

## **Diane McMeekin Sullivan**

Department of Management and Marketing  
University of Dayton  
300 College Park  
Dayton, Ohio 45469-2226  
Phone: (937) 229-3705  
Email: [dsullivan1@udayton.edu](mailto:dsullivan1@udayton.edu)

### **RESEARCH AND TEACHING INTERESTS**

---

#### Research Interests:

- Early-stage Entrepreneurship
- Entrepreneurial Networks
- Gender and Entrepreneurship

#### Teaching Interests:

- Entrepreneurship
- Strategic Management
- Organizational Behavior

### **EDUCATION**

---

#### **Ph.D. Business Administration, University of Central Florida, 2006**

*Major:* Management, Entrepreneurship/Strategy

*Minor:* Industrial and Organizational Psychology

*Dissertation:* Dynamic Entrepreneurial Networks: An Investigation of Entrepreneurs, New Ventures and Their Networks

*Committee:* Bruce Barringer, Cameron Ford (Chair), Marshall Schminke, and Stephen Sivo

#### **Master of Business Administration, University of Central Florida, 2001**

*Specialization:* Management

#### **Bachelor of Science in Business Administration, University of Central Florida, 1997**

*Majors:* Marketing and General Business Administration

### **PROFESSIONAL EXPERIENCE**

---

#### **University of Dayton, School of Business Administration**

- *Associate Dean of Faculty Development and Diversity, Equity and Inclusion Professor and NCR Faculty Fellow, University of Dayton, School of Business Administration, Jan. 2023-present*
- *Professor and NCR Faculty Fellow, Department of Management and Marketing, Jan. 2022-present*
- *Professor, Department of Management and Marketing, Aug. 2020-present*
- *Associate Professor (with Tenure), Department of Management and Marketing, Aug. 2012-Aug. 2020*
- *Assistant Professor, Department of Management and Marketing, Aug. 2006-Aug. 2012*

**Rollins College, Olin Library, Winter Park, Florida 32789**  
*Cataloging Specialist, Cataloging Department, 1998-2001*

## **TEACHING EXPERIENCE**

---

### Undergraduate

Small Business Management

Undergraduate management/entrepreneurship small business course

Business Plans for Emerging Firms

Undergraduate course in business planning

Managing the Enterprise (“The Capstone Course”)

Undergraduate capstone course in strategic management

Honors Managing the Enterprise (“The Capstone Course”)

Honors undergraduate capstone course in strategic management

New Venture Creation

Undergraduate course covering the new venture creation process

New Venture Creation for non-entrepreneurship majors

Undergraduate course for non-business majors covering the new venture creation process

Introductory Management (“The Cornerstone Course”)

Undergraduate course covering basic management and human relations skills

Strategic Management (“The Capstone Course”)

Undergraduate course in strategic management

Entrepreneurship

Undergraduate course covering entrepreneurship

Large Lecture Strategic Management

Guest lecturer in large lecture sections (300+ students)

Organizational Behavior

Substitute lecturer in undergraduate organizational behavior course

### Graduate

MBA New Venture Management

Graduate-level course covering the new venture creation and management process

MBA Entrepreneurship

Substitute lecturer in MBA entrepreneurship course

## **PUBLICATIONS: JOURNAL ARTICLES, BOOKS & CHAPTERS**

---

Sullivan, D.M. & Bendell, B.L. (2023). Help! Lonely at work: Managerial interventions to combat employee loneliness. *Business Horizons*, 66(5), 655-666.

Sullivan, D.M., Marvel, M. & Wolfe, M. (2021). With a little help from my friends? How learning activities and network ties impact performance for high tech startups in incubators. *Technovation*, 101(2), 1-15.

<sup>1</sup>Bendell, B., Sullivan, D.M. & Ornstein, S. (2020). How fear of “looming megacatastrophes” alters entrepreneurial activity rates through psychological distance. *Academy of Management Perspectives*, 34(4), 585-602.

Bendell, B., Sullivan, D.M. & Hanek, K. (2020). Gender, technology and decision-making: insights from an experimental conjoint analysis. *International Journal of Entrepreneurial Behavior & Research*, 26(4), 647-670.

Sullivan, D.M. & Bendell, B. (2020). Exploring the gendered nature of digital social networks. In Brännback, M., Carsrud, A. & Schjoedt, L. (Eds.) *Understanding Social Media and Entrepreneurship*. (pp. 69-91). EDEN series, Springer.

