

DIANNE H.B. WELSH

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ACADEMIC PREPARATION, EXPERIENCE, AND AWARDS

EDUCATION

B.A. ENGLISH 56 hours Business Administration, University of Iowa, G.P.A.: 3.44/4.0 1978

M.S. PSYCHOLOGY, Emporia (KS) State University, G.P.A.: 4.0/4.0 1984

PH.D. BUSINESS ADMINISTRATION, University of Nebraska – Lincoln, G.P.A.: 3.94/4.0 1988

Areas: Organizational Behavior and Theory, Labor Relations, Human Resources Management

Dissertation: *The Premack Principle Applied to Quality Performance Behavior of Part-Time Employees*

CERTIFICATIONS

Registered Parliamentarian, National Association of Parliamentarians, ID 8383, 1993-Present
Certified Sr. Professional in Human Resources (SPHR), HR Certification Institute, 1998-Present
Certified Small Business Counselor, Small Business Institute (SBI), 2002-2006
Certified Family Business Advisor, Family Firm Institute (FFI), 2008-Present

EXPERIENCE

TEACHING ASSISTANT, University of Nebraska - Lincoln 1985 – 1987

ASSISTANT PROFESSOR, Eastern Washington University 1988-1993

EXCHANGE PROFESSOR, Kalinin (U.S.S.R.) State University March-May 1990

INSTRUCTOR, USAF Lieutenant's Professional Development Program 1990

ASSOCIATE PROFESSOR, Eastern Washington University 1993 – 1997

INTERIM DEPT. CHAIR, Management, Eastern Washington University Feb.-June 1996
April–Dec. 1997

VISITING PROFESSOR, University of Jyvaskyla, Finland	1996, 2002, 2003
PROFESSOR, Eastern Washington University	1997–2000
BOARD OF VISITORS (TRUSTEES), U.S. Air Force Academy	1997–2000
WALTON FELLOW, STUDENTS IN FREE ENTERPRISE	1998-2004
KAHL CHAIR & PROFESSOR IN ENTREPRENEURSHIP, John Carroll University	2000-2004
SMALL BUSINESS INSTITUTE DIRECTOR	2000-Present
ACADEMIC DIRECTOR, Muldoon Center for Entrepreneurship, John Carroll University	2000-2004
REGIONAL DIRECTOR, Global Student Entrepreneur Awards	2000-2004
APPOINTEE, Defense Advisory Committee of Women in the Armed Services, U.S. Department of Defense	2000-2004
GUEST PROFESSOR, Advanced Entrepreneurial Academy, Kent State University	2004-2005
WALTER CHAIR IN ENTREPRENEURSHIP, PROFESSOR, University of Tampa	2005-2008
FOUNDER & EXECUTIVE DIRECTOR, Florida Entrepreneur & Family Business Center, University of Tampa	2005-2008
KAUFFMAN FOUNDATION SPONSORED LECTURER, University of Texas-El Paso, Social Entrepreneurship & Franchising	2007
HAYES DISTINGUISHED CHAIR & PROFESSOR, The University of North Carolina at Greensboro	2008
ARCHITECT of the B.S. Entrepreneurship, two minors, graduate certificate in Entrepreneurship	2008-2009
FOUNDER & INAGURAL DIRECTOR, North Carolina Entrepreneurship Center, The University of North Carolina Greensboro	2009-2011
FOUNDER & DIRECTOR, Entrepreneurship Cross-Disciplinary Program, The University of North Carolina Greensboro	2011-

CO-FOUNDER & CO-DIRECTOR, Entrepreneurship & Sustainability Living Learning Community, The University of North Carolina Greensboro	2010-2014
FOUNDER OF THE CROSS-THE-BRIDGE INCUBATOR & SPARTAN TRADER EXPERIENTIAL LEARNING LAB, The University of North Carolina Greensboro	2011-2016
FULBRIGHT-KATHRYN AND CRAIG HALL DISTINGUISHED CHAIR for Entrepreneurship in Central Europe at WU (Vienna University of Economics and Business)	2015
VISITING PROFESSOR, Aalto University, Finland, Global Innovation Management, Global Entrepreneurship courses	2016, 2017, 2018
FELLOW, Positive Organizational Behavior Institute (POBI)	2020
EDUCATION COUNCIL MEMBER, Tamarind Learning	2020
VISITING PROFESSOR, Kauko University, Lithuania	2020
VISITING PROFESSOR, Université Savoie Mont Blanc, France	2021

AWARDS AND HONORS

- Ogle and Regents Fellowships, University of Nebraska-Lincoln, 1987-1988
- Research Excellence Award, College of Business Administration, Eastern Washington University, 1993
- Best Teaching Award, Management Department, College of Business, Eastern Washington University, 1994
- CIBEAR Faculty Scholarship Award for Business Development with the Pacific Rim Countries, University of Southern California, June 1994
- PTI Pacificcorp. Foundation Faculty Achievement Award, Eastern Washington University, 1994
- Nominee, Ascending Scholar Award, Western Academy of Management, October 1995
- Faculty Advisor, Students in Free Enterprise (SIFE), Regional Competition Winner to Nationals every year, 1998-2004
- Top 32 National Teams, Students in Free Enterprise (SIFE), 2002
- Centurytel Foundation Faculty Achievement Award, Eastern Washington University, 1999
- Best Teaching Award, Management Department, Eastern Washington University, 1999
- Strathmore's Who's Who, 2000-present
- IBC's 21st Century Award for Achievement, 2000-present
- Dr. Walther Skaupy Medaille (Research), German Franchise Institute, October 2001
- Who's Who Among American Women, 1990 – present
- Who's Who in American Education, 1992 – present
- Women of Achievement Award, Intl. Biographical Centre, 2002-present

- Nominee, Free Enterprise Award, Int'l Franchise Association, July 2002, 1st Runner-Up
- Finalist & Winner, Northern Ohio Live Achievement Awards, September 2002
- Top 52 Entrepreneurship Programs, *Entrepreneur* Magazine, April 2003
- Nominee, Free Enterprise Award, Int'l Franchise Association, July 2003
- Best Chapter Advisor, Second Place, Collegiate Entrepreneurs' Organization, November 2003
- Distinguished Educator Award, International Education Division, U.S. Association for Small Business & Entrepreneurship (USASBE), January 2004
- Top 26 Entrepreneurship Programs, *Entrepreneur* Magazine, May 2004
- Best Workshop Award, National Consortium of Entrepreneurship Center Directors' Conference, October 2004
- Homer Saunders Mentor Award, Small Business Institute, January 2005
- Distinguished Service Award, National Consortium of Entrepreneurship Centers, October 2005
- Academy for Global Business Advancement 3rd World Congress Chair Award, January 2006
- Distinguished Mentor Award, Family Business Division, U.S. Association for Small Business & Entrepreneurship, January 2006
- Scientific Committee, International Conference on Commerce, Bucharest, Romania, March 2006
- Top 10 Most Downloaded Articles, *Family Business Review*, 2006
- Interdisciplinary Achievement Award, Family Firm Institute, The University of Tampa Entrepreneur & Family Business Center, 2006
- Best Workshop Award, U.S. Association for Small Business & Entrepreneurship, January 2007
- Outstanding Mentor Award, Corporate Entrepreneurship Division, U.S. Association for Small Business & Entrepreneurship, January 2007
- Distinguished Mentor Award, Small Business Institute, January 2007
- Finalist, *Tampa Bay Business Journal* Business Woman of the Year, August 2007
- Third Place, Small Business Institute Case Competition, Graduate Business Plan, February 2008
- Showcase Award, Small Business Institute Case Competition, February 2008
- Best of the Best New Program Award, Real Estate Program, Small Business Institute, February 2008
- Top 3 Milestones at UNCG by Chancellor Brady, Entrepreneurship Program, 2008-2009
- Member, Governor's Innovation Council, North Carolina, 2010-2012
- Rowan University & Emerald Group Publishing, Best Paper in Social Entrepreneurship, 2010
- U.S. Association for Small Business & Entrepreneurship Conference, 2010
- 2nd Place and Honorable Mention, Small Business Institute, Business Plan and Specialized Plan, Shelly Balbirer Project Director, Dianne Welsh, Small Business Institute Director, 2009
- 2nd Place, Poster Award, Family Enterprise Research Conference, 2010
- Award for Exceptional Activities in Entrepreneurship across Disciplines, North Carolina Entrepreneurship Center, Global Consortium of Entrepreneurship Centers, 2010
- Invited Speaker, U.N. Economic Commission for Europe International Conference, Kiev, Ukraine, 2010
- Fellow, U.S. Association for Small Business & Entrepreneurship, 2011
- Best Practices Award, Creative Cross-Disciplinary Entrepreneurship, Small Business Institute, 2011
- 2nd and 3rd Place, Graduate Comprehensive and Specialized Projects, Shelly Balbirer, Project Director, Dianne Welsh, Small Business Institute Director, 2010

- Business Woman of the Year Award, *Triad Business Journal*, 2011
- Family-Owned Business Scholars Award, Grand Valley State University, 2011-2012
- Outstanding Emerging Entrepreneurship Program in the United States, U.S. Assn. for Small Business & Entrepreneurship, 2012
- 2nd Place, Comprehensive Graduate Project, Jason Bohrer, Project Director, Dianne Welsh, Small Business Institute Director, 2011
- Outstanding Alumni Award, The University of Nebraska-Lincoln, 2012
- Alumni Award, Emporia (Kansas) State University, 2012
- Fellow, Family Firm Institute, 2012
- Academy of Educational Leadership Creative and Innovative Education Award, 2012
- Invited Speaker, Kozminski University, Warsaw, Poland, 2012
- Invited Keynote Speaker, U.N. Conference on Gender and Entrepreneurship, Baku, Azerbaijan, 2012
- 2nd Place, Comprehensive Graduate Project, Jason Bohrer, Project Director, Dianne Welsh, Small Business Institute Director, 2012
- Best Pedagogy Paper Award, Small Business Institute Conference, 2013
- Invited Keynote Speaker, GIKA Conference, Valencia, Spain 2013
- Invited Distinguished Speaker, Emory Riddle University, November 2013
- Best Family Business Paper Award, USASBE, January 2014
- 1st Place, Business Plan Graduate Project, Richard Browne, Project Director, Dianne Welsh, Small Business Institute Director, 2013
- 2nd Place, Feasibility/Business Plan Undergraduate Project, Dianne Welsh, Project Director & Small Business Institute Director, 2013
- Recipient, Senior Teaching Award, Bryan School of Business & Economics, April 2014
- Recipient, Leavey Award by the Freedoms Foundation for the Spartan Trader, May 2014
- Keynote Acceptance, 37th Annual Leavey Awards Class, Freedoms Foundation, Valley Forge, PA, May 2014
- Invited Keynote Speaker, Entrepreneurial Librarians Conference, Wake Forest University, Oct. 2014
- Invited Keynote Speaker, 7th International Conference on Service Management, Macau, Dec. 2014
- Recipient, Distinguished Teaching Paper Award, Small Business Institute Conference, 2015
- Recipient, Distinguished Empirical Paper Award, Small Business Institute Conference, 2015
- Recipient, Mary Settle Sharp Award for Teaching Excellence, The University of North Carolina Greensboro, 2014-2015
- Invited Keynote Speaker, Annual Award Presentations, WU (Vienna University School of Economics and Business), April 2015
- Invited Keynote Fulbright Speaker, National University of Ireland, Galway, Ireland, April 2015
- Invited Keynote Speaker, University of Groningen, Netherlands, May 2015
- Invited Keynote Speaker, BASIQ 2015 International Conference, Bucharest University of Economics Studies, Bucharest, Romania, June 2015
- Invited Keynote Speaker on Women Entrepreneurs with U.S. Ambassador Alexa Wesner, June 2015

- Invited Speaker, University of West London, Women and Entrepreneurship Advancement, October 2015
- Award Finalist, Best Workshop, Creative Cross-Disciplinary Entrepreneurship, USASBE, 2016
- Honorable Mention, Business Plan Graduate Project, James Boles, Project Director, Dianne Welsh, Small Business Institute Director, 2015
- Commencement Speaker, The University of North Carolina Greensboro, December 2015
- Honorary Scientific Committee, BASIQ (Association for Innovation and Quality in Sustainable Business, Bucharest University of Economic Studies, Romania), 2016
- Invited Speaker, The Role of Economic Development on Women Entrepreneurs' Startups in 7 Countries., Brock University, Canada, September 2016
- Award for Excellence in Entrepreneurship Teaching & Pedagogical Innovation, Global Consortium of Entrepreneurship Centers, October 2016 (international award)
- Honorable Mention, Undergraduate Specialized Project, James Boles, Project Director, Dianne Welsh, Small Business Institute Director, 2016
- 1st Place Winner, Feasibility/Business Plan Undergraduate Project, Dianne Welsh, Project Director & Small Business Institute Director, 2016
- Fellow, Small Business Institute, 2017
- Best Paper Award, GIKA Conference, Portugal, 2017
- Keynote Address, Innovation and Entrepreneurship Research Group Conference, University of New South Wales, Australia, Nov. 2017
- Best Conceptual Paper, Small Business Institute, 2018
- 1st Place Winner, Comprehensive Graduate Project, Joe Erba, Project Director, Dianne Welsh, Small Business Institute Director, 2018
- Keynote Address, No Cost Employee Reward Systems for the HERO Within: A Tool to Better Manage Family Businesses, Family Business Institute, Grand Valley State University, April 2018
- Fellow, Pan-Pacific Business Association, June 2018
- Excellence in Curriculum Innovation in Entrepreneurship Award, Deshpande Symposium on Innovation and Entrepreneurship in Higher Education, June 2018
- Expert Panelist, European Commission (DG EAC) evaluation of entrepreneurship education programmes (EEPs) in higher education institutions in Europe (EEEPHEIC) (invited), Belgium, September 2018
- Keynote Address, Student Success through Creative Cross-Disciplinary Entrepreneurship, GIKA-LATAM, Chile, January 2019
- Best Paper Award, GIKA-LATAM, Chile, January 2019
- North Carolina Board of Governor's Teaching Award, May 2019 (highest award for teaching at the university and system-wide)
- Emerald Literati Highly Commended Paper Award, *International Journal of Emerging Markets*, June 2019
- Barbara Hollander Award (lifelong contributions to family business, education, and civic causes), Family Firm Institute, October 2019
- Best Chapter Adviser, Collegiate Entrepreneurs' Organization (CEO), November 2019
- Keynote Speaker, FEC (Chilean Entrepreneurial Families Foundation), December 2019

- 2nd Place Winner, Feasibility/Business Plan, Noah Reynolds, Project Director, Dianne Welsh, Small Business Institute Director, 2020
- Keynote Speaker, International Conference IECOTERD, Lithuania, September 2020
- Legacy Award (lifelong contributions), Global Consortium of Entrepreneurship Centers (GCEC), October 2020
- Keynote Speaker, Recent Advances in Retailing and Consumer Sciences Conference, Italy August 2021
- Finalist, Feasibility/Business Plan, Noah Reynolds, Project Director, Dianne Welsh, Small Business Institute Director, 2021

AACSB SEMINARS

- ICAM, Presentation on Cross-Disciplinary Entrepreneurship, New York, 2011
- Lessons for Aspiring Deans, Tampa, November 2011
- Building B-Schools, Tampa, March 2012
- Assessment Conference, Houston, March 2012
- Accreditation Seminar, Tampa, June 2012
- Maintenance of Accreditation Seminar, Tampa, June 2012
- Entrepreneurship Affinity Group Presentation, ICAM, Chicago, April 2013

TEACHING EXPERIENCE

Organizational Behavior, Human Resource Management, Organizational Theory and Management, Management of Organizations, Small Business Management, Students in Free Enterprise, Human Dynamics of Organizations: Managing & Leading, Entrepreneurship, Contemporary Topics in Management: SME Enterprise Analysis, New Venture Management, Family Business, Feasibility Analysis, Management Skills Development, Principles of Management, Real Estate Venturing, Business Plan, Global Franchising, Start Something!, Independent Study, International Entrepreneurship (graduate course). Developer for online courses: ENT/BUS 206 Start Something!, ENT/BUS 300 Feasibility Analysis, ENT/BUS 337 Family Business, ENT/BUS 338 Global Franchising, ENT/BUS 606 International Entrepreneurship

COURSE COORDINATOR

ENT 300 Feasibility Analysis, ENT/BUS 130 Entrepreneurship in a Globally Sustainable World till 2018, ENT/BUS 337 Family Business, ENT/BUS 338 Franchising, ENT/BUS 206 Start Something!, ENT/BUS 606 International Entrepreneurship and all the graduate courses in Entrepreneurship and all cross-campus courses

COMMUNITY-BASED BUSINESS PROJECTS

Rev. Dr. Eric Cole, Shalom Community Christian Church, Christmas product website and the S.E.R.V.E. (homeless families with children under 3 years), Finalist NC Social Enterprise Business Competition, ENT 300 Feasibility Analysis, fall 2013

Den Mother Do Girl Cleaning Service (UNCG cleaning employee), Gigi's Smoothie Soiree' (YMCA smoothie business trying to expand to other YMCA locations in the city), Stelis Cosmetics, Keplly Biosystems (JCNN business), Little Acorn Books expansion plan (student who has a children's book business on Amazon and the Spartan Trader), Mobius Slip (Eric Ford and partners), Venue Dance Theatre (retired UNCG dance professors wanting to buy a building for dance shows), and Clover Leaf Waste Management (Mike Horan who joined the class bidding for a waste contract in Reidsville), 2013, Servant Center (adding used medical equipment business to non-profit), 2014, Bill Oden Brewery, Kristin Frank's VIP Coaching, 2015, Massage Opulence, ArcBARKS, Royal Expressions Contemporary Ballet, Fermentology Foods, Lewis Street Innovations, 2016; A Sweet Success, A Special Blend, The Forge, Oden Event Center, Ethitrans, Be ArtSMART LLC (Art Caddy), 2017

Established student internships with SpaceLogix (3 students), Julie Luther's Pure Energy Fitness, Greensboro Partnership, Malave Marble, Spartan Trader, Jim Gallucci Sculptor, Songbird's Consignment Store, among others.

RESEARCH AND CREATIVE ACTIVITY

REFEREED JOURNAL ARTICLES

Luthans, F., Welsh, D.H.B., & Taylor, L. (1988, June). A descriptive model of managerial effectiveness. *Group & Organization Studies*, 13(2), 148-162.

Welsh, D.H.B. (1990, Spring). Quality performance in our world: What fast service should really mean. *Florida International University Hospitality Review*, 8(1), 41-46.

Welsh, D.H.B., Bernstein, D.J., & Luthans, F. (1992). Application of the Premack principle of reinforcement to the quality performance of service employees. *Journal of Organizational Behavior Management*, 13(1), 9-32.

Welsh, D.H.B., & Swerdlow, S. (1992, December). Hospitality Russian style: Nine communication challenges. *Cornell Hotel and Restaurant Administration Quarterly*, 33(6), 64-72.

Welsh, D.H.B., Luthans, F., & Sommer, S.M. (1993, February). Managing Russian factory workers: The impact of U.S.-based behavioral and participative techniques. *Academy of Management Journal*, 36(1), 58-79.

Welsh, D.H.B., Luthans, F., & Sommer, S.M. (1993). Organizational behavior modification goes to Russia: Replicating an experimental analysis across cultures and tasks. *Journal of Organizational Behavior Management*, 13(2), 15-35.

Welsh, D.H.B., Sommer, S.M., & Birch, N. (1993). Changing performance among Russian retail workers: Effectively transferring American management techniques. *Journal of Organizational*

Change Management, 6(2), 34-50.

- Luthans, F., Welsh, D.H.B., & Rosenkrantz, S.A. (1993). What do Russian managers really do? An observational study with comparisons to U.S. managers. *Journal of International Business Studies*, 24(4), 741-761.
- Pooley, J., & Welsh, D.H.B. (1994). A comparison of Russian and American factory quality practices. *Quality Management Journal*, 1(2), 57-70.
- Kaufmann, P.J., Welsh, D.H.B., Robicheaux, R.A., & Bushmarin, N. (1994). Locus of control and its impact on Russian entrepreneurship. *The Sociological Studies*, (Russia).
- Kaufmann, P.J., Welsh, D.H.B., Robicheaux, R.A., & Bushmarin, N. (1994). *Internal-external control with Russian students: Perceptions of personal control among future Russian business leaders*. Tver, Russia: Tver State University Press.
- Welsh, D.H.B. (1994). Cross-cultural management: A personal view. *Cross Cultural Management: An International Journal*, 1(2), 10.
- Kaufmann, P.J., Welsh, D.H.B., & Bushmarin, N. (1995, Fall). Locus of control and entrepreneurship in the Russian Republic. *Entrepreneurship Theory and Practice*, 20(1), 43-56.
- Welsh, D.H.B., Raven, R., & Al-Bisher, F. (1996). The case of the elegant shoplifter, Shuwaikh, Kuwait. *Franchising Research: An International Journal*, 1(3), 43-45.
- Welsh, D.H.B., & Birch, N.J. (1997). The ethical orientation of U.S. small business decision makers: A preliminary study. *Journal of Small Business Strategy*, 8(2), 41-51.
- Raven, P., Welsh, D.H.B., & Al-Mutair, N. (1998). Starbucks International enters Kuwait. *Journal of Consumer Marketing*, 15(2), 191-197.
- Falbe, C.M., & Welsh, D.H.B. (1998). NAFTA and franchising: A comparison of the situational factors affecting perceptions of business success in Canada, Mexico, and the United States. *Journal of Business Venturing*, 13(2), 151-171.
- Johnson, J.A., & Welsh, D.H.B. (1999). Reinforcement of core values: A case study at a medium-sized electronics manufacturing plant. *Work Study*, 48(1), 21-24.
- Sommer, S.M., Welsh, D.H.B., & Gubman, B.L. (2000). The ethical orientation of entrepreneurial Russian managers. *Applied Psychology: An International Review*, 49(4), 688-708.
- Welsh, D.H.B., Finn, L., Miller, M., Lunden, E., Beckham, M., Takahashi, S., & Hansen, J. (students). (2000). Café Americana. *Journal of Entrepreneurship Education*, 3, 94-105.
- Alon, I., & Welsh, D.H.B. (2002, July). Global franchising in emerging and transitioning economies. *International Journal of Business and Economics*, 2(1), 332-343.

