

## **Richard A. Hunt**

Division of Economics and Business • Colorado School of Mines  
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### **ACADEMIC POSITIONS**

#### **Colorado School of Mines**

- Assistant Professor of Economics and Business (2017 - present)

#### **Virginia Tech**

- Assistant Professor of Strategic Management and Entrepreneurship (2014 - 2016)  
- Co-Chair Pamplin Entrepreneurship Research Consortium (2015 - 2016)  
- Renewal of tenure track appointment, June 2016

#### **Institute of Behavioral Science**

- Research Fellow (2013 –2014)

#### **University of Colorado – Boulder**

- Lecturer in Strategy and Entrepreneurship (2011 – 2013)

### **EDUCATION**

#### **University of Colorado - Boulder**

PhD in Strategy and Entrepreneurship (2013)

Dissertation: *Essays Concerning the Entry and Survival Strategies of Entrepreneurial Firms: A Transaction Perspective*

• **NFIB Outstanding Dissertation – ENT Division, Academy of Management (2014)**

Committee: Drs. Lee Alston, Bret Fund, Mathew Hayward, Sharon Matusik, Tony Tong

#### **Stanford University**

- M.B.A. in Finance and Strategy (1993)

#### **Harvard University**

- M.T.S. in Sociology of Religion (1986)

#### **Rice University**

- B.A. in Political Science and Behavioral Science (1983)

### **RESEARCH**

#### **PEER REVIEWED PUBLICATIONS**

Hunt, R.A. and L.L. Ortiz-Hunt. (Forthcoming - 2017) “Entrepreneurial Round Tripping: The Benefits of Newness and Smallness in Multi-Directional Value Creation”. *Management Decision*, 55(3).

Hunt, R.A. and K. Kiefer. (Forthcoming - 2017) “The Entrepreneurship Industry: Influences of the Goods and Services Marketed to Entrepreneurs.” *Journal of Small Business Management*.

Hunt, R.A. and B. Fund. (2016) “Intergenerational Fairness and the Crowding Out Effects of Well-Intended Environmental Policy.” *Journal of Management Studies*, 53(5): 878-910.

- **Holtzman Prize for Faculty Research Excellence – Virginia Tech (2016)**
- **BCERC/Journal of Small Business Management Best Paper Award on Public Policy (2015)**
- **Best Paper Prize – Sustainability, Ethics & Entrepreneurship Conference (2014)**

Hunt, R.A. (2015) “Contagion Entrepreneurship: Institutional Support, Strategic Incoherence and the Social Costs of Over-Entry.” *Journal of Small Business Management*. 53(10): 5 - 29.

Hunt, R.A. and Y. Song. (2015) “Internationalizing Entrepreneurs: Bridging Real Options Reasoning and Affordable Loss Logics.” In John Humphreys (Ed.), *Best Paper Proceedings of the Seventy-fifth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

Hunt, R.A. and K. Kiefer. (2015) “The Entrepreneurship Industry: Influences of the Goods and Services Marketed to Entrepreneurs.” In John Humphreys (Ed.), *Best Paper Proceedings of the Seventy-fifth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

Hunt, R.A. and L.L. Ortiz-Hunt. (2015) “Entrepreneurial Round Tripping: The Benefits of Newness and Smallness in Multi-Directional Value Creation”. Full Paper published in *Frontiers of Entrepreneurship Research*, Volume 35.

Hunt, R.A. and E. Asgari. (2015) “The Curious Case of Corporate Spin-ins: Generating Profits or Problems?” Full Paper published in *Frontiers of Entrepreneurship Research*, Volume 35.

Hunt, R.A. and B. Fund. (2015) “Crowding Out Effects of Well-Intended Environmental Policies.” *Frontiers of Entrepreneurship Research*, Volume 35(11): 1-15.

Hunt, R.A. (2014) “Entrepreneurship As Industry: Motivational Effects Of The Goods And Services Marketed To Entrepreneurs.” Full Paper published in *Frontiers of Entrepreneurship Research*, Volume 34.