<sup>2</sup>Marvel, M., Sullivan, D.M. & Wolfe, M. (2019). Accelerating sales in startups: A domain planning, network reliance, and resource complementary perspective. *Journal of Small Business Management*, 57(3), 1086-1101.

<sup>3</sup>Bendell, B., Sullivan, D.M. & Marvel, M. (2019). A gender-aware study of self-leadership strategies among high-growth entrepreneurs *Journal of Small Business Management*, 57(1), 110-130.

Meek, W.R. & Sullivan, D.M. (2018). The influence of gender, self-identity and organizational tenure on environmental sustainability orientation. *Journal of Developmental Entrepreneurship*, 23(3), 1-14.

Sullivan, D.M. (2015). Are entrepreneurs' networks dynamic? A replication study testing changes in entrepreneurs' networks during new venture development. *Journal of Developmental Entrepreneurship*, 20(3), 1-17.

Meek, W.R., Sullivan, D.M. & Mueller, J. (2014). Gender differences in entrepreneurial relationships with the franchise context. *Journal of Developmental Entrepreneurship*, 19(4), 1-22.

---

<sup>1</sup> First two authors contributed equally to the development of this work.

<sup>2</sup> Authors contributed equally to the development of this work. Authors are listed alphabetically.

<sup>3</sup> First two authors contributed equally to the development of this work.

- Sullivan, D.M. & Ford, C.M. (2014). How entrepreneurs use networks to address changing resource requirements during early venture development. *Entrepreneurship, Theory & Practice*, 38(3), 551-574.
- Sullivan, D.M. & Meek, W.R. (2012). Gender and entrepreneurship: A review and process model. *Journal of Managerial Psychology*, 27(5), 428-458.
- Sullivan, D.M. (2012). Network Ties. In M. Marvel & J.G. Golson [Eds.], *Encyclopedia of New Venture Management*. Sage Publications.
- Sullivan, D.M. & Marvel, M.R. (2011). Knowledge acquisition, network reliance, and early-stage technology venture outcomes. *Journal of Management Studies*, 48(6), 1169-1193.
- Sullivan, D.M. (2011). Egg-drop exercise revisited: An in-class entrepreneurship exercise. *Journal of Entrepreneurship Education*, 14, 49-73.
- Sullivan, D. & Marvel, M. (2011). How entrepreneurs' knowledge and network ties relate to the number of employees in new SMEs. *Journal of Small Business Management*, 49(2), 185-206.
- Ford, C.M., O'Neal, T. & Sullivan, D.M. (2010). Promoting regional entrepreneurship through university, government, and industry alliances: Initiatives from Florida's High Tech Corridor. *Journal of Small Business and Entrepreneurship*, 23, 691-708.
- <sup>4</sup> Sullivan, D.M. & Ford, C.M. (2010). The alignment of measures and constructs in organizational research: The case of testing measurement models of creativity. *Journal of Business and Psychology*, 25(3), 505-521.
- Sullivan, D.M. (2010). The New Movers and Shakers: Factors Contributing to Hispanic Migration Decisions and the Pursuit of Entrepreneurial Endeavors. *Business Journal of Hispanic Research*, 4(1), 76-83.
- Ford, C.M. & Sullivan, D.M. (2008). Recursive links affecting the dynamics of new venture emergence. In Mumford, M., Hunter, S. & Bedell-Avers, K. (Eds.) *Multi-level issues in Creativity and Innovation (Vol. 7 of Research in Multi-level Issues)* (pp. 493-499). Oxford, UK: Elsevier Science.
- Ford, C.M. & Sullivan, D.M. (2008). A Multi-level process view of new venture emergence. In Mumford, M. (Ed.) *Multi-level Issues in Creativity and Innovation (Vol. 7 of Research in Multi-level Issues)* (pp. 423-470). Oxford, UK: Elsevier Science.
- Sullivan, D.M. (2007). Minority Entrepreneurs: More Likely to Try, but Less Likely to Succeed? *Academy of Management Perspectives*, 21(1), 78-79. (Invited Research Brief).

---

<sup>4</sup> Authors contributed equally to the development of this work.