- Welsh, D.H.B., Goffinet, R., Smith, G.E., & Wang, K. (students). (2002). Family-owned Avantor Technology experiences growing pains: Walking the tightrope. *Journal of Entrepreneurship Education*, 5, 91-103.
- Raven, P.V., & Welsh, D.H.B. (2004). An exploratory study of influences on retail service quality: A focus on Kuwait and Lebanon. *Journal of Services Marketing*, 18(3), 198-214.
- Welsh, D.H.B., & Raven, P. (2004). An exploratory study of SME management in the Middle East. *International Journal of Entrepreneurship & Small Business*, 1(1/2), 121-135.
- Welsh, D.H.B., Alon, I., & Falbe, C.M. (2006, January). An examination of international retail franchising in emerging markets. *Journal of Small Business Management*, 44(1), 130-149.
- Munoz, J.M., & Welsh, D.H.B. (2006, March). Outsourcing in the IT industry: The case of the Philippines. *International Entrepreneurship & Management Journal*, 2(1), 111-123.
- Welsh, D.H.B., & Raven, P.V. (2006, March). Family business in the Middle East: An exploratory study of retail management in Kuwait and Lebanon. *Family Business Review*, 19(1), 29-48. Impact Factor: 5.528
- Munoz, J.M., Raven, P., & Welsh, D.H.B. (2006, June). An exploratory study of retail service quality expectations and perceptions among Philippine small/medium enterprises. *Journal of Developmental Entrepreneurship*, 11(2), 145-156.
- Welsh, D.H.B., & Pendleton, Y. (2006). Direct selling worldwide: The Mary Kay Cosmetics story. *International Journal of Family Business*, 3(1), 61-68.
- Welsh, D.H.B., & Dragusin, M. (2006, June). Women-entrepreneurs: A dynamic force of the small business sector. *Amfiteatru Economic*, 20, 60-68. Impact Factor: 0.838
- DiPietro, R.B., Welsh, D.H.B., Raven, P.V., & Severt, D. (2007). A measure of hope in franchise systems: Assessing franchisees, top executives, and franchisors. *Journal of Leadership and Organizational Studies*, 13(3), 59-66. Impact Factor: 1.092
- Campbell, N.D., Heriot, K.C., & Welsh, D.H.B. (2007). The black box: Unraveling family business succession. *New England Journal of Entrepreneurship*, 10(2), 9-14.
- DiPietro, R.B., Severt, D., Welsh, D.H.B., & Raven, P.V. (2008). Franchisee leadership traits v manager leadership traits: An exploratory study comparing hope, leadership, commitment, and service quality delivery. *International Entrepreneurship and Management Journal*, 4(1), 63-78. Impact Factor 5.053.
- Kornecki, L., Raghavan, S., & Welsh, D.H.B. (2008). Foreign Direct Investment stimulates economic growth in Central and Eastern Europe: Empirical evidence from CEE. *Journal of Economics and Organization of Enterprise/ Ekonomia i Organizacja Przedsiębiorstwa*, 8.

Found at <http://www.orgmasz.pl/mies.php?r=2008&m=8>.

- Welsh, D.H.B., & Carraher, S. (2009). An examination of the relationship between the mission of the university, the business school, and the entrepreneurship center: An application of Chandler's strategy and structure hypothesis. *Journal of Applied Management & Entrepreneurship*, 14(4), 42-53.
- Simon, G.L., & Welsh, D.H.B. (2010). International professional service firms: How do they affect government policy? *The Services Industries Journal*, 30(1), 11-23.
- Welsh, D.H.B., & Dragusin, M. (2010). Sustainable strategic management in an emerging market economy: The case of Romanian women entrepreneurs. *International Journal of Sustainable Strategic Management*, 1(4), 344-359.
- Welsh, D.H.B. & Zellweger, T. (2010, August). Can we afford it? Investment decisions of family and nonfamily owners. *Academy of Entrepreneurship Journal*, 16(2), 21-42.
- Cieslik, J., Kaciak, E., & Welsh, D.H.B. (2010). The effect of early internationalization on survival, consistency, and growth of export sales. *Journal of Small Business Strategy*, 21(1), 39-64.
Impact Factor: 1.333
- Welsh, D.H.B., Desplaces, D., & Davis, A.E. (2011). A comparison of retail franchises, independent businesses, and purchased existing independent business startups: Lessons from the Kauffman firm survey. *Journal of Marketing Channels*, 18(1), 3-18.
- Welsh, D.H.B., & Raven, P.V. (2011). Hope among franchise leaders: Why hope has practical relevance to franchising-An exploratory study. *Canadian Journal of Administrative Sciences*, 28(2), 134-142. Impact Factor: 0.405
- Falbe, C.M., Kumar, A., & Welsh, D.H.B. (2011, October). Bootstrapping franchise startups. *Small Business Institute ® (SBI) Journal*, 7(2), 63-70.
- Welsh, D.H.B., & Dragusin, M. (2011). Entrepreneurship education in higher education institutions as a requirement in building excellence in business: The case of The University of North Carolina at Greensboro. *Forum Ware International Journal*, <http://forumware.wu-wien.ac.at/>, Special issue on International Society of Commodity Science and Technology, 1, 266-272 (ISSN 1810-7028).
- Cieślik, J., Kaciak, E., & Welsh, D.H.B. (2012). The impact of geographic diversification on export performance of small and medium-sized enterprises (SMEs). *Journal of International Entrepreneurship*, 10(1), 70-93.
- Welsh, D.H.B., Davis, A.E., Desplaces, D., & Falbe, C.M. (2012). A resource based view of three forms of businesses in the startup phase: Implications for franchising. *Journal of Small Business Strategy*, 22(1), 47-65. Impact Factor: 1.333.

- Misra, K., Memili, E., Welsh, D.H.B., & Sarkar, S. (2012). The determinants of venture creation time: A cross-country perspective. *International Entrepreneurship and Management Journal*, 1-24. Impact factor 5.053.
- Fang, H., Memili, E., Chrisman, J.J., & Welsh, D.H.B. (2012). Family firms' professionalization: A resource-based view and institutional theory perspective. *Small Business Institute Journal*, 8(2), 12-34.
- Chang, E.P.C., Memili, E., Chrisman, J.J., & Welsh, D.H.B. (2012). What can drive entrepreneurial firms? An analysis of the Inc 500 companies. *Journal of Small Business Strategy*, 22(2), 27-49. Impact Factor: 1.333.
- Link, A.N., & Welsh, D.H.B. (2013). From the laboratory to the market: On the propensity of young inventors to form new businesses. *Small Business Economics: An Entrepreneurship Journal*, 40(1), 1-7. Impact Factor: 1.795
- Welsh, D.H.B., Munoz, J.M., Deng, S., & Raven, P.V. (2013). Microenterprise performance and microenterprise zones (MEZO) in China. *Management Decision*, 51(1), 25-40. Impact Factor: 3.787
- Weiss, B.M., & Welsh, D.H.B. (2013, July). Entrepreneurship and small business in Eastern Europe: Overcoming challenges, sustaining growth. *International Journal of Globalisation and Small Business*, 5(3), 148-169.
- Castanos, C., & Welsh, D.H.B. (2013). Training marriage and family therapists as family business advisors: A supervisory model. *Academy of Entrepreneurship Journal*, 19(1), 1-40.
- Sciglimpaglia, D., Welsh, D.H.B., & Harris, M. (2013, Winter/Spring). The role of gender and ethnicity in consulting services: Implications for public policy. *Journal of Entrepreneurship & Public Policy*, 2(1), 80-95.
- Memili, E., & Welsh, D.H.B. (2013). Towards a theory of nonfamily employees' organizational identification and attachment in family firms. *Journal of Technology Management in China*, 7(3), 255-269.
- Welsh, D.H.B., & Krueger, N.F. (2013). The evolution of social entrepreneurship: What have we learned? *Journal of Technology Management in China*, 7(3), 270-290.
- Welsh, D.H.B., & Dragusin, M. (2013). The new generation of Massive Open Online Courses (MOOCs) and entrepreneurship education. *Small Business Institute[®] Journal*, 9(1), 51-65. Impact Factor: 2.242
- Welsh, D.H.B., Memili, E., Kaciak, E., & Ahmed, S. (2013). Sudanese women entrepreneurs. *Journal of Developmental Entrepreneurship*, 18(2), 1-18. Impact Factor: 0.522
- Welsh, D.H.B., Memili, E., Rosplock, K., Roure, J., Seguardo, J. L. (2013, September). Perceptions

- of entrepreneurship across generations in family businesses and family offices: A stewardship theory perspective. *Journal of Family Business Strategy*, 4(3), 213-226. Impact Factor: 1.318
- Roure, J., Segurado, J.L., Welsh, D.H.B., & Rosplock, K. (2013, October). Toward a conceptual model of the role of entrepreneurship in the family office. *Journal of Applied Management and Entrepreneurship*, 18(4), 42-63.
- Memili, E., Welsh, D.H.B., & Luthans, F. (2013). Going beyond research on goal setting: A Proposed role for organizational psychological capital of family firms. *Entrepreneurship Theory & Practice*, 37(6), 1289-1296. Impact Factor: 4.916
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Ramadani, V., Sadiku-Dushi, N., & Welsh, D.H.B. (2020). Women entrepreneurship in Kosovo. In R. Palalic, E. Knezevic, & L-P. Dana (Eds.), *Women's entrepreneurship in former Yugoslavia: historical framework, ecosystem, and future perspectives for the region*, pp. 61-82. New York: Springer.

Welsh, D.H.B., & Llanos-Contreras, O. (2021). Los Lingues®: Transitioning family identity through branding the 20th oldest family business in the world. In D.H.B. Welsh, & S. Carraher (Eds.), *Global entrepreneurship* (4th ed.). Dubuque, IA: Kendall-Hunt Publishing.

Welsh, D.H.B., & Carraher, S. (Eds.). (2021). *Cases in global entrepreneurship* (3rd ed.). Dubuque, IA: Kendall Hunt Publishing.

Welsh, D.H.B., & Carraher, S. (Eds.). (2021). *Global entrepreneurship* (4th ed.). Dubuque, IA: Kendall Hunt Publishing.

Carraher, S., & Welsh, D.H.B. (2021). Social entrepreneurship. In L.-P. Dana (Ed.), *World encyclopaedia of entrepreneurship* (2nd ed.). Cheltenham, UK: Edward Elgar.

Welsh, D.H.B. (2021). Cross-disciplinary entrepreneurship education. In L.-P. Dana (Ed.), *World encyclopaedia of entrepreneurship* (2nd ed.). Cheltenham, UK: Edward Elgar.

Rosplock, K., & Welsh, D.H.B. (2021). Question: We have wealth, when should we set up a family office to organize it? In P. Jaskiewicz & S. Rau, *Building the future: 35 questions that the next generation members in enterprising families ask*. Ottawa, CN: University of Ottawa.

ADDITIONAL PUBLICATIONS

Luthans, F., Hodgetts, R.M., & Welsh, D.H.B. (1989). *Business*. New York: Dryden. Completed eight chapters of teachers' manual.

McGinty, R.L., Welsh, D.H.B., & Birch, N. (1990, April). The catch-22 of the privacy issue. *The Personnel News*, 11, 14.

Welsh, D.H.B. (1991, November 22). Franchising in the Eastern bloc. *Continental Franchising Review*, 21(27), 3.

Mainiero, L.A. (1993, August). Participation? Nyet; Rewards and praise? Da! *Academy of Management Executive*, 7 (3), 86-88. (A research translation of Welsh, D.H.B., Luthans, F., & Sommer, S.M. (1993). Managing Russian factory workers: The impact of U.S.-based behavioral and participative techniques. *Academy of Management Journal*, 36(1), 58-79). (Invited).

Welsh, D.H.B., & Falbe, C.M. (1994, Nov. /Dec.). Children's services top franchise growth charts.

Franchising World, 26(6), 28-30.

Welsh, D.H.B., & Johnson, D. (1997). *SBIDA fundraising guide*. Denton, TX: Small Business Institute Directors' Assn.

Welsh, D.H.B. (2001, May/June). Emerging markets: Defining global opportunities. L. Fenwick (Ed.), *Franchising World*, 33(4), 54-55. (Invited).

Welsh, D.H.B. (2001). Preface: A look at international franchising. *International Franchise 100*, 23(4), 1. Washington, DC: U.S. Dept. of Commerce. (Invited).

Welsh, D.H.B. (2001, August). Review of the book, *Organization and management in the embrace of government*. *Academy of Management Executive*, 15(3), 145-146. (Invited).

Carr, J.S., Neubaum, D.O., Reed, T., Welsh, D.H.B., & Zahra, S.A. (2007, February). *Report to the Academy professional division review committee: Five year review of the Entrepreneurship Division of the Academy of Management*. New York: Pace University, Academy of Management Headquarters.

Welsh, D.H.B., & Shalek, T.J. (2008, January). Family business transition. *Bay Area Business Magazine*, 1(10), p. 56-57.

Welsh, D.H.B. (2008, March 24). Supporting art is supporting our economy. Creative Tampa Bay.com newsletter, p. 4.

Welsh, D.H.B. & Krueger, N. (2009, July/August). Defining social entrepreneurship. *BizEd*, 8(4), pp. 36-37.

Palacios-Marqués, D., Welsh, D.H.B., & Méndez-Picazo, M-T. (2016, Jan.). The importance of the activities of innovation and knowledge in the economy: Welcome to the Journal of Innovation and Knowledge. *Journal of Innovation and Knowledge*, 1(1), 1-2. Clarivate 2020 Impact Factor 6.027

PRESENTATIONS AND PROCEEDINGS

Luthans, F., & Welsh, D.H.B. (1986, November). What "effective" managers really do. *Proceedings of the 17th Annual Meeting of the National Decision Sciences Institute*, Honolulu, HI.

Welsh, D.H.B., & Whitney, J. (1989). Social information processing approach and climate: Toward improving sales force work life. *Proceedings of the 3rd Annual Quality-of-Life/Marketing Conference*, Blacksburg, VA.

Welsh, D.H.B. (1989, March). Compulsory unionism versus voluntary unionism: A review of the "Right-to-Work" laws. *Proceedings of the Midwest Business Administration Association*, Chicago, IL.

- Welsh, D.H.B., McGinty, R., & Birch, N. (1989). Information systems: Are they a catch-22? *Proceedings of the Mountain Plains Management Conference*, Pueblo, CO.
- Welsh, D.H.B., & Bernstein, D.J. (1989). The exploding service sector: Meeting the challenge through behavior management training. *Proceedings of the 20th Annual Meeting of the National Decision Science Institute*, New Orleans, LA.
- Welsh, D.H.B. (1990, February). Franchising in the service sector: An examination of the fast food industry and its part-time workforce. *Proceedings of the International Society of Franchising*, Scottsdale, AZ.
- Swerdlow, S., & Welsh, D.H.B. (1990). The role of technical communications in private enterprises in the U.S.S.R.: A preview of a survey of Soviet business students. *Proceedings of the International Professional Communication Conference*, London, England.
- Welsh, D.H.B., Luthans, F., & Finke, R.A. (1990). Perestroika, glasnost, and uskorenje: Implications for management in the Soviet Union. *Proceedings of the Pan-Pacific Conference VII*, Seoul, Korea.
- Pooley, J., & Welsh, D.H.B. (1990). U.S. and U.S.S.R. production workers' perceptions of product quality: An exploratory study. *Proceedings of the Production and Operation Management Society*, Washington, DC.
- Welsh, D.H.B., & Cummings, L.L. (1991, February). Applying computer technology for the 1990's and beyond. *Proceedings of the Annual Small Business Institute Directors' Association*, Orlando, FL.
- Welsh, D.H.B., & Swerdlow, S. (1991, February). Opportunities and challenges for franchising in the U.S.S.R.: Preliminary results of a survey of Soviet university students. *Proceedings of the International Society of Franchising*, Miami Beach, FL.
- Swerdlow, S., & Welsh, D.H.B. (1991). Blending cultures and attitudes for successful meetings in the U.S.S.R.: Assessing the opinions of Soviet university students toward Western businesses. *Proceedings of the Convention/Expo Summit II*, Las Vegas, NV.
- Welsh, D.H.B., & Luthans, F. (1991). The challenges facing management in the Soviet Union. *Proceedings of the Pan-Pacific Conference VII*, Kuala Lumpur, Malaysia.
- Luthans, F., Rosenkrantz, S., & Welsh, D.H.B. (1991, November). An analysis of the activities of successful managers in the Soviet Union: An observational study. *Proceedings of the National Decision Sciences Institute*, Miami Beach, FL. (Nominated for outstanding paper).
- Birch, N., Welsh, D.H.B., & Luthans, F. (1991). Contingent reinforcement in the U.S.S.R.: An empirical study of salespersons' performance behavior. *Proceedings of the National Decision Sciences Institute*, Miami Beach, FL.

- Welsh, D.H.B., & Swerdlow, S. (1992). Opportunities and challenges for convention planners in the U.S.S.R.: A statistical analysis of the opinions of Soviet university students. *Proceedings of the Convention/Expo Summit III*, Las Vegas, NV.
- Swerdlow, S., & Welsh, D.H.B. (1992, February). The future of franchising in the U.S.S.R.: A statistical analysis of the opinions of Soviet university students. *Proceedings of the International Society of Franchising*, Palm Springs, CA.
- McGinty, R., Wainwright, N., Eager, W., Birch, N., & Welsh, D.H.B. (1992). Legal rights and responsibilities of employee information systems. *Proceedings of the Midwest Business Administration Association*, Chicago, IL.
- Welsh, D.H.B., & Eager, W. (1992, April). The Christmas club. Case presented at the Western Case writers' Workshop, Western Academy of Management Conference, Spokane, WA.
- Luthans, F., Rosenkrantz, S.A., & Welsh, D.H.B. (1992, August). An empirical analysis of the activities of effective Russian manufacturing managers. *Best Papers Proceedings of the Academy of Management*, Las Vegas, NV. (One of four best papers in the International Division).
- Welsh, D.H.B., & Eager, W. (1992, June). Collage building: A tool to examine gender differences in experiences of stress. Paper presented at the Organizational Behavior Teaching Conference, Calgary, Alberta, Canada.
- Eager, W., & Welsh, D.H.B. (1992, August). The new guy. *Proceedings of the Association of Management*, Las Vegas, NV.
- Welsh, D.H.B., Kaufmann, P.J., & Robicheaux, R. (1992, November). An analysis of the entrepreneurial spirit in the Russian Republic: A survey of university students. *Proceedings of the National Decision Sciences Institute*, San Francisco, CA.
- Welsh, D.H.B., & Eager, W. (1992). The \$800 truck. *Proceedings of the North American Case Research Association*, 6, p. 44, New Orleans, LA.
- Welsh, D.H.B., & Swerdlow, S. (1993, February). A cross-cultural study of American and Russian hotel employees: A preliminary review and its implications for franchisors. *Proceedings of the International Society of Franchising*, San Francisco, CA.
- Welsh, D.H.B. (Chair). (1993, February). Journal editors on publication of franchising articles. Panel held at the International Society of Franchising, San Francisco, CA.
- Swerdlow, S., & Welsh, D.H.B. (1993, June). Franchising and small business in the Commonwealth of Independent States: An enticing look at the hospitality industry. *Proceedings of the International Council for Small Business*, Las Vegas, NV.
- Welsh, D.H.B., & Falbe, C. (1994, February). An exploratory examination of child care, child

- development, and child products: Implications for franchising. *Proceedings of the International Society of Franchising*, Las Vegas, NV.
- Welsh, D.H.B., & Falbe, C. (1994, February). Toward a comprehensive franchising database. Symposium presentation at the International Society of Franchising, Las Vegas, NV.
- Modaries, M., Welsh, D.H.B., & Birch, N. (1994, March). Organizational size-measure interchangeability: A longitudinal study. *Proceedings of the Southwest Academy of Management*, Dallas, TX.
- Welsh, D.H.B., & Swerdlow, S. (1993, February). A cross-cultural study of American and Russian hotel employees: A preliminary review and its implications for franchisors. *Proceedings of the International Society of Franchising*, San Francisco, CA.
- Welsh, D.H.B., & Eager, W. (1995, May). Using collage building as a collaborative learning tool in a business management course. Paper presented at the Sixth Annual Higher Education Assessment Conference, Spokane, WA.
- Welsh, D.H.B. (1995, August). New directions in family business research: Ethics of family business decision makers. Symposium conducted at the Academy of Management, Vancouver, BC, Canada.
- Sommer, S.M., Welsh, D.H.B., & Gubman, B.L. (1995, August). The ethical orientation of entrepreneurial Russian managers. Paper presented at the Society for Business Ethics, Vancouver, BC, Canada.
- Falbe, C.M., Welsh, D.H.B., Gendreau, J., Marshall, K., & Margiano, R.J. (1996, February). Transferring research findings from franchise studies to franchising practice: Meeting multiple objectives. Symposium conducted at the International Society of Franchising, Honolulu, HI.
- Swerdlow, S., Cummings, W., Welsh, D.H.B., & Bushmarin, N. (1996, February). Job satisfaction, organizational commitment, and career stage: The current state of employee attitudes in the Russian lodging industry, and their implications for franchise operators. *Proceedings of the International Society of Franchising*, Honolulu, HI.
- Hoy, F., Shane, S., Fladmoe-Lindquist, K., & Welsh, D.H.B. (1996, March). Conducting international franchising research with the classroom in mind. Paper presented at the Babson College Kauffman Foundation Entrepreneurship Research Conference, Seattle, WA.
- Raven, P., Welsh, D.H.B., & Al-Mutair, N. (1997, February). Starbucks enters Kuwait. *Proceedings of the Small Business Institute Directors' Association (SBIDA)*, Orlando, FL.
- Swerdlow, S., Cummings, W.T., Welsh, D.H.B., & Bushmarin, N. (1997, February). Franchising in the West meets the East: A discriminant analysis approach to understanding job satisfaction and organizational commitment between U.S. and Russian lodging employees. *Proceedings of the International Society of Franchising*, Orlando, FL.

- Welsh, D.H.B., Carter, P., Burzynski, L. (1997, Sept.). Improve franchise relations: Focus on using the internet. Symposium presented at The American Franchise Exhibition, Long Beach, CA.
- Welsh, D.H.B., Echarri, A., Purdy, D., Stanworth, J., Stern, P., & Wessels, A. (1998, March). Europe without frontiers? Franchise effectiveness in a changing market: Research opportunities. Symposium conducted at the International Society of Franchising, Las Vegas, NV.
- Falbe, C., & Welsh, D.H.B. (1998, August). Bridging the academic-to-practice gap: Careers and processes insuring that research makes a practical difference. Presented in a Showcase Symposium at the Academy of Management Meeting with L. Larwood, A. Delbecq, T.A. Wright, and J.W. Weiss, San Diego, CA.
- Roel, W.S., Swerdlow, S., & Welsh, D.H.B. (1999, March). Organizational commitment, job satisfaction, training, and other important factors in the success of managing a franchise operation in Russia: A research agenda for the future. *Proceedings of the International Society of Franchising*, Miami, FL.
- Welsh, D.H.B., Finn, L., Miller, M., Lunden, E., Beckham, M., Takahashi, S., & Hanson, J. (1999, May). Café Americana. *Proceedings of the Small Business Institute Directors' Assn., Region X Conference*, Tri-Cities, WA.
- Welsh, D.H.B. (1999, August). Using PR in furthering your academic career. Presented to the Entrepreneurship Division New Faculty Consortium, Academy of Management, Chicago, IL.
- Welsh, D.H.B. (1999, August). Entrepreneurship on the fringe of the definition: Franchising, co-ops, LMNs, and non-profits. Presented in a Joint Symposium at the Academy of Management Meeting with N.F. Krueger, F. Hoy, H. Domincone, and M. Wortman, Chicago, IL.
- Welsh, D.H.B. (Chair), Dahman, R.W., Falbe, C.M., Hoy, F., & Morgan, K.B. (2000, February). Realistic, practical franchise research for the next millennium. Symposium presented at the International Society of Franchising, San Diego, CA.
- Majure, L.F., Welsh, D.H.B., Boyd, J., Woodbury, D., & Taylor, S. (2001, February). Experiential learning options for entrepreneurship educators. Symposium conducted at the U.S. Association for Small Business & Entrepreneurship/Small Business Institute (USASBE/SBIDA) Conference, Orlando, FL. Best Workshop Award.
- Welsh, D.H.B., & Ilan, A. (2001, February). International franchising in emerging markets: A review and summary. *Proceedings of the International Society of Franchising*, Las Vegas, NV.
- Welsh, D.H.B., Adler, M.F., Falbe, C.M., Gardner, R.O., & Rennick, L.A. (2001, February). Multiple uses of the internet in franchising. Symposium conducted at the International Society of Franchising, Las Vegas, NV.
- Welsh, D.H.B., Goffinet, R., Smith, G.E., & Wang, K. (students). (2001, April). Family-owned

- Avantor Technology Company experiences growing pains: Walking the tightrope. Paper presented at the Case Colloquium Workshop at the Midwest Academy of Management, Toledo, OH.
- Welsh, D.H.B., & Konz, G.P. (2001, July). The mission of entrepreneurship centers and Jesuit business education. Paper presented at the 4th Annual Conference of the Colleagues in Jesuit Business Education, Santa Clara, CA.
- Welsh, D.H.B. (2001, July). Emerging markets for franchising: A look at Central and Eastern Europe for the 21st Century and beyond. In B. Grbac & J. Martin (Eds.), *Developing market based resource strategies for South East Europe* (pp. 33-41). Rijeka, Croatia: University of Rijeka.
- Welsh, D.H.B., & Konz, G.N.P., & Jackson, J.J. (2001, August). Mission statements: The spiritual expression of an entrepreneurship center's relationship to its governing institution. Workshop presented at the Entrepreneurship Division of the Academy of Management, Washington, DC.
- Alon, A., & Welsh, D.H.B. (2002, October). Global franchising in emerging and transitioning economies. *Proceedings of the Association of Management Conference*, Quebec, 20(4), 463-476.
- Welsh, D.H.B. (2001, October). Entrepreneurship and franchising in the United States. Paper presented at the German Franchise Day, German Franchise Institute and German Franchise Association, Hamburg, Germany.
- Welsh, D.H.B. (2001, October). Franchising in the states-how it works. Paper presented at the 12th International Franchise Exhibition, German Franchise Association, Hamburg, Germany.
- Welsh, D.H.B. (2001, October). Franchising in Eastern and Central Europe-take the chances. Paper presented at the 12th Int'l Franchise Exhibition, German Franchise Association, Hamburg, Germany.
- Boyd, J., Taylor, S., Welsh, D.H.B., & Woodbury, D. (2002, January). Fostering the ventures of minority and women entrepreneurs via university interventions. Workshop presented at the U.S. Association for Small Business & Entrepreneurship (USASBE) Conference, Reno, NV.
- Alon, I., & Welsh, D.H.B. (2002, February). Global franchising in emerging and transitioning economies. *Proceedings of the International Society of Franchising*, Orlando, FL.
- Welsh, D.H.B., & Alon, I. (2002, June). Franchising around the globe. *Proceedings of the 47th Int'l Council for Small Business World Conference (ICSB)*, San Juan, Puerto Rico.
- Alon, I., & Welsh, D.H.B. (2002, July). Global franchising in emerging and transitioning economies. Paper presented at the Global Conference on Business and Management, Paris, France.
- Welsh, D.H.B. (2002, November). Faculty advisor-chapter development panel. Panel presentation at the Collegiate Entrepreneurs' Organization, Washington, DC.