Hunt, R.A. (2013) “Entrepreneurial Tweaking: Technology Diffusion through Secondary Inventions and Design Modifications by Start-Ups.” *European Journal of Innovation Management*, 16 (2): 148 – 170.

- **Awarded Emerald Group Publications Best 2013 article on Innovation or Entrepreneurship**

Hunt, R.A. (2013) “Priming The Pump: Demand-side Drivers of Entrepreneurial Activity.” Full Paper published in *Frontiers of Entrepreneurship Research*, Volume 33(14): 472-487.

Hunt, R.A. and B.R. Fund. (2012) “Entrepreneurship through Acquisition: Financing the Revitalization of Existing Business Systems.” *Journal of Entrepreneurial Finance*, 16 (1): 29 - 56.

Hunt, R.A. and K. Kiefer. (2012) “Parity, Paternalism and Peonage in the Informal Economy.” *Best Paper Proceedings of the Academy of Management*, doi:10.5465/AMBPP 2015 (50).

- **Winner of the AoM (BPS) 2012 Sumantra Ghoshal Research and Practice Award**

Hunt, R.A. and D. Lerner. (2012) “Reassessing the Entrepreneurial Spinoff Performance Advantage: A Natural Experiment Involving A Complete Population.” Full Paper published in *Frontiers of Entrepreneurship Research*, Volume 32 (12): 468 – 482.

Hunt, R.A. (2012) "Entrepreneurial Tweaking: Technology Diffusion through Secondary Inventions and Design Modifications by Start-Ups." Full Paper published in *Frontiers of Entrepreneurship Research*, Volume 32 (15): 570 – 584.

#### **BOOK CHAPTERS**

Kiefer, K. and R.A. Hunt. (Forthcoming) "Whose Hype Matters? The Battle for Value Creation in Contemporary Financial Communications." In A. Laskin, *Handbook of Financial Communication and Investor Relations*. New York: Wiley.

Hunt, R.A. and L.L. Ortiz-Hunt. (Forthcoming) "Deinstitutionalizing Effects of Business Model Evolution Among Women Entrepreneurs in the Middle East and North Africa." In *The Widening Circle of Women's Entrepreneurship*.

Hunt, R.A., and L.L. Ortiz-Hunt. (Forthcoming) "Steam Ships on the Western Waterways: Managing the Challenge of Multi-Directional Value Creation." In *Innovating Entrepreneurs: An Historical Approach*.

#### **WORKING PAPERS AND MANUSCRIPTS**

##### **Under Review**

Hunt, R.A. "Playing to Win versus Playing to not Lose: Entrepreneurial Responses to Cooptation of the Recycling Movement by the Packaging Industry."

Hunt R.A., and M.L.A. Hayward. "Decision-Choice Logics of Business Owner Loans to Employees: Safety Net or Slippery Slope?"

Hunt, R.A. "An Opportunity Space Odyssey: Demand-Side Drivers of Innovation and Entrepreneurship".

Hunt, R.A., D. Lerner, and D. Dimov. "Action! Impulse Driven Logic & Entrepreneurial Opportunity Pursuit".

Hunt, R.A. and Y. Song. "Market Entry as the Monetization of Irreducible Uncertainty".

Townsend, D., R.A. Hunt, J. McMullen and S. Sarasvathy. "Knowledge Problems and Entrepreneurial Action".

Hunt, R.A. and E. Asgari. "The Curious Case of Corporate Spin-ins: Generating Profits or Problems?"

Hunt, R.A. "The Entrepreneurship Industry".

Townsend, D. and R.A. Hunt. "Muddying the Waters: Equivocality, Deinstitutionalization and the Attack on Science".

Hunt, R.A. "Performance Heterogeneity Among Service-Sector Spinoffs".

Hunt, R.A. and L.L. Ortiz-Hunt. "The Tyranny of Marginal Reasoning and Entrepreneurial Emergence: Steamships on the Western Waterways".