- Sullivan, D.M. (2007). Stimulating Social Entrepreneurship: Can Support From Cities Make a Difference? *Academy of Management Perspectives*, 21(1), 77-78. (Invited Research Brief).
- Sullivan, D.M. & Ford, C. (2005). The relationship between novelty and value in the assessment of organizational creativity. *Korean Journal of Thinking and Problem Solving*, 15(2), 117-131.
- Ford, C.M. & Sullivan, D.M. (2005). Creating and organizing processes in the business domain. In J. Kaufman & J. Baer (Eds.) *Creativity across Domains: Faces of the Muse* (pp. 245-260). New Jersey: Lawrence Erlbaum.
- Ford, C. & Sullivan, D.M. (2004). A time for everything: How the timing of novel contributions influences project team outcomes. *Journal of Organizational Behavior*, 25(2), 279-292.
- Sullivan, D., Mitchell, M., & Uhl-Bien, M. (2003). The new conduct of business: How LMX can help capitalize on diversity. In G. Graen (Ed.), *Dealing with Diversity: LMX, The Series* (pp. 183-218). Greenwich, CT: IAP.

#### **SCHOLARLY CONFERENCE PRESENTATIONS**

---

- Hanek, K., Sullivan, D., Garcia, S.M. & Bendell, B. (2023). The Paradox of Gendered Social Roles and Entrepreneurs' Online Self-presentations. Presented at the 2023 Babson College Entrepreneurship Research Conference, Knoxville, Tennessee.
- Hanek, K., Bendell, B.L., Zinoviev, D., & Sullivan, D.M. (2023). How Gender Shapes Role-Based Entrepreneurial Self-Presentation on Twitter, Diana International Research Institute Roundtable, Babson College, Virtual, (April 3, 2023).
- Bendell, B., Hanek, K., Sullivan, D., Zinoviev, D. & Bicen, P. (2022). Investing the Role of Gender Differences in the Online Social Networks of Entrepreneurs. Presented at the 2022 Academy of Management Conference, Seattle, Washington.
- Hanek, K., Bendell, B., Zinoviev, D. & Sullivan, D. (2022). How Gender Shapes Role-Based Entrepreneurial Self-Presentation on Twitter. Presented at the 2022 Diana International Research Conference, Dublin, Ireland. ***Won the Best Conference Paper Award.***
- Bendell, B., Zinoviev, D., Bicen, P. & Sullivan, D. (2022). Are Twitter Networks of Regional Entrepreneurs Gendered? Presented at the 2022 Sunbelt, International Social Networks Conference, Cairns, Australia.
- Sullivan, D.M. (2020). Participant in "Women's High Growth Entrepreneurship: Programs, Policies, and Practices" symposium. Accepted to the Academy of Management Conference, Vancouver, Canada. *Symposium was canceled due to Coronavirus.*

- Bendell, B., Sullivan, D., Zinoviev, D., & Bicen, P. (2020). Examining Online gender Homophily and its Impact on Entrepreneurial Funding Resources. Accepted for presentation at the 2020 Babson College Entrepreneurship Research Conference, Knoxville, Tennessee. *Conference canceled due to Coronavirus.*
- Bendell, B. & Sullivan, D.M. (2019). Digital Double Bind? A Gendered Consideration of Social Media's Network Effects. Presented at the 2019 Diana International Research Conference, Boston, Massachusetts.
- Marvel, M., Wolfe, M. & Sullivan, D.M. (2019). A Domain Approach to Startup Business Planning: Scale Development and Validation. Presented at the 2019 USASBE (United States Association for Small Business and Entrepreneurship) Conference, St. Petersburg Beach, Florida.
- <sup>5</sup>Bendell, B., Sullivan, D.M., & Marvel, M. (2018). Does Entrepreneurial Self-Leadership Behavior Play a Role in Improving Intellectual Property Outcomes – A Gender Aware Framework? Presented at the 2018 Diana International Research Conference, Bangkok, Thailand. ***Won the Best Empirical Paper Award.***
- <sup>6</sup>Bendell, B. & Sullivan, D.M. (2018). An Exploration of Gender and Culture Relative to the Career Expectations of Entrepreneurs and Non-Entrepreneurs. Presented at the 2018 Diana International Research Conference, Bangkok, Thailand.
- Sullivan, D.M. & Bendell, B. (2018). Career Expectations for Entrepreneurs and Non-Entrepreneurs: A Gender and Cultural Comparison. Presented at the 2018 Babson College Entrepreneurship Research Conference, Waterford, Ireland.
- Bendell, B. & Sullivan, D.M. (2017). Emotional Outcomes of Incubator Gender Dynamics. Presented at the 2017 Babson College Entrepreneurship Research Conference, Norman, Oklahoma.
- Bendell, B. & Sullivan, D.M. (2016). Masculine Incubators? Presented at the 2016 Diana International Research Conference, Bodø, Norway.
- Marvel, M., Sullivan, D.M. & Wolfe, M. (2016). Linking a Multidimensional Business Planning Approach to Venture Sales. Presented at the 2016 Babson College Entrepreneurship Research Conference, Bodø, Norway.
- Meek, W.R. & Sullivan, D.M. (2015). “Kickstarting” New Businesses: Exploring the Dynamics of Gender and Crowdfunding. Presented at the Diana International Research Conference, Wellesley, Massachusetts.
- Meek, W.R. & Sullivan, D.M. (2015). Sowing the Seeds to Solve a “Wicked Problem”: Examining How Women and Men Entrepreneurs in the U.S. Sustainable Agriculture

