship Education Network) joint initiative with the College of Engineering and Applied Science to integrate entrepreneurship and engineering at Gonzaga. 2010-present. o Created Technology Entrepreneurship class op

2010-2011 – 2013-2014: Promoted all of the Entrepreneurship Programs at the Business Fair within the Jepson School of Business

2011-2012: Attended the 2011 Kern Family Foundation (KEEN) conference in Phoenix, AZ to learn about the current KEEN grant and future grants related to the School and Engineering and Applied Science and the School of Business (integrating engineering and entrepren

2011-2012: Guest Speaker for School of Business Honors Fraternity

2010-2011 – 2011-2012: Participant in the KEEN (Kern Entrepreneurship Education Network) joint initiative with the College of Engineering and Applied Science to integrate entrepreneurship and engineering at Gonzaga. 2010-present. o Created Technology Entrepreneurship class op

**Student placements:**

2016-2017 – 2018-2019: Assisted numerous students with placements at companies.

**Writing Student Recommendations:**

2010-2011 – 2014-2015: Wrote 40+ recommendation letters

**Chair:**

2018-2019 – 2021-2022: Founder, Business Idea Competition: Bring in Entrepreneurs from Industry to Judge Competition at the end of the semester. Winners enter the regional Northwest Entrepreneur Competition.

2018-2019 – 2021-2022: Founder, Advisory Board for the Entrepreneurship & Innovation Program in 2013. Grew the National Board to 68 Members. Manage and integrate the Board into the activities within the program so students get exposure to REAL entrepreneurs.

2016-2017 – 2021-2022: Mentor Adjunct Faculty in the E&I Program and Department of Management

2018-2019 – 2020-2021: Head Department of Management: In charge of scheduling, reporting meetings, finding and mentoring adjuncts and some faculty, advising students, finding jobs & internships for students, review students' transfer courses, etc.

2018-2019 – 2019-2020: Discipline Lead, Department of Management

2017-2018: Discipline Lead, Department of Management. Work with the Dean and Associate Dean with scheduling, course content, transfer courses, adjunct faculty, quality control, and other issues that may arise.

2017-2018: Division Head, Entrepreneurship & Innovation Area

2011-2012 – 2013-2014: Responsible for the Concentration and Minor in Entrepreneurship & Innovation. 2011-present. o Marketing, advising, course scheduling, planning and strategic direction, relationship building with industry, internships, and finding professors to teach cou

**Member:**

2020-2021 – 2021-2022: Faculty Awards Committee (SBA)

2019-2020 – 2020-2021: Faculty Awards Committee (SBA)

2018-2019 – 2019-2020: Faculty Awards Committee (SBA)

2018-2019: Faculty Awards Committee (SBA)

2017-2018: Member, Undergraduate Curriculum Committee

2014-2015: Member, Faculty and Research Development Committee

2014-2015: Member, Advisory Board for the Engineering Management Program

2010-2011 – 2012-2013: Member, Faculty and Research Development Committee

**University Assignments**

**Club Advisor:**

2020-2021 – 2021-2022: Bulldog Jewish Club

**Committee Chair:**

2018-2019 – 2021-2022: Over 260 Graduates and 75+ students have earned or are earning a degree in Entrepreneurship & Innovation with one full-time faculty member.

2016-2017 – 2021-2022: Founder and Head, Entrepreneurship & Innovation Program.

2020-2021: 2020/21: Mr. Tom Simpson: 9th Annual Pigott Entrepreneurship Lecture Series: Kaspien: 0 to 90 in 7

2015-2016 – 2020-2021: Chair, University Faculty Awards Committee in 2019/20. On committee from 2015 to 2021. Play a leading role in selecting outstanding faculty to win awards on an annual basis. I completely changed the method the committee operates.

2019-2020: University Faculty Awards Committee

**Committee Member:**

2019-2020 – 2021-2022: Undergraduate Curriculum Committee Member

2020-2021: Member, University Faculty Awards Committee. Mentored the new chair, Joshua Schultz on how to run the committee.

2017-2018 – 2018-2019: University Faculty Awards Committee

2013-2014 – 2014-2015: Faculty Senate Representative on the University Budget Committee

2011-2012 – 2014-2015: Faculty Senate Committee

**Faculty Advisor:**

2019-2020 – 2020-2021: Coach and mentor students for the Annual Northwest Entrepreneur Competition. In 2019 we had 8 teams make it to the finals with 4 receiving funding. In 2020 we have 6 E&I teams that made it to the finals and 2 received money.

2018-2019: Mentor Teams to the Inland NW Entrepreneur Competition

**Faculty Sponsor:**

2018-2019: Northwest Entrepreneur Competition

2017-2018: Entrepreneurship Week 2018: Brought in Two Experienced Entrepreneurs to talk to the University and the Community: Cliff Monlux and John Overby

2016-2017: Founder, Entrepreneurship Week Started in 2016: Brought in Speakers for the Event

**Mentoring Activities:**

2020-2021 – 2021-2022: Created Mentor Program for All Upper Level Entrepreneurship & Innovation Students

**Other Institutional Service Activities:**

2017-2018 – 2021-2022: Speak, market, and build relationships with high school and college students. Speak internally (e.g., advisors, events, courses, colleges, and departments) and externally (meetings, associations, etc.). Contact high school students directly to market us.

2017-2018 – 2021-2022: Recruit Potential Students

2020-2021: 45 Interviews and Appearances in the Media Since I arrived at Gonzaga (Including Being on the Front Page of the Wall Street Journal)

2020-2021: Certified in Diversity Training at Gonzaga University. Fall 2020.

2020-2021: Campus Champion Representative for the 2021 Northwest Entrepreneur Competition (NEC)

2018-2019 – 2019-2020: Promoted the School of Business by calling prospective high school students interested in possibly attending Gonzaga University

2017-2018: Built a relationship with David Murphy, Director of the ESTEEM Program & Associate Dean of Entrepreneurship at Notre Dame to create opportunities for our students.

2012-2013: Pigott Entrepreneurship Lecture Series

2012-2013: Pigott Entrepreneurship Lecture Series

2011-2012: Attended advising workshops at Gonzaga University

2010-2011 – 2011-2012: Invited speaker to two classes in the College of Engineering and Applied Science

**State-wide Assignments**

**Faculty Advisor:**

2017-2018: 6 Finalists to Northwest Business Plan Competition

**Other Institutional Service Activities:**

2018-2019 – 2021-2022: Annual Pigott Entrepreneurial Lecture Series: Master of Ceremonies. In charge of selecting the speaker. Also assist with marketing, promotion, and operations. The event is open to everyone at the university and the community.

**Chair:**

2017-2018 – 2020-2021: Founder, Entrepreneurship Week. Every spring I coordinate activities to stimulate entrepreneurship. The activities have included the Annual Pigott Entrepreneurial Lecture, speakers from Seattle and Silicon Valley, and networking socials.

**Unassigned**

**University Assignments**

**Committee Member:**

2012-2013 – 2013-2014: University Benefits Committee

**Service to the Profession**

**Academic Conference: Discussant**

2020-2021: International Academy of Business and Public Administration Disciplines Conference (International).

**Board Member: PRJ Editorial Review Board**

2000-2001 – 2014-2015: Entrepreneurship Theory & Practice, Spokane, Washington (International).

### **Board of Directors: Moderate Involvement**

2017-2018 – 2020-2021: Entrepreneurship Resources, Inc. (National).

### **Reviewer - Article / Manuscript**

2020-2021: Babson College Entrepreneurship Research Conference (International).

2015-2016: New England Journal of Entrepreneurship (International).

### **Reviewer - Book / Textbook**

2016-2017: Day, Clinton (2016). Double Your Chances for New Venture Success: Understanding Startup: Evidence-Based Entrepreneurship (International).

2013-2014: Allen, Kathleen (2013). Launching New Ventures: An Entrepreneurial Approach. 7th edition, Houghton/Mifflin (International).

2011-2012: Katz, Jerome (2012) Entrepreneurial Small Business 4th Edition (International).

### **Editor: Coordinate Editor**

2017-2018 – 2019-2020: United States Association for Small Business and Entrepreneurship (USASBE) (International).

### **Keynote Address**

2016-2017: University of Iowa School of Business, Iowa City, Iowa (International).

### **Other Professional Service Activities**

2012-2013: Judge for United States Association for Small Business and Entrepreneurship (USASBE) Conference for best Specialty Program in Entrepreneurship Award. (National).

### **Reviewer - External Tenure**

2019-2020: Dr. Matt Metzger going up for tenure and promotion (National).

2016-2017: Dr. Matt Metzger (National).

2012-2013: External reviewer for Dr. Patrick Saporito's tenure & promotion at St. Joseph's University, Spokane, Washington (National).

### **Reviewer: Ad Hoc Reviewer for a Journal**

2018-2019 – 2021-2022: Academic and Business Research Institute (International).

2017-2018 – 2021-2022: Entrepreneurship Education & Pedagogy (International).

2020-2021: Journal of Global Entrepreneurship (International).

2011-2012 – 2013-2014: Journal of Small Business and Entrepreneurship (International).

2000-2001 – 2013-2014: Journal of Developmental Entrepreneurship (International).

2009-2010 – 2010-2011: Case Research Journal (International).

### **Reviewer: Conference Paper**

2014-2015: Western Academy of Management Conference (Regional).

2013-2014: Babson College Entrepreneurship Research Conference (International).

2009-2010 – 2013-2014: United States Association for Small Business and Entrepreneurship (USASBE) (National).

2010-2011 – 2011-2012: Babson College Entrepreneurship Research Conference (International).

## **Service to the Community**

### **Member of a Committee**

2015-2016: Selected and served as a Judge at Startup Weekend Spokane. Fall, 2015.

### **Other Community Service Activities**

2020-2021 – 2021-2022: Big Brother Big Sister

2018-2019 – 2021-2022: Provide Free Consulting through My Small Business Consulting Class

2018-2019 – 2020-2021: Consultant to the Northwest Entrepreneur Competition (NEC)

2017-2018 – 2020-2021: Consult with universities and organizations in the startup and development of their entrepreneurship programs and businesses

2018-2019: Volunteer Assistant High School Basketball Coach

2017-2018 – 2018-2019: Volunteer, delivery of food to disadvantaged students through Bite2Go at Second Harvest & Linwood Elementary School.

2016-2017 – 2018-2019: Volunteer Assistant High School Basketball Coach  
2016-2017: Advisor to Steering Committee for the Northwest B-Plan Competition  
2015-2016: Advisor to the Steering Committee for the Annual Northwest Business Plan Competition. 2016.  
2014-2015 – 2015-2016: Volunteered to speak about entrepreneurship to 75 high school students from all over Washington at Washington's 2014 Business Week <http://www.wbw.org/Volunteer.aspx>  
2014-2015: Consult with universities and organizations in the startup and development of their entrepreneurship programs and businesses  
2014-2015: Participant in Inland Northwest Business Plan Competition, Participant in the Inland NW B-Plan Competition.  
2013-2014: Hosted 10 high school students for our final MBA Business Plan Competition. The students had an opportunity to learn from our MBA students and local entrepreneurs and investors about entrepreneurship  
2012-2013: Attended a Spokane Angel Alliance Investor Meeting. Listened to two business make pitches for investment infusions and networked with people from the community  
2011-2012: Participated in American Heart Association's Heart Walk  
2010-2011: Created relationship local companies that resulted in my MBA students writing business plans for NextIT and Greencupboards.com (Now Etailz).

#### **Positions Held in Civic Organizations**

2017-2018 – 2021-2022: Board Member, Entrepreneurship Resources, Inc. (ERI), a non-profit organization dedicated to spreading entrepreneurship education to meet the disruption caused by the  
2015-2016 – 2019-2020: Big Brother Big Sister Volunteer  
2015-2016: Komen Race for The Cure, Volunteer  
2013-2014 – 2015-2016: Komen Race for The Cure, Volunteer  
2012-2013 – 2014-2015: Big Brother and Big Sister's Annual Banquet Breakfast, Attended  
2011-2012 – 2012-2013: Innovative Washington, Created Partnership  
2010-2011: Executive board member of Cascade Capital (a federally funded non-profit entity that finances small businesses).

#### **Speech / Presentation at a Community Meeting**

2011-2012: Invited speaker to the Spokane Valley Rotary Club  
2011-2012: Invited speaker about my book,

### **Honors/Awards**

#### **Award**

2020-2021: Out of over 51 team entries into the 2021 Northwest Entrepreneur Competition, 6 E&I teams made it to the semi-finals and one team, Piece of Cake, came in second place. They also won the award for People's Choice., Northwest Entrepreneur Competition.  
2019-2020: Out of over 115 team entries, 6 E&I teams were finalists for the 2020 Northwest Entrepreneur Competition. 2 Teams finished in 3rd place in separate divisions (Top 8%): Perfect Plastic and Magna Hip., Northwest Entrepreneur Competition.  
2017-2018 – 2019-2020: C.H. Barnes Legacy Endowed Fellowship, Gonzaga University.  
2018-2019: Out of over 100 team entries into the 2019 Northwest Entrepreneur Competition, 6 E&I teams made it to the semi-finals and two teams came in third place., Northwest Entrepreneur Competition.  
2017-2018: Out of over 68 team entries into the 2018 Northwest Entrepreneur Competition, 6 E&I teams made it to the semi-finals and 4 teams came in 2nd and 3rd place., Northwest Entrepreneur Competition.  
2016-2017: Centioli Academic Excellence Award, Gonzaga University.  
2014-2015 – 2016-2017: C.H. Barnes Legacy Endowed Fellowship, Gonzaga University.  
2015-2016: Cross Fertilization of Entrepreneurship within SEAS. Co-Principles: Dr. Todd Finkle and Dr. Shawn Bowers, Gonzaga University. Cross Fertilization of Entrepreneurship within the School of Engineering and Applied Science (SEAS). Co-Principles: Dr. Todd Finkle and Dr. Shawn Bowers. 2015-2016  
2013-2014: Centioli Academic Excellence Award, Gonzaga University.  
2012-2013: Loeken Academic Excellence Award, Gonzaga University.  
2011-2012: Jepson Faculty Fellowship Award, Gonzaga University.  
2010-2011: First place (EEC) "Most Innovative Pedagogy for Entrepreneurship Education Award" at the United States Association for Small Business and Entrepreneurship (USASBE) annual conference, 2010. USASBE is one of the premier conferences for entrepreneurship ed, United States Association for Small Business and Entrepreneurship (USASBE).

2002-2003: Teaching Award Winner 2002-2003. Lone Star Fraternity Faculty of the Year Award (Selected as the top faculty member at the University)., University of Akron.

### **Honor**

2019-2020: Gonzaga University is currently ranked the 37th best undergraduate Entrepreneurship Program in the 2020 U.S. News & World Report Entrepreneurship Rankings, US News & World Report.

2017-2018: Twenty Gonzaga University students and I were invited by Warren E. Buffett, Chairman and CEO of Berkshire Hathaway, Inc. to attend a day of lectures and lessons about business, investments, values, ethics, and life in Omaha, Nebraska at its Corporate He, Waren Buffett & Berkshire Hathaway, Inc.. Taught an entrepreneurship class that resulted in 20 entrepreneurship students from different colleges at Gonzaga University that were invited by Warren E. Buffett of Berkshire Hathaway, Inc. to attend a day of lectures and lessons about business, investments, values, ethics, and life in Omaha, Nebraska at its Corporate Headquarters. The students did the following on November 11, 2011. Toured two subsidiaries: Nebraska Furniture Mart and Borsheim's Jewelry. Nebraska Furniture Mart is the largest private furniture store in the country. Borsheim's Jewelry is one of the largest private upscale jewelry stores in the country. The students learned about the startup, growth, management, and sale of the firms to Berkshire Hathaway.

Participated in a two-hour question and answer period with Buffett at his Global Headquarters on a variety of topics including: economics, politics, finance, investments, small business, values, ethics, philanthropy, work, success, happiness, decision-making and life-balance. Went out to lunch with Buffett and each student had their individual picture taken with him.

2011-2012: Twenty Gonzaga University students and I were invited by Warren E. Buffett, Chairman and CEO of Berkshire Hathaway, Inc. to attend a day of lectures and lessons about business, investments, values, ethics, and life in Omaha, Nebraska at its Corporate He, Waren Buffett & Berkshire Hathaway, Inc.. Taught an entrepreneurship class that resulted in 20 entrepreneurship students from different colleges at Gonzaga University that were invited by Warren E. Buffett of Berkshire Hathaway, Inc. to attend a day of lectures and lessons about business, investments, values, ethics, and life in Omaha, Nebraska at its Corporate Headquarters. The students did the following on November 11, 2011. Toured two subsidiaries: Nebraska Furniture Mart and Borsheim's Jewelry. Nebraska Furniture Mart is the largest private furniture store in the country. Borsheim's Jewelry is one of the largest private upscale jewelry stores in the country. The students learned about the startup, growth, management, and sale of the firms to Berkshire Hathaway.