Hunt, R.A. "Small Business Management in the Informal Economy: An Empirical Study of Off-the-Books Loans".

Hunt, R.A. "Tales Left Tails Tell".

Hunt, R.A. "Equivocality and the Battle to Define What is Science".

### **Work in Progress**

Hunt R.A., and M.L.A. Hayward. "Favors, Trust and the Generation of Economic Rents: A Transaction-Based Analysis of Non-Contractual Agreements Between International Entrepreneurs".

L.L. Ortiz-Hunt and R.A. Hunt. "Women Entrepreneurs in the Middle East and North Africa: Deinstitutionalization through Business Model Evolution".

M.L.A. Hayward and R.A. Hunt. "Two-Stage Trust: Examining How and When Firms' Vulnerabilities Lead to Competitive Advantage".

Hunt, R.A. "A Meso Theory of Strategic Management: Balancing Intelligibility and Veridicality through Transaction Logics".

Hunt, R.A. and K. Kiefer. "Hidden in Plain Sight: Ecosystem Impacts of the Entrepreneurship Industry".

E. Asgari and R.A. Hunt. "Crowding Out Effects of Star Performers in Corporate Entrepreneurship".

Hunt, R.A., and Townsend, D. "Wicked Problems as Proprietary Knowledge Problems: The Case of Hydraulic Fracking".

Hunt, R.A. and L.L. Ortiz-Hunt. "Equivocality or Uncertainty? The Case of Steamships on the Western Waterways".

Hunt R.A., and M.L.A. Hayward. "Advantage Seeking and the Intentional Escalation of Vulnerability".

Hunt, R.A. "Adaptive Strategy and Improvisation Reconsidered: The Strategic Use of the No-Huddle Offense in American Football".

Hunt, R.A. and D. Townsend. "Knowledge Problem Diagnosis and Misdiagnosis in Corporate Entrepreneurship".

Hunt, R.A. and D. Lerner. "Creation and Appropriation of Relational Exchange in the Informal Economy".

Hunt, R.A. and B. Strickland. "Freeze or Flee? Applying Naturally Occurring Survival-Response Algorithms to Entrepreneurial Actions and Outcomes".

Hunt, R.A. and L. Alston. "Pareto Sub-Optimal Nash Equilibria: The Case of Hydraulic Fracking Disclosure".

Hunt, R.A. "Knowledge Problem Diagnosis and the Fate of Corporate Entrepreneurship Initiatives."

Hunt, R.A. "Entrepreneurial Orientation and the Fate of Corporate Acquisitions".

Hunt, R.A. "Symbiotic Mutualism and Innovation Performance Among New Ventures in Emerging Industries: Evidence from the Micro-Satellite Industry". *Conference on Entrepreneurship and Collaboration*. University of Colorado – Boulder. February 2017.

Hunt, R.A. "Wicked Problems as Knowledge Problems: Nash Equilibrium Solutions for Conflicting Aims and Colliding Strategies". *Strategic Management Society Conference*. Berlin, Germany. Sept 2016.

Ortiz-Hunt, L.L. and R.A. Hunt. "Entrepreneurial Round Tripping: The Benefits of Newness and Smallness in Multi-Directional Value Creation". *Strategic Management Society Conference*. Berlin, Germany. Sept 2016.

Hunt, R.A. "Crowding Out Effects of Well-Intended Environmental Policies". *Academy of Management Conference, PMP Division*, Anaheim, CA. August 2016.

Hunt, R.A. and E. Asgari and "The Curious Case of Corporate Spin-ins: Generating Profits or Problems?" *Academy of Management Conference, ENT Division*, Anaheim, CA. August 2016.

Lerner, D. and R.A. Hunt. "Business Venturing and Unobservables: Assessing the Risk of Spurious Results, Conclusions, & Theory". *Academy of Management Conference, ENT Division*, Anaheim, CA. August 2016.

