

Jim and JoAnn Carland

CURRICULUM VITAE

JoAnn and Jim Carland

CURRICULUM VITAE

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EDUCATION

Jim's Education

PhD 6/82 University of Georgia
 Major: Management Policy and Systems
 Related Fields: Accounting and Finance
 Supporting Field: Economics
 Research Methodology: Econometrics
 Dissertation: Entrepreneurship

MBA 8/77 Western Carolina University

BA 6/68 University of North Carolina at Asheville, Major: Mathematics

JoAnn's Education

PhD 12/81 University of Georgia
 Major: Educational Psychology
 Related Fields: Statistics and Social Psychology
 Concentration: Computer Systems

MAEd 5/78 Western Carolina University

AB 6/69 Meredith College, Raleigh, NC
 Majors: French, Latin; Minor: Education

Six weeks study tour: L'Universite de Clermont-Ferrand, Vichy, France, Summer, 1970

PROFESSIONAL CERTIFICATIONS

JoAnn's Certifications

CDP 5/87 Certificate in Data Processing
 Institute for the Certification of Computer Professionals

CCP 6/92 Certified Computer Professional
 Institute for the Certification of Computer Professionals

Jim's Certifications

CMA 12/77-12/02 Certified Management Accountant (Number 840)
 Inactive Institute of Management Accounting

CPA 5/80-12/02 Certified Public Accountant (Number 12700)
 Inactive N.C. Board of Certified Public Accountants

CVA 10/96-10/99 Certified Valuation Analyst (Number 96211)
 Inactive National Association of Certified Valuation Analysts

EMPLOYMENT HISTORY

Jim's History

1/08-Present Carland College, Asheville, NC
Co-President and Professor of Entrepreneurship

8/82-6/07 Western Carolina University, Cullowhee, NC
8/98-6/07 Professor of Entrepreneurship
7/95-8/98 Professor of Accountancy
7/88-6/95 Associate Professor of Accountancy
8/82-6/88 Assistant Professor of Accountancy

8/78-1/80 Account Executive, Small Business Development Center, Athens, GA
Managing Consultant for Accounting & MIS (Active in more than 300 cases)

6/72-9/77 Bank of America, Asheville, North Carolina
1/75-9/77 Manager, Commercial Loan Administration
6/76 Elected Assistant Vice President
6/75 Elected Assistant Secretary & Commercial Loan Administrator
2/73-12/74 Manager, Dealer Loan Department
11/72-2/73 Branch Bank Manager
6/72-11/72 Consumer Loan Officer and Collection Agent

1/72-6/72 Sales Representative, John Hancock Life Insurance Company, Raleigh, NC
7/71-1/72 Sales Representative, Reserve Life Insurance Company, Raleigh, NC
9/68-7/71 Service in the United States Marine Corps
Viet Nam Veteran, Honorably Discharged with the rank of Captain

JoAnn's History

1/08-Present Carland College, Asheville, NC
Co-President and Professor of Entrepreneurship

8/82-6/07 Western Carolina University, Cullowhee, NC
8/98-2007 Professor of Entrepreneurship
7/95-8/98 Professor of Computer Information Systems
2/90-6/95 Associate Professor of Computer Information Systems
8/84-2/90 Assistant Professor of Computer Information Systems
8/82-7/84 Instructor of Statistics & Computer Information Systems

3/79-6/80 Research Assistant, University of Georgia
Consultant in statistical and computer analysis and research interpretation

9/72-6/73 Faculty Member: Latin
St. Genevieve/Gibbons Hall, Asheville, NC

6/69-6/71 Faculty Member: Latin and French
A.C. Reynolds High School, Asheville, NC

ENTREPRENEURSHIP HISTORY

- 1/80-2/82 *The Management Accountability Group, Inc.:* was a corporation co-founded in Athens, GA, by J.A. Carland, J.W. Carland, and two partners. The firm retailed microcomputer hardware and software, designed and developed software and performed custom programming. The Carlands were responsible for software, one partner for marketing, and the second partner for hardware. Prior to 2/82, the Carlands developed and the firm marketed 10 major software systems, including the first, fully integrated accounting system in the United States. Each of the systems were designed to minimize accounting errors and opportunities for fraud, both issues of major concern in microcomputer software at the time. Sales volume in 1980 was \$180,000 and in 1981 national sales volume was \$2 million. In February, 1982, the Carlands sold their interest in the firm to the other owners.
- 2/82-12/06 *The Carland Group, Inc.:* was a corporation co-founded by J.A. Carland and J.W. Carland, originally named Carland & Associates, Inc. The firm originally specialized in the design and development of general purpose software systems. The company designed, developed and marketed two major, general purpose software systems and consulted with numerous clients on microcomputer systems, security, fraud prevention, and other managerial topics. In August, 1982, the Carlands moved to Cullowhee, and reduced their involvement in the firm to a part time basis. They shifted the emphasis to consulting. Over the years, the firm's emphasis gradually changed, moving increasingly toward business valuation, security and fraud prevention and detection, although it continued to be involved in a number of information systems security engagements. These areas of activity ceased with the establishment of two of the firms listed below: Forensic Investigations, and Carland Consulting. At the end of 2006, the Carlands shifted the remaining activities into a new limited liability company.
- 8/94-3/96 *The International Academy for Case Studies, Inc.:* was a not for profit corporation co-founded by J.A. Carland and J.W. Carland. The organization publishes a *journal* and sponsors two conferences per year. Its purpose is to encourage and support the case method of teaching in higher education throughout the world. The *Journal of the International Academy for Case Studies* has become one of the best known journals involved in case publishing in the United States. This company was subsumed into the Allied Academies, described below.
- 8/94-3/96 *The Academy of Entrepreneurship, Inc.:* was a not for profit corporation co-founded by J.A. Carland and J.W. Carland. The organization publishes four *journals* and sponsors two conferences per year. Its purpose is to encourage and support the study and practice of entrepreneurship throughout the world. The Academy has gained

international recognition. This company was subsumed into the Allied Academies, described below.

- 3/96-Present *The Allied Academies, Inc.*: is a not for profit corporation co-founded by J.A. Carland and J.W. Carland. The organization sponsors three conferences per year featuring meetings of its member academies, each of which specializes in a specific discipline area. Adding in the Academy of Entrepreneurship and the International Academy for Case Studies, the organization now fields 17 different journals, each of which is recognized by *Cabell's Directory of Publishing*, and each of which is included in the ProQuest and EBSCO databases, the standard for recognition of a scholarly journal. The purpose of the organization is to encourage and support research in various academic disciplines throughout the world. The organization is now attracting more than 300 people annually to its conferences from all over the United States and from more than a dozen nations. Its publication volume now exceeds 17,000 pages of journal articles each year. Its web address, www.alliedacademies.org, displays historic copies of its publications and newsletters, as well as its background and mission. The Carlands continue to operate the company on a part time basis. Their elder son, James W. (Trey) Carland, III, is Executive Director of the firm, and works full time in that capacity.
- 8/97-6/04 *Forensic Investigations, Inc.*: is a private investigation firm co-founded by J.A. Carland, J.W. Carland, and their younger son, Jason W. Carland. The firm is licensed by the North Carolina Private Protective Security Board as a private investigation firm. The firm specializes in fraud prevention, fraud detection, fraud investigation, and white collar crime. The establishment of this firm was the culmination of the interest in fraud and security matters which the Carlands have experienced over the years. The firm assumed all responsibility for fraud investigation and detection from Carland Group. At its outset, the firm employed six licensed private investigators. In June, 2004, the Carlands turned over ownership and control to Jason. He continues to operate the firm today.
- 11/97-12/02 *Carland Consulting, PC*: was a professional corporation co-founded by J.A. Carland and J.W. Carland. The organization was a licensed accounting firm which specialized in litigation support and business valuations. The firm was regulated by the North Carolina Board of Certified Public Accountants. The firm specialized in business valuations, appraisals and litigation support issues, but was also active in security and fraud prevention counseling, although it referred investigations to Forensic Investigations. In December, 2002, the Carlands closed the business and its activities were subsumed into the *DreamCatcher Group*.