Participated in a two-hour question and answer period with Buffett at his Global Headquarters on a variety of topics including: economics, politics, finance, investments, small business, values, ethics, philanthropy, work, success, happiness, decision-making and life-balance. Went out to lunch with Buffett and each student had their individual picture taken with him.

2010-2011: Nominated for college and/or university teaching awards, 2007, 2008, and 2010., University of Akron.

2009-2010: Twenty-seven students and I were invited by Warren E. Buffett, Chairman and CEO of Berkshire Hathaway, Inc. to attend a day of lectures and lessons about business, investments, values, ethics, and life. November, 2009. <http://www.vimeo.com/8408823>, Warren Buffett & Berkshire Hathaway, Inc..

2009-2010: First runner-up (EEC)"Most Innovative Pedagogy for Entrepreneurship Education Award" at the United States Association for Small Business and Entrepreneurship (USASBE) annual conference, 2009., United States Association for Small Business and Entrepreneurship (USASBE).

2007-2008 – 2008-2009: Nominated for college and/or university teaching awards, 2007, 2008, and 2010., University of Akron.

2003-2004 – 2006-2007: Sam M. Walton Enterprise Fellow for Students in Free Enterprise (SIFE) 2004-2007., Students in Free Enterprise (SIFE).

2005-2006: Inducted as a MOOT CORP® Fellow at the University of Texas at Austin 2005., University of Texas @ Austin.

2002-2003 – 2004-2005: The University of Akron's Entrepreneurship Program was ranked in the top tier of regional schools in entrepreneurship education in Entrepreneur magazine's 2003, 2004, & 2005 rankings. The ranking in the 2004 & 2005 issue places UA's Entrepreneurship Progr, Entrepreneur Magazine.

2003-2004: Inducted into Delta Sigma Pi Professional Honor Society in 2003, Delta Sigma Pi Professional Honor Society.

2003-2004: Inducted into the Golden Key International Honor Society 2003., Golden Key International Honor Society.

2001-2002: Academy of Management Entrepreneurship Division's 2001 Innovation in Entrepreneurship Education Teaching Award: Honorable Mention: Teaching Entrepreneurship through the Integration of Academia, Government, & Industry., Academy of Management.

---

**Adriane Leithauser, M.B.A.**  
**Lecturer IR**  
**Management**  
**School of Business Administration**  
[leithauser@gonzaga.edu](mailto:leithauser@gonzaga.edu)

---

### Academic Background

M.B.A. Gonzaga University.

M.A. Gonzaga University.

Title: *Schelling's Religious Philosophy: A Step Toward a Meaningful Postmodern World?*

B.A. Gonzaga University.

### Professional Memberships

Association for Practical and Professional Ethics, 2019-Present

Spokane Independent Metro Business Alliance, 2018-Present

Society for Case Research, 2017-Present

Spokane Regional MarCom Association, 2014 - 2015

Society for Business Ethics, 2012 - Present

### Work Experience

#### Employment Experience

##### Academic

MBA Advisor, Gonzaga University (2013 - 2015), Spokane, Washington.

Program Advisor / Adjunct Instructor, Gonzaga University (2001 - Present), Spokane, Washington.

### Teaching

#### Courses Taught

**Courses from the Teaching Schedule:** Directed Study (Masters), Fundamental of Business Ethics (Bachelors), Integrative Perspectives (Bachelors), Senior Seminar in Ethics (Bachelors)

**Courses taught, but not in the Schedule:**

## Intellectual Contributions

### Intellectual Contributions Grid

Category	BDS	AIS	TLS	Total
Articles in Refereed Journals			4	4
Articles-in-Progress (All)			1	1
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings			2	2
Presentations of Refereed Papers	1	1	5	7

### Refereed Articles

#### Teaching and Learning Scholarship

Leithauser, A., Loroz, P., & Kincanon, M. (2019). The Spokane Indians Baseball Club: A Case Study in Tribe and Team Collaboration. *Journal of Case Studies*, 37 (2), 19-29.

Loroz, P., Pepper, M. B., & Leithauser, A. (2019). FullContact: The Case for No-Contact Vacations. *Journal of Case Studies*.

Leithauser, A., & Beqiri, M. (2017). Project-based Service Learning: A Tool for Educational Enrichment. *Journal of Jesuit Business*

## *Education.*

Pepper, M. B., Leithauser, A., Loroz, P. S., & Steverson, B. K. (2012). Responding to Hate Speech on Social Media: A Class Leads a Student Movement. *International Journal of Cyber Ethics in Education*, 2 (4), 45-54.

## **Chapters, Cases, Readings, Supplements**

### Chapters

Steverson, B. K., & Leithauser, A. (2018). Teaching Normatively: An Approach for Integrating Mission Values Across the Business Curriculum. *Mission-Driven Approaches in Modern Business Education*. IGI Global.

Leithauser, A., & Steverson, B. K. (2017). Teaching Normatively: An Approach for Integrating Mission Values Across the Business Curriculum. *Mission-Driven Approaches in Modern Business Ethics*.

## **Presentations of Refereed Papers**

### International

Leithauser, A., Steverson, B. K., & Wasson, T. (2019-2020). *Trading in our lederhosen for kilts: what happens when bio-geographical ancestry information is used to co-opt culture*. Association for Practical & Professional Ethics, Atlanta, Georgia.

Leithauser, A., Loroz, P., & Pepper, M. (2017-2018). *Full Contact: the case for no-contact vacations*. MBAA International, Chicago, Illinois.

Steverson, B. & Leithauser, A. (2017-2018). *The Sharing Economy - Some Ethical Concerns*. Association for Practical & Professional Ethics, Dallas, Texas.

### National

Leithauser, A., Loroz, P., & Kincannon, M. (2018-2019). *Spokane Indians Baseball Club: A Case Study in Tribe and Team Collaboration*. Society for Case Research, Nashville, Tennessee.

Leithauser, A. & Steverson, B. (2014-2015). *Companions in Mission: The Art of Integrating Ethics Throughout Business Education*. Colleagues in Jesuit Business Education, San Francisco, California.

Beqiri, M. S. & Leithauser, A. (2013-2014, July). *Service Learning for MBA's*. CJBE Conference, San Francisco, California.

Leithauser, A. & Pepper, M. B. (2011-2012, July). *How the study of hate in business led to a student movement*. Colleagues in Jesuit Business Education, Los Angeles, California.

## **Working Papers**

Beqiri, M. & Leithauser, A. (2016). "Project-based Service Learning: A tool for educational enrichment."

## **Conference Presentations**

Leithauser, A., Steverson, B. K., & Wasson, T. (2019-2020). *Trading in our lederhosen for kilts: what happens when bio-geographical ancestry information is used to co-opt culture*. Association for Practical & Professional Ethics, Atlanta, Georgia.

Leithauser, A., Loroz, P., & Kincannon, M. (2018-2019). *Spokane Indians Baseball Club: A Case Study in Tribe and Team Collaboration*. Society for Case Research, Nashville, Tennessee.

Leithauser, A., Loroz, P., & Pepper, M. (2017-2018). *Full Contact: the case for no-contact vacations*. MBAA International, Chicago, Illinois.

Steverson, B. & Leithauser, A. (2017-2018). *The Sharing Economy - Some Ethical Concerns*. Association for Practical & Professional Ethics, Dallas, Texas.

Leithauser, A. & Steverson, B. (2014-2015). *Companions in Mission: The Art of Integrating Ethics Throughout Business Education*. Colleagues in Jesuit Business Education, San Francisco, California.

Beqiri, M. S. & Leithauser, A. (2013-2014, July). *Service Learning for MBA's*. CJBE Conference, San Francisco, California.

Leithauser, A. & Pepper, M. B. (2011-2012, July). *How the study of hate in business led to a student movement*. Colleagues in Jesuit Business Education, Los Angeles, California.

## **Professional Development**

### Other Professional Development

2018-2019: Gonzaga Career Kindling Program. Faculty are invited to participate in a series of four 1-hour learning sessions to help them integrate career development into their advising meetings, classroom discussions, and other interactions with students. Career & Professional Development provides faculty with the tools necessary to assist students in their career journey. As a result of the training, faculty will be more prepared to converse with students about their career in a meaningful way. Faculty will learn proven methods and techniques on how to illuminate the career path of Gonzaga University students in powerful and impactful ways.

After completing these four part-training programs, in any order that best fits one's schedule, faculty will become a certified Gonzaga University Faculty Career Kindlers.

## **Service**

### **Service to the Institution**

#### **Gonzaga University**

##### **College Assignments**

###### **Chair:**

2017-2018 – 2018-2019: Globalization Committee

###### **Member:**

2015-2016: Globalization Committee

###### **Chair:**

2019-2020: Globalization committee

###### **Member:**

2020-2021: SBA Belonging, Inclusion, and Equity Committee

2019-2020: SBA Diversity and Inclusion Task Force

2015-2016 – 2017-2018: School of Business Administration Writing Task Force

2015-2016 – 2016-2017: School of Business Administration Globalization Committee

##### **University Assignments**

###### **Committee Chair:**

2018-2019 – 2020-2021: Institute for Hate Studies

2018-2019 – 2020-2021: BIAS Team

###### **Committee Member:**

2016-2017 – 2020-2021: Cataldo Project Advisory Board

2016-2017 – 2017-2018: Spirit Magazine Advisory Board

2015-2016 – 2016-2017: Institute of Hate Studies Advisory Board

### **Service to the Profession**

##### **Board Member: Board of Trustees**

2021-2022: Hospice of Spokane (Local).

##### **Invited Lecture**

2017-2018: Spokane Health Equity Circle (Local).

2017-2018: Leadership Spokane (Local).

2016-2017: Dr. Kristine Hoover's Leading Change class (Local).

##### **Reviewer: Ad Hoc Reviewer for a Journal**

2018-2019 – 2019-2020: Society for Case Research (National).

### **Service to the Community**

##### **Chair of a Committee**

2015-2016 – 2018-2019: Spokane Alliance Public Safety & Mental Health Research Action Team

##### **Member of a Committee**

2015-2016 – 2017-2018: IAF Washington All in for Washington, A regional initiative of IAF Washington which is uniting the Spokane and Sound Alliances, All In For Washington aims to engage 6,000 Washington state residents to make a collective judgement on financing for government services such as K-12 education, higher education, physical and mental health care, public safety, and the social safety net.

The All In For Washington campaign will open the dialogue on revenue and budget reform by: listening to Spokane Alliance members to understand how the state budget affects our families, our neighborhood and our cities; meeting with local experts and people directly affected by problems to learn more about what is happening and what solutions might help; and making judgments about which potential solutions both fit with our values and are politically feasible.

We will then engage our elected officials in candidate forums and throughout the legislative session to share what we've learned and to work together to resolve this situation.

**Positions Held in Civic Organizations**

2015-2016 – 2020-2021: City of Spokane Community, Housing, and Human Services Advisory Board

2015-2016 – 2020-2021: City of Spokane Affordable Housing committee

2016-2017 – 2018-2019: Spokane Alliance Board of Directors

2015-2016 – 2018-2019: Fuse WA Board of Directors

2016-2017 – 2017-2018: Spokane Alliance Executive Team

**Honors/Awards**

**Award**

2019-2020: Barnes Research Award, Gonzaga University School of Business Administration.

2018-2019: Exemplary Faculty Award - Teaching Excellence, Gonzaga University.

2017-2018: Barnes Research Award, Gonzaga University School of Business Administration.

---

**Molly B. Pepper, Ph.D.**  
**Professor**  
**Management**  
**School of Business Administration**  
[pepper@gonzaga.edu](mailto:pepper@gonzaga.edu)

---

**Academic Background**

Ph.D. Arizona State University.  
M.B.A. University of Southern Mississippi.  
B.A. Texas A&M University.

**Relevant Courses Taken**

Relevant Courses

Excel Online Training on Hoonuit (2018-2019)  
Intermediate Microsoft Excel 2016 on Gale Courses (2018-2019)  
Project Management Fundamentals on Gale Courses (2018-2019)  
Research Methods for Writers on Gale Courses (2018-2019)

**Work Experience**

**Employment Experience**

Academic

Professor, Gonzaga University (2017 - Present), Spokane, Washington.  
Associate Dean, Undergraduate Program, Gonzaga University (2013 - Present), Spokane, Washington.  
Associate Professor, Gonzaga University (2010 - 2017), Spokane, Washington.  
Assistant Professor, Gonzaga University (September, 2003 - September, 2010), Spokane, Washington.  
Research Associate, Arizona State University (September, 1998 - September, 2003), Tempe, Arizona.  
Business Editor, Hattiesburg American Newspaper (July, 1994 - July, 1996), Hattiesburg, Mississippi.  
Copy Editor, Bellingham Herald Newspaper (July, 1992 - July, 1994), Bellingham, Washington.  
Copy Editor, Pensacola News Journal Newspaper (October, 1989 - July, 1992), Pensacola, Florida.  
Copy Editor, Bryan-College Station Eagle Newspaper (August, 1987 - October, 1989), Bryan, Texas.

**Teaching**

**Courses Taught**

**Courses from the Teaching Schedule:** Directed Study (Bachelors), Directed Study (Bachelors), Directed Study (Bachelors), Employment Law & Labor Relations (Bachelors), Integrative Perspectives (Bachelors), Managing People & Performance (MBA), Operations Management (Bachelors), Preparing for your Dream Job (Bachelors), Principles of Management (Bachelors), Project Management at Boeing (Bachelors), Recruitment and Selection (Bachelors), Special Topics Skills Course (Bachelors), Topics (Bachelors), Training & Organizational Development (Bachelors), Value Chain Analysis (Bachelors)

**Courses taught, but not in the Schedule:**

Diversity in Organizations, Hate Studies in Business(Team Taught), Why People Hate(Team Taught), Healthcare Management(Graduate), Ethics in Human Resources(Graduate), TTeam Building Intensive(Graduate, Team Taught), Core HR Issues for All Managers(Graduate).

**Intellectual Contributions**

**Intellectual Contributions Grid**

Category	BDS	AIS	TLS	Total
----------	-----	-----	-----	-------

Articles in Refereed Journals	12		5	17
Articles-in-Progress (All)	5			5
Publications of Non-refereed or Invited Papers			3	3
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings			3	3
Presentations of Refereed Papers	11	5	19	35
Grants - Funded (both refereed and non-refereed)			1	1

## Refereed Articles

### Basic or Discovery Scholarship

- Hoover, K. F., & Pepper, M. B. (2014). How did They Say That? Ethics Statements and Normative Frameworks at Best Companies to Work For. *Journal of Business Ethics*.
- Wallace, H. M., Hoover, K. F., & Pepper, M. B. (2014). Multicultural Ethics and Diversity Discourse. *Equality, Diversity and Inclusion: An International Journal*, 33 (4), 318-333.
- Kulik, C. T., Pepper, M. B., Shapiro, D. L., & Cregan, C. (2012). The Electronic Water Cooler: Insiders and Outsiders Talk About Organizational Justice on the Internet. *Communication Research*, 39 (5), 565-591.
- Pepper, M. B., Loroz, P. S., Patil, V. H., Stevens, C. E., & Buller, P. F. (2011). Advancing a mission-entered business school: A process for engaging faculty and tracking progress. *Journal of Jesuit Business Education*, 2 (1), 79-96.
- Stewart, D., & Pepper, M. (2011). Close Encounters: Lessons from an Indigenous MBA Program. *Journal of Management Education*, 35 (1), 66-83.
- Pepper, M. B., Tredennick, L., & Reyes, R. F. (2010). Transparency and trust as antecedents to perceptions of commitment to stated diversity goals. *Journal of Diversity in Higher Education*, 3 (3), 153-162.
- Pepper, M. B., Roberson, L., & Kulik, C. T. (2009). Individual and environmental factors influencing the use of transfer strategies after diversity training. *Group & Organization Management*, 34 (1), 67-89.
- Pepper, M. B., & Anderson, K. (2009). Corporate entrepreneurship, gender, and credibility: An exploratory study. *Marketing Management Journal*, 19 (2), 139-146.
- Pepper, M. B., Kulik, C. T., Roberson, L., & Parker, S. K. (2007). The rich get richer: Predicting participation in voluntary diversity training. *Journal of Organizational Behavior*, 28 (6), 753-769.
- Pepper, M. B., Roberson, L., & Kulik, C. T. (2003). Using needs assessment to resolve controversies in diversity training design. *Group & Organization Management*, 28, 148-175.
- Pepper, M. B., Kulik, C. T., & Perry, E. L. (2003). Here comes the judge: The influence of judge personal characteristics on federal sexual harassment court decisions. *Law and Human Behavior*, 27, 69-86.
- Pepper, M. B., Roberson, L., & Kulik, C. T. (2001). Designing effective diversity training: Influence of group composition and trainee experience. *Journal of Organizational Behavior*, 22, 871-885.

