

DOUGLAS A. BOSSE

Robins School of Business
University of Richmond
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Richmond, VA 23173

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Academic positions held

University of Richmond, Robins School of Business
Associate Professor of Management 2012 - present
Assistant Professor of Management 2006 - 2012

The Ohio State University, Fisher College of Business
Graduate Research and Teaching Fellow 2002 - 2006

Education

The Ohio State University, Columbus, OH
PhD, Strategic Management & Entrepreneurship 2006

The Ohio State University, Columbus, OH
MBA, Operations & Logistics Management 1994

Miami University, Oxford, OH
BS, Finance 1990

Research Interests

- Value creation in interfirm relationships
- Stakeholder theory; bounded self interest
- Organizational economics

Scholarly publications: Journal articles, book chapters, peer-reviewed proceedings

- Bosse, D.A. & Coughlan, R.S. 2016. Stakeholder relationship bonds. *Journal of Management Studies*, 53(7): 1197-1222.
- Moghaddam, K., Bosse, D.A. & Provance, M. 2016. Strategic alliances of entrepreneurial firms: Value enhancing then value destroying. *Strategic Entrepreneurship Journal*, 10(2): 153-168.
- Bosse, D.A. & Phillips, R.A. 2016. Agency theory and bounded self-interest. *Academy of Management Review*, 41(2): 276-297.
- Bosse, D.A. 2015. Managing the small firm for growth: Co-creating stakeholder value propositions. In Scott L. Newbert (Ed.), *Small Business in a Global Economy: Creating and Managing Successful Organizations*, Vol. 2. Praeger, Santa Barbara, CA.: 1-23.
- Pollack, J. & Bosse, D.A. 2014. When do investors forgive entrepreneurs for lying? *Journal of Business Venturing*, 29: 741-754.

- Schremppf-Stirling, J., Bosse, D.A., & Harrison, J.S. 2013. Anticipating, preventing, and surviving secondary boycotts. *Business Horizons*, 56: 573-582.
- Harrison, J.S. & Bosse, D.A. 2013. How much is too much? The limits to generous treatment of stakeholders. *Business Horizons*, 56: 313-322.
- Welter, C., Bosse, D.A. & Alvarez, S. 2013. The interaction between managerial and technological capabilities as a determinant of company performance: An empirical study of biotech firms. *International Journal of Management*, 30(1): 272-284.
- Bosse, D.A. & Taylor, P. 2012. The second glass ceiling impedes women entrepreneurs. *Journal of Applied Management and Entrepreneurship*, 17(1): 52-68.
- Bosse, D.A. & Harrison, J.S. 2011. Stakeholders, entrepreneurial rent, and bounded self interest. In R. Phillips (Ed.), *Stakeholder Theory: Impact and Prospects*. Edward Elgar Publishing, Cheltenham, UK: 193-211.
- Moghaddam, K., Provance, M. & Bosse, D.A. 2011. Strategic alliance influences on venture-backed entrepreneurial firms' post-money valuation. In George T. Solomon (Ed.), *Best Paper Proceedings of the Academy of Management (CD)*, ISSN 1543-8643.
- Harrison, J.S., Bosse, D.A. & Phillips, R.A. 2010. Managing for stakeholders, stakeholder utility functions, and competitive advantage. *Strategic Management Journal*, 31: 58-74.
 - Awarded Best Paper Published in 2010 by International Association for Business and Society.
 - Reprinted in: *New Directions in Business Ethics*. Volume Four: Managing Business Ethics. A. Crane & D. Matten (Eds.), Sage, London.
 - Summarized in: Managing for stakeholders can pay off in the long-term. *Research Insights*, 2010, July, Network for Business Sustainability, www.nbs.net.
- Bosse, D.A. & Arnold, T. 2010. Trade credit: A real option for bootstrapping new ventures. *Venture Capital*, 12(1): 49-63.
 - Also summarized in: *Frontiers of Entrepreneurship Research*, 2008, 28(1): Article 3.
- Bosse, D.A. & Alvarez, S. 2010. Bargaining power in alliance governance negotiations: Evidence from the biotechnology industry. *Technovation*, 30: 367-375.
- Bosse, D.A., Phillips, R.A. & Harrison, J.S. 2009. Stakeholders, reciprocity, and firm performance. *Strategic Management Journal*, 30: 447-456.
 - Also summarized in Spanish in: Stakeholders, Reciprocidad y Resultados de las Empresas, www.gestionstakeholders.com.
 - Awarded Best Paper Published in 2009 by International Association for Business and Society.
- Bosse, D.A. 2009. Bundling governance mechanisms to efficiently organize small firm loans. *Journal of Business Venturing*, 24: 183-195.
- Bosse, D.A., & Harrison, J.S. 2009. Entrepreneurial uncertainty: What do stakeholders look for? *Frontiers of Entrepreneurship Research*, 29(7): Article 4.