- Welsh, D.H.B. (Chair), Hills, G., & Burton, M. (2003, January). Starting and advising entrepreneurial student organizations-SIFE and CEO. Pre-conference workshop presented at the U.S. Association for Small Business & Entrepreneurship (USASBE) Conference, Hilton Head, SC.
- Callahan, M.W., Gough, C., Welsh, D.H.B., and Carraher, S. (2003, January). Coleman outreach: USASBE networking and alliances. Symposium presented at the U.S. Association for Small Business & Entrepreneurship (USASBE) Conference, Hilton Head, SC.
- Raven, P.R., & Welsh, D.H.B. (2003, January). Influences on retail service quality in the Gulf region: Lessons for entrepreneurs. *Proceedings of the U.S. Association for Small Business & Entrepreneurship (USASBE)*, Hilton Head, SC.
- Alon, I., & Welsh, D.H.B. (2003, April). International franchising in Western and Northern Europe. *Proceedings of the International Academy of Business Disciplines (IABD)*, Orlando, FL.
- Falbe, C.M., & Welsh, D.H.B. (2003, April). Franchising in the US and Canada. Paper presented at the Canada-United State Business Conference, Indiana University, Bloomington, IN. (Invited).
- Welsh, D.H.B., & Alon, I. (2003, June). Franchising networks in selected developed economies-A look at Canada, the United States, the Pacific Rim, and Other Countries. *Proceedings of the International Conference on Economics and Management of Networks, Special Topic: Franchising Networks*, Vienna, Austria.
- Welsh, D.H.B., Vonderbrink, E., & Swangard, R. (2003, October). Taking your center to the next level. Workshop presented at the National Consortium of Entrepreneurship Center Directors Conference, Texas Christian University, Ft. Worth, TX. (Invited).
- Welsh, D.H.B., & Reid, J. (2003, October). Entrepreneur student organizations. Workshop presented at the National Consortium of Entrepreneurship Center Directors Conference, Texas Christian University, Ft. Worth, TX. (Invited).
- Welsh, D.H.B., Alpi, S., & Eyles, J. (2003, November). Campus e-fusion: Bringing entrepreneurship across campus. Workshop presented at the Collegiate Entrepreneur Organization (CEO), Chicago, IL. (Invited).
- Welsh, D.H.B., & Alon, I. (2004, January). Franchising around the world in developed economies: A historical perspective. *Proceedings of the U.S. Assn. for Small Business & Entrepreneurship (USASBE)*, Dallas, TX.
- D'Intino, R., Krueger, N., & Welsh, D.H.B. (2004, January). Teaching social entrepreneurship in university business schools. Workshop presented at U.S. Association for Small Business & Entrepreneurship/Small Business Institute (USASBE/SBI) Conference, Dallas, TX.
- Krueger, N.F., Doshi, A.K., Welsh, D.H.B., Mair, J., & D'Intino, R.S. (2004, August). Teaching

social entrepreneurship: Delivery system for dreams? Professional Development Workshop at the Academy of Management, New Orleans, LA.

Hoy, F., & Welsh, D.H.B. (2005, January). Building effective USASBE leaders: Training for those interested in becoming future officers. Workshop presented at U.S. Association for Small Business & Entrepreneurship/Small Business Institute (USASBE/SBI) Conference, Indian Wells, CA.

D'Intino, R.S., Krueger, N.F., Welsh, D.H.B., & Dey, D.L. (2005, January). Social entrepreneurship, where do we go from here? Workshop presented at the U.S. Association for Small Business & Entrepreneurship/Small Business Institute (USASBE/SBI) Conference, Indian Wells, CA.

DiPietro, R.B., Severt, D., & Welsh, D.H.B. (2005, January). Self-assessed leadership traits of franchisees vs. managers: Is there hope? *Proceedings of the U.S. Association for Small Business & Entrepreneurship (USASBE)*, Indian Wells, CA.

Carraher, S.M., Van Auken, H., Welsh, D.H.B., Sullivan, S., & Crocitto, M. (2005, January). Entrepreneurship and international support: Multiple perspectives. Workshop presented at the U.S. Association for Small Business & Entrepreneurship/Small Business Institute (USASBE/SBI) Conference, Indian Wells, CA.

Munoz, J.M., Raven, P.V., & Welsh, D.H.B. (2005, January). An exploratory study of retail service management in the Philippines. *Proceedings of the U.S. Association for Small Business & Entrepreneurship (USASBE)*, Indian Wells, CA.

D'Intino, R.S., Krueger, N., Welsh, D.H.B., Mair, J., Dey, D.L., & Drayton, W. (2005, June). Constructing a broad definition and domain for social entrepreneurship research, teaching, and community outreach. Workshop presented at the International Council for Small Business (ICSB) Conference, Washington, DC.

Ayers, L., Hornsby, J., Matthews, C., & Welsh, D.H.B. (2005, June). Spreading the good news: Marketing entrepreneurship programs. Workshop presented at the International Council for Small Business (ICSB) Conference, Washington, DC.

Welsh, D.H.B., & Pendleton, Y. (2005, June). Direct selling worldwide: The Mary Kay Cosmetics story. *Proceedings of the International Council for Small Business (ICSB)*, Washington, DC.

Munoz, J. M., & Welsh, D.H.B. (2006, January). International IT outsourcing: A comparison of Malaysia and the Philippines. *Proceedings of the AGBA Conference*, Kuala Lumpur, Malaysia.

Hoy, F., Reynolds, J., Welsh, D.H.B., & Schlenrich, U. (2006, January). Interest of and opportunities for USASBE members in franchise education. Workshop presented at the U.S. Association for Small Business & Entrepreneurship/Small Business Institute (USASBE/SBI) Conference, Tucson, AZ.

Carraher, S., Burgess, S., Weaver, M., Schoen, E., Welsh, D.H.B., McCann, J., & Banks, M. (2006, January). Dream deans: What deans can do (and not do) to help entrepreneurship education.

Workshop presented at the U.S. Association for Small Business & Entrepreneurship/Small Business Institute (USASBE/SBI) Conference, Tucson, AZ.

Dragusin, M., & Welsh, D.H.B. (2006, March). Women entrepreneurs: A dynamic force of the small business sector. *Proceedings of the International Conference on Commerce*, Academy of Economic Studies, Bucharest, Romania.

Welsh, D.H.B., & Rawlings, D. (student). (2006, April). Owens Sawmill: A family business facing the ethical dilemmas surrounding technology improvements. Poster Presentation at the Family Enterprise Research Conference, Niagara Falls, Ontario.

Welsh, D.H.B., Walters, M., Fiduccia, T. (student), LaCost, S. (student), Metz, B. (student), & Vera, D. (student). (2006, November). Managing change at HVS: The case of going paperless in accounting. *Proceedings of the Academy of Business Disciplines*, Ft. Meyers, FL.

Hoy, F., Reynolds, J., Welsh, D.H.B., & Gough, C. (2007, January). Education and research opportunities for USASBE and SBI members through certified franchise executive program. Workshop presentation at the USASBE/SBI Conference, Orlando, FL.

Clinton, S., Welsh, D.H.B., Burgess, S.M., & Taylor, S.R. (2007, January). Recovering from victory: How to start a winning SIFE team and keep it going. Workshop presentation at the USASBE/SBI Conference, Orlando, FL.

Schulte, W., Jr., Welsh, D.H.B., Krueger, N., D'Intino, R., & Stamp, J. (2007, January). A validation of the social entrepreneurship framework: The ninth ward musicians' village. Workshop presentation at the USASBE/SBI Conference, Orlando, FL.

Welsh, D.H.B., Glover, J., Brooks, K., Fatolitis, A., Campbell, M., & Jallo, C. (2007, January). Gen Con: Engineering a solution for turnover. *Proceedings of the USASBE/SBI Conference*, Orlando, FL.

Welsh, D.H.B., DiPietro, R.B., Severt, D., & Raven, P.V. (2007, February). Self-assessed leadership hope level of franchise systems: Franchisees, top executives, and franchisors. *Proceedings of the International Society of Franchising*, Las Vegas, NV.

Welsh, D.H.B., & Steiner, S.D. (2007, March). Building an understanding of the culture of the artist as innovator and entrepreneur: On campus and beyond. *Proceedings of the National Collegiate Inventors & Innovators Alliance*, Tampa, FL.

Clarkin, J., Welsh, D.H.B., Gough, C., & Rudd, H. (2007, June). Are some locations better than others for franchisor development? *Proceedings of the International Council on Small Business*, Turku, Finland.

Clarkin, J., Gough, C., Welsh, D.H.B., & Hoy, F. (2007, June). Creating a franchise training program. *Proceedings of the International Council on Small Business*, Turku, Finland.

- Welsh, D.H.B., Raven, P.V., & DiPietro, R.B. (2007, July). Franchising as a form of entrepreneurship: Hope among Franchisees, franchisors, and franchise executives. *Proceedings of the IntEnt Conference*, Gdansk, Poland.
- Brock, D.D., & Welsh, D.H.B. (2007, July). The state of international social entrepreneurship education. Presentation at the Skoll Colloquium on Social Entrepreneurship, University of Oxford, Oxford, England (Invited).
- Robinson, J.A., Schulte, W.D., Mair, J., Hockerts, K.N., Wade, J., Marti, I., Krueger, N.F., Welsh, D.H.B., Carsrud, A.L., D'Intino, R.S., Peredo, A.M., & Chacko, S. (2007, August). Social entrepreneurship: Advances in research and practice. Professional Development Workshop at the Academy of Management Conference, Philadelphia, PA.
- Krueger, N., Welsh, D.H.B., & Brock, D.D. (2007, Oct.). Social entrepreneurship education around the world: What have we learned so far? Presentation to the Worldwide University Network, Chicago, IL.
- Carsrud, A., Cole, P., Gunver, B., Lara, S.E.P.T, Welsh, D.H.B., & Yunis, J. (2007, Oct.). Building family business programs: Combinations & permutations. Presentation at the Family Business Research & Education Symposium, Family Firm Institute, Aventura, FL.
- Welsh, D.H.B. (2007, Oct.). The truth about franchising: An in depth look into franchising. Seminar presented at The Franchise Management Certificate Program, University of Texas at El Paso, TX.
- Welsh, D.H.B. (2007). Hot topics. Seminar presented at The Franchise Management Certificate Program, University of Texas at El Paso, TX.
- Welsh, D.H.B. (2007). Social entrepreneurship education: How and what to teach. Seminar presented to the faculty at University of Texas at El Paso, TX.
- Welsh, D.H.B., & Ostrander, B. (student). (2007, November). The hit and run nurse. *Proceedings of the Academy of Business Disciplines*, Ft. Myers Beach, FL.
- Kornecki, L., Raghavan, V., & Welsh, D.H.B. (2008, January). Foreign direct investment stimulates economic growth: Empirical evidence from Central and Eastern Europe. *Proceedings of the USASBE Conference*, San Antonio, TX.
- Hoy, F., Reynolds, J., & Welsh, D.H.B. (2008, January). Franchise curriculum project: Developing proposals to become an educational affiliate. Presentation at the USASBE Conference, San Antonio, TX.
- Welsh, D.H.B., & Al-Bahar, A. (2008, February). Al-Bahar & Jacorossi Engineering & Contracting. *Proceedings of the SBI Conference*, San Diego, CA.
- Welsh, D.H.B. (2008, February). Real estate venturing program-Florida Entrepreneur & Family

Business Center at The University of Tampa-outstanding specialty entrepreneurship program. *Proceedings of the SBI Conference* and Presentation at the Best Practices/Promising Practices Track, SBI Conference, San Diego, CA.

Welsh, D.H.B., & Raven, P.R. (2008, April). A comparison of family and non-family business franchises: Self perceptions of future hope in business development. Poster presentation at the Family Enterprise Research Conference, Milwaukee, WI.

Welsh, D.H.B. (2008, April). Franchising and your future. Seminar Presented at the Franchising Conference, University of Texas-El Paso, TX.

Welsh, D.H.B., & Raven, P.R. (2008, June). Hope among franchise leaders: A comparison of franchisees and franchisors. *Proceedings of the International Society of Franchising*, Saint-Malo, France.

Kornecki, L., Raghavan, V., & Welsh, D.H.B. (2008, July). Foreign direct investment stimulates economic growth: An empirical evidence from Central and Eastern Europe. *Proceedings of the Academy of World Business Marketing and Management Development Conference*, Rio de Janeiro, Brazil.

Welsh, D.H.B., & Raven, P.V. (2008, July). Hope among franchise leaders: Why hope has practical relevance to franchising. *Proceedings of the IntEnt Conference*, Oxford, OH.

D'Intino, R., Schulte, W., Welsh, D.H.B., & Krueger, N. (2008, July). How can we matter in research as well as practice? Toward sustainable research in social & sustainable entrepreneurship: Social entrepreneurship research (& teaching) "in the rough." Workshop presented at the IntEnt Conference, Oxford, OH.

Krueger, N., Welsh, D.H.B., D'Intino, R.S., Schulte, W.D., & Day, M. (2008, August). Social and sustainable entrepreneurship research "in the rough." Professional Development Workshop presented at the Academy of Management, Anaheim, CA.

Welsh, D.H.B., Camp, S.M., White, R., & May, D.T. (2008, October). Newly formed/forming centers: Concrete recommendations and considerations. Panel Presentation at the Global Consortium of Entrepreneurship Center Directors Assn. (GCEC), Tucson, AZ.

Weiss, B.M., & Welsh, D.H.B. (2008, October). The state of entrepreneurship and economic participation in Eastern Europe. Presentation at the Academy of International Business-Southeast Conference. St. Petersburg, FL.

Barimo, S., Rosplock, K., Welsh, D.H.B., Medici, D., Roure, J. (2008, October). World Café: A multi-disciplinary approach to exploring the intersection of family business and the family office. Presentation at the Family Firm Institute, London, England.

Welsh, D.H.B., & Dragusin, M. (2008, November). Romanian women entrepreneurs: Impacting the economic success of an emerging market economy. Presentation at the Diana Conference,

Belfast, Northern Ireland.

- Welsh, D.H.B., & Simon, G. (2009, February). Small business professional service firms: How do they affect government policy? *Proceedings of the Small Business Institute (SBI) Conference*, St. Petersburg, FL.
- Welsh, D.H.B., Van Auken, H., & Carraher, S.M. (2009, February). International entrepreneurship program development and research: Emerging market, educational, and health care entrepreneurship. Panel presentation at the Small Business Institute (SBI) Conference, St. Petersburg, FL.
- Welsh, D.H.B., & Epstein, J. (2009, March). Creativity and entrepreneurship: An interdisciplinary approach toward success in the music industry. Presentation at the Creativity: Worlds in the Making Conference, Winston-Salem, NC.
- Clark, R., Cauthern, J., Erba, J., Jellicorse, J.L., Kennedy, T., Purcell, A., Van Dyke, J., & Welsh, D.H.B. (2009, March). Creativity and entrepreneurship: Driving regional economies. Panel presentation at the Creativity: Worlds in the Making Conference, Winston-Salem, NC.
- Welsh, D.H.B., & Krueger, N.F. (2009, June). Social? Sustainable? Entrepreneurship? A first look at mental prototyping of 'social' entrepreneurship. *Proceedings of the Babson Entrepreneurship Research Conference (BCERC)*, Boston, MA.
- Schulte, W.D., Krueger, N.F., Day, M., Kickul, J., Hansen, D.J., Bacq, S., Welsh, D.H.B. (2009, August). Teaching social and sustainable entrepreneurship. Panel presentation at the Academy of Management, Chicago, IL.
- Welsh, D.H.B., Rosplock, K., Roure, J., Segurado, J.L. (2009, September). Intersection of the family business, family office, and risk: Findings from the pilot study. Panel presentation at the Family Firm Institute Annual Conference, New York, NY.
- Falbe, C.M., Kang, J., & Welsh, D.H.B. (2009, October). Triple play or home run: A competition model of alliance performance among government funded entrepreneurial and large organizations in the energy industry. Presentation at the T2S Conference, Tech Transfer Society, Greensboro, NC.
- Krueger, N.F., & Welsh, D.H.B. (2009, October). Mental models in social entrepreneurship. Presentation at the T2S Conference, Tech Transfer Society, Greensboro, NC.
- Carraher, S.M., Cash, R.M., Duan, J.X., Welsh, D.H.B., Puia, G. (2009, October). An examination of two measures of performance across samples of Chinese entrepreneurs (high technology), health care, hospitality leaders: The big five and customer service. *Proceedings of the 9th Global Conference on Business & Economics*, Cambridge, England.
- Krueger, N.F. & Welsh, D.H.B. (2009, November). Social? Sustainable? Entrepreneurial? Lessons in mapping the opportunity space. Presentation at the NYU Social Entrepreneurship Conference,

New York, NY.

- Krueger, N.F. & Welsh, D.H.B. (2010, January). Social & sustainable heffalumps? The “entrepreneurial” trajectory for social & sustainable entrepreneurship research. *Proceedings of the 2010 USASBE Conference*, Nashville, TN.
- Welsh, D.H.B. (2010, February). Social entrepreneurship across the curriculum. Presentation at the Civic Engagement Institute, North Carolina Campus Compact, Elon, NC.
- Carraher, S.M., Welsh, D.H.B., & Cash, R.M. (2010, February). An examination of Chinese entrepreneurs and intrapreneurs: High tech or high touch customer service? *Proceedings of the 2010 Small Business Institute (SBI) Conference*, Albuquerque, NM.
- Weiss, B., & Welsh, D.H.B. (2010, February). The state of entrepreneurship in Eastern Europe: Overcoming the challenges of international analysis. *Proceedings of the 2010 Small Business Institute (SBI) Conference*, Albuquerque, NM.
- Munoz, J.M. & Welsh, D.H.B. (2010, February). A look at microentrepreneurs and their enterprises: An assessment and implementation plan for success. *Proceedings of the 2010 Small Business Institute (SBI) Conference*, Albuquerque, NM.
- Welsh, D.H.B. (2010, March). North Carolina Entrepreneurship Center at UNCG. Presentation at the North Carolina Board of Science and Technology, NC Dept. of Commerce, Greensboro, NC.
- Welsh, D.H.B. (2010, April). Simple parliamentary procedures for conducting meetings. Presentation at the Board of Trustees Meeting, The University of North Carolina at Greensboro, Greensboro, NC.
- Welsh, D.H.B. (2010, April). We grow entrepreneurs. Presentation at the Aging is Good Business: Opportunities for Entrepreneurs Summit, The University of North Carolina, Greensboro, NC.
- Castanos, C. & Welsh, D.H.B. (2010, April). Are all advisors created the same? Training marriage and family therapists as family business advisors. Poster Presentation at the Family Enterprise Research Conference, Cancun, Mexico.
- Rosplock, K., Welsh, D.H.B., Roure, J., Segurado, J.L. (2010, April). From the family business to the family office: Understanding the development & management of the family’s investments, other ventures & services (FIVS). Poster Presentation at the Family Enterprise Research Conference, Cancun, Mexico.
- Carraher, S.M., Sullivan, S.E., Welsh, D.H.B., Parnell, J.A., & Dunham, E. (2010, June). The management education by internet readiness (mebir) scale among expatriates in China, the EU, Japan, & the USA: Internet readiness, communications, knowledge building, and organizational performance differences across cultures. *Proceedings of the 2010 Oxford Business & Economics Conference (OBEC)*, Oxford, England.