---

<sup>5</sup> First two authors contributed equally to the development of this work.

<sup>6</sup> Authors contributed equally to the development of this work. Authors are listed alphabetically.

- Industry Differ in Their Efforts to Combat Food-related Social Injustice. Presented at the Babson College Entrepreneurship Research Conference, Wellesley, Massachusetts.
- Sullivan, D.M., Meek, W.R., & Ford, C.M. (2013). How entrepreneurs' knowledge and reliance on network ties relate to startup performance. Presented at the Babson College Entrepreneurship Research Conference, Lyon, France.
- Meek, W.R. & Sullivan, D.M. (2013). Gender differences in entrepreneurship: Assessing perceptions of entrepreneurial outcomes among men and women entrepreneurs. Presented at the Babson College Entrepreneurship Research Conference, Lyon, France.
- Meek, W.R. & Sullivan, D.M. (2012). The influence of gender and self-identity on environmental sustainability orientation - evidence from existing entrepreneurs. Presented at the Babson College Entrepreneurship Research Conference, Fort Worth, Texas.
- Hansen, D. & Sullivan, D.M. (2012). Extending research in opportunity recognition: Assessing divergent thinking, evaluation and elaboration abilities. Presented at the Babson College Entrepreneurship Research Conference, Fort Worth, Texas.
- Sullivan, D.M., Ford, C.M. & Janney, J.J. (2009). Network dynamics in early-stage entrepreneurship: A panel study of how entrepreneurs' networks change during early venture development. Presented at the Babson College Entrepreneurship Research Conference, Wellesley, Massachusetts.
- <sup>7</sup>Marvel, M., & Sullivan, D.M (2008). Knowledge acquisition, network reliance, and technology venture outcomes. Presented at the Babson College Entrepreneurship Research Conference, Chapel Hill, North Carolina.
- Sullivan, D.M. (2007). Dynamic entrepreneurial networks: A study of entrepreneurs, new ventures, and their networks. Presented at the Academy of Management Conference, Philadelphia, Pennsylvania.
- Monllor, J., Hansen, D., Sullivan, D.M. & Shaver, K. (2007). The effect of regulatory focus on opportunity recognition. Presented at the Babson-Kauffman Entrepreneurship Research Conference, Madrid, Spain.
- Sullivan, D.M. (2005). An integrative model of entrepreneurial opportunity recognition. Presented at the Academy of Management Conference, Honolulu, Hawaii.
- Sullivan, D.M. & Ford, C.M. (2005). Novelty and value as distinct facets of creativity: An empirical study of assessments and assessors. Presented at the Academy of Management Conference, Honolulu, Hawaii.
- Sullivan, D.M. & Ford, C.M. (2004). Creative differences? Assessing the correspondence between conceptions and measures of creativity in entrepreneurship, advertising, and the arts. Presented at the Academy of Management Conference, New Orleans, Louisiana.

---

<sup>7</sup> Authors contributed equally to the development of this work. Authors are listed alphabetically.

