

JoAnn C. Carland

CURRICULUM VITA

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EDUCATION

PhD 12/81 University of Georgia
 Major: Educational Psychology
 Related Field: Statistics
 Related Field: 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

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

ACADEMIC 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
 8/83-7/84 Instructor of Statistics & Computer Information Systems
 8/82-7/83 Assistant Professor of Statistics

3/79-6/80 Research Assistant, University of Georgia
 Served as aide and consultant to faculty and PhD candidates in statistical and computer analysis and interpretation of research data

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.

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- 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 to pursue other activities.

5/98-Present *The DreamCatcher Group, Inc.:* 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.

1/00-Present Starting in 2000 and continuing to the present, the Carlands have played minor roles in the development of a number of ventures. These include two different movie production companies. The Carlands continue to be involved in both ventures, one of which expects to see its first feature film appear in 2008. Three other ventures involved former students. The Carlands continue to be involved with one of those companies which is poised for significant growth.

The Carlands owned and operated two different proprietorships during this period which were used to own real and depreciable assets which were leased to corporations which they owned. These two proprietorships have now been subsumed into two LLCs which the Carlands have started. One LLC holds intellectual property, including the 17 journals which the Carlands started as part of the Allied Academies operation. The other LLC holds real and tangible property.

8/01-12/04 *Whitney Press, Inc.:* 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.

- 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

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 1,000 citations of our work based on more than 70 articles and calculates Hirsch's h-index as 14, and Egghe's g-index as 32. *Google Scholar* also identifies more than 1,000 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

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

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

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

Software Tools for Small Business Management. Boston: PWS Kent, 1990. (With J.A. 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. (With J.A. Carland).

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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Differentiating Entrepreneurs from Small Business Owners: A Conceptualization. *Entrepreneurship: History of Management Thought* (Ed. Sue Birley), Aldershot, United Kingdom: Dartmouth Publishing Company, Ltd., 1998, 149-154 (With J.W. Carland, 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 J.W. Carland & 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 J.W. Carland, 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, Volume 4, 2000, 1260-1269 (With J.W. Carland, 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 (With J. W. Carland).

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 J.W. Carland, 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 J.W. Carland, F. Hoy, and W.R. Boulton).

EDITED VOLUMES of PROCEEDINGS

Southeast Case Research Association Proceedings, Volume 1 & 2, October, 1993, Myrtle Beach, SC: Southeast Case Research Association (With J.W. Carland).

International Academy for Case Studies Proceedings, Volume 1, October 1994, Myrtle Beach, SC: International Academy for Case Studies (With J.W. Carland).

International Academy for Case Studies Proceedings, Volume 2, October 1995, Nassau, the Bahamas: International Academy for Case Studies (With J.W. Carland).

International Academy for Case Studies Proceedings, Volume 3, October 1996, Maui, HI: International Academy for Case Studies (With J.W. Carland).

International Academy for Case Studies Proceedings, Volume 4, Number 1, April, 1997, Las Vegas, NV: International Academy for Case Studies (With J.W. Carland).

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International Academy for Case Studies Proceedings, Volume 6, Number 1, April, 1999, Myrtle Beach, SC: International Academy for Case Studies (With J.W. Carland).

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International Academy for Case Studies Proceedings, Volume 7, Number 1, April, 2000, Myrtle Beach, SC: International Academy for Case Studies (With J.W. Carland).

International Academy for Case Studies Proceedings, Volume 7, Number 2, October, 2000, Maui, HI: International Academy for Case Studies (With J.W. Carland).

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International Academy for Case Studies Proceedings, Volume 9, Number 1, April, 2002, Nashville, TN: International Academy for Case Studies (With J.W. Carland).

International Academy for Case Studies Proceedings, Volume 9, Number 2, October, 2002, Las Vegas, NV: International Academy for Case Studies (With J.W. Carland).

International Academy for Case Studies Proceedings, Volume 10, Number 1, April, 2003, Tunica, MS: International Academy for Case Studies (With J.W. Carland).

International Academy for Case Studies Proceedings, Volume 10, Number 2, October, 2003, Las Vegas, NV: International Academy for Case Studies (With J.W. Carland).

International Academy for Case Studies Proceedings, Volume 11, Number 1, April, 2004, New Orleans, LA: International Academy for Case Studies (With J.W. Carland).

International Academy for Case Studies Proceedings, Volume 11, Number 2, October, 2004, Maui, Hawaii: International Academy for Case Studies (With J.W. Carland).

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International Academy for Case Studies Proceedings, Volume 12, Number 2, October, 2005, Las Vegas, NV: International Academy for Case Studies (With J.W. Carland).

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Academy of Organizational Culture, Communications and Conflict Proceedings, Volume 8, Number 1, April, 2003, Tunica, MS: Allied Academies (with J. W. Carland). (name change)

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Assessing the Economic Impact of Smaller Firms: A Prospective from the Commonwealth of Soviet States. Presented to the International Council for Small Business, Toronto, Canada, June, 1992. Published in R.W.Y. Kao (Ed), *Proceedings*, Toronto: International Council for Small Business, 1992, 306-315. (With J.W. Carland and M.D. Ensley).

Entrepreneurship Index: An Empirical Validation. Presented to the Babson College Entrepreneurial Research Conference, Fontainebleau, France, July, 1992. Abstracted in *Frontiers of Entrepreneurship Research*, 1992, 606. (With J.W. Carland & F. Hoy).

The Case of the Manager on the Hot Seat. Presented to the Southeast Case Research Association, Greensboro, NC, June, 1992. Abstracted in the *Proceedings*, 84. (With J.W. Carland & J.L. Dye).

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The Utilization of Cases in Research. Presented to the Southeast Case Research Association, Greensboro, NC, June, 1992. Abstracted in the *Proceedings*, 86. (With J.W. Carland & R.H. Higgs).

An Empirical Investigation into the Role of Professionals in the Business Environment. Presented to the Southeastern Division of The Institute of Management Science, Myrtle Beach, SC, October, 1992. Published in Peter B. Barr (Ed.) *Proceedings*, Myrtle Beach: Twenty-eighth Annual Meeting of The Institute of Management Sciences Southeastern Chapter, 373-376. (With J.W. Carland & C.D. Aby).

Management Education: Investigation and Implications. Presented to the Southeastern Division of The Institute of Management Science, Myrtle Beach, SC, October, 1992. Published in Peter B. Barr (Ed.) *Proceedings*, Myrtle Beach, SC: The Institute of Management Sciences Southeastern Chapter, 479-482. (With J.W. Carland & J.L. Dye).