### Teaching and Learning Scholarship

- Loroz, P., Pepper, M. B., & Leithauser, A. (2019). FullContact: The Case for No-Contact Vacations. *Journal of Case Studies*.
- Pepper, M. B., & Reyes, R. F. (2013). A Call For Mandatory Diversity Education at Jesuit Business Schools. *Journal of Jesuit Business Education*, 4 (1), 69-88.
- Pepper, M. B., Leithauser, A., Loroz, P. S., & Steverson, B. K. (2012). Responding to Hate Speech on Social Media: A Class Leads a Student Movement. *International Journal of Cyber Ethics in Education*, 2 (4), 45-54.
- Pepper, M. B., & Pathak, S. (2008). Classroom contribution: What do students perceive as fair assessment? *Journal of Education for Business*, 23 (6), 360-368.
- Pepper, M. B., Roberson, L., & Kulik, C. T. (2002). Assessing instructor cultural competence in the classroom: An instrument and a development process. *Journal of Management Education*, 26, 40-55.

## Non-Refereed Articles

### Teaching and Learning Scholarship

- Pepper, M. B. (2019). Jesuit Education since 1887. *Conversations in Jesuit Higher Education* (55), 26-27.
- Pepper, M. B. (2017). A Collage of Conversations with Undocumented Students. *Conversations in Jesuit Higher Education*, 52, 34-35.
- Pepper, M. B. (2016). Brining Mission to the Classroom. *Conversations in Jesuit Higher Education*, 50, 52.

## Chapters, Cases, Readings, Supplements

## Cases

Loroz, P., Pepper, M. B., & Leithauser, A. (2019). FullContact: The Case for No-Contact Vacations. *Journal of Case Studies*.

## Chapters

Pepper, M. B., Tredennick, L., & Reyes, R. F. (2013). Promotion of Social Justice: Closing the Gap between Rhetoric and Reality. *Transforming Ourselves, Transforming the World: Justice in Jesuit Higher Education* (pp. 197-218). Fordham Press.

Loroz, P., & Pepper, M. B. (2011). Hate Studies in Business: A Course on Recognizing and Combating the Ways Business Organizations Exert Violence on Individuals, Families, and Society. In Charles Wankel and Agata Stachowicz-Stanusch (Eds.), *Handbook of Research on Teaching Ethics in Business and Management Education* (pp. 253-273). IGI Global.

## **Presentations of Refereed Papers**

### International

Hedin, S. & Pepper, M. B. (2018-2019). *Ignatian pedagogy and rigorous learning: Adding context to the model*. Colleagues in Jesuit Business Education, San Jose, California.

Heitkemper, M. & Pepper, M. B. (2018-2019). *Growth Into Action: Finding the Overlap in Business and Career Education*. Colleagues in Jesuit Business Education, San Jose, California.

Pepper, M. B. (2017-2018). *Jesuit Business Education and Civic Engagement*. Colleagues in Jesuit Business Education, Seattle, Washington.

Hoover, K. F., Pepper, M. B., & Topuzova, L. (2013-2014). *Shifting stars: Learning resiliency from Snow White (1937) and Peter Pan (1953) to Tangled (2010) and Wreck it Ralph (2012)*. International Leadership Global Conference, Montreal, Canada.

Wallace, H. M., Hoover, K. F., & Pepper, M. B. (2013-2014). *Shifting planet - shifting ethics? Exploring the dimensions of Care in diversity discourse at Best Companies to Work For*. International Leadership Global Conference, Montreal, Canada.

Pepper, M. B. (2010-2011, August). *Educating Managers About Integrity: Sensitizing Learners to Universal Values and Cultural Variation*. Academy of Management, San Antonio, Texas.

### National

Hoover, K. F., Bertagnolli, M., Kelley, R., Pepper, M. B., & Reyes, R. F. (2020-2021). *No Good Deed Left Undone: Moving from Good Intent to Engaged DEI Practices in the Classroom*. AAC&U's 2021 Virtual Diversity, Equity and Student Success Conference, Washington, D.C., District of Columbia.

Pepper, M. B. (2016-2017). *Using a Scavenger Hunt to Teach Mission*. Colleagues in Jesuit Business Education Conference, Omaha, Nebraska.

Pepper, M. B. & Buller, P. F. (2015-2016, July). *Getting Out of the Mission Business*. Colleagues in Jesuit Business Education Conference, Syracuse, New York.

Bucciferro, C., Pepper, M. B., DeBerry, C., & Heid, M. (2014-2015). *Identity Challenges in the Classroom*. Globalization, Diversity, and Education Conference, Spokane, Washington.

Reyes, R. F. & Pepper, M. B. (2014-2015). *Autopsy Of A Classroom Discussion: Did I Say the Right Thing?* Globalization, Diversity, and Education Conference, Spokane, Washington.

Pepper, M. B. (2013-2014, July). *Accompanying One Another in the Classroom via Technology*. Colleagues in Jesuit Business Education, San Francisco, California.

Leithauser, A. & Pepper, M. B. (2011-2012, July). *How the study of hate in business led to a student movement*. Colleagues in Jesuit Business Education, Los Angeles, California.

Pepper, M. B. & Reyes, R. F. (2011-2012, July). *Business students and intercultural knowledge and competence (or lack thereof): How do we fill the gap?* Colleagues in Jesuit Business Education, Los Angeles, California.

Pepper, M. B., Loroz, P., & Steverson, B. (2009-2010). *Teaching the Opposite of Social Justice*. Colleagues in Jesuit Business Education, Milwaukee, Wisconsin.

Loroz, P. & Pepper, M. B. (2008-2009). *Who shops at Walmart? The personality and perceptions of the low price consumer*. Society for Consumer Psychology Conference, San Diego, California.

Mohr, J., Pepper, M. B., Reyes, R. F., & Shepard, J. (2008-2009). *Developing and Teaching a Multidisciplinary Course about Hate: Student Reactions and Faculty Lessons*. National Conference on Race and Ethnicity, San Diego, California.

Mohr, J., Shepard, J., Pepper, M. B., & Reyes, R. F. (2008-2009). *The Privileged Teaching About Privilege to the Privileged*. Globalization, Diversity, and Education Conference, Spokane, Washington.

Pepper, M. B. & Loroz, P. (2008-2009). *Transforming Tomorrow's Leaders: Mapping the Mission of a Jesuit Business School*. Colleagues in Jesuit Business Education, Kansas City, Missouri.

Pepper, M. B., Tredennick, L., & Reyes, R. F. (2008-2009). *Promotion of Social Justice: Closing the Gap between Rhetoric and Reality*.

Commitment to Justice Conference: Transforming the World and Being Transformed, Fairfield, Connecticut.

Pepper, M. B., Tredennick, L., & Hazel, M. (2008-2009). *The Service of Faith and Promotion of Social Justice: Are We Doing Better than We Think?* Commitment to Justice Conference: Transforming the World and Being Transformed, Fairfield, Connecticut.

Pepper, M. B., Hazel, M., & Tredennick, L. (2007-2008). *Business Education in a Parallel Universe*. Conference on Social Thought and Management Education, South Bend, Indiana.

Pepper, M. B., Tredennick, L., & Reyes, R. F. (2007-2008). *Transparency and trust as antecedents to perceptions of commitment to stated diversity goals*. Academy of Management, Anaheim, California.

Pepper, M. B. (2006-2007). *Exploring the link between family responsibilities and workers' intention to use e-mentors*. Academy of Management, Philadelphia, Pennsylvania.

Kulik, C. T., Pepper, M. B., Shapiro, D. L., & Cregan, C. (2005-2006). *The electronic water cooler: Insiders and outsiders talk about organizations on the Internet*. Academy of Management, Atlanta, Georgia.

Pepper, M. B., Kulik, C., Parker, S. K., & Roberson, L. (2005-2006). *The rich get richer: Antecedents and consequences of voluntary diversity training*. Academy of Management, Atlanta, Georgia.

Stebbins, M., Carnes, K., Loroz, P., Bozman, S., Pepper, M. B., Heidi Salfadago, Gonzaga University (2005-2006). *Designing and marketing an online business ethics certificate*. Colleagues in Jesuit Business Education Conference, Spokane, Washington.

Pepper, M. B. & Pathak, S. (2004-2005). *Classroom contribution: What do students perceive as fair assessment?* Academy of Management, Honolulu, Hawaii.

Kulik, C. T., Pepper, M. B., & Roberson, L. (2003-2004). *The Rich Get Richer: Antecedents and Consequences of Voluntary Diversity Training*. Society for Industrial and Organizational Psychology, Chicago, Illinois.

Pepper, M. B. (2003-2004). *Ineedhelp.com: Do harried employees turn to on-line mentors to ease the stress of family responsibilities?* Academy of Management, New Orleans, Louisiana.

Pepper, M. B. & Kulik, C. T. (2001-2002). *Mentoring outcomes: The difference mentor gender makes*. In M.B. Pepper (Chair), *Building effective mentoring networks: The role of demography*. Academy of Management, Denver, Colorado.

Pepper, M. B., Kulik, C. T., & Perry, E. L. (2000-2001). *Here comes the judge: The influence of judge personal characteristics on federal sexual harassment court decisions*. In J.L. Hunt (Chair), *New directions in sexual harassment research*. Society for Industrial and Organizational Psychology, San Diego, California.

Pepper, M. B., Roberson, L., & Kulik, C. T. (1999-2000). *Designing diversity training: Influence of group composition and trainee experience*. Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

### **Regional**

Hoover, K., Pepper, M. B., & Mohr, J. (2019-2020). *In The Face of Hate: Engaging The Whole Professor and Preparing Students For More Inclusive Organizations*. Midwest Academy of Management, Omaha, Nebraska.

Cunningham, C., Pepper, M. B., Crandall, H., Dare, A., Morehouse, K., Elizabeth Richard, St. Louis University (2014-2015). *Can Women in Corporate America Lean In to Succeed*. Western States Communication Association, Spokane, Washington.

## **Grants**

### **Research**

2011-2012: Pepper, M. B. Bringing Theory to Practice, Association of American Colleges & Universities.

With the support of a Bringing Theory to Practice mini grant, Gonzaga University was able to survey students about their civic engagement experiences and outcomes, hold two Town Hall meetings for cross-campus discussions of the results of those surveys, and hold a faculty retreat to build faculty skills and confidence in managing difficult conversations in the classroom. Each of these efforts provided opportunities for meaningful dialogue, assessment, and transformative learning in the context of civic mindedness.

### **Teaching**

2019-2020: Pepper, M. B. CPD Faculty Career Programming, Principal Investigator, Gonzaga's Career and Professional Development.

## **Working Papers**

Hoover, K. & Pepper, M. B. (2016). "Learning resiliency from Snow White and Peter Pan to Tangled and Wreck It Ralph."

Bartlett, M., Pepper, M. B., & Gumbhir, V. (2015). "Does the Why People Hate Course Matter? An Investigation of implicit and explicit changes in stereotyping over time."

Kurpis, L. & Pepper, M. B. (2015). "Cultural competence and attendance at cultural events."

Loroz, P. & Pepper, M. B. (2015). "Burning brightly: Causes and cures for burnout in academic women."

Loroz, P. & Pepper, M. B. (2015). "Who shops at Walmart? The personality and perceptions of the low price consumer."

## **Conference Presentations**

Hoover, K. F., Bertagnolli, M., Kelley, R., Pepper, M. B., & Reyes, R. F. (2020-2021). *No Good Deed Left Undone: Moving from Good Intent to*

*Engaged DEI Practices in the Classroom.* AAC&U's 2021 Virtual Diversity, Equity and Student Success Conference, Washington, D.C., District of Columbia.

Hoover, K., Pepper, M. B., & Mohr, J. (2019-2020). *In The Face of Hate: Engaging The Whole Professor and Preparing Students For More Inclusive Organizations.* Midwest Academy of Management, Omaha, Nebraska.

Hedin, S. & Pepper, M. B. (2018-2019). *Ignatian pedagogy and rigorous learning: Adding context to the model.* Colleagues in Jesuit Business Education, San Jose, California.

Heitkemper, M. & Pepper, M. B. (2018-2019). *Growth Into Action: Finding the Overlap in Business and Career Education.* Colleagues in Jesuit Business Education, San Jose, California.

Pepper, M. B. (2017-2018). *Jesuit Business Education and Civic Engagement.* Colleagues in Jesuit Business Education, Seattle, Washington.

Pepper, M. B. (2016-2017). *Using a Scavenger Hunt to Teach Mission.* Colleagues in Jesuit Business Education Conference, Omaha, Nebraska.

Pepper, M. B. & Buller, P. F. (2015-2016, July). *Getting Out of the Mission Business.* Colleagues in Jesuit Business Education Conference, Syracuse, New York.

Bucciferro, C., Pepper, M. B., DeBerry, C., & Heid, M. (2014-2015). *Identity Challenges in the Classroom.* Globalization, Diversity, and Education Conference, Spokane, Washington.

Reyes, R. F. & Pepper, M. B. (2014-2015). *Autopsy Of A Classroom Discussion: Did I Say the Right Thing?* Globalization, Diversity, and Education Conference, Spokane, Washington.

Cunningham, C., Pepper, M. B., Crandall, H., Dare, A., Morehouse, K., Elizabeth Richard, St. Louis University (2014-2015). *Can Women in Corporate America Lean In to Succeed.* Western States Communication Association, Spokane, Washington.

Pepper, M. B. (2013-2014, July). *Accompanying One Another in the Classroom via Technology.* Colleagues in Jesuit Business Education, San Francisco, California.

Hoover, K. F., Pepper, M. B., & Topuzova, L. (2013-2014). *Shifting stars: Learning resiliency from Snow White (1937) and Peter Pan (1953) to Tangled (2010) and Wreck it Ralph (2012).* International Leadership Global Conference, Montreal, Canada.

Wallace, H. M., Hoover, K. F., & Pepper, M. B. (2013-2014). *Shifting planet - shifting ethics? Exploring the dimensions of Care in diversity discourse at Best Companies to Work For.* International Leadership Global Conference, Montreal, Canada.

Leithauser, A. & Pepper, M. B. (2011-2012, July). *How the study of hate in business led to a student movement.* Colleagues in Jesuit Business Education, Los Angeles, California.

Pepper, M. B. & Reyes, R. F. (2011-2012, July). *Business students and intercultural knowledge and competence (or lack thereof): How do we fill the gap?* Colleagues in Jesuit Business Education, Los Angeles, California.

Pepper, M. B. (2010-2011, August). *Educating Managers About Integrity: Sensitizing Learners to Universal Values and Cultural Variation.* Academy of Management, San Antonio, Texas.

Pepper, M. B., Loroz, P., & Steverson, B. (2009-2010). *Teaching the Opposite of Social Justice.* Colleagues in Jesuit Business Education, Milwaukee, Wisconsin.

Loroz, P. & Pepper, M. B. (2008-2009). *Who shops at Walmart? The personality and perceptions of the low price consumer.* Society for Consumer Psychology Conference, San Diego, California.

Mohr, J., Shepard, J., Pepper, M. B., & Reyes, R. F. (2008-2009). *The Privileged Teaching About Privilege to the Privileged.* Globalization, Diversity, and Education Conference, Spokane, Washington.

Mohr, J., Pepper, M. B., Reyes, R. F., & Shepard, J. (2008-2009). *Developing and Teaching a Multidisciplinary Course about Hate: Student Reactions and Faculty Lessons.* National Conference on Race and Ethnicity, San Diego, California.

Pepper, M. B., Tredennick, L., & Reyes, R. F. (2008-2009). *Promotion of Social Justice: Closing the Gap between Rhetoric and Reality.* Commitment to Justice Conference: Transforming the World and Being Transformed, Fairfield, Connecticut.

Pepper, M. B. & Loroz, P. (2008-2009). *Transforming Tomorrow's Leaders: Mapping the Mission of a Jesuit Business School.* Colleagues in Jesuit Business Education, Kansas City, Missouri.

