

CURRICULUM VITAE

JANICE A. BLACK, PHD, EDSP, MBA

Professor

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EDUCATION

PhD	Texas Tech University <i>Major Field:</i> Management <i>Minor Field:</i> Research Methods	1995
Ed. Specialist	New Mexico State University <i>Major Field:</i> Learning Technology	2004
MBA	Sonoma State University	1991
Community College Credential	University of California, Berkeley <i>Teaching Field:</i> Accounting/Bookkeeping	1990
BS	California State University, Sacramento <i>Major Field:</i> Business Administration (<i>Human Resource Management</i>)	1979
AA	<i>Major Field:</i> Communication Studies Santa Rosa Junior College	1977

PROFESSIONAL EXPERIENCE

Coastal Carolina University	Professor of Management (tenured)	9/2014 – 3/2020.
	Associate Professor of Management (no tenure)	8/2010 – 8/2014.
California State University, Bakersfield	Associate Professor of Management (no tenure)	8/2008 – 7/2010.
New Mexico State University	Associate Professor of Management (tenured)	8/2003 – 7/2008.
	Assistant Professor of Management	8/1997 – 7/2003.
Michigan State University	Visiting Assistant Professor of Management	8/1996 – 7/1997.
Wayland Baptist University	Visiting Assistant Professor	8/1995 – 5/1996.
Texas Tech University	Visiting Assistant Professor of Management	8/1995 - 5/1996.
	Graduate Teaching and Research Assistant	8/1991 - 8/1995.

Santa Rosa Junior College

Instructor for Accounting

8/1989 – 6/1991.

Heald Business College

Instructor for Acct., Econ., Business Math

8/1988 – 6/1991.

Napa College

Instructor for Accounting

8/1989 – 6/1990.

PROFESSIONAL AWARDS**BEST PAPER/PRESENTATION**

- **Track** in Pedagogy in 2017 Southwest Academy of Management, Little Rock, AR
 - Advanced uses of video in business classes, Southwest Academy of Management, Little Rock, AR
- **Track** in Competitive Papers in Pedagogy for 2016 SE Decision Science Institute, Colonial Williamsburg, VA
 - Keels, J. K., Black, J. A. & Rhew, N. D. (2016) Revitalizing the Capstone Experience: Synthesizing Stakeholder Needs While Supporting the Mission
- **Track** in Business Education for 2014 Southeast INFORMS, Myrtle Beach, SC
 - Black, J. A., Keels, J. K. & Rhew, N. D. (2014) Are We Teaching What Employers Want? Southeast InFORMS.
- **Track** in Innovative Education Track for 2014 Southern Management Association, Savannah, Georgia
 - Keels, J. K. Domke-Damonte, D. J., Black, J. A. & Hodges, D., (2014) Techniques and Tools for Facilitating Team Formation and Process, Southern Management Association.
- **Track** in Pedagogy for 2013 Southwest Academy of Management, Albuquerque, NM
 - **Black, J. A.**, Keels, J. K., Kinghorn, B. & Twigg, N. W. (2013.) Critical Thinking for Business Students: A Debate Between Management and Decision Science Faculty, Southwest Academy of Management, Albuquerque, NM
- **Track** in Higher Education
 - **Black, J. A.**, Smith, Y. S., Keels, J. K. & Shinaberger, H. L. (2013.) Understanding Millennials and Personal Accountability, Southwest Academy of Management, Albuquerque, NM
- **Track** in Entrepreneurship track for 2010 Southwest Academy of Management
 - Black, J. A., Oliver, R. L., Paris, L. D. , & Howell, J. P. 2010. Charismatic Leadership Up Close: Entrepreneurship & Charisma. Southwest Academy of Management.
- **Conference** after winning Best Paper in Track at the 2005 Irish Academy of Management, Galway, Ireland for:
 - Weisinger, J. & Black, J. A., 2006. Strategic Competence & Social Capital, Irish Journal of Management, Fall 2006, 145-170.
- **Track** in 2004 Irish Academy of Management , Dublin, Ireland, for:
 - Black, J. A. & Oliver, R. L. 2004, Proactive versus Passive Leader Behavior and Style Influences on the Group Level Context-for-Learning, Irish Journal of

Management, 26(1):71-91.

- **Track** and was One of the top three papers in the 1998 Southwest Academy of Management for:
 - **Black, J. A.** 2003. *From An End-State Fit To A Fitting Dynamic Focus: Implications For Organizational Studies From Austrian Economics*, Journal of Business Strategies, 20(2):157-172.
- **Conference for:** Tenth Annual Texas Conference on Organizations: Exceptional Organizations: Learning from Outlier Cases, Lago Vista, Texas
 - Black, J., Farias, G. & Mandel, S. 1995. The fit-misfit dynamic. Best Papers with Doctoral Students as Lead Authors Presentation.

TEACHING

- **Invited Author for Strong Tenure Packets**, CeTeal, CCU
- **CeTeal Presenter**, CCU
- **Teaching Academy Member**, NMSU, 2006-2007
- **Teaching Academy**, NMSU, 2004-2005

PROFESSIONAL INTERESTS

Research Interests: Entrepreneurial Leadership (Transition between and skills of the Entrepreneur ↔ Owner-Supervisor ↔ Owner-Manager), Development of a Context-for-Learning (Organizations' Ability to Support Learning & Change), Strategic Coherence (Developing a consistent, coherent and useable set of strategic values and behavioral rules), Leadership (Typically in small groups, network/modular or flat organizations), New Organizational Forms (Network Organizations/Strategic Alliances), Context for Learning (teams and organizational climate/culture) Entrepreneurship.

Teaching Interests (for all levels of higher education & in alphabet order): Entrepreneurship, Entrepreneurial Leadership, Faces of Entrepreneurs, Leadership, Lean Start-up, OB, Organizational Development & Change, Strategic Management Formulation, Strategic Management Implementation, Technology & Innovation Commercialization

IMPACT OF RESEARCH

Several measures of impact exist. 11 are reported here. 1. Google Scholar uses an h-index which is the N such that the publication was cited at least n times. 2. H5-index is the number based on articles published in the last 5 years. 3. Another measure is the actual number of citations for a publication like an article. The average number of citations for an article according to Google Scholar is 1.75 as of Dec. 2015. 4. A personal index is the number of articles with citations above the average for all articles. 5. Another personal index is the percent of all articles that have above average citations. 6. I10=index is the number of articles with 10 or more citations. 7. I105-index covers just the last 5 years. 8. The total number of citations in the past 5 years. 9. The total number of citations overall. 10. Rank at CCU for total number of citations. 11. Rank at Wall College for total number of citations. The source of the information is <https://scholar.google.com/citations?user=qkrm5SkAAAAJ&hl=en>.

1. H-index = 15 overall and 9 for last 5 years.
2. The number of citations for each article in the date ordered lists in the following section is at the end in the square brackets.
3. 37 publications have more than the average citations (2 or higher) for a publication.

4. % of above average cited journal articles, refereed book chapters, and invited articles/chapters = 44% have above average citations when rounded to nearest whole number (2).
5. H10-index = 18 overall and 8 for last 5 years.
6. 545 citations since 2015.
7. 2234 citations overall*
 - a. 1775 in strategy related areas (300 more above articles from dissertation)
average strategy pub cited 300/20 ≈ 15 cites
 - b. 240 in entrepreneurship related areas
average entrepreneurship pub cited 240/17 ≈ 14 cites
 - c. 197 in leadership related areas
average leadership pub cited 197/15 ≈ 13 cites
 - d. 152 in team related areas
average team pub cited 152/9 ≈ 17 cites
 - e. 516 in resources, competencies (individual level) & competences (group/higher level)
Average R, C & C pub cited = 516/31 ≈ 17 cites
 - f. 77 in program, pedagogy, & methodology areas
Average P, P, & M pub cited = 77/14 ≈ 6 cites
8. 7th at CCU in total number of citations.
9. 2nd at the Wall College (after author of statistics textbook).

*Categories are not independent. Distribution from March 2020.

TOP IMPACTFUL ARTICLES BASED ON TOTAL CITATIONS ABOVE AVERAGE
[CITATIONS COUNTED THROUGH 2020 2ND QTR]

THOSE WITH ABOVE 1500 CITATIONS.

Black, J. A. & Boal, K. 1994. *Strategic resources: Traits, configurations and paths to sustainable competitive advantage*. Strategic Management Journal: Special Summer Issue on New Paradigms, 15:131-148. Reprinted 1998 in (Robert G. Dyson and Frances A. O'Brien, eds.) Strategic Development: Methods and Models, Chichester, UK: John Wiley & Sons.

THOSE WITH ABOVE 100 CITATIONS.

Black, J. A. & Edwards, S. 2000. *Emergence of virtual or network organizations: Fad or feature*, Journal of Organizational Change Management, 13(6): 567-576.

THOSE WITH ABOVE 50 CITATIONS.

Black, J. A. 2000. *Fermenting change: Capitalizing on the inherent change found in dynamic non-linear (or complex) systems*. Journal of Organizational Change Management, 13(6), 520-525.
[INVITED ARTICLE AS SPECIAL EDITOR]

Black, J. A. & K. Boal. 1996/7. *Assessing the Capacity to Change*, in A. Heene & R. Sanchez (Eds., Competence-Based Strategic Management. Chichester, UK: John Wiley & Sons. 151-168
[REFEREED BOOK CHAPTER]

Black, J. A., Oliver, R. L., Howell, J. P. & King, J. P. 2006. *A Dynamic System Simulation of Leader and Group Effects on Context for Learning*, The Leadership Quarterly, 17(1), 39-56.

THOSE WITH ABOVE 20 CITATIONS.

Black, J. A. & Farias, G. 2000. *Dynamic strategies: Emergent journeys of entrepreneurs*, Emergence, 2(1):101-113.

Adler, T., **Black, J. A.**, & Loveland, J. 2003. *Complex Systems, Boundary Spanning, & Education*, Journal of European Industrial Training, 27(2/3/4):111-124.

Savage, G. & **Black, J. A.** 1995. *Firm-level entrepreneurship and field research: The studies in their methodological context*, in A. Stewart & G. Savage (Eds.) 1995 Special Issue: Field Research on Firm Level Entrepreneurship, Entrepreneurship Theory & Practice, 19(3), 25-34. [REFEREED BOOK CHAPTER]

Black, J. A. & Farias, G. 1997/1998. Genesis of complexity cycles, Eighth Annual International Convergence of the Society for Chaos Theory in Psychology and Life Sciences, Boston University, Boston. [CONFERENCE PROCEEDINGS]

Weisinger, J. & **Black, J. A.**, 2006. *Strategic Competence & Social Capital*, Irish Journal of Management, Fall 2006, 145-170

Wang, L., Hinrichs, K. T., Prieto, L., & **Black, J. A.** 2010. *The Effect of Followers' Behavior on Leader Efficacy*. Journal of Business and Management, 16 (2), 139-151.

THOSE WITH AT LEAST 10 CITATIONS.

Black, J. A. 1998. *Entrepreneur or entrepreneurs? Justification for a range of definitions*. Journal of Business & Entrepreneurship, (March 1998) 10(1): 45-65.

Kinghorn, B. H., **Black, J. A.**, & Oliver, R. 2011. *The Interaction of Leadership Roles and Organizational Learning Environment: a Canonical Correlation Approach*. Journal of Leadership, Accountability and Ethics, 8 (4), 42- 55.

Black, J. A., Hinrichs, K. & Fabian, F. H. 2007. *Fractals of Strategic Coherence in a Successful Nonprofit Organization*, Nonprofit Management & Leadership, 17(4), 421-441.

Black, J. A., King, J. P. & Oliver, R. L. 2005. *Simulation of Emergence of Context for Learning in* (Eds. Ron Sanchez & Ameer Heene), Advances in Applied Business Strategy: Volume 3 – Resources, Stakeholders, and Renewal. Elsevier Pergamon.

Sherman, W. S. & **Black, J. A.** 2006. *Positive Reification: Shifting market structure and entrepreneurship*, SAM Advanced Management Journal, 71(2), 29-38

Boje, D. M., Adler, T. R. & **Black, J. A.**, 2005. *Theatrical Facades and Agents in a Synthesized Analysis from Enron Theatre: Implications to Transaction Cost and Agency Theories*, TAMARA Journal, 3(2):39

Black, J. A. & Oliver, R. L. 2005. *Proactive versus Passive Leader Behavior and Style Influences on the Group Level Context-for-Learning*, Irish Journal of Management, 26(1):71-91, (Won Best Paper in Track in 2004 Irish Academy of Management)

THOSE WITH AT LEAST 5 CITATIONS.

Black, J. A., Smith, Y. & Keels, J. K., 2014. *The Millennial Generation and Personal Accountability: Spiritual and Classroom Implications*. Christian Business Academy Review, 9 (1), 31-43.