Global Financial Markets and Third World Countries: Ethics, Exploitation and Opportunities. Presented to the Southeastern Division of The Institute of Management Science, Myrtle Beach, SC, October 1992. Published in Peter B. Barr (Ed.) *Proceedings*, Myrtle Beach: The Institute of Management Sciences Southeastern Chapter, 136-7. (With J.L. Dye).

The Death of a Dream: A Case Study. Presented to the North American Case Research Association, New Orleans, LA, November, 1992. Abstracted in R.M. Kinnunen (Ed.), *Proceedings*, Boston, MA: NACRA, 6, 3. (With J.W. Carland & R.G. Crepeau).

Toward the Resurgence of Entrepreneurship in Eastern Europe and Russia: A Public Policy Perspective. Presented to the Association for Global Business, New Orleans, November, 1992. Published in T.I. Kindel (Ed.) *Proceedings*, New Orleans: Association of Global Business, 1992. 336-345. (With J.W. Carland & G.F. Young).

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.W. Carland & 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 & M.J. McCracken (Eds.), *Proceedings*, Chattanooga, TN: Southeastern Region of Decision Sciences Institute, 281-283. (With J.W. Carland & 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. (With J.W. Carland).

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. (With J.W. Carland).

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. (With J.W. Carland).

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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.W. Carland, 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 J.W. Carland & 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. (With J.W. Carland).

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. (With J.W. Carland).

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. (With J.W. Carland).

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. (With J.W. Carland).

Innovation: The Hallmark of Entrepreneurship. *The Art and Science of Entrepreneurship: Volume II*, February 1994, 323-335. (With J.W. Carland).

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 J.W. Carland & 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 J.W. Carland & 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.W. Carland & 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.W. Carland & 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 & 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 J.W. Carland & 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 J.W. Carland & 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 & 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 J.W. Carland & 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. (With J.W. Carland).

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, pp. 65-69. (With J.W. Carland, S. Nasi, and J. Nasi).

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 J.W. Carland & 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. (With J.W. Carland).

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 J.W. Carland & 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*. (With J.W. Carland).

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 J.W. Carland & S. Pascale).

Entrepreneurship Education: Building Dreams. Published in the *Art & Science of Entrepreneurship Education, Volume IV*, Akron, 1997, 56-71. (With J.W. Carland).

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. (With J.W. Carland).

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. (With J.W. Carland).

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 J.W. Carland & 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.W. Carland, 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 J.W. Carland & 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 J.W. Carland & 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. (With J.W. Carland).

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. (With J.W. Carland).

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 J.W. Carland & 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 J.W. Carland & 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 J. W. Carland & J. 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. (With J.W. Carland).

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. (With J. W. Carland).

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

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. (With J. W. Carland).

Economic Development: Changing the Policy to Support Entrepreneurship, Presented to the Association of Small Business and Entrepreneurship, Albuquerque, NM, March 2004 and published in the *Proceedings*, 329-337. (With J.W. Carland).

REFEREED PRESENTATIONS

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. (With E.R. Powell).

Southeastern Video Services: A Case Study. Presented to the North American Case Research Association, New Orleans, November, 1984. (With J.W. Carland).

The Case of the Missing Golf Cart. Presented to the North American Case Research Association, New Orleans, November, 1985. (With J.W. Carland).

The Continuing Case of the Missing Golf Cart. Presented to the North American Case Research Association, New Orleans, November, 1985. (With J.W. Carland).

Star View Satellite Systems. Presented to the North American Case Research Association, New Orleans, November, 1985. (With J.W. Carland).

The Case of the Reluctant Client. Presented to the North American Case Research Association, New Orleans, November, 1985. (With J.W. Carland).

The Continuing Case of the Reluctant Client. Presented to the North American Case Research Association, New Orleans, November, 1985. (With J.W. Carland).

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

Cognitive Distinctions Between Entrepreneurs, Small Business Owners and Managers. Presented to the International Council of Small Business, Ontario, Canada, June, 1989. (With J.W. Carland).

Who is an Entrepreneur? An Empirical Investigation. Presented to the International Council of Small Business, Ontario, Canada, June, 1989. (With J.W. Carland).

Toward an Understanding of the Environmental Impact of German Reunification. Presented to the Association for Global Business, Orlando, FL, November, 1990. (With J.W. Carland & 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.W. Carland & J.L. Dye).

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

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

Portraits of Potential Entrepreneurs: An Empirical Investigation. Presented to the Southwest Small Business Institute Association, New Orleans, March, 1993. (With J.W. Carland & 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. (With J.W. Carland).

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. (With J.W. Carland).

Innovation: The Hallmark of Entrepreneurship Education. Presented to the Entrepreneurship Education Conference, San Antonio, February, 1994. (With J.W. Carland).

Challenges in the Development and Application of Small Business Cases. Presented at the Small Business Institute Director's Association, San Antonio, February, 1994. (With J.W. Carland & 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 J.W. Carland & W.L. Boyd).

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

Entrepreneurship as a Vehicle for Self Actualization. Presented to the Babson College Entrepreneurship Conference, Houston, TX, June 1994. (With J.W. Carland & 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 & 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.W. Carland & J.L. Dye).

An Accountability Explosion: The Costs of Corporate Management Revealed. Presented to the Decision Sciences Institute, Honolulu, HI, November, 1994. (With J.W. Carland, 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.W. Carland, 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, J.W. Carland, III & J. Pearce).

Case Development Workshop. Presented to the Academy of Business Administration, Reno, February, 1995. (With J.W. Carland).

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. (With J.W. Carland).

Entrepreneurship: The Wealth of Nations. Presented to the Research on Innovative Strategies and Entrepreneurship Conference, Jyvaskyla, Finland, June, 1996. (With J.W. Carland).

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

Small Business Valuation: An Important Tool for Practitioners. Presented to the Small Business Directors' Institute Association. Region IV, Orlando, February, 1997. (With J.W. Carland).

Entrepreneurship: An American Dream. Presented to the Association for Small Business and Entrepreneurship, New Orleans, March, 1997. (With J.W. Carland).

Publishing Alternatives in Entrepreneurship. Presented to the United States Small Business and Entrepreneurship conference, Clearwater, January, 1998. (With J.W. Carland).