- Ford, C. M., & Sullivan, D. M. (2003). A time for everything: How the timing of novel contributions influences project team outcomes. Presented at the annual meeting of the Southern Management Association, Clearwater Beach, Florida.
- Sullivan, D.M., Neubaum, D.O., & Barringer, B. (2003). Organizational Citizenship Behaviors in Rapid and Non-Rapid Growth Firms. Presented at the Babson-Kauffman Entrepreneurship Research Conference, Babson Park, Massachusetts.
- Mitchell, M.S., Sullivan, D.M., & Uhl-Bien, M. (2002). Integrating commitment, perceived organizational support, and leader-member exchange: A further understanding of affective commitment in organizations. Presented at the annual meeting of the Southern Management Association, Atlanta, Georgia. ***Nominated for Best Doctoral Student Paper Award.***

## SELECTED WORKS IN PROGRESS

---

- Hanek, K.J., Bendell, B., Sullivan, D.M. & Garcia, S. Title withheld for confidentiality.  
Status: Under second review.  
Journal: *Journal of Business Venturing Insights*
- Bendell, B., Hanek, K.J., Sullivan, D.M., Zinoviev, D. & Bicen, P. Title withheld for confidentiality.  
Status: First draft written; finalizing data analyses.  
Journal: *Entrepreneurship, Theory & Practice*
- Hanek, K.J., Bendell, B., Zinoviev, D. & Sullivan, D.M. Title withheld for confidentiality.  
Status: First draft written; finalizing data analyses.  
Journal: *Entrepreneurship, Theory & Practice*
- Zinoviev, D., Sullivan, D.M. & Bendell, B. Title withheld for confidentiality.  
Status: First draft written; finalizing data analyses.  
Journal: *Internet Research*
- Sullivan, D.M. & Bendell, B. Loneliness Aspirations of Students in their Future Careers: A Comparison across Majors and Gender.  
Status: Planning/Data collection stage.  
Journal: *Journal of Vocational Behavior*

## HONORS AND AWARDS

---

- 2022, University of Dayton *Student Success Network Rockstar*. University acknowledgment for providing excellent feedback to students via the Student Success Network
- 2022, Entrepreneurship Division *Best Reviewer Award*. Academy of Management Conference, Seattle, Washington
- 2022, *Best Conference Paper Award*. 2022 Diana International Research Conference, Dublin, Ireland
- 2020-2022, Nominee for University of Dayton Award for Faculty Service



2019, SBA *Summer Research Grant*. Recipient of 2019 SBA summer research grant  
2018, Entrepreneurship Division *Best Reviewer Award*. Academy of Management Conference, Chicago, Illinois  
2018, *Best Empirical Paper Award*. 2018 Diana International Research Conference, Bangkok, Thailand  
2017, Entrepreneurship Division *Best Reviewer Award*. Academy of Management Conference, Atlanta, Georgia  
2013, University of Dayton *STARS Honoree* (University research honor)  
2009, SBA *Summer Research Grant*. Recipient of 2009 SBA summer research grant  
2008, Entrepreneurship Division *Second Best Reviewer Award*. Academy of Management Conference, Anaheim, California  
2005-2006, \$25,000.00 entrepreneurship *dissertation research grant* from the Florida High Tech Corridor and the UCF Office of Research and Commercialization  
2005, Kauffman Scholarship. *Entrepreneurship Division Kauffman scholarship* for Academy of Management Conference expenses and Doctoral Consortium Attendance  
2004, Entrepreneurship Division *Best Reviewer Award*. Academy of Management Conference, New Orleans, Louisiana  
2004, *Graduate Student Travel Fellowship Award*, University of Central Florida  
2003, *Ph.D. Research Award, College of Business Administration*, University of Central Florida. (To signify highest research productivity across all College of Business doctoral students)  
2002, *Graduate Student Travel Fellowship Award*, University of Central Florida  
2002, Nominee for Best Doctoral Student Paper Award. Southern Management Association

## **PROFESSIONAL SERVICE**

---

### **Editorial Board Member**

2021-present, *Entrepreneurship Theory and Practice*  
2015-2018, *Journal of Small Business Management*

### **Other Journal Service**

2003-2005, Editorial Assistant, *Academy of Management Journal*

### **Ad Hoc Reviewing**

*Business Horizons*  
*Entrepreneurship and Regional Development*  
*International Small Business Journal*  
*Journal of Business Research*  
*Journal of Business Venturing*  
*Journal of Developmental Entrepreneurship*  
*Journal of Management Inquiry*  
*Journal of Managerial Psychology*  
*Journal of Management Studies*  
*Journal of Small Business and Entrepreneurship*  
*Journal of Small Business Management*  
*Personnel Psychology*  
*R&D Management*