Pepper, M. B., Tredennick, L., & Hazel, M. (2008-2009). *The Service of Faith and Promotion of Social Justice: Are We Doing Better than We Think?* Commitment to Justice Conference: Transforming the World and Being Transformed, Fairfield, Connecticut.

Pepper, M. B., Hazel, M., & Tredennick, L. (2007-2008). *Business Education in a Parallel Universe.* Conference on Social Thought and Management Education, South Bend, Indiana.

Pepper, M. B., Tredennick, L., & Reyes, R. F. (2007-2008). *Transparency and trust as antecedents to perceptions of commitment to stated diversity goals.* Academy of Management, Anaheim, California.

Pepper, M. B. (2006-2007). *Exploring the link between family responsibilities and workers' intention to use e-mentors.* Academy of Management, Philadelphia, Pennsylvania.

Kulik, C. T., Pepper, M. B., Shapiro, D. L., & Cregan, C. (2005-2006). *The electronic water cooler: Insiders and outsiders talk about organizations on the Internet.* Academy of Management, Atlanta, Georgia.

Pepper, M. B., Kulik, C., Parker, S. K., & Roberson, L. (2005-2006). *The rich get richer: Antecedents and consequences of voluntary diversity training*. Academy of Management, Atlanta, Georgia.

Stebbins, M., Carnes, K., Loroz, P., Bozman, S., Pepper, M. B., Heidi Salfadago, Gonzaga University (2005-2006). *Designing and marketing an online business ethics certificate*. Colleagues in Jesuit Business Education Conference, Spokane, Washington.

Pepper, M. B. & Pathak, S. (2004-2005). *Classroom contribution: What do students perceive as fair assessment?* Academy of Management, Honolulu, Hawaii.

Kulik, C. T., Pepper, M. B., & Roberson, L. (2003-2004). *The Rich Get Richer: Antecedents and Consequences of Voluntary Diversity Training*. Society for Industrial and Organizational Psychology, Chicago, Illinois.

Pepper, M. B. (2003-2004). *Ineedhelp.com: Do harried employees turn to on-line mentors to ease the stress of family responsibilities?* Academy of Management, New Orleans, Louisiana.

Pepper, M. B. & Kulik, C. T. (2001-2002). *Mentoring outcomes: The difference mentor gender makes. In M.B. Pepper (Chair), Building effective mentoring networks: The role of demography*. Academy of Management, Denver, Colorado.

Pepper, M. B., Kulik, C. T., & Perry, E. L. (2000-2001). *Here comes the judge: The influence of judge personal characteristics on federal sexual harassment court decisions. In J.L. Hunt (Chair), New directions in sexual harassment research*. Society for Industrial and Organizational Psychology, San Diego, California.

Pepper, M. B., Roberson, L., & Kulik, C. T. (1999-2000). *Designing diversity training: Influence of group composition and trainee experience*. Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

## **Professional Development**

### **Instructional-Related Conference**

2015-2016: Spokane Falls Community College workshop. Attended Spokane Falls Community College workshop on Guided Pathways with Dr. Rob Johnstone on April 20, 2016. Dr. Johnstone is the author of Guided Pathways Demystified, and the founder and president of the National Center for Inquiry and Improvement.

### **Other Professional Development**

2015-2016: Colleagues in Jesuit Business Education.

### **Professional Seminars / Workshops**

2020-2021: Wrestling with Whiteness. A program of the Jesuits West Collaborative Organizing for Racial Equity (CORE) - Five weekly workshops

## **Service**

### **Service to the Institution**

#### **Gonzaga University**

##### **College Assignments**

##### **Assurance of Learning - Institutional Service:**

2020-2021: Continuous Improvement Committee

##### **Faculty Advisor:**

2004-2005 – 2009-2010: Gonzaga Student Chapter of the Society for Human Resource Management

##### **Member:**

2018-2019: Continuous Improvement Committee

2017-2018: Assurance of Learning Committee

##### **Mentoring Activities:**

2017-2018: Faculty Research Lunches

##### **Other Institutional Service Activities:**

2015-2016: Adjunct Reception

2015-2016: Stuart McKee Saturday Speech to Students - Oct. 3

2015-2016: Dean's Wine and Dine - Nov. 13

2012-2013: Committee for Reappointment, Promotion, and Tenure - alternate member

2011-2012: Alternate Member - Committee for Reappointment, Promotion, and Tenure (CRPT)

**Writing Student Recommendations:**

2016: Tiana Duvall  
2016: Bryan Wyche  
2016: Sister Angelicah Njeri Njuguna  
2016: Marta Biarnes Carrera  
2016: Saleh Alhanaki  
2016: Sydney Anderson  
2015: Hannah Drabinski  
2015: Olivia Sanders

**Chair:**

2015-2016 – 2020-2021: Faculty Fellowships Award Committee  
2015-2016: Associate Dean Advisory Board  
2010-2011: Strategic Mission and Planning Committee

**Member:**

2015-2016: Search Committee for New Sophomore Advisor  
2015-2016: New Venture Lab Board  
2013-2014 – 2015-2016: Assurance of Learning Committee  
2011-2012 – 2012-2013: Faculty and Research Development Committee  
2011-2012: Faculty Research and Development Committee  
2004-2005 – 2007-2008: Student Services Committee  
2005-2006: Student Learning Goals and Outcomes Committee

**University Assignments****Committee Chair:**

2019-2020 – 2020-2021: Productive Discomfort - Center for Teaching and Advising  
2008-2009 – 2011-2012: Campus Climate Committee

**Committee Member:**

2019-2020 – 2020-2021: Council on Diversity, Equity, and Inclusion  
2019-2020: Faculty Formation Task Force  
2019-2020: Core Executive Committee  
2015-2016: University Council on Equity, Inclusion and Intercultural Awareness  
2013-2014 – 2015-2016: HR Concentration Advisory Board  
2013-2014 – 2015-2016: Dean's Forum Board  
2011-2012 – 2015-2016: Institute for Hate Studies Advisory Board  
2013-2014 – 2014-2015: Carnegie Elective Classification for Civic Engagement Application Committee  
2013-2014 – 2014-2015: Campus Social Media Users Group  
2013-2014 – 2014-2015: Honors Convocation Diversity Award Committee  
2013-2014: EEO Officer Selection Committee  
2013-2014: A&S Associate Dean Selection Committee  
2013-2014: University Image Committee  
2010-2011 – 2012-2013: Spirit Publication Advisory Committee  
2011-2012: Mission Advisory Council  
2008-2009 – 2011-2012: Core Curriculum Committee  
2007-2008 – 2008-2009: Service-Learning Advisory Board

**Mentoring Activities:**

2015-2016: Mentoring Circle  
2015-2016: BRIDGE: Pre-orientation program implemented by the Unity Multicultural Education Center (UMEC)

### **Other Institutional Service Activities:**

- 2016-2017: Z-Core Senior Experience
- 2016-2017: Mass of the Holy Spirit
- 2015-2016: Presentation to Residence Hall staff on appropriate Halloween costumes - October 8
- 2015-2016: Undergraduate Commencement Faculty Marshall - May 8
- 2015-2016: University Ministry's Senior Retreat at the invitation of students.
- 2015-2016: Welcome Walk and Academic Convocation - Aug. 31
- 2015-2016: Appetizers with Academics - Aug. 29
- 2011-2012 – 2015-2016: Productive Discomfort Series through the Center for Teaching and Advising
- 2014-2015: Brown Bag for Psychology Students Interested in HR

### **Service to the Profession**

#### **Board of Directors: Moderate Involvement**

2015-2016 – 2017-2018: National Seminar on Jesuit Higher Education (National). Meetings in 2015

University of Chicago Loyola – Sept. 17-20

Meetings in 2016

Loyola University Baltimore – Jan. 14-16

Rockhurst University – April 15-17

#### **Board of Directors: Substantial Involvement**

2011-2012 – 2020-2021: Colleagues in Jesuit Business Education (National).

#### **Chair: Committee / Task Force**

2016-2017: Institute for Hate Studies, Spokane, Washington (National). Chair of Advisory Board

#### **Reviewer - Article / Manuscript**

2015-2016: Journal of Jesuit Business Education (International).

### **Service to the Community**

#### **Chair of a Committee**

2014-2015: Inland Northwest A&M Club, Muster event chair. Arranged an alumni event for the annual April 21 Muster ceremony.

2006-2007: Inland Northwest A&M Club, Muster event chair. Arranged an alumni event for the annual April 21 Muster ceremony.

#### **Member of a Committee**

2007-2008 – 2009-2010: Inland Northwest Society for Human Resource Management Board

2005-2006 – 2006-2007: Mullan Road Elementary School Site Council

#### **Other Community Service Activities**

2018-2019 – 2020-2021: Writing group, I facilitate a writing group informally for National Novel Writing Month and for general writing of fiction and poetry.

2004-2005 – 2020-2021: Inland Northwest A&M Club

2019-2020: Ham on Regal - Parent Fundraiser for Ferris High School, I participated in the parent talent show called Ham on Regal as a dancer and actor. Rehearsal time required about 80 hours for five shows.

2014-2015 – 2015-2016: Manito Presbyterian Church, Co-leader of a middle school youth group/Sunday School class.  
Coordinator of women's affinity group.

2004-2005 – 2008-2009: Girl Scouts of America, Troop leader

2007-2008: Westminster Food Bank, Volunteer

2005-2006 – 2007-2008: Manito Presbyterian Church, Elder

#### **Positions Held in Civic Organizations**

2019-2020 – 2020-2021: Rotary 21

**Speech / Presentation at a Community Meeting**

2015-2016: Women's Leadership Panel Moderator - Seattle Trek

2015-2016: Women's Leadership Panel Moderator - Portland Trek

**Honors/Awards**

**Award**

2014-2015: The Compass Award: Faculty Fellow of the Career Center, Gonzaga University Career Center and GAMP. This award is given to the faculty fellow who is an advocate for students in the discernment and navigation of professional development through the integration of skills equipping students to translate academic enterprise into meaningful lifework.

2011-2012: Gonzaga University Exemplary Faculty Award, Gonzaga University.

2010-2011: Gonzaga University Faculty Leadership Diversity Award, Gonzaga University.

**Miscellaneous**

2015-2016 - SBA Knowledge Center

---

**Christopher E. Stevens, Ph.D.**  
**Associate Professor**  
**Management**  
**School of Business Administration**  
[stevensc@gonzaga.edu](mailto:stevensc@gonzaga.edu)

---

### **Academic Background**

Ph.D. Case Western Reserve University.

Title: *Social Entrepreneurship and Earned Income Opportunities: An Examination of the Importance of Institutional Factors in Predicting Entrepreneurial Action Among Nonprofit Organizations*

M.B.A. Case Western Reserve University.

B.S. Northern Kentucky University.

### **Professional Memberships**

United States Association for Small Business and Entrepreneurship, 2019-2020

Academy of Management, 2004-2020

### **Work Experience**

#### **Employment Experience**

##### **Academic**

Adjunct Faculty, Gonzaga University (April, 2017 - August, 2019), Spokane, Washington. Adjunct Faculty, Accelerated JD Program - Entrepreneurial Management and Leadership

Associate Professor of Entrepreneurship, Gonzaga University (August, 2014 - Present), Spokane, Washington.

MBA Programs Director, Gonzaga University (June, 2014 - August, 2018), Spokane, Washington. Director of MBA Programs in the Graduate School of Business Administration. Includes full-time and part-time MBA programs, MBA in Healthcare Management, and MBA in American Indian Entrepreneurship programs, with a total enrollment of 140 students. Supervise four staff and numerous graduate assistants. Budgetary control of program and administrative expenses in excess of \$250,000 per year.

Visiting Faculty, Entrepreneurship Winterim Course, Lewis & Clark College (January, 2012 - January, 2012), Portland, Oregon. **Original Course Description:**

Entrepreneurship and the entrepreneurial mindset are about much more than starting companies. Long before firms are born, entrepreneurial thinkers look at the way the world is and imagine new opportunities, evaluate the value of new opportunities, and spend plenty of time trying to communicate those ideas to others in a convincing way.

This week-long series of workshops is designed to allow each student to develop an entrepreneurial mindset, not just about new opportunities, but about his or her life in general. A key part of a liberal arts education is examining topics that can teach us about many different parts of our lives, and few topics influence our lives like entrepreneurship. *Understanding Innovation: Entrepreneurship and the Liberal Arts* is meant to help you begin to develop skills and a way of thinking to apply those assets to life after College.

Whether that be in **starting a business**, graduate school, working for a for profit enterprise **or** a not-for-profit, entrepreneurship skills can help you advance your cause.

Workshop topics will include personal finance, identifying and evaluating new opportunities, creativity, creating value and what makes an idea a good idea, and selling your ideas to others. You will also have an opportunity to network with business **leaders** and social entrepreneurs, including Lewis & Clark alumni. Every student will have multiple opportunities to develop and pitch their own ideas to their peers.

#### **Story in Lewis & Clark Magazine**

<http://www.lclark.edu/live/news/16666-understanding-innovation>

Faculty Advisor: International Diploma Program, Jesuit Commons: Higher Education at the Margins (2011 - 2014), International, Virtual. Advisor for the initial phase of the international diploma program, focused on the creation of an entrepreneurship certificate and associate's degree program. Vetted incoming cohorts on site in Kakuma Refugee Camp, Kenya, and assisted with the construction of curriculum and the selection of instructors

Faculty, Entrepreneurship and Business - Community Service Learning Track, Jesuit Commons: Higher Education at the Margins (2011 - 2012), Dzaleka, Malawi. Created the structure and facilitated the instruction of a semester-long course in entrepreneurship and small business creation for members of the Dzaleka refugee community in Malawi. Led a team of in-country facilitators and vetted new students.

Director, Hogan Entrepreneurial Leadership Program, Gonzaga University (June, 2010 - June, 2014), Spokane, Washington.

Assistant Professor of Entrepreneurship, Gonzaga University (August, 2008 - July, 2014), Spokane, Washington.

Instructor of Management, Case Western Reserve University (2005 - 2008), Cleveland, Ohio.

### **Non-Academic**

Project Manager / Director of Special Projects, EGC Construction Corporation (1989 - 2003), Newport, Kentucky.

### **Consulting Experience**

2019-2020: Visit Spokane, Market focus group facilitation

2019-2020: Spokane Regional Transportation Council, Strategic plan development focus group facilitation

2018-2019: Imagine Children's Museum, Economic impact study for government funding and donor cultivation

2017-2018: Circle of Security International, Succession planning, organizational development, and valuation strategies for acquisition

2016-2017: Spokane Parks Foundation, Strategic plan development

2015-2016: Kootenai Health System, Strategic leadership training program for senior staff

2013-2014: Burkitts' Lymphoma Kenya Fund for Africa, Strategic plan development and executive coaching

2011-2012: Boy Scouts of America, Inland Northwest Council, Strategic plan development

### **Paid Service Experience**

2015-2016: Spokane Teachers Credit Union

### **Teaching**

#### **Courses Taught**

**Courses from the Teaching Schedule:** Business Analytics (MBA), Business Computing (Bachelors), Business Statistics (Bachelors), Current Iss: Entrepreneurship (MBA), Current Issues in Entrepreneurship (MBA), Directed Study (Bachelors), Directed Study (MBA), Directed Study (MBA), Entrepreneurial Strategy (MBA), Fundamental of Business Ethics (Bachelors), Idea to Solution (Bachelors), Independent Study (Bachelors), Independent Study (Bachelors), Introduction to Entrepreneurship (Bachelors), Multidisciplinary Act Projects (Bachelors), New Venture Creation II (Bachelors), Senior Incubation (Bachelors), Senior Seminar in Ethics (Bachelors), Social Entrepreneurship (Bachelors), Solution to Execution (Bachelors), Special Topics (MBA), Strategic Leadership (Bachelors), Strategic Management (Bachelors), Strategic Management (MBA), Topics (Bachelors)

#### **Courses taught, but not in the Schedule:**

BENT 491 - New Venture Creation

BUSN 481 - Strategic Management

ENTR 101 - The World of Entrepreneurship

ENTR 201 - Social Entrepreneurship

ENTR 490C - New Venture Creation III

ENTR 490D - New Venture Creation IV

MBUS 615T - Small Business Marketing

MBUS 690H - Healthcare Strategy

MBUS 699 - Current Issues in Entrepreneurship

MBUS 654 - Creating New Ventures

BUSN 470 - Multidisciplinary Action Projects

LAW 1401 - Entrepreneurial Leadership and Management

### **Executive or Professional Education**

2020-2021 - Starting a Wine Business. Part of the Gonzaga University Wine Institute's Certificate in the Legal and Business Aspects of

## Intellectual Contributions

### Intellectual Contributions Grid

Category	BDS	AIS	TLS	Total
Articles in Refereed Journals	7		1	8
Articles-in-Progress (All)	3		2	5
Publications in Refereed Conference Proceedings	4			4
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings	4			4
Presentations of Refereed Papers	8		2	10
Grants - Funded (both refereed and non-refereed)		1		1
Other Research, Non-refereed	1			1

### Refereed Articles

#### Basic or Discovery Scholarship

Cardon, M. S., Gregoire, D. A., Stevens, C. E., & Patel, P. C. (2012). Measuring Entrepreneurial Passion: Conceptual Foundations and Scale Validation. *Journal of Business Venturing, 28* (3), 373-396.