Adventure in Learning. Presented to the United States Small Business and Entrepreneurship conference, Clearwater, January, 1998. (With J.W. Carland).

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 J.W. Carland & 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. (With J.W. Carland).

New Venture Performance Model. Presented to the USASBE/SBIDA Conference, Orlando, February, 2001. (With J. W. Carland).

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

Implementation of a Model Entrepreneurship Program. Presented to the United States Association for Small Business and Entrepreneurship, Tucson, AZ, January, 2006. (With J.W. Carland).

The Darkside of Entrepreneurship Revisited: American Style. Presented to the International Council on Small Business, Washington, D.C., June, 2005 (With J.W. Carland, 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 J.W. Carland and 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 and J.W. Carland).

Case Writing Symposium. Presented to the United States Association for Small Business and Entrepreneurship/Small Business Institute, Orlando, January, 2007 (With J.W. Carland).

INVITED PRESENTATIONS

The Young Gifted Child. Presentation to the Challenge Program, University of Georgia, Athens, GA, August, 1979.

Microcomputers and their Applications. Presentation at the Georgia Association of Rehabilitation Facilities, Macon, GA, July, 1980. (With J.W. Carland).

Microcomputers at Work and Play. Presentation at the Georgia Professional Secretaries Institute, Athens, GA, February, 1982. (With J.W. Carland).

Microcomputers at Work and Play. Presentation at the Georgia Professional Secretaries Institute, Athens, GA, March, 1982. (With J.W. Carland).

Microcomputers and the Small Businessman. Presentation at the Western Carolina University Business Week, Cullowhee, NC, April, 1983. (With J.W. Carland).

The Use of Microcomputers in Accounting. Presentation at the North Carolina Accounting Education Colloquium, Cullowhee, NC, April, 1983. (With J.W. Carland).

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

The Impact of Microcomputers on Higher Education. Presentation at Gaston College, Dallas, NC, September, 1985. (With J.W. Carland).

Computers in Accounting Applications. Presentation at the North Carolina Association of Educators of Data Systems, Raleigh, NC, April, 1986. (With J.W. Carland).

Teaching, Learning and Cognitive Development. Presentation to the Teaching Effectiveness Seminar, Cullowhee, NC, May, 1987.

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. (With J.W. Carland).

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

Research Seminar. Presentation to the Faculty of the School of Business, University of Tennessee at Martin, Martin, TN, September 4, 1991. (With J.W. Carland).

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

Case Development Workshop. Presentation to the Southeastern Case Research Association, Myrtle Beach, SC, March, 1994. (With J.W. Carland).

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

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

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

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

Financial Analysis. Presentation to Accounting Professionals for Continuing Professional Education, Western Carolina University, Cullowhee, NC, October, 1995. (With J.W. Carland).

Database Management. Presentation to Health Information Systems Professionals, Western Carolina University, Cullowhee, NC, November 16, 1995.

Case Development Workshop. Presentation to the International Academy for Case Studies, Nassau, The Bahamas, October, 1995. (With J.W. Carland).

Innovation. Presentation to graduating students, Western Carolina University, Cullowhee, NC, January 31, 1996; February 1, 1996; February 6, 1996

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

Accountants as Experts. Presentation to the North Carolina Academy of Trial Lawyers, Wilmington, NC, August 3, 1996. (With J.W. Carland).

Journal Publication and Proceedings. Presentation to the Allied Academies, Maui, October, 1996. (With J.W. Carland).

Litigation Support Services. Presentation to Accounting Professionals for Continuing Professional Education, Western Carolina University, Cullowhee, NC, November 2, 1996. (With J.W. Carland).

Publication Opportunities for Small Business. Presentation to the Small Business Directors' Institute Association, Region IV, Orlando, February, 1997. (With J.W. Carland).

Journal Publication Opportunities. Presentation to the Allied Academies, Las Vegas, April, 1997. (With J.W. Carland).

The American Dream. Presentation to the Charlotte Business Expo, Charlotte, NC, September, 1997. (With J.W. Carland).

Small Business Education. Presentation to the Economic Development Task Force, Cherokee, NC, October, 1997. (With J.W. Carland).

Fraud Investigations: Profession of the Future. Presentation to the Franklin Civitan Club, Franklin, NC, October, 1997. (With J.W. Carland).

Fraud Investigations: Profession of the Future. Presentation to the Accounting Professionals for Continuing Professional Education Seminar, Cullowhee, NC, November, 1997. (With J.W. Carland).

Fraud Prevention and Detection. Presentation to the Metrolinas Entrepreneurship Council, Charlotte, NC, March, 1998. (With J.W. Carland).

Fraud Investigations: Profession of the Future. Presentation to the Sylva Kiwanis Club, Sylva, NC, April, 1998. (With J.W. Carland).

Fraud Prevention and Detection. Presentation to the Piedmont Entrepreneurship Council, Greensboro, NC, May, 1998. (With J.W. Carland).

Fraud Investigations: Profession of the Future. Presentation to the Asheville Civitan Club, Asheville, NC, June, 1998. (With J.W. Carland).

How to Start a Small Business. Presentation to Phi Lambda Delta, Cullowhee, NC, February, 1999. (With J.W. Carland).

Fraud: Crime Without Punishment. Presentation to the Institute of Management Accountants, Cullowhee, NC, February, 1999. (With J.W. Carland).

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

Case Development Opportunities. Presentation to the Allied Academies, Myrtle Beach, SC, April, 1999. (With J.W. Carland).

Journal Publishing Opportunities. Presentation to the Allied Academies, Las Vegas, NV, October, 1999. (With J.W. Carland).

Case Development Workshop. Presentation to the Allied Academies, Myrtle Beach, SC, April, 2000. (With J.W. Carland).

Journal Publication Workshop. Presentation to the Allied Academies, Myrtle Beach, SC, April, 2000. (With J.W. Carland).

Entrepreneurship workshop. Presentation to the Dutch, Cullowhee, NC, September, 2000. (With J. W. Carland)

Entrepreneurship workshop. Presentation to the Dutch, Cullowhee, NC, January, 2001. (With J. W. Carland).

Entrepreneurship: The Economic Engine. Presentation at the Entrepreneurship Summit, Cullowhee, NC, November 19, 2003. (With J. W. Carland)

Entrepreneurship: A Model Curriculum. Presentation to the United States Association of Small Business and Entrepreneurship, Dallas, TX, January 16, 2004. (With J. W. Carland).