*Small Business Economics*  
*Strategic Entrepreneurship Journal*  
*The DATA BASE for Advances in Information Systems*

### **Academy of Management Administrative Service**

2022-2025, Secretary, Entrepreneurship Division, Academy of Management  
2021-2022, Member, Academy of Management, Entrepreneurship Division 5-year Review Team  
2019-2022, Secretary, Entrepreneurship Division, Academy of Management  
2016-2019, Secretary, Entrepreneurship Division, Academy of Management  
2018, Entrepreneurship Division, Academy of Management, Social Event Volunteer  
2017, Entrepreneurship Division, Academy of Management, Social Event Volunteer  
2005, Program Assistant, Organizational Behavior Division, Academy of Management, Honolulu, Hawaii; Assistant to Program Chair, Maureen L. Ambrose  
2003-2004, Member. Member Relations Committee, HR Division, Annual Academy of Management Conference

### **Conference Service and Activities**

2022, Reviewer, Entrepreneurship Division. Academy of Management, Seattle, Washington (*won best reviewer award*)  
2022, Reviewer, Diana International Research Conference. Dublin, Ireland  
2019, Reviewer, Entrepreneurship Division. Academy of Management, Boston, Massachusetts  
2019, Reviewer, Diana International Research Conference. Boston, Massachusetts  
2018, Reviewer, Entrepreneurship Division. Academy of Management, Chicago, Illinois (*won best reviewer award*)  
2017, Reviewer, Entrepreneurship Division. Academy of Management, Atlanta, Georgia (*won best reviewer award*)  
2016, Session Chair, Babson College Entrepreneurship Research Conference, Bodø, Norway  
2010, Reviewer, Entrepreneurship Division. Academy of Management, Montreal, Quebec, Canada  
2019, Reviewer, Entrepreneurship Division. Academy of Management, Chicago, Illinois  
2008, Reviewer, Entrepreneurship Division. Academy of Management, Anaheim, CA (*won second best reviewer award*)  
2007, Reviewer, Entrepreneurship Division. Academy of Management, Philadelphia, Pennsylvania  
2005, Attendee, Entrepreneurship Division Doctoral Consortium. Academy of Management, Honolulu, Hawaii  
2005, Reviewer, Entrepreneurship Division. Academy of Management, Honolulu, Hawaii  
2005, Session Chair, OB Division, Academy of Management, Honolulu, Hawaii  
2004, Reviewer, Entrepreneurship Division. Academy of Management, New Orleans, Louisiana (*won best reviewer award*)  
2003, Attendee, Organizational Behavior Doctoral Consortium. Academy of Management, Seattle, Washington  
2003, Attendee, Doctoral Consortium. Southern Management Association, Clearwater, FL  
2003, Reviewer, OB/OT/OD Division, Southern Management Association annual meeting, Clearwater, Florida

2003, Discussant, OB/OT/OD Division, Southern Management Association annual meeting, Clearwater, Florida  
2002, Session Chair, OB/OT/OD Division, Southern Management Association, Atlanta, Georgia  
2002, Discussant, OB/OT/OD Division, Southern Management Association, Atlanta, Georgia  
2002, Attendee, New Doctoral Consortium. Academy of Management, Boulder, Colorado