Cardon, M. S., Stevens, C. E., & Potter, D. R. (2011). Misfortunes or Mistakes? Cultural Sense-Making of Entrepreneurial Failure. *Journal of Business Venturing, 26* (1), 79-92.

Pepper, M. B., Loroz, P. S., Patil, V. H., Stevens, C. E., & Buller, P. F. (2011). Advancing a mission-entered business school: A process for engaging faculty and tracking progress. *Journal of Jesuit Business Education, 2* (1), 79-96.

Smith, B. R., & Stevens, C. E. (2010). Different types of social entrepreneurship: The role of geography and embeddedness on the measurement scaling of social value. *Entrepreneurship & Regional Development, 22* (6), 575-598.

Smith, B. R., Knapp, J., Barr, T. F., Stevens, C. E., & Cannatelli, B. L. (2010). Social enterprises and the timing of conception: Organizational identity tension, management and marketing. *Journal of Nonprofit and Public Sector Marketing, 22* (2), 108-134.

Godwin, L. N., Stevens, C. E., & Brenner, N. L. (2006). Forced to play by the rules? Theorizing how mixed-sex founding teams benefit women entrepreneurs in male-dominated contexts. *Entrepreneurship Theory & Practice, 30* (5), 623-642.

Cardon, M. S., & Stevens, C. E. (2004). Managing human resources in small organizations: What do we know? *Human Resource Management Review, 14* (3), 295-323.

#### Teaching and Learning Scholarship

Stevens, C. E. (2020). 90-second selling - An exercise in communicating value and persuading. *Journal of Marketing Development and Competitiveness, 14* (4), 39-50.

### Refereed Proceedings

#### Basic or Discovery Scholarship

Stevens, C. E., & Cardon, M. S. (2009). The discriminant validity of entrepreneurial passion. *Academy of Management*.

Cardon, M. S., & Stevens, C. E. (2009). The discriminant validity of entrepreneurial passion. *Academy of Management, Academy of Management*.

Stevens, C. E., & Schulze, W. S. (2005). Do business incubators work? Perspectives on incubated firm success. *Frontiers of Entrepreneurship Research*, Babson Park, MA: Babson College.

Godwin, L. N., & Stevens, C. E. (2004). Are birds of a feather better? Theorizing the impact of gender and racial diversity on entrepreneurial founding teams. *Institute of Behavioral and Applied Management, 12*.

### Chapters, Cases, Readings, Supplements

#### Chapters

Smith, B. R., Knapp, J., Barr, T. F., Stevens, C. E., & Canatelli, B. L. (2014). Social enterprises and the timing of conception: Organizational identity tension, management, and marketing. In J. Kickul, D. Gras, S. Bacq, & M. Griffiths (Eds.), *Social Entrepreneurship*. Cheltenham, UK: Edward Elgar.

Cardon, M. S., Stevens, C. E., & Potter, R. D. (2013). Misfortunes or mistakes? Cultural sensemaking of entrepreneurial failure. In D. Kuratko and M. Morris (Eds.), *Entrepreneurship and Leadership*. Cheltenham, UK: Edward Elgar.

Cardon, M. S., Stevens, C. E., & Potter, R. D. (2013). Misfortunes or mistakes? Cultural sensemaking of entrepreneurial failure. *Entrepreneurial Failure*. Cheltenham, UK: Edward Elgar.

Smith, B. R., Stevens, C. E., & Barr, T. F. (2010). Social entrepreneurs and earned income opportunities: The dilemma of earned income pursuit. In A. Fayolle and H. Matalay (Eds.), *handbook of Research in Social Entrepreneurship* (pp. 284-303). Cheltenham, UK: Edward Elgar.

## **Presentations of Refereed Papers**

### **International**

Stevens, C. E. (2019-2020). *90-second selling - Getting to the why of a product or service*. United States Association for Small Business and Entrepreneurship (USASBE), New Orleans, Louisiana.

Godwin, L. N. & Stevens, C. E. (2009-2010). *How do good apples grow from good seeds? Exploring the morally imaginative strategies of social entrepreneurs*. International Vincentian Business Ethics Conferences, Chicago, Illinois.

Cardon, M. S. & Stevens, C. E. (2008-2009). *The discriminant validity of entrepreneurial passion*. Academy of Management, Chicago, Illinois.

Smith, B. R. & Stevens, C. E. (2007-2008). *Different forms of social entrepreneurship: The effects of locale and time-space embeddedness*. Academy of Management, Anaheim, California.

Billimoria, D., O'Neil, D. A., & Stevens, C. E. (2006-2007). *The career phases of women in healthcare: Early, middle, and late career dynamics*. Academy of Management, Philadelphia, Pennsylvania.

Stevens, C. E., Godwin, L. N., & Schulze, W. S. (2004-2005). *Are birds of a feather better? Exploring the impact of gender and racial diversity on entrepreneurial founding teams' success*. Babson College Entrepreneurship Research Conference, Wellesley, Massachusetts.

Stevens, C. E. & Schulze, W. S. (2004-2005). *Do business incubators work? Perspectives on incubated firm success*. Babson College Entrepreneurship Research Conference, Wellesley, Massachusetts.

Stevens, C. E., Schulze, W. S., Ford, C. M., & O'Neal, T. J. (2004-2005). *Do business incubators work? Perspectives on incubated firm success*. Academy of Management, Honolulu, Hawaii.

Godwin, L. N. & Stevens, C. E. (2003-2004). *Are birds of a feather better? Exploring the impact of gender and racial diversity on entrepreneurial founding teams*. Institute of Behavioral and Applied Management Conference, Providence, Rhode Island.

### **National**

Buller, P. F., Patil, V. H., & Stevens, C. E. (2009-2010). *How are we doing? Modeling the progress of mission-related initiatives at a Jesuit business school*. Colleagues in Jesuit Business Education Conference, Milwaukee, Wisconsin.

## **Grants**

### **Research**

2012-2013 [Year 1 of 3]: Bormann, N., Ferro, P., London, M., & Stevens, C. E., Integrating sustainable technologies into the heart of the home - the kitchen, Co-Investigator, GOV-Environmental Protection Agency (EPA).

## **Working Papers**

Stevens, C. E. (2021). "Facing failure in the family: What we know and need to know about failure in family enterprise (working title)," targeted for United States Association for Small Business and Entrepreneurship (USASBE).

Awotoye, Y. & Stevens, C. E. (2021). "Work-family guilt and the desire to grow a business: Insights from Africa (working title)," targeted for Academy of Management.

Awotoye, Y. & Stevens, C. E. (2021). "Breaking a promise never made," targeted for The Case Journal.

Stevens, C. E. (2021). "Back to business, but for whom? The case Samuelsson and Associates (working title)," targeted for Journal of Case Studies.

Awotoye, Y. F., Kpekpena, I., & Stevens, C. (2021). "The Entrepreneurial Resilience Scale: Assessing the Psychometric Properties of the Connor-Davidson Resilience Scale (CD-RISC) among Small Business Owners," targeted for Journal of Small Business Management.

## **Other Research**

2007-2008: Stevens, C. E., *Social entrepreneurship and earned income opportunities: An examination of the importance of institutional factors in predicting entrepreneurial action among nonprofit organizations*. Dissertation

## **Conference Presentations**

Stevens, C. E. (2019-2020). *90-second selling - Getting to the why of a product or service*. United States Association for Small Business and

Entrepreneurship (USASBE), New Orleans, Louisiana.

Godwin, L. N. & Stevens, C. E. (2009-2010). *How do good apples grow from good seeds? Exploring the morally imaginative strategies of social entrepreneurs*. International Vincentian Business Ethics Conferences, Chicago, Illinois.

Buller, P. F., Patil, V. H., & Stevens, C. E. (2009-2010). *How are we doing? Modeling the progress of mission-related initiatives at a Jesuit business school*. Colleagues in Jesuit Business Education Conference, Milwaukee, Wisconsin.

Cardon, M. S. & Stevens, C. E. (2008-2009). *The discriminant validity of entrepreneurial passion*. Academy of Management, Chicago, Illinois.

Smith, B. R. & Stevens, C. E. (2007-2008). *Different forms of social entrepreneurship: The effects of locale and time-space embeddedness*. Academy of Management, Anaheim, California.

Billimoria, D., O'Neil, D. A., & Stevens, C. E. (2006-2007). *The career phases of women in healthcare: Early, middle, and late career dynamics*. Academy of Management, Philadelphia, Pennsylvania.

Stevens, C. E., Godwin, L. N., & Schulze, W. S. (2004-2005). *Are birds of a feather better? Exploring the impact of gender and racial diversity on entrepreneurial founding teams' success*. Babson College Entrepreneurship Research Conference, Wellesley, Massachusetts.

Stevens, C. E. & Schulze, W. S. (2004-2005). *Do business incubators work? Perspectives on incubated firm success*. Babson College Entrepreneurship Research Conference, Wellesley, Massachusetts.

Stevens, C. E., Schulze, W. S., Ford, C. M., & O'Neal, T. J. (2004-2005). *Do business incubators work? Perspectives on incubated firm success*. Academy of Management, Honolulu, Hawaii.

Godwin, L. N. & Stevens, C. E. (2003-2004). *Are birds of a feather better? Exploring the impact of gender and racial diversity on entrepreneurial founding teams*. Institute of Behavioral and Applied Management Conference, Providence, Rhode Island.

## **Service**

### **Service to the Institution**

#### **College Assignments**

##### **Faculty Advisor:**

2013-2014: Beta Gamma Sigma (Business Honor Society)

#### **University Assignments**

##### **Committee Member:**

2013-2014: University Accreditation Committee, Representative to Faculty Senate

2013-2014: Opus Prize Steering Committee

2013-2014: Act Six Mentor

### **Gonzaga University**

#### **Department Assignments**

##### **Chair:**

2021-2022: Management Search Committee Member

#### **College Assignments**

##### **Chair:**

2013-2014: Strategic Mission and Planning Committee (Spring)

2013-2014: Strategic Mission and Planning Committee (Fall)

##### **Club Advisor:**

2010-2011 – 2013-2014: Beta Gamma Sigma

##### **Faculty Advisor:**

2011-2012: Beta Gamma Sigma

##### **Member:**

2018-2019: Undergraduate Curriculum Committee

2017-2018: Assurance of Learning Committee

2017-2018: Graduate Committee

##### **Chair:**

2020-2021: SBA Globalization Committee

2016-2017: School of Professional Studies - Strategic Plan Facilitator and Advisor

2013-2014 – 2014-2015: College of Arts & Sciences - Vision 2018 Strategic Planning Committee Co-Chair and Facilitator

2013-2014: Strategic Mission and Planning Committee

**Member:**

2021-2022: Engineering Management Director Search Committee

2019-2020: School of Law - Executive JD Program Steering Committee

2018-2019 – 2019-2020: Gonzaga Wine Law Program - Committee Member

2018-2019: Strategic Management Faculty Search Committee

2015-2016: Assurance of Learning Committee (ex officio)

2015-2016: Graduate Committee (ex officio)

2013-2014: KEEN Steering Committee

2010-2011 – 2013-2014: College of Engineering - KEEN Steering Committee

2010-2011 – 2011-2012: Strategic Mission and Planning Committee

2009-2010: Pigott Professor of Entrepreneurship Search Committee

**University Assignments**

**Committee Chair:**

2017-2018: Center for Global Engagement - Strategic Plan Facilitator and Advisor

2013-2014: Vision 2018 Strategic Planning Committee Facilitator

**Committee Member:**

2020-2021: Faculty Senate Finance Committee

2020-2021: Graduate Studies Advisory Committee

2020-2021: Faculty Senator

2018-2019 – 2020-2021: University Speakers Committee

2016-2017 – 2020-2021: Academic Council Curriculum Committee

2014-2015 – 2017-2018: Faculty Handbook Revision Committee - Ranks

2016-2017: Gonzaga Policy and Process Working Group

2014-2015: Faculty Handbook Revision Committee

2013-2014: University Re-Accreditation Committee, Representative to the Faculty Senate

2013-2014: Opus Prize Steering Committee

2012-2013: Beta Gamma Sigma

**DS: Thesis / Dissertation - Chair:**

2008-2009 – 2011-2012: Honors Thesis Mentor

**DS: Thesis / Dissertation - Co-Chair:**

2011-2012: Honors Thesis Mentor

**Faculty Advisor:**

2013-2014 – 2016-2017: Act Six Mentor

**Unassigned**

**College Assignments**

**Chair:**

2013-2014: Strategic Plan Chair

**Service to the Profession**

**Academic Conference: Discussant**

2013-2014: Aspen Institute Undergraduate Business Education Consortium, Richmond, Virginia (International). "Developing an

Entrepreneurial Mindset" - an invited presentation at the Apsen Institute

**Academic Conference: Moderator / Facilitator**

2019-2020: Academy of Management, Boston, Massachusetts (International). Mid-Career Choices in Entrepreneurship - a division-wide PDW for mid-career scholars and senior scholars (co-Chair and Organizer)

2018-2019: Academy of Management, Chicago, Illinois (International). Mid-Career Choices in Entrepreneurship - a division-wide PDW for mid-career scholars and senior scholars (co-Chair)

2017-2018: Academy of Management, Atlanta, Georgia (International). Mid-Career Choices in Entrepreneurship - a division-wide PDW for mid-career scholars and senior scholars (Facilitator)

**Advisor**

2020-2021: Wiley Academic Advisory Panel, Wiley Publishing (International).

**Board Member: PRJ Editorial Review Board**

2015-2016 – 2020-2021: Entrepreneurship Theory & Practice (International).

**Reviewer - Book / Textbook**

2019-2020: Routledge Press (International).

2016-2017 – 2017-2018: Routledge Press (International).

**Reviewer - Grant Proposal Related to Expertise**

2011-2012: Israeli Science Foundation (International).

**Member: Committee/Task Force**

2010-2011 – 2013-2014: Jesuit Commons, Higher Education at the Margins (International). Curriculum Committee Member - IDP Program

**Officer: Organization / Association**

2013-2014 – 2017-2018: Jesuit MBA Network (National). Vice-Chair

**Reviewer: Ad Hoc Reviewer for a Journal**

2016-2017 – 2020-2021: Management Decision (International).

2012-2013 – 2020-2021: Journal of Management (International).

2011-2012 – 2020-2021: Journal of Business Venturing (International).

2011-2012 – 2020-2021: Human Resource Management (International).

2008-2009 – 2020-2021: Human Resource Management Review (International).

2005-2006 – 2020-2021: Academy of Management (International).

2018-2019: Small Business Economics (National).

2015-2016 – 2018-2019: New England Journal of Entrepreneurship (National).

2015-2016: Small Business Economics (National).

2015-2016: Operations and Production Management (National).

2013-2014: Small Business Economics (National).

**Reviewer: Conference Paper**

2018-2019 – 2019-2020: United States Association for Small Business and Entrepreneurship (USASBE) (International).

2015-2016 – 2019-2020: Academy of Management (International).

2013-2014: Academy of Management (International).

2007-2008 – 2010-2011: Academy of Management (International).