- Bosse, D., Phillips, R. & Harrison, J. 2008. Creating value by giving it away: The influence of reciprocation on firm performance. In George T. Solomon (Ed.), *Best Paper Proceedings of the Academy of Management* (CD), ISSN 1543-8643.
- Harrison, J., Bosse, D., & Phillips, R. 2007. Stakeholder theory and competitive advantage. In George T. Solomon (Ed.), *Best Paper Proceedings of the Academy of Management* (CD), ISSN 1543-8643.
- Bosse, D. & Alvarez, S. 2004. Reducing market and appropriation uncertainty: The twin organizational tasks of entrepreneurship. *Frontiers of Entrepreneurship Research 2004*.
- Alvarez, S., Barney, J. B., & Bosse, D.A. 2003. Trust and its alternatives. *Human Resource Management*, 42 (4): 393-404.
- Alvarez, S., Zoogah, D., & Bosse, D. 2003. Alliances Between Newcomer Firms and Established Firms: A Sense Making Response Mechanism for Entrepreneurial Firms in Uncertain Environments. *Frontiers of Entrepreneurship Research 2003*.

Manuscripts in preparation

- Harrison, J., Bosse, D.A., & Hoskisson, R.E. Stakeholder economies of scope and acquisition performance.
- Bosse, D.A. & Sutton, T. The stakeholder perspective in strategic management.
- Bosse, D.A. & Coughlan, R.S. Stakeholder-accountable cultures.
- Harrison, J., Bosse, D.A. & Tallman, S. A systems perspective on resource creation, stakeholder relationships, and competitive advantage.
- Boaventura, J.M., Bosse, D.A. Mascena, K, & Sarturi, G. Stakeholder strategy patterns.

Presentations

- Bosse, D.A. 2016. Recent Work on Stakeholder Theory: What Do We Think We Know? Invited panelist. Strategic Management Society, Berlin, Germany.
- Bosse, D.A. 2016. Agency theory and bounded self-interest. Rutgers Business School Management & Global Business Department Seminar Series, Newark, New Jersey.
- Bosse, D.A. 2015. Stakeholder Economies of Scope. Robins School of Business Research Seminar, Richmond, Virginia.
- Bosse, D.A. 2014. New Developments in Stakeholder Theory. Invited professor. Doctoral Seminar in Business Ethics, Darden School of Business, Charlottesville, Virginia.
- Bosse, D.A. 2014. The Questions Stakeholder Theory Does or Could Answer Best. Invited panel moderator. Strategic Management Society, Madrid, Spain.