The Master of Entrepreneurship Program. Presentation to the Rotary Club in Asheville, NC, January 29, 2004. (With J.W. Carland).

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

Entrepreneurship: A Model Curriculum. Presentation to the United States Association of Small Business and Entrepreneurship, Palm Springs, CA, January, 2005. (With J.W. Carland).

Writing Business Cases, Presented to the Trident Initiative, Frostburg, MD, July 15, 2005. (With J.W. Carland).

Series of lectures on Small Business and Entrepreneurship to Blue Ridge Community College participants, March-September, 2006. (With J.W. Carland).

SERVICE**PROFESSIONAL SERVICE**

- 1984 Referee: Southern Management Association
- 1985 Referee: Southern Management Association
Discussant: Southern Management Association
Referee: North American Case Research Association
Reporter: North American Case Research Association
- 1986 Referee: Southern Management Association
Referee: North American Case Research Association
Discussant: Southern Management Association
- 1987 Editor: Computer Facts, *Project Management Journal*
Referee: North American Case Research Association
Referee: Academy of Management
Discussant: Southeast Decision Sciences Institute
- 1988 Editor: Computer Facts, *Project Management Journal*
Referee: Academy of Management
Session Chair: Academy of Management
Referee: Decision Sciences Institute
Session Chair: Decision Sciences Institute
Referee: North American Case Research Association
Referee: *Case Research Journal*
Referee: *International Council on Small Business*
Session Chair: International Council on Small Business
Referee: U.S. Association for Small Business
- 1989 Referee: International Council on Small Business
Referee: *Case Research Journal*
Editor: Computer Facts, *Project Management Journal*
- 1990 Referee: *Entrepreneurship: Theory and Practice*
Referee: *Case Research Journal*
Referee: International Council on Small Business
Session Chair: Southern Management Association
Recorder: North American Case Research Association
Editorial Review
Board Member: *Journal of Small Business Strategies*
- 1991 Referee: *Entrepreneurship: Theory and Practice*
Referee: *Case Research Journal*

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- Referee: *Journal of Management Studies*, Manchester, England
- Editorial Review
- Board Member: *Journal of Small Business Strategy*
- Referee: Southeast Decision Sciences Institute
- Referee: U.S. Association for Small Business and Entrepreneurship
- 1992 Referee: *Entrepreneurship: Theory and Practice*
- Referee: *Case Research Journal*
- Editorial Review
- Board Member: *Journal of Small Business Strategy*
- Referee: Southeast Decision Sciences Institute
- Referee: U.S. Association for Small Business and Entrepreneurship
- Discussant: Small Business Institute Directors' Association
- Session Chair: Southeast Decision Sciences Institute
- Program Chair: Southeastern Case Research Association
- Session Chair: SE The Institute of Management Science
- Discussant: SE The Institute of Management Science
- 1993 Referee: *Entrepreneurship: Theory and Practice*
- Referee: *Case Research Journal*
- Editorial Review
- Board Member: *Journal of Small Business Strategy*
- Referee: Southeast Decision Sciences Institute
- Referee: Decision Sciences Institute
- Referee: North American Case Research Association
- Conference
- Co-Chair: Southeast Case Research Association
- Co-Editor: Southeast Case Research Association Proceedings
- Co-Editor: *Case Development Journal*
- Referee: Southeast Decision Sciences Institute
- 1994 Conference
- Co-Chair: International Academy for Case Development
- Co-Editor: International Academy for Case Studies Proceedings
- Co-Editor: *Journal of the International Academy for Case Studies*
- Referee: *Journal of Business and Entrepreneurship*
- Referee: *Case Research Journal*
- Discussant: Entrepreneurship Education Conference
- Discussant: Small Business Institute Directors' Association
- Track Chair: International Academy of Business Administration
- Discussant: Association of Global Business
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- Reviewer: Southwestern Small Business Institute Association
- 1995 Co-Editor: *Academy of Entrepreneurship Journal*
- Co-Editor: *The Entrepreneurial Executive*
- Co-Editor: *Journal of the International Academy of Case Studies*
- Conference
- Co-Chair: International Academy for Case Studies
- Co-Editor: International Academy for Case Studies Proceedings
- Conference
- Co-Chair: Academy of Entrepreneurship
- Co-Editor: Academy of Entrepreneurship Proceedings
- 1996 Co-Editor: *Journal of the International Academy of Case Studies*
- Co-Editor: *Academy of Entrepreneurship Journal*
- Co-Editor: *The Entrepreneurial Executive*
- Conference
- Co-Chair: Allied Academies
- Co-Editor: International Academy for Case Studies Proceedings
- Co-Editor: Academy of Entrepreneurship Proceedings
- Co-Editor: Academy of Accounting and Financial Studies Proceedings
- Co-Editor: Academy of Managerial Communications Proceedings
- Co-Editor: Academy of Marketing Studies Proceedings
- Co-Editor: Academy of Strategic and Organizational Leadership Proceedings
- Co-Editor: Academy of Educational Leadership Proceedings
- 1997 Referee: *Journal of Business Venturing*
- Co-Editor: *Journal of the International Academy of Case Studies*
- Co-Editor: *Academy of Entrepreneurship Journal*
- Co-Editor: *The Entrepreneurial Executive*
- Co-Editor: *Academy of Accounting and Financial Studies Journal*
- Co-Editor: *Academy of Managerial Communications Journal*
- Co-Editor: *Academy of Educational Leadership Journal*
- Co-Editor: *Academy of Marketing Studies Journal*
- Co-Editor: *Academy of Strategic and Organizational Leadership Journal*
- Conference
- Co-Chair: Allied Academies
- Co-Editor: International Academy for Case Studies Proceedings
- Co-Editor: Academy of Entrepreneurship Proceedings
- Co-Editor: Academy of Accounting and Financial Studies Proceedings
- Co-Editor: Academy of Managerial Communications Proceedings
- Co-Editor: Academy of Educational Leadership Proceedings