**Service to the Community**

**Chair of a Committee**

2020-2021: Spokane Public Library Foundation, Board Chair

2016-2017 – 2018-2019: Skills'kin, Board Chair

2014-2015 – 2016-2017: Spokane Teachers Credit Union, Supervisory Committee Chair

2011-2012 – 2012-2013: Prodigy Northwest, Board President

**Member of a Committee**

2010-2011 – 2012-2013: Prodigy Northwest

**Positions Held in Civic Organizations**

2019-2020 – 2021-2022: Spokane Public Library Foundation

2014-2015 – 2018-2019: Skills'kin

2013-2014 – 2016-2017: Spokane Teachers Credit Union

**Speech / Presentation at a Community Meeting**

2017-2018: Finding innovation in workforce development, Panel discussion for the 2017 Inland Northwest State of Reform Health Policy Conference

2017-2018: Building a drone business, Panel presentation for the 2017 Inagural Spokane Home Drone Conference

2013-2014: Council of Engineering and Scientific Social Executives (CESSE) National Conference, "Credentials for the Association Workforce" - a panel discussion for the CESSE Conference

2013-2014: Greater Gonzaga Guild, "Doorways to Creative Thinking" - a lecture to the Gonzaga Guild

**Honors/Awards**

**Award**

2012-2013: Outstanding reviewer, Management Decision.

2011-2012: Gonzaga Forum Board Teaching Excellence Award, Gonzaga University.

2011-2012: Exemplary Faculty Award, Gonzaga University.

2009-2010 – 2010-2011: Jepson Faculty Fellowship, Gonzaga University.

---

**Brian K. Steverson, Ph.D.**  
**Professor**  
**Management**  
**School of Business Administration**  
[steverson@gonzaga.edu](mailto:steverson@gonzaga.edu)

---

### **Academic Background**

Ph.D. Tulane University.

Title: *A Critique of Eco-centric Environmental Ethics*

M.A. Tulane University.

B.S. Francis Marion College.

### **Professional Memberships**

Association for Practical and Professional Ethics, 2015

Society for Business Ethics, 2008-present

### **Work Experience**

#### **Employment Experience**

##### **Academic**

Professor of Business Ethics, Gonzaga University (September, 2010 - Present), Spokane, Washington.

John L. Aram Chair, Business Ethics School of Business Administration (September, 2008 - Present), Spokane, Washington.

Associate Professor of Philosophy, Gonzaga University (September, 1992 - September, 2008), Spokane, Washington.

Assistant Professor of Philosophy, Xavier University of Louisiana (September, 1988 - September, 1992), New Orleans, Louisiana.

### **Teaching**

#### **Courses Taught**

**Courses from the Teaching Schedule:** Business Ethics (MBA), Current Issues in Ethics (MBA), Directed Study (Bachelors), Directed Study (MBA), Directed Study (MBA), Entrepreneurial Leadership (Bachelors), Ethic and Moral Leadership (Bachelors), Ethics and the Structure of Work (MBA), Ethics in Finance (MBA), Fundamental of Business Ethics (Bachelors), Healthcare Ethics (MBA), Healthcare Ethics (MBA), Independent Study (Bachelors), Integrative Perspectives (Bachelors), International Ethics (MBA), Persuasion (MBA), Senior Seminar in Ethics (Bachelors), Sustainable Business (Bachelors), Topics (Bachelors)

## **Intellectual Contributions**

### **Intellectual Contributions Grid**

Category	BDS	AIS	TLS	Total
Articles in Refereed Journals	9		3	12
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings	5		1	6
Presentations of Refereed Papers	7		2	9

## Refereed Articles

### Basic or Discovery Scholarship

- Steverson, B. K., Rutherford, M., & Buller, P. F. (2013). New Venture Legitimacy Lies and Ethics: An Application of Social Contract Theory. *Journal of Ethics and Entrepreneurship*, 3 (1), 73-92.
- Steverson, B. K. (2012). Vulnerable Values Argument for the Professionalization of Business Management. *Business and Professional Ethics Journal*, 3 (1), 73-92.
- Steverson, B. K. (2008). Biogeography and Evolutionary Emotivism. *Ethics, Place, and Environment*, 11 (1), 33-48.
- Steverson, B. K. (2004). Evolutionary Emotivism and the Land Ethic. *Social Philosophy Today*.
- Steverson, B. K. (1997). On Norton's Reply to Steverson. *Environmental Ethics*.
- Steverson, B. K. (1996). On the Reconciliation of Anthropocentric and Nonanthropocentric Environmental Ethics. *Environmental Values*.
- Steverson, B. K. (1996). Temporary Employment and the Social Contract. *Online journal of Ethics*.
- Steverson, B. K. (1995). Contextualism and Norton's Convergence Hypothesis. *Environmental Ethics*.
- Steverson, B. K. (1994). Ecological Modeling and Ecocentrism. *Environmental Ethics*.

### Teaching and Learning Scholarship

- Pepper, M., Leithauser, A., Peggy Sue, L., & Steverson, B. (2014). Responding to Hate Speech on Social Media: A Class Leads a Student Movement. *International Journal of Cyber Ethics in Education*.
- Steverson, B. K. (2013). Finding God (Good) in Everything, Inculturation and Teaching Business Ethics in A Jesuit School of Business. *Journal of Jesuit Business Education*, 4, 1-16.
- Pepper, M. B., Leithauser, A., Loroz, P. S., & Steverson, B. K. (2012). Responding to Hate Speech on Social Media: A Class Leads a Student Movement. *International Journal of Cyber Ethics in Education*, 2 (4), 45-54.

## Books, Monographs, Compilations, Manuals

### Books

- Steverson, B. K. (2020). *The Ethics of Employment Screening for Psychopathy*. Lanham: Lexington Books.

## Chapters, Cases, Readings, Supplements

### Chapters

- Steverson, B. K., & Leithauser, A. (2018). Teaching Normatively: An Approach for Integrating Mission Values Across the Business Curriculum. *Mission-Driven Approaches in Modern Business Education*. IGI Global.
- Steverson, B. K. (2012). Systems Theory and the New Ecophilosophy. *Topics in Contemporary Philosophy*. MIT Press.
- Steverson, B. K. (2009). Contextualism and Norton's Convergence Hypothesis. *Nature in Common? Environmental Ethics and the Contested Foundations of Environmental Policy*. Temple University Press.
- Steverson, B. K. (2001). On the Reconciliation of Anthropocentric and Nonanthropocentric Environmental Ethics. *Environmental Ethics, part of the Basic Ethics in Action series*. Prentice-hall.
- Steverson, B. K. (1997). Temporary Employment and the Social Contract. *Business Ethics for the 21st Century*. McGraw-Hill.

## Presentations of Refereed Papers

### International

- Leithauser, A., Wasson, T., & Steverson, B. (2019-2020). *Trading in our Lederhosen for Kilts: What Happens when Bio-Geographical Ancestry Information is Used to Co-Opt Culture*. Association for Practical & Professional Ethics, Atlanta, Georgia.
- Steverson, B. K. (2018-2019). *The Ethics of Pre-Employment Screening for Psychopathy*. Association for Practical & Professional Ethics, Baltimore, Maryland.
- Steverson, B. K. (2010-2011). *The Vulnerable Values Argument for the Professionalization of Business Management*.

Meeting of the Society for Business Ethics, Montreal, Canada-Quebec.

Steverson, B. K. (2009-2010). *The Psychology of Human Happiness and Contractarian Business Ethics*. Meeting of the Society for Business Ethics, Chicago, Illinois.

### Local

Steverson, B. K. (2018-2019). *An Ethics Primer for CFE's*. Spokane ACFE Fraud Conference, Spokane, Washington.

### National

Steverson, B. K. & Leithauser, A. (2016-2017). *The Sharing Economy: Some Ethical Concerns*. Association for Practical & Professional Ethics, Dallas, Texas.

Leithauser, A. & Steverson, B. (2014-2015). *Companions in Mission: The Art of Integrating Ethics Throughout Business Education*. Colleagues in Jesuit Business Education, San Francisco, California.

Steverson, B. K. (2009-2010). *Finding God (Good) in Everything, Inculturation, and Teaching Business Ethics in a Jesuit School of Business*. Meeting of Colleagues in Jesuit Education, Los Angeles, California.

### Regional

Steverson, B. K. (2008-2009). *Systems Theory and the New Ecophilosophy*. Inland Northwest Philosophy Conference, Pullman, Washington.

## **Presentations of Non-Refereed Papers**

### Local

Steverson, B. K. (2019-2020). *AI, Information Technologies, and Fraud Detection: Ethical Issues*. Institute of Internal Auditors, Seattle Chapter, Seattle, Washington.

Steverson, B. K. (2019-2020). *AI and Information Technologies: Some Ethical Issues*. Institute of Internal Auditors, Boise Chapter, Tri Cities, Washington.

Steverson, B. K. (2017-2018). *The Ethics of Privacy*. Invited presentation at Spokane ACFE Fraud Conference, Spokane, Washington.

Steverson, B. K. (2016-2017). *The Real Moral Psychology behind Cheating and Fraud*. Invited presentation at Spokane ACFE Fraud Conference, Spokane, Washington.

Steverson, B. K. (2015-2016). *Ethics and 'Fraud' in Social Media*. Invited presentation at Spokane ACFE Fraud Conference, Spokane, Washington.

Steverson, B. K. (2014-2015). *No Really, There is Such a Thing as Business Ethics*. Invited presentation at Spokane ACFE Fraud Conference, Spokane, Washington.

Steverson, B. K. (2012-2013). *Business Ethics Education as Transformative: The Jesuit Tradition*. Invited presentation at Aram Lecture in Business Ethics, Spokane, Washington.

Steverson, B. K. (2012-2013). *The Three C's: Competence, Confidentiality, & Compliance*. Spokane ACFE Fraud Conference, Spokane, Washington.

Steverson, B. K. (2011-2012). *Ethics CFE Continuing Professional Education*. Spokane ACFE Fraud Conference, Spokane, Washington.

### National

Steverson, B. K. (2016-2017). *The Real Moral Psychology behind Cheating and Fraud*. Invited presentation at American Association of State Highway Transportation Officials Internal/External Audit Subcommittee, Missoula, Montana.

### Regional

Steverson, B. K. (2020-2021). *Organizational Psychopaths Who are They? What can be Done about Them?* Pacific Northwest Chapter/ACFE Fraud Conference, On line, Washington.

Steverson, B. K. (2020-2021). *Organizational Psychopaths Who are They? What can be Done about Them?* Spokane ACFE Fraud Conference, On line, Washington.

Steverson, B. K. (2020-2021). *AI, Information Technologies, and Fraud Detection: Ethical Issues*. Institute of Internal Auditors, Mid-Columbia Chapter, On line, Washington.

Steverson, B. K. (2020-2021). *AI, Information Technologies, and Fraud Detection: Ethical Issues*. Pacific Northwest

Chapter/ACFE Fraud Conference, Tacoma, Washington.

Steverson, B. K. (2019-2020). *AI, Information Technologies, and Fraud Detection: Ethical Issues*. Annual Conference of the Pacific Northwest License, Tax, and Fraud Association, Lacey, Washington.

Steverson, B. K. (2019-2020). *AI, Information Technologies, and Fraud Detection: Ethical Issues*. Glacier Bancorp, Spokane, Washington.

Steverson, B. K. (2019-2020). *Maintaining Organizational Integrity in a Transforming Landscape*. Wester Energy Institute Annual Conference, Carlsbad, California.

Steverson, B. K. (2019-2020). *Warning Fraudsters. Big Data is Watching!* Spokane ACFE Fraud Conference, Spokane, Washington.

Steverson, B. K. (2018-2019). *The Virtuous Auditor*. Association of Credit Union Internal Auditors Western Region Meeting, Spokane, Washington.

Steverson, B. K. (2018-2019). *An Ethics Primer for CFE's*. Pacific Northwest Chapter/ACFE Fraud Conference, Tacoma, Washington.

Steverson, B. K. (2017-2018). *The Real Moral Psychology behind Cheating and Fraud*. Invited presentation at Meeting of the Montana Society of CPA's, Helena, Montana.

Steverson, B. K. (2016-2017). *The Real Moral Psychology behind Cheating and Fraud*. Invited presentation at Pacific Northwest Chapter ACFE Fraud Conference, Seattle, Washington.

Steverson, B. K. (2016-2017). *Ethics, Fraud, and Social Media*. Invited presentation at Montana Society of CPA's Annual Fraud Conference, Helena, Montana.

Steverson, B. K. (2015-2016). *Ethics and 'Fraud' in Social Media*. Invited presentation at Pacific Northwest Chapter ACFE Fraud Conference, Tacoma, Washington.

Steverson, B. K. (2015-2016). *Fraud and Ethics: A Professional Practice*. Invited presentation at Portland Chapter of the Institute of Internal Auditors, Portland, Oregon.

Steverson, B. K. (2014-2015). *Business Ethics Exists*. Invited presentation at Pacific Northwest Chapter ACFE Fraud Conference, Seattle, Washington.

Steverson, B. K. (2014-2015). *Business as Inherently Ethical Practice*. Invited presentation at Salmon Creek/Falls Brand Symposium, Great Falls, Montana.

Steverson, B. K. (2013-2014). *Ethics and the Profession of Purchasing Management*. Invited presentation at Pacific Northwest Conference of the National Association of Purchasing Managers, Spokane, Washington.

Steverson, B. K. (2012-2013). *The Three C's: Competence, Confidentiality, & Compliance*. Northwest Chapter of Certified Fraud Examiners, Seattle, Washington.

Steverson, B. K. (2011-2012). *Ethics CFE Continuing Professional Education*. Northwest Chapter of Certified Fraud Examiners, Seattle, Washington.

Steverson, B. K. (2010-2011). *Interpreting the ACFE Code of Ethics*. Invited presentation at Spokane ACFE Fraud Conference, Spokane, Washington.

### **State**

Steverson, B. K. (2020-2021). *AI, Information Technologies, and Fraud Detection: Ethical Issues*. Washington State Association of County Treasurers, On line, Washington.

Steverson, B. K. (2015-2016). *Fraud and Ethics 101 for Elected Officials*. Invited presentation at Washington State Association of County Treasurers, Tacoma, Washington.

Steverson, B. K. (2014-2015). *Ethics 101 for Elected Officials*. Invited presentation at Washington State Association of County Treasurers, Waala Walla, Washington.

### **Conference Presentations**

Steverson, B. K. (2020-2021). *Organizational Psychopaths Who are They? What can be Done about Them?* Pacific Northwest Chapter/ACFE Fraud Conference, On line, Washington.

Steverson, B. K. (2020-2021). *Organizational Psychopaths Who are They? What can be Done about Them?* Spokane ACFE Fraud Conference, On line, Washington.

Steverson, B. K. (2020-2021). *AI, Information Technologies, and Fraud Detection: Ethical Issues*. Institute of Internal

Auditors, Mid-Columbia Chapter, On line, Washington.

Steverson, B. K. (2020-2021). *AI, Information Technologies, and Fraud Detection: Ethical Issues*. Pacific Northwest Chapter/ACFE Fraud Conference, Tacoma, Washington.

Steverson, B. K. (2020-2021). *AI, Information Technologies, and Fraud Detection: Ethical Issues*. Washington Sate Association of County Treasurers, On line, Washington.

Leithauser, A., Wasson, T., & Steverson, B. (2019-2020). *Trading in our Lederhosen for Kilts: What Happens when Bio-Geographical Ancestry Information is Used to Co-Opt Culture*. Association for Practical & Professional Ethics, Atlanta, Georgia.

Steverson, B. K. (2019-2020). *AI, Information Technologies, and Fraud Detection: Ethical Issues*. Glacier Bancorp, Spokane, Washington.

Steverson, B. K. (2019-2020). *AI, Information Technologies, and Fraud Detection: Ethical Issues*. Annual Conference of the Pacific Northwest License, Tax, and Fraud Association, Lacey, Washington.

Steverson, B. K. (2019-2020). *AI, Information Technologies, and Fraud Detection: Ethical Issues*. Institute of Internal Auditors, Seattle Chapter, Seattle, Washington.

Steverson, B. K. (2019-2020). *Warning Fraudsters. Big Data is Watching!* Spokane ACFE Fraud Conference, Spokane, Washington.

Steverson, B. K. (2019-2020). *Maintaining Organizational Integrity in a Transforming Landscape*. Wester Energy Institute Annual Conference, Carlsbad, California.

Steverson, B. K. (2019-2020). *AI and Information Technologies: Some Ethical Issues*. Institute of Internal Auditors, Boise Chapter, Tri Cities, Washington.

Steverson, B. K. (2018-2019). *The Ethics of Pre-Employment Screenig for Psychopathy*. Association for Practical & Professional Ethics, Baltimore, Maryland.

Steverson, B. K. (2018-2019). *The Virtuous Auditor*. Association of Credit Union Internal Auditors Western Region Meeting, Spokane, Washington.

Steverson, B. K. (2018-2019). *An Ethics Primer for CFE's*. Pacific Northwest Chapter/ACFE Fraud Conference, Tacoma, Washington.