Ortiz-Hunt, L.L. and R.A. Hunt. "The Benefits of Newness and Smallness in Multi-Directional Value Creation". *Academy of Management Conference, ENT Division*, Anaheim, CA. August 2016.

Asgari, E. and R.A. Hunt. "Crowding Out Effects of Star Performers in Corporate Entrepreneurship". *Babson College Entrepreneurship Research Conference*. Bodo, Norway. (Forthcoming June 2016).

Ortiz-Hunt, L.L. and R.A. Hunt. "Women Entrepreneurs in the Middle East and North Africa: Deinstitutionalization through Business Model Evolution". *Babson College Entrepreneurship Research Conference*. Bodo, Norway. (June 2016).

Hunt, R.A. "Multi-Directional Value Creation: Entrepreneurial Advantage and the Tyranny of Marginal Reasoning". *Society for Institutional & Organizational Economics Conference*. Sciences Po, Paris, France, (June 2016).

Hunt, R.A. "Robust Measures for the Non-Occurrence of Entrepreneurial Innovation Under Active Policy Conditions". *Society for Institutional & Organizational Economics Conference*. Sciences Po, Paris, France, (June 2016).

Hunt, R.A. "Entrepreneurial Responses to Cooptation of the Recycling Movement by the Packaging Industry." *Sustainability, Ethics & Entrepreneurship Conference*. Denver, CO. May 2016.

- **SEE Conference Best Paper Prize.**

L.L. Ortiz-Hunt and R.A. Hunt. "Women Entrepreneurs in the Middle East and North Africa: Deinstitutionalization through Novel, Sustainable Business Models." *Sustainability, Ethics & Entrepreneurship Conference*. Denver, CO. May 2016.

Hunt, R.A. "Real Options Reasoning and Affordable Loss Logics in Strategic Direction-Setting by Internationalizing Entrepreneurs." *Strategic Management Society Conference*, Denver, CO. October 2015.

Hunt, R.A. "Entrepreneurial Orientation and the Fate of Corporate Acquisitions." *Strategic Management Society Conference*, Denver, CO. October 2015.

Hunt, R.A. and K. Kiefer. "The Entrepreneurship Industry: Influences of the Goods and Services Marketed to Entrepreneurs". *Academy of Management Conference, ENT Division*, Vancouver, BC. August 2015.

- **Selected for Academy of Management 2015 Best Paper Proceedings**

Hunt, R.A. and Y. Song. "Internationalizing Entrepreneurs: Bridging Real Options Reasoning and Affordable Loss Logics". *Academy of Management Conference, ENT Division*, Vancouver, BC. August 2015.

- **Selected for Academy of Management 2015 Best Paper Proceedings**

Lerner, D. and R.A. Hunt. "Acting First, Thinking Later: Sensation Seeking as a Logic and Psychological Determinant of Entrepreneurial Action". *Academy of Management Conference, ENT Division*, Vancouver, BC. August 2015.

Hunt, R.A. and L.L. Ortiz-Hunt. "Entrepreneurial Round Tripping: The Benefits of Newness and Smallness in Multi-Directional Value Creation". *Babson College Entrepreneurship Research Conference*. Boston, MA. June 2015.

- **Full Paper selected as one of forty to be Published in *Frontiers of Entrepreneurship Research***

Hunt, R.A. and B. R. Fund. (2015) "Crowding Out Effects of Well-Intended Environmental Policies." *Babson College Entrepreneurship Research Conference*. Boston, MA. June 2015.

- **2015 BCERC/Journal of Small Business Management Best Paper Award on Public Policy**
- **Full Paper selected as one of forty to be Published in *Frontiers of Entrepreneurship Research***

Asgari, E. and R.A. Hunt. "The Curious Case of Corporate Spin-ins: Generating Profits or Problems?". *Babson College Entrepreneurship Research Conference*. Boston, MA. June 2015.

- **Full Paper selected as one of forty to be Published in *Frontiers of Entrepreneurship Research***

Hunt, R.A. "The Role of Entrepreneurial Orientation in Creating or Destroying Value through Corporate Acquisitions". *Babson College Entrepreneurship Research Conference*. Boston, MA. June 2015.