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- Co-Editor: Academy of Strategic and Organizational Leadership Proceedings
 Co-Editor: Academy of Marketing Studies Proceedings
 Co-Editor: Academy of Information and Management Sciences Proceedings
 Co-Editor: Academy for Studies in Business Law Proceedings
 Co-Editor: Academy for Free Enterprise Education Proceedings
 1998 Referee: *Journal of Business Venturing*
 Co-Editor: *Academy of Entrepreneurship Journal*
 Co-Editor: *Academy of Accounting and Financial Studies Journal*
 Co-Editor: *Academy of Marketing Studies Journal*
 Co-Editor: *Academy for Studies in Business Law Journal*
 Conference
 Co-Chair: Allied Academies
 Co-Editor: International Academy for Case Studies Proceedings
 Co-Editor: Academy of Entrepreneurship Proceedings
 Co-Editor: Academy of Accounting and Financial Studies Proceedings
 Co-Editor: Academy of Managerial Communications Proceedings
 Co-Editor: Academy of Educational Leadership Proceedings
 Co-Editor: Academy of Strategic and Organizational Leadership Proceedings
 Co-Editor: Academy of Marketing Studies Proceedings
 Co-Editor: Academy of Information and Management Sciences Proceedings
 Co-Editor: Academy for Studies in Business Law Proceedings
 Co-Editor: Academy for Free Enterprise Education Proceedings
 1999 Co-Editor: *Academy of Marketing Studies Journal*
 Co-Editor: *Academy for Studies in Business Law Journal*
 Conference
 Co-Chair: Allied Academies
 Co-Editor: International Academy for Case Studies Proceedings
 Co-Editor: Academy of Entrepreneurship Proceedings
 Co-Editor: Academy of Accounting and Financial Studies Proceedings
 Co-Editor: Academy of Managerial Communications Proceedings
 Co-Editor: Academy of Educational Leadership Proceedings
 Co-Editor: Academy of Strategic and Organizational Leadership Proceedings
 Co-Editor: Academy of Marketing Studies Proceedings
 Co-Editor: Academy of Information and Management Sciences Proceedings
 Co-Editor: Academy for Studies in Business Law Proceedings
 Co-Editor: Academy for Free Enterprise Education Proceedings
 Co-Editor: Academy for Economics and Economic Education Proceedings
 2000 Co-Editor: *Academy of Marketing Studies Journal*
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- Co-Editor: *Academy for Studies in Business Law Journal*
Conference
- Co-Chair: Allied Academies
- Co-Editor: International Academy for Case Studies Proceedings
- Co-Editor: Academy of Entrepreneurship Proceedings
- Co-Editor: Academy of Accounting and Financial Studies Proceedings
- Co-Editor: Academy of Managerial Communications Proceedings
- Co-Editor: Academy of Educational Leadership Proceedings
- Co-Editor: Academy of Strategic and Organizational Leadership Proceedings
- Co-Editor: Academy of Marketing Studies Proceedings
- Co-Editor: Academy of Information and Management Sciences Proceedings
- Co-Editor: Academy for Studies in Business Law Proceedings
- Co-Editor: Academy for Free Enterprise Education Proceedings
- Co-Editor: Academy for Economics and Economic Education Proceedings
- 2001 Co-Editor: *Academy of Marketing Studies Journal*
Co-Editor: *International Journal of Entrepreneurship*
Conference
- Co-Chair: Allied Academies
- Co-Editor: International Academy for Case Studies Proceedings
- Co-Editor: Academy of Entrepreneurship Proceedings
- Co-Editor: Academy of Accounting and Financial Studies Proceedings
- Co-Editor: Academy of Managerial Communications Proceedings
- Co-Editor: Academy of Educational Leadership Proceedings
- Co-Editor: Academy of Strategic and Organizational Leadership Proceedings
- Co-Editor: Academy of Marketing Studies Proceedings
- Co-Editor: Academy of Information and Management Sciences Proceedings
- Co-Editor: Academy for Studies in Business Law Proceedings
- Co-Editor: Academy for Free Enterprise Education Proceedings
- Co-Editor: Academy for Economics and Economic Education Proceedings
- Co-Editor: Academy for Studies in International Business Proceedings
- Co-Editor: Academy of Commercial Banking and Finance Proceedings
- Co-Editor: Academy of Business Ethics Proceedings
- 2002 Conference
- Co-Chair Allied Academies
- Co-Editor: International Academy for Case Studies Proceedings
- Co-Editor: Academy of Entrepreneurship Proceedings
- Co-Editor: Academy of Accounting and Financial Studies Proceedings
- Co-Editor: Academy of Educational Leadership Proceedings

Co-Editor:	Academy of Marketing Studies Proceedings
Co-Editor:	Academy of Information and Management Sciences Proceedings
Co-Editor:	Academy for Free Enterprise Education Proceedings
Co-Editor:	Academy for Economics and Economic Education Proceedings
Co-Editor:	Academy of Commercial Banking and Finance Proceedings
Co-Editor:	Academy of Legal, Ethical and Regulatory Issues Proceedings
Co-Editor:	Academy of Organizational Culture, Communications and Conflict
Co-Editor:	Academy of Strategic Management Proceedings
Co-Editor:	Academy of International Business Research Proceedings
2003 Conference	
Co-Chair	Allied Academies
Co-Editor:	International Academy for Case Studies Proceedings
Co-Editor:	Academy of Entrepreneurship Proceedings
Co-Editor:	Academy of Accounting and Financial Studies Proceedings
Co-Editor:	Academy of Educational Leadership Proceedings
Co-Editor:	Academy of Marketing Studies Proceedings
Co-Editor:	Academy of Information and Management Sciences Proceedings
Co-Editor:	Academy for Free Enterprise Education Proceedings
Co-Editor:	Academy for Economics and Economic Education Proceedings
Co-Editor:	Academy of Commercial Banking and Finance Proceedings
Co-Editor:	Academy of Legal, Ethical and Regulatory Issues Proceedings
Co-Editor:	Academy of International Business Research Proceedings
Co-Editor:	Academy of Organizational Culture, Communications and Conflict
Co-Editor:	Academy of Strategic Management Proceedings
Co-Editor:	Academy of Strategic E-Commerce Proceedings
2004 Conference	
Co-Chair	Allied Academies
Co-Editor:	International Academy for Case Studies Proceedings
Co-Editor:	Academy of Entrepreneurship Proceedings
Co-Editor:	Academy of Accounting and Financial Studies Proceedings
Co-Editor:	Academy of Educational Leadership Proceedings
Co-Editor:	Academy of Marketing Studies Proceedings
Co-Editor:	Academy of Information and Management Sciences Proceedings
Co-Editor:	Academy for Free Enterprise Education Proceedings
Co-Editor:	Academy for Economics and Economic Education Proceedings
Co-Editor:	Academy of Commercial Banking and Finance Proceedings
Co-Editor:	Academy of Legal, Ethical and Regulatory Issues Proceedings
Co-Editor:	Academy of International Business Research Proceedings