Steverson, B. K. (2018-2019). *An Ethics Primer for CFE's*. Spokane ACFE Fraud Conference, Spokane, Washington.

Steverson, B. K. (2017-2018). *The Real Moral Psychology behind Cheating and Fraud*. Invited presentation at Meeting of the Montana Society of CPA's, Helena, Montana.

Steverson, B. K. (2017-2018). *The Ethics of Privacy*. Invited presentation at Spokane ACFE Fraud Conference, Spokane, Washington.

Steverson, B. K. (2016-2017). *The Real Moral Psychology behind Cheating and Fraud*. Invited presentation at American Association of State Highway Transportation Officials Internal/External Audit Subcommittee, Missoula, Montana.

Steverson, B. K. & Leithauser, A. (2016-2017). *The Sharing Economy: Some Ethical Concerns*. Association for Practical & Professional Ethics, Dallas, Texas.

Steverson, B. K. (2016-2017). *The Real Moral Psychology behind Cheating and Fraud*. Invited presentation at Pacific Northwest Chapter ACFE Fraud Conference, Seattle, Washington.

Steverson, B. K. (2016-2017). *Ethics, Fraud, and Social Media*. Invited presentation at Montana Society of CPA's Annual Fraud Conference, Helena, Montana.

Steverson, B. K. (2016-2017). *The Real Moral Psychology behind Cheating and Fraud*. Invited presentation at Spokane ACFE Fraud Conference, Spokane, Washington.

Steverson, B. K. (2015-2016). *Ethics and 'Fraud' in Social Media*. Invited presentation at Pacific Northwest Chapter ACFE Fraud Conference, Tacoma, Washington.

Steverson, B. K. (2015-2016). *Fraud and Ethics 101 for Elected Officials*. Invited presentation at Washington State Association of County Treasurers, Tacoma, Washington.

Steverson, B. K. (2015-2016). *Fraud and Ethics: A Professional Practice*. Invited presentation at Portland Chapter of the Institute of Internal Auditors, Portland, Oregon.

Steverson, B. K. (2015-2016). *Ethics and 'Fraud' in Social Media*. Invited presentation at Spokane ACFE Fraud Conference, Spokane, Washington.

Steverson, B. K. (2014-2015). *Business Ethics Exists*. Invited presentation at Pacific Northwest Chapter ACFE Fraud Conference, Seattle, Washington.

Steverson, B. K. (2014-2015). *Ethics 101 for Elected Officials*. Invited presentation at Washington State Association of County Treasurers, Waalla Walla, Washington.

Leithauser, A. & Steverson, B. (2014-2015). *Companions in Mission: The Art of Integrating Ethics Throughout Business Education*. Colleagues in Jesuit Business Education, San Francisco, California.

Steverson, B. K. (2014-2015). *Business as Inherently Ethical Practice*. Invited presentation at Salmon Creek/Falls Brand Symposium, Great Falls, Montana.

Steverson, B. K. (2014-2015). *No Really, There is Such a Thing as Business Ethics*. Invited presentation at Spokane ACFE Fraud Conference, Spokane, Washington.

Steverson, B. K. (2013-2014). *Ethics and the Profession of Purchasing Management*. Invited presentation at Pacific Northwest Conference of the National Association of Purchasing Managers, Spokane, Washington.

Steverson, B. K. (2012-2013). *Business Ethics Education as Transformative: The Jesuit Tradition*. Invited presentation at Aram Lecture in Business Ethics, Spokane, Washington.

Steverson, B. K. (2012-2013). *The Three C's: Competence, Confidentiality, & Compliance*. Northwest Chapter of Certified Fraud Examiners, Seattle, Washington.

Steverson, B. K. (2012-2013). *The Three C's: Competence, Confidentiality, & Compliance*. Spokane ACFE Fraud Conference, Spokane, Washington.

Steverson, B. K. (2011-2012). *Ethics CFE Continuing Professional Education*. Northwest Chapter of Certified Fraud Examiners, Seattle, Washington.

Steverson, B. K. (2011-2012). *Ethics CFE Continuing Professional Education*. Spokane ACFE Fraud Conference, Spokane, Washington.

Steverson, B. K. (2010-2011). *The Vulnerable Values Argument for the Professionalization of Business Management*. Meeting of the Society for Business Ethics, Montreal, Canada-Quebec.

Steverson, B. K. (2010-2011). *Interpreting the ACFE Code of Ethics*. Invited presentation at Spokane ACFE Fraud Conference, Spokane, Washington.

Steverson, B. K. (2009-2010). *Finding God (Good) in Everything, Inculturation, and Teaching Business Ethics in a Jesuit School of Business*. Meeting of Colleagues in Jesuit Education, Los Angeles, California.

Steverson, B. K. (2009-2010). *The Psychology of Human Happiness and Contractarian Business Ethics*. Meeting of the Society for Business Ethics, Chicago, Illinois.

Steverson, B. K. (2008-2009). *Systems Theory and the New Ecophilosophy*. Inland Northwest Philosophy Conference, Pullman, Washington.

## **Service**

### **Service to the Institution**

#### **Gonzaga University**

##### **College Assignments**

###### **Chair:**

2017-2018 – 2018-2019: Graduate Committee

2013-2014: Graduate Committee

###### **Member:**

2014-2015 – 2015-2016: Graduate Committee

2010-2011: Graduate Committee

##### **University Assignments**

###### **Committee Member:**

2015-2016: University Strategic Planning Steering Committee

2011-2012 – 2012-2013: Academic Council - Rank & Tenure

**Other Institutional Service Activities:**

2015-2016: Member, University Conduct Board

2015-2016: Faculty President

**Service to the Profession**

**Reviewer - Article / Manuscript**

2014-2015: Environmental Values (International).

2014-2015: Business and Professional Ethics Journal (International).

2014-2015: Environmental Ethics (International).

**Member: Committee/Task Force**

2014-2015: Member of the Society for Business Ethics (International).

**Service to the Community**

**Member of a Committee**

2015-2016: Hospice of Spokane Board of Trustees

2015-2016: Hospice of Spokane Ethics Committee

2015-2016: City of Spokane Ethics Commission

2015-2016: Providence Sacred Heart Urban Ethics Committee

---

---

**Daniel Stewart, Ph.D.**  
**Professor**  
**Management**  
**School of Business Administration**  
[stewartd@gonzaga.edu](mailto:stewartd@gonzaga.edu)

---

---

### **Academic Background**

Ph.D. Stanford University.

Title: *Status Mobility and Status Stability in a Community of Free Software Developers*

M.A. Stanford University.

M.A. Stanford University.

B.A. Washington State University.

### **Professional Memberships**

Organizational Behavior Teaching Society, 2008-2015

Academy of Management, 2002-2015

American Sociological Association, 2002-2015

### **Work Experience**

#### **Employment Experience**

##### **Academic**

Professor of Entrepreneurship & Director, Hogan Entrepreneurial Leadership Program, Gonzaga University (September, 2015 - Present), Spokane, Washington.

Assistant-Associate Professor of Management, Gonzaga University (September, 2006 - August, 2015), Spokane, Washington.

Assistant Professor of Management/Director, Master of Technology Management Program, Washington State University (September, 2003 - September, 2005), Pullman, Washington.

Assistant Professor of Economics and Business, Whitworth (September, 2002 - September, 2003), Spokane, Washington.

### **Teaching**

#### **Courses Taught**

**Courses from the Teaching Schedule:** Current Issues in Entrepreneurship (MBA), Directed Study (Bachelors), Entrepreneurship (MBA), Entrepreneurship (Bachelors), Idea to Solution (Bachelors), Solution to Execution (Bachelors), Special Topics (MBA), Strategic Management (Bachelors), Strategic Management (MBA)

#### **Courses taught, but not in the Schedule:**

Graduate Level:

Dynamics of Industry

Corporate Entrepreneurship

Tribal Leadership

Management and Operations Doctoral Colloquium

Strategy Formulation and Organizational Design

Managerial Leadership and Productivity

Organization Theory and Design

Undergraduate Level:  
 Organizational Behavior  
 Principles of Management  
 Corporate Entrepreneurship

## Intellectual Contributions

### Intellectual Contributions Grid

Category	BDS	AIS	TLS	Total
Articles in Refereed Journals	10			10
Articles-in-Progress (All)	3			3
Publications in Refereed Conference Proceedings	7		6	13
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings	2	7		9
Presentations of Refereed Papers	24	1	6	31
Software, Publicly or Commercially Available		1		1

### Refereed Articles

#### Basic or Discovery Scholarship

Ni Sullivan, B., & Stewart, D. (2017). Do Connections Always Help? Network Brokerage's Negative Impact on the Emergence of Status. *Research in the Sociology of Organizations*, 50, 315-349.

Stewart, D., Verbos, A., Black, S., Birmingham, C., & Gladstone, J. (2017). Being Native American in Business: Culture, Identity, and Authentic Leadership in Modern American Indian Enterprises. *Leadership*, 13 (5), 549-570.

Stewart, D., Gladstone, J., Verbos, A., & Katragadda, M. (2014). Native American Cultural Capital and Business Strategy: The Culture-of-Origin Effect. *American Indian Culture and Research Journal*, 38 (4), 127-138.

Bianchi, A. J., Kang, S. M., & Stewart, D. (2012). The Organizational Selection of Status Characteristics: Status Evaluations in an Open Source Community. *Organization Science*, 23 (2), 341-354.

Stewart, D., & Pepper, M. (2011). Close Encounters: Lessons from an Indigenous MBA Program. *Journal of Management Education*, 35 (1), 66-83.

Pascal, V., & Stewart, D. (2008). The Effects of Geographic Location and Economic Cluster Development on Native American Entrepreneurship. *International Journal of Entrepreneurship and Innovation*.

Stewart, D., & Martin, R. (2008). The Social Context of Servant Leadership Assessments. *International Journal of Servant Leadership*.

Stewart, D., & Schwartz, R. G. (2007). Native American Business Strategy: A Survey of Northwest U.S. Firms. *International Journal of Business Performance Management*.

Stewart, D. (2006). The Trappings of Status: The Relationship between Tenure and Status in an Open-Innovation Community. *Journal of Research in Marketing and Entrepreneurship*.

Stewart, D. (2005). Social Status in an Open Source Software Community. *American Sociological Review*.

### Refereed Proceedings

#### Basic or Discovery Scholarship

Stewart, D., Gladstone, J., & Loro, P. (2016). Open Identity: The Evolution and Exploitation of Shared Cultural and Community Identity. *Harvard Open and User Innovation Conference*.

Stewart, D., Verbos, A., Birmingham, C., Black, S., & Gladstone, J. (2016). Being Native American in Business: Identity and Leadership in Modern American Indian Enterprises. *Academy of Management*.

Verbos, A., Birmingham, C., Black, S., & Stewart, D. (2015). Social Entrepreneurship in Indian Country USA: Lessons from Tribal Enterprises. *Academy of Management*.

- Stewart, D. (2009). Social Status in an Open Source Community: A Status Characteristics Perspective. *American Sociological Association*.
- Stewart, D., & Pascal, V. (2009). Native-American Entrepreneurship: Does Location Matter? *UIC Research Symposium on Marketing and Entrepreneurship*.
- Stewart, D., & Schwartz, R. (2005). Native American Entrepreneurship. *UIC Research Symposium on Marketing and Entrepreneurship*
- Stewart, D. (2003). Status Mobility and Status Stability in a Community of Free Software Developers. *Academy of Management*.

### **Teaching and Learning Scholarship**

- Stewart, D., & Verbos, A. K. (2014). Engaging Voices in Native American Talking Circles. *Organizational Behavior Teaching Conference*.
- Stewart, D., Verbos, A. K., Gladstone, J., & Kennedy, D. (2012). Sustainability through Inductive and Reflective Pedagogy: Contemporary Application of Native American Story-Telling. *Organizational Behavior Teaching Conference*.
- Stewart, D., Gladstone, J., & Verbos, A. (2011). Open to Others: Exploring the Possibilities of Indigenous Work/Life Balance in the Classroom and At Work. *Organizational Behavior Teaching Conference*.
- Verbos, A., Stewart, D., & Gladstone, J. (2010). Hidden Elephants: A Dialogue to Engage Difference and Create Connection through American Indian Values. *Organizational Behavior Teaching Conference*.
- Stewart, D. (2008). Indigenous Knowledge and Management Education. A Roundtable. *Organizational Behavior Teaching Conference*.
- Stewart, D. (2008). Summoning a Latent Culture: Experiences Teaching Entrepreneurship to Native Americans. *Organizational Behavior Teaching Conference*.

## **Books, Monographs, Compilations, Manuals**

### **Books**

- Miller, R. J., Jorgensen, M., & Stewart, D. (Ed.). (2019). *Creating Private Sector Economies in Native America: Sustainable Development through Entrepreneurship* Cambridge University Press.
- Kennedy, D., Verbos, A., Stewart, D., Harrington, C., & Clarkson, G. (Ed.). (2017). *American Indian Business: Principles and Practices* University of Washington Press.
- Stewart, D. (2009). *Dynamics of Social Status: A Sociological Study of an Open Source Community* VDM Verlag.

## **Chapters, Cases, Readings, Supplements**

### **Chapters**

- Stewart, D. (2019). A Short, Short Course in Entrepreneurship. *Creating Private Sector Economies in Native America: Sustainable Development Through Entrepreneurship* Cambridge University Press.
- Harrington, C., Birmingham, C., & Stewart, D. (2017). Entrepreneurship. *American Indian Business: Principles and Practices* University of Washington Press.
- Stewart, D. (2017). Business Strategy: Building Competitive Advantage in American Indian Firms. *American Indian Business: Principles and Practices*. University of Washington Press.
- Stewart, D. (2016). Case Study: Ethical Business Practices in Dardan Enterprises. *Tribal Wisdom for Business Ethics*. Emerald Publishing Group.
- Stewart, D., & Pascal, V. (2016). Native American Entrepreneurship: Locating Your Business. *Tribal Wisdom for Business Ethics*. Emerald Publishing Group.
- Sullivan, B. N., & Stewart, D. (2011). Divergence in status evaluation: Theoretical implications for a social construction view of status building. *Status, Organization and Management*. Cambridge University Press.

## **Presentations of Refereed Papers**

### **International**

- Dell, K. & Stewart, D. (2020-2021). *Indigenous Management Research Broadens its Sights*. Academy of Management, Vancouver, Canada.