Hunt, R.A. and L.L. Ortiz-Hunt. "Entrepreneurial Round Tripping: Contributing to Sustainability through Multi-Directional Value Creation." *Sustainability, Ethics & Entrepreneurship Conference*. Denver, CO. May 2015

Hunt, R.A. and B. R. Fund. "Crowding Out Effects of Well-Intended Environmental Policies." West Coast Research Symposium on Technology Entrepreneurship, Seattle, WA, September 2014.

Hunt, R.A. "Stakeholder Engagement and Proprietary Knowledge in the Context of Wicked Problems: Evidence from Hydraulic Fracking." *Strategic Management Society Conference*, Madrid, Spain. September 2014.

Hunt, R.A. "Contagion Entrepreneurship: Antecedents and Outcomes of an Over-Heated Entrepreneurial Ecosystem." *Strategic Management Society Conference*, Madrid, Spain. September 2014.

Hunt, R.A. "An Opportunity Space Odyssey: Analysis of Demand-Side Signaling Using Historical Artifacts." *Academy of Management Conference, MH Division*, Philadelphia, PA. August 2014.

Hunt, R.A. "The Intentional Escalation of Vulnerability: Antecedents and Implications." *Academy of Management Conference, OMT Division*, Philadelphia, PA. August 2014.

Hunt, R.A. "Demand-Side Drivers of Entrepreneurial Activity: A Cliometric Reassessment Using Socially Embedded Historical Artifacts". *International Society for the New Institutional Economics*, Durham, NC. June 2014.

Hunt, R.A. "Contagion Entrepreneurship: Institutional Support, Strategic Incoherence and the Social Costs of Over-Entry". *International Society for the New Institutional Economics*, Durham, NC. June 2014.

Hunt, R.A. and B. R. Fund. "Crowding Out Effects of Well-Intended Environmental Policies." *Sustainability, Ethics & Entrepreneurship Conference*. Denver, CO. May 2013

- **Best Conference Paper Prize.**

Hunt, R.A. "Favors, Trust and the Generation of Economic Rents: A Transaction-Based Analysis of Non-Contractual Agreements Between International Entrepreneurs." *Sustainability, Ethics & Entrepreneurship Conference*. Denver, CO. May 2013

Hunt, R.A. "The Antecedents and Outcomes of Demand-Driven Entrepreneurship". *Sumantra Ghoshal Conference on Managerially Relevant Research*, London, U.K., May 2014.

Hunt, R.A. "Profit or Peril? International Entrepreneurship, Constitutional Uncertainty and the Strategic Use of Private Ordering Mechanisms". *Babson College Entrepreneurship Research Conference*. London, Ontario. June 2014.

Hunt, R.A. "Entrepreneurship As Industry: Motivational Effects Of The Goods And Services Marketed To Entrepreneurs". *Babson College Entrepreneurship Research Conference*. London, Ontario. June 2014.

Hunt, R.A. "Dominant Designs, Rent Seeking and the Economics of Incremental Innovation by Entrepreneurs". *American Economic Association Annual Meeting*, Philadelphia USA, January 2014.

Hunt, R.A. "Entrepreneurial Strategies to Combat Constitutional Uncertainty". *Strategic Management Society Conference*, Atlanta, USA. October 2013.

Hunt, R.A. "Contagion Entrepreneurship: Institutional Support and the Social Costs of Over-Entry". *Academy of Management Conference, ENT Division*, Florida, USA. August 2013.

Hunt, R.A. "The Indispensable Invisible Innovators: Historical Evidence from Mechanized Reapers and Cloud Computing". *Academy of Management Conference, MH Division*, Florida, USA. August 2013.

- **Winner of the 2013 Best Conference PhD Paper Prize**

Hunt, R.A. "Capitalism's "Secret Sauce": Private Ordering through Compensatory Real Options Among International Entrepreneurs". *Academy of Management Conference, BPS Division*, Florida, USA. August 2013.