Oliver, R. L. & **Black, J. A.** 2011. *Micro-Business Hierarchies, Performance and Strategic Intangible Resources*. Journal of Marketing Development and Competitiveness, 5 (5), 9 – 28

Black, J. A. & Farias, G. 2005. *Entrepreneurial Volition to Take Action and the United States Markets of the 1990s*, Research in Competence-Based Management, 3, 33-43. [REFEREED BOOK CHAPTER]

Black, J. A., Fabian, F. H., and Hinrichs, K. 2005. *Fractals, Stories, and the Development of Coherence in Strategic Logic*. in (Eds. Ron Sanchez & Ameer Heene), Advances in Applied Business Strategy: Volume 1 -- Competence Perspectives on Managing Internal Processes. Elsevier Pergamon. [REFEREED BOOK CHAPTER]

Black, J. A. & Edwards, S. 2001. *A Virtual Teams and organizations: A Complexity Analysis of Emerging Organizing Structures* in (Eds.) Advances in Team Research, JAI Press.127-147. [REFEREED BOOK CHAPTER]

Black, J. A. & Latta, M. 2015. *Do Mission Statements Shape Faculty Research? A Case Study of a School in Transition*. Journal of Higher Education Theory and Practice, 15 (3), 99-113

Black, J. A., Oliver, R. L. , & Paris, L. D. 2009/2010. *Modeling Entrepreneurial Action Choice: From Intent Through Rhetoric To Action*, In Ameer Heene & Ron Sanchez (Eds.) Advances in Applied Business Strategy, Vol. 12, Enhancing Competences for Competitive Advantage. Emerald [REFEREED BOOK CHAPTER]

Black, J. A. 2005. *Facilitating the Development of Organizational Competence: Managerial Expertise* in (Eds. Ron Sanchez & Ameer Heene), Advances in Applied Business Strategy: Volume 3 – Resources, Stakeholders, and Renewal. Elsevier Pergamon

THOSE WITH 2 (ABOVE AVERAGE SINCE AVERAGE 1.8 CITATIONS) TO 4 CITATIONS.

Black, J. A., Oliver, R. L., & Paris, L. M. 2009. *Comparing Simulation Results of Leadership Style Impacts on Emergent versus Specific Task Outcomes and Required Simulation Model Components*, In F. J Yammarino & F. Dansereau (Eds.) Multi-level Issues in Organizational Behavior and Leadership (Vol. 8 of Research in Multi-Level Issues). Bingley, UK: Emerald Publishing

Black, J. A., Oliver, R. L. & King, J. P. 2008. *Leadership Style as the Deployment of Leadership Competencies in the Development of a Group Context-for-Learning*, Advances in Applied Business Strategy, Vol 10., 75-98 [REFEREED BOOK CHAPTER]

Black, J. A., Oliver, R. L., Benson, P. G., & Kinghorn, B. L. 2013. *The Effect of Leadership Turnover on an Intangible Resource: A Virtual Experiment*. Journal of Leadership, Accountability and Ethics. 10(3) 44-64. [

Black, J. A. & Nesterkin, D. A. (2013.) *Reaching Millennial Students; Experiential Learning, New Class Design and Technology-Based Term Projects*, South East Decision Sciences Institute, Charleston, SC [CONFERENCE PROCEEDINGS]

Kinghorn, B., **Black, J. A.** & Oliver, R. 2007. *Relationships Between Competing Values Framework Leader Roles And The Context For Learning: Expert Panel Versus The Field*, Proceedings of 2007 Southwest Region Decision Science Institute, San Diego, CA

Fass, R. D. & **Black, J. A.** 2007. *Entrepreneurial Opportunity Seeking: Governmental Shocks and Opportunities*, Proceedings of 2007 Southwest Region Decision Science Institute, San Diego, CA.

- Black, J. A.** 2003. *From An End-State Fit To A Fitting Dynamic Focus: Implications For Organizational Studies From Austrian Economics*, Journal of Business Strategies, 20(2):157-172.
- Gray, S. R. & **Black, J. A.** 2003. *Small Business Development Centers: Challenges and opportunities*. Journal of Small Business Strategy, 14(2):109-122
- Black, J. A.**, Smith, Y. S., Keels, J. K. & Shinaberger, H. L. (2013.) *Understanding Millennials and Personal Accountability*, Southwest Academy of Management, Albuquerque, NM
- Black, J. A.** & Smith, Y. S. 2009. *The Disciplined Writer: Two Steps to Creating Academically Legitimate Integration Papers*. Christian Business Academy Review, 4 (1), 48-56.
- Black, J. A.** & Smith, Y. S. 2003. *Looking Through New Lenses: Complexity Theory and the Christian Life*, Journal of Biblical Integration in Business, (Fall): 8-34.

RESEARCH DISSEMINATION BY TYPE AND BY YEAR WITHIN TYPE

PEER REVIEWED JOURNAL PUBLICATIONS OR PROCEEDINGS IN TOP CONFERENCE IN FIELD (8 in the last 5 years) [S=Strategic Management, E= Entrepreneurship & Innovation; L=Leadership; T=Teams; R= Intangible Resources & Capabilities, P= Higher Ed Programs and Pedagogy]

[Numbers=citations]:

- Black, J. A.** & Mischel, L. 2020. *Grassroots Entrepreneurial Program: Developing Best Practices*, Journal of Small Business and Entrepreneurship, DOI: 10.1080/08276331.2020.1728491 [1] [E,P]
- Rhew, N., **Black, J. A.**, Keels, J. K. 2019. *Are We Teaching What Employers Want? Identifying and Remediating Gaps between Employer Needs, Accreditor Prescriptions, and Undergraduate Curricular Priorities*, Industry and Higher Education; Special Issue Editor: Brian Holland. 33(6): 362-369. [1] [P]
- Black, J. A.**, Mischel, L., & Doll, J. 2019. (June) *Using Film in Management Courses: A Comparison of Four Pedagogical Approaches*. e-Journal of Business Education and Scholarship of Teaching. 13(2):1-15. [P]
- Black, J. A.**, Kinghorn, B., Oliver, R. L. 2017. *Destructive Entrepreneurship: Linking Entrepreneurship Theory and Terrorism*, Business Journal for Entrepreneurs: Critical Thinking Series 1548-1859), 2017(1) (March 15, 2017). <http://www.franklinpublishing.net/entrepreneurs.html>
Reprint in: Prometheus International Research Entrepreneurship [E]
- Twigg, N. & Black, J. A. 2016. *Critical Thinking; The case for systems thinking over analytical thinking: Loopy thinking outside the box*. Global Education Journal, 3,19-37 [P]

- Black, J. A.,** Megehee, C., & Fabian, F. H. 2016. *Small business identity and entrepreneurial identity in a destination resort town: Are birds of a feather flocking to the beach?* Coastal Business Journal, 16(1), 77-96. **[1]** [E]
- Black, J. A.,** Mischel, L. J. 2016, The Stakeholder Approach to Assessing Entrepreneurship Programs, Proceedings of USASBE, San Diego, CA (Premier Conference in Entrepreneurship). [S, E,P]
- Black, J. A. & Latta, M. 2015. Do Mission Statements Shape Faculty Research? A Case Study of a School in Transition. Journal of Higher Education Theory and Practice, 15 (3), 99-113.**[5]** [S, P]
- Black, J. A., Smith, Y., & Keels, J. K., 2014. *The Millennial Generation and Personal Accountability: Spiritual and Classroom Implications.* Christian Business Academy Review, 9 (1), 31-43.**[9]** [P]
- Domke-Damonte, D., Keels, J. K., & **Black, J. A.** 2013. *Helping Undergraduates Think Like a CEO: The APPLE Analysis as a Teaching Tool for Strategic Management,* The e-Journal of Business Education & Scholarship of Teaching, 7(2), 17. **[1]** [S, P]
- Black, J. A.,** Oliver, R. L., Benson, P. G., & Kinghorn, B. L. 2013. *The Effect of Leadership Turnover on an Intangible Resource: A Virtual Experiment.* Journal of Leadership, Accountability and Ethics. 10(3) 44-64. **[3]** [L, R]
- Black, J. A.,** Latta, M., & Twigg, N. W. 2012. *Leaders' Skill of Innovation and Relationship to Preferences for Handling Risk & Uncertainty.* Business Journal for Entrepreneurs, 2012 (2), 48-60. **[1]** [E, L, R]
- Oliver, R. L. & **Black, J. A.** 2011. *Micro-Business Hierarchies, Performance and Strategic Intangible Resources.* Journal of Marketing Development and Competitiveness, 5 (5), 9 – 28. **[6]** [E, R]
- Kinghorn, B. H., **Black, J. A.,** & Oliver, R. 2011. *The Interaction of Leadership Roles and Organizational Learning Environment: a Canonical Correlation Approach.* Journal of Leadership, Accountability and Ethics, 8 (4), 42- 55. **[15]** [L, R]
- Wang, L., Hinrichs, K. T., Prieto, L., & **Black, J. A.** 2010. *The Effect of Followers' Behavior on Leader Efficacy.* Journal of Business and Management, 16 (2), 139-151. **[19]** [L, R]
- Black, J. A.** & Smith, Y. S. 2009. *The Disciplined Writer: Two Steps to Creating Academically Legitimate Integration Papers.* Christian Business Academy Review, 4 (1), 48-56. **[2]** [P]
- Black, J. A.,** Hinrichs, K. & Fabian, F. H. 2007. *Fractals of Strategic Coherence in a Successful Nonprofit Organization,* Nonprofit Management & Leadership, 17(4), 421-441.**[15]** [S, R]
- Black, J. A.,** Oliver, R. L., Howell, J. P. & King, J. P. 2006. *A Dynamic System Simulation of Leader and Group Effects on Context for Learning,* The Leadership Quarterly, 17(1), 39-56. **[51]** [L, T, R]
- Sherman, W. S. & **Black, J. A.** 2006. *Positive reification: Shifting market structure and entrepreneurship,* SAM Advanced Management Journal , 71(2), 29-38 **[11]** [E]
- Weisinger, J. & **Black, J. A.,** 2006. *Strategic Competence & Social Capital,* Irish Journal of Management, Fall 2006, 145-170, (Won best Paper at conference in 2005 conference). **[23]** [S, R]
- Black, J. A.** & Farias, G. 2005. *Entrepreneurial Volition to Take Action and the United States Markets of the 1990s,* Research in Competence-Based Management, 3, 33-43. **[7]** [E, R]
- Black, J. A.** & Oliver, R. L. 2005. *Proactive versus Passive Leader Behavior and Style Influences on the Group Level Context-for-Learning,* Irish Journal of Management, 26(1):71-91, (Won Best Paper in Track in 2004 Irish Academy of Management) **[10]** [L, T, R]

- Boje, D. M., Adler, T. R. & **Black, J. A.**, 2005. *Theatrical Facades and Agents in a Synthesized Analysis from Enron Theatre: Implications to Transaction Cost and Agency Theories*, TAMARA Journal, 3(2):39 **[10]** [S, R]
- Wang, L., **Black, J. A.**, & Hinrichs, K. 2004. *The Effect of Environment, Learning, and Values on Strategic Decision-Making: A Case Study of an American Health Care Clinic*. IBAT Journal of Management, 1(1):47-74. **[18]** [S, R]
- Adler, T. R., Scherer, R. F. & **Black, J. A.** 2003. *The Role of Teams in The Outsourcing Decision: A Strategic Conceptualization*, Review of Business Information Systems, 7(2): 83-98. [S, T, R]
- Adler, T., **Black, J. A.**, & Loveland, J. 2003. *Complex Systems, Boundary Spanning, & Education*, Journal of European Industrial Training, 27(2/3/4):111-124.**[27]** [S, R, P]
- Black, J. A.** 2003. *From An End-State Fit To A Fitting Dynamic Focus: Implications For Organizational Studies From Austrian Economics*, Journal of Business Strategies, 20(2):157-172. **[3]** [S, E, R]
- Black, J. A.** & Smith, Y. S. 2003. *Looking Through New Lenses: Complexity Theory and the Christian Life*, Journal of Biblical Integration in Business, (Fall): 8-34. **[2]** [R]
- Gray, S. R. & **Black, J. A.** 2003. *Small Business Development Centers: Challenges and opportunities*. Journal of Small Business Strategy, 14(2):109-122 **[3]** [E]
- Black, J. A.** & Edwards, S. 2000. *Emergence of virtual or network organizations: Fad or feature*, Journal of Organizational Change Management, 13(6): 567-576. **[117]** [S, E, R]
- Black, J. A.** & Farias, G. 2000. *Dynamic strategies: Emergent journeys of entrepreneurs*, Emergence, 2(1):101-113. **[34]** [S, E]
- Black, J. A.** 1998. *Entrepreneur or entrepreneurs? Justification for a range of definitions*. Journal of Business & Entrepreneurship, (March 1998) 10(1): 45-65.**[18]** [E]
- Black, J. A.** & Boal, K. 1994. *Strategic resources: Traits, configurations and paths to sustainable competitive advantage*. Strategic Management Journal: Special Summer Issue on New Paradigms, 15:131-148. Reprinted 1998 in (Robert G. Dyson and Frances A. O'Brien, eds.) Strategic Development: Methods and Models, Chichester, UK: John Wiley & Sons. **[1557]** [S, R]

PEER-REVIEWED BOOK SERIES (PEER-REVIEWED)