- Bosse, D.A. 2014. Applying Stakeholder Analysis in the Classroom. Invited panelist. Strategic Management Society, Madrid, Spain.
- Bosse, D.A. 2014. Yikes: What now (reloaded)?: Firm responses to stakeholder activism. Invited moderator. Strategic Management Society, Madrid, Spain.
- Bosse, D.A. 2013. Bringing Sustainability to Life in the Classroom. Invited panelist. Strategic Management Society, Atlanta, Georgia.
- Harrison, J.H., Schrempf-Sterling, J. & Bosse, D.A. 2013. Secondary Boycotts. Reconciling social and private interests: New perspectives on stakeholder engagement and firm strategy. Academy of Management, Orlando, Florida.
- Bosse, D.A. & Coughlan, R.S. 2012. Commitment to and from stakeholders. Strategic Management Society, Prague, Czech Republic.
 - Nominated for Best Conference Paper Award 2012 Strategic Management Society
- Harrison, J.S. & Bosse, D.A. 2011. Managing for stakeholders while not 'Giving away the store'. Strategic Management Society, Miami, Florida.
- Pollack, J.M. & Bosse, D.A. 2011. Why stakeholders put up with entrepreneurs' legitimacy lies. EIASM Conference on Stakeholders, Resources and Value Creation, Barcelona, Spain.
- Phillips, R.A. & Bosse, D.A. 2011. Stakeholder theory and Ouchian clans. EIASM Conference on Stakeholders, Resources and Value Creation, Barcelona, Spain.
- Bosse, D.A. & Phillips, R.A. 2011. Agency theory and bounded self interest: The moderating role of fairness. Robins School of Business Research Seminar, Richmond, Virginia.
- Harrison, J.S. & Bosse, D.A. 2010. Managing for stakeholders while not 'Giving away the store'. Stakeholder Research Conference, Solitude, Utah.
- Bosse, D.A., Phillips, R.A. & Harrison, J.S. 2010. Bounded self interest and stakeholder theory: A panel critique. Society for Business Ethics, Montreal, Quebec, Canada.
- Bosse, D.A. & Phillips, R.A. 2010. Agency theory: Re-tooling and re-tasking. Academy of Management, Montreal, Quebec, Canada.
- Bosse, D.A. & Harrison, J.S. 2010. Resource providers, entrepreneurial rent, and bounded self interest. Academy of Management, Montreal, Quebec, Canada.
- Bosse, D.A. & Phillips, R.A. 2010. The fundamental agency problem and bounded self interest. Global Business & Society Seminar, American University, Washington, DC.
- Bosse, D.A. & Phillips, R.A. 2009. Agency problems and bounded self interest. Mid-Atlantic Strategy Colloquium, North Carolina State University, Raleigh, NC.
- Bosse, D.A. & Phillips, R.A. 2009. Toward a new stream of stakeholder research: Assuming bounded self interest. Institute for Corporate Responsibility Conference, George Washington University, Washington, DC.

- Bosse, D.A. & Harrison, J.S. 2009. Entrepreneurial uncertainty: What do stakeholders look for? Babson College Entrepreneurship Research Conference, Wellesley, MA.
- Bosse, D., Phillips, R. & Harrison, J. 2008. Creating value by giving it away. Academy of Management, Anaheim, CA
- Bosse, D. 2008. Trade credit: A real option for bootstrapping new ventures. Babson College Entrepreneurship Research Conference, Chapel Hill, NC.
- Bosse, D. 2008. Running with the Big Dogs: How Large Companies Foster Entrepreneurship in Central Virginia. Richmond Venture Forum, Richmond, VA
- Harrison, J., Bosse, D., & Phillips, R. 2007. Stakeholder theory and competitive advantage. Academy of Management, Philadelphia.
- Bosse, D. 2007. A practical boundary of exchange governance theory for small firms. Atlanta Competitive Advantage Conference, Atlanta.
- Bosse, D. & Alvarez, S. 2006. How entrepreneurial firms govern relationships with dominant exchange partners. Academy of Management, Atlanta.
- Bosse, D. & Leiblein, M. 2006. Governing exchanges between small firms and their primary suppliers. Academy of Management, Atlanta.
- Bosse, D. & Alvarez, S. 2006. How entrepreneurial firms govern exchanges with dominant exchange partners. Strategic Management Society, Vienna, Austria.
- Bosse, D. & Leiblein, M. 2006. Hazard-mitigating capabilities in exchanges between small firms and their primary suppliers. Strategic Management Society, Vienna, Austria.
- Bosse, D. 2005. The next generation of entrepreneurship theory. PDW Organizer and Facilitator. Academy of Management, Honolulu, Hawaii.
- Bosse, D. & Alvarez, S. 2004. Reducing uncertainty to transform entrepreneurial rents into quasi-rents. Strategic Management Society, San Juan, Puerto Rico.
- Bosse, D. 2004. Reducing uncertainty to transform entrepreneurial rents into quasi-rents. Academy of Management, New Orleans.
- Bosse, D. & Alvarez, S. 2004. Reducing market and appropriation uncertainty: The twin organizational tasks of entrepreneurship. Babson College Kauffman Foundation Entrepreneurial Research Conference, Glasgow, Scotland.
- Alvarez, S., Zoogah, D., & Bosse, D. 2003. Alliances Between Newcomer Firms and Established Firms: A Sense Making Response Mechanism for Entrepreneurial Firms in Uncertain Environments. Babson College Kauffman Foundation Entrepreneurial Research Conference, Boston.
- Bosse, D. & Stevens, J. 2001. Current Trends in B2B Marketplaces and How They Impact Strategic Account Management, SAMA Annual Conference, Orlando, FL.