Hunt, R.A. and M.L.A. Hayward. "Informal Exchange as an Instrument of Trust and Social Capital: Explaining Employers' Choices in Issuing Off-the-Books Loans to Employees". *Sumantra Ghoshal Conference on Managerially Relevant Research*, London, U.K., June 2013.

Hunt, R.A. and B. R. Fund. "Founding Conditions and the Allocation of Externalities Among Cleantech Sector Entrants." *Sustainability, Ethics & Entrepreneurship Conference*. Denver, CO. April 2013

- **Runner-Up for the Best Conference Paper Prize.**

Hunt, R.A. “Hydraulic Fracturing: Nash Equilibrium Solutions for Conflicting Aims and Colliding Strategies.” *Sustainability, Ethics & Entrepreneurship Conference*. Denver, CO. April 2013

Hunt, R.A. “Priming the Pump: Demand-Side Drivers of Entrepreneurial Activity”. *Babson College Entrepreneurship Research Conference*. Lyon, France. June 2013.

- **Full Paper selected as one of forty to be Published in *Frontiers of Entrepreneurship Research***

Hunt, R.A. “Strategic Participation and Agency at the Edge of Chaos: The No-Huddle Offense in American Football”. *Strategic Management Society Special Conference on Strategy in Complex Settings*. (Forthcoming) Glasgow, U.K., June 2013.

Hunt, R.A. “Wicked Problems as Proprietary Knowledge Problems: An Empirical Study of Hydraulic Fracking”. *Strategic Management Society Special Conference on Strategy in Complex Settings*. (Forthcoming) Glasgow, U.K., June 2013.

Hunt, R.A. “Compensatory Real Options and Private Ordering Among International Entrepreneurs”. *International Society for the New Institutional Economics*, (Forthcoming) Florence Italy. June 2013.

Hunt, R.A. and K. Kiefer. “Parity, Paternalism and Peonage in the Informal Economy: An Empirical Study of Off-the-Books Loans”. *Academy of Management Conference, Business Policy and Strategy Division*, Boston, MA. Aug 2012.

- **Winner of the Sumantra Ghoshal Research and Practice Award**
- **Selected for Academy of Management 2012 Best Paper Proceedings**

Hunt, R.A. and D. Lerner. “Tales Left Tails Tell: The Truncation of Non-Ignorable Missing Data”. *Academy of Management Conference, Research Methods Division*, Boston, MA. Aug 2012.

- **Winner of the Sage Publications/Research Methods Division Best PhD Paper Award**

Hunt, R.A. and D. Lerner. “Making Sense of Performance Heterogeneity Among Entrepreneurial Spinoffs: A Natural Experiment Involving a Complete Population”. *Strategic Management Society Conference*. Prague, Czech Rep. Oct 2012.

- **Winner of the 2012 SMS Best Conference PhD Paper Prize**

Hunt, R.A. “Too Much Love? Institutional Support and the Odious Specter of Strategic Incoherence”. *Strategic Management Society Conference*. Prague. Czech Rep. Oct 2012.

Hayward, M.L.A., M. Fitza, D. Moore and R.A. Hunt. “False Precision? Organizational Antecedents and Implications of Earnings Guidance Precision”. *Academy of Management Conference, OMT Division*, Boston, MA. Aug 2012.

Lerner, D. and R.A. Hunt. “Sensation Seeking and Entrepreneurial Behavior in the Formal and Informal Economy”. *Academy of Management Conference, Entrepreneurship Division*, Boston, MA. Aug 2012.

Hunt, R.A. “Entrepreneurial “Tweaking”: An Empirical Study of Technology Diffusion through Secondary Inventions and Design Modifications by Start-Ups”. *Babson College Entrepreneurship Research Conference*. Fort Worth, Texas. June 2012.