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- 5/98-Present *The DreamCatcher Group, Inc.*, now doing business as *Carland Consulting*: is a corporation co-founded by J.A. Carland and J.W. Carland. The firm specializes in preparing business plans and financing proposals, and consulting with firms in a start-up, acquisition, or expansion mode. The firm also negotiates on behalf of clients with current and prospective lenders. In its first year of operations, the firm successfully negotiated for \$5 million in debt capital for clients previously unsuccessful in obtaining financing, and it has produced dozens of business plans, and been involved with raising millions in capital in the years following. The Carlands continue to operate the business on a part time basis.
- 8/01-Present *Whitney Press, Inc.*, now doing business as *Carland College Press*: is a corporation co-founded by J.A. Carland and J.W. Carland. The firm is a publishing and printing company. It prints and binds all of the journals for the Allied Academies. It also prints journals for a number of other academic organizations. The firm also publishes textbooks, including the printing and binding, which the Carlands have written. In 2004, the Carlands turned over ownership and control to their younger son, Jason. He continues to operate the company on a full time basis. In January, 2010, the corporation launched a new initiative and is now doing business as *Carland Academy*, an on-line, on-demand, school for entrepreneurs. It has the most extensive curriculum of video driven entrepreneurship training units in the world.
- 5/03-3/05 *Novascan, Inc.*: was a corporation co-founded by J.A. Carland and J.W. Carland and two other partners. The firm designed a tracking system for luggage in the airline industry. The firm applied for a patent on the system, which utilized hand held scanning devices, and cellular communications. The company employed three full time programmers to develop the system and succeeded in making a major sale of the system to a client. Problems in implementation of the communications ensued and led to the company's closing.
- 2/04-3/05 *CCCH, LLC*: was a limited liability company co-founded by J.A. Carland and J.W. Carland and two other partners to hold the patent discussed in the Novascan story, above. The company was dissolved when Novascan was closed.
- 1/08-Present *Carland College, Inc.*: is licensed by the State of North Carolina to grant the Bachelor of Science in Entrepreneurship, and the Master of Entrepreneurship degrees. The college was co-founded by J.A. Carland and J.W. Carland and operates as an online university specializing in adult learners interested in entrepreneurship. It is the first specialty university focusing exclusively on entrepreneurship in the world.

RESEARCH AND PUBLICATIONS

CITATIONS OF OUR WORK

Citations of one's publications are an indication of the contribution which one's research has made to the discipline as measured by other scholars. Harzing's *Publish or Perish* identifies more than 2,400 citations of our work based on more than 70 articles and calculates Hirsch's h-index as 18, and Egghe's g-index as 49. *Google Scholar* also identifies more than 2,400 citations. Both sources underestimate our citations as a number of our journal articles and the majority of our proceedings are not included in the calculations. In a 1997 article by Ratnatunga and Romano, "A Citation Classics Analysis of Articles in Contemporary Small Enterprise Research," which appeared in the *Journal of Business Venturing*, 12, 1997, we were noted as the most frequently cited authors in the world in leading entrepreneurship journals during the period 1975 through 1992.

BOOKS (jointly authored, except where indicated)

Dictionary of Gifted, Talented and Creative Education Terms. New York: Trillium Press, 1982. (J.A. Carland with M.M. Frasier).

The Management Information System. Athens, GA: The Small Business Development Center, 1980. (J.W. Carland with W. Dodge).

Small Business Management: Tools for Success. Boston: PWS Kent, 1990. (J.A. & J.W. Carland).

Instructor's Resource Manual for Small Business Management. Boston: PWS Kent, 1990. (J.A. & J.W. Carland).

Software Tools for Small Business Management. Boston: PWS Kent, 1990. (J.A. & J.W. Carland) (Spreadsheet Templates and Instructions for Cost-Volume-Profit, Budgeting & Financial Analysis).

Small Business Management: Tools for Success, Second Edition. Houston: Dame Publications, Inc., 1998. (J.A. & J.W. Carland).

Instructor's Manual for Small Business Management: Tools for Success, Second Edition. Houston: Dame Publications, Inc., 1998. (J.A. & J.W. Carland).

Test Bank for Small Business Management: Tools for Success, Second Edition. Houston: Dame Publications, Inc., 1998. (J.A. & J.W. Carland).

Readings in Entrepreneurship Research. Cullowhee, NC: Whitney Press, Inc., 2002. (J.A. & J.W. Carland).

Catching the American Dream: New Venture Creation. Cullowhee, NC: Whitney Press, Inc., 2002. (J.A. & J.W. Carland).

Catching the American Dream: New Venture Creation Workbook. Cullowhee, NC: Whitney Press, Inc., 2002. (J.A. & J.W. Carland).

Catching the American Dream: New Venture Creation. CD Spreadsheet Template. Cullowhee: Whitney Press, Inc., 2002. (J.A. & J.W. Carland).

Catching the American Dream: New Venture Growth. Cullowhee, NC: Whitney Press, Inc., 2002. (J.A. & J.W. Carland).

Catching the American Dream: New Venture Growth Workbook. Cullowhee, NC: Whitney Press, Inc., 2002. (J.A. & J.W. Carland).

Catching the American Dream: Entrepreneurial Vision, Strategy and Structure. Cullowhee, NC: Whitney Press, Inc., 2003. (J.A. & J.W. Carland).

Catching the American Dream: Entrepreneurial Tools. Cullowhee, NC: Whitney Press, Inc., 2003. (J.A. & J.W. Carland).

Dare to Dream Series: Entrepreneurial Planning, Cullowhee, NC: Whitney Press, Inc., 2004. (J.A. & J.W. Carland).

Dare to Dream Series: Entrepreneurial Planning, Student Manual, Cullowhee, NC: Whitney Press, Inc., 2004. (J.A. & J.W. Carland).

Dare to Dream Series: New Venture Creation, (Third Edition). Cullowhee, NC: Whitney Press, Inc., 2004. (J.A. & J.W. Carland).

Dare to Dream Series: New Venture Creation, Student Manual, Cullowhee, NC: Whitney Press, Inc., 2004. (J.A. & J.W. Carland).

Dare to Dream Series: New Venture Growth, (Second Edition), Cullowhee, NC: Whitney Press, Inc., 2004. (J.A. & J.W. Carland).

Dare to Dream Series: Mezzanine Funding,, Cullowhee, NC: Whitney Press, Inc., 2004. (J.A. & J.W. Carland).

Catching the American Dream Series: Entrepreneurial Accounting, Cullowhee, NC: Whitney Press, Inc., 2004. (J.A. & J.W. Carland).

Dare to Dream Series: Introduction to Entrepreneurship, Cullowhee, NC: Whitney Press, Inc., 2004. (J.A. & J.W. Carland).

Catching the American Dream Series: New Venture Funding, Cullowhee, NC: Whitney Press, Inc., 2005. (J.A. & J.W. Carland).

Catching the American Dream Series: Intellectual Capital Student Manual, Cullowhee, NC: Whitney Press, Inc., 2005. (J.A. & J.W. Carland).

Catching the American Dream Series: Entrepreneurial Finance, Cullowhee, NC: Whitney Press, Inc., 2005 (J.A. & J.W. Carland).

Catching the American Dream Series: Entrepreneurial Innovation Student Manual, Cullowhee, NC: Whitney Press, Inc., 2006 (J.A. & J.W. Carland).

Catching the American Dream Series: Entrepreneurial Accounting, Cullowhee, NC: Whitney Press, Inc., 2006 (J.A. & J.W. Carland).

Catching the American Dream Series: Entrepreneurial Finance, Cullowhee, NC: Whitney Press, Inc., 2006 (J.A. & J.W. Carland).

Small Business Management: Tools for Success, Third Edition. Raleigh, NC: LuLu Press, 2010. (J.A. & J.W. Carland).

Interpretive Guide to the Talent Management System. Cullowhee, NC: Whitney Press, 2010. (With M.D. Ensley & R.L. Ensley).

Balanced Leadership, Cullowhee, NC: Whitney Press, 2011 (J.A. & J.W. Carland).

Introduction to Entrepreneurship, Second Edition, Raleigh, NC: LuLu Press, 2011 (J.A. & J.W. Carland).

Entrepreneurial Marketing, Raleigh, NC: LuLu Press, 2011 (J.A. & J.W. Carland).

NOVELS (all jointly authored)

Prometheus Unleashed. Cullowhee, NC: Whitney Press, Inc., 1995. Raleigh, NC: LuLu Press, 2011. A thriller introducing Tori and Jace.