- Black, J. A.**, Oliver, R. L. , & Paris, L. D. 2009/2010. *Modeling Entrepreneurial Action Choice: From Intent Through Rhetoric To Action*, In Aimee Heene & Ron Sanchez (Eds.) Advances in Applied Business Strategy, Vol. 12, Enhancing Competences for Competitive Advantage. Emerald. **[5]** [E, R]
- Black, J. A.**, Oliver, R. L. 2008/09. *The Distribution of Leadership Skills Across a Single Focus Company, a Multi-focus Company and an Industry: Three Case Studies*, Advances in Applied Business Strategy, Vol 11. [L, R]
- Black, J. A.**, Oliver, R. L. & King, J. P. 2008. *Leadership Style as the Deployment of Leadership Competencies in the Development of a Group Context-for-Learning*, Advances in Applied Business Strategy, Vol 10., 75-98.**[4]** [L, T, R]
- Black, J. A.** 2005. *Facilitating the Development of Organizational Competence: Managerial Expertise* in (Eds. Ron Sanchez & Aimee Heene), Advances in Applied Business Strategy: Volume 3 – Resources, Stakeholders, and Renewal. Elsevier Pergamon. **[5]** [L, R]
- Black, J. A.**, Fabian, F. H., and Hinrichs, K. 2005. *Fractals, Stories, and the Development of Coherence in Strategic Logic*. in (Eds. Ron Sanchez & Aimee Heene), Advances in Applied Business Strategy: Volume 1 -- Competence Perspectives on Managing Internal Processes. Elsevier Pergamon. **[6]** [S, L, T, R]
- Black, J. A.**, King, J. P. & Oliver, R. L. 2005. *Simulation of Emergence of Context for Learning* in (Eds. Ron Sanchez & Aimee Heene), Advances in Applied Business Strategy: Volume 3 – Resources, Stakeholders, and Renewal. Elsevier Pergamon. **[15]** [S, L, T, R]

- Black, J. A.** & Edwards, S. 2001. *Virtual Teams and organizations: A Complexity Analysis of Emerging Organizing Structures* in (Eds.) Advances in Team Research, JAI Press. 127-147. [6] [S, E, T, R]
- Black, J. A.** & Fabian, F. H. 2000. *Fractals, Nested Resources and Competence Based Competition*. In Ron Sanchez & Ameer Heene (Eds.) Theory Development for Competence-Based Strategic Management. Chichester, UK: John Wiley & Sons. 1-30. [S, L, T, R]
- Black, J. A.** & K. Boal. 1997. *Assessing the Capacity to Change*, in A. Heene & R. Sanchez (Eds.), Competence-Based Strategic Management. Chichester, UK: John Wiley & Sons. 151-168. [60] [S, L, T, R]

INVITED PUBLICATIONS AND EDITOR OF SPECIAL ISSUES

- Black, J. A.**, Oliver, R. L. & Paris, L. D. 2010., *Comparing Simulation Results of Leadership Style Impacts on Emergent versus Specific Task Outcomes and Required Simulation Model Components*, In F. J. Yammarino and F. Dansereau (Eds.), Multi-level issues in organizational behavior and leadership (Vol. 8 of Research in multi-level issues). Bingley, UK: Emerald. . [4] [L, R, P]
- Black, J. A.** & Oliver R. 2004. *Agent-Based Modeling: New Tool for Understanding Teams*, New Mexico Business Outlook, Vol. 1, October, electronic publication viewable at: <http://bbrs.nmsu.edu/nmbizoutlook/showarticle.php?articleID=41003>
- Black, J. A.**, 2004. *Being in a Formal Leadership Position Makes a Difference in the Development of a Context-for-Learning: Such Differences May NOT Always be Positive*, New Mexico Business Outlook, Vol. 1, June, electronic publication viewable at: <http://bbrs.nmsu.edu/nmbizoutlook/showarticle.php?articleID=40603>
- Black, J. A.**, 2004. *Context-for-Learning in Small Businesses*, New Mexico Business Outlook, Vol. 1, April, electronic publication viewable at: <http://bbrs.nmsu.edu/nmbizoutlook/showarticle.php?articleID=40403>
- Black, J. A.** 2002. *Book Review of Organizational Change and Innovation Processes: Theory and Methods for Research* by M. S. Poole, A. H. van de Ven, K. Dooley, & M. Holmes, 2000, Oxford University Press: NY, NY. In Journal of Business & Entrepreneurship. Pp. 167-170.
- Black, J. A.**, 2000, Editor, Special Issue, Journal of Organizational Change Management, 13(6)
- Black, J. A.** 2000. *Fermenting change: Capitalizing on the inherent change found in dynamic non-linear (or complex) systems*. Journal of Organizational Change Management, 13(6), 520-525. [76] [S, R]
- Savage, G. & **Black, J. A.** 2000/1995. *Varieties of Field Research The studies in their methodological context*, in A. Stewart & G. Savage (Eds.) 1995 Special Issue: Field Research on Firm Level Entrepreneurship, Entrepreneurship Theory & Practice, 19(3), 25-34. Reprinted in (Paul Westhead and M. Wright, Eds.), Advances in Entrepreneurship, EDWARD ELGAR PUBLISHING LTD, Glensanda House, Montpellier Parade, UK [27] [E, P]
- Black, J. A.** 1999. *Book Review of A Simpler Way*, by Margaret J. Wheatley and Myron Kellner-Rogers, 1996 in Emergence, 1(2)
- Black, J. A.** 1999. Editor, Special Issue, Journal of Business & Entrepreneurship, 11.
- Black, J. A.** 1999. *Complexity theory implications for leadership, organizing, generating change, using sensemaking, and influencing external perceptions*. Journal of Business & Entrepreneurship, 11, Special Issue iii-ix. (Editorial Overview).

- Mischel, L. & Black, J. (January, 2017). *Flipping Out the Classroom: Taking Teaching to the Next Level*, 4th International Conference on Academic and Industrial Research in Business, Management and Social Sciences (AIBMS-JAN-2017), Dubai, UAE.
- McKinney, A. P., Small, E., Frye, C., Newell, S., & **Black, J. A.** (2012, August). *Are We Missing the Mark? The Assumptions We Make About Learning In Higher Education*. Academy of Management, Boston, Massachusetts.
- Black, J. A.**, Oliver, R. L. , & Benson, P. G. (2009, August). The Effect of Leadership Turnover on an Intangible Resource: A Virtual Experiment. Academy of Management, Chicago, Illinois.
- Black, A. A. & **Black, J. A.** (2009, August). What's up with engineering? Identifying a continuing gender-equity gap in Academia. Academy of Management, Chicago, Illinois.
- Black, J. A.**, Oliver, R. L. & Paris, L. D. 2008. Modeling Entrepreneurial Action Choice: From Intent Through Rhetoric To Action, To Be Presented at the 2008 International Conference on Competence-Based Competition, Copenhagen, Denmark.
- Black, J. A.**, Oliver, R. L. & Benson, P. G. 2007. The Effect of Leadership Turnover on an Intangible Resource: A Virtual Experiment, Presented May 2007 to European Academy of Management, Paris, France
- Black, J. A.** & Oliver, R. L. 2007. Modeling Entrepreneurial Action Choice: The Theoretical Foundations for Choosing between Entrepreneurial Rhetoric or Entrepreneurial Events, Presented May 2007 to European Academy of Management, Paris, France
- Black, J. A.**, Oliver, R. L. & Hunt, J. G. 2006. Modeling Forgetting: The dark side of organizational capability development and competition, Presented at the MOC Division of the 2006 Academy of Management, Atlanta, GA.
- Black, J. A.**, Oliver, R. L., Benson, P. 2005. The Effect of Changes in Leadership and Team Members on Entrepreneurial Knowledge Teams: A Virtual Experiment, Proceedings of the 2005 Irish Academy of Management, Galway, Ireland
- Weisinger, J. & **Black, J. A.**, 2005. Strategic Competence & Social Capital, Proceedings of the 2005 Irish Academy of Management, Galway, Ireland (Won Best Paper in Track, Won Best Paper in Conference)
- Hinrichs, K. T. & **Black, J. A.** 2005. Managing Effective Collaborations in a Nonprofit Environment, 2005 Academy of Management, Honolulu, Hawaii
- Black, J. A.**, Loveland, J., Mills, S., Hinrichs, K., Boal, K. and Washington, M. 2004, The relationship between performance, affinity and peer group evaluations of team members, to be presented at the 2004 British Academy of Management, St. Andrews, Scotland.
- Black, J. A.** & Oliver, R., 2004. Comprehensive Leadership Training and the Context-for-Learning, Proceedings of the 2004 British Academy of Management, St. Andrews, Scotland
- Black, J. A.**, Oliver, R. L., & Howell, J., 2004. The Effects of the Workgroup on the Development of the Roles of the Shift Leader, Proceedings of the 2004 British Academy of Management, St. Andrews, Scotland
- Adler, T. & **Black, J. A.**, 2004, Strategic Social Theatre: More than 'Just Doing It' in the Emergent Implementation Process, Presented at the BPS Division of the 2004 Academy of Management, New Orleans, LA. (David Boje was also a part of this paper but not allowed to be included in the official listing due to participation restrictions.).
- Adler, T., **Black, J. A.** & Loveland, J. P. 2002. Complex systems: Boundary spanning training techniques, Proceedings of the 2002 Irish Academy of Management, Waterford, Ireland.
- Black, J. A.** 2002. Facilitating the Development of Organizational Competence: Managerial Expertise. Presented at the 2002 International Conference on Competence-Based Competition, Lausanne, Switzerland.

- Black, J. A. & Farias, G.** 2002. Entrepreneurial Conation and the United States Markets of the 1990s. Presented at the 2002 International Conference on Competence-Based Competition, Lausanne, Switzerland.
- Adler, T. R., Scherer, R. F., & **Black, J. A.** 2002. Factors Affecting Team-Based Judgment of Value in an IT Outsourcing Framework. Presented at the OM Division, Academy of Management, Denver, Colorado.
- Black, J. A.**, Fabian, F. H. & Hinrichs, K. 2002. Fractal Development as a Metaphor for the Creation of Strategic Coherence. Presented at the BPS Division, Academy of Management, Denver, Colorado
- Black, J. A. & Hermans, C.** 2000. Technological Epochs, Organizations & Markets. Presented at the Management History Division, Academy of Management, Toronto, Canada.
- Farias, G. & **Black, J. A.**, 2000. Requisite Variety & Complexity Theory: Simple Organizations; Complex Individuals. Presented at the Organization Management & Theory Division, Academy of Management, Toronto, Canada.
- Black, J. A.**, Fabian, F. H. & Hinrichs, K. 2000. Fractals, Stories and the Development of Coherence in Strategic Logic, presented at the Competence 2000, Helsinki, Finland.
- Black, J. A. & King, J. P.** 2000c. Simulation of the Emergence of Capacity to Change: Organizational Example, presented at the Competence 2000, Helsinki, Finland.
- Black, J. A.**, & Farias, G 1999. Dynamic Strategies: Emergent Journeys of Entrepreneurs, presented at the annual Academy of Management, 1999, Chicago, Il.
- Black, J. A. & Hauge, F.** 1998. Fractals, Nested Resources and Competence Based Competition. Competence-Based Competition Conference, Oslo, Norway June 1998.
- Black, J. A. & Farias, G.** 1997/1998. Genesis of complexity cycles, Eighth Annual International Convergence of the Society for Chaos Theory in Psychology and Life Sciences, Boston University, Boston. [22] [S, R]

NATIONAL CONFERENCE PROCEEDINGS & PRESENTATIONS (13 IN LAST 5 YEARS)

- Black, J. A.** 2018. *How to have a Conversation with a Stranger*, Organizational Behavior Teaching Conference, Conway, SC
- Black, J. A.** 2018 *Developing Storytelling as a Pre-Entrepreneurship Skill*, Organizational Behavior Teaching Conference, Conway, SC
- Black, J. A.** 2018 Closing the Loop on change; The Start Up of a Private Non-Profit School, Association of Small Business & Entrepreneurship, Federated Business Disciplines, Albuquerque, NM
- Black, J. Rhew, N., & Fabian, F.** 2017 *I-Generation: Millennial Students on steroid?* Organizational Behavior Teaching Conference, Providence, Rhode Island
- Black, J., Mischel, L., & Fabian, F.** 2017, *Entrepreneurial Tools and the i-Generation: Suggested Pivots*, Organizational Behavior Teaching Conference, Providence, Rhode Island
- Black, J. & Twig, N.** 2017, *Loopy-System Structural Maps*, Organizational Behavior Teaching Conference, Providence, Rhode Island
- Black, J. A.** 2016, *Safe Observations of Change Inherent in Transfer of Opportunity from One Situation to Another: A Spirograph Experience*,