- Welsh, D.H.B., Desplaces, D.E., & Davis, A.E. (2010, June). A comparison of retail franchises, independent businesses and purchased existing independent business startups: Lessons from the Kauffman firm survey. *Proceedings at the International Society of Franchising Conference*, Sydney, Australia.
- Roure, J., Segurado, J.L., Rosplock, K., Welsh, D.H.B. (2010, July). From the family business to the family office: Understanding the development & management of the family's investments, other ventures & services (FIVS). Paper presentation at the 10th IFERA World Family Business Research Conference, Lancaster, UK.
- Baucus, M.S., Meek, W.R., Welsh, D.H.B., & Castrogiovanni, G. (2010). Franchising research: New theories, samples & contexts. Caucus at the Academy of Management, Montreal, Quebec, Canada. (named participant in the program)
- Kickul, J., Terjesen, S.A., Kuratko, D.F., Krueger, N.F., Taparia, H., Rupani, S., Whitman, J., & Welsh, D.H.B. (2010). Social entrepreneurship and sustainability in the MBA program: Design, curriculum and pedagogy. Professional Development Workshop at the Academy of Management, Montreal, Quebec, Canada. (substitute presenter)
- Cieslik, J., Kaciak, E., & Welsh, D.H.B. (2010, September). Measuring growth and internationalization of SMEs: Toward an integrated analytical framework. *Proceedings of the Thirteenth McGill International Entrepreneurship Conference on New Frontiers in International Entrepreneurship*, Montreal, Quebec, Canada.
- Welsh, D.H.B. (2010, October). Cross campus initiatives. Panel presentation for the Global Consortium of Entrepreneurship Centers, Penn State University, College Station, PA.
- Rosplock, K., Welsh, D.H.B., Roure, J., & Segurado, J.L. (2010, October). Game changers: Governance practices and entrepreneurial orientation, Phase II of the study. Presentation at the Family Firm Institute Annual Conference, Chicago, IL.
- Welsh, D.H.B., & Rosplock, K. (2010, November). Sustaining the family enterprise: Importance of leadership, governance and entrepreneurship. Presentation at the North Carolina Entrepreneurship Center Symposium, The University of North Carolina, Greensboro, NC.
- Krueger, N., Welsh, D.H.B., & Michl, T. (2010, November). Everything (*new*) that I know About intentions I Learned from social & sustainable entrepreneurs. Presentation at the 7th Annual Conference on Social Entrepreneurs, New York University.
- Krueger, N., Welsh, D.H.B., & Michl, T. (2010, November). Moving past “productive, unproductive & destructive”: How social entrepreneurship helps us generalize Baumol's typology. Presentation at the 7th Annual Conference on Social Entrepreneurs, New York University.
- Welsh, D.H.B. (2010, November). Entrepreneurship education at The University of North Carolina Greensboro. Presentation at the United Nations International Conference, from applied research to entrepreneurship: Promoting innovation-driven start-ups and academic spin-offs, Kiev,

Ukraine

- Krueger, N., Welsh, D.H.B., & Brazeal, D. (2010, November). The 'lean startup' model: From fad to best practice in technology commercialization. Presentation at the Technology Transfer Society (T2S) Conference, Washington, D.C.
- D'Intino, R.S., Jackson, G.A., Massey, C., Pomerantz, M., De Noble, A.F., Krueger, N.F., & Welsh, D.H.B. (2011, January). Entrepreneurship educators facilitating employment opportunities for New Orleans coastal workers displaced by the 2010 Gulf of Mexico oil disaster: A workshop honoring the life and memory of William "Bayou Bill" Schulte. Presentation at the 2011 USASBE Conference, Hilton Head, SC.
- Welsh, D.H.B. (2011, February). Cross disciplinary entrepreneurship at UNCG: A holistic model. Presentation at the Lilly Conference on College and University Teaching, Greensboro, NC.
- Sciglimpaglia, D., Harris, M., & Welsh, D.H.B. (2011, February). A review of SBI journals survey results: Comments and feedback. Presentation at the Small Business Institute Conference, Bonita Springs, FL.
- Carraher, S.M., & Welsh, D.H.B. (2011, February). Franchise opportunity in Elkhart/South Bend area of Indiana. *Proceedings of the 35th Annual Small Business Institute Conference, Bonita Springs, FL.*
- Carraher, S.M., & Welsh, D.H.B. (2011, February). The dressing room franchise. *Proceedings of the 35th Annual Small Business Institute Conference, Bonita Springs, FL.*
- Welsh, D.H.B. (2011, February). Creative cross-disciplinary entrepreneurship. Best Practices Award, *Proceedings of the 35th Annual Small Business Institute Conference, Bonita Springs, FL.*
- Sciglimpaglia, D., & Welsh, D.H.B. (2011, March). The role of gender in business consulting support services in the United States. *Proceedings of the 2nd Annual Conference on Small Business & Entrepreneurship, Cyprus.*
- Welsh, D.H.B. (2011, April). Cross-disciplinary entrepreneurship. Keynote presentation at the Symposium: Entrepreneurship across the campus. Decatur, IL: Millikin University.
- Welsh, D.H.B. (2011, April). Cross-campus collaborations: Growing from the inside. Invited panel presentation at the Annual AACSB Conference, New York, NY.
- Roure, J., Welsh, D.H.B., Rosplock, K.S., & Segurado, J.L. (2011, May). From the family business to the family office: Conceptualizing the determinants & typologies of the entrepreneurial process in enterprising families. Poster Presentation at the Family Enterprise Research Conference, Grand Rapids, MI.
- Falbe, C.M., Kumar, A., & Welsh, D.H.B. (2011, June). Bootstrapping franchise start-ups. Poster presentation and abstract in *Proceedings of the 25th Annual International Society of*

Franchising, Boston, MA.

- Welsh, D.H.B., Rosplock, K.S., Roure, J. & Segurado, J.L. (2011, June). The role of entrepreneurship in the family business and the family office and its implications for sustainability of the family enterprise. *Proceedings of the 11th IFERA World Family Business Research Conference, Palermo, Italy.*
- Welsh, D.H.B., Rosplock, K.S., Reynolds, W.N. (2011, August). West meets East: From the family business to the family office. Symposium at the Academy of Management, San Antonio, TX.
- Welsh, D.H.B., Shalek, T.J., & Krueger, N. (2011, September). The use of technology in social entrepreneurship giving. Presentation at the T2S Conference, Tech Transfer Society, Augsburg, Germany.
- Welsh, D.H.B., Rosplock, K.S., Roure, J., & Segurado, J.L. (2011, October). Sustaining the family enterprise: New research findings from an international cross-collaborative research study. Presentation at the Family Firm Institute Annual Conference, Boston, MA.
- Welsh, D.H.B., Memili, E., & Al Sadoon, A. (2012, January). Saudi women entrepreneurs: A growing economic segment. *Proceedings of the U.S. Association for Small Business and Entrepreneurship*, New Orleans, LA.
- Welsh, D.H.B. (2012, January). Entrepreneurship at UNCG. Presentation of the top three Emerging Entrepreneurship Programs Award. *Proceedings of the U.S. Association for Small Business and Entrepreneurship*, New Orleans, LA.
- Welsh, D.H.B., & Taube, L. (2012, February). Establishing living learning communities. Presentation at the Lilly Conference on College and University Teaching, Greensboro, NC.
- Carraher, S.M., Welsh, D.H.B., & Sledge, L. (2012, February). Starting a new business: Franchising vs. new venture. *Proceedings of the Small Business Institute (SBI) Conference*, San Antonio, TX.
- Welsh, D.H.B., Munoz, J.M., Chan, S.H., & Raven, P.V. (2012, February). The entrepreneurial orientation of family microenterprises in Malaysia. *Proceedings of the Small Business Institute (SBI) Conference*, San Antonio, TX.
- Munoz, J.M., Welsh, D.H.B., Deng, S., & Raven, P.V. (2012, February). Microenterprise management practices in China: An examination of the viability of national micro-enterprise zones (MEZO). *Proceedings of the Small Business Institute (SBI) Conference*, San Antonio, TX.
- Misra, K., Memili, E., & Welsh, D.H.B. (2012, March). The determinants of venture creation Time: A cross-country perspective. Presentation at the International Research and Policy Roundtable, Ewing Marion Kauffman Foundation, Liverpool, UK.

- Memili, E., & Welsh, D.H.B. (2012, May). Commentary on the paper by Kotlar, J., & DeMassis, A., Goal setting in family firms: Goal diversity, social interactions, and collective commitment to family-centered goals. Presentation at the Theories of Family Enterprise (TOFE) Conference.
- Memili, E., Misra, K., Chrisman, J.J., & Welsh, D.H.B. (2012, May). Internationalization publicly traded family firms: A transaction cost theory perspective and longitudinal analysis. Presentation at the Family Enterprise Research Conference, Montreal, Quebec, Canada.
- Rosplock, K., Welsh, D.H.B., Roure, J., & Segurado, J.L. (2012, May). Key findings from the sustaining the family enterprise study. Presentation at the Family Enterprise Research Conference, Montreal, Quebec, Canada.
- Memili, E., Welsh, D.H.B., & Falbe, C.M. (2012, June). Psychological capital in family-owned franchise firms and firm performance. Presentation at the 12th IFERA World Family Business Research Conference, Bordeaux, France.
- Falbe, C.M., Kumar, A., & Welsh, D.H.B. (2012, June). Dynamic embeddedness: The effects of change on firm value and performance. *Proceedings of the 12th IFERA World Family Business Research Conference, Bordeaux, France.*
- Welsh, D.H.B., Falbe, C.M., Jue, A., & Burton, O. (2012, August). Innovative technology, intuition, and spirituality in the informal economy. Workshop presentation at the Academy of Management, Boston, MA.
- Welsh, D.H.B., & Al Sadoon, A. (2012, October). Examining today's Saudi women entrepreneurs: Recommendations for the future. *Proceedings of the Allied Academies International Conference*, pp. 59-63, Las Vegas, NV.
- Kenyon-Rouvinez, D., Welsh, D.H.B., Maes, J., Matser, I., & Memili, E. (2012, October). Individual assessment tools: An overview for the family business. Symposium presentation at the Family Firm Institute, Brussels, Belgium.
- Welsh, D.H.B. (2012, October). Family business across the curriculum. Presentation at the Family Firm Institute, Brussels, Belgium.
- Welsh, D.H.B.. (2012, October). Individual assessment tools: An overview for the family business. Workshop presentation at Kozminski University, Warsaw, Poland.
- Welsh, D.H.B. (2012, October). Researching and teaching entrepreneurship: Exploring cooperation potential between Kozminski University and UNCG. Workshop presentation at Kozminski University, Warsaw, Poland.
- Welsh, D.H.B. (2012, October). The future of women entrepreneurs around the world: A look at Saudi Arabia, Sudan, and Japan. Invited distinguished lecture at Kozminski University, Warsaw, Poland.

- Carraher, S.M., Sullivan, S.E., & Welsh, D.H.B. (2012, October). Personality and performance across Chinese and American managers and entrepreneurs from technology, healthcare, and hospitality. *Proceedings of the 4th China Association for Management of Technology Conference*, Shanghai.
- Welsh, D.H.B., Rogers, A., Cochran, S., & White, R. (2012, November). Bringing Self-Employment in the Arts to your campus. Panel Presentation and Proceedings at the Self-Employment in the Arts (SEA) Conference, Chicago, IL.
- Welsh, D.H.B. (2012, November). Women entrepreneurs and pathways to success: Worldwide results with implications for the Economic Commission for Europe (ECE) Region. Keynote address at the U.N. Conference on Gender and Entrepreneurship, Baku, Azerbaijan.
- Welsh, D.H.B., & Memili, E. (2012, December). A comparison of women entrepreneurs in Sudan, Saudi Arabia, Japan, and Romania. Presentation to the Bryan School of Business Administration & Economics, Greensboro, NC.
- Welsh, D.H.B., Memili, E., & Ochi, M. (2013, January). Japanese women entrepreneurs: Prospects for growth. *Proceedings of the U.S. Association for Small Business & Entrepreneurship (USASBE)*, San Francisco, CA.
- Hendon, J., Bell, J., Simpson, L., Cook, R., & Welsh, D.H.B. (2013, January). SBI and the POY competition. Pre-Conference Workshop Presentation at the U.S. Association for Small Business & Entrepreneurship (USASBE), San Francisco, CA (added due to Hendon & Bell could not attend).
- Blair, E., Welsh, D.H.B., Alpi, S., Marcum, T., Podlasek, R., Brandes, K., Lamoureux, E., & Hills, G. (2013, January). Dealing with difficult departments: Best practices for a successful interdisciplinary and cross-disciplinary entrepreneurship program. Workshop Presentation at the U.S. Association for Small Business & Entrepreneurship (USASBE), San Francisco, CA.
- Dragusin, M., & Welsh, D.H.B. (2013, February). The new generation of Massively Open Online Courses (MOOC) and their potential impact on higher education worldwide. *Proceedings of the Small Business Institute (SBI) Conference*, St. Petersburg, FL. (Best Pedagogy Paper Award)
- Welsh, D.H.B. (2013, February). Spartan Trader Entrepreneurship Retail Learning Lab – Best Practices. Presentation at the Small Business Institute (SBI) Conference, St. Petersburg, FL.
- Misra, K., Memili, E., & Welsh, D.H.B., & Fang, H. (2013, February). The impact of FDI on women's entrepreneurship. *Proceedings of the Small Business Institute (SBI) Conference*, St. Petersburg, FL.

- Welsh, D.H.B. (2013, February). The entrepreneurship cross-disciplinary program at UNC Greensboro. Plenary session: Embracing changing needs in training graduate students for 21st-century careers. Conference of Southern Graduate Schools, Greenville, SC.
- Anandalingham, A., Brown, T.L., & Welsh, D.H.B. (2013, April). The role of a university-wide entrepreneurship center. Entrepreneurship Affinity Group Panel Discussion, AACSB Conference, Chicago, IL.
- Welsh, D.H.B., & Memili, E. (2013, May). Family firm Psychological Capital through the lens of the Leader-Member Exchange Theory. Presentation at the Fred Luthans' Festschrift Psychological Capital Conference, Lincoln, NE.
- Welsh, D.H.B., Cullen, J., Ganster, D., Ferris, J., Dirks, K., Kreitner, R., Perrewe, P., Youssef, C., Porter, L. (Chair). (2013, May). Organizational behavior keynote panel. Presentation at the Fred Luthans' Festschrift Psychological Capital Conference, Lincoln, NE.
- Carraher, S.M., Sullivan, S.E., Welsh, D.H.B., & Ou, Y. (2013, June). Cultural variations and Cognitive complexity. *Proceedings of the Cambridge Business & Economics Conference*, Cambridge, UK.
- Welsh, D.H.B., Memili, E., Okyay-Ata, L., & Kaciak, E. (2013, June). Turkish women entrepreneurs. *Proceedings of the European Academy of Management*, Isbanbul, Turkey.
- Chirico, F., Welsh, D.H.B., & Ireland, D. (2013, July). Is the family a source of advantage in franchising? Paper presented at the IFERA, St. Gallen, Switzerland.
- Memili, E., Welsh, D.H.B. (2013, July). Psychological capital in family-owned franchise firms and corporate social responsibility. Paper presented at the IFERA, St. Gallen, Switzerland.
- Welsh, D.H.B., Memili, E., Kaciak, E., & Al Sadoon, A. (2013, July). Saudi women entrepreneurs: A growing economic segment. *Proceedings of the Global Innovation and Knowledge Academy*, Valencia, Spain.
- Krueger, N., Groen, A.J., Kraaijenbrink, J., Kaffka, G., Guenzel, F., Koen, P.A., Hayes, L., Lakeus, M., Kyro, P., Welsh, D.H.B., Mueller, S., Falize, M., & Williams, K. (2013, August). Does entrepreneurship education work? More important, how can we make it work? And how can we measure the impact? Symposium at the Academy of Management Conference, Orlando, FL.
- Carraher, S.M., Welsh, D.H.B., Murphy, P., Fernandes, J.J., & Cornuel, E. (2013, August). Capitalism and the future of business school accreditation: What does the future hold? An open session with John J. Fernandes and Eric Corneul. Academy of Management Conference, Orlando, FL.
- Bianchi, C., Lynn, J.G., Welsh, D.H.B., Bell, C., Bell, M., & Ferrera, E.H. (2013, October). Franchising and family business: A unique way to sustain legacy and values while building a family enterprise. Presentation at the Family Firm Institute, San Diego, CA.

- Welsh, D.H.B., & Alpi, S. (2013, October). Now is the time for cross-disciplinary entrepreneurship. Workshop Presentation at the Global Consortium of Entrepreneurship Centers, Kansas City, MO.
- Welsh, D.H.B. (2013, October). Pre- and post-tests and assessment. Presentation at the Coleman Foundation Fellows Summit, Chicago, IL.
- Memili, E., Fang, H., & Welsh, D.H.B. (2014, January). A longitudinal analysis of the innovation process in publicly-traded family firms. Abstract published in the *Proceedings of the U.S. Association for Small Business & Entrepreneurship (USASBE)* Conference, New Orleans, LA (Best Family Business Paper Award).
- Pruchansky, N., Welsh, D.H.B., Cours, D., & Stevenson, H. (2014, February). Enhancing your SBI program: How to take your SBI to the next level. Presentation at the Small Business Institute (SBI), Las Vegas, NV.
- Welsh, D.H.B., Memili, E., & Kaciak, E. (2014, February). The impact of family support on Turkish women entrepreneurs. Abstract published in the *Proceedings of the Small Business Institute (SBI)*, Las Vegas, NV.
- Welsh, D.H.B. (2014, February). Experiential entrepreneurship and assessment in practice: The Spartan Trader. Best practices nomination. Abstract published in the *Proceedings of the Small Business Institute (SBI)*, Las Vegas, NV.
- Stackhouse, M.D., Misra, K., & Welsh, D.H.B. (2014, February). An exploratory investigation of the impact of internet usage at work productivity. *Proceedings of the Small Business Institute (SBI)*, Las Vegas, NV.
- Welsh, D.H.B. (2014, May). The Spartan Trader Experiential Learning Lab. Presentation at the Leavey Award Winners Conference, Freedoms Foundation, Valley Forge, PA.
- Welsh, D.H.B. (2014, May). The tie between entrepreneurship education, private enterprise education, and our freedom. Class acceptance keynote speech. Presentation at the 37th Annual Leavey Awards, Freedoms Foundation, Valley Forge, PA.
- Welsh, D.H.B., Kim, G., Memili, E., & Kaciak, E. (2014, June). The influence of family moral support and personal problems on firm performance: The case of Korean women entrepreneurs. *Proceedings of the Pan Pacific Business Conference*, Osaka, Japan.
- Crossley, C., Luthans, F., Welsh, D.H.B., Peterson, S., Teahen, J., & Ford, R.C. (2014, August). Then and now. All Academy Session. Panel presentation at the Academy of Management, Philadelphia, PA.

- Chirico, F., Welsh, D.H.B., & Ireland, R.D. (2014, August). When do family-firm franchisors outperform nonfamily-firm franchisors? Paper presentation at the Academy of Management, Philadelphia, PA.
- Ana Cristina O. Siqueira, A.C.O., Ramos, D.P., Welsh, D.H.B., & Sea, D. (2014, August). Power up active learning to boost assurance of learning: Engaging pedagogy approaches that incorporate sustainability and social entrepreneurship. Workshop at the Academy of Management, Philadelphia, PA.
- Welsh, D.H.B., & Cramer, S. (2014, August). Teaching the business model & feasibility analysis: Precursors to the business plan. Workshop at the Coleman Foundation Entrepreneurship Fellows Summit, Chicago, IL.
- Welsh, D.H.B., Dömotör, R., & De Massis, A. (2014, October). Three models of entrepreneurship and family business centers: Examining organizational structures for success. Workshop at the Global Consortium of Entrepreneurship Centers, London, UK.
- Welsh, D.H.B. (2014, October). Cross-disciplinary entrepreneurship: Opportunities for librarians in the 21st Century. Keynote presentation at the Entrepreneurial Librarians Conference, Winston-Salem, NC.
- Welsh, D.H.B. (2014, December). No cost employee reward systems: A tool to better manage and deliver optimal services in the Asian century. Keynote Presentation at the 7th International Conference on Services Management, Macau, China.
- Misra, K., Memili, E., Welsh, D.H.B., Reddy, S., & Sype, G.E. (2014, December). Determinants of total factor productivity gap: The Latin American perspectives. Presentation at the 7th International Conference on Services Management, Macau, China.
- Welsh, D.H.B., Koladkiewisz, I., Kaciak, E., & Memili, E. (2014, December). A preliminary study of Polish women entrepreneurs and their businesses. Presentation at the 7th International Conference on Services Management, Macau, China.
- Welsh, D.H.B., & Cramer, S. (2015, January). Introduction to the business model. Coleman Coffee Hour Video Conference Presentation, Chicago, IL.
- Welsh, D.H.B., Memili, E., Kaciak, E., & Zhou, Q. (2015, February). The Impact of family and personal dynamics on Chinese women entrepreneurs' firm performance: An empirical analysis. *Proceedings of the Small Business Institute (SBI)*, St. Petersburg, FL (Best Empirical Paper Award)
- Canziani, B., Hsieh, Y., Welsh, D.H.B., & Tullar, W. (2015, February). What Pedagogical methods impact students' Entrepreneurial Propensity? *Proceedings of the Small Business Institute (SBI)*, St. Petersburg, FL (Best Teaching Paper Award).
- Welsh, D.H.B. (2015, February). Campus Entrepreneurs: Dual opportunities for certificate students with intellectual/developmental disabilities and traditional students. Best Practices

Submission. *Proceedings of the Small Business Institute (SBI)* (abstract only), St. Petersburg, FL.

Welsh, D.H.B., & Cramer, S. (2015, February). Business models for artists. Presentation at the Southern Entrepreneurship in the Arts Conference, Greensboro, NC (presentation prepared by Dianne Welsh, presentation given by Bill Johnson).

Welsh, D.H.B. (2015, April). The future of women entrepreneurs around the world. Fulbright sponsored keynote presentation, National University of Ireland, Galway, Ireland.

Welsh, D.H.B. (2015, April). The importance of quality teaching and research in light of the challenges to higher education in the 21st Century. Keynote presentation at the WU (Vienna University of Economics and Business) Award Ceremony, Vienna, Austria.

Welsh, D.H.B. (2015, April). The state of entrepreneurship and innovation in the U.S. Keynote presentation at the Young Leader's Conference, sponsored by the U.S. Embassy, Vienna, Austria.

Welsh, D.H.B. (2015, April). Entrepreneurship and innovation among young entrepreneurs. Roundtable discussions at the Young Leader's Conference, the iconVienna 11th European Business & Investment Forum, my talk sponsored by the U.S. Embassy, Vienna, Austria.

Welsh, D.H.B., Flanagan, L., & Daniel-Gruber, C. (2015, April). An entrepreneurial Earth Day: Will green entrepreneurs change the world? Interactive panel discussion, sponsored by the U.S. Embassy, Vienna, Austria.

Welsh, D.H.B. (2015, April). Innovation and entrepreneurship: Future trends. Keynote address at the iconVienna 11th European Business & Investment Forum, my talk sponsored by the U.S. Embassy, Vienna, Austria.

Petters, S., Welsh, D.H.B., Jony, H., Bach, B., Schally, H-M., Canciani, P. (2015, April). Innovation and entrepreneurship for sustainable energy. Panel presentation at iconVienna 11th European Business & Investment Forum, my talk sponsored by the U.S. Embassy, sponsored by the U.S. Embassy, Vienna, Austria.

Welsh, D.H.B. (2015, April). Models for sustainable university entrepreneurship: A look at The University of North Carolina at Greensboro. Presentation at the Youth to Business Conference, Vienna, Austria.

Welsh, D.H.B., Steidl, O., Tatzberger, G., Bhardwaj, A., & Werner, T. (2015, May). There's no difference, is it? International comparison panel. Women Investing in Women Conference, Vienna, Austria.

Welsh, D.H.B. (2015, May). Women Entrepreneurs around the world: A look at Romania, Saudi Arabia, Sudan, Japan, South Korea, China, Morocco, and Turkey. Keynote presentation at the University of Groningen, Netherlands.