Co-Editor	Academy of Organizational Culture, Communications and Conflict
Co-Editor	Academy of Strategic Management Proceedings
Co-Editor	Academy of Strategic E-Commerce Proceedings
2005 Conference	
Co-Chair	Allied Academies
Co-Editor:	International Academy for Case Studies Proceedings
Co-Editor:	Academy of Entrepreneurship Proceedings
Co-Editor:	Academy of Accounting and Financial Studies Proceedings
Co-Editor:	Academy of Educational Leadership Proceedings
Co-Editor:	Academy of Marketing Studies Proceedings
Co-Editor:	Academy of Information and Management Sciences Proceedings
Co-Editor:	Academy for Economics and Economic Education Proceedings
Co-Editor:	Academy of Commercial Banking and Finance Proceedings
Co-Editor:	Academy of Legal, Ethical and Regulatory Issues Proceedings
Co-Editor	Academy of International Business Research Proceedings
Co-Editor	Academy of Organizational Culture, Communications and Conflict
Co-Editor	Academy of Strategic Management Proceedings
Co-Editor	Academy of Strategic E-Commerce Proceedings
Co-Editor	Academy of Health Care Management Proceedings
2006 Conference	
Co-Chair	Allied Academies
Co-Editor:	International Academy for Case Studies Proceedings
Co-Editor:	Academy of Entrepreneurship Proceedings
Co-Editor:	Academy of Accounting and Financial Studies Proceedings
Co-Editor:	Academy of Educational Leadership Proceedings
Co-Editor:	Academy of Marketing Studies Proceedings
Co-Editor:	Academy of Information and Management Sciences Proceedings
Co-Editor:	Academy for Economics and Economic Education Proceedings
Co-Editor:	Academy of Commercial Banking and Finance Proceedings
Co-Editor:	Academy of Legal, Ethical and Regulatory Issues Proceedings
Co-Editor	Academy of International Business Research Proceedings
Co-Editor	Academy of Organizational Culture, Communications and Conflict
Co-Editor	Academy of Strategic Management Proceedings
Co-Editor	Academy of Strategic E-Commerce Proceedings
Co-Editor	Academy of Health Care Management Proceedings

ORGANIZATION AND JOURNAL DEVELOPMENT

1994	Co-Founder	International Academy for Case Studies
	Co-Founder	<i>Journal of the International Academy of Case Studies</i>
1995	Co-Founder	Academy of Entrepreneurship
	Co-Founder	<i>Academy of Entrepreneurship Journal</i>
		<i>The Entrepreneurial Executive</i>
1996	Co-Founder	Allied Academies
1997	Co-Founder	<i>Academy of Accounting and Financial Studies Journal</i>
		<i>Academy of Managerial Communications Journal</i>
		<i>Academy of Educational Leadership Journal</i>
		<i>Academy of Marketing Studies Journal</i>
		<i>Academy of Strategic and Organizational Leadership Journal</i>
		<i>International Journal of Entrepreneurship</i>
1998	Co-Founder	<i>Academy of Information and Management Sciences Journal</i>
		<i>Academy for Studies in Business Law Journal</i>
		<i>Journal of Entrepreneurship Education</i>
2000	Co-Founder	<i>Journal of Economics and Economics Education Research</i>
2001	Co-Founder	<i>Journal of International Business Research</i>
2002	Co-Founder	<i>Journal of Commercial Banking and Finance</i>
		<i>Academy of Strategic Management Journal</i>
2003	Co-Founder	<i>Journal of Organizational Culture, Communication and Conflict</i>
		<i>Journal of Legal, Ethical and Regulatory Issues</i>
2004	Co-Founder	<i>Journal of Strategic E-Commerce</i>
2005	Co-Founder	<i>Academy of Health Care Management Journal</i>

COMMUNITY ACTIVITIES

1982-Present	Pro bono consulting services for numerous individuals and small business clients (10 to 20 per year) in financial difficulties requiring financial, managerial and computer information systems assistance and referred by the Western North Carolina Consumer Credit Counseling Service
1989-1993	Advisory Council, Western North Carolina Consumer Credit Counseling Service, Asheville, NC

UNIVERSITY SERVICE AND ACTIVITIES

- 1983 University Scholarship and Awards Committee
- 1984 CIS Department Curriculum Review Committee
Designed and developed a new course: CIS 466, Small Business Computing
School of Business Scholarship Committee
University Scholarship and Awards Committee
University Student Affairs Committee
- 1985 Designed and developed a new course: CIS 463, Software Design
School of Business Scholarship Committee
School of Business Dean's Advisory Committee
University Student Affairs Committee
University Admissions, Retention and Readmission Committee
- 1986 Faculty Advisor to Student Chapter, Data Processing Management Association
Designed and developed a new course: CIS 465, Information Resource Management
School of Business Scholarship Committee
School of Business Dean's Advisory Committee
University Academic Problems Committee
University Library Committee
- 1987 Faculty Advisor to Student Chapter, Data Processing Management Association
Designed and developed a new course, CIS 171, Introduction to Microcomputing
School of Business Scholarship Committee
School of Business Dean's Advisory Committee
School of Business Social Committee
University Academic Problems Committee
University Library Committee
University Task Force on Teaching Effectiveness; Subcommittee on Documentation
Secretary; University Grievance Committee
Participant in the development of a Computer Specialization in the
 Master of Educational Supervision Degree for Western Carolina University
- 1988 Participant in the development of a Computer Specialization in the
 Master of Educational Supervision Degree for Western Carolina University
Co-Director of Small Business Institute
Faculty Advisor to Student Chapter, Data Processing Management Association
Chairperson: CIS Dept, Professional Development Committee
School of Business Dean's Advisory Committee
School of Business Social Committee
Chairperson: School of Business Social Committee

