

DIANNE H.B. WELSH

2409 Philadelphia Lake Court
Greensboro, NC 27408-4300
(336) 404-4922 cell
dhwelsh@gmail.com

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, Society for Human Resource Management, 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
Taught classes in Management to students and professors, held seminars at all levels at the Kalinin Cotton Mill with 8,000 workers.

INSTRUCTOR, U. S. Air Force Lieutenant's Professional Development Program - Taught and was featured on a national videotaped seminar on teaching motivation. 1990

ASSOCIATE PROFESSOR, Eastern Washington University 1993 – 1997

| | |
|---|-------------------------------------|
| INTERIM 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, National Competition | 1998-2004 |
| KAHL CHAIR IN ENTREPRENEURSHIP, PROFESSOR, 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 | 2000-2003 |
| 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 |
| FOUNDER & CHAIR, Southern Self-Employment in the Arts Conference (The University of Tampa and The University of North Carolina at Greensboro) | 2007-2011 |
| HAYES DISTINGUISHED CHAIR OF ENTREPRENEURSHIP, PROFESSOR, University of North Carolina at Greensboro | 2008- |
| ARCHITECT of the Bachelor of Science in Entrepreneurship, two minors, and the Graduate Certificate in Entrepreneurship | 2008-2009 |
| FOUNDER & INAGURAL DIRECTOR, North Carolina Entrepreneurship Center - The University of North Carolina | 2009-2011 |

Greensboro

- FOUNDER & DIRECTOR, Entrepreneurship Cross-Disciplinary Program Office, University of North Carolina Greensboro 2011-
- CO-FOUNDER & CO-DIRECTOR, Entrepreneurship & Sustainability Living Learning Community, University of North Carolina Greensboro 2010-
- FOUNDER OF THE CROSS-THE-BRIDGE INCUBATOR & RETAIL STORE, The University of North Carolina Greensboro 2011-

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, 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
 Board of Directors, Ties to the Land, Portland State University, 2010-
 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 Speaker, Family Business Summit, Bogota, Columbia, 2014

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

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.
- 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., & 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.
- 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.
- 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.
- 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.
- 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.
- 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).
- 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.
- Cieślík, 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.
- Welsh, D.H.B., Munoz, J.M., Chan, S.H., & Raven, P.V. (2012). The entrepreneurial orientation of family microenterprises in Malaysia.
- 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-

- 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.
- 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), (in press).
- 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.
- Memili, E., Welsh, D.H.B., & Luthans, F. (2012, September). Going beyond research on goal setting: A proposed role for organizational psychological capital of family firms. *Entrepreneurship Theory & Practice* (in press).
- Welsh, D.H.B., Memili, E., Kaziak, E., & Ahmed, S. (2013). Sudanese women entrepreneurs. *Journal of Developmental Entrepreneurship*, 18(2), in press.
- Welsh, D.H.B., Rosplock, K., Roure, J., Seguardo, J. L., & Memili, E. (2013, September). Perceptions of entrepreneurship across generations in family businesses and family offices: A stewardship theory perspective. *Journal of Family Business Strategy* in press.
- 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), in press.
- Welsh, D.H.B., Memili, E., Kaciak, E., & Ochi, M. (2013, September). Japanese women entrepreneurs: Implications for family firms. *Journal of Small Business Management*, in press.
- Memili, E., Chang, E., Kellermanns, F., & Welsh D.H.B. (2013). Role conflicts of family members in family firms. *European Journal of Work and Organizational Psychology*, in press. (Impact factor 2.094).

- Welsh, D.H.B., Memili, E., Kaciak, E., & Al-Sadoon, A. (2013). Saudi women entrepreneurs: A growing economic segment. *Journal of Business Research*, in press.
- Memili, E., & Welsh, D.H.B. (2014, spring). Psychological capital in family-owned franchise firms and corporate social responsibility. *Journal of Ethics and Entrepreneurship*, 4(1), in press.
- Welsh, D.H.B., & Tullar, W. (2014). A model of cross campus entrepreneurship and Assessment. *Entrepreneurship Research Journal*, in press.

BOOKS, CHAPTERS, AND CASES

- Welsh, D.H.B. (1991). The early days of perestroika: First-hand impressions. In R.M. Hodgetts & F. Luthans, *International management* (pp. 435-438). New York: McGraw-Hill.
- Eager, W., & Welsh, D.H.B. (1994). The new guy. In G.E. Stevens (Ed.), *Cases and exercises in human resource management* (6th ed.), (pp. 331-332). New York: Irwin.
- Welsh, D.H.B., & Al-Fahim, I. (1997). Shopping for sunglasses at the Burjuman Center: The case of the shady buyer. In R. Hisrich, P. McDougall & B. Oviatt (Eds.), *Cases in international entrepreneurship* (pp. 271-272). New York: Irwin.
- Welsh, D.H.B., & Al-Fahim, I. (1997). The hit and run expatriate employees. In R. Hisrich, P. McDougall, & B. Oviatt (Eds.), *Cases in international entrepreneurship* (p. 330). New York: Irwin.
- Welsh, D.H.B., & Alon, I. (Eds.). (2001). *International franchising in emerging markets: Central and Eastern Europe and South America*. Chicago, IL: CCH, Inc.
- Alon, I., & Welsh, D.H.B. (Eds.). (2001). *International franchising in emerging markets: China, India, and other Asian countries*. Chicago, IL: CCH, Inc.
- Swerdlow, S., Roehl, W.S., & Welsh, D.H.B. (2001). Hospitality franchising in Russia for the 21st Century: Issues, strategies, and challenges. In D.H.B. Welsh & I. Alon (Eds.), *International franchising in emerging markets: Central and Eastern Europe and South America* (pp. 149-170). Chicago, IL: CCH, Inc.
- Welsh, D.H.B., & Alon, I. (2001). Introduction: A look at international franchising in emerging markets. In D.H.B. Welsh & I. Alon (Eds.), *International franchising in emerging markets: Central and Eastern Europe and South America* (pp. 33-41). Chicago, IL: CCH, Inc.
- Falbe, C.M., & Welsh, D.H.B. (2001). NAFTA and franchising: A comparison of franchisor perceptions of characteristics associated with franchisee success and failure in Canada, Mexico and the United States. In D.H.B. Welsh & I. Alon (Eds.), *International franchising in emerging markets: Central and Eastern Europe and South America* (pp.233-259). Chicago, IL: CCH, Inc.