A Killing in the Market. Cullowhee, NC: Whitney Press, Inc., 1996. Raleigh, NC: LuLu Press, 2011. A thriller featuring Tori and Jace.

Hidden Malice. Cullowhee, NC: Whitney Press, Inc., 1997. Raleigh, NC: LuLu Press, 2011. A mystery introducing the Carson family of detectives.

The Case of the Junk Yard Dog. Cullowhee, NC: Whitney Press, Inc., 1998. Raleigh, NC: LuLu Press, 2011. A mystery featuring the Cason family of detectives.

Reap the Whirlwind. Cullowhee, NC: Whitney Press, Inc., 1999. Raleigh, NC: LuLu Press, 2011. A mystery featuring the Cason family of detectives

BOOK CHAPTERS (all jointly authored)

Differentiating Entrepreneurs from Small Business Owners in New Venture Formation. *Frontiers of Entrepreneurship Research 1983*, J. Hornaday, J. Timmons & K. Vesper (Eds.), Wellesley, MA: Babson Center for Entrepreneurial Studies, 1983, 157-166. (With F. Hoy).

Differentiating Entrepreneurs from Small Business Owners: A Conceptualization. *Entrepreneurship: History of Management Thought* (Ed. Sue Birley), Alershot, United Kingdom: Dartmouth Publishing Company, Ltd., 1998, 149-154 (With F. Hoy, and W.R. Boulton).

The Search for the Lead Entrepreneur: Identification Through the Measurement of Entrepreneurial Drive and Skills. *Frontiers of Entrepreneurship Research 1998*, P. Reynolds, W. Bygrave, N. Carter, S. Manigart, C. Mason, G. Myer & K. Shaver (Eds.), Babson Park, MA: Arthur M. Blank Center for Entrepreneurship, 1998, 331-342 (With M.D. Ensley).

Differentiating Entrepreneurs from Small Business Owners: A Conceptualization. *Advances in Entrepreneurship* (Ed. Paul Westhead and Mike Wright), Cheltenham, United Kingdom: Edward Elgar Publishing Limited, 2000, 17-21. (With F. Hoy, and W.R. Boulton).

Differentiating Entrepreneurs from Small Business Owners: A Conceptualization. *Small Business: Critical Perspectives, Routledge Major Works* (Ed. Paula White), London, United Kingdom: Routledge, 2000, 1260-1269. (With F. Hoy, and W.R. Boulton).

Entrepreneurship Education: An Integrated Approach Using an Experiential Learning Paradigm. *Entrepreneurship Education: A Global View* (Eds. Robert Brockhaus, Gerald Hills, Heinz Klandt & Harold Welsch), London, England: Ashgate Publishing Limited, 2001, 94-103.

Differentiating Entrepreneurs from Small Business Owners: A Conceptualization. *Entrepreneurship: Critical Perspectives on Business and Management*, (Ed. Norris Kreuger), London, United Kingdom: Routledge, December 2002, Chapter 35. (With F. Hoy, and W.R. Boulton).

"Who is an Entrepreneur?" is a Question Worth Asking. *Entrepreneurship: Critical Perspectives on Business and Management*, (Ed. Norris Kreuger), London, United Kingdom: Routledge, December 2002, Chapter 37. (With F. Hoy, and W.R. Boulton).

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Southeast Case Research Association Proceedings, Volume 1 & 2, October, 1993, Myrtle Beach, SC: Southeast Case Research Association.

International Academy for Case Studies Proceedings, Volume 1, October 1994, through *Volume 17*, October 2010: International Academy for Case Studies.

Academy of Entrepreneurship Proceedings, Volume 1, October 1995, through *Volume 16*, October, 2010: Academy of Entrepreneurship.

Academy of Accounting and Financial Studies Proceedings, Volume 1, October 1996, through *Volume 15*, October 2010: Allied Academies.

Academy of Managerial Communications Proceedings, Volume 1, October 1996, through *Volume 7*, April 2002: Allied Academies.

Academy of Organizational Culture, Communications and Conflict Proceedings, Volume 7, October 2002, through *Volume 15*, October 2010: Allied Academies. (name change)

Academy of Educational Leadership Proceedings, Volume 1, October 1996, through *Volume 15*, October 2010: Allied Academies.

Academy of Marketing Studies Proceedings, Volume 1, October 1996, through *Volume 15*, October 2010: Allied Academies.

Academy of Strategic and Organizational Leadership Proceedings, Volume 1, October 1996, through *Volume 15*, October 2010: Allied Academies.

Academy of Free Enterprise Education Proceedings, Volume 1, April 1997, through *Volume 8*, April 2004: Allied Academies.

Academy of Information and Management Sciences Proceedings, Volume 1, April 1997, through *Volume 14*, October 2010: Allied Academies.

Academy for Studies in Business Law Proceedings, Volume 1, October 1997, through *Volume 6*, April 2002: Allied Academies.

Academy of Legal, Ethical and Regulatory Issues Proceedings, Volume 6, October 2002, through *Volume 14*, October 2010: Allied Academies. (Combination of two Academies & name change)

Academy for Economics and Economic Education Proceedings, Volume 1, October 1998, through *Volume 13*, October 2010: Allied Academies.

Academy for Studies in International Business Proceedings, Volume 1, October 2001, through *Volume 11*, October 2010: Allied Academies.

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Academy of Entrepreneurship Journal, 1(1), 1995 through 9(2), 2003.

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Academy of Accounting and Financial Studies Journal, 1(1), 1997 through 2(1), 1998.

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- An Investigation into the Distinctions between Cognitive Styles of Business and Nonbusiness Students. *Journal of Education for Business*, 63(2), November, 1987, 68-71.
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- Spreadsheets: Placebos or Panaceas? *Journal of Research on Computing in Education*, 21(1), Fall, 1988, 112-119. (With C.D. Aby).
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- Cognitive Styles and the Education of Computer Information Systems Students. *Journal of Research on Computing in Education*, 23(1), Fall, 1990, 114-126.
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- Investment Counselors and Stock Market Price Movements: A Predictive Analysis. *International Journal of Business Disciplines*, 2(1), Fall 1992, 17-25. (With C.D. Aby, D. Crockett & W. Williams).
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- Ethics in Research: The Enigma of Co-Authorship. *Journal of the Southwestern Society of Economists*, 20(1), 1993. (With R.L. Lorentz).
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- The Implications of Cognition and Learning Styles for Management Education. *The Journal of Management Learning*, 25(3), September 1994, 413-431. (With M.D. Ensley & W.H. Stewart).

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- Accounting Education: A Cooperative Learning Strategy. *Accounting Education*, 3(3), 1994, 223-236. (With J.L. Dye).
- The Case of the Reluctant Client. *Journal of the International Academy for Case Studies*, 1(2), Winter, 1995, 76-79.
- Risk Taking Propensity Among Entrepreneurs, Small Business Owners and Managers. *Journal of Business and Entrepreneurship*, 7(1), March, 1995, 12-23. (With J.W. Carland, III & J. W. Pearce).
- Self-Actualization: The Zenith of Entrepreneurship. *The Journal of Small Business Strategy*, 6(1), Spring 1995, 53-66. (With J.W. Carland, III).
- Performance and Geographic Location: Juxtaposition in Managerial Perceptions, *The International Journal of Business Disciplines*, 5(1), Summer 1995, 30-39. (With J. Pearce).
- The Case of the Missing Golf Cart. *Journal of the International Academy for Case Studies*, 1(3), Summer, 1995, 68-72.
- Empirically Defining the Entrepreneur. *Journal of Business and Entrepreneurship*, 8(1), March, 1996, 1-18. (With W.H. Stewart).
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- Entrepreneurship: An Economic Phoenix, *Southwestern Economic Review*, 23(1), Spring, 1996, 77-86.
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Manufacturing Location and Performance: An Empirical Assessment of Linkage. Presented to the Southeastern Region of Decision Sciences Institute, Chattanooga, TN, February, 1993. Published in K. Fitzpatrick & M.J. McCracken (Eds.), *Proceedings*, Chattanooga: Southeastern Region of Decision Sciences Institute, 100-101. (With J. Pearce).