- **Full Paper selected as one of forty to be Published in *Frontiers of Entrepreneurship Research***



Hunt, R.A. and D. Lerner. "Reassessing the Entrepreneurial Spinoff Performance Advantage". *Babson College Entrepreneurship Research Conference*. Fort Worth, Texas. June 2012.

- **Full Paper selected as one of forty to be Published in *Frontiers of Entrepreneurship Research***

Hunt, R.A. "The Creation and Appropriation of Relational Surplus through Informal Economic Mechanisms". *International Society for New Institutional Economics 16<sup>th</sup> Annual Conference*, Los Angeles, California. June 2012.

Hayward, M.L.A., M. Fitza, D. Moore and R.A. Hunt. "False Precision? Organizational Antecedents and Implications of Earnings Guidance Precision". *Behavioral Decision Research in Management Conference*, Boulder, CO. June 2012.

Hunt, R.A. "Institutional Support, Excessive Munificence and Strategic Incoherence". *European School on New Institutional Economics, 11<sup>th</sup> Annual Consortium*. Corsica, France. May 2012.

Hunt, R.A. "The Oxpecker and the Rhino: Symbiotic Mutualism and Organizational Survival". *Midwest Academy of Management, 54<sup>th</sup> Annual Conference*, Omaha, NE. Oct 2011.

Hunt, R.A. and B.R. Fund. "Entrepreneurship through Acquisition: Financing the Revitalization of Existing Business Systems". *Academy of Entrepreneurial Finance, 13<sup>th</sup> Annual Conference*, Los Angeles, CA. Sept 2011.

Hunt, R.A. "Reassessing the Practical and Theoretical Influence of Entrepreneurship through Acquisition". *Academy of Management Conference, Business Policy & Strategy Division*, San Antonio, TX. Aug 2011.

Hunt, R.A. "A Closer Look at Start-up Pathways: The Importance of Replication". *Academy of Management Conference, Entrepreneurship Division*, San Antonio, TX. Aug 2011.

Hunt, R.A. "Entrepreneurship through Acquisition: Anatomy of a Neglected Giant". *International Council for Small Business World Conference*, Stockholm Sweden. June 2011.

### **INVITED RESEARCH SEMINAR SPEAKER**

Boston University

Colorado State University

Duke University – Fuqua School of Business

Edinburgh University

Elon University

Emory University – Goizueta School of Business

George Mason University

Institute of Behavioral Science

James Madison University

London Business School

London School of Economics & Political Science

Montana State University

Rice University – Jones School of Business

University of California at Los Angeles – Anderson School of Business

University of Colorado – Boulder, Leeds School of Business  
University of Colorado – Boulder, Department of Economics  
University of Colorado – Denver, Department of Management  
University of Denver  
University of Glasgow  
University of Northern Colorado  
Utah State University  
Washington & Lee University

### **INVITED SPEAKER FOR PROFESSIONALS/PRACTITIONERS**

British Private Equity and Venture Capital Association  
Pharmaceutical Manufacturer Association  
Rocky Mountain Innosphere  
Rockies Venture Club  
Silicon Flatirons – The Center for Law, Technology and Entrepreneurship  
University Club of New York City

### **TEACHING**

#### **Colorado School of Mines**

##### ***EBGN 360 – Introduction of Entrepreneurship***

Spr 2017

Undergraduate Course. Includes: entrepreneurial environments; opportunity identification, testing and validation; new firm formation; funding options; social entrepreneurship; entrepreneurship through acquisition; and, corporate entrepreneurship.

#### **Virginia Tech**

##### ***MGT 3614 – Competition and Strategy Analytics***

Fall 2015/Spr 2016

Undergraduate Course Merging Principles in Economics, Finance, Accounting & Business Analytics  
Student Rating: 99<sup>th</sup> percentile at Pamplin College of Business. 99<sup>th</sup> percentile at Virginia Tech.

##### ***MGT 4394 – Strategic Management***

Fall 2014/Spr 2015/Fall 2015

Undergraduate Senior Capstone Course Required for Graduation from the Pamplin College of Business  
Student Rating: 99<sup>th</sup> percentile at Pamplin College of Business. 99<sup>th</sup> percentile at Virginia Tech.