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- University Academic Problems Committee
 University Library Committee
 University Scholarship and Awards Committee
 University Task Force on Teaching Effectiveness; Subcommittee on Documentation
 Secretary: University Grievance Committee
 Secretary: CIS Dept, Professional Development Committee
- 1989 School of Business Curriculum and Standards Committee
 Co-Director of Small Business Institute
 Secretary: University Grievance Committee
 University Academic Problems Committee
 University Scholarship and Awards Committee
 University Committee on Nominations, Elections, and Committees
 Secretary: University Grievance Committee
 Evaluated Comprehensive Exams for Graduate Students in Gifted Education
 for the College of Education and Psychology
- 1990 Presentation to the Review Team for Accreditation of Medical Records Technology,
 Western Carolina University
 Chairperson: CIS Dept, Curriculum Review Committee
 School of Business Election Committee
 School of Business Curriculum and Standards Committee
 University Scholarship and Awards Committee
 Co-Director of Small Business Institute
 Chairperson:
 University Committee on Nominations, Elections, Committees and Councils
 Evaluated Comprehensive Exams for Graduate Students in Gifted Education
 for the College of Education and Psychology
- 1991 Member of the Accreditation Committee for Computer Specialist
 in Educational Supervision, Western Carolina University
 School of Business Election Committee
 School of Business Curriculum and Standards Committee
 School of Business Graduate Programs Committee
 Departmental Tenure, Promotion & Reappointment Committee
 Co-Director of Small Business Institute
 Chairperson
 University Committee on Nominations, Elections, Committees and Councils
 Evaluated Comprehensive Exams for Graduate Students in Gifted Education
 for the College of Education and Psychology
- 1992 School of Business Election Committee
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- School of Business Curriculum and Standards Committee
School of Business Graduate Programs Committee
Departmental Tenure, Promotion & Reappointment Committee
Co-Director of Small Business Institute
Chairperson
University Committee on Nominations, Elections, Committees and Councils
- 1993 Departmental Tenure, Promotion & Reappointment Committee
Graduate Programs in Business Ad Hoc Committee on Curriculum Review
University Grievance Committee
Attended two day seminar on Mediation Training
Co-Director of Small Business Institute
Evaluated Comprehensive Exams for Graduate Students in Gifted Education
for the College of Education and Psychology
- 1994 Departmental Tenure, Promotion & Reappointment Committee
University Grievance Committee
Co-Director of Small Business Institute
Task Force on Evaluation and Enhancement of Teaching
SACS Accreditation Committee on Student Development
Council on University Effectiveness
Prepared and evaluated Comprehensive Exam for Graduate student
in Educational Supervision with a CIS concentration, Western Carolina University
- 1995 Departmental Tenure, Promotion & Reappointment Committee
University Grievance Committee
Co-Director of Small Business Institute
Chair, Task Force on Evaluation and Enhancement of Teaching
SACS Accreditation Committee on Student Development
Subcommittee on Student Evaluation and Academic Performance
Council on University Effectiveness
Served on the Comprehensive Examination committee for Meth Gunsekera,
Industrial, Engineering and Technology Master's student, in the College of
Applied Sciences, November 13, 1995
Presentation to Department Heads and Deans on evaluating teaching:
August 29, 1995; November 9, 1995; November 17, 1995; December 13, 1995
- 1996 Departmental Tenure, Promotion & Reappointment Committee
College of Business Tenure, Promotion & Reappointment Committee
University Grievance Committee
Chair, Steering Committee of the Task Force for Evaluating and Enhancing Teaching
sponsored by the Faculty Center for Improving Teaching Effectiveness

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- (Spent 50 hours working outside meetings for this group and 20 hours in meetings)
 Curriculum and Standards Committee, College of Business
 University Council on Institutional Effectiveness
 University Curriculum and Instruction Subcommittee
 Student Evaluation and Academic Performance
 Assisted in the creation, design and team teaching of an experimental business
 core curriculum for the College of Business, Western Carolina University
 Directed and graded the comprehensive final for Pam Brown in the Two Year
 College Program for College of Education and Allied Professions in
 the Multidisciplinary area of CIS; May 1996
 Presentation to Department Heads and Deans on evaluating teaching:
 February 2, 1996; March 21, 1996; April 11, 1996; May 3, 1996
 Open House Recruitment, November 9, 1996
- 1997 Departmental Tenure, Promotion and Reappointment Committee
 College of Business Tenure, Promotion and Reappointment Committee
 College of Business Curriculum and Standards Committee
 University Council on Institutional Effectiveness
 University Curriculum and Instruction Subcommittee
 Student Evaluation and Academic Performance
 University Hearing Committee
 Assisted in the creation, design and team teaching of an experimental business
 core curriculum for the College of Business, Western Carolina University
 Wrote, directed and graded the comprehensive final for Nancie Hunter in the
 Two Year College Program for the College of Education and Allied Professions
 in the Multidisciplinary area of CIS; April 1997
- 1998 Departmental Tenure, Promotion and Reappointment Committee
 College of Business Tenure, Promotion and Reappointment Committee
 University Hearing Committee
 Co-designed and co-developed (with J.W. Carland) an Entrepreneurship Major,
 and completed the Request to Plan a New Program: B.S.B.A. degree with a
 major in Entrepreneurship.
- 1999 Co-planned the Entrepreneurship Major, and obtained authorization to Establish the
 program from the University of North Carolina General Administration.
 Co-Founder, Young Entrepreneurs; Faculty Advisor for that group
 Departmental Tenure, Promotion and Reappointment Committee
 University Hearing Committee
 University Program Review Committee
 An ad hoc committee appointed by the Chancellor to review all majors in
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- the University and recommend eliminations or changes. The extent of the work required more than 30 hours of review and discussions.
- 2000 Departmental Tenure, Promotion and Reappointment Committee
College of Business Awards and Scholarship Committee
Faculty Advisor, Young Entrepreneurs
University Hearing Committee
University Program Review Committee
An ad hoc committee appointed by the Chancellor to review all majors in the University and recommend eliminations or changes. The extent of the work required more than 20 hours of review and discussions.
Prepared the documentation to support the establishment of the Entrepreneurship Major as authorized by the University of North Carolina General Administration.
The Entrepreneurship Major will be the first of its kind in North Carolina, and one of the first in the Southeastern United States.
- 2001 Departmental Tenure, Promotion and Reappointment Committee
College of Business Tenure, Promotion and Reappointment Committee
Faculty Advisor, Young Entrepreneurs
University Hearing Committee
- 2002 Departmental Tenure, Promotion and Reappointment Committee
College of Business Tenure, Promotion and Reappointment Committee
Faculty Advisor, Young Entrepreneurs
University Hearing Committee
Dean's Search Committee
Developed BSBA and ME for Distance Education
- 2003 Departmental Tenure, Promotion and Reappointment Committee
Graduate Council
Program Review Subcommittee
- 2004 Graduate Council
Faculty Review Subcommittee
Director of Master of Entrepreneurship Program
- 2005 Graduate Council
Faculty Review Subcommittee
Director of Master of Entrepreneurship Program
Board of Governor's Teaching Award Committee
- 2006 Graduate Council
Faculty Review Subcommittee
Director of Master of Entrepreneurship Program
- 2007 Graduate Council