Beware the Dark Side of Total Quality Management. Presented to the Southeastern Region of Decision Sciences Institute, Chattanooga, TN, February, 1993. Published in K. Fitzpatrick

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- & M.J. McCracken (Eds.), *Proceedings*, Chattanooga, TN: Southeastern Region of Decision Sciences Institute, 281-283. (With R.C. Higgs).
- Beware the Dark Side of Entrepreneurship: Disincentives and Nostra. Presented to the Babson College Entrepreneurship Research Conference, Houston, TX, March, 1993. Abstracted in *Frontiers of Entrepreneurship Research*, 1993, 253.
- Entrepreneurship as an Economic Change Agent: Saviour or Destroyer? Presented to the International Council for Small Business, Las Vegas, NV, June, 1993. Published in J.S. Devlin & M.M. Trevino (Eds.), *Proceedings*, Las Vegas: International Council of Small Business, 288.
- Entrepreneurship Curriculum Design in Developing and Changing Nations: Problems in Following the U.S. Model. Presented to the International Council for Small Business, Las Vegas, NV, June, 1993. Published in J.S. Devlin & M.M. Trevino (Eds.), *Proceedings*, Las Vegas: International Council of Small Business, 243-253.
- Lack of Accounting in MBA Curricula May be Students' Loss. Presented to the Association of Management, Atlanta, GA, August, 1993. Published in W.A. Hamel (Ed.), *Education Proceedings*, 11(1), Atlanta: Association of Management, 86. (With J.L. Dye).
- The Impact of Nationalized Health Care on the Financial Position of U.S. Firms. Presented to the Association of Management, Atlanta, GA, August, 1993. Published in W.A. Hamel (Ed.), *Business Management Proceedings*, 11(1), Atlanta: Association of Management, 82. (J.W. Carland with J.L. Dye).
- Management Paradigms: A Strategic Restraint. Presented to the Association of Management, Atlanta, GA, August, 1993. Published in W.A. Hamel (Ed.), *Multi-Disciplinary Proceedings*, 11(1), Atlanta: Association of Management, 155-158. (With R.C. Higgs).
- Effects of International Competition on SBU Performance. Presented to the Association of Management, Atlanta, GA, August, 1993. Published in W.A. Hamel (Ed.), *Business Management Proceedings*, 11(1), Atlanta: Association of Management, 130-134. (With J. Pearce & J. Stiles).
- Student Performance in Management: Is It a Function of Learning? Presented to the Southeastern Chapter of The Institute of Management Science, October, 1993, Myrtle Beach, SC. Published in R.T. Barrett (Ed.), *Proceedings*, SETIMS, 1993, 289-291. (With R.C. Higgs).

The Dark Side of Total Quality Management: An Opportunity for Small Business. Published in R.D. Russell (Ed.) *Proceedings*, United States Association for Small Business and Entrepreneurship, 1993, 32-38.

Entrepreneurship: An Economic Phoenix. Presented to the United States Association for Small Business and Entrepreneurship, October, 1993, Baltimore, MD. Published in R.D. Russell (Ed.) *Proceedings*, USASBE, 1993, 24-31.

Entrepreneurial Activity in Large Corporations: The Only Competitive Advantage in a Global Marketplace. Presented to the Academy of Business Administration, December, 1993, Nassau, The Bahamas. Published in D.L. Moore and S.G. Amin (Eds.) *Global Business: Theory and Practice*, 211-218.

Ethical Issues in Business: What Role in a Global Economy? A Classroom Simulation. Presented to the Academy of Business Administration, December, 1993, Nassau, The Bahamas. Published in D.L. Moore and S.G. Amin (Eds.) *Global Business: Theory and Practice*, 34-40.

Innovation: The Hallmark of Entrepreneurship. *The Art and Science of Entrepreneurship: Volume II*, February 1994, 323-335.

Expanding the Role of Entrepreneurial Education: The Indonesian Connection. Presented to the Small Business Institute Directors' Association, San Antonio, March, 1994. Published in the *Proceedings*, 110-115. (With W.S. Ciptono).

Uncle Sam Needs a Few Good Accountants. Presented to the Southwest Decision Sciences Institute, Dallas, March, 1994. Published in K.T. Mehta (Ed.) *Proceedings*, SWDSI, 1994, 128-130. (With W.L. Boyd).

Small Businesses Get Small Benefit from New Tax Law. Presented to the Western Decision Sciences Institute, March, 1994, Maui, HI. Abstracted in A.S. Khade and R.B. Brown (Eds.) *Proceedings*, Stanislaus, CA: California State University and the Western Decision Sciences Institute, 1994, 881. (With J.L. Dye).

Tax Deferred Retirement Plans in Periods of Rising Rates: Save Now, Lose Later? Presented to Association of Management, August, 1994, Dallas, TX. Abstracted in A.D. Schiff (Ed.) *Proceedings*, Baltimore, MD: University of Baltimore, 1994, 20. (J.W. Carland with J.L. Dye).

The Management of Business Technology and Intellectual Capital: Are We Losing Our Minds? Presented to Association of Management, August, 1994, Dallas, TX. Abstracted in A.D.

Schiff (Ed.) *Proceedings*, Baltimore, MD: University of Baltimore, 1994, 134. (With J.L. Dye).

Innovative Education: Oxymoron or Requisite? Presented to the Southeastern Chapter of The Institute of Management Science, Myrtle Beach, SC, October, 1994, and published in the *Proceedings*, 122-124. (With J.W. Carland, III).

The Book Store Presented to the International Academy for Case Studies, Myrtle Beach, SC, October, 1994 and abstracted in the *Proceedings*, p. 27. (With R.L. Lorentz).

Computer Information Systems Education: A Study of the Higher Colleges of Technology in the United Arab Emirates. Presented to the International Academy of Business Administration, Cancun, Mexico, December, 1994 and published in the *Proceedings*, April, 1995, 355-361. (With L.N. Garrett).

A Model of Entrepreneurship: The Process of Venture Creation. Presented to the Small Business Institute Directors' Association, Nashville, TN, February, 1995, and published in the *Proceedings*, p. 13-19. (With J.W. Carland, III).

Seeing What's Not There: The Enigma of Entrepreneurship, Presented to the Small Business Institute Directors' Association, San Diego, CA, February, 1996 and published in the *Proceedings*, 3-14. (With W.H. Stewart).

The Theoretical Bases and Dimensionality of the Carland Entrepreneurship Index. Presented to the RISE conference, and published in the *Proceedings of the RISE '96 Conference*, University of Jyväskylä, Finland, pp. 1-24.

Sex Differences between Finnish and American Entrepreneurs. Presented to the RISE conference, and published in the *Proceedings of the RISE '96 Conference*, University of Jyväskylä, Finland.

Using Innovation Techniques in the Teaching of Research and Development and Design Concepts: The Role of Cognition, Presented to Decision Sciences Institute, Orlando, FL, November, 1996, and published in the *Proceedings*, p. 901. (With S. Pascale).

A Model of Potential Entrepreneurship: Profiles and Educational Implications. Presented to the Small Business Institute Directors' Association, Orlando, FL, February, 1996, and published in the *Proceedings*, p. 9-13.

The Exportation of the American Model of Entrepreneurship: Reality or Illusion? A Comparative Trait Study of American and Finnish Entrepreneurs Presented to the International Academy

of Small Business, San Francisco, CA, June, 1997 and published in the electronic *Proceedings*. (With M. Koiranen).

Entrepreneurship Education: An Integrated Approach Using an Experiential Learning Paradigm, Presented to IntEnt, International Entrepreneurship Conference, Monterey, CA, June, 1997, and published in the electronic *Proceedings*.

Using Innovation Techniques in Design Evaluations for Product Development: A Project Management - Human Factor Approach. Presented to the International Symposium Sovnet '97 Conference, Moscow, June, 1997, and published in the *Proceedings*, 491-497. (With S. Pascale).

Entrepreneurship Education: Building Dreams. Published in the *Art & Science of Entrepreneurship Education, Volume IV*, Akron, 1997, 56-71.

New Venture Creation: An Adventure in Learning. Presented to United States Association for Small Business and Entrepreneurship Conference, Clearwater, FL, January, 1998, and published in the *Proceedings*, 328.

Alternative Opportunities for Publication in Entrepreneurship. Presented to United States Association for Small Business and Entrepreneurship Conference, Clearwater, FL, January, 1998, and published in the *Proceedings*, 334.