- Bosse, D., & Guilkey, J. 2000. Knowledge Management: Using Net Technologies to Improve SAM Performance, SAMA Annual Conference, Orlando, FL.
- Bosse, D., & Guilkey, J. 1999. Evaluating Strategic Account Management Programs for Improved Performance, NAMA Annual Conference, San Diego, CA.
- Bosse, D., & Sperry, J. 1996. Proactive National Account Planning, NAMA Annual Conference, St. Petersburg, FL.

Non-refereed articles and book chapters

- Bosse, D. 2004. Selling Value: Maximize Growth by Helping Customers Succeed, by Kaario, Pennanen, Storbacka, & Hanna-Leena. *Velocity*, 6 (2).
- Bosse, D. 2002. Key Account Management and Planning, by Noel Capon. *Velocity*, 4 (4).
- Bosse, D. 2001. What's the Big Deal About B-to-B E-Commerce? *Velocity*, 3 (3).
- Bosse, D. 2000. A New Approach to "Pricing Season". *Velocity*, 2 (1).
- Bosse, D., & Sperry, J. 1998. The Impact of Organizational Alignment on Trust. In: *The Trust Imperative: The Competitive Advantage of Trust-Based Business Relationships*. Lisa Napolitano & Sherry Kilgus (Eds). New York, NAMA.
- Bosse, D., & Kilgus, S. 1998. Marriott Alliance Account Directors Get Answers to Tough Questions from NAMA Executive Panel. *NAMA Journal*, 34 (4).
- Bosse, D. 1998. What Does the Future Hold? Observations from the 1998 Strategic Account Management Innovation Study. *NAMA Journal*, 34 (4).
- Bosse, D. 1998. Serious Training and Abundant Peer Resources. *NAMA Journal*, 34 (1).
- Bosse, D. 1998. Emerging Trends in Partnering. *Chain Store Age Magazine*.
- Bosse, D. 1997. The Leading Edge of Strategic Account Management: Observations and Cases from the 1997 Strategic Account Management Innovation Study. *NAMA Journal*, 33 (4).
- Bosse, D. 1997. Appleton Papers Receives First-ever NAMI Award for its Innovative Account Consultation and Recognition Program. *NAMA Journal*, 33 (3).

Courses Taught

University of Richmond

Strategic Management (Undergraduate BUAD 497): 4 sections per year 2006 – present