## **UNIVERSITY OF DAYTON SERVICE ACTIVITIES**

---

2022, Peer Teaching Observer. Conducted teaching observations for junior faculty member (David Marshall)  
2022, Participant in new SBA Faculty orientation  
2021, Chair, New Faculty Member Search Committee (DeGhetto, Marshall, Su, Sullivan); Committee charged with recruiting new entrepreneurship faculty member  
2021, Member, Dean Search Committee, School of Business Administration  
2021, Guest lecturer, University of Dayton Stitt Cohort Program  
2020-present, Liaison, SBA Liaison to the University Council for Inclusive Excellence (i.e., leading UD SBA Diversity, Equity and Inclusion Strategic Planning process)  
2020, Member, University Revenue Opportunity Working Group  
2020, Member, School of Business Administration Promotion and Tenure Committee (substitute member for one case)  
2020, Peer Teaching Observer. Conducted teaching observations for junior faculty members (Emma Su and Kaitlyn DeGhetto)  
2019-2021, Member, School of Business Administration Faculty Affairs Committee  
2019-2020, Member, School of Business Administration Diversity Task Force  
2018-2019, Chair, School of Business Administration Promotion and Tenure Committee  
2018, Member, School of Business Administration Strategic Visioning Task Force  
2017-2018, Chair, School of Business Administration Promotion and Tenure Committee  
2017-2018, Chair, Management and Marketing Department, Journal Heuristics Review Committee  
2017, SBA representative at meeting with UD Board of Trustee Chair, David Yeager  
2017, BIZ 102 presenter for Entrepreneurship Program and Marketing major  
2016, Member, New Faculty Member Search Committee (Lewis, Meek, Sweeney, Sullivan); Committee charged with recruiting new entrepreneurship faculty member  
2016, SBA Faculty Affairs Committee stand-in to review and select recipients of the 2017 SBA summer research grants  
2015-present, Member Crotty Advisory Council (Entrepreneurship Program Advisory Board)  
2014-2017, Member, School of Business Administration Promotion and Tenure Committee  
2014-2016, Co-writer CAP (Common Academic Plan) course proposals for MGT 490 and MGT 430  
2014-2015, Member, New Faculty Member Search Committee (Kiewitz, Lau, Pan, Sullivan, Sweeney); Committee charged with recruiting new international business faculty member  
2014, Member, Management Lecturer Search Committee (Lau, Sullivan, Sweeney); Committee charged with recruiting new international business faculty member

2014, Princeton Review/Entrepreneur Magazine Entrepreneurship Program Ranking Survey Co-Respondent

2013-2019, Member, Mgt/Mkt Department Journal Quality Heuristics Committee

2013, Princeton Review/Entrepreneur Magazine Entrepreneurship Program Ranking Survey Respondent

2013, Entrepreneurship Program annual banquet facilitation activities

2013, LTC Inside the Studio Presenter (teaching seminar facilitator)

2012-present, Member Mgt/Mkt Department Promotion and Tenure Committee

2011-2014, Coordinator responsible for all University of Dayton Business Plan Competition (UD BPC) activities

2011, 2013, 2016, 2017, Assisted in recruitment activities for a Marketing faculty search via attending meals, presentations, meeting and providing transportation to candidates

2011, Met with prospective entrepreneurship program students and their families

2010-2011, Member, New Faculty Member Search Committee (Lau, McFarlin, Meek, Siemens, Sullivan); Committee charged with recruiting new entrepreneurship faculty member

2008-2009, Member, New Faculty Member Search Committee (Chelle, Janney, Lau, McFarlin, Pan, Sullivan, Sweeney); Committee charged with recruiting new entrepreneurship faculty member

Summer 2008, Independent Study Faculty Advisor for MBA student Amber Peterink on the topic of entrepreneurship and ethics

2008, Participated in UD Development activities associated with Entrepreneurship-related fundraising initiatives

2008, Met with representatives from other universities interested in learning about the UD Entrepreneurship program

2007-2015, Faculty participant in UD Entrepreneurship-Engineering Partnership; Lectured on business plans for engineering courses; Lead entrepreneurship student recruitment efforts; lectured on business plans for engineering courses; Lead entrepreneurship student mentor recruitment efforts; Established entrepreneurship-engineering student collaborative teams; Served as a faculty mentor to entrepreneurship-engineering student teams

2007-2017, Participated in multiple presentations to UD Freshmen for purposes of marketing and recruiting new Entrepreneurship Program applicants

2007-2008, Attended Dayton-area community professional meetings to market entrepreneurship program

2007-2008, UD Institutional Review Board for the Protection of Human Subjects in Research (UDIRB): Volunteered to be an ad hoc, expertise-specific, member of the UDIRB

2006-2013, Member Crotty Advisory Council (Entrepreneurship Program Advisory Board)

2006-2011; 2014-2016, University of Dayton Business Plan Competition (UD BPC) service including: Elevator Pitch Round team mentor; finalist team Faculty Mentor/Advisor; competition Entry Review Committee; Competition score keeper; Entrant recruiting; Kickoff/informational meeting participant; Mentor at elevator pitch dress rehearsal; Competition judge

## **PROFESSIONAL ORGANIZATION MEMBERSHIPS**

---

Academy of Management

*Entrepreneurship Division (primary), Strategic Management Division*