Is Entrepreneurial Drive a Predictor of Venture Performance? Presented to the Small Business Institute Director's Association Conference, Santa Fee, NM, February, 1998, and published in the *Proceedings*, 61-66. (With M.D. Ensley).

Gender Differences Between Finish and American Entrepreneurs: An Exploratory Study. Presented to the Small Business Institute Director's Association Conference, Santa Fee, NM, February, 1998, and published in the *Proceedings*, 92-97. (With J. Nasi, & S. Nasi).

The Effect of Entrepreneurial Team Skill Heterogeneity and Functional Diversity on New Venture Performance. Presented to the Association for Small Business and Entrepreneurship Conference, Dallas, TX, March, 1998, and published in the *Proceedings*, 45-50. (With M.D. Ensley).

Is Risk Taking Propensity an Attribute of Entrepreneurship? A Comparative Analysis of Instrumentation. Presented to the Association for Small Business and Entrepreneurship Conference, Dallas, TX, March, 1998, and published in the *Proceedings*, 51-56. (With W. Stewart).

BASA: A Case of Small Business Fraud. Presented to the International Academy for Case Studies, Las Vegas, October, 1998, and abstracted in the *Proceedings*, 140.

Innovative Education: One University's Attempt to Make a Difference. Presented to the Decision Sciences Institute, Las Vegas, November, 1998, and published in the *1998 Proceedings, Volume 1*, 272-274.

Entrepreneurship Education: The Need to March to a Different Drum. Presented to Small Business Directors Association, Region IV, Atlanta, GA, September, 1999, and published in the *Proceedings*, 7-16. (With M.D. Ensley).

The Indefatigable Entrepreneur: A Study of the Dispositions of Multiple Venture Founders. Presented to the Association of Small Business and Entrepreneurship, San Antonio, TX, March, 2000, and published in the *Proceedings*, 168-180. (With W. H. Stewart).

Fraud: A Concomitant Cause of Small Business Failure. Small Business Institute Director's Association *Proceedings*, San Antonio, TX, February, 2000, 312. (With Jason W. Carland).

The Game of Entrepreneurial Strategy. Presented to the Association of Management, San Antonio, TX, May, 2000, and published in the *Proceedings*, 81-86.

New Venture Creation Model. Presented to the Association of Small Business and Entrepreneurship, New Orleans, LA, February, 2001, and published in the *Proceedings*, 1-7.

An Investigation of the Planning-Performance Conundrum in a Dynamic Macroentrepreneurial Environment. Presented to the Small Business Institute, New Orleans, LA, February, 2003.

A Model of Entrepreneurial Planning and Its Effect on Performance. Presented to the Association of Small Business and Entrepreneurship, Houston, TX, March, 2003, and published in the *Proceedings*, 1-16.

Economic Development: Changing the Policy to Support Entrepreneurship, Presented to the Association of Small Business and Entrepreneurship, Albuquerque, N.M., March, 2004, and published in the *Proceedings*, 329-337.

Master of Entrepreneurship Degree, Presented to the Small Business Institute, St. Petersburg, FL, February, 2009, and published in the *Proceedings*, 302-303.

Innovation: The Soul of Entrepreneurship, Presented to the Small Business Institute, St. Petersburg, FL, February, 2009, and published in the *Proceedings*, 173-184.

REFEREED PRESENTATIONS (all joint presentations except where indicated)

School Success of Gifted Appalachian Youth and their Perception of Parental Attitudes toward Academic Achievement. Presented to the Georgia Academy of Science, Macon, April, 1982. (J.A. Carland with E.R. Powell).

Differentiating Entrepreneurs from Small Business Owners in New Venture Formation. Presented to the Babson College Conference on Entrepreneurship, Wellesley, MA, April, 1983. (J.W. Carland with F. Hoy).

Southeastern Video Services: A Case Study. Presented to the North American Case Research Association, New Orleans, November, 1984.

The Case of the Missing Golf Cart. Presented to the North American Case Research Association, New Orleans, November, 1985.

The Continuing Case of the Missing Golf Cart. Presented to the North American Case Research Association, New Orleans, November, 1985.

Star View Satellite Systems. Presented to the North American Case Research Association, New Orleans, November, 1985.

The Case of the Reluctant Client. Presented to the North American Case Research Association, New Orleans, November, 1985.

The Continuing Case of the Reluctant Client. Presented to the North American Case Research Association, New Orleans, November, 1985.

Big GAAPs and Little GAAPs: Accounting for Small Business. Presented to the International Council for Small Business, Ontario, Canada, June, 1989. (With J. Dye).

Cognitive Distinctions Between Entrepreneurs, Small Business Owners and Managers. Presented to the International Council of Small Business, Ontario, Canada, June, 1989.

Who is an Entrepreneur? An Empirical Investigation. Presented to the International Council of Small Business, Ontario, Canada, June, 1989.

Toward an Understanding of the Environmental Impact of German Reunification. Presented to the Association for Global Business, Orlando, FL, November, 1990. (With M.D. Ensley).

Federally Mandated Programs: A Catch 22 for Small Business. Presented to the Southwestern Small Business Institute Association, Houston, TX, March, 1991. (With J.L. Dye).

Ethics in Research: The Enigma of Co-Authorship. Presented to the Southwestern Decision Sciences Institute, San Antonio, TX, March, 1992. (With R.L. Lorentz).

Stockbrokers may be Hazardous to your Wealth. Presented to the Association of Management, Las Vegas, NV, August, 1992. (With C.D. Aby & J.L. Dye).

A Program to Treasure: Expert Systems in Public Cash Management. Presented to the Association of Management, Las Vegas, NV, August, 1992. (With D. Crockett, C.D. Aby & J.L. Dye).

Planning and Small Business: A Dissonant Conjunction. Presented to the Association of Management, Las Vegas, NV, August, 1992. (With J.L. Dye).

Portraits of Potential Entrepreneurs: An Empirical Investigation. Presented to the Southwest Small Business Institute Association, New Orleans, March, 1993. (With R.C. Higgs).

Entrepreneurship as an Economic Change Agent: Savior or Destroyer? Presented at the International Council for Small Business, June 1993, Las Vegas, NV.

The Dark Side of Total Quality Management: An Opportunity for Small Business. Presented at the United States Association for Small Business and Entrepreneurship, October, 1993, Baltimore, MD.

Innovation: The Hallmark of Entrepreneurship Education. Presented to the Entrepreneurship Education Conference, San Antonio, February, 1994.

Challenges in the Development and Application of Small Business Cases. Presented at the Small Business Institute Director's Association, San Antonio, February, 1994. (With C. Anyansi-Arcibong).

SBA Cases and Student Consultants: Getting Faculty, Student and Business Owner Expectations, Actions and Outcomes in Synchronization. Presented at the Entrepreneurship Education Conference, San Antonio, February, 1994. (With W.L. Boyd).

Innovation and Cognition: Requisites to Management Success. Presented at the Academy of Business Administration, Las Vegas, February, 1994. (With J.L. Dye).

Research and Development in Small Business: An Investment in the Future. Presented to the Southwest Small Business Institute Association, Dallas, March, 1994. (With W.L. Boyd).

Entrepreneurship as a Vehicle for Self Actualization. Presented to the Babson College Entrepreneurship Conference, Houston, TX, June 1994. (With Frank Hoy).

An Examination of the Differences Between Entrepreneurial Drives of International and American Small Business Owners and Managers. Presented to the Association of Global Business, Las Vegas, NV, November, 1994. (With J.W. Carland, III).

Policy and Strategic Planning Ramifications of the 1993 Deficit Reduction Legislation on Small Business. Presented to the Decision Sciences Institute, Honolulu, HI, November, 1994. (With J.L. Dye).

An Accountability Explosion: The Costs of Corporate Management Revealed. Presented to the Decision Sciences Institute, Honolulu, HI, November, 1994. (With J.L. Dye, & J. Jones).

Expert Systems in Local Governments: A Program to Treasure. Presented to the International Academy of Business Administration, Cancun, Mexico, December, 1994. (With J.L. Dye, D. Crockett, & C.D. Aby).

Risk Taking Propensity among Entrepreneurs, Small Business Owners and Managers. Presented to the Southwestern Small Business Institute Directors' Association, Houston, TX, February, 1995. (With J.W. Carland, III & J. Pearce).

Case Development Workshop. Presented to the Academy of Business Administration, Reno, February, 1995.