Strategic Management (MBA 580): 1 section per year 2010 – present

MBA Opening Residency: 2007, 2009, every year 2011 - present

New Venture Planning & Financing (MBA 536): 1 section per year 2007 - 2009

Independent Studies

- MBA, John Bell, Afton Chemical 2017
- MBA Capstone: YardWorks 2013
- MBA Capstone: Hamilton Beach Company 2012
- MBA Capstone: SECO Incorporated 2012
- MBA Capstone: Chesapeake Bay Oyster Company 2011
- MBA Capstone: Colonna's Shipyard 2011
- MBA Capstone: Creative Insurance Concepts 2010
- MBA Capstone: Owens & Minor 2010
- MBA Capstone: MBA Primer for Professional Services Management 2009
- MBA Capstone: The Rebkee Company strategic plan 2009
- MBA Capstone: SoloHealth business plan 2008
- MBA Capstone: Wagging Tails Photography business plan 2008
- MBA Capstone: Slowdownhere.com business plan 2008
- MBA Capstone: Richmond Braves strategic plan 2007
- MBA Capstone: Tissue Technologies LLC business plan 2007
- Undergraduate independent study: Akshay Sharma 2008

Executive Education

- Alfa Laval: Leadership Development
- Allianz: Executive Strategic Planning
- Altria: Strategic Thinking; Advanced Negotiations; Game Planning
- American Council of Engineering Companies: Strategic Management; Managing Client Relationships
- Astyra: Strategic Account Planning
- BetterMed: Strategic Sourcing; Executive Alignment
- Bon Secours: Strategic Thinking
- CapTech: The Professional Consultant
- CarMax: Negotiation: Social Currencies
- Delta Airport Consultants: Strategy and Goal Setting
Key Client Relationship Studies
Quantifying Value Delivered
Leadership Boot Camp
- ECS: Strategic Thinking Leadership Development
- Federal Reserve Bank: Innovation; Negotiation
- Leo Burnett: Advanced Negotiations
- Luck Companies: Strategic Management; Leadership Development
- Madden Communications: Multi-party Partnership Improvement Workshop
- Markel Ventures: Decision Making Workshop
- Media General: Sales Leadership Program
- MiniMBA: Negotiation Strategy and Implementation
- Owens and Minor: Strategy Implementation
- Virginia Council of CEOs: Key Account Management
- VTCA: Enhancing Strategic Thinking Across your Company

Stockholm School of Economics

Strategic Thinking (Across Industries): Riga, Latvia 2016

The Ohio State University

Entrepreneurship: New Venture Creation (MHR 795.01 & 795.02): 4 sections 2005 - 2006

Faculty Service at UR

University

- President, UR Faculty Senate 2017-2018
- Executive Committee, UR Faculty Senate 2015-2018
- Senator, UR Faculty Senate 2015-2018
- Dean and Provost Review Committee 2016-2017
- Facilitator, Consulting Case Interview Workshop 2015
- Spiders in Consulting Road Trip 2012, 2017
- Co-leader, UR Consulting Recruiting Initiative 2008 - present
- Fellow, CBL Faculty Learning Community 2008-2009
- Faculty Sponsor, UR Student Entrepreneurship Club 2006-2009
- Board Member, Center for Innovation & Entrepreneurship Advisory Board 2006-2009
- Member, Center for Innovation & Entrepreneurship Faculty Committee 2006-2009

Robins School of Business

- Member, Tenure & Promotion Committee 2014-2018
- Member, Distinguished Educator Award Committee 2017 - 2019
- Chair, Tenure & Promotion Committee 2015-2016
- Member, Executive Education Business Development Director Search Committee 2016
- Chair, Dean's MBA Program Task Force 2015
- Member, Executive Education Advisory Committee 2010 - present
- Member, Innovation and Entrepreneurship Program Committee 2009-present
- Panelist, Steps to a Successful Career hosted by AKPsi Professional Business Fraternity 2015
- Panelist, Perspectives in Professionalism 2013, 2014, 2015, 2016
- Facilitator, Executive Education Strategic Planning 2012
- Sponsor Presenter, Association for Corporate Growth (ACG) 2011
- Facilitator, MBA Dinner Series, The Strategy Behind M&A 2012
- Facilitator, MBA Dinner Series, Entrepreneurial Startup Lessons 2010
- Participant, Q-Camp 2011, 2013-2015
- Member, Dean's BUAD 497 Committee 2011-2012
- Member, Freshman Business Course Ad Hoc Committee 2011
- Member, Robins School Curriculum Review Committee 2007-2008
- Judge, Annual McWick Strategy Case Competition 2007-present
- Judge, UR Undergraduate Business Pitch Competition 2007-2014
- Founding Director, UR Undergraduate Business Pitch Competition 2006-2009
- Judge, Richmond MBA Opening Residency 2007, 2009, 2011-2015
- Facilitator, Executive Advisory Council Planning Meeting 2007
- Advisor, Academic Advisor to Undeclared, Management Concentration, *and* Non-Management Business Administration students 2006 - present