Association of Small Business & Entrepreneurship, New Orleans, LA

- Black, J. A.,** Drass, P. R., Mischel, L. J. & Spivack, A. 2016, *Moving Use of Video from Case to Experiential Exercise for the Entrepreneurship Student*, Association of Small Business & Entrepreneurship, New Orleans, LA
- Black, J. A. & Smith, Y.** 2016, *Entrepreneurship Students & Identifying Opportunity: Five Integrated Classroom Exercises*, Christian Business Faculty Association, Charleston, SC
- Black, J. A. & Mischel, L. J.** 2016, *The Stakeholder Approach to Assessing Entrepreneurship Programs*, United States Association of Small Business and Entrepreneurship (USASBE), San Diego, CA
- Black, J. & Twigg, N.** 2015, *Clearing Muddied Waters: Using Toulmin's Argument Maps to Settle the Sediment*, Organizational Behavior Teaching Conference, La Verne, CA
- Black, J. & Twigg, N.** 2015, *Yes, we do have intellectual standards in college! How to help students join the higher education community*, Organizational Behavior Teaching Conference, La Verne, CA
- Black, J. A.** 2015, *Meeting the Needs of Undergraduates and Graduates for Entrepreneurship Electives: The Joint Online Class with Differentials*, Association of Small Business & Entrepreneurship, Orlando, FL
- Black, J. A.,** Smith, Y. S., & Keels, J. K. 2013, October. *The Millennial Generation And Personal Accountability*. Christian Business Faculty Association, Chicago, Illinois.
- Black, J. A.** 2013, January. Entrepreneurial Skill Building: The Case of the New Program Niche. Proceedings of USASBE, San Francisco, CA.
- Black, J. A. & Smith, Y. S.** 2008, October. *A System For Integration Writing: Focusing The Light. A Workshop To Improve Professional Skills*. Proceedings of Christian Business Faculty Association, Indianapolis, Indiana.
- Black, J. A. & Hermans C. M.,** 2005. Modeling International Market Development: The Tools of Production Defining the Stages of Market Evolution, Proceedings of the Academy of Marketing Science, Tampa, Fl., May 25-28, V 28. ISBN 0-939783-27-4
- Sherman, W. S. & **Black, J. A.** 2005. The role of market structure to differentiate strategy from entrepreneurship, Proceedings of the 2005 Society for the Advancement of Management, Las Vegas, NV.
- Black, J. A.,** Oliver, R. & King, J. P., 2004a, Simple and Complex Proactive Leader Behaviors' Effect on Development of Context-for-Learning, 2004 annual Strategic Management Society, November 2004.
- Black, J. A. & Sherman, W. S.,** 2004, Entrepreneurs And Christ's Entrepreneurial Process, Presented at the 2004 Christian Business Faculty Association, San Antonio, October 2004, Texas.
- Black, J. A.** 2004. An Investigation into the Strategic Management Issue of Creating Contexts to Support Learning & Change in the Hydrology System of the Border Region of Lower Rio Grande: Pilot Study & Implications, Presented at Annual SCERP meeting, Laredo, TX
- Black, J. A. & Thomas, E.** 2004. Land Grant Universities: Maintaining Academic Balance in an Era of Continual Change. Proceedings of the 2004 American Society for Business and Behavior Sciences, Las Vegas, NV.
- Black, J. A. & King, J. P.** 2001. Leader Effects on Work Teams: The Dynamics of Charisma, Position and Expertise Power on the Context for Learning. Bernard Bass Festschrift.

Binghamton, NY.

- Black, J. A.** & Edwards, S. 2000. Virtual Teams And Organizations: A Complexity Analysis Of Emerging Organizing Structures, presented at the Symposium on Work Teams, University of North Texas; Denton, Texas.
- Black, J. A.** & King, J. P. 2000a. Simulation of the Emergence of Capacity to Change: Basic Model, presented at the Coherence Conference, Boston, MA.
- Black, J. A.** & King, J. P. 2000b. Leaders, Subordinates & Change: A cross-level complex Adaptive System Simulation, presented at the Sun-Break 2000: Conference on Organizations, Las Cruces, NM.
- Black, J. A.** & King, J. P. 1999. Complex Organizational Behavior: A Simulation-based Exploration, presented at the 1999 Annual Meeting of the Strategic Management Society in Berlin, Germany.
- Black, J. A.** 1999. Entrepreneurs, Complexity, & Austrian Economics. Sun-Break '99: Conference on Organizations, Non-linearity and the Organization, Las Cruces, New Mexico.
- Black, J. A.**, Boje, D., Hauge, F., Rosile, G.A. 1998. Complexity, Change And Entrepreneurship, An ODC Symposium for the annual Academy of Management, 1998, San Diego, CA.
- Black, J. A.** & Edwards, S. D. 1998. Sustaining Business Ecological Systems Through Virtual Organizations: A Complexity Theory View, International Business and Economics Research Yearbook of the International Association of Business Disciplines meeting in October in El Paso, Texas, 17-22.
- Black, J. A.** & Gruber, G. 1998. Technology, Education & the Information Age. Sun-Break '98: Conference on Organizations, Non-linearity and the Organization, Las Cruces, New Mexico.
- Sherman, W. S. & **Black, J. A.** 1998. Crazy as a Fox – Strategy Unbound, Presented at the Annual Strategic Management Society Meeting in November in Orlando, Florida
- Black, J. A.**, Boje, D., & Rosile, G. A. 1997. Entrepreneurial Conation: Strategically Addressing Market Dynamism and Complexity, 17th Annual International Conference of the Strategic Management Society, Barcelona, Spain.
- Black, J. A.** 1997. Understanding Entrepreneurs and Entrepreneurship in a Disequilibrium Based World. Annual Meeting of the Academy of Management, Boston, Massachusetts.
- Black, J. A.** & Farias, G. 1996. The creation of complexity: Staying one step ahead of the game. INFORMS Annual Meeting, Meeting within a Meeting on Complexity Theory, Atlanta, Georgia.
- Black, J. A.** & G. Savage. 1994. Suspension of disbelief: Crossing the barriers between researchers. Research Methods Division. Annual Meeting of the Academy of Management, Dallas, Texas.
- Black, J. A.** & K. Boal. 1993. Strategic resources: Traits, configurations and paths to sustainable competitive advantage. SMJ Conference on the "Search for New Strategy Paradigms". University of Michigan, Ann Arbor, MI.

REGIONAL AND LOCAL PROCEEDINGS AND PRESENTATIONS (28 PRESENTATIONS SINCE 2014)

- Black, J. A.**, Keels, J. K., Kang, B., Wang, H. 2019 *"I am confused..."*
Deconstructing this Whining Complaint of Students, SEInforms, Myrtle Beach SC
- Black, J. A.**, Keels, J. K., Latta, M., McKinney, A., Mischel, L. 2019., *Taking the Long View: Emergent Graduate Programs and Alignments*, SEInforms, Myrtle Beach SC
- Black, J. A.** 2019, *Just How Different are the Top Journal's Topics Compared to*

Lower-Tiered Journal's Topics: The Case of Strategic Management in 2014 and 2015, SEInforms, Myrtle Beach SC

- Black, J. A.**, Booth-Bell, D., Awe, O. Doerring, D. & Keels, J. K., 2019, *Map your Class Project to Critical Thinking Criteria*, SEDSI, Savannah GA
- Black, J. A.**, Keels, J. K., Legut, A., 2019, *An Honors Adaptation of a Live Case Strategic Management Project*, SEDSI, Savannah GA
- Tomlin, S., Kiser, S., Johnson, B., Latta, M., **Black, J.**, & Moore, G. 2018. *Developing a Marketable Skills Curriculum for Student Success*, SEInforms, Myrtle Beach SC
- Black, J. A.**, Oliver, R. L., Paris, L. D. 2017. *Entrepreneurship & Charismatic Leadership*, Southern Management Association, St. Pete Beach, FL
- Becker, C. & **Black J. A.** 2017 *Small Business Accounting vs. Corporate Accounting for Non-Accounting/Finance Majors: A Debate*, SEInforms, Myrtle Beach SC
- Black, J. A.**, Doll, J., Keels, J. K., Spivack, A., Rhew, N. 2017. *Use of Teams within a Program: Hodgepodge or Mosaic*, SEInforms, Myrtle Beach SC
- Black, J. A.** & Keels J. K. 2017 *Disruptive Requirements Of Continuous Improvements*: Southwest Academy of Management, Little Rock, AR
- Black, J. A.**, Mischel, L., Doll, J. & Drass, P. D. 2017. *Advanced Uses Of Video In Business Classes*, Southwest Academy of Management, Little Rock, AR
- Black, J. A.** 2017. *Strategy versus structure: A creative entrepreneurial perspective*, SEDSI, Charleston, SC
- Black, J. A.**, Mischel, L. & Voegel, J. A. or Spivak, A. 2017. *The Application Of The Business Canvas For Private Independent School And Its Use In Curriculum*, SEDSI, Charleston, SC
- Black, J. A.** & Voegel, J. A. 2017. *Guiding Values and The Collective Understanding Of College Students*, SEDSI, Charleston, SC
- Black, J. A.**, Keels, J. K., & Rhew, N. 2017. *Providing What Students Need and Employers Continue To Want In Strategy: The Term Long Strategic Assessment Of Real Time Cases*, SEInforms Track of the SEDSI, Charleston, SC
- Black, J. A.** Fabian, F. Keels, J. K., Smith, Y. 2016. *Going Beyond The Whine and The Wheeze To Rolling Up The Sleeves: A Conversation On Facing*

Change In Higher Education, Southwest Academy of Management, Oklahoma City, OK

Smith, Y., **Black, J.** & Keels, J. K., 2016. *3Rs of Post Tenure*, Southwest Academy of Management, Oklahoma City, OK

Twigg, N. W., Mischel, L. & **Black, J. A.** 2016. *Weaving the Thread of Entrepreneurship through the Core Business Curriculum*, South East Decision Sciences Institute, Williamsburg, VA

Keels, J. K., **Black, J. A.**, Rhew, N. D. 2016. *Revitalizing the Capstone Experience: Synthesizing Stakeholder Needs while Supporting the Mission*, South East Decision Sciences Institute, Williamsburg, VA

Black, J. A., Keels, J. K., Twigg, N. J. 2015. *Gender and Personality Profiles of Effective Cross-Functional Short-Term Teams*, Southern Management Association, St. Pete Beach, FL

Black, J. A., Keels, J. K. & Rhew, N. D. 2015. *Closing the Knowing-Doing Gap*, Southern Management Association, St. Pete Beach, FL

Twigg, N., **Black, J. A.**, & Keels, J. K. 2015. *The Interaction of Gender and Personality and the Delivery of Quality Knowledge-Based Work Artifacts*, South East Decision Sciences Institute, Williamsburg, VA

Black, J. A. 2015. *Meeting the Developmental Needs of Entrepreneurship Students: Practical Experiential Learning in Handling Ambiguity and Uncertainty within Boundaries*, Southeast InFORMS, Myrtle Beach, South Carolina.

Black, J. A., Doerring, D., Fink, D., Keels, J. K., Rhew, N. D. 2015. *Aligning Mission with Undergraduate Curriculum: Integration, Collaboration & Strategy*, Southeast InFORMS, Myrtle Beach, South Carolina.

Keels, J. K., Domke-Damonte, D. J., **Black, J. A.**, Hodges, D. 2014. *Techniques and Tools for Facilitating Team Formation and Process*, Southern Management Association, Savannah, Georgia.

Black, J. A., Keels, J. K. & Rhew, N. D. 2014. *Are We Teaching What Employers Want?* Southeast InFORMS, Myrtle Beach, South Carolina.

Black, J. A., Latta, M. R., & Twigg, N. W. 2014. *The Spirograph Me Exercise: Visual Explanation of Impact of Context on Efforts*, Southeast InFORMS, Myrtle Beach, South Carolina