#### **University of Colorado - Boulder**

##### ***ESBM 4830 – Business Plan Preparation***

Spr 2012/Fall 2012

Undergraduate Capstone Course Required for Entrepreneurship Certificate at Leeds School of Business  
Student Rating: 99<sup>th</sup> percentile at Leeds School of Business. 99<sup>th</sup> percentile at CU-Boulder.

### **EDITORIAL SERVICE**

#### **Editorial Boards**

Associate Editor (Entrepreneurship & Innovation) - *Management Decision*

#### **Other Editorial Service**

Ad Hoc Reviewer – *Academy of Management Review, Academy of Management Journal, Journal of Business Venturing, Organizational Research Methods, Strategic Management Journal*

Conference Paper Reviewer – AoM Annual Meeting, SMS Annual Meeting, SMS Special Conferences, Babson College Entrepreneurship Research Conference

### **MEMBERSHIP IN ACADEMIC ORGANIZATIONS:**

Academy of Management (ENT, BPS and MH Divisions)

Strategic Management Society (ENT and K&I Divisions)

Society for Institutional and Organizational Economics

American Economic Association

### **OTHER PROFESSIONAL EMPLOYMENT**

*Strategic Wealth Advisors (Colorado)*  
Founder, President and Board Member

*Risk Removal, Inc. (Colorado)*  
Founder and President.

*StarBand Communications (Virginia)*  
Vice President of Corporate Strategic Planning and Development.

*Prodigy Internet (New York)*  
Vice President of Corporate Strategic Planning and Development.

*Pfizer Inc. (New York)*  
Various Positions in Finance and Strategic Planning

*Indonesian Department of Information (Jakarta)*  
Managing Editor of Scholarly Journals

*Hong Kong International School (Hong Kong)*  
High School Teacher and Swimming Team Coach

### **HONORS, AWARDS AND RECOGNITION**

- Best Paper Prize – Sustainability, Ethics & Entrepreneurship Conference (2016)
- Holtzman Prize for Faculty Research Excellence – Virginia Tech (2016)
- BCERC/Journal of Small Business Management Best Paper Award on Public Policy (2015)

- Outstanding Reviewer - BPS Division of the AoM Meetings – Vancouver (2015)
- Academy of Management Best Paper Proceedings - 2 Papers (ENT Division) – Vancouver (2015)
- NFIB Outstanding Dissertation Award Winner – (ENT Division) Academy of Management (2014)
- Outstanding Reviewer - BPS Division of the AoM Meetings – Philadelphia (2014)
- Best Paper Prize – Sustainability, Ethics & Entrepreneurship Conference (2014)
- Best Published Article Award on Innovation/Entrepreneurship by Emerald Group Publications (2014)
- Ronald B. Shuman Best Paper Award (MH Division) AoM – Orlando (2013)
- Best Paper Prize Runner-Up – Sustainability, Ethics & Entrepreneurship Conference (2013)
- Strategic Management Society Best PhD Paper Prize - Prague (2012)
- Sumantra Ghoshal Research and Practice Award (BPS Division) AoM – Boston (2012)
- Academy of Management Best Paper Proceedings (BPS Division) AoM - Boston (2012)
- Best PhD Paper Award (Research Methods Division) AoM – Boston (2012)
- Selected for European School on the New Institutional Economics – Corsica, France (2012)
- GSB Scholars Fellowship (Full tuition at Stanford)
- LBJ Foundation Scholar (Full tuition and living expenses at Harvard)
- Luce Foundation Fellowship (Used for study in Indonesia)
- Watson Foundation Fellowship (Used for study in Japan)
- Graduated *magna cum laude* from Rice University
- Outstanding Honors Thesis (Rice University)
- Rice University Scholar (Full tuition and living expenses)
- Rice University Athenian Award (Sid Richardson College)
- Elected to *Phi Beta Kappa*