- Lee, S.M., & Luthans, F., & Welsh, D.H.B. (2015, May). *Meeting Globally Known Scholars Seminar: Innovation imperative in the global age - Dr. Sang M. Lee, Psychological Capital: Theory and empirical results - Dr. Fred Luthans, Entrepreneurship for economic development - Dr. Dianne Welsh.* Presidential presentation at the National University of Economics, Ho Chi Minh City, Vietnam.
- Lee, S., Whybark, C., Welsh, D.H.B., & Hooi, D. (2015, June). Innovation and entrepreneurship for economic development. Plenary panel opening keynote presentation at the Pan-Pacific Business Conference, Hanoi, Vietnam.
- Welsh, D.H.B. (2015, June). A model for cross-disciplinary entrepreneurship for colleges and universities worldwide. *Proceedings of the Pan-Pacific Business Conference*, Hanoi, Vietnam.
- Welsh, D.H.B., Minialai, C., Kaciak, E. (2015, June). The impact of felt gender discrimination on Moroccan women-owned businesses. *Proceedings of the European Academy of Management (EURAM)*.
- Welsh, D.H.B. (2015, June). New trends in higher education that effects sustainable business and consumption. Keynote presentation at the BASIQ 2015 International Conference: New Trends in Sustainable Business & Consumption, Bucharest University of Economic Studies, Bucharest, Romania.
- Welsh, D.H.B. (2015, June). Cross-disciplinary entrepreneurship for higher education worldwide. *Proceedings of the BASIQ 2015 International Conference: New Trends in Sustainable Business & Consumption*, Bucharest University of Economic Studies, Bucharest Romania.
- Dragusin, M., Welsh, D.H.B., Grosu R.M., Iosif, A.I., & Zgura, I.D. (2015, June). Social entrepreneurship-Source of innovative solutions to complex issues: The case of Romania retirees. *Proceedings of the BASIQ 2015 International Conference: New Trends in Sustainable Business & Consumption*, Bucharest University of Economics Studies, Bucharest, Romania.
- Welsh, D.H.B. (2015, June). Women and entrepreneurship. Presentation with the U.S. Ambassador to Austria keynote presentation panel, Alexa Wesner, Amerika Haus, Vienna, Austria.
- Welsh, D.H.B. (2015, June). Challenges to higher education worldwide. Keynote presentation with the U.S. Embassy and Austrian Higher Education Commission, Amerika Haus, Vienna, Austria.
- Roberts, J., Katz, J. Welsh, D.H.B., Hoy, F., & Stearns, T. (2015, August). Creating an effective cross campus entrepreneurship education community of practice: Lessons learned from Coleman Foundation Faculty Entrepreneurship Fellows Program. Presentation at the Academy of Management, Vancouver, BC.

- Siqueira, A.C.O., Welsh D.H.B., Mariano, S., Costa e Silva, F., Shukla, D., Shukla, S., Shubert, J., Kiser, C., Bacq, S. (2015, August). Pedagogical innovations addressing social entrepreneurship and responsible management: Bridging theory and practice. Presentation at the Academy of Management, Vancouver, BC.
- Welsh, D.H.B., & Cramer, S. (2015, August). Business models and feasibility analysis. Presentation at the Coleman Foundation Entrepreneurship Summit, Bloomingdale, IL.
- Welsh, D.H.B. (2015, August). Women entrepreneurs and their impact around the world. Invited presentation, Bradley University, Peoria, IL.
- Bianchi, C., Hoy, F., & Welsh, D.H.B. (alphabetical order by last name) (2015, October). So you want to franchise or license your family firm consulting business? Myths and realities. Family Firm Institute, London, UK.
- Welsh, D.H.B., Roberts, J., Stearns, T., Betti, G., & Oliphant, G. (2015, October). Coleman Foundation Entrepreneurship Faculty Fellows: What they do and how the process works. Presentation at the Global Consortium of Entrepreneurship Centers (GCEC), Gainesville, FL.
- Welsh, D.H.B., Oliphant, G., & Boyagoda, R. (2015, October). University-wide entrepreneurship: Improbable models & approaches that work. Presentation at the Global Consortium of Entrepreneurship Centers (GCEC), Gainesville, FL.
- Welsh, D.H.B. (2015, December). The HERO within you. Commencement address, The University of North Carolina Greensboro.
- Welsh, D.H.B., Tullar, W., & Nemati, H. (2016, January). Entrepreneurship Education: Process, method, or both? Abstract published in the *Proceedings of the U.S. Association of Small Business & Entrepreneurship (USASBE)*, San Diego, CA.
- Welsh, D.H.B., Cyrus, D., Debbage, K., & Hamilton, C. (2016, January). Creative cross-disciplinary entrepreneurship applied to your university. Workshop presented at the U.S. Association of Small Business & Entrepreneurship (USASBE), San Diego, CA. (Best Workshop Award Finalist)
- Welsh, D.H.B., Cramer, S., Wassel, J., Johnson, W., Canziani, B., Burrowes, S., Yarborough, B., Sea, D. (2016, February). Fostering the entrepreneurial university: A practical guide to a campus-wide entrepreneurship program. Presentation at the Small Business Institute Conference, New Orleans, LA.
- Canziani, B., & Welsh, D.H.B. (2016, February). Website quality for SME wineries: Measurement insights. Abstract published in the *Proceedings of the Small Business Institute Conference*, New Orleans, LA. (Distinguished Empirical Paper Award)

- Dragusin, M., & Welsh, D.H.B. (2016, June). Innovative and sustainable business models in digital higher education: A comparative analysis of global reach MOOCs platforms. *Proceedings of the BASIQ 2016 International Conference*, Vol. 1, pp. 75-83, Konstanz, Germany. ISSN 2457-483X ISSN-L 2457-483X
- Tello, S., Swartz, E., & Welsh, D.H.B. (2016, June). Diffusing “Entrepreneurship Everywhere” – The role of boundary-spanners, academic entrepreneurs and organization builders in modernizing curriculum. Presentation at the Deshpande Foundation Conference on Innovation and Entrepreneurship, Lowell, MA.
- Shields, J.F., Welsh, D.H.B., & Shelleman, J.M. (2016, July). Exploring the relationship between sustainability reporting and innovation worldwide. Presentation at the 7th International Research Meeting in Business and Management (IRMBAM), Nice, France.
- Welsh, D.H.B. (2016, Sept.). The role of economic development on women entrepreneurs’ startups in 7 countries. Invited Presentation to the Goodman School of Business, Brock University, St. Catharines, ONT, Canada.
- Welsh, D.H.B., Tello, S., & Zoller, T. (2016, Sept.). Turning over a new leaf for universities: The role of boundary-spanners in cross-campus curriculum. Presentation at the Global Consortium of Entrepreneurship Centers (GCEC), Rochester, NY.
- Welsh, D.H.B., Reynolds, N., Young, J.S., Cramer, S., & Canziani, B.F. (2017). Beyond the basics of cross-disciplinary entrepreneurship: Reaching across the curriculum with mentoring, counseling, research support, and assessment. Workshop presented at the U.S. Association of Small Business & Entrepreneurship (USASBE), Philadelphia, PA.
- Sea, D., Welsh, D.H.B., & Canziani, B. (2017, February). Online tools and assignments. Round table presentation at the Small Business Institute (SBI), San Diego, CA.
- Canziani, B., Welsh, D.H.B., Reynolds, N., Debbage, K., & Sea, D. (2017, February). Channeling entrepreneurs in our classrooms, disciplines, and communities. Panel Presentation at the Small Business Institute (SBI), San Diego, CA.
- Welsh, D.H.B., Memili, E., Kaciak, E., & Minialai, C. (2017, February). The relationships between family support, personal problems, and firm performance of Moroccan and Turkish women entrepreneurs: The country context. Abstract published in the *Proceedings of the Small Business Institute (SBI)*, San Diego, CA.
- Tantawy, M., McNally, J.J., Mengel, T., Welsh, D.H.B., & Piperopolous, P. (2017, May). Social entrepreneurship education: Where are we and what lies ahead? Paper presentation at the annual meeting of the Administrative Sciences Association of Canada (ASAC), Montreal, Canada.

- Welsh, D.H.B. Trimi, S., Kaciak, E., & Mainardes, E. (2017, May). Women entrepreneurs and family firm heterogeneity: Evidence from an emerging economy. *Proceedings of the Pan Pacific Conference*, Lima, Peru.
- Canziani, B.F., Welsh, D.H.B., & Tullar, W. (2017, May). Cross-disciplinary education: Not business as usual. *Proceedings of the Pan Pacific Conference*, Lima, Peru.
- Welsh, D.H.B., & Canziani, B.F. (2017, June). Advancing reputation: How satisfaction and accessibility influence perception. Presentation at the Direct Selling Association International Meeting, Orlando, FL.
- Canziani, B.F., & Welsh, D.H.B. (2017, June). Bridging family firm image in the wine industry. Poster presentation at the Family Enterprise Research Conference (FERC), Asheville, NC.
- Joshi, M.C., Jain, M., Welsh, D.H.B., Gurjar, H., & Tiwari, P. (2017, June). The journey of doorstep entrepreneurship: A case on Jaipur Rugs. Poster presentation at the Family Enterprise Research Conference (FERC), Asheville, NC.
- Welsh, D.H.B., Kaciak, E., & Mainardes, E.W. (2017, June). Women entrepreneurs in Brazil: Evidence of the effect of family firm heterogeneity in a turbulent economy. *Proceedings of the European Academy of Management (EURAM)*, Glasgow, Scotland.
- Welsh, D.H.B., Kaciak, E., Shamah, R., & Hoy, F. (2017, June). Determinants of women entrepreneurs' firm performance in a challenging environment: Evidence from Egypt. Abstract published in the *Proceedings of the Global Innovation & Knowledge Academy (GIKA)*, Lisbon, Portugal. Best Conference Paper Award.
- Thongpapani, N., Kaciak, E., & Welsh, D.H.B. (2017, June). Innovation through collaboration: Job rotation and reward systems. Abstract published in the *Proceedings of the Global Innovation & Knowledge Academy (GIKA)*, Lisbon, Portugal.
- Krueger, N., Renko, M., Welter, F., Spangler, D., Motoyama, Y., Welsh, D.H.B., Jones, C., Hofer, A., Kaffka, G. & Bullough, A. (2017, August). How can we make entrepreneurship research relevant? Professional Development Workshop, Academy of Management, Atlanta, GA.
- Welsh, D.H.B., Kaciak, E., & Breslin, J. (2017, September). Irish women entrepreneurs: Opportunities and challenges for international growth. Paper presented at the The 21st McGill International Conference, Galway, Ireland.
- McNally, J.J., Mengel, T., Welsh, D.H.B., Tantawy, M., Piperopolous, P., & Papageorgiadis (2017, November). Assessing the impact of social entrepreneurship course syllabi on attitude formation. *Proceedings of the Research in Entrepreneurship & Small Business (RENT) Conference*, Lund, Sweden.

- Welsh, D.H.B. (2017, November). Women entrepreneurs around the world: Implications for Australia. Conference on fresh ideas for Australian innovation: Synergies between entrepreneurs, corporates and universities. Keynote Presentation at the University of New South Wales, Sydney, Australia.
- Welsh, D.H.B. (2017, December). Women entrepreneurs around the world. UMR Connects series. Presentation for the University of Minnesota Rochester, Rochester, MN.
- Welsh, D.H.B., & Kaciak, E. (2018, February). Female entrepreneurship: A model of business-family interface and performance. Abstract in the *Proceedings of the Small Business Institute*, Corpus Christi, TX.
- Sea, D., & Welsh, D.H.B. (2018, February). Starting the semester off right – activities and interactions for the first day of class. Roundtable presentation. Abstract in the *Proceedings of the Small Business Institute*, Corpus Christi, TX.*Labeled as Presentation in Sedona*
- Welsh, D.H.B., Kaciak, E., Mehtap, S., Pellegrini, M.M., & Caputo, A. (2018, March). The socio-economic context of female entrepreneurship in the MENA Region: A comparison of Jordan and Sudan. Presentation at the Conference on Conceptualizing Family Firms in the Arab World, University of Sharjah, U.A.E.
- Welsh, D.H.B., & Kaciak, E. (2018, May). Family enrichment and women entrepreneurial success: The mediating effect of family interference. *Proceedings of the 35th Pan-Pacific Conference*, Seoul, South Korea.
- Welsh, D.H.B., & Kaciak, E. (2018, June). Do family support and personal problems influence female entrepreneurs in a different way? Evidence from ten countries. Abstract published in the *Proceedings of the European Academy of Management (EURAM)*, Reykjavik, Iceland.
- Welsh, D.H.B., Kaciak, E., & Kopaničová, J. (2018, June). The suppressing effect of family interference on women entrepreneurs. Abstract published in the *Proceedings of the Global Innovation and Knowledge Academy Conference (GIKA)*, Valencia, Spain.
- Welsh, D.H.B., & Canziani, B.F. (2018, June). Franchisees and independent contractors: Are they satisfied? *Proceedings of the International Society of Franchising Conference*, Quito, Ecuador.
- Schwartz, E., Welsh, D.H.B., & Tello, S. (2018, August). Improving lives - Boundary spanners in higher education: Evidence from a survey of U.S. entrepreneurship educators. Management Education & Learning (MED) Writers Workshop, Academy of Management, Chicago, IL.
- Welsh, D.H.B., Roberts, J., Shields, J., Cramer, S.M., & Betti, G. (2018, October). 10 years after: The Coleman Infusion Model. Panel Presentation, Global Consortium of Entrepreneurship Centers, Chicago, IL.

- Jimenez-Castillo, L., Welsh, D.H.B., Rosplock, K., & Murray, W. (2018, October). The jousting between the family and the business needs. Who will win? Presentation at the Family Firm Institute (FFI) Conference, London, UK. *Labeled as Proceedings in Sedona*
- Emami, A., Welsh, D.H.B., Ramadani, V., & Davari, A. (2018, November). Decision anomalies. *Proceedings of the International Conferences on Economics and Management of Networks (EMNet)*, Havana, Cuba.
- Welsh, D.H.B., & Kaciak, E. (2019, January). Success for women entrepreneurs: The role of family interference. *Proceedings of the GIKA-LATAM Conference*, Concepción, Chile. Conference Best Paper Award.
- Canziani, B., & Welsh, D.H.B. (2019, January). Spanning across campus: An examination of cross-disciplinary entrepreneurship curricula. *Proceedings of the U.S. Association for Small Business and Entrepreneurship*, (Abstract only), St. Pete Beach, FL.
- Welsh, D.H.B., & Kaciak, E. (2019, June). Women entrepreneurs and work-life interface: The impact of sustainable economies on success. *Proceedings of the INEKA Conference*, Verona, Italy.
- Ponroy, J.V., & Welsh, D.H.B. (2019, June). A psycap approach for assessing creativity in family firms. Presentation at the IFERA Conference, Bergamo, Italy.
- Randerson, K., Barredy, C., Vershinina, N., Memili, E., Welsh, D.H.B., et al. (2019 August). Family entrepreneurship education and training for an inclusive organization. PDW submission, Academy of Management, Boston, MA.
- Welsh, D.H.B., Lofgren, J., Mattner, F., & Shalek, T.J. (2019, September). What the future of entrepreneurship education looks like now. Panel at the Global Consortium of Entrepreneurship Centers Conference, Stockholm, Sweden.
- Kuratko, D., Hornsby, J.S., Welsh, D.H.B., Rahm, R. (2019, September). The importance of entrepreneurship research. Panel at the Global Consortium of Entrepreneurship Centers Conference, Stockholm, Sweden.
- Welsh, D.H.B. (2019, November). The Entrepreneurship Cross-Disciplinary Program at UNCG and its 345 learning goals from across campus. 3rd Annual Entrepreneurship Educators Conference, Chapel Hill, NC.
- Welsh, D.H.B. (2019, December). Reward systems for Chilean family businesses. Presentation to the Chilean Entrepreneurial Families Foundation (FEC), Colchagua Valley, San Fernando, Chile.
- Hoffman, L., & Welsh, D.H.B. (2020, Feb.). Roundtable on Fellows Program. Panel presentation at the Small Business Institute Conference, New Orleans, LA.

- Nasri, B.M., Collazzo, P.G., & Welsh, D.H.B. (2020, Feb.). Home grown Middle Eastern Franchises: Prospects for the future. *Proceedings of the Small Business Institute Conference* (abstract only), New Orleans, LA.
- Calibró, A., Gartner, W., Welsh, D.H.B., Davis, J., Astrachan, J., Kammerlander, N., Ramachandran, K., Eddleston, K., Pieper, T., Welsh, D.H.B. (2020, May 26). Temporary and structural shifts in family business research & practice. Panel at the 1ST Family Business Research & Practice Conference: A New World Ahead, sponsored by ICSB and IPAG Business School.
- Lanchimba, C., Welsh, D.H.B., Fadairo, M., & Silva, V-L.D.S. (2020). The impact of franchisor signaling on entrepreneurship in emerging markets. *Proceedings of the ACIEK Conference* (abstract only), Madrid, Spain, online presentation.
- Welsh, D.H.B., Boltero, I., Kaciak, E., & Kopaničová, J. (2020 June). The importance of family emotional support in the well-being of women in family enterprises. International Family Enterprise Research Association (IFERA) Conference, Santander, Spain. Paper Accepted, conference canceled.
- Welsh, D.H.B., & Llanos-Contreras, O. (2020, June). Los Lingues@: Transitioning family identity through branding the 20th oldest family business in the world. (Case Accepted, conference canceled. Case finalist for Best Case Award, recorded speech on Facebook page). International Family Enterprise Research Association (IFERA) Conference, Santander, Spain, conference canceled
- Beatty, J.E., Giannantonio, C.M., Hurley-Hanson, A., Jain, A., Kazeroony, H.H., Mello, J.A., Simmons, E.L., Van Esch, C., Wankel, C., & Welsh, D.H.B. (2020, August). Disabilities in the classroom: Best practices for improving accessibility and learning. Professional Development Workshop at the Academy of Management, Vancouver, BC, online.
- Calabrò, A., Boltero, I., Brush, C.G., Cheng, J., Cruz, C., Eddleston, K.A., Eddleman, L.F., Gomez-Mejia, L.R., Kellermans, F., Le Breton-Miller, I., Nordqvist, M., Pieper, T.M., Salvato, C., Sharma, P., Trimarchi, P. & Welsh, D.H.B. (2020, August). Transgenerational entrepreneurship in family firms 4.0: Broadening our sight for the next decade. Professional Development Workshop at the Academy of Management, Vancouver, BC, online. Did presentation online but it did not air.
- Welsh, D.H.B. (2020, August). How to be a successful mom entrepreneur in the time of COVID-19. Presentation at the IBA Center for Entrepreneurial Development (CED) at Karachi, Pakistan, online.
- Welsh, D.H.B., Allen, K., Duffy, S., Grossman, E., & Hoskinson, S. (2020, October). The next GEN university. Presentation at the GCEC, Las Vegas, online.
- Welsh, D.H.B. (2020, December). How to be a successful mom entrepreneur in the time of COVID-19. Presentation for the Global Mothers' Entrepreneurship Camp at the IBA Center for Entrepreneurial Development (CED) at Karachi, Pakistan, online.

Welsh, D.H.B., Othman, D., Alserhan, B., Zequiri, J., Al-Madadha, A., & Ramadani, V. (2021, January). Entrepreneurial intentions of citizens vs. refugees during COVID-19. *Proceedings of the USASBE Conference*, online.

Welsh, D.H.B., Agarwal, S., Ramadani, V., Agrawal, V., & Dixit, J.K. (2021, February). Modeling factors affecting students' entrepreneurial intentions: An integrated ISM-MICMAC approach. *Proceedings of the SBI Conference*, online.

UNPUBLISHED MANUSCRIPTS

Welsh, D.H.B. (1991). The effect of privatization and the future of Soviet style management.

Eager, W., Weigand, P., & Welsh, D.H.B. (1995). Using collage building as a collaborative learning tool in a business management course.

Welsh, D.H.B., & Ostrander, B. (1995). Be true to yourself: The case of harassing the new hospital secretary.

Welsh, D.H.B., & Falbe, C.M. (1998). Vision and leadership among Middle Eastern managers.

Welsh, D.H.B., & Leseure, M. (2001). CEMEP of France: Time-based competition.

Welsh, D.H.B., & Sommer, S.M. (2005). The ethical orientation of Middle Eastern managers.

SUBMISSIONS

Welsh, D.H.B., Othman, D., Alserhan, B., Zequiri, J., Al-Madadha, A., & Ramadani, V. (2021). Refugees in times of crisis and the impact on entrepreneurship. *International Small Business Journal*, SI on crisis (Submitted December 2020).

Welsh, D.H.B., Boltero, I., Kaciak, E., & Kopaničová, J. (2021). The importance of family emotional support in the transformation of women entrepreneurs: The case of the Slovak Republic. *Journal of Business Research* (Submitted November 2020).

Ortigueira-Sánchez, L.C., Stein, W.C., & Welsh, D.H.B. (2019). Innovation drivers for export performance in emerging market SMEs. To be submitted.

Lanchimba, C., Welsh, D.H.B., Fadairo, M., & Silva, V-L.D.S. (2019). The impact of franchisor signaling on entrepreneurship in emerging markets. *Journal of Business Research* (Submitted June 2020).

Swartz, E., Welsh, D.H.B., Tello, S., & Krueger, N. (2020). The impact of entrepreneurship on the university: Driving engagement through boundary spanning. *Studies in Higher Education* (Submitted December 2020).

Dixit, J., Welsh, D.H.B., Agarwal, S., Ramadani, V., & Agrawal, V. (2020). The role of Entrepreneurial intentions in developing future entrepreneurs. *International Journal of Entrepreneurship & Small Business* (Revise and Resubmit, December 2020).

Emami, A., Welsh, D.H.B., Davari, A., & Rezazadeh, A. (2020). Examining the relationship between strategic alliances and the performance of small entrepreneurial firms in telecommunications. (Submitted December 2020).