Management Department

- Co-designer, -developer, and -faculty lead: Management Consulting Track 2010-present
- Management Dept. Recruiting Committee: Clinical Entrepreneurship Faculty 2017
- Co-chair, Management Department Strategic Planning 2013

- Chair, Management Dept. Recruiting Committee: Strategic Management 2013
- Management Dept. Recruiting Committee: Entrepreneurship Lecturer 2013
- Chair, Management Dept. Recruiting Committee: Ethics 2012
- Management Dept. Recruiting Lead: Entrepreneurial Finance 2011
- Management Dept. Recruiting Committee: Ethics 2010
- Chair, Management Department Strategic Planning 2009
- Management Dept. Recruiting Committee: Ethics 2009
- Management Dept. Recruiting Committee: Entrepreneurship 2008
- Management Dept. Recruiting Committee: Entrepreneurship 2007 Fall
- Management Dept. Recruiting Committee: Entrepreneurship 2007 Spring
- Management Dept. Recruiting Committee: Entrepreneurship 2006

Professional Service to the Field

- Chair, SMS Stakeholder Strategy Interest Group 2016
- Reviewer, SMS Best Paper Prize Award 2016
- Program Chair, SMS Stakeholder Strategy Interest Group 2015
- Associate Program Chair, SMS Stakeholder Strategy Interest Group 2014
- Editorial Board, *Long Range Planning*
- Editorial Board, *Journal of Management Studies* special issue “Accounting for Stakeholders”
- Editorial Board, *Stakeholder Theory & Practice*
- Rep-at-Large, SMS Stakeholder Strategy Interest Group 2013-2015
- Founding Member, SMS Stakeholder Strategy Interest Group
- Mentor, AOM Entrepreneurship Division Doctoral Consortium 2012
- Nominated for Representative at Large in the Strategy & Entrepreneurship Interest Group at the Strategic Management Society 2010
- Invited Speaker, Academy of Management Entrepreneurship Division 2009 Doctoral Consortium
- Greater Richmond Companies to Watch Selection Committee 2009
- Reviewer, 2012 *INFORMS / Organization Science Dissertation Competition*
- Reviewer, *Global Strategy Journal*
- Reviewer, *Business & Society*
- Reviewer, *Journal of Management Studies*
- Reviewer, *Academy of Management Review*
- Reviewer, *Academy of Management Journal*
- Reviewer, *Strategic Management Journal*
- Reviewer, *Strategic Entrepreneurship Journal*
- Reviewer, *European Management Review*
- Reviewer, *Journal of Business Research*
- Reviewer, *Journal of Business Venturing*
- Reviewer, *Organization Science*
- Reviewer, *Technovation*
- Invited Reviewer, Strategic Management Society, Conference Best Paper Prize 2013
- Invited Reviewer, Strategic Management Society 2009, 2010, 2012, 2013, 2014
- Invited Reviewer, International Association for Business and Society (IABS) 2013, 2014
- Reviewer, Academy of Management Entrepreneurship Division
- Reviewer, Academy of Management Business Policy & Strategy Division
- Reviewer, Academy of Management Social Issues in Management Division