- Black, J. A.,** Megehee, C., Fabian, F. H. & Willette, S. 2014. *Do Birds of a Feather Flock Together? Entrepreneurial and SME Identity in a Destination Resort Town*, Southeast InFORMS, Myrtle Beach, South Carolina
- Black, J. A.,** Shinaberger, H. L., Keels, J. K., & Domke-Damonte, D. (2013, November). *Program Evaluation Of Critical Thinking Skills: Using A Team-Based Strategic Research Project*. Southern Management Association, New Orleans, Louisiana.
- Black, J. A. & Latta, M.** (2013-October) Is a College's Mission Reflected in Faculty Research? Southeast InFORMS, Myrtle Beach, South Carolina.
- Twigg, N. W. & **Black, J. A.** (2013-October) Experiential Learning Exercise for Organizations: Public, Non-Government, Private or Nonprofit, Southeast InFORMS, Myrtle Beach, South Carolina.
- Black, J. A.,** Smith, Y. S., Keels, J. K. & Shinaberger, H. L. (2013.) Understanding Millennials and Personal Accountability, Southwest Academy of Management, Albuquerque, NM [2] [P]
- Black, J. A.,** Keels, J. K., Kinghorn, B. & Twigg, N. W. (2013.) Critical Thinking for Business Students: A Debate Between Management and Decision Science Faculty, Southwest Academy of Management, Albuquerque, NM
- Black, J. A. & Oliver, R. L.** (2013.) Using Student-Made Video Documentaries Instead of Term Papers and Other Emerging Media Use in Higher Education, Southwest Academy of Management, Albuquerque, NM
- Black, J. A.,** Keels, J. K., & Shinaberger, H. L. (2013.) Patterns of Accountability; The Millennial and Peer Evaluations, South East Decision Sciences Institute, Charleston, SC.
- Black, J. A. & Nesterkin, D. A.** (2013.) Reaching Millennial Students; Experiential Learning, New Class Design and Technology-Based Term Projects, South East Decision Sciences Institute, Charleston, SC. [3] [P]
- Black, J. A.,** Keels, J. K., & McKinney, A. P. (2012.) *Can Business Ethics and Personal (Social) Responsibility Really Be Taught: Evidence Of Change Over Knowledge*. Southern Management Association, Ft. Lauderdale, Florida.
- Black, J. A. & Twigg, N. W.** (2012, October). *ACADEMIC DEBATE ON CRITICAL THINKING ELEMENTS*. Southeast InFORMS, Myrtle Beach, South Carolina.
- Black, J. A. & Megehee, C.** (2012, February). *IDENTITY AND THE MICRO-BUSINESS*. Southwest Academy of Management, New Orleans, Louisiana.
- Black, J. A.,** Twigg, N. W., & Latta, M. (2012, February). *INTREPRENEURIAL LEADERS AND PERFORMANCE*. Southwest Academy of Management, New Orleans, Louisiana.
- Black, J. A.,** Keels, J. K., Domke-Damonte, D., & Ritter, B. (2012, February). *Using Knowledge, Skills And Abilities (Ksas) And Stakeholder Analysis To Develop Management Specializations*. Southwest Academy of Management, New Orleans, Louisiana
- Domke-Damonte, D., Keels, J. K., & **Black, J. A.** (2012, October). *Taking A Bite Out Of Strategic Understanding: The Apple Analysis In A Strategic Management Classroom*. Southeast InFORMS Meeting, Myrtle Beach, South Carolina.
- Black, J. A.,** Boal, K. L. , Hinrichs, K., & Fabian, F. H. (2011, November). Getting business students to effectively think, collaborate and communicate: Addressing the Academic-Practitioner Soft Skills Gap within a Business School Curriculum. Southern Management Association, Savannah, Georgia.
- Black, J. A.,** Domke-Damonte, D., & Keels, J. K. (2011, November). Effective Class-Based Teams. Southern Management Association, Savannah, Georgia.
- Black, J. A.,** Domke-Damonte, D., & Keels, J. K. (2011, October). Melding Team Roles and Leader Roles into One Skills Development Program. Southeast InFORMS, Myrtle Beach, South Carolina.
- Black, J. A.,** Latta, M., & Twigg, N. W. (2011, October). Leaders' Skill of Innovation and Relationship to Preferences for Handling Risk & Uncertainty. Southeast InFORMS, Myrtle Beach, South Carolina.

- Black, J. A.** & Twigg, N. W. (2011, March). Transferring Knowledge Across Contexts: Embedding Critical Thinking in Core Business Classes. Southwest Academy of Management, Houston, Texas.
- Black, J. A.** & Oliver, R. L. (2011, March). Big Bang for Little Bucks: The use of Camtasia to Enhance Training and Student Learning. Western Academy of Management, Victoria, Canada.
- Black, J. A.** (2011, March). Closing Feedback Loops Tips and Reflections on Facilitating the Transference of Knowledge For Business Students. Western Academy of Management, Victoria, Canada.
- Latta, M., Twigg, N. W., & **Black, J. A.** (2011, October). Successful Innovation in Organizations: The Effects of Transformational Leadership, Product Innovativeness, and Market Receptivity. Southeast InFORMS, Myrtle Beach, South Carolina.
- Black, J. A.** 2010. On Thinking: Scholarly Papers & Business Education. Southwest Academy of Management, Dallas, Texas.
- Black, J. A.**, Oliver, R. L., Paris, L. D. , & Howell, J. P. (2010, March). Charismatic Leadership Up Close: Entrepreneurship & Charisma. Southwest Academy of Management, Dallas, Texas.
- Ropp, D., Evans, M., & **Black, J. A.** (2010, March). Critical Thinking 'R' Us: Integration of Critical Thinking into a Business Program, Assessment, and Accreditation Processes. Southwest Academy of Management, Dallas, Texas.
- Black, J. A.** & Oliver, R. L. 2008. Micro-business Hierarchies, Performance & the Context-for-Learning. Presented at the Annual Meeting of the Western Academy of Management, Oakland, California
- Black, J. A.** 2008. Developing a Taste for Academic Rigor in the Working Adult. Proceedings of the Western Academy of Management, Oakland, California.
- Fabian, F. H. & **Black, J. A.** 2007a. Organizational Identity, Dominant Logic & the Goal of Strategic Coherence, Proceedings of 2007 Southern Academy of Management Annual Conference, Nashville, Tennessee
- Fabian, F. H. & **Black, J. A.** 2007b. Mimicry, Hypocrisy, Coherence, Cacophony: Adoption Patterns of Deep Strategic Rules, Proceedings of 2007 Western Academy of Management, Missoula, MT.
- Black, J. A.** & Gladstone, J. 2007. Entrepreneurial Conation Preferences: Working Adults versus Students, Proceedings of 2007 Western Academy of Management, Missoula, MT.
- Black, J. A.**, Savage, G., & Kinghorn, B., 2007. Suspension of disbelief: The bridge between research paradigms. Proceedings of 2007 Southwest Academy of Management, San Diego, CA.
- Fass, R. D. & **Black, J. A.** 2007. Entrepreneurial Opportunity Seeking: Governmental Shocks and Opportunities, Proceedings of 2007 Southwest Region Decision Science Institute, San Diego, CA. **[3]** [S, E]
- Kinghorn, B., **Black, J. A.** & Oliver, R. 2007. Relationships between Competing Values Framework Leader Roles and the Context for Learning: Expert Panel versus the Field, Proceedings of 2007 Southwest Region Decision Science Institute, San Diego, CA. **[4]** [L, R]
- Black, J. A.**, Kinghorn, B. & Oliver, R. L. 2006. An Entrepreneurial Perspective of Terrorism. Proceedings of the 2006 annual meeting of the Southern Management Association, Clearwater Beach, FL.
- Black, J. A.** & Oliver, R. L. 2006a. Strategically important socially-created resources: Human capital, social capital, dynamics and agent-based computational modeling. Proceedings of the 2006 annual meeting of the Western Academy of Management, Long Beach, CA.
- Black, J. A.** & Oliver, R. L. 2006b. Supporting innovation through a context-for-learning: Comprehensive leadership training and the leader's effect on a context-for-learning. Proceedings of the 2006 annual meeting of the Western Academy of Management, Long Beach, CA.
- Black, J. A.**, Hinrichs, K. & Washington, M. 2005. Integrating Research, Innovative Pedagogy & Effective Teaching Using the Strategy Class, BPS Track, Western Academy of

- Management, Las Vegas, Nevada.
- Black, J. A.**, Oliver, R., & Glissmeyer, M. 2005. The Distribution of Leadership Skills Across an Industry: A Case Study of the Hydrology Industry in the Southwest US, Proceedings of the 2005 Federation of Business Disciplines, Southwest Academy of Management Division, Dallas Texas.
- Black, J. A.** & Thomas, E. 2005. Examining Growth through Partnering in Micro-Businesses Using Story Telling, Pipeline Table, Entrepreneurship Track, Western Academy of Management, Las Vegas, Nevada.
- Hinrichs, K. & **Black, J. A.** 2005a. A Multiple Case Study of the Process of Interorganizational Collaboration, Pipeline Table, BPS Track, Western Academy of Management, Las Vegas, Nevada.
- Hinrichs, K. & **Black, J. A.** 2005b. Balancing Trust and Contractual Control in Alliances: A Contingency Approach, Proceedings of the 2005 Federation of Business Disciplines, Southwest Academy of Management, Dallas Texas.
- Black, J. A.** 2004. Accountability for Higher Education: Applying the Balanced Scorecard, Proceedings of the 2004 Federation of Business Disciplines, Southwest Decision Science Institute, Orlando Florida
- Black, J. A.** & Fabian, F. H. 2004. Organizational Knowledge as Embedded Fractals of Concepts and Themes, Presented Component of Symposium to Western Academy of Management, Anchorage, Alaska, April, 2004.
- Black, J. A.**, Farias, G. & Isaacs, G., Entrepreneurial Conation Across the Turn of the Millennium, Proceedings of the 2004 Federation of Business Disciplines, Southwest Academy of Management, Orlando Florida
- Black, J. A.**, King, J. P., & Oliver, R., 2004. Effects of Participative Leadership on Development of Context for Learning: Power Influences in Action, Proceedings of the 2004 Federation of Administrative Disciplines, Southwest Decision Science Institute Division, Orlando Florida
- Black, J. A.**, Oliver, R. & King, J. P., 2004. Effects of Member, Participative, Balanced and Autocratic Leadership Power Relations on Development of Context for Learning, Presented at Western Academy of Management, Anchorage, Alaska, April, 2004.
- Black, J. A.** & Sherman, W. S., 2004, Entrepreneurs And Christ's Entrepreneurial Process, Presented at the 2004 Christian Business Faculty Association, San Antonio, October 2004, Texas.
- Thomas, E. & **Black J. A.**, 2004. Change Issues and Implementation Practices for Micro-Business Health Care Organizations, Proceedings of the 2004 Federation of Business Disciplines, Southwest Academy of Management Division, Orlando Florida
- Wang, L., **Black, J. A.**, & Hinrichs, K., 2004. If Not Rational, Then What? A Study of Strategic Decision-Making Patterns at a Nurse Practitioner Office, Presented at Western Academy of Management, Anchorage, Alaska, April, 2004.
- Black, J. A.**, Isaacs, G. & Preto, L. 2003. International Ventures and Their Impact on Host-National Leadership Profiles, Presented at 2003 Western Academy of Management Meeting, Palm Springs, CA.
- Black, J. A.** & Thomas, E. 2003. Technology, Society, Education & the Business School: Meeting the challenge. Proceedings of the 2003 Federation of Business Disciplines, Southwest Academy of Management Division, Houston, TX.
- Black, J. A.**, Fabian, F. H. & Hinrichs, K. 2002. Strategic Coherence: The Fractal Development of Strategy Through the Use of Stories. Presented at the 2002 Western Academy of Management, Santa Fe, NM
- Black, J. A.**, Farias, G., & Adler, T. R., 2002. Cycles of Entrepreneurial Information Processing Behaviors in the Information Age, Presented at the 2002 Western Academy of Management, Santa Fe, NM.
- Farias, G. & **Black, J. A.** 2001. Systems Theory and Complexity Theory: A Conceptual Bridge, presented at the 2001 Western Academy of Management, Sun Valley, Idaho.
- Fabian, F. H. & **Black, J. A.** 2001. Dominant strategic logic: Fractals of entrepreneurial conation and cognition, Proceedings of the 2001 Federation of Administrative Disciplines, Southwest Academy of Management Division, New Orleans, LA.

- Hermans, C. & **Black, J.A.** 2000. Acting local while thinking global: A theoretical framework for levels of analysis in sub-country data aggregation, Proceedings of the 2000 Federation of Administrative Disciplines, International Business Division, San Antonio, TX.
- Black, J. A.** 1998. Austrian economics, dynamic fitting and organizational studies implications, Proceedings of Southwestern Federation of Administrative Disciplines, 25th Anniversary Meeting, Dallas, TX, 66-70.
- Black, J. A.**, Farias, G. & Mandel, S. 1996. The Fitting Dynamic and Complex Markets. Western Academy of Management, Banff, Canada.
- Black, J. A.** 1996. The Resource-Based View and Organizational Structure. Proceedings of the Eleventh Annual Texas Conference on Organizations: New Forms of Organizing, Lago Vista, Texas.
- Black, J. A.** , Farias, G. & Mandel, S. 1995. The fit-misfit dynamic. Best Papers with Doctoral Students as Lead Authors Presentation, Proceedings of Tenth Annual Texas Conference on Organizations: Exceptional Organizations: Learning from Outlier Cases, Lago Vista, Texas., 171-180.
- Black, J. A.** & M. Peterson. 1994. Jurassic data. Roundtable Discussion, Ninth Annual Texas Conference on Organizations, Lago Vista, Texas.
- Black, J. A.** & K. Boal. 1993. Value configurations for strategic firm resources. 34th Annual Meeting of the Western Academy of Management, San Jose, CA.
- Black, J. A.** 1993a. Stereoscopic epistemological bases and the presentation of qualitative research. The 1993 University of North Texas Qualitative Interest Group Conference: Qualitative Research: the Process and the Product, Denton, Texas.
- Black, J. A.** 1993b. Philosophy of social science and research programs: A bifocal look at the accumulation of knowledge. Sigma Xi Research and Creativity Day, Texas Tech University, Lubbock, Texas.