Cognitive Dimensions of Temperament and Risk Taking Propensity Among Entrepreneurs, Small Business Owners and Managers. Presented to the Association of Private Enterprise, Las Vegas, April, 1996.

Entrepreneurship: The Wealth of Nations. Presented to the Research on Innovative Strategies and Entrepreneurship Conference, Jyvaskyla, Finland, June, 1996.

Innovative Education in an Integrated Business Core Curriculum: An Experiential Learning Paradigm. Presented to the Decision Sciences Institute, Orlando, FL, November, 1996. (With R. Higgs).

Small Business Valuation: An Important Tool for Practitioners. Presented to the Small Business Directors' Institute Association. Region IV, Orlando, February, 1997.

Entrepreneurship: An American Dream. Presented to the Association for Small Business and Entrepreneurship, New Orleans, March, 1997.

Publishing Alternatives in Entrepreneurship. Presented to the United States Small Business and Entrepreneurship conference, Clearwater, January, 1998.

Adventure in Learning. Presented to the United States Small Business and Entrepreneurship conference, Clearwater, January, 1998.

The Search for the Lead Entrepreneur: Identification Through the Measurement of Entrepreneurial Drive and Skills. Presented to the Babson College Entrepreneurship Conference, Gent, Belgium, May, 1998. (With M.D. Ensley).

An Integrated Approach to the Business Core Using an Experiential Learning Paradigm. Presented to the Southern Management Association, New Orleans, November, 1998.

New Venture Performance Model. Presented to the USASBE/SBIDA Conference, Orlando, February, 2001.

An Investigation of the Planning-Performance Conundrum in a Dynamic Macroentrepreneurial Environment. Presented to the Small Business Institute, New Orleans, LA, February, 2003.

Implementation of a Model Entrepreneurship Program. Presented to the United States Association for Small Business and Entrepreneurship, Tucson, AZ, January, 2006.

The Darkside of Entrepreneurship Revisited: American Style. Presented to the International Council on Small Business, Washington, D.C., June, 2005 (With F.Lockwood and R. Teasley).

The Multi-facets of Female Entrepreneurship: Their Dreams and Their Realities. Presented to the International Council on Small Business, Washington, D.C., June, 2005. (With R. Carton).

The Darkside of Entrepreneurship: Can Entrepreneurship Education Make a Difference?. Presented to the Association of Small Business and Entrepreneurship Conference, Corpus Christi, TX., November, 2006. (With F S. Lockwood & R. Teasley).

Case Writing Symposium. Presented to the United States Association for Small Business and Entrepreneurship/Small Business Institute, Orlando, January, 2007.

INVITED PRESENTATIONS (all joint presentations except where indicated)

6/72-6/77: More than 200 appearances as a guest speaker on banking and economic topics in civic clubs, and public and private school systems in Western North Carolina on behalf of the North Carolina Young Bankers Association. (J.W. Carland).

8/78-1/80: More than 100 appearances before University of Georgia Continuing Education Division Groups on entrepreneurial and management information systems topics on behalf of the Small Business Development Center. (J.W. Carland).

Obtaining a Commercial Loan. Presentation at the Small Business Management Seminar, sponsored by the Small Business Administration, Asheville, NC, May, 1977. (J.W. Carland).

Effective Controlling through Record Keeping. Presentation at the Small Business Management Seminar, sponsored by Small Business Administration, Asheville, NC, April, 1978.

Taxes and Accounting. Presentation at the Annual Meeting of the Pet Industry Association of Georgia, Atlanta, September, 1978. (J.W. Carland).

The Impact of Information on Profits. Presentation at the Southeastern Shoe Retailers and Travelers Seminar, Athens, GA, May, 1979. (J.W. Carland).

Effective Record Keeping in an SBDC. Presentation at the Small Business Development Center Advisory Council Seminar, sponsored by the Small Business Administration, Washington, DC, November, 1979. (J.W. Carland).

The Young Gifted Child. Presentation to the Challenge Program, University of Georgia, Athens, GA, August, 1979. (J.A. Carland).

Accounting in a Rehab Facility. Presentation at the Georgia Association of Rehabilitation Facilities Seminar, Athens, GA, March, 1980. (J.W. Carland).

Information and Its Link to Profits. Presentation at the Southeastern Shoe Retailers and Travelers Seminar, Athens, GA, May, 1980. (J.W. Carland).

Financing Your Business. Presentation at the Entrepreneurship and Black Youth Conference, sponsored by the Office of Minority Business Development, Athens, GA, May, 1980. (J.W. Carland).

Managing in Inflationary Times. Presentation at the Southern Area Division Staff Conference of the American Cancer Society, Atlanta, July, 1980. (J.W. Carland).

Microcomputers and their Applications. Presentation at the Georgia Association of Rehabilitation Facilities, Macon, GA, July, 1980.

Fiscal Management in the Rehab Sector. Presentation at the Auburn University Rehabilitation Facility Administration Seminar, Auburn, AL, January, 1981. (J.W. Carland).

Fiscal Management in the Rehab Sector. Presentation at the Auburn University Rehabilitation Facility Administration Seminar, Burlington, NC, March, 1981. (J.W. Carland).

Advanced Fiscal Management in the Rehab Sector. Presentation at the Auburn University Rehabilitation Facility Administration Seminar, Wilmington, NC, August, 1981. (J.W. Carland).

Microcomputers at Work and Play. Presentation at the Georgia Professional Secretaries Institute, Athens, GA, February, 1982.

Microcomputers at Work and Play. Presentation at the Georgia Professional Secretaries Institute, Athens, GA, March, 1982.

Educational Techniques in Accounting. Presentation at the Trends in Education of Accountants Seminar, Blacksburg, VA, November, 1982. (J.W. Carland).

Microcomputers and the Small Businessman. Presentation at the Western Carolina University Business Week, Cullowhee, NC, April, 1983.

The Use of Microcomputers in Accounting. Presentation at the North Carolina Accounting Education Colloquium, Cullowhee, NC, April, 1983.

Are Journals Obsolete? Presentation at the Trends in Education of Accountants Seminar, Blacksburg, VA, November, 1983. (With J.T. Overbey).

Forecasting in a Small Business Setting. Presentation at the Small Business Financial Management Seminar, sponsored by the WCU Small Business Development Center, Asheville, NC, April, 1985. (J.W. Carland).

The Impact of Microcomputers on Higher Education. Presentation at Gaston College, Dallas, NC, September, 1985.

Computers in Accounting Applications. Presentation at the North Carolina Association of Educators of Data Systems, Raleigh, NC, April, 1986.

Teaching, Learning and Cognitive Development. Presentation to the Teaching Effectiveness Seminar, Cullowhee, NC, May, 1987. (J.A. Carland).

The Impact of Microcomputers on the Effectiveness of Education in Accounting: Caveats and Rewards. Presentation at the North Carolina Association of Accounting Professionals, Greensboro, NC, September, 1987. (J.A. Carland).

The Myers-Briggs Type Indicator and Cognitive Styles. Presentation to the Teaching Effectiveness Seminar, Cullowhee, NC, February, 1988. (J.A. Carland).

Basic Financial Skills. Presented to the New Managers' Institute, Mountain Area Health Education Center, Hickory, NC, May, 1989. (J.W. Carland).

Research Seminar. Presentation to the Faculty of the School of Business, University of Tennessee at Martin, Martin, TN, September 4, 1991.

The Impact of Employee Malfeasance on Firm Performance. Presentation to Accounting Professionals for Continuing Professional Education, Western Carolina University, Cullowhee, NC, November, 1993. (J.A. Carland).

The Impact of Employee Malfeasance on Firm Performance. Presentation to Accounting Professionals for Continuing Professional Education, Western Carolina University, Cullowhee, NC, November, 1993. (J.W. Carland).

Case Development Workshop. Presentation to the Southeastern Case Research Association, Myrtle Beach, SC, March, 1994.

The Impact of Cognitive Styles on Community College Personnel. Presented to the Community College Personnel at the ICUT Seminar for Outstanding Teachers, June, 1994. (J.A. Carland).

The Impact of Cognitive Styles on an Accounting Practice. Presentation to Accounting Professionals for Continuing Professional Education, Western Carolina University, Cullowhee, NC, September, 1994.