- Verbos, A., Black, S., & Stewart, D. (2020-2021). *A Tribal Critical Race Theory Analysis of Native Nations' Social Enterprise*. Academy of Legal Studies in Business, Boston, Virtual.
- Kiri, D., Dara, K., & Stewart, D. (2019-2020). *Understanding the Inclusive Organization for Indigenous People*. Academy of Management, Boston, Massachusetts.
- Pascal, V. & Stewart, D. (2018-2019). *Native American Entrepreneurs at the Marketing Interface: Is Entrepreneurial Orientation Enough?* Global Research Symposium on Marketing and Entrepreneurship, Boston, Massachusetts.
- Gladstone, J., Henry, E., & Stewart, D. (2017-2018). *Indigenous People at the Cultural Interface: The Native, Aboriginal & Indigenous People's Caucus*. Academy of Management, Atlanta, Georgia.
- Gladstone, J., Henry, E., & Stewart, D. (2016-2017). *Indigenous Meaning in Organizations: The Native, Aboriginal, & Indigenous People's Caucus*. Academy of Management, Anaheim, California.
- Stewart, D., Gladstone, J., & Loro, P. (2016-2017). *Open Identity: The Evolution and Exploitation of Shared Cultural and Community Identity*. Harvard Open and User Innovation Conference, Boston, Massachusetts.
- Evans, M., Stewart, D., Williamson, I. O., Colbourne, R., & Mainprize, B. (2015-2016). *Indigenous Management Education and the Management Academy*. Academy of Management, Vancouver, Canada-British Columbia.
- Gladstone, J. & Stewart, D. (2015-2016). *Self-Determination and Indigenous Governance: The Native and Indigenous People's Caucus*. Academy of Management, Vancouver, Canada-British Columbia.
- Verbos, A., Kennedy, D., & Stewart, D. (2015-2016). *Indigenous Perspectives on the UN Declaration and the PRME*. Academy of Management, Vancouver, Canada-British Columbia.
- Verbos, A., Stewart, D., Birmingham, C., Black, S., & Gladstone, J. (2015-2016). *Social Entrepreneurship in Indian Country USA: Lessons from Tribal Enterprises*. Academy of Management, Vancouver, Canada-British Columbia.
- Verbos, A., Stewart, D., Birmingham, C., & Black, S. (2015-2016). *Being Native American in Business: Identity and Leadership in Modern American Indian Enterprises*. Academy of Management, Vancouver, Canada-British Columbia.
- Stewart, D. & Verbos, A. (2013-2014). *Engaging Voices in Native American Talking Circles*. Organizational Behavior Teaching Conference, Nashville, Tennessee.
- Stewart, D., Verbos, A., Kennedy, D., & Gladstone, J. (2012-2013). *Create Timeless Stories for Inductive, Reflective Learning: Native American Pedagogy*. Academy of Management, Boston, Massachusetts.
- Stewart, D. & Verbos, A. (2011-2012). *Sustainability Through Inductive and Reflective Pedagogy: Contemporary Application of Native American Story-Telling*. Organizational Behavior Teaching Conference, St. Catharines, Ontario, Canada.
- Stewart, D. & Gladstone, J. (2011-2012). *Open to Others: Exploring the Possibilities of Indigenous Work/Life Balance in the Classroom and at Work*. Organizational Behavior Teaching Conference, Milwaukee, Wisconsin.
- Barnett, W., Goodman, S., & Stewart, D. (2010-2011). *Ideological Competition in Status Contests*. Organizational Ecology Conference, Helsinki, Finland.
- Verbos, A., Stewart, D., & Gladstone, J. (2010-2011). *Hidden Elephants: A Dialogue to Engage Difference and Create Connection through American Indian Values*. Organizational Behavior Teaching Conference, Albuquerque, New Mexico.
- Bianchi, A., Kang, S. M., & Stewart, D. (2009-2010). *Social Status in an Open Source Community: A Status Characteristics Perspective*. American Sociological Association, San Francisco, California.
- Humphries, M. & Stewart, D. (2009-2010). *Indigenous Knowledge and Management Education. A Roundtable*. Organizational Behavior Teaching Conference, Charleston, South Carolina.
- Stewart, D. & Pascal, V. (2009-2010). *Native-American Entrepreneurship: Does Location Matter?* UIC Research Symposium on Marketing and Entrepreneurship, Chicago, Illinois.
- Stewart, D. (2008-2009). *Summoning a Latent Culture: Experiences Teaching Entrepreneurship to Native Americans*. Organizational Behavior Teaching Conference, Boston, Massachusetts.
- Sullivan, B. N. & Stewart, D. (2007-2008). *Divergence in Status Evaluation: Theoretical Implications for a Social Construction View of Status Building*. Academy of Management, Philadelphia, Pennsylvania.
- Stewart, D. (2006-2007). *Social Status in the Open Source Community*. American Sociological Association, Montreal, Canada-Quebec.
- Sullivan, B. N. & Stewart, D. (2006-2007). *Can Connections Always Help? Network Ties and the Formation of Reputation Evaluation*. Academy of Management, Atlanta, Georgia.

Stewart, D. & Schwartz, R. (2005-2006). *Native American Entrepreneurship*. UIC Research Symposium on Marketing and Entrepreneurship, San Francisco, California.

Stewart, D. (2004-2005). *Status Inertia: The Speed Imperative in the Attainment of Community Status*. Academy of Management, New Orleans, Louisiana.

Stewart, D. (2003-2004). *Status Mobility and Status Stability in a Community of Free Software Developers*. Academy of Management, Seattle, Washington.

### **National**

Stewart, D. (2017-2018). *Data Collection for AIAN Entrepreneurship*. DOI Data For Indian Economic Development Workshop, Flagstaff, Arizona.

Stewart, D. (2014-2015). *The Business Perspective*. Tribal Wisdom for Business Ethics, Las Cruces, New Mexico.

Stewart, D. (2012-2013). *Strategic Business Planning in the Child Care Industry*. California Association for the Education of Young Children Annual Conference, San Jose, California.

### **Working Papers**

Verbos, A., Black, S., & Stewart, D. (2020). "A Tribal Critical Race Theory Analysis of Native Nations' Social Enterprise."

Pascal, V. & Stewart, D. (2015). "Native-American Entrepreneurship: The Differential Effects of Location and Tribal Gaming."

Barnett, W., Goodman, S., & Stewart, D. (2014). "Ideological Competition in Status Contests."

### **Software**

2011-2012: Advogato Online Open Source Community, 2000-2001 [Computer file].. Inter-university Consortium for Political and Social Research (ICPSR - University of Michigan) data

### **Conference Presentations**

Dell, K. & Stewart, D. (2020-2021). *Indigenous Management Research Broadens its Sights*. Academy of Management, Vancouver, Canada.

Verbos, A., Black, S., & Stewart, D. (2020-2021). *A Tribal Critical Race Theory Analysis of Native Nations' Social Enterprise*. Academy of Legal Studies in Business, Boston, Virtual.

Kiri, D., Dara, K., & Stewart, D. (2019-2020). *Understanding the Inclusive Organization for Indigenous People*. Academy of Management, Boston, Massachusetts.

Pascal, V. & Stewart, D. (2018-2019). *Native American Entrepreneurs at the Marketing Interface: Is Entrepreneurial Orientation Enough?* Global Research Symposium on Marketing and Entrepreneurship, Boston, Massachusetts.

Gladstone, J., Henry, E., & Stewart, D. (2017-2018). *Indigenous People at the Cultural Interface: The Native, Aboriginal & Indigenous People's Caucus*. Academy of Management, Atlanta, Georgia.

Stewart, D. (2017-2018). *Data Collection for AIAN Entrepreneurship*. DOI Data For Indian Economic Development Workshop, Flagstaff, Arizona.

Gladstone, J., Henry, E., & Stewart, D. (2016-2017). *Indigenous Meaning in Organizations: The Native, Aboriginal, & Indigenous People's Caucus*. Academy of Management, Anaheim, California.

Stewart, D., Gladstone, J., & Loroz, P. (2016-2017). *Open Identity: The Evolution and Exploitation of Shared Cultural and Community Identity*. Harvard Open and User Innovation Conference, Boston, Massachusetts.

Evans, M., Stewart, D., Williamson, I. O., Colbourne, R., & Mainprize, B. (2015-2016). *Indigenous Management Education and the Management Academy*. Academy of Management, Vancouver, Canada-British Columbia.

Gladstone, J. & Stewart, D. (2015-2016). *Self-Determination and Indigenous Governance: The Native and Indigenous People's Caucus*. Academy of Management, Vancouver, Canada-British Columbia.

Verbos, A., Stewart, D., Birmingham, C., Black, S., & Gladstone, J. (2015-2016). *Social Entrepreneurship in Indian Country USA: Lessons from Tribal Enterprises*. Academy of Management, Vancouver, Canada-British Columbia.

Verbos, A., Stewart, D., Birmingham, C., & Black, S. (2015-2016). *Being Native American in Business: Identity and Leadership in Modern American Indian Enterprises*. Academy of Management, Vancouver, Canada-British Columbia.

Verbos, A., Kennedy, D., & Stewart, D. (2015-2016). *Indigenous Perspectives on the UN Declaration and the PRME*. Academy of Management, Vancouver, Canada-British Columbia.

Stewart, D. (2014-2015). *The Business Perspective*. Tribal Wisdom for Business Ethics, Las Cruces, New Mexico.

Stewart, D. & Verbos, A. (2013-2014). *Engaging Voices in Native American Talking Circles*. Organizational Behavior Teaching Conference, Nashville, Tennessee.

Stewart, D. (2012-2013). *Strategic Business Planning in the Child Care Industry*. California Association for the Education of Young Children Annual Conference, San Jose, California.

Stewart, D., Verbos, A., Kennedy, D., & Gladstone, J. (2012-2013). *Create Timeless Stories for Inductive, Reflective Learning: Native American Pedagogy*. Academy of Management, Boston, Massachusetts.

Stewart, D. & Verbos, A. (2011-2012). *Sustainability Through Inductive and Reflective Pedagogy: Contemporary Application of Native American Story-Telling*. Organizational Behavior Teaching Conference, St. Catherine's, Ontario, Canada.

Stewart, D. & Gladstone, J. (2011-2012). *Open to Others: Exploring the Possibilities of Indigenous Work/Life Balance in the Classroom and at Work*. Organizational Behavior Teaching Conference, Milwaukee, Wisconsin.

Barnett, W., Goodman, S., & Stewart, D. (2010-2011). *Ideological Competition in Status Contests*. Organizational Ecology Conference, Helsinki, Finland.

Verbos, A., Stewart, D., & Gladstone, J. (2010-2011). *Hidden Elephants: A Dialogue to Engage Difference and Create Connection through American Indian Values*. Organizational Behavior Teaching Conference, Albuquerque, New Mexico.

Bianchi, A., Kang, S. M., & Stewart, D. (2009-2010). *Social Status in an Open Source Community: A Status Characteristics Perspective*. American Sociological Association, San Francisco, California.

Humphries, M. & Stewart, D. (2009-2010). *Indigenous Knowledge and Management Education. A Roundtable*. Organizational Behavior Teaching Conference, Charleston, South Carolina.

Stewart, D. & Pascal, V. (2009-2010). *Native-American Entrepreneurship: Does Location Matter?* UIC Research Symposium on Marketing and Entrepreneurship, Chicago, Illinois.

Stewart, D. (2008-2009). *Summoning a Latent Culture: Experiences Teaching Entrepreneurship to Native Americans*. Organizational Behavior Teaching Conference, Boston, Massachusetts.

Sullivan, B. N. & Stewart, D. (2007-2008). *Divergence in Status Evaluation: Theoretical Implications for a Social Construction View of Status Building*. Academy of Management, Philadelphia, Pennsylvania.

Stewart, D. (2006-2007). *Social Status in the Open Source Community*. American Sociological Association, Montreal, Canada-Quebec.

Sullivan, B. N. & Stewart, D. (2006-2007). *Can Connections Always Help? Network Ties and the Formation of Reputation Evaluation*. Academy of Management, Atlanta, Georgia.

Stewart, D. & Schwartz, R. (2005-2006). *Native American Entrepreneurship*. UIC Research Symposium on Marketing and Entrepreneurship, San Francisco, California.

Stewart, D. (2004-2005). *Status Inertia: The Speed Imperative in the Attainment of Community Status*. Academy of Management, New Orleans, Louisiana.

Stewart, D. (2003-2004). *Status Mobility and Status Stability in a Community of Free Software Developers*. Academy of Management, Seattle, Washington.

## **Professional Development**

### **DS: Research-Related Conference/Seminar**

2020-2021: Indigenous Student Seminar. Hoover Institution Project on Renewing Indigenous Economies

2019-2020: Indigenous Investment Decisions. Indigenous economic development scoping workshop

2019-2020: Indigenous Capital, Growth, and Property Rights: The Legacy of Colonialism. Hoover Institution Project on Renewing Indigenous Economies

2018-2019: Tribal Leadership Forum. Hoover Institution Renewing Indigenous Economies Initiative

### **Professional Seminars / Workshops**

2019-2020: Northwest Native Ventures Bootcamp. Strategic Management and Entrepreneurship

2019-2020: Johnson Scholarship Foundation Convening. Native Business Education

2018-2019: Gonzaga SBA Brown Bag Series. Business as a Calling

2018-2019: Spokane Public Library Native American Heritage Month. Tribal Small Business

2017-2018: Department of Interior Workshop. Data for Indian Economic Development  
2014-2015: SACNAS Advanced Leadership Institute. Strategic Leadership  
2013-2014: SACNAS. Barriers to Entrepreneurship  
2013-2014: Property and Environment Research Center. Economic Development and Tribal Culture: Tensions between Assimilation and Culture  
2012-2013: SACNAS Summer Leadership Institute. Organizational Contexts -- Constraints and Opportunities  
2012-2013: SACNAS. Theories of Organizational Leadership  
2012-2013: Property and Environment Research Center. Culture, Institutions, and Economic Development: Applications to American Indians  
2011-2012: SACNAS. Corporate Entrepreneurship and Innovation  
2006-2007: Affiliated Tribes of Northwest Indians Mid-Year Conference. Native American Entrepreneurship

## **Service**

### **Service to the Institution**

#### **College Assignments**

##### **Chair:**

2014: SBA Organization Structure Task Force

##### **Member:**

2013-2014: Mission and Strategic Planning Committee

#### **University Assignments**

##### **Committee Chair:**

2011: SEAS Dean Search Committee

##### **Committee Member:**

2013-2014: ZAG Undergraduate Student Learning and Living Task Force

### **Gonzaga University**

#### **College Assignments**

##### **Member:**

2017-2018 – 2018-2019: Strategic Mission and Planning Committee

2014-2015 – 2015-2016: Strategic Mission and Planning Committee

2013-2014: Strategic Mission and Planning Committee (Spring)

2013-2014: Strategic Mission and Planning Committee (Fall)

##### **Other Institutional Service Activities:**

2011-2012: Alternate Member - Committee on Reappointment, Promotion, and Tenure (CRPT)

##### **Chair:**

2011-2012: Assurance of Learning Committee

2010-2011: Graduate Committee

##### **Member:**

2018-2019: Management Faculty Search

2010-2011: Planning and Learning Assurance Committee

#### **University Assignments**

**Committee Member:**

2016-2017 – 2018-2019: Gonzaga Patent Committee  
2015-2016: SBA Dean Search  
2011-2012: Academic Council - Academic Assessment

**DS: Thesis / Dissertation - Co-Chair:**

2018-2019: Veronica Veaux

**Faculty Advisor:**

2020-2021: Gonzaga American Indian Business Leaders  
2017-2018 – 2020-2021: Young Professionals Club

**Mentoring Activities:**

2017-2018 – 2018-2019: American Society for Engineering Management Roundtable  
2017-2018: SEAS Senior Design Project

**Other Institutional Service Activities:**

2015-2016 – 2020-2021: Director, Hogan Entrepreneurial Leadership Program  
2018-2019: Gonzaga Career Center Coffee and Careers Panelist  
2016-2017: SEAS Senior Design Seminar  
2016-2017: Alpha Kappa Psi Professional Panel

**Unassigned****University Assignments****Committee Member:**

2015-2016 – 2017-2018: Campus Climate Committee  
2015-2016: AVP Faculty Conversations Group

**Service to the Profession****Board of Directors: Substantial Involvement**

2011-2012 – 2013-2014: Organizational Behavior Teaching Society (International).

**Other Professional Service Activities**

2016-2017 – 2018-2019: EWU Eagles Nest Pitch Competition (Regional).  
2016-2017: WSU Business Plan Competition (Regional).

**Reviewer - External Tenure**

2019-2020: University of South Florida (International).  
2016-2017: Loyola Marymount University (International).  
2015-2016 – 2016-2017: University of San Francisco (International).

**Service to the Community****Other Community Service Activities**

2016-2017: TEDx Spokane Auditions

**Positions Held in Civic Organizations**

2011-2012 – 2012-2013: Post Falls Distinguished Young Women Program, Judge  
2011-2012: North Idaho American-Italian Lodge Scholarship Committee, Chair

**Honors/Awards**

### **Award**

2018-2019: School of Business Barnes Academic Excellence Award, Gonzaga University.

2017-2018: Exemplary Faculty Award, Gonzaga University.

2017-2018: Graduate School of Business Outstanding MBA-AIE Faculty of the Year, Gonzaga University.

2009-2010: School of Business Centioli Faculty Excellence Award, Gonzaga University.

### **Honor**

2012-2013: Emerging Leader, US Small Business Administration.

### **Scholarship**

2015-2016 – 2016-2017: School of Business Jepson Fellowship, Gonzaga University.

2011-2012 – 2012-2013: School of Business Jepson Fellowship, Gonzaga University.

2006-2007 – 2008-2009: School of Business Jepson Fellowship, Gonzaga University.

### **Miscellaneous**

2011-2012 - Media Mentions/Features: Professors Work to Increase the Number of American Indians in Business (Diverse Issues in Higher Education, Article 49678, Online, November 2012)

2012-2013 - Media Mentions/Features: Tribal Wisdom for Business Ethics (Film by Joe T. Meier and Grace Ann Rosalie for NMSU)

2013-2014 - Media Mentions/Features: Native American Scholars Paying It Four-Ward (GMAC Giving Back Blog, Online, March 2014)

2014-2015 - Media Mentions/Features: Paying It Forward: The PhD Project: Creating Tomorrow's Leaders in Business through Academe (Ned Steele, The PhD Project, pg. 102-109)

2015-2016 - Media Mentions/Features: Gonzaga University (Startup Spokane, Online radio show, October 2015)

2015-2016 - Media Mentions/Features: Gonzaga's entrepreneurial offerings evolve, grow (Journal of Business, April 2016)