GRANTS, CONTRACTS, & OUTREACH SERVICES (2 IN LAST 5 YEARS)

- | | | |
|------|----------------|--|
| 2019 | \$3000 | <p>Funding Agency: COOL Distance Learning Grants at Coastal Carolina University</p> <p>Project Title: Making CBAD 478 Accessible</p> |
| 2015 | \$5000 | <p>Funding Agency: COOL Distance Learning Grants at Coastal Carolina University</p> <p>Project Title: Obtain QM certification for CBAD 478's online course. Obtain this certificate of excellence for the CBAD 478 course.</p> |
| 2014 | \$3500 | <p>Funding Agency: COOL Distance Learning Grants at Coastal Carolina University</p> <p>Project Title: FOUNDATIONS OF BUSINESS. I was part of the team that helped to develop this online graduate certificate program. Develop MBA 503 for graduate certificate.</p> |
| 2013 | \$8,000 | <p>Funding Agency: Coastal Carolina University, QEP Fund,</p> <p>Project Title: Meet the Leaders of Business. The 2013 Wall College of Business annual "Wall Connections" has a theme of Entrepreneurship and Innovation. This proposal is to provide additional funding to bring in a major social entrepreneur, Brent Freeman, as the main headliner to talk to the business students. His web business allows companies to explicitly</p> |

detail how they are trying to make a difference and for customers to support their efforts by making purchase through the website. During his time on campus he would also explicitly talk to MGMT 320Q and at least one section of the UNIV110B (Cara Scheurer's section).

Co-Principals: Cara Scheuer and Janice Black

- 2007 **\$8,000 Funding Agency:** NMSU, College of Business,
Summer Research Funding of Students
Project Title: The Business EDGES (**EMERGENCE, DEVELOPMENT & GROWTH ENABLING SUSTAINABILITY**) Project. This summer initiated this program intended to examine the following concepts: The creation and use of strategic coherence by micro-businesses and the identification of skills, individual attributes, or organizational capabilities that enable micro-businesses to grow—i.e. for an entrepreneur to become an owner-supervisor and ultimately an owner- manager. The college provided two RAs: one MBA RA and one PhD RA.
Principle Investigator: Janice Black
- 2006 **Outreach Service \$8,000 Funding Organization:** General Public (\$4500) & College of Business (\$3500)
Program Title: Open Doors High School Outreach Program. This summer program offered a college course (the Freshman Introduction Course in Computer Literacy) to students who would be attending high school in the upcoming fall. Faculty members volunteered their time (40 hour weeks for 5 weeks in June). The College provided a Master student TA. The parents of the students paid \$150 mostly for books & lunch. The excess revenues were then available to the faculty to use as travel expenses for related conferences. This second year of the program and first fully advertised program had 30 students attending.
Program Acting Director and Co-Instructor: Janice Black, Management
\$ 4275.00 Funding Organization: AmBank, Silver City, NM
Workshop Title: Strategic Plans, Strategic Goals, Customized Tactics. Workshop Length 1— ½-day session.
Workshop Facilitators/Leaders: Janice Black, Management & Ken Martin, Finance
- Outreach Service \$1350 Funded by:** General Public (\$1350)
Program Title: Open Doors High School Outreach Program. This summer program offered a college course (the Freshman Introduction Course in Computer Literacy) to students who would be attending high school in the upcoming fall. Five faculty members volunteered their time totaling 40 hours per week for 5 weeks in June. The parents of the students paid \$450 for a high school teacher/monitor, books & lunch. This pilot study program had just 3 students attending.
Program Acting Director and Co-Instructor: Janice Black, Management
- 2005-2006 **\$2,000,000.00 Funding Agency:** Los Alamos National Labs
Project Title: New Mexico State University and Los Alamos National Laboratory - Memorandum of Understanding on Research and Education (Short Title NMSU-LANL MOU)
Co-Principle Investigator NMSU: Janice A. Black (Lead NMSU Principle Investigator); 1 year sub-project \$70,000.00
Project Title: Modeling and Analyzing of Social Behavior: Applications toward National Security (Short Title: Social Behavior Modeling)
- 2005 **\$ 8000.00 Funding Organization:** AmBank, Silver City, NM
Workshop Title: Mission & Vision Statement Refinement & Enhancement. Workshop Length: 2— ½-day 6-hour sessions.
Workshop Facilitators/Leaders: Janice Black, Management & Ken Martin, Finance
- \$2500.00 Funding Organization:** New Mexico Taxation and Revenue Department (Price Reduced for Data Collection for Research)
Workshop Title: Creating a High Performance Context: Leaders & Their Skills

- Supporting Learning & Change
Workshop Facilitators/Leaders: Janice Black, Management & Richard Oliver, Information Systems
\$8,000.00 **Funding Organization:** ITESM (Monterrey Tech University, Ciudad Juarez) and its joint certificate program with NMSU
Course Module Title: Strategic Decision Making and High Performance Organizations. Module length: 1&1/2 days (12 hours)
Module Faculty Member: Janice Black
- 2002-2004 **\$78,000.00** **Funding Agency:** Environmental Protection Agency: Southwest Center for Environmental Research and Policy (SCERP).
Project Title: An Investigation into the Strategic Management Issue of Creating Contexts to Support Learning & Change in the Hydrology System of the Border Region of Lower Rio Grande: Pilot Study & Implications (Short Title: Context for Learning and Hydrology System).
Principle Investigator: Janice A. Black
- 2004 **Part of above grant** **Funding Agency:** SCERP (Southwest Consortia on Environmental Regional Policy)
Workshop Title: Leadership of High Performance Organizations. Workshop length: 1— ½-day session.
Workshop Facilitator/Leader: Janice Black
\$8,000.00 **Funding Organization:** ITESM (Monterrey Tech University, Ciudad Juarez) and its joint certificate program with NMSU
Course Module Title: High Performance Organizations & Empowerment. Module length: 1&1/2 days (12 hours)
Module Faculty Member: Janice Black
- 2003 **\$8,000.00** **Funding Organization:** ITESM (Monterrey Tech University, Ciudad Juarez) and its joint certificate program with NMSU
Course Module Title: Strategic Thinking and Change. Module Length: 1&1/2 days (12 hours)
Module Faculty Member: Janice Black
- 2001 **\$8,000.00** **Funding Organization:** ITESM (Monterrey Tech University, Ciudad Juarez) and its joint certificate program with NMSU
Course Module Title: Strategic Management Overview. Module Length: 1&1/2 days (12 hours)
Module Faculty Member: Janice Black

INVITED PRESENTATIONS

- 2008 **Black, J. A.** 2008 (March). Jump Start and Polish Academic Writing, Invited Workshop at the Southwestern Academy of Management, Houston, Texas.
- 2005-2006 **Black, J. A.** 2005. Invited Participation at the Complexity Theory and Modeling for the Complexity Theory and Leadership workshop sponsored by *the Center for Creative Leadership*, Greensboro, N.C.
- Black, J. A.** 2005. Invited Participation at the second Complexity Theory and Modeling for the Complexity Theory and Leadership workshop sponsored by the *Center for Creative Leadership and George Washington University*, Washington DC
- 2004-2005 **Black, J. A.** 2004. Roundtable Mentor, Entrepreneurship Doctoral Student Consortium, *Academy of Management*, New Orleans, LA

- Black, J. A.** 2005. Invited Symposium Speaker, "Relationships Matter: Programming Agent Based Models & System Dynamics," in Symposium: Paradigms, Problems & Programs, *Southwest Academy of Management*, Dallas Texas.
- 2003- 2004 **Black, J. A. & Davis, J.** 2003. Use of Dynamic System Modeling in Leadership Research, Presented in Professional Development Workshop, *Academy of Management Meeting*, Seattle, WA.
- Black, J. A.** 2004. Leveraging Service into Research, Talk to the Doctoral Student/Jr. Faculty Colloquium, *Western Academy of Management*, Anchorage Alaska

TEACHING EXPERIENCE

COASTAL CAROLINA UNIVERSITY

UNDERGRADUATE

- **CBAD 301/371 Management and Organizations** This course in 2010 was a designated intensive writing course and that requirement has since been dropped. It is an introductory survey course on the basic principles of management.
- **CBAD 373 Business Integration and Application** This course is designated as a Q course and is taught using a simulation.
- **CBAD 399 Independent Study (Feasibility Study)** This independent study course has the subtitle to indicate that its emphasis is on the determination if an entrepreneurial idea is commercially feasible.
- **CBAD 478Q Strategic Management** This is a writing intensive class that takes a student through a full strategic analysis and the writing of the formal business report with the recommendations. It is highly recommended that students take this course in their last semester on campus.
- **MGMT 320Q/ CBAD 404 Entrepreneurial Leadership** While all sections of the course are not Q (experiential learning) designated, my sections are. The students explore what it means to be an entrepreneur, interview practicing entrepreneurs and craft an amateur video documentary to share the entrepreneur's story with others. They then present their documentary to the campus and the world via the internet.
- **MGMT 420 Current Topics in Entrepreneurship & Innovation** [COURSE OFFERED WITH LINKS TO POPULAR MOVIES TAUGHT MOSTLY IN SUMMERS.] This course offers students the opportunity to either read on the most recent work in entrepreneurship and innovation or to take advantage of a visiting specialist in an entrepreneurial area.
- **MGMT 429 Practicum in Entrepreneurship and Innovation.** This is the

capstone course in the Entrepreneurial Management concentration. The student must engage in an entrepreneurial or innovation activity that furthers their growth as a potential entrepreneur. It is very- tailored to the needs of each individual student.

GRADUATE

- **CBAD 778 Strategic and International Issues in Management** This graduate level seminar included readings in the topical areas and the participation in an international business simulation.
- **MBA 503 Tools for Business Analysis [COURSE IS DESIGNED BUT NOT YET OFFERED.]** This online course reviews basic computer software used in graduate work and the required logical argument bases for graduate education.
- **MBA 640 Creativity and Innovation** The emphasis in this course is on creative thinking in an organizational setting. Opportunity recognition and idea generation are covered and ways to implement change in an organization are addressed.
- **MBA 690 Global Strategy** This course is now a last semester course for the MBA Program. It covers strategic management and implications from international competition and types of organizational forms used to compete globally.
- **MBA 740 Current Topics in Entrepreneurship and Organization Growth** This readings course provides students with overviews of current topics of interest to entrepreneurs, small business owners and others interested in growing businesses.

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD

UNDERGRADUATE

- **BA 490: Senior Seminar (Strategic Management)** Course meets business degree capstone requirements. Course introduces students to strategic management concepts and walks them through a major strategy project. Course used a variety of texts.
- **MGMT 345: Small Business Management** Course meets school and department requirements for an upper division elective and is part of the Small Business Management concentration. Course used a series of readings.
- **CSUB 103/303: Roadrunner Passions: Faces of Entrepreneurs** Course meets university requirements for a freshman/transfer student year one experience course. Course focused on profiles of various entrepreneurs- interview-based research- and culminated in a term project in which students videotaped interviewing an entrepreneur.
- **CSUB 105/305: Roadrunner Ambassador: Stories of Entrepreneurs** Course meets university requirements for a freshman/transfer student year one experience course. Course focuses on compiling and editing the previously videotaped interviews of an entrepreneur and sharing the result with others both on and off campus.
- **BA 477: Special Topics Course Profiles of Entrepreneurs** This upper division course combines the efforts of CSUB 103/303 & 105/305 into one 5 credit course only with the expectation that each individual would

interview 3 entrepreneurs- compile and edit their interviews and share the results during an Entrepreneurship Fair.

GRADUATE

- **MGMT 600: Seminar in Organizational Theory** This MBA required course exposes students to the macro level of organizational theory and the organization as a system. It looks at the result of deliberate organizing efforts and emergent results from system interactions. The goal is to help students shift to a macro perspective and to use that perspective in analysis, in understanding and in creating and reaching team and organizational goals.

NEW MEXICO STATE UNIVERSITY

UNDERGRADUATE

- **MGT 310G: Faces of Entrepreneurs** – Course meets univ. graduation requirements for upper division research course outside of student's own college. Course uses Nelson & Bell, Profiles in Entrepreneurship, 2004.— UG RESEARCH COURSE
- **BUSA 421: Integrated Business Concepts 1 (Strategy Formulation)** Course used a variety of texts.—LIVE PROJECT COURSE;
- **BUSA 422: Integrated Business Concepts 2 (Strategy Implementation)**. No text used but rather course centered around three HBP simulations. – TEAM TAUGHT COURSE with professors from other departments. Course dropped from core Fall 2004.
- **MGT 465/565: Entrepreneurship** – Course used Zimmerer & Scarborough, Essentials of Entrepreneurship and Small Business Management, 2005. – ON-LINE COURSE;
- **MGT 490: Special Topics: Entrepreneurs & Strategy** – Course was an elective that brought actual local entrepreneurs into the class for students to interact with and assess the strategic processes in use by the entrepreneurs.

GRADUATE

- **MGT 503: Organizational Behavior & Systems** – Course taught in Cohort Program (like Executive MBA programs). It was taught using an experiential approach of managerial and leadership skills using Quinn et al., On Becoming a Master Manager, 2006.
- **MGT 590: Strategic Management** – Course taught both in regular MBA program and in Cohort program (like Executive MBA programs). The pedagogical approach varied from a projects approach to one using simulations using Carpenter & Sanders, Strategic Management a Dynamic Perspective StratSim Edition, 2007.
- **MGT 675: Strategy Seminar** – Course taught to Ph. D. students. This course provided both an overview of strategy and an opportunity for students to participate in a live research project. Again a very active learning style approach.

MICHIGAN STATE UNIVERSITY

UNDERGRADUATE

- **Strategic Management** – Capstone course taught to large sections of 300+ students.