GRANTS

- Eastern Washington University Foundation Grant for U.S.S.R. Research, 1989-90
- Northwest Institute for Advanced Studies Grant for U.S.S.R. Incentive Research, 1990-91
- Eastern Washington University College of Business Adm. Grant, Hospital Efficiency, fall 1989/winter 1990
- Eastern Washington University College of Business Adm. Grant, Hospital Efficiency, winter 1991
- Eastern Washington University College of Business Adm. Grant, Russian Cooperative Managers, 1991
- Northwest Institute for Advanced Studies Grant, Russian Cooperatives, Fall 1991
- Eastern Washington University College of Business Adm. Grant, Russian Hotels, Spring 1992
- Eastern Washington University College of Business Adm. Grant, Ethics of Russian Decision Makers, 1993
- Northwest Institute for Advanced Studies Grant, U.S. and Canadian Franchising, 1994-95
- Eastern Washington University, College of Business Grant, Int'l Hotel Employees, Spring 1994
- John Carroll University Graduate College Grant, Mission Statements of Entrepreneurship Centers, 2000
- Coleman Foundation Grant, ROI in Human Capital-SIFE, February 2001
- USASBE Grant for Entrepreneurial Student Organizations' Workshop, 2002-2004
- John Carroll University, Internationalizing the Curriculum Grant, March 2002
- Coleman Foundation Grant, Soul Expressions Art Summit and Fair, March 2002
- Coleman Foundation Grant, Students in Free Enterprise Entrepreneurship Fair, October 2002
- Coleman Foundation Grant, Students in Free Enterprise Entrepreneurial Ethics Symposium, February 2003
- The University of Tampa, Dana Grant, \$1990, HOPE, Goal Setting in the Franchise Industry, 2006
- The University of Tampa, Delo Grant, \$1300, International Entrepreneurship and International Family Business Conferences, November 2006
- Liberal Arts College Grant, \$500, Entrepreneurship in the Arts Conference, The University of Tampa, April 2007
- Coleman Foundation Grant, \$5000, Entrepreneurship in the Arts Conference, The University of Tampa, April 2007
- Hillsborough County Arts Commission Grant, \$1,000, Entrepreneurship in the Arts Conference, The University of Tampa, April 2007
- Bank of America, \$6800, Entrepreneurship in the Arts Conference, April 2007
- The University of Tampa, Project EDGE & U.S. Dept. of Education Title VI B Grant, \$1000,

- International Entrepreneurship Conference, July 2007
- The University of Tampa, Dana Research & Teaching Innovation Grants, \$600, Spring 2007
- The University of Tampa Alumni Association Grant, \$2158, Entrepreneurship in the Arts Conference, 2008
- The University of Tampa, Dana Grant, HOPE in Family Businesses, \$1990, June-August, 2007
- The University of Tampa, Delo Grant, \$1500, Social Entrepreneurship, 2008
- The University of Tampa, Project EDGE & U.S. Dept. of Education Title VI B Grant, \$1000, Int'l Family Enterprise Research Academy Conference, June 2008
- The University of North Carolina Greensboro, EDA Grant (with Andrew Brod), April 2009 (not funded)
- Coleman Foundation Grant, \$5,000, Southern Entrepreneurship in the Arts Conference, The University of North Carolina Greensboro, March 2010
- Piedmont Triad Partnership Grant, \$3930, Southern Entrepreneurship in the Arts Conference, The University of North Carolina Greensboro, March 2010
- Coleman Foundation Grant, \$15,000, Faculty Entrepreneurship Fellows Program, May 2010
- External Board of Advisors Contributions, \$21,000, North Carolina Entrepreneurship Center, 2010-2011
- Social Sustainable Entrepreneurship Living Learning Community, \$45,900, NCIIA Grant Application, December 2011 (declined)
- Biotech Speaker's Grant, \$1,500, NC Biotech Center, January 2011
- Family-Owned Business Institute Research Grant, \$5,000 (with K. Rosplock, J. Roure, J.L. Segurado, 2011-2012
- Coleman Foundation Grant, \$5,000, Southern Entrepreneurship in the Arts Conference, The University of North Carolina Greensboro, March 2011
- Coleman Foundation Grant, \$18,000, Faculty Entrepreneurship Fellows Program, April 2011
- Coleman Foundation Grant, Entrepreneurship Cross-Disciplinary Program, \$3,000, funding one professor to the Entrepreneurship Classroom at Oklahoma State University, September 2011
- Coleman Foundation Grant, \$4,500, North Central College, Entrepreneurship in the Arts Scholarships, Entrepreneurship Cross-Disciplinary Program, The University of North Carolina Greensboro, November 2011
- Bryan School of Business & Economics Dean's Research Scholars Program, \$3,000, November 2011, with Esra Memili
- Coleman Foundation Grant, \$20,000, Faculty Entrepreneurship Fellows and Barista Program, April 2012
- Coleman Foundation Grant, \$40,000, Spartan Trader Experiential Learning Lab, June 2012
- Coleman Foundation Grant, Entrepreneurship Cross-Disciplinary Program, \$4,000, funding UNCG Entrepreneurship student scholarships for the Entrepreneurship in the Arts Conference and the North Carolina Writer's Conference, September 2012
- UNCG Library Grant, ExecuComp and RiskMetrics' Directors Databases, \$15,400, October 2012 (Lead with Esra Memili, Linda Huguen, Ayalew Lulseged)
- Family-Owned Business Institute Research Grant, \$5,000 (with E. Memili) 2013-2014 (2 proposals under review March 2013) (declined).

- Coleman Foundation Grant, \$38,000, Faculty Entrepreneurship Fellows and Barista Program, May 2013
- Coleman Foundation Grant and North Central College, \$4,000, funding for UNCG Entrepreneurship Student scholarships for the Entrepreneurship in the Arts Conference, September 2013
- Coleman Foundation Grant, Spartan Trader Experiential Learning Lab, \$30,000, January 2014
- STEM Inspiration through Investigation, Innovation and Involvement (SI⁴), Senior Personnel on Federal Grant for \$1.626 M, January 2014 (declined).
- Family-Owned Business Institute Research Grant, \$5,000 (with F. Chirico and R.D. Ireland), 2014-2015, March 2014 (declined).
- National Endowment for the Arts, \$10,000 (Co-PI), Southern Entrepreneurship in the Arts Conference
- Coleman Foundation Grant, \$42,000, Faculty Entrepreneurship Fellows and Barista Program, May 2014.
- Coleman Foundation Grant, \$6,000, 2 Faculty to the Experiential Entrepreneurship Classroom, University of Florida, September 2014
- UNCG International Scholars Fund, \$700, Global Consortium of Entrepreneurship Centers, London, October 2014
- NSF Grant S14, \$1,999,476, Co-PI, January 2015 (declined)
- UNCG Scholars' Travel Fund, \$500, for Best Practices – Campus Entrepreneurs: Dual Opportunities for Certified Students with Intellectual/Developmental Disabilities and Traditional Students, Small Business Institute, February 2015.
- Coleman Foundation Grant, \$44,000, Faculty Fellows Program, May 2015
- Coleman Foundation Grant, \$6,000 to Faculty to the Experiential Entrepreneurship Classroom, University of Florida, September 2015
- Coleman Foundation Grant, Self-Employment in the Arts, \$1,000 to Saturday Seminars, January-April, 2016 (School of Music, Theater, and Dance)
- Coleman Foundation Grant, \$25,000, Faculty Fellows Program, June 2016
- Direct Selling Education Foundation Grant, \$3990, Direct Selling and Franchising, December 2016
- Coleman Foundation Grant, \$3,000 to Faculty to the Experiential Entrepreneurship Classroom, University of Florida, September 2016
- Coleman Foundation Grant, Entrepreneurship to Integrate IDD Students with Traditional College Students, April 2017 (declined)
- UNC System Grant, Stage 1, \$25,000, Understanding and Examining Innovative Enterprise Strategies to Support/Enhance Long-Term Resilience and Economic/Social Mobility for Small, Limited Resource Farmers, under consideration, Key Personnel on grant, submitted April 2017 (declined)
- Coleman Foundation Grant, \$25,000, Faculty Fellows Program, May 2017
- Provost Matching Grant, \$25,000, Entrepreneurship Faculty Fellows Program, May 2017
- Weaver Foundation Grant, \$30,000, Entrepreneurship for IDD Students, May 2017 (declined)
- Coleman Foundation Grant, \$9,000 to Faculty to Experiential Classroom and Self-Employment in the Arts Conferences, 2017-2018

- Mini-Grant Recipient, \$1,000, Open Educational Resources UNCG, May 2018
- Coleman Foundation Grant, \$25,000, Faculty Fellows Program, May 2018
- Provost Matching Grant, \$25,000, Entrepreneurship Faculty Fellows Program, May 2018
- “I never needed eyes to see”: Exploring Opportunity Formation among Visually-impaired Founders of New Ventures’, Russell Sage Foundation, \$146,050, August 2018 (declined)
- Direct Selling Education Foundation Grant, \$36,000, Entrepreneurship Cross-Disciplinary Program, June 2019-December 2020
- Linda Carlisle Women and Gender Studies Grant, UNCG, \$1500, April 2019 (declined)
- She Can, We Can Be An Entrepreneur Everywhere, UNCG, \$3500, January 2020
- VF Sustainability Grant, ENT/BUS 300 Feasibility Analysis, \$5,000, Spring 2020
- Venture Creation among Disabled Entrepreneurs, Co-PI, British Academy of Management, STG£149,631.22, December 2020

SPONSORSHIPS

- Fowler, White, Boggs, Banker, \$2000, Entrepreneur & Family Business Speaker Series, Gonzmart Family, Columbia Restaurants, Successful Transitioning of Family Businesses, October, 2006
- Akerman Senterfitt, \$3000, Entrepreneur & Family Business Speaker Series, David Dunkel, Kforce, Entrepreneurial Strategies, December, 2006
- Fifth Third Bank, \$6500, CEOs from the *Inc. 500* Speaker Series, spring 2007, 4 speakers
- Hill, Ward, Henderson, \$5000, Family Business Awards, February 2007
- Tunstall Consulting, \$6500, Family Business Awards, February 2007
- Ringling College of Art & Design, \$1000, Entrepreneurship in the Arts Conference, The University of Tampa, April 2007
- Fifth Third Bank, \$10,000 (with in kind), *Inc. 500* Speaker Panel Reception, February 2008
- ValPak, Teasdale Worldwide, \$49,000 (with in kind), Entrepreneurship in the Arts Conference, The University of Tampa, April 2008
- Direct Selling Educational Foundation, \$10,000, Open House, North Carolina Entrepreneurship Center, The University of North Carolina Greensboro, November 2009
- In-Kind Donations, \$8,083, Southern Entrepreneurship in the Arts Conference, The University of North Carolina Greensboro, March 2010
- Bequest from Mary Goode Nufer Braley and Charles R. Braley, Jr., \$5,164.50, The UNCG Excellence Foundation, April 2010
- Ecology Wildlife Fund, \$5,000, North Carolina Entrepreneurship Center, The University of North Carolina Greensboro, June 2010
- MillerCoors Brewing, \$10,000, North Carolina Entrepreneurship Center, The University of North Carolina, Greensboro, July 2010
- GenSpring Family Offices, \$5,000, Family Business and Family Office Seminar, North Carolina Entrepreneurship, November 2010
- Ecology Wildlife Fund, \$5,000, Ties to the Land Workshop, December 2010
- Raised over \$101,000, North Carolina Entrepreneurship Center, 2009-2010 (includes above gifts)
- Raised over \$79,000, North Carolina Entrepreneurship Center, 2010-2011
- Oden Brothers Foundation, \$500, Feasibility Analysis Brewery Project, CEO Club, 2016

- Truliant Federal Credit Union, \$500, Spartan Trader, 2016
- \$264,000 in Sponsorships as of July 1, 2017
- Direct Selling Education Foundation, CEO Panel Presentations and Reception, Nov. 2017, \$20,000
- Market America, Business Model Competition and Reception, Entrepreneurship Everywhere, Feb. 2020, \$7,000 (with Bryan School dean's office staff)

SERVICE CONTRIBUTIONS

ORGANIZATIONS

- Omicron Delta Kappa National Honorary Leadership Fraternity, 1977–
- University of Iowa Alumni Association, 1978–
- Psi Chi National Honorary Leadership Fraternity, 1984–
- Academy of Management, 1985– (Entrepreneurship Division-Consortium representative, 1987; Member-At-Large, Board 1997-1999; Parliamentarian, Executive Board Member, 1999-2008, Secretary at call when needed), Technology & Innovation Division-Program Chair Elect, 2012, Program Chair, 2013, Division Chair-Elect, 2014, Division Chair, 2015, Past Chair 2016)
- Industrial Relations Research Association, 1986–1994
- University of Nebraska Alumni Association, 1988–
- Decision Sciences Institute, 1989–1990
- Small Business Institute, 1990–1991, 1994–
- National Organization of Women, 1990–1996
- American Association of University Professors, 1993–1994
- Western Academy of Management, 1992–2000
- Academy of International Business, 1993–
- U.S. Association for Small Business & Entrepreneurship, 1995- (VP Women and Minority Division, 2002; VP Elect, Programs 2003; Sr. Vice President, Programs, 2003; President-Elect, 2004; President, 2005; Past President, 2006, Fellow, 2012)
- International Council for Small Business, 1993- (Parliamentarian, 2005)
- National Women's Political Caucus, 1993–1995
- National Association of Parliamentarians, 1993-
- Society for Human Resource Management, 1998-
- Midwest Academy of Management, 2000-2004
- Northeast Ohio Human Resource Planning Society, 2001-2004
- Family Firm Institute 2004-
- Tampa Bay Association of Parliamentarians, 2005-2008
- University of Tampa Board of Fellows, 2005-2008
- Minaret Society, 2005-2008
- Greensboro, Downtown Rotary, 2009-2018
- Honorary Scientific Committee, BASIQ, Bucharest School of Economics, Romania, 2015-
- Legate, ACIEK, 2015-2021

EDITORIAL REVIEW BOARDS

- Editorial Advisory Board, *Cross-Cultural Management: An International Journal*, February 1994 - 2010
- Founder, Editor-in-Chief, *Franchising Research: An International Journal* (first journal on franchising), 1995 - 1997
- Editor, Franchise Section, *Journal of Consumer Marketing*, 1998 – 2000
- Editorial Board Member, *Journal of Small Business Management*, 1998 - 2010
- Editorial Review Board Member, *Journal of Entrepreneurship Education*, 1999- 2010
- Editorial Review Board Member, *Journal of Leadership and Organization Studies*, 2002-2019
- Editorial Review Board Member, *International Journal of Entrepreneurship and Small Business*, 2004-present
- Associate Editor, *Journal of Asia Entrepreneurship & Sustainability*, 2005-present
- Editorial Review Board Member, *Journal of Small Business Strategy*, 2005-present
- Guest Editor, *International Journal of Entrepreneurship & Small Business*, 4(1), 2007
- Guest Editor, *International Entrepreneurship & Management Journal*, 2007
- Associate Editor, *International Indigenous Journal of Entrepreneurship, Advancement, Strategy & Education*, 2006-present
- Co-Editor, *Advances in Global Business Research*, 3(1), 2006
- Editorial Review Board Member, *International Entrepreneurship and Management Journal*, 2006-2018
- Associate Editor, *International Entrepreneurship and Management Journal*, 2019-present
- Editorial Review Board Member, *International Journal of Family Business*, 2006 - 2010
- Consulting Editor, *Journal for International Business and Entrepreneurship Development*, 2006
- Editorial Review Board Member, *Southern Journal of Entrepreneurship*, 2007-2012
- Editorial Board, *Journal for Global Business Advancement*, 2007- 2010
- Editorial Review Board Member, *Family Business Review*, 2007- 2010
- Editorial Review Board Member, *Journal of Ethics and Entrepreneurship*, 2010-present
- Editorial Review Board, *Journal of Entrepreneurship and Public Policy*, 2011-present
- Editorial Review Board, *Small Business Institute® Journal*, 2011-present
- Editorial Review Board, *Journal of Global Entrepreneurship Research*, 2012-present
- Special Issue Co-Editor, *Journal of Small Business Strategy*, 2014
- Editorial Review Board, *Journal of Technology Management in China*, 2014-2016 (journal discontinued)
- Special Issue Co-Editor, *Decision Management*, 53(10) Innovation Management in Small Organizations, 2015
- Editorial Review Board, *Studia Commercialia Bratislavensia*, 2015-present
- Senior Editor, *Journal of Small Business Strategy*, 2015-present
- Editor (one of two), *Journal of Innovation and Knowledge*, 2015-present
- Joint Editor-in-Chief, *African Journal of Strategic Studies and Management*, 2015-2016

- Editorial Review Board, *Journal of Business Research*, “Innovation and Knowledge”- 2015-2018
- Editorial Review Board, *American Journal of Entrepreneurship*, 2015-present
- Editorial Review Board, *Journal of Artificial Intelligence in Business, Policy, and Economy*, 2017
- Editorial Review Board, *International Journal of Transitions and Innovation Systems*, 2018
- Special Issue Co-Editor, *International Journal of Entrepreneurship and Small Business*, Immigrant, Gender, and Succession Issues in Family Firms, 2017
- Special Issue Co-Editor, *Journal of Small Business Strategy*, International Strategies of Family Firms: Challenges and Perspectives, 2018
- Special Issue Co-Editor, *Technological Forecasting and Social Change*, Changing Organizations/Markets, 2019
- Associate Editor, *International Entrepreneurship and Management Journal*, 2019-present
- Editorial Review Board, *Entrepreneurship Research Journal*, 2019-present
- Editorial Advisory Board, *International Journal of Entrepreneurial Behaviour and Research*, 2019-present
- Reviewer, *Academy of Management Journal*, *Journal of Business Venturing*, *Academy of Management Review*, *International Journal of Organizational Analysis*, *Journal of International Management*, *The International Executive*, *Journal of International Business*, *Entrepreneurship Theory & Practice*, *Developing Market Based Resource Strategies for South East Europe*, *Academy of Management Executive*, *Latin American Business Review* (among others)

CONFERENCES AND WORKSHOPS

- Attendee, Society of Franchising Conference and International Franchising Association, Phoenix, AZ, 1989
- National Delegate, Air Force Special Educators' Tour, San Antonio, TX, 1989
- Attendee, Conference on Strategic Issues in Fast Service, Washington State University, 1989
- Participant, National Organizational Behavior Teaching Conference, Bellingham, WA, 1991
- Attendee, Eastern Washington University Faculty Development Workshops, Dr. Arthur Chickering, Curriculum Development for Active Learning, & Teaching Strategies for the Adult Learner, April 1992
- Attendee, Eastern Washington University Perry Scheme Teaching Workshop, 1992
- Attendee, Eastern Washington University Cooperative Education Workshop, September 1992
- Attendee, All Students Matter Teleconference, Eastern Washington University, January 1994
- Attendee, U.S. AID Workshops, Seattle, Spring 1994
- Attendee, State of Washington Curriculum Planning Retreat, Spokane, Spring 1994
- Attendee, State of Washington Higher Education Assessment Conference, Seattle, May 1994
- Attendee, National Assessment and Quality Conference, American Association of Higher Education, Washington, DC, June 1994
- Nominee, National Education Standards and Improvement Council, November 1994
- Attendee, Title III Workshop on Internationalizing the Curriculum, September 1995
- Attendee, Grant Proposal Writing Workshop, Eastern Washington University, April 1996
- Fellow, Symposium for Entrepreneurship Educators, Babson College, May 1996

- Attendee, Corbin Council Meeting, U.S. Air Force Academy, October 1997
- Evaluator, Character Development Program, U.S. Air Force Academy, October 1997
- Attendee, US Association for Small Business & Entrepreneurship (USASBE), January 1999
- Attendee, Mid-Winter Meeting of the Entrepreneurship Division, Academy of Management, February 1999
- Attendee, Accreditation Review, U.S. Air Force Academy, May 1997
- Attendee, REFLECT Conference on Entrepreneurship, Babson College, June 1999
- Participant, Service Learning Workshop, John Carroll University, January 2001
- Attendee, Nat'l Consortium of Entrepreneur Centers Director's Conference, Wake Forest University, October 2001
- Attendee, The Grant Writing Workshop, The Grantsmanship Center, Los Angeles, CA, July 2001
- Attendee, National Consortium of Entrepreneurship Centers Director's Conference, Babson College, October 2002
- Attendee, How to Teach the Case Method, John Carroll University, Art Noetzel, Ph.D., Spring 2003
- Invited Guest, Direct Selling Educational Foundation & International Conference, September 2003
- Invited Guest, Distributive Education Clubs of America, April 2004
- Invited Guest, International Franchise Association, March 2005
- Attendee, National Consortium of Entrepreneurship Centers, October 2005
- Attendee, Family Firm Institute, October 2005
- Keynote Speaker, Conference Chair, Proceeding Co-Editor, Academy for Global Business Advancement, January 2006
- Session Chair, Academy for Global Business Advancement, January 2006
- Facilitator, USASBE International Entrepreneurship Paper Session, January 14, 2006
- Attendee, Self-Employment in the Arts Conference, Chicago, IL, February 2006
- Keynote Speaker, Session Chair, International Conference on Commerce, Bucharest, Romania, March 2006
- Attendee, Gateway Conference on Entrepreneurship Measurement, St. Louis, MO, April 2006
- Attendee, National Consortium of Entrepreneurship Centers, October 2006
- Attendee, Sarasota International Design Summit, Sarasota, FL, October 2006
- Attendee, Family Firm Institute, San Francisco, CA, October 2006
- Attendee, Collegiate Entrepreneurs Organization Conference and GSEA Finals, Chicago, IL, November 2006
- Keynote Speaker, IntEnt Conference, Gdansk, Poland, July 2007
- Invited Attendee, Skoll Social Entrepreneurship Consortium, Oxford University, England, July 2007
- Facilitator, Direct Selling Foundation Education Days, University of Tampa, October 2007
- Session Chair, Family Business Research & Education Symposium, Family Firm Institute, Aventura, FL, October 2007
- Attendee, Family Firm Institute, Miami, FL, October 2007
- Attendee, Franchise Seminar, University of Texas-El Paso, October 2007

- Chair & Distinguished Speaker, Technology & Innovation Management Division, Academy of Management, Anaheim, CA, August 2008
- Attendee, Self-Employment in the Arts Conference, Chicago, IL, February 2009
- Discussant, Second Research Colloquium on Social Entrepreneurship, Skoll Centre, Oxford University, and Duke University, Durham, NC, Spring 2009
- Conference Co-Chair, T2S Conference, Tech Transfer Society, Greensboro, NC, October 2009
- Family Business Track Chair, Small Business Institute, Albuquerque, NM, February 2010
- Invited Guest, White House Entrepreneurship Summit Town Hall Meeting, U.S. State Dept., April 2010
- Attendee, Mid-year meeting of the Small Business Institute, Bonita Springs, FL, July 2010
- Attendee, Family Firm Institute, Chicago, IL, October 2010
- Attendee, Global Consortium of Entrepreneurship Centers Conference, State College, PA, October 2010
- Session Chair, U.N. International Conference & Capacity Building Seminar, Kiev, Ukraine, November 2010
- Attendee, Promoting Child and Family Well-being in the Context of Economic Challenges, The University of North Carolina at Greensboro, January 2011
- Attendee, Excellence in Community Engagement, Visioning, & Planning Advisory Committee Retreat, The University of North Carolina at Greensboro, July 2011
- Attendee, Mid-year meeting of the Small Business Institute, San Antonio, TX, July 2011
- Attendee, Southern Governors' Association Annual Meeting, Ashville, NC, August 2011
- Attendee, Family Firm Institute, Boston, MA, October 2011
- Attendee, Faculty Teaching Renewal Retreat, Wake Forest University, May 2012
- Attendee, Civic Engagement Administrator Conference (CEAC), UNC Charlotte, June 2012
- Conference Committee Member, Family Firm Institute, Brussels, Belgium, October 2012
- Attendee, CEO and SEA Conference, Chicago, IL, November 2012
- Attendee, U.N.E.C.E Conference, Baku, Azerbaijan, November 2012
- Panel Moderator, Bridging the Gap between Academic and Entrepreneurial Capital: Strategies for Success for Women and Under-Represented Minorities, UNC-Charlotte, March 2013
- Drucker Institute-Coleman Foundation Training on Entrepreneurship and Innovation, Chicago, August 2013
- Attendee, Coleman Foundation Fellows Summit, Chicago, August 2014
- Attendee, Lecture on Future Focus, the 2016 Elections and the Transatlantic Partnership, Mark Kennedy, George Washington University, Vienna, March 2015
- Attendee, Fulbright Seminar in American Studies, Strobl, Austria, April 2015
- Attendee, Coleman Foundation Fellows Summit, Chicago, August 2015
- Attendee, Marc Randolph, Co-Founder Netflix, High Point University, November 2015
- Attendee, A.C.E. National Women's Leadership Forum, December 2015
- Attendee, Coleman Foundation Summit, August 2016
- Attendee, Academic Impressions Women's Leadership Success in Higher Education, November 2016
- Session Chair, EURAM, Glasgow, Scotland, June 2017

- Attendee, Family Firm Institute, Chicago, October 2017
- Attendee, UNCG Global Engagement Summer Institute, May 9-11, 2018
- Attendee, Deshpande Symposium, U of Mass-Lowell, June 2018
- Attendee, Global Ties U.S. Regional Summit on Entrepreneurship, Charlotte, August 2018
- Attendee, NC Entrepreneurship Center grants workshop, Greensboro, December 2018
- Attendee, UNCG Community Engagement Grants Meeting, Greensboro, June 2019
- Attendee, NAVIGATE, Bryan School of Business & Economics, August 2019
- Attendee, Back to Business, Bryan School of Business & Economics, August 2019
- Attendee, California Entrepreneurship Educators Conference, May 2020
- Attendee, Quality Matters Online Workshop, May 2020