Faculty Review Subcommittee
Director of Master of Entrepreneurship Program

GRANTS ACTIVITY

1988-1995	Co-director, Small Business Institute (With J.W. Carland) The Small Business Institute co-sponsors, with the U.S. Small Business Administration, consulting interventions with qualifying small businesses using students as consultants. Responsible for grant funding to Western Carolina University of:
	1988 \$2,400
	1989 \$4,000
	1990 \$7,800
	1991 \$4,000
	1992 \$5,000
	1993 \$4,500
	1994 \$4,500
	1995 \$5,000
2005-2006	Work with F. Lockwood on Kellogg Grant
2006	Work with committee on Kauffman Grant

PROFESSIONAL ACTIVITIES

1988-1989	Participant as expert in statistical analysis on dissertation of Kerr (Buddy) Watson, University of Tennessee, Knoxville, TN
1990-1991	Curriculum Review Committee for Business Computer Programming at Southwestern Community College, Webster, NC
1990-1991	Participant as entrepreneurship expert in Delphi Technique for dissertation of Bruce E. Herbert, University of Oregon
1991	Paid Consultant for Faculty Research and Innovative Teaching Methodology, University of Tennessee at Martin, Martin, TN
1992	Paid Consultant in Curriculum Design and Business Planning for William Carey College, Hattiesburg, MS
1992-1994	Served on Dissertation Committee for David Piltz, Nova University

- 1997-1998 External Peer Reviewer for Janet Dye, University of Alaska Southeast, Juneau, AK, for promotion to Full Professor consideration
- 1997-1998 Served on Dissertation Committee for Judy Gray, Monash University, Australia, completed, February 1998
- 1998 External Peer Reviewer for Edward Rogoff, Baruch College, City University of New York, for tenure consideration
- 1998-1999 External Peer Reviewer for Kellye Jones, St. Mary's University, San Antonio, TX, for tenure consideration
- 1999 Served on Accreditation Review Committee for Purdue University for Accreditation of the Organizational Leadership and Supervision program, West Lafayette, IN, March, 1999
- 2001 Served on External Review Board for Geneva College, Beaver Falls, Pennsylvania, November 15-16, 2001.
- 2002 Served on Advisory Board for the Cyber Crime degree at Southwestern Community College, Sylva, NC, April 22, 2002
- 2003 Member of Advisory Board, Department of Criminal Justice and Cyber Crime, Southwestern Community College
- 2004 Member of Advisory Board, Department of Criminal Justice and Cyber Crime, Southwestern Community College
- 2005 Member of Advisory Board, Department of Criminal Justice and Cyber Crime, Southwestern Community College
- 2006 External Peer Reviewer for Sherry Robinson, Penn State University, York, PA for Tenure and Promotion
External Peer Reviewer for Fred Carr, Akron University, Akron, OH for Promotion to Full Professor
External Peer Reviewer for Sumaria Mohan-Neill, Roosevelt University, Chicago, IL for tenure and promotion
Reader on Dissertation Committee for Joy Butler, Western Carolina University
Reader on Dissertation Committee for Joseph Fox, Western Carolina University
- 2007 Reader on Dissertation Committee for Debra Klavohn, Western Carolina University

RECOGNITION AND HONORS

- 1985 Recipient of Teaching Award from the Data Processing Management Association, Student Chapter, Western Carolina University
- 1987 Recipient of Teaching Award from the MBA Student Association, Western Carolina University
- 1987 Recipient of Teaching Award from the Data Processing Management Association, Student Chapter, Western Carolina University
- 1988 Finalist, Chancellor's Distinguished Teaching Award, Western Carolina University
- 1989 Finalist, Chancellor's Distinguished Teaching Award, Western Carolina University
- 1989 Beta Gamma Sigma, National Honor Society for Business
- 1990 Finalist, Chancellor's Distinguished Teaching Award, Western Carolina University
- 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?" (With 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." (With J.W. Carland & R. Higgs).
- 1993 Finalist, University Creative Research Award, Western Carolina University
- 1994 Honorable Mention in the Best Paper Competition for the Southwestern Small Business Institute Association Conference, New Orleans, March, 1994, for "Research and Development in Small Business: An Investment in the Future." (With 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." (With 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." (With J.W. Carland, J.W. Carland, III, & J. Pearce).
- 1995 Nominated for the Board of Governors' Award for Teaching Excellence, University of North Carolina System
- 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." (With 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." (With 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." (With W.H. Stewart & J.W. Carland).
- 1996 Key Note speaker (with J.W. Carland) for the RISE 96 conference (Research on Innovative Strategies and Entrepreneurship) at the University of Jyväskylä, Finland, June 12-13, 1996.
- 1996 Winner of the University Scholar Award, Western Carolina University
- 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." (With 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.” (With 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.” (With 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.” (With 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?” (With 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.
- 1998 Winner of the College of Business Award for Creative Teaching, Western Carolina University, Cullowhee, NC, for work in the experimental, integrated business core. (With 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.
- 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.

- 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.” (With 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” (With J.W. Carland).
- 2002 Nominated for the McCracken Outstanding Teacher in the Graduate Program, April.
- 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." (With 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?” (With 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?” (With 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.
- 2004 Finalist for the Model Program in Graduate Entrepreneurship at the United States Association for Small Business and Entrepreneurship, Dallas, TX January 15, 2004. (Came in second to Harvard University)

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- 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,” (With J.W. Carland).
- 2004 Recognition as a Fellow of the Association of Small Business and Entrepreneurship, Albuquerque, NM, March 25, 2004.
- 2004 Winner of the Unit Award for Outstanding Programs for the Entrepreneurship Program, Western Carolina University, April 23, 2004.
- 2005 Winner of the Outstanding Master Program Model Award from the United States Association of Small Business and Entrepreneurship, January, Indian Wells, CA
- 2005 Finalist for the College of Business Excellence Award
- 2006 Educator of the Year, Alpha Kappa Psi
- 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?” (With J.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*. (With J. 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.