The Value of Financial Statement Analysis in Recognizing Trends. Presentation to Accounting Professionals for Continuing Professional Education, Western Carolina University, Cullowhee, NC, September, 1994.

The Office of the Future. Presented to North Carolina Association of Employees and Office Personnel, Western Carolina University, Cullowhee, NC, July, 1995. (J.A. Carland).

Financial Analysis. Presentation to Accounting Professionals for Continuing Professional Education, Western Carolina University, Cullowhee, NC, October, 1995.

Case Development Workshop. Presentation to the International Academy for Case Studies, Nassau, The Bahamas, October, 1995.

Database Management. Presentation to Health Information Systems Professionals, Western Carolina University, Cullowhee, NC, November 16, 1995. (J.A. Carland).

Innovation. Presentation to graduating students, Western Carolina University, Cullowhee, NC, January 31, 1996; February 1, 1996; February 6, 1996. (J.A. Carland).

Proposed Curriculum for the Business Core. Presentation to Alpha Kappa Psi, Western Carolina University, Cullowhee, NC, March 25, 1996. (J.A. Carland).

Performance Evaluation Techniques. Presentation to the Plant Managers Conference, March, 1996. (J.W. Carland).

Accountants as Experts. Presentation to the North Carolina Academy of Trial Lawyers, Wilmington, NC, August 3, 1996.

Journal Publication and Proceedings. Presentation to the Allied Academies, Maui, October, 1996.

Litigation Support Services. Presentation to Accounting Professionals for Continuing Professional Education, Western Carolina University, Cullowhee, NC, November 2, 1996.

Publication Opportunities for Small Business. Presentation to the Small Business Directors' Institute Association, Region IV, Orlando, February, 1997.

Journal Publication Opportunities. Presentation to the Allied Academies, Las Vegas, April, 1997.

The American Dream. Presentation to the Charlotte Business Expo, Charlotte, NC, September, 1997.

Small Business Education. Presentation to the Economic Development Task Force, Cherokee, NC, October, 1997.

Fraud Investigations: Profession of the Future. Presentation to the Franklin Civitan Club, Franklin, NC, October, 1997.

Fraud Investigations: Profession of the Future. Presentation to the Accounting Professionals for Continuing Professional Education Seminar, Cullowhee, NC, November, 1997.

Fraud Prevention and Detection. Presentation to the Metrolinas Entrepreneurship Council, Charlotte, NC, March, 1998.

Fraud Investigations: Profession of the Future. Presentation to the Sylva Kiwanis Club, Sylva, NC, April, 1998.

Fraud Prevention and Detection. Presentation to the Piedmont Entrepreneurship Council, Greensboro, NC, May, 1998.

Fraud Investigations: Profession of the Future. Presentation to the Asheville Civitan Club, Asheville, NC, June, 1998.

How to Start a Small Business. Presentation to Phi Lambda Delta, Cullowhee, NC, February, 1999.

Fraud: Crime Without Punishment. Presentation to the Institute of Management Accountants, Cullowhee, NC, February, 1999.

Entrepreneurship: The American Dream and the Source of a Nation's Wealth. Presentation to the Young Entrepreneurs, Western Carolina University, Cullowhee, NC, February, 1999.

Case Development Opportunities. Presentation to the Allied Academies, Myrtle Beach, SC, April, 1999.

Journal Publishing Opportunities. Presentation to the Allied Academies, Las Vegas, NV, October, 1999.

Case Development Workshop. Presentation to the Allied Academies, Myrtle Beach, SC, April, 2000.

Journal Publication Workshop. Presentation to the Allied Academies, Myrtle Beach, SC, April, 2000.

Entrepreneurship workshop. Presentation to the Dutch, Cullowhee, NC, September, 2000.

Entrepreneurship workshop. Presentation to the Dutch, Cullowhee, NC, January, 2001.

Entrepreneurship: The Economic Engine. Presentation at the Entrepreneurship Summit, Cullowhee, NC, November 19, 2003.

Entrepreneurship: A Model Curriculum. Presentation to the United States Association of Small Business and Entrepreneurship, Dallas, TX, January 16, 2004.

The Master of Entrepreneurship Program. Presentation to the Rotary Club in Asheville, NC, January 29, 2004.

Changing Ideas to Businesses: The Impact on the Economic Development of the Region, Smoky Mountain High School, Junior Class, May 4, 2004.

Entrepreneurship: A Model Curriculum. Presentation to the United States Association of Small Business and Entrepreneurship, Palm Springs, CA, January, 2005.

Writing Business Cases, Presented to the Trident Initiative, Frostburg, MD, July 15, 2005.

Series of lectures on Small Business and Entrepreneurship to Blue Ridge Community College participants, March-September, 2006.

Success in Case Research. Presentation to the Allied Academies, Orlando, FL, October, 2010.

Publish or Perish. Presentation to the Allied Academies, Orlando, FL, October, 2010.

RECOGNITION AND HONORS

- 1985 Recipient of Teaching Award from the Data Processing Management Association, Student Chapter, Western Carolina University (J.A. Carland)
- 1985 Recipient of Service Award from the National Association of Accountants, Student Chapter, Western Carolina University (J.W. Carland)
- 1986 Finalist, Chancellor's Distinguished Teaching Award, Western Carolina University (J.W. Carland)
- 1986 Recipient of Teaching Award from MBA Student Association, Western Carolina University (J.W. Carland)
- 1986 Recipient of Teaching Award from the National Association of Accountants, Student Chapter, Western Carolina University (J.W. Carland)
- 1987 Recipient of Teaching Award from the MBA Student Association, Western Carolina University (J.A. Carland)

- 1987 Recipient of Teaching Award from the Data Processing Management Association, Student Chapter, Western Carolina University (J.A. Carland)
- 1988 Finalist, Chancellor's Distinguished Teaching Award, Western Carolina University (J.W. Carland)
- 1988 Finalist, Chancellor's Distinguished Teaching Award, Western Carolina University (J.A. Carland)
- 1989 Beta Gamma Sigma, National Honor Society for Business (J.A. Carland)
- 1989 Beta Gamma Sigma, National Honor Society for Business (J.W. Carland)
- 1989 Finalist, Chancellor's Distinguished Teaching Award, Western Carolina University (J.A. Carland)
- 1990 Finalist, Chancellor's Distinguished Teaching Award, Western Carolina University (J.W. Carland)
- 1990 Finalist, Chancellor's Distinguished Teaching Award, Western Carolina University (J.A. Carland)
- 1991 Candidate for the University Creative Research Award, Western Carolina University (J.W. Carland)
- 1991 Finalist in the Best Empirical Paper Competition for the United States Association for Small Business and Entrepreneurship Conference, San Diego, CA, 1991, for "Profiles of New Venturists and Corporate Managers: Is There a Difference?" (J.A. Carland and J.W. Carland).
- 1993 Honorable Mention in the Best Paper Competition for the Southwestern Small Business Institute Association Conference, New Orleans, 1993, for "Portraits of Potential Entrepreneurs: An Empirical Investigation." (J.A. Carland, J.W. Carland & R. Higgs).
- 1993 Finalist, University Creative Research Award, Western Carolina University (J.A. Carland)
- 1994 Honorable Mention in the Best Paper Competition for the Southwestern Small Business Institute Association Conference, New Orleans, March, 1994, for