PROFESSIONAL SERVICE

- Guest Speaker, Smithsonian Institute Cities in the Golden Ring Tour, Vladimir, U.S.S.R., June 1989
- Discussant and Session Chair, International Society of Franchising, 1989
- Reviewer and Discussant, Decision Sciences Institute, 1989
- Reviewer, *Organizational Behavior* (3 texts), McGraw-Hill, 1989-1993
- Guest Speaker, Kalinin (Tver) Medical Institute, U.S.S.R., 1990
- Reviewer, Midwest Decision Sciences Institute, 1991
- Reviewer, International Society of Franchising, 1991-2003
- Panel Speaker, Franchising in Eastern Europe, International Franchise Association, Palm Springs, CA, 1992
- Advisor, Task Force on Ethical Issues, Academy of Management, 1992-1993
- Member, Media Relations Committee, Academy of Management, 1992-1993
- Discussant, International Society of Franchising, San Francisco, February 1993
- Panel Co-Chair, Conflict Management, International Franchising Association, San Francisco, February 1993
- Reviewer, International Division, Academy of Management, 1993-Present
- Program Committee Member, Human Resources Division, Academy of Management, Atlanta, 1993-1994
- Program Committee Member, Organizational Behavior Division, Academy of Management, August 1993-1994
- Reviewer, Midwest Business Administration Meeting, 1994
- Chair and Proceedings Editor, International Society of Franchising, 1994-1995 (Chair-Elect 1993-1994)
- Member, Women's Franchise Network Committee, International Franchise Association, 1994-1997
- Member, International Affairs Committee, International Franchise Association, 1994-1995
- Guest Speaker, Russia and Its Neighbors, Foreign Policy Association, Whitworth College, February 1995
- Chair, Membership & Public Relations Committee, Entrepreneurship Division, Academy of Management, 1997– 1999 (Member 1995-1999)
- Chair, Fund Raising Committee, Small Business Institute Directors' Association, (SBIDA),

1996 – 1997

- Panel Speaker, REFLECT Entrepreneurship Conference, Babson College, 1999
- Guest Speaker, Franchising Trends, Boise State University, September 1999
- Panel Speaker, Franchise Education and Training in the 21st Century, International Franchise Assn. Symposium, Washington DC, October 1999
- Reviewer, Entrepreneurship Division, Academy of Management, 2000-2003
- Vice President, Women and Minority Division, USASBE, 2001-2002 (Vice President-Elect, 2001-2002)
- Chair, Governance Committee, Entrepreneurship Division, Academy of Management, 1999-2000
- Parliamentarian, Entrepreneurship Division, Academy of Management, 1999-2008
- Session Chair, USASBE/SBIDA Conference, February 2000, 2003
- Representative-At-Large, Entrepreneurship Division, Academy of Management, 2000-2002
- Member, Ad-Hoc Committee on Gifts and Endowments, Entrepreneurship Division, Academy of Management, 2001-2002
- Speaker, Entrepreneurs Association, John Carroll University, September 2000
- Reviewer, USASBE/SBIDA Conference, 2001-2003
- President, US Assn. for Small Business & Entrepreneurship (USASBE), 2005-2006 (Exec. Board 2001-2006)
- Coleman Foundation Senior Scholars Workshop, U.S. Assn. for Small Business & Entrepreneurship, January 2002
- Senior Scholar, Coleman Foundation Junior Faculty Mentoring Program, Colorado Springs, CO, June 2002
- National Delegate, National Advanced Leadership Camp, U.S. Army ROTC, Tacoma, WA, July 2002
- Speaker, Parliamentary Procedures for Board Members, U.S. Assn. for Small Business & Entrepreneurship (USASBE), Denver, CO, August 2002
- Advisory Board Member, National Consortium of Entrepreneurship Centers, 2002-2010
- Parliamentarian, U.S. Assn. for Small Business & Entrepreneurship (USASBE), 2001-2005
- Panel Speaker, Expansion into International Emerging Markets, International Franchising Assn., Feb. 2003
- Member, Task Force on Competition Policies, Rules, and Procedures, Students in Free Enterprise (SIFE) World, July-October 2003
- Board of Directors Member, Center for the Study and Development of Minority Businesses, Kent State University, 2004-2005
- Academic Board, Center for Emerging Technologies & Entrepreneurial Studies, Cameron University, 2004-2006
- Reviewer and Discussant, Family Enterprise Research Conference, Niagara Falls, ONT, April 2006
- Reviewer, International Conference on Small Business (ICSB), 2006
- Reviewer, Entrepreneurship Division, Academy of Management, 2006
- Member, Family Firm Institute Academic Awards Committee, 2005-present
- Reviewer, International Society of Franchising Conference, 2007, 2012
- Reviewer, Family Enterprise Research Conference (FERC), Monterrey, Mexico, April 2007
- Discussant, U.S. Assn. for Small Business & Entrepreneurship (USASBE), 2007

- Member, Task Force on 5 Year Entrepreneurship Division Academy of Management Reaccreditation, 2006-2008
- Board of Advisors, Master's of Science in Organizational Leadership Program, Cameron University, 2008-2010
- Reviewer, International Society of Franchising Conference, 2009, 2012
- Chair, Academic Awards Committee (Best Paper and Dissertation Awards), Family Firm Institute, 2009-2013
- Chair, Dissertation Awards Committee, Family Firm Institute, 2013-2020
- Member, Executive Advisory Board, Global Consortium of Entrepreneurship Centers, 2010-present
- Vice President Programs-Elect, Small Business Institute®, 2010-2011, Vice President Programs, 2011-2012
- Board of Directors, Ties to the Land Foundation, 2010-2012
- Moderator, Panel on Strengthening Company Science Linkages, UN Conference, Kiev, Ukraine, November 2010
- Board of Directors, Ties to the Land, Portland State University, 2010-2011
- Board of Advisors, Severson Entrepreneurship Academy, Minot State University, 2011
- Reviewer, U.S. Assn. for Small Business & Entrepreneurship (USASBE), 2011, 2012, 2016
- Reviewer, Small Business Institute, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020
- President-Elect, Small Business Institute, 2012-2013
- Program Chair-Elect, Technology Innovation & Management Division, Academy of Management, 2011-2012
- Program Committee, Family Firm Institute International Conference, Brussels, Belgium, 2012
- Program Chair, Technology & Innovation Management Division, Academy of Management, 2012-2013
- Division Chair-Elect, Technology & Innovation Management Division, Academy of Management, 2013-2014
- President, Small Business Institute, 2013-2014
- Chair, Marketing and Membership Committee, Global Consortium of Entrepreneurship Centers, 2013-2016
- Past President, Small Business Institute, 2014-2015
- National Ambassador, Self-Employment in the Arts, 2014-2016
- Division Chair, Technology & Innovation Management Division, Academy of Management, 2014-2015
- Chair, Developer, and Organizer, Technology & Innovation Management Division, Academy of Management, First Mid-Year meeting, January 2015
- Chair, Dissertation Awards Committee, Family Firm Institute, 2014, 2015, 2016, 2017, 2018, 2019, 2020
- Session Chair, Issues in Entrepreneurship, Pan-Pacific Business Conference, May 2015
- Session Chair, European Academy of Management, June 2015
- Past Chair, Technology & Innovation Management Division, Academy of Management, 2015-2016
- Dissertation Award Presenter, Family Firm Institute Conference, London, October 2015
- Best Unpublished Paper Award Presenter, Family Firm Institute Conference, London, October

2015

- Direct Selling Association (DSA) Academic Ambassador, 2016-2019
- Attendee, Direct Selling Assn. Companies in Focus Event, Dallas, TX, March 2016
- Discussant, 6th International Research Meeting in Business and Management (IRMBAM), Nice, France, July 2016
- Board of Governors, Global Innovation and Knowledge Academy (GIKA), 2018-2019
- Judge, Entrepreneurship across the Curriculum Award, Global Consortium of Entrepreneurship Centers (GCEC), August 2016
- Academic Chair, Family Enterprise Research Conference (FERC), Asheville, NC, 2017
- Reviewer, EURAM Conference, Scotland, 2017
- Session Chair, EURAM Conference, Scotland, 2017
- Reviewer, ASAC Conference, Canada, 2017
- Reviewer, GIKA Conference, Portugal 2017
- Judge, Legacy Award, Global Consortium of Entrepreneurship Centers, 2019
- Reviewer, GCEC conference, 2020
- Scientific Board Member, Conference on Contemporary Issues in Theory and Practice of Management, Czestochowa University of Technology (CITPM), Poland, April 2018, 2019, 2020
- Track Proponent, Values, Goals, Diversity and Ethics in Family Business, EURAM, Iceland, June 2018
- Reviewer, EURAM, Iceland, June 2018
- Keynote Luncheon Speaker, Entrepreneurship across Campus, Buck's County Community College, PA, September 2017
- Scientific Board Member, Digital Innovation and Financing Conference, Lyon, France, June 2018
- Chair, Direct Selling Education Foundation UNCG Event on Diversity, Entrepreneurship, and Direct Selling, 230 attendees, November 2017
- Fellow, Direct Selling Education Foundation, 2015-2021
- Speaker, University of Minnesota Rochester Community Connects on Women Entrepreneurship, December 2017
- Chair, Family Firm Institute Academic Awards Task Force, November 2017-present
- Session Chair, Small Business Institute, February 2018
- Session Chair, Pan-Pacific Business Association, May 2018
- Keynote Speaker, Family-Owned Business Institute, Grand Valley State University, April 2018
- Family Firm Institute Best Paper Award Presentation, EURAM, Iceland, June 2018
- Scientific Committee, International Conference on Economics and Management of Networks (EMNet), Havana, Cuba, November 2018
- Family Firm Institute Best Paper Award Committee, EURAM and GIKA, June 2019
- Reviewer, USASBE 2019 Conference, October 2018
- Reviewer, Projects of Year, SBI 2019 Conference, October 2018
- Presenter, Workshop on Entrepreneurship, The Universidad Católica de la Santísima Concepción, Chile, January 2019
- Judge, Emerging Entrepreneurship Program Award, USASBE, January 2019

- Mentor to 2 academicians, USASBE, January 2019
- Reviewer, INEKA Conference, Verona, Italy, June 2019
- Board of Advisors, INEKA, 2019-
- Selection Chair, Best Family Business Paper, INEKA, June 2019
- Presenter, Best Family Business Paper, INEKA, June 2019
- Selection Committee, Legacy Award, GCEC, September 2019
- External Referee Letter for Full Professor, University of Sharjah, UAE, June 2019
- External Referee Letter for Full Professor, University of New Mexico, September 2019
- Presenter, Family Firm Institute (FFI) Awards Gala, Best Dissertation and Best Conference Papers, October 2019
- Judge, Small Business Institute (SBI) Project of the Year, 3 submissions, November 2019
- Reviewer, International Society of Franchising Conference, January 2020
- Board of Advisers, ACIEK Academy, Madrid, June 2020
- Selection Chair, Best Family Business paper, ACIEK Academy, Madrid, June 2020
- Reviewer, ACIEK Academy, Madrid, Spain, June 2020
- Mentor, Emma Fleck, Susquehanna University, USASBE Mentorship Program 2020-2021
- Dissertation Committee, Basma Khoja, WPI, April 2020-May 2022
- Judge, Small Business Institute (SBI) Project of the Year, 2 submissions, November 2020
- Reviewer, 7 journal articles, 2020

UNIVERSITY SERVICE

- Representative and Reporter, Faculty Senate, Eastern Washington University, 1988 – 1991
- Member (Chair 1990-1991), Northwest Institute for Advanced Studies, 1988-1991
- Member, Library Committee, Eastern Washington University, 1988-1989
- Reviewer, Northwest Institute for Advanced Studies, Grant Applications, 1988-1994
- Founder & Coordinator, College of Business Administration Research Luncheon Series, Eastern Washington University, January 1989-September 1990
- Member, Merit Pay Task Force, College of Business Administration, Eastern Washington University, 1989
- Evaluator, M.B.A. Course Descriptions (with Dr. Art Reitsch), Eastern Washington University, 1989
- Member, Graduate Committee, Eastern Washington University, Arnold Stone, Fall 1989
- Member, Graduate Committee, Eastern Washington University, Chong Don Park, Fall 1989
- Assistant, Student Research Project, Pacific Northwest Personnel Management Association, 1989
- Guest Speaker, Eastern Washington University Women's Resource Center Dinner Series, 1989
- Attendee, Reception Honoring Soviet Delegation from Kalinin State University, Eastern Washington University President's Home, August 1989
- Attendee, Reception Honoring Spokane Mayor Barnard, Eastern Washington University President's Home, December 1989
- Member, Graduate Committee, Eastern Washington University, Nancy Potter, Fall 1990
- Hostess, Reception for State of Washington Representative Ken Jacobsen (Chair, Higher Education Committee), October 1990
- Chair, M.B.A. Committee and Thesis Director, Eastern Washington University, Renee Finke,

winter 1990

- Guest Speaker, College of Business Administration Luncheon Series, Eastern Washington University, U.S.S.R. Research, February 1991
- Guest Speaker, Women in the U.S.S.R., Women's Resource Center Dinner Series, Eastern Washington University, April 1991
- Graduate Council Representative, Eastern Washington University, Robert Martin, summer 1991
- Alumni Representative, Alpha Xi Delta Sorority, Eastern Washington University, 1991-2000
- Advising Counselor, Pacific Northwest Personnel Management Association –Student Chapter, 1991-1992
- Attendee, Eastern Washington University Scholarship Reception, Fall 1991
- Director, Independent Study Projects, Eastern Washington University, 20 students (112 hours), 1989-1997
- Hostess, Yugoslavian Faculty, Eastern Washington University, Fall 1991
- Member, International Committee, College of Business Administration, Eastern Washington University, 1991-1992
- Panel Discussant, Russia Global Operating Environment Class, Eastern Washington University, winter 1992
- Guest Speaker, Eastern Washington University Student Association, Time Management, February 1992
- Guest Speaker, Eastern Washington University M.B.A. Association, Russian Studies, March 1992
- Member, M.B.A. Committee, Eastern Washington University, 1992-1994
- Hostess, Yugoslavian Exchange Student, College of Business Administration, Fall 1992
- Member, Graduate Committee, Eastern Washington University, Lynn Olson, Winter 1993
- Graduate Council Representative, Eastern Washington University, Sheila Krouse, spring 1993
- Faculty Advisor, Continuing Education, Jean El-Aarag, Nat. Electric Contractors, spring 1993
- Faculty Advisor, Continuing Education, Christopher Bradshaw, Empire Health Services, spring 1993
- Faculty Advisor, Continuing Education, Jessica Batten, Easter Seal Society, spring 1993
- Member, Curriculum Committee, College of Business Undergraduate Program Committee, Spring 1993
- Member, Selection Committee, Management Department, Eastern Washington University, 1993-1994
- Member, Assessment Committee, College of Business Administration, Eastern Washington University, 1993-1995
- Participant, Eastern Washington University Writing Enriched Curriculum Workshop, June 1993
- Member, Graduate Committee, Eastern Washington University, Brandon Stevens, Fall 1993
- Member, Graduate Committee, Eastern Washington University, Vernee Stevens, Fall 1993
- Member, Graduate Committee, Eastern Washington University, Sasithara Thianthai, Fall 1993
- Member, Graduate Committee, Eastern Washington University, Yan Wang, Fall 1993
- Member, Graduate Committee, Eastern Washington University, Danna Zahller, Fall 1993
- Member, Graduate Committee, Eastern Washington University, Lynn Olson, Fall 1993
- Coordinator, General Management, Department of Management, Eastern Washington University, 1993-1994

- Faculty Advisor, Continuing Education, Lisa Shinn, Certified Personnel Services, winter 1994
- Guest Speaker, World of Business, Eastern Washington University, September 1994
- Member, Committee on Entrepreneurship, Eastern Washington University, 1994
- Faculty Advisor, Continuing Education, Bess Ostrander, Sacred Heart Medical Center, Fall 1994
- Faculty Advisor, Continuing Education, Stacey Wright, Frontier Girl Scout Council, fall 1994
- Faculty Advisor, Continuing Education, Alyssa Turner, J.C. Penney, Fall 1994
- Member, Faculty Affairs Council, Eastern Washington University, 1994-1995
- Member, Graduate Committee, Eastern Washington University, Laddie Melvin, Winter 1994
- Member, Graduate Committee, Eastern Washington University, Marcy Drummond, Winter 1994
- Member, Faculty Planning Advisory Council, Eastern Washington University, 1995-1997
- Member, Policy Task Force, College of Business Administration, Eastern Washington University, 1995-1996
- Member, Department of Management Personnel Committee, Eastern Washington University, 1995-1996
- Interim Chair, Department of Management, Eastern Washington University, Feb.-June 1996, April-Dec. 1997
- Chair, Selection Committee, Management Department, Eastern Washington University, 1996
- Faculty Advisor, Continuing Education, Eastern Washington University, Warren Daubel, fall 1996
- Chair, Speaker's Committee, College of Business & Public Adm., Eastern Washington University, 1997-1998
- Member, Personnel Committee, College of Business & Public Adm., Eastern Washington University, 1998 – 2000
- Member, Vice President for Business and Finance Search Committee, Eastern Washington University, 1999
- Participant, New Faculty Seminar, John Carroll University, 2000-2001
- Mentor, Minority Student Program (three students), John Carroll University, 2000-2003
- Participant, Ignatian Day VII, John Carroll University, January 2001
- Faculty Advisor, Entrepreneurship Internship, Erin Zalewsky, Jennifer Kurtz, Nicholas Cyganski, 2000-2001
- Faculty Advisor, Non-Profit Internship, Laura Ley, 2000-2001, Tiffany Bell, 2002, Jesse Slovenec, 2002, Amy Bissmeyer, 2002, Stefania Giancola, 2002-2003
- Faculty Advisor, John Carroll University, 33 Pre-Business Administration students, 2001-2004
- Member, Managing Business Technology Advisory Board, John Carroll University, 2001-2002
- Attendee, John Carroll University Service Learning Trip to El Salvador, March 2002
- Member, Strategic Planning Committee, Entrepreneurs Assn., John Carroll University, June-August, 2002
- Member, Dissertation Committee, Mika Tuunanen, University of Jyvaskyla, Finland, 2003-2005
- Member, Steering Committee, UT Fellows, University of Tampa, 2005-2008
- Member, Outcomes Committee, Sykes College of Business, University of Tampa, 2005-2008
- Member, Faculty Development Committee, University of Tampa, 2005-2007
- Co-Founder and Co-Advisor, UT Entrepreneurs, University of Tampa, Fall 2005-2006
- Panel Facilitator, Family Business Forum, Family Panel, University of Tampa, November 2005
- Panel Participant, Growing Your Business, Merrill Lynch and University of Tampa, December

2005

- Steering Committee College of Business Liaison, University of Tampa Fellows, January 2006-
- College of Business Dean Search Committee, January-May 2006
- Facilitator, UT Entrepreneur Program Series Featuring 4 Tampa Bay *Inc. 500* Winners, January-April 2006
- Attendee, Tampa Bay National Society of Hispanic MBAs (NSHMBA) Meeting, February 2006
- Attendee, UT Entrepreneurs' Postcardmania Tour, March 2006
- Attendee, UT Entrepreneurs, American Marketing Assn., Panel, March 2006
- Participant, UT Into the Streets, August 2006
- Facilitator, Entrepreneur & Family Business Speaker Series (4 events), Fall 2006
- Panel Facilitator, Family Business Forum, Family Panel, The University of Tampa, February 2007
- Facilitator, UT Entrepreneur Program Series Featuring 4 Tampa Bay *Inc. 500* Winners, January-April 2007
- Facilitator, UT Entrepreneur Program, 5 speakers, March-April 2007
- Panel Facilitator and Center Sponsor, Entrepreneurs in the Segregated South, Black History Month, April 2007
- Facilitator, UT Entrepreneurship Center, 5 speakers, 2007-2008
- Facilitator UT Entrepreneurship Center Panel Featuring 4 *Inc. 500* Winners, February 2008
- Organizer, UT Florida Family Business Awards, Panels and Luncheon, 2008
- Member, BELL Advisory Board, 2008-2009
- Member, Entrepreneurship in the Arts Committee, BELL, 2008-2009
- Member, Social Entrepreneurship Committee, BELL, 2008-2009
- Member, Bryan School Economic Development Advisory Council, 2008-2009
- Member, Bryan School Committee on Research, 2008-2011
- Member, VETS Allies Program, UNCG, 2008-2010
- Member, Bryan School Client Satisfaction Assessment Committee, 2008-2009
- Member, Business Administration Dept., Bryan School, Planning & Faculty Development Committee, 2008-2010
- Speaker, Excellence Foundation, UNC Greensboro, Importance of Faculty Development Funding, September 2008
- Speaker, Board of Visitors, UNC Greensboro, Impact of Entrepreneurship Research: Making a Difference, Oct. 2008
- Speaker, Approaches to Social Entrepreneurship Faculty Panel-Dianne Welsh, David Wyrick, and Susan Andreatta, UNC Greensboro, October 2008
- Guest Speaker, Joe Erba's Entrepreneurship Classes, three lectures, October 2008
- Guest Speaker, Angelika Kausche's Business Communication Classes, two lectures, November 2008
- Guest Speaker, Channelle James' Introduction to Business Class, February 2009
- Guest Speaker, Warren Ashby Residential College, February 2009
- Guest Speaker, Holly Buttner's Organizational Behavior Class, February 2009
- Guest Speaker, John Lee Jellicorse's Media Workshop Class, March 2009
- Attendee, Dr. Charles Wessner Lecture, UNCG, March 2009
- Attendee, Dr. John Hardin Lecture, UNCG, March 2009

- Attendee, Dr. Sean Safford Lecture, UNCG, March 2009
- Guest Speaker, Ken McLeod's Organizational Behavior Class, April 2009
- Attendee, Jennifer Jackley, Co-Founder, KIVA, UNCG, April 2009
- Substitute Parliamentarian, Faculty Senate, UNC Greensboro, April 2009
- Parliamentarian, Faculty Senate, UNC Greensboro, 2009-2011
- Guest Speaker, Ted Shalek's Entrepreneurial Finance Class, September 2009
- Panel Speaker, Collegiate Entrepreneurs' Organization, UNCG, November 2009
- Guest Speaker, Dean's Council (Provost), November 2009
- UNC Greensboro Representative, Civic Engagement Institute Planning Committee, February 2010
- Guest Speaker, Undergraduate Admissions Staff Meeting, UNCG, February 2010
- Guest Speaker, Laura Perry's BUS 105 class, February 2010
- Guest Speaker, HHP Dept. Meeting, February 2010
- Member, Business Administration Dept., Bryan School, Annual Review Committee-Management, 2009-2012
- Member, Business Administration Dept., Bryan School, Departmental Promotion & Tenure Committee, Spring 2009-2012
- Member, Board of Visitors Steering Committee, 2009-2010
- Member, UNC Technology and Innovation Initiative, UNCG Committee, 2009-2010
- Chair, Selection Committee for the Open Position in Entrepreneurship, UNCG, December 2009-May 2010
- Founder and Chair, Internal Advisory Board, NCEC, 2009-2011
- Founder, External Advisory Board, NCEC, 2010-2011
- Attendee, Dr. Amy Driscoll Lecture on Community Engagement, UNCG, February 2010
- Attendee, Dr. Patti Clayton, UNCG, March 2010
- Guest Speaker, UNCG Board of Trustees, Parliamentary Procedures, April 2010
- Guest Speaker, Noah Reynold's Family Business Class, ENT 337, October 2010
- Member, NCEC Director Search Committee, 2010-2011
- Member, UNCG Community Engagement Task Force, 2010-2011
- Co-Architect with Larry Taube, Entrepreneurship and Sustainability Living Learning Community, fall 2010
- Speaker, Careers in Entrepreneurship, UNCG Symposium at the Bryan School, November 2010
- Guest Speaker, Ted Shalek's Entrepreneurial Finance Class, January 2011
- Faculty Advisor, Graduate Independent Study, Alijah Al Sadoon, spring 2011
- Faculty Advisor, Undergraduate Independent Study, Siddiga Ahmed, fall 2011
- Executive Committee, Bryan School of Business & Economics, UNCG, 2011-2012
- IOG Subcommittee, Executive Committee, Bryan School of Business & Economics, 2011-2012
- Parliamentarian, Bryan School of Business & Economics, Faculty Assembly, UNCG, 2011-2012
- Co-Founder and Co-Director, Entrepreneurship & Sustainability LLC, 2011-2014
- Member, Advisory Committee on International Programs, 2011-2012
- Founder and Director, Entrepreneurship Cross-Disciplinary Program, 2011-2014
- Member, Business Administration Dept., Bryan School, Post-Tenure Review Committee, 2011-2013
- Member, Business Administration Dept., Bryan School, Annual Review Committee, 2011-2012