- Reviewer, Babson College Kauffman Foundation Entrepreneurial Research Conference: 2004, 2005
- Reviewer, Lally Darden Fisher Entrepreneurship Conference: 2005
- Reviewer, *Journal of Personal Selling and Sales Management*: 1998 Special Issue
- Academy of Management Professional Development Workshop Organizer and Facilitator. The next generation of entrepreneurship theory. Honolulu, Hawaii 2005
- RSB Sponsor of Richmond Venture Forum 2008: Running with the Big Dogs: How Large Companies Foster Entrepreneurship in Central Virginia
- Strategic Account Management Association (SAMA) Board of Directors 1996 – 2003
 - Secretary 1998 – 2002
 - Vice President, 34th Annual Conference 1998
 - Conference Program Chairperson, 33rd Annual Conference 1997
 - Founder and Project Manager of SAM Innovation Study & Award 1997 – 1999
 - Founder and Facilitator of Executive Collaboration Networks in Chicago and NYC
 - Founder of the SAMA Scholars Scholarship Program 2000

Honors, Grants and Fellowships

- Virginia Outstanding Faculty Award 2017, University of Richmond Nominee
- Distinguished Educator 2016, University of Richmond
- Best Paper Award 2016 (x3), Robins School of Business
- Best Conference Paper Award Nominee 2012, Strategic Management Society
- Best Paper Published in 2010, International Association for Business and Society
- Best Paper Published in 2009, International Association for Business and Society
- Outstanding Scholar Award, Robins School of Business 2009
- Research Grants 2007 – present (annually), Robins School of Business
- Strategic Innovations Challenge Grants 2007-2010, Association for Corporate Growth
- Community-Based Learning Faculty Fellowship 2008, Bonner Center for Civic Engagement
- IDEA Award Nominee 2008, Research Promise Category, Academy of Management
- Outstanding Reviewer Award 2006, Academy of Management Business Policy Division
- Center for Entrepreneurship Ph.D. Fellowship 2002 – 2006, Fisher College of Business
- Travel Grants 2003, 2004, Fisher College of Business
- Weidler Scholar Award 1994, Fisher College of Business
- Transportation and Logistics Scholarship 1993 – 1994, Ohio State University

Professional Development

- Business Ethics Doctoral Seminar 2014, Darden School of Business, University of Virginia
- Ipad Faculty Learning Community 2012-2013, University of Richmond
- Technology & Innovation Management Division Doctoral Consortium 2005, Academy of Management, Honolulu, Hawaii
- Strategic Management Society Doctoral Workshop 2004, San Juan, Puerto Rico
- Entrepreneurship Division Doctoral Consortium 2004, Academy of Management, New Orleans, Louisiana
- Babson College Kauffman Foundation Entrepreneurship Doctoral Consortium 2004, Glasgow, Scotland
- Society of Entrepreneurship Scholars Conference & Manuscript Boot Camp 2004, Columbus, Ohio

Professional Industry Experience

- 2000 – 2002 Accenture: Senior Manager, Strategy Service Line
- Acquired new strategy client: Rubber Network
 - Rated among top 5% of Senior Managers for contribution
 - Sample clients: Sharp Electronics, Rubber Network, Supply Chain Academy
- 1994 – 2000 S4 Consulting Inc.
- | | |
|-------------------|-------------|
| Principal | 1999 – 2000 |
| Senior Consultant | 1997 – 1999 |
| Consultant | 1994 – 1997 |
- Helped double firm billings from \$1.5 million to \$3.0 million
 - Strategic management practice thought leader and client relationship manager
 - Sample clients: Duke Energy, MCI, Schneider National Trucking, Minnesota Power, National Steel
- 1992 – 1994 Bosse Management Consulting: Principal
- Sample clients: NCR Corporation, UPS, The Ohio State University, The Ackerman Company
- 1991 – 1992 Broadview Mortgage Company: Loan Officer
- Generated 117% of loan origination goals
- 1990 – 1991 Manufacturers National Bank: Financial Analyst, Commercial Lending Group
- Assessed financial status of corporate customers
 - Lead auditor of mortgage banking clients

Memberships

- Academy of Management (Divisions: ENT, BPS, SIM)
- Strategic Management Society
 - Stakeholder Strategy Division Leadership and Officer 2013 – 2016
- Strategic Account Management Association