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- "Research and Development in Small Business: An Investment in the Future." (J.A. Carland, J.W. Carland & W.L. Boyd).
- 1995 First Runner Up in the Best Paper Competition for the Small Business Institute Directors' Association Conference, Nashville, February, 1995, for "Self-Actualization: The Zenith of Entrepreneurship." (J.A. Carland, J.W. Carland & J.W. Carland, III).
- 1995 First Runner Up in the Best Paper Competition for the Southwestern Small Business Institute Association Conference, Houston, March, 1995, for "Risk Taking Propensity Among Entrepreneurs, Small Business Owners and Managers." (J.A. Carland, J.W. Carland, III, & J. Pearce).
- 1995 Nominated for the Board of Governors' Award for Teaching Excellence, University of North Carolina System (J.A. Carland)
- 1995 Winner Distinguished Paper Award in the Best Paper Competition for the Small Business Institute Directors' Association Conference, San Diego, February, 1995, for "Seeing What's Not There: The Enigma of Entrepreneurship." (J.A. Carland, J.W. Carland & W.H. Stewart).
- 1996 Winner of the Richard D. Irwin, Inc. 1996 Distinguished Paper Award at the Southwestern Federation of Administrative Disciplines in the Southwestern Small Business Institute Association track, San Antonio, March, 1996, for "Empirically Defining the Entrepreneur." (J.A. Carland, J.W. Carland & W.H. Stewart).
- 1996 Winner of the Homer P. Saunders Outstanding Paper Award at the Association for Small Business and Entrepreneurship Conference, San Antonio, TX, March, 1996, for "Empirically Defining the Entrepreneur." (J.A. Carland, J.W. Carland and W.H. Stewart).
- 1996 Key Note speaker for the RISE 96 conference (Research on Innovative Strategies and Entrepreneurship) at the University of Jyvaskyla, Finland, June 12-13, 1996. (J.A. Carland and J.W. Carland)
- 1996 Winner of the University Scholar Award, Western Carolina University (J.A. Carland)
- 1997 Winner Distinguished Empirical Paper Award in the Best Paper Competition for the Small Business Institute Directors' Association Conference, Orlando, February, 1997, for "A Model of Potential Entrepreneurship: Profiles and Educational Implications." (J.A. Carland and J.W. Carland).
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- 1997 Winner Conference Theme Paper Award at the Association for Small Business and Entrepreneurship Conference, New Orleans, March, 1997, for “Entrepreneurship: An American Dream.” (J.A. Carland and J.W. Carland).
- 1997 Candidate for the University Scholar Award, Western Carolina University (J.W. Carland)
- 1998 Winner of the Irwin/McGraw Hill Distinguished Paper Award at the Southwestern Federation of Administrative Disciplines in the Association for Small Business and Entrepreneurship track, Dallas, TX, March, 1998, for “The Effect of Entrepreneurial Team Skill Heterogeneity and Functional Diversity on New Venture Performance.” (J.A. Carland, J.W. Carland & M.D. Ensley).
- 1998 Winner of the Homer P. Saunders Outstanding Paper Award at the Association for Small Business and Entrepreneurship Conference, Dallas, TX, March, 1998, for “The Effect of Entrepreneurial Team Skill Heterogeneity and Functional Diversity on New Venture Performance.” (J.A. Carland, J.W. Carland & M.D. Ensley).
- 1998 Winner of the Association for Small Business and Entrepreneurship Research Award at the Association for Small Business and Entrepreneurship Conference, Dallas, TX, March, 1998, for “Is Risk Taking Propensity an Attribute of Entrepreneurship?” (J.A. Carland, J.W. Carland & W.H. Stewart).
- 1998 Featured in *Entrepreneurship: History of Management Thought*, edited by S. Birley, Imperial College of Science, Technology and Medicine, published by Dartmouth Publishing Company, Ltd., Aldershot, United Kingdom. The volume features a compilation of the 31 most important articles in the development of the entrepreneurship literature, as identified by the Editor and Publishers. (J.A. Carland and J.W. Carland).
- 1998 Winner of the College of Business Award for Creative Teaching, Western Carolina University, Cullowhee, NC, for work in the experimental, integrated business core. (J.A. Carland and J.W. Carland).
- 2000 Featured in *Small Business: Critical Perspectives*, edited by D. Storey, University of Warwick, United Kingdom, published by Routledge, London, United Kingdom, as part of the *Routledge Major Works* series. (J.A. Carland and J.W. Carland).
- 2000 Featured in *Advances in Entrepreneurship*, edited by P. Westhead, University of Stirling, United Kingdom and M. Wright, University of Nottingham, United Kingdom, a compilation of important articles in entrepreneurship published by

Edward Elgar Publishing Limited, Cheltenham, United Kingdom. (J.A. Carland and J.W. Carland).

- 2000 Winner of the Irwin/McGraw Hill Distinguished Paper Award at the Southwestern Federation of Administrative Disciplines in the Association for Small Business and Entrepreneurship track, San Antonio, TX, March, 2000, for “The Indefatigable Entrepreneur: A Study of the Dispositions of Multiple Venture Founders.” (J.A. Carland, J.W. Carland & W.H. Stewart).
- 2001 Winner of the McGraw Hill/Irwin Distinguished Paper Award at the Southwestern Federation of Administrative Disciplines in the Association for Small Business and Entrepreneurship track, New Orleans, LA, February, 2001, for “New Venture Creation Model” (J.A. Carland and J.W. Carland).
- 2002 Nominated for the McCracken Outstanding Teacher in the Graduate Program, April. (J.A. Carland)
- 2003 Winner Distinguished Empirical Paper Award in the Best Paper Competition for the Small Business Institute Conference, New Orleans, February, 2003, for "An Investigation of the Planning-Performance Conundrum in a Dynamic Macroentrepreneurial Environment.” (J.A. Carland and J.W. Carland).
- 2003 Winner of the Association for Small Business and Entrepreneurship Research Award at the Association for Small Business and Entrepreneurship Conference, Houston, TX, March, 2003, for “A Model of Entrepreneurial Planning and Its Effect on Performance?” (J.A. Carland and J.W. Carland).
- 2003 Winner of the McGraw Hill/Irwin Distinguished Paper Award at the Federation of Business Disciplines in the Association for Small Business and Entrepreneurship track, Houston, TX, March, 2003, for “A Model of Entrepreneurial Planning and Its Effect on Performance?” (J.A. Carland and J.W. Carland).
- 2003 Featured in *Entrepreneurship: Critical Perspectives on Business and Management*, edited by N. Kreuger, published by Routledge Publishing Company, London, United Kingdom. This 4 volume set features a compilation of the 99 most influential articles in the entrepreneurship literature, as identified by 200 leading researchers in the field. Two of our works were selected for this series.(J.A. Carland and J.W. Carland).
- 2003 Winner of the University Scholar Award, Western Carolina University (J.W. Carland)

- 2003 Winner of the McCracken Graduate Teaching Award (J.W. Carland)
- 2004 Finalist for the Model Program in Graduate Entrepreneurship at the United States Association for Small Business and Entrepreneurship, Dallas, TX, January, 2004. (J.A. Carland and J.W. Carland). (Came in second to Harvard University)
- 2004 Winner of the Distinguished Paper Award at the Association for Small Business and Entrepreneurship Conference, Albuquerque, NM, March, 2004, for “Economic Development: Changing the Policy to Support Entrepreneurship,” (J.A. Carland and J.W. Carland).
- 2004 Recognition as a Fellow of the Association of Small Business and Entrepreneurship, Albuquerque, NM, March 25, 2004. (J.A. Carland)
- 2004 Recognition as a Fellow of the Association of Small Business and Entrepreneurship, Albuquerque, NM, March 25, 2004. (J.W. Carland)
- 2004 Winner of the Unit Award for Outstanding Programs for the Entrepreneurship Program, Western Carolina University, April 23, 2004. (J.A. Carland and J.W. Carland).
- 2005 Winner of the Outstanding Master Program Model Award from the United States Association of Small Business and Entrepreneurship, January, Indian Wells, CA. (J.A. Carland and J.W. Carland).
- 2005 Outstanding Educator in the Master of Entrepreneurship Program (J.W. Carland)
- 2005 Finalist for the College of Business Excellence Award (J.W. Carland)
- 2005 Finalist for the College of Business Excellence Award (J.A. Carland)
- 2006 Educator of the Year, Alpha Kappa Psi (J.A. Carland)
- 2006 Winner of the Distinguished Paper Award at the Association for Small Business and Entrepreneurship Conference, Corpus Christi, TX, November, 2006, for “The Darkside of Entrepreneurship: Can Entrepreneurship Education Make a Difference?” (J.A. Carland, J.W. Carland, F. Lockwood and R. Teasley).
- 2007 Winner of the Small Business Institute Legend’s Award for most influential research of the decades 1980 to 2000 for the 1984 article in *Academy of Management Review*. (J.A. Carland, J.W. Carland, F. Hoy and B. Boulton).

- 2007 Winner of the “High Cotton” award for contributions to entrepreneurship and economic development in North Carolina, bestowed by Advantage West, the western North Carolina Economic Development Group. (J.A. Carland and J.W. Carland).
- 2009 Winner of the Distinguished Paper Award at the Small Business Institute Conference, St. Petersburg, Fl, February, 2009, for “Innovation: The Soul of Entrepreneurship,” (J.A. Carland and J.W. Carland).