- Member, Dissertation Committee, Tricia Kauffman, Public Health, UNCG, 2011-2012
- Speaker, Omicron Eta Chapter of Delta Sigma Theta Sorority, December 2011
- Speaker, Chungnam University, The Role of Entrepreneurship Education, January 2012
- Co-Chair, Southern Entrepreneurship in the Arts Conference, February 2012
- Faculty Advisor, Graduate Internship and Research Project, Miyuki Ochi, spring 2012
- Speaker, Louvain School of Management Entrepreneurship Students' UNCG Visit, March 2012
- Interviewer, Director of the Office of Innovation and Commercialization Position, April 2012
- Member, Dept. of Marketing, Entrepreneurship, Hospitality & Tourism, Bryan School, Annual Review Committee, 2012-2013
- Member, Dept. of Marketing, Entrepreneurship, Hospitality & Tourism, Tenure and Promotion Committee, 2012-2013
- Undergraduate Curriculum Committee Task Force, Summer 2012
- Guest Speaker, Ted Shalek's Entrepreneurial Finance Class (ENT/FIN 200), August 2012
- Guest Speaker, Lawrence Jenkin's Art Spartan Trader Practicum Class, August 2012
- Internship Coordinator for Entrepreneurship Students with Career Services and Greensboro Partnership InternNet Program, 2012-2013
- Guest Speaker, Brett Ingram's Master Production in Film and Video (MST 699a Thesis Class), September 2012
- Guest Speaker, Chris Thomas' Creative Space Class (ART/ENT 276), January 2013
- Guest Speaker, Ted Shalek's Entrepreneurial Finance Class (ENT/FIN 2000), January 2013
- Guest Speaker, Bryan Advising Office on the Entrepreneurship Program, January, 2013
- Co-Chair Southern Entrepreneurship in the Arts Conference, February 2013
- Host, Entrepreneur Extraordinaire Award, Steve Goveia, Sr. VP Textura, March 2014
- Parliamentarian, College of Music, Theatre, and Dance Faculty Assembly, April 2013
- Co-Chair, MEHT Department Head Search Committee, April-May 2013
- Manager, Spartan Trader Experiential Learning Lab, August-May, 2013-2014
- Attendee, LLC and LC in Entrepreneurship and Sustainability Student Meeting, August 2013
- Faculty Adviser, CEO, Summer 2013 and Mentor 2013-2014
- Promotion & Tenure Committee, Bryan School, fall 2013, 2017-2021
- Participant, House Calls, Residential Life, UNCG, August 2013
- Guest Speaker, Jim Milanese's Entrepreneurial Finance Class (ENT/FIN 200), August 2013
- Guest Speaker, Ted Shalek's Entrepreneurship in a Globally Sustainable World, October 2013
- Attendee, Teaching and Learning Center, Entrepreneurship Community Group, Fall 2013
- Host, Entrepreneur Extraordinaire Award, Founder & CEO, Brandi Tysinger-Temple, Lolly Wolly Doodle, October 2013
- Chair, Esra Memili's Third Year Review, Dept. of MEHT, November 2013
- Guest Speaker, Ted Shalek's Entrepreneurship in a Globally Sustainable World, January 2014
- Co-Chair Southern Entrepreneurship in the Arts Conference, February 2014
- Faculty Mentor, Undergraduate UNCG team, NC Social Enterprise Competition, February 2014
- Guest Speaker, Eloise Hassel's Law Class, April 2014
- Guest Speaker, Noah Reynolds' Feasibility Analysis Class, May 2014
- Guest Speaker, Duane Cyrus' Music Entrepreneurship & Dance Entrepreneurship, August
- Guest Speaker, Jim Milanese's Entrepreneurial Finance Class, September 2014

- Guest Speaker, Gail Pack's Intro to Business Class, September 2014
- Guest Speaker, Aprille Black's Intro to Business Class (2), September 2014
- Guest Speaker, Bryan Advising Office, September 2014
- Guest Speaker, April Judge's Intro to Business Class, October 2014
- Host, Guest Speakers CEO Tony Thompson & Sr. VP Cindy Bay, Krispy Kreme, October 2014
- Host, Entrepreneur Extraordinaire Award, CEO John Bassett III, Vaughn-Bassett Furniture, November 2014
- Guest Speaker, Wally Wallace' Music Entrepreneurship Class (ENT/MUP 402), January 2015
- Guest Speaker, Noah Reynolds' Feasibility Analysis Class, January 2015
- Guest Speaker, Michael Riek's Entrepreneurship in a Globally Sustainable World, January 2015
- Guest Speaker, Ted Shalek's Introduction to Entrepreneurial Finance Class, January 2015
- Guest Speaker, UNCG Gerontology Research Outreach & Teaching Hub (GRoTH), January 2015
- Guest Speaker, Steve Cramer's Researching Entrepreneurship & Economic Development Opportunities, January 2015
- Guest Speaker, Bill Johnson's Entrepreneurship and Spirituality Class, January 2015
- Thesis Director, Undergraduate Student Nico Binder, WU, April-June 2015
- Advising on Thesis, Ph.D. Student Pia Karrenbrock, WU, April-June 2015
- Advising on Thesis, Ph.D. Student Martin Finkenzeller, WU, March-June 2015
- Advising on Thesis, Ph.D. Student Albrecht Karlusch, WU, April-June 2015
- Guest Speaker, E & I Completion of MBA and Undergraduate Business Projects, WU, June 2015
- Faculty Advisor, CEO Chapter, 2015-2017
- Guest Speaker, Ted Shalek's Introduction to Entrepreneurial Finance Class, August 2015
- Guest Speaker, Michael Riek's Entrepreneurship in a Global Sustainable World, September 2015
- Guest Speaker, Linda Whited's Intro to Business Class, October 2015
- Guest Speaker, Adam Landreth's Intro to Business Class, October 2015
- Guest Speaker, Gail Pack's Intro to Business Class, November 2015
- Advisor on M.S. Thesis, Shaylee Bowen, Geography Dept., UNCG, November 2015-December 2016
- Guest Speaker, School of Education Workshop on Entrepreneurship, January 2016
- Hostess, Steve Fleming, CEO of Well-Spring, Continuing Care Retirement Community, January 2016
- Guest Speaker, Aprille Black's Intro to Business Class, February 2016
- Host for Guest Speaker, Gary Fly, Former Waffle House Franchisee & Marketing Consultant, February 2016
- Host for Guest Speaker, Andy Strand, Subway Franchisee, February 2016
- Guest Speaker, Faculty Senate Forum on Open Library Access, February 2016
- Host for Guest Speaker, Miriam and Darrel Kerr, KerrConnect, March 2016
- Speaker, HQ Greensboro and Co-Lab UNCG Entrepreneurship Forum, August 2016
- Chair, Bryan Faculty Assembly, 2016-2018
- Chair, Bryan Faculty Executive Committee, 2016-2018
- Member, UNCG Committees on Committees, 2016-2018
- Member, Bryan Leadership Committee, 2016-2018

- Guest Speaker, Ted Shalek's Campus Entrepreneurs Class, October 2016
- Host for Guest Speaker Brian Clarey, Triad City Beat, October 2016
- Host for Guest Speaker Beth Mannella, Greensboro Fellows Program, November 2016
- Host for Entrepreneur Extraordinaire Award, Natty Greene's Brewing Company, November 2016
- Host for Guest Speaker Steve Hutchinson, Hutchinson Family Office, November 2016
- Host for Guest Speaker Dalton Grein, Piedmont Angel Network, November 2016
- Host for Piedmont Angel Network, November 2016
- Host for Guest Speaker Sherry Barretta, CEO of VisionCor, March 2017
- Faculty Sponsor, Green Fund Proposal, SUDS Waterless Car Wash (4 students), March 2017
- Host for Guest Speaker Calvin Phillips, CEO & Founder, Culp Marketing, April 2017
- Panel Speaker, Bryan Alumni Entrepreneurship Event, HQ Greensboro, July 2017
- Guest Speaker, Ted Shalek's Start Something! Class, August 2017
- Guest Speaker, Alpha Kappa Psi Meeting, September 2017
- Host, Diversity, Entrepreneurship, & Direct Selling CEO Event, Direct Selling Educational Foundation, November 2017
- Speaker, Bryan Advising Office, November 2017
- Speaker, MEHT Gala, April 2018
- Global Engagement Summer Institute, May 9-11, 2018
- Table Host, **NAVIGATE** Orientation, MEHT Dept., Bryan School of Business, August 2018
- Attendee, Back-2-Business Reception, Bryan School of Business, August 2018
- Chair, Task Force on Service, MEHT Dept., Bryan School of Business, September 2018-2019
- Parliamentarian, UNCG Faculty Senate, October 2018-May 2019
- Chair, Entrepreneurship Everywhere Symposium and Lunch, November 2018
- Coffee Cart Consulting, Weatherspoon Art Gallery, November 2018
- Guest Instructor, Intro to Retailing, April 2019
- Editor, Entrepreneurship brochure, MEHT Dept., April 2019
- Co-Contributor, Entrepreneurship profiles for Business Administration major, August 2019
- Co-Contributor, Business Administration Profiles for Advising, August 2019
- Speaker, CEO Orientation on Entrepreneurship Major and Minor, August 2019
- Editor, Entrepreneurship Program Admissions webpage, September 2019, summer 2020
- Designer, Mapping for Concentrations, Major and Minor, September 2019
- Speaker, Women Entrepreneurs, International Visitor Leadership Program at UNCG, U.S. Dept. of State, September 2019
- Recommendation Letter for University Teaching Award for Eloise Hassel, September 2019
- Recommendation Letter for CEO National Student Leader Award for Netzer Wasserberg, October 2019
- Recommendation Letter for Kayla Owens, Candidate for M.A. Degree, Valparaiso University, October 2019
- Attendee, Alumni Awards, nominated Siddiga Ahmed for Minerva Service Award, October 2019
- SOAR Event, Bryan School Speaker for Entrepreneurship, November 2019
- CEO Event Organizer, Kau Restaurant, November 2019
- UNCG Faculty Senate, Bryan School Representative, Fall 2019-June 2022
- University Committee on Honorary Degrees, UNCG, Fall 2019-Spring 2022

- Recommendation Letter for Aubrey Walker, November 2019
- Panel on Entrepreneurship, Alumni Center, UNCG, November 2019
- Speaker in ENT/ART 276 Creative Space: The Meeting of Art and Entrepreneurship, January 2020
- Chair and Organizer, Entrepreneurship Everywhere Symposium, Fall 2021
- Faculty Senate Bryan School Rep, Provost Interview Committee, April-May 2020
- Faculty Senate Rep, Chancellor's Operations COVID-19 Task Force, August 2020-
- Guest Speaker, Fulbright Program, UNCG, International Office, October 2020
- CEO Faculty Advisor, 2019-2021
- Recommendation letters, 8 faculty and students, 2020

COMMUNITY SERVICE

- Chair, Educators for Mayor Barnard, Spokane Election Campaign, 1989
- Graduate, Leadership Spokane, Chamber of Commerce, 1990 - 1991
- Member, Magnuson Club, Spokane, 1990-2000 (Vice-President, 1995 - 1997, President, 1997, 1998)
- Member, Spokane County Democrats, 1990-2000
- Volunteer, Volunteers of America's Crosswalk, 1990-1991
- Guest Speaker, Inland Northwest World Trade Association, June 1990
- Hostess, Fundraiser for Educational Arm of NARAL, September 1990
- Hostess, Reception for Skip Chilberg, Spokane County Treasurer, September 1990
- Member, Children's Alliance, State of Washington, 1991-1995
- Member, Senator Brock Adams 500 Club, State of Washington, 1991-1992
- Attendee, Governor's Ball, State of Washington, January 1991
- Mistress of Ceremonies, Receptions (2) for Senator Brock Adams, Spokane, February 1991
- Hostess, Reception for Congressman Larry LaRocco, March 1991
- Hostess, Reception for Mayor Barnard & Mayor Rice of Seattle, April 1991
- Board Member, Spokane-Makhachkala Sister City Organization, September 1991
- Member, Chase Youth Commission, City of Spokane, 1991-1994 (Vice-Chair, 1992 - 1993; Chair, 1993 - 1994)
- Contributor, Leadership Spokane Alliance to Get a New Arena, October-November 1991
- Contributor, *Journal of Business*, Spokane, Russian Research, December 1991
- Participant, Commission's Planning Conference, City of Spokane, December 1991
- Director, Hillary Clinton's Spokane visit, March 1992
- Guest Speaker, Spokane Youth Leadership Institute, Employee Reward Systems, April 1992
- Guest Speaker, Spokane-Makhachkala Sister City Organization, Russian Research, May 1992
- Table Captain, Women Helping Women Foundation Luncheon, 1992-2000 (Team Leader 1994-1996)
- Delegate, State of Washington Democratic Convention, June 1992
- Member, Commission on Judicial Conduct, State of Washington, 1992-1998
- Delegate, Democratic National Convention, July 1992, 1996
- Attendee, President Clinton's Inauguration, 1993, 1997

- Secretary, Washington State Democratic Party, 1993-2001
- Co-founder, Monthly Current Issues Luncheon Forum, Spokane, 1993-1996
- Contributor, *Journal of Business*, Spokane, Women Managers, November 1993
- Guest Speaker, Daughters of the American Revolution, Russian Research, December 1993
- Board Member, National Women's Political Caucus, State of Washington, 1993-1995
- Member, Administrative Management Committee, Spokane County Treasurer's Office, 1993-1994
- Table Captain, YWCA Breakfast, 1994-1996
- Member, Advisory Board, Spokane County Treasurer's Office, 1993-1994
- Board Member, YWCA, Spokane County, 1994-1996
- President, Chase Youth Foundation, 1992-1994 (Board Member 1992-1996)
- Vice Chair, Washington State Economic Development Finance Authority, 1996-2000 (Board Member, 1994-1996)
- Panel Chair, Boards and Commission Appointments, Inland Empire Women's Political Caucus Workshop, March 1994
- Attendee, Women's Global Forum, Women of Vision, Tacoma, WA, April 1994
- Board Member, Northwest International Women's Conference, April 1994-March 1995
- Hostess, Reception for Speaker of the House of Representatives, Tom Foley, October 1994
- Guest Speaker, International Forum Lecture Series, Gonzaga University Law School, October 1994
- Nominee, YWCA Leadership Award, November 1994
- Nominee, National Education Standards and Improvement Council, November 1994
- Guest Speaker, Rotary Club, South Spokane, April 1995
- Attendee, White House Women's Conference Circle, February 1996
- Attendee, White House State Reception for the French President, February 1996
- Hostess, Regional Administrator, Women's Bureau, U.S. Dept. of Labor, April 1996
- Guest Speaker, Non-profit Organization Restructuring, YWCA, April 1996
- Member, Industrial Expansion Task Force, Economic Development Council of Spokane, 1996-1997
- Member, Board of Visitors, U.S. Air Force Academy, 1997 –2000
- Co-Founder, Indian Student Business Leaders' Assn., 1996
- Guest Speaker, Franchising, Colville Confederated Tribes, January 1997
- Member, Entrepreneurship Committee, Spokane Area Chamber of Commerce, 1997
- Member, Board of Trustees, Cheney Cowles Museum, Spokane, WA, 1997-1998
- Member, Business Retention & Expansion Advisory Committee, Spokane Chamber of Commerce, 1998-2000
- Guest Speaker, HR Issues in Franchising, International Franchise Association, March 1999
- Member, Board of Governors, Institute of Certified Franchise Executives, 1998-1999
- Guest Speaker, Civilian Air Patrol Annual Banquet, Coeur d'Alene, ID, November 1998
- Representative, Board of Visitors, USAF Academy, North Central Association of Colleges and Schools, 1999
- Member and Parliamentarian, Defense Advisory Committee for Women in the Military (DACOWITS), Dept. of Defense, 2000-2002
- Guest Speaker, CEO Roundtable, Cleveland, August 2000

- Member, CEO Roundtable, Cleveland, 2000-2004
- Member, Community of the Minds, 2000-2004
- Member, Northeast Ohio Software Association, 2000-2004
- Guest Speaker, Organizational Behavior Class, John Carroll University, October 2000
- Guest Speaker, “Speak Out Live with Kate Hubben,” Channels 24 and 45, Cablevision, January 2001
- Attendee, Perfect HR-Perfect HR Technology Presentation, Northeast Ohio Human Resource Society, 2001
- Guest Speaker, Training & Development Class, John Carroll University, January 2001
- Judge and Committee Member, TechKnow Awards, Northeast Ohio, February 2001
- Guest Speaker, Deloitte & Touche, Women’s Executive Breakfast Meeting, April 2001
- Judge, Council of Smaller Enterprises (COSE) Venture Quest Business Plan Challenge, February 2002
- Member, Council of Smaller Enterprises (COSE) Leadership Network, 2002
- Host, Gorilla Entrepreneurs’ Group, Jack Kahl, Former CEO, Manco, April 2002
- Guest Speaker, Entrepreneurship and Invention, Inventors’ Connection of Greater Cleveland, Sept. 2002
- Board Member, Community of Oscar Romero (COAR), 2002-2004
- Speaker, No Cost Employee Reward Systems, Council of Smaller Enterprises (COSE), April 2003
- Speaker, Family Business-The Parallel Strategic Planning Process, Cleveland Rotary Club, March 2004
- Guest Speaker, Labor Relations Class, John Carroll University, September 2004
- Guest Speaker, Organizational Behavior Class, John Carroll University, September 2004
- Guest Speaker, Family Business Management Class (twice), University of Tampa, October 2005
- Speaker, MBA Promotions Class and Class Project Partner, Dr. Washburn-Entrepreneur Center, Fall 2006
- Speaker, Web Design Class and Class Project Partner-Dr. Papp-Entrepreneur Center, Fall 2006
- Volunteer, Metropolitan Ministries, December 2006
- Attendee, Bob Clark Community Luncheon Group, February, December 2007
- Judge, Miss Tampa Pageant, March 2007
- Board Member, Community Stepping Stones, 2007-2008
- Volunteer, Cherish the Children Foundation, Dec. 2007
- Board Member, Nussbaum Center for Entrepreneurship, January 2009-January 2013
- Attendee, Small Business Resource Summit, NC A&T, March 2009
- Attendee, Greensboro Partnership Annual Meeting, March 2009
- Member, Entrepreneurship Committee, Greensboro Partnership, March 2009-March 2010
- Member, Greensboro Rotary, July 2009-July 2018
- Keynote Address, Entrepreneurship Conference, Greensboro Public Library, August 2009
- Speaker, IMA Piedmont Triad Chapter, September 2009
- Keynote Address, Greensboro Kiwanis Club, April 2010
- Attendee, 11th Annual State of our Community Luncheon, August 2010
- Attendee, North Carolina Entrepreneurship Summit, Wilmington, September 2010

- Attendee, Nancy S. Reynolds Humanitarian Awards Luncheon, Z. Smith Reynolds Foundation, November 2010
- Keynote Address, Greensboro Rotary, January 2011
- Attendee, NC Entrepreneurship Center Director's Meeting, Greensboro, February 2011
- Attendee, Emerging Issues Summit on Health Care, Raleigh, February 2011
- Attendee, Greensboro Partnership College Consortium Breakfast, April 2011
- Attendee, Honors and Awards Ceremony, Bryan School of Business, November 2011
- Speaker, Bennett College Women's Leadership Conference, Greensboro, March 2012
- Attendee, Bryan School Alumni Awards Banquet, April 2012
- Keynote Speaker, Institute of Management Consultants, Greensboro, May 2012
- Attendee, Lincoln Financial Business Leaders Forum, Guilford College, September 2012
- Attendee, NC Social Business Event, NC A&T, September 2012
- Attendee and Committee Member, Nussbaum Center for Entrepreneurship 25th Anniversary Celebration, September 2012
- Attendee, Global Opportunities Summit, Greensboro, August 2013
- Attendee, Small Business Summit, GTCC, High Point, January 2014
- Keynote Speaker, Guilford Medical and Dental Managers, March 2014
- Keynote Speaker, Well-Spring Continuing Care Retirement Community, January 2015
- Keynote Speaker, Pennybyrn at Maryfield Continuing Care Retirement Community, January 2015
- Speaker, Greensboro Glimpses, Channel 8 and 99 TV, January 2015
- Speaker, Pennybryn at Maryfield Continuing Care Retirement Community, July 2016
- Speaker, Pennybryn at Maryfield Continuing Care Retirement Community, July 2017
- Speaker, Eastern Guilford High School, September 2019
- Mentor, Bizwomen Mentoring Monday, Triad Business Journal, February 2020

CONSULTING

- International Ambassadors (with Dr. R. McGinty), 1988-1989
- Keytronic Corporation, Spokane, 1989-1990
- Goodwill Industries of Spokane, Summer 1991
- Spokane County Health District Grant Meeting, October 1993
- Big O Tires Corp., April 1995
- Gulf Marketing Association, Manama, Bahrain, June 1995
- Group Health Northwest, August 1995
- Gymboree Franchisee National Meeting, Phoenix, AZ, November 1995
- Hewlett Packard, December 1995
- Bahrain Telecommunications Company (Batelco), August 1996, December 1996, December 1998
- Ministry of Communication, State of Kuwait, December 1996
- Johnson Matthey Electronics, August 1997
- The Program on National Competitiveness, Ministry of the Economy, El Salvador, March 2002

- Retail Confectionaires' International Convention, Chicago, IL, June 2002
- Paris Gallery, Sharjah, United Arab Emirates, November 2003
- FranCon, Helsinki, Finland, May 2003
- Presentation on New Reward Systems for Henkel America, Avon, OH, August 2003
- Takata, Inc., Greensboro, NC, June 2004-November 2005
- TECO Energy, Tampa, FL, July 2005-2006
- Ringling School of Art and Design, September-October 2006
- Presentation on Franchising, Largo Public Library, February 2007
- Baruch University Entrepreneurship Program External Evaluator, April 2007
- CRM Loans, Tampa, 2007
- Stetson University, 2011, 2013
- Deakin University, Australia, 2011
- Royal Expressions Dance Academy, Greensboro, 2014
- University of Baltimore, 2015
- University of Nebraska-Omaha, 2016
- Grand Valley State University, 2017, 2018
- Bucks County Community College, 2017
- Dame's Chicken & Waffles, 2017 (pro-bono)
- Metropolitan State University Denver, 2018
- Tasty Catering, Chicago, 2018 (pro-bono, data gathering)
- UCSC, Concepcion, Chile, 2019 (pro-bono)
- Radford University, 2019
- University of Venda, South Africa, 2019 (pro-bono)-trained 40 faculty
- Hacienda Los Lingues, Chile, 2019, 2020 (pro-bono)
- Emporia State University, 2020 (pro-bono)
- AHA International High School (pro-bono), 2020