GRADUATE

- **Strategies in a Global Environment** – Capstone course taught to mid-level

executives in MSU's PIMS Executive MBA Program.

TEXAS TECH UNIVERSITY

UNDERGRADUATE

- Organizational Behavior – Core management degree course taught using Schermerhorn, Hunt & Osborn as doctoral student.
- Strategic Management – Capstone business degree course taught using Thompson & Strickland as doctoral student and visiting professor.

WAYLAND BAPTIST UNIVERSITY

UNDERGRADUATE

- Strategic Marketing – Core business degree course taught using required text as visiting assistant *professor*.

SERVICE

SERVICE TO PROFESSION/DISCIPLINE

LEADERSHIP ROLES

- Academy of Management
 - 2006-2007 – Placement, Director
 - 2005-2006 – Associate Placement, Director
 - 2004-2005 – Associate Placement, Director
 - 2003-2004 – Assistant Placement, Director
 - 2002-2003 – Assistant Placement, Director
- Association for Small Business and Entrepreneurship
 - 2018 – Program Chair when started back with FBD
- Southwest Academy of Management
 - 2011-2012 – Past President & Doctoral Consortium Director
 - 2010-2011 – President
 - 2009-2010 – Program Chair
 - 2008-2009 – Assistant Program Chair
 - 2006-2007 – Developmental Papers Track, Track Chair
 - 2005-2006 – Entrepreneurship, Small Business & Consulting Track, Track Chair
 - 2004-2005 – Strategy, Public & Non-Profit Track, Track Chair

EDITORIAL SERVICES

- Special Issue Editor
 - 2019 Coastal Business Journal
 - 2000 Journal of Organizational Change Management

- 1999 Journal of Business & Entrepreneurship

REVIEWER SERVICES

- Journals –Ad Hoc Reviewer
 - Academy of Management Review
 - Academy of Management Journal
 - Strategic Management Journal
 - Leadership Quarterly
 - Journal of Business & Entrepreneurship
 - Journal of Organizational Studies
 - Journal of Organizational Change Management
 - Christian Business Review
- Academy of Management
 - 2009 – Entrepreneurship, Business Policy and Strategy, Organizational Development & Change
 - 2008 – Entrepreneurship, Business Policy and Strategy, Organizational Development & Change
 - 2007 – Entrepreneurship, Business Policy and Strategy, Organizational Development & Change
 - 2006 – Entrepreneurship, Business Policy and Strategy, Organizational Development & Change
 - 2005 – Entrepreneurship, Business Policy and Strategy, Public & Non-Profit
 - 2004 – Entrepreneurship, Business Policy and Strategy, Organization & Management Theory
 - 2003 – Entrepreneurship, Business Policy and Strategy, Organization & Management Theory
 - 2002 – Entrepreneurship, Business Policy and Strategy, Organizational Behavior
- Association for Small Business and Entrepreneurship
 - 2018 Albuquerque, NM
- European Academy of Management
 - 2007 – Paris, France
- Conference for Competence Based Competition
 - 2005 – Antwerp, Belgium
 - 2002 – Lausanne, Switzerland
- Southern Management Association
 - 2017 – Management Education Track
 - 2012 – Management Education Track
 - 2011 – Management Education Track
- South East INForms
 - 2015-2018 Management Education Track
 - 2012 – Management Education Track
 - 2011 – Management Education Track

- SE Decision Sciences Institute
 - 2012 – Management Education Track

OTHER SERVICES

- Placement Volunteer, Academy of Management
- Session Chairs/Discussants: Academy of Management, Western Academy of Management, Southwestern Academy of Management, Southwestern Decision Science Institute, Strategic Management Society
- Participant/Presenter
 - Entrepreneurship Doctoral Student Consortium, AOM, 2004
 - Doctoral Student Jr. Faculty consortium, Western AOM, 2004

SERVICE TO THE DEPARTMENT

DEPARTMENTAL LEADERSHIP

- 2012 – Lead Faculty for Entrepreneurial Management Concentration.
- Created and had approved a brochure for the new Entrepreneurial Management Concentration
 - Mentor for Dick Drass, new entrepreneurship lecturer
 - Faculty Sponsor for new student club, Coastal Entrepreneur Organization
 - Represented Management Department Q course, MGMT 320Q at QEP Fair in Edwards Patio
 - Did independent study like course for MGMT 429 so that early student adoptees of Entrepreneurial Management Degree could graduate.
- 2011
- Lead Faculty for the Entrepreneurship Management concentration.
 - Researched award winning entrepreneurship programs and designed the new courses for the concentration: MGMT 320, 420, 422, 423, 429.
 - Drafted a welcome letter that provided students interested in the new concentration a suggested program of study to complete the degree timely.
 - Represented Management Department Q course, MGMT 320Q at QEP Fair in Edwards Patio
- 2000– 2004 Course Coordinator for Team Teaching BUSA 422 (the strategic

implementation required course for this time period–NMSU)

DEPARTMENTAL COMMITTEE WORK

2019-- Member of Strategy Faculty Team (all management faculty)

Member of Entrepreneurial Management Concentration Team

- Ad Hoc Committees

- Univ 110 Sub-committee with Cari Borisuk and Pete Gasca
- Offered to be a part of the graduate concentration committee for Leadership and Entrepreneurship

2018-- Member of Strategy Faculty Team (all management faculty)

Member of Entrepreneurial Management Concentration Team

2017-- Member of Strategy Faculty Team (all management faculty)

Member of Entrepreneurial Management Concentration Team

2016-- Member of Strategy Faculty Team (all management faculty)

- Ad Hoc Committees

- Entrepreneurship Program Refinement

2015-- Member of Strategy Faculty Team (all management faculty)

- Ad Hoc Committees

Spring: Recruiting Committee Chair (Tenure Track Position:
Entrepreneurship)

Mission/Vision Sub-Committee

2014-- Member of Strategy Faculty Team (all management faculty)

- Ad Hoc Committees

Spring: Recruiting Committee Chair (Tenure Track Position:
Strategy)

2013-- Member of Strategy Faculty Team (all management faculty)

- Ad Hoc Committees

Spring: Recruiting Committee Chair (Lecturer Position: General
Management/Int'l Bus/MIS)

2012-- Member of Strategy Faculty Team (all management faculty)

2011 – Member of Strategy Faculty Team (all management faculty)

– Ad Hoc Committees

Spring: Called informal meeting of management faculty

Recruiting Committee Chair (Lecturer Position:
Entrepreneurship/Macro)

Fall: Ad Hoc Committee Leader: Entrepreneurship & Innovation
Concentration

Ad Hoc Committee Member: Macro-Level Management
Major Core

2010 – Member of Strategy Faculty Team (all management faculty)

2005-current Promotion & Tenure Committee
2001-2002 Recruiting Committee (OB position)

GRADUATE COMMITTEES (DOCTORAL DISSERTATIONS & MASTER'S THESES)

Committee Chair	2007	R. David Fass, <i>Dissertation</i> <i>Topic: Network Organization Evolution</i>
		Brent Kinghorn, <i>Dissertation</i> <i>Topic: Entrepreneurs & Innovation</i>
	2003	Kim Hinrich, <i>Dissertation</i> <i>Topic: Strategic Alliance Processes</i> , Current Position: Minnesota State University, Mankato
Committee Member	2006	Leonel Prieto, <i>Dissertation</i>
	2003	Lori Paris, <i>Dissertation</i> , Won Best Paper from Dissertation Award from Academy of Management 2004.
	2004	Chuck Herman, <i>Marketing Dissertation</i>

ADVISING

2018-2019 Took up advising of Entrepreneurship majors each Fall and Spring. Final graduation applications done by advising center in Wall.

- Met with each student and planned terms courses.
- Did extra advising for student advisees of other faculty yet who were interested in the Entrepreneurial Management degree

2015 – 2017 Did Faculty mentoring via sponsored activities for Entrepreneurship concentration majors and availability during regular registration times.

2014 Advising Students Fall & Spring

- Met with each student and planned terms courses.
- Did extra advising for student advisees of other faculty yet who were interested in the Entrepreneurial Management degree
- Organized a “Mentoring” session during International Entrepreneurship Week.

2013 Advising Students Fall & Spring

- Met with each student and planned terms courses.
- Did extra advising for student advisees of other faculty yet who were interested in the Entrepreneurial Management degree

2012 Advising Students Fall & Spring

- Met with each student and planned terms courses.
- Had Pizza Party at start of term to welcome back advisees and begin any graduation planning.
- Did follow up on graduation planning and submitted graduation plans timely.
- Did extra advising for student advisees of other faculty yet who were interested in the Entrepreneurial Management degree

2011 Advising Students Fall & Spring

- Met with each student and planned terms courses.
- Had Pizza Party at start of term to welcome back advisees and begin any graduation planning.
- Did follow up on graduation planning and submitted graduation plans timely.

- On College P & T Committee (Off Spring back on in Fall)

2019 Spring & Fall

- On College P & T Committee (Off Fall)

2018 Fall

- On College P & T Committee

2017 Spring

- On MBA Advisory Committee

2016 Spring & Fall

- On MBA Advisory Committee

2015 – Spring & Fall

- On MBA Advisory Committee
- Continued work on Entrepreneurship track for MBA and the implied MBA division into core and selective courses. Draft form under consideration by rest of ad hoc Entrepreneurship Track committee.

2014 –

Spring & Fall

- Gathered data to use in program assessments.
- Judged and awarded prizes in Semester awards for Wall College Real Time Business Case Competition
- Handed out ETS Awards during End of Term Receptions

Spring only

- Submitted proposal for teams classroom complete with budget projections and potential rooms. → Proposal taken up and pursued by Dean's office... room to be completed summer 2015

Summer

- Provided online CBAD 478 for 9 week pilot test.

Fall Only

- Prepared proposal for interdisciplinary minor: Maritime Leisure Studies.
 - This 18-credit minor includes courses from the College of Science, the Edwards College of Humanities and Fine Arts, and the Wall College of Business. It was submitted in October to the Dean's office of the University College in the format required by CHE.

- Associate Dean Russe indicated that an official survey of interest on the part of students was needed as well.

2013 –

Spring & Fall

- Gathered data to use in program assessments.
- Judged and awarded prizes in Semester awards for Wall College Real Time Business Case Competition
- Handed out ETS Awards during End of Term Receptions

Summer

- Provided requested elective for the MBA program in Maymester.

2012 –

Spring & Fall

- Judged and awarded prizes in Semester awards for Wall College Real Time Business Case Competition
- Handed out ETS Awards during End of Term Receptions
- Gathered data to use in program assessments.

2011 –

Spring & Fall

- Handed out ETS Awards during End of Term Receptions
- Gathered data to use in program assessments.
- Ad Hoc Committee Chair for MBA Creativity, Innovation, and Entrepreneurship Class
- Faculty Senate Long Term Substitute took over rest of term of Faculty Senate for Janis Chesson who retired

Spring:

- Helped institute and judge Wall College Real Time Business Case Competition inaugural year.
- Ad Hoc MBA Committee Member on Design of Creativity, Innovation & Entrepreneurship course for new MBA.

Fall

- Ad Hoc MBA Committee Member on Design of Entrepreneurship Certificate/Track.

2010 – Part of Faculty Team Presenting ETS awards (CCU)

2009 – Designed Honors program for College of Business and Presented it at Spring Planning Retreat (CSU, Bakersfield)

2003-2004 Graduate Policy Committee, Chair (NMSU)

PRESENTATIONS ON BEHALF OF COLLEGE

- 2018 **Black, J. A.** Summary of Sabbatical and 2 joint papers for publishing with Junior Faculty
- 2012 **Black, J. A.** & Twigg, N. W. (2012, September). THE TERTIARY THINKING MODEL: *College-Level Critical Thinking for Business Students*, Wall Interdisciplinary Talks (1 of 6 done by Management Faculty)
- 2011 **Black, J. A.** (2011, April) Transitioning from Imagining to Rhetoric by Entrepreneurs Wall Interdisciplinary Talks (1 of 6 done by Management Faculty)
- 2006-2007 **Black, J.**, Mariani, M. C., & Valles, D. 2006. Design and Development of Emergency Preparedness Models at the U.S./Mexico Border, Information Sciences & Security Systems 2006 Summit & Scramble, NMSU
- Kinghorn, B., **Black, J.**, & Oliver, R. 2006 The Integration of Entrepreneurship Theory and Terrorism Theory and Its use in Understanding Ideology Based Entrepreneurial Organizations, Information Sciences & Security Systems 2006 Summit & Scramble, NMSU
- Noonchester, M., Winfree, T., Oliver, R., **Black, J.** & Rico, G., 2006. Designing & Deploying an Integrated Monitoring, Security and Data Management System at Small Airports in the U. S.-Mexico Border Region and Its Assimilation by Affected Personnel, Information Sciences & Security Systems 2006 Summit & Scramble, NMSU
- Oliver, R. L., Keller, T., & **Black, J. A.**, 2006. Leaders, Followers & Learning: Facing the Organizational Challenges of Critical Incident Responders, Information Sciences & Security Systems 2006 Summit & Scramble, NMSU
- 2005-2006 **Black, J. A.**, Coombs, M., Hacker, K. & Oliver R. L. 2005. Social Science Modeling and Terrorism: A Joint NMSU & Los Alamos National Lab Project, University Research Council Conference 2005, NMSU.
- Oliver, R. L. & **Black, J. A.**, 2005. CMASS: Showing the Development of an Interdisciplinary Research Stream, University Research Council Conference 2005, NMSU.
- Weisinger, J. & **Black, J. A.**, 2005. Bridging and Bonding: Strategic Social Relations, University Research Council Conference 2005, NMSU
- 2004-2005 **Black, J. A.** & Oliver, R. L. 2004. Forgetting and Its Impact on the Context-for-Learning, University Research Council Conference 2004, NMSU

2001-2002 **Black, J. A.**, Mentoring: A Participative Example, Business Advisory Council, College of Business, NMSU

COMMITTEE MEMBERSHIP

2018-2021 College P & T Committee

2013-2016 MBA Committee

2012 Assurance of Learning Committee

2008-2010 MBA Committee (CSU, Bakersfield)

2004-2005 Graduate Policy Committee, EMBA/Distance MBA Subcommittee (NMSU)

2001-2003 Teaching Excellence Committee Member

2002-2003 Ad Hoc Committee Member for Distance-Based Part-Time Doctorate

2001-2002 Entrepreneurship Business Plan Contest Judge
Development Committee for Accenture Case Competition

1998-2003 Entrepreneurship Area Task Force Member

1997-2001 Undergraduate Curriculum Committee Member (NMSU)

SERVICE TO THE UNIVERSITY

UNIVERSITY LEADERSHIP

2019 Wall College Representative to University P&T Committee (Sabbatical replacement Fall)

2018- 2020 Wall College Representative to the Facilities Committee

2014-2017 Graduate Council Faculty Senator for the Wall College of Business

2013-2017 Faculty Senator for the Wall College of Business

2012 **WCOB representative** to the Living Learning Community: A committee developed to address retention of undeclared students and living learning communities.

2011-2012 **Faculty Senator** for the Wall College of Business (CCU)

2007-2008 **Faculty Senator** for the College of Business (NMSU)
Member of the University Affairs Sub-Committee
Faculty Senate Representative to the Faculty Advisory Council on Technology (F. A. C .T. Council)

2006-2007 **Co-Director** of the University-Wide Interdisciplinary Research Cluster: Information Science & Security Systems.

- Faculty Senator** for the College of Business
Member of the University Affairs Sub-Committee
Representative for the College of Business to the University
Research Council
- 2005-2006 **Co-Director** of the University-Wide Interdisciplinary Research
Cluster: Information Science & Security Systems. (Note:
Spring Sabbatical spent organizing and getting this research cluster off
the ground: \$75,000 budget).
- Faculty Senator** for the College of Business
Member of the University Affairs Sub-Committee
Representative for the College of Business to the University
Research Council
-

GRADUATE FACULTY

- 2012-2020 Graduate Faculty Member (CCU)
2008-2010 Graduate Faculty Member (CSUB)
2001 Graduate Faculty Member (NMSU)
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WORKSHOPS PRESENTED

- 2019 **Presented Session** on the Use of Excel to Record Grades through
CeTEAL
- 2018 **Panel Member** on Promotion and Tenure training by CeTEAL
- 2015 **Panel Member** on Promotion and Tenure training by CeTEAL
- 2014 **Panel Member** on Promotion and Tenure training by CeTEAL
- 2013 **Embedding a Critical Thinking Module in Courses**
- Introduction and Overview
 - Offered august 21, 2013
 - Lesson 1: College-Level Critical Thinking
 - Offered August 28, 2013
 - Lesson 2: Universal Intellectual Standards
 - Offered September 4, 2013
 - Lesson 3: Persuasive Logic & Toulmin's Model
 - To Be Offered September 11, 2013
 - Lesson 4: Systemic Thinking and Senge's Causal Loops
 - To Be Offered September 18, 2013
 - Lesson 5: Unstructured Application Setting
 - To Be Offered September 25, 2013

Lesson 6: Module Exam

To Be Offered October 1, 2013

Each of the above workshops with the exception of the first introduction workshop is one hour long. Participants received a full set of lesson plans including module and lesson student learning goals. Participants in the "Lesson" workshops role played students and received a personal experience in how to teach the lessons along with receiving copies of the PowerPoint slides.

2007 First Friday Event: Facilitating Writing In-depth Applied Research Papers; Offered Through The College of Extended Learning Using a Combined Face-to-face and On-line Format, 1.5 hours long, This workshop shares a process that enabled working adults to learn/relearn the research paper writing process and to facilitate their ability to transfer what they learned from doing the research to "real life". This semester-long process takes the students from individual papers to team application papers thus enabling both critical thinking and team process development as well. There is on-line support material and directions on how to use the library at a distance.

SERVICE TO COMMUNITY

COMMUNITY INVOLVEMENT

2017-2020 School Board Chair for start-up Private School, Renaissance Preparatory Academy, Myrtle Beach, SC

2014-2016 Involvement of community small business owners in projects in MGMT 320.

2010 Involvement of Local Higher Level Managers in Presentations to CBAD 371(301)

COMMUNITY LEADERSHIP

- 2005-2006 **Acting Director** of "Open Doors High School Outreach Program"
- Offered Year 1 Business Computer Information Systems 110G: Course Offering to High School Students (Freshman Intro Course in Computer Literacy)
 - Had 30 students enrolled in the course @ \$150/course
 - Demonstration Year: Time volunteered for 5 weeks in summer 40 hours/week.
- 2004-2005 **Acting Director** of "Open Doors High School Outreach Program"
- Year 1 Business Computer Information Systems 110G: Course Offering to High School Students (Freshman Intro Course in Computer Literacy)

- Develop Program & Customize Course to Student Population
- Pilot Study Year
- Coordinated Faculty volunteers & Students for 5 weeks in summer 40 hours/week. Four faculty members volunteered 1 40hour work week in addition to my coordination time of the entire term.

PRO BONO COMMUNITY INVOLVEMENT

2017-2019	School Board Member of Private School
2017	Facilitated Start-up of Private School
2006-2007	Examiner: Quality NM, State Level Organization for the Malcolm Baldrige Quality Award Competition (over 120 volunteer hours)
2003-2004	Presentation: How Leaders Can Help Their People to Handle Change, New Mexico Public Purchasing Association, Las Cruces, New Mexico

PAID WORKSHOPS: (SEE GRANTS & CONTRACTS FOR FULL DETAILS)

- 2008 Jump Start and Polish Academic Writing
- 2006 Strategic Plans, Strategic Goals, Customized Tactics.
- 2005 Mission & Vision Statement Refinement & Enhancement
Creating a High Performance Context: Leaders and Their Skills Supporting Learning & Change.
Strategic Decision Making and High Performance Organizations.
- 2004 Leadership of High Performance Organizations.
High Performance Organizations & Empowerment.
- 2003 Strategic Thinking and Change Workshop.
- 2001 Strategic Management Overview Workshop.

PERSONAL DEVELOPMENT

PROFESSIONAL CONFERENCES

Attend on average 4 professional meetings/year (CCU Budget varies but about \$1200/year, CSUB Budget \$1200/year; NMSU Budget \$1250/year—rest self-funded) with memberships in the following Professional Organizations

- Academy of Management
- Association for Small Business and Entrepreneurship

- British Academy of Management
- Competence Based Management
- European Academy of Management
- Irish Academy of Management
- Management*Organizational Behavior Teaching Conference (M*OBTC)
- Southeast Informs
- Southeast Decision Sciences Institute
- Southern Management Association
- Southwest Academy of Management
- Southwest Decision Science Institute
- Strategic Management Society
- United States Association of Small Business & Entrepreneurship
- Western Academy of Management

WORKSHOPS

- 2012 Completed sufficient CTEAL courses to earn **Distance Learning Training Certificate.**
- 2005 4-Day Agent-Based Modeling and Simulation Concepts Development Course, Argonne National Laboratory, The Sante Fe Institute & The University of Chicago, Chicago, IL
- 2003 1-Day Course Design Workshop, Dee Sink, NMSU, Teaching Academy
- 2002 1-Week Web-CT Refresher Course, NMSU, Scholarly Technology Workshop,

Degrees:

- 1998- 2004 Education Specialist Degree (Ed. Spec.) in Learning Technologies, NMSU

OCCUPATIONAL EXPERIENCE

- 2010-2020 Management and Education Consultant
- 1997-2007 Management & Leadership Consultant
- 1989-1992 Chief Financial Officer, The Golf Tee, Inc., Petaluma, CA
- 1987-1988 Staff Accountant, JoAnn Ritko Pozzi, CPA, Petaluma, CA
- 1986-1987 Staff Accountant, Benjamin C. Steele, CPA, Carson City, NV
- 1981-1986 Consultant/Owner, Business & Research Services, Carson City, NV
- 1980-1981 Field Auditor, Nevada Industrial Insurance Commission, State of Nevada, Carson City,

FOR REFERENCES SEE NEXT PAGE.

REFERENCES (ALPHABETICAL ORDER)

Frances Fabian, Associate Professor, Department of Management, Fogelman College, University of Memphis, Memphis, Tennessee; 901-678-2851; cell:901-347-3574; ffabian@memphis.edu.

[Relationship: Long time strategic management & intangible resource co-author; most recent paper accepted for 2020 Eastern Academy of Management, *Language for Strategic Coherence: The Result of Organizational Identity and Dominant Logic*]

Kay Keels, Professor, Department of Management and Decision Sciences, E. Craig Wall SR College of Business Administration, Coastal Carolina University, Conway, SC; 843-349-2688; Cell: 843-504-8078; jkeels@coastal.edu.

[Relationship: Colleague and Coauthor at Coastal Carolina University in Strategy; most recent paper published 2019 in Industry and Higher Education; Special Issue Editor: Brian Holland., *Are We Teaching What Employers Want? Identifying and Remediating Gaps between Employer Needs, Accreditor Prescriptions, and Undergraduate Curricular Priorities*]

Michael Latta, Professor, Department of Marketing and Hospitality, Resort and Tourism Management, , E. Craig Wall SR College of Business Administration, Coastal Carolina University, Conway, SC; personal number: 843-903-1759; mlatta@coastal.edu

[Relationship: Former Associate Dean and coauthor; Most recent effort co-panelist on 2019 panel for SEInforms, *Taking the Long View: Emergent Graduate Programs and Alignments*]

Henry Lowenstein, Professor, Department of Marketing and Hospitality, Resort and Tourism Management, , E. Craig Wall SR College of Business Administration, Coastal Carolina University, Conway, SC; 843-349-2827; Home: (843) 347-8827; Cell (843) 504-1331; hlowenst@coastal.edu

[Relationship: Former Dean and next door office neighbor]

Leann Mischel, Associate Professor, Department of Management and Decision Sciences, E. Craig Wall SR College of Business Administration, Coastal Carolina University, Conway, SC; cell: 570-259-6420 or work: 843-349-2023; lmischel@coastal.edu

[Relationship: colleague and coauthor at CCU in Entrepreneurship. She has had the office next to mine since she arrived. We have both taught a variety of entrepreneurship courses and have several publications on entrepreneurship pedagogy. Our most recent article is 2020 in Journal of Small Business and Entrepreneurship, *Grassroots Entrepreneurial Program: Developing Best Practices.*]

Arlise McKinney, Associate Professor, Department of Management and Decision Sciences, E. Craig Wall SR College of Business Administration, Coastal Carolina University, Conway, SC; 843-349-2390; cell: 336-926-9753; amckinney@coastal.edu

[Relationship: Former director of Graduate Programs, colleague, coauthor; Most recent

co-panelist on 2019 panel for SEInforms, *Taking the Long View: Emergent Graduate Programs and Alignments*]

Richard Oliver, Recently Retired, Professor Emeritus, Accounting and Information Systems, College of Business, New Mexico State University, Las Cruces, NM; Department number: 575-646-4901; Cell: 575-496-9091; personal email: roliver@zianet.com.

[Relationship: Former colleague when I was at NMSU and long time coauthor; Most recent article 2017 in Business Journal for Entrepreneurs: Critical Thinking Series, *Destructive Entrepreneurship: Linking Entrepreneurship Theory and Terrorism.*]

Yvonne S. Smith, Professor, Department of Management, College of Business and Public Management, University of La Verne, La Verne, CA; Cell: 1-714-746-9658; ysmith@laverne.edu.

[Relationship: Long time Coauthor; most recent article in 2014 Christian Business Academy Review, *The Millennial Generation and Personal Accountability: Spiritual and Classroom Implications.*]

Nick Twigg, Distinguished Professor Emeritus, Department of Management and Decision Sciences, E. Craig Wall SR College of Business Administration, Coastal Carolina University, Conway, SC; personal phone number: 1-337-244-1029; ntwigg@coastal.edu or personal email nwtwigg@gmail.com.

[Relationship: Retired colleague at Coastal Carolina University and coauthor; Most recent article 2016 in Global Education Journal, *Critical Thinking; The case for systems thinking over analytical thinking: Loopy thinking outside the box.*]