- Welsh, D.H.B. (2001). NAFTA and franchising: A post-script. In D.H.B. Welsh & I. Alon (Eds.), *International franchising in emerging markets: Central and Eastern Europe and South America* (pp. 260-264). Chicago, IL: CCH, Inc.
- Alon, I., & Welsh, D.H.B. (2001). Final reflections on international franchising in emerging markets. In D.H.B. Welsh & I. Alon (Eds.), *International franchising in emerging markets: Central and Eastern Europe and South America* (pp. 307-315). Chicago, IL: CCH, Inc.
- Raven, P., Welsh, D.H.B., & Al-Mutair, N. (2001). Starbucks international coffee enters Kuwait: Gateway to the Persian Gulf. In I. Alon & D.H.B. Welsh (Eds.), *International Franchising in emerging Markets: China, India, and other Asian countries* (pp. 229-241). Chicago, IL: CCH, Inc.
- Welsh, D.H.B., Raven, P., & Al-Bisher, F. (2001). Franchise relations in the Gulf Region: The case of the elegant shoplifter. In I. Alon & D.H.B. Welsh (Eds.), *International franchising in emerging markets: China, India, and other Asian countries* (pp. 243-251). Chicago, IL: CCH, Inc.
- Welsh, D.H.B. (2002). Growing pains at Lifecycle Strategies. In *Fast Trac: Planning and growing a business venture field guide and instructor's manual* (pp. 325a-325e). Kansas City, MO: The Kauffman Foundation.
- Welsh, D.H.B. (2002). Dr. Shingle: A roofer's dream. In *Fast Trac: Planning and growing a business venture field guide and instructor's manual* (pp.192a-192e). Kansas City, MO: The Kauffman Foundation.
- Welsh, D.H.B., & Alon, I. (Eds.). (2002). *International franchising in industrialized markets: North America, the Pacific Rim, and other countries*. Chicago, IL: CCH, Inc.
- Alon, I., & Welsh, D.H.B. (Eds.). (2003). *International franchising in industrialized markets: Western and Northern Europe*. Chicago, IL: CCH, Inc.
- Welsh, D.H.B., & Alon, I. (2002). Introduction: A look at international franchising in industrialized markets. In D.H.B. Welsh & I. Alon (Eds.), *International franchising in industrialized markets: North America, the Pacific Rim, and other countries* (pp. 35-45). Chicago, IL: CCH, Inc.
- Welsh, D.H.B. (2002). Franchising: A 21st century perspective. In D.H.B. Welsh & I. Alon (Eds.), *International franchising in industrialized markets: North America, the Pacific Rim, and other countries* (pp. 47-63). Chicago, IL: CCH, Inc.
- Welsh, D.H.B. (2002). Final reflections on international franchising in industrialized markets. In D.H.B. Welsh & I. Alon (Eds.), *International franchising in industrialized markets: North America, the Pacific Rim, and other countries* (pp. 363-366). Chicago, IL: CCH, Inc.
- Alon, I., & Welsh, D.H.B. (2003). International franchising in Western and Northern Europe. In J. Biberian & A. Alkhafaji (Eds.), *Business research yearbook: Global business perspectives* (pp. 247-251).

- Alon, I., & Welsh, D.H.B. (2003). Introducing international franchising in Europe. In I. Alon & D.H.B. Welsh (Eds.), *International franchising in industrialized markets: Western and Northern Europe* (pp. 43-53). Chicago, IL: CCH, Inc.
- Welsh, D.H.B., & Alon, I. (2004). The internationalization of franchising systems into industrialized economies. In L.P. Dana (Ed.), *The handbook of international entrepreneurship* (pp. 655-666). Cheltenham, England: Edward Elgar Publishing, Inc.
- Welsh, D.H.B., & Alon, I. (2004). The internationalization of franchising systems into emerging and transitional economies. In L.P. Dana (Ed.), *The handbook of international entrepreneurship* (pp.677-687). Cheltenham, England: Edward Elgar Publishing, Inc.
- Welsh, D.H.B. (2004). Franchising: A 21st century perspective. In E. Flohr (Ed.), *Master franchise contract*. Munich, Germany: Beck Publishing.
- Welsh, D.H.B. (2006). The Middle East is synonymous to family business. In V. Gupta, N. Levenburg, L. Moore, J. Motwani, & T. Schwarz (Eds.), *Family business models in the Middle East, The compendium on family business models around the world*: Ch. 3 (pp. 41-42). Hyderabad, India: ICFAI University Press.
- Welsh, D.H.B., Raven, P.V., & Al-Bisher, F. (2006). The case of the elegant shoplifter, Shuwaikh, Kuwait. *International Journal of Family Business*, 3(1), 79-80.
- Welsh, D.H.B., & Al-Fahim, I. (2006). Shopping for sunglasses at the Burjman Center: The case of the shady buyer. *International Journal of Family Business*, 3(1), 98-99.
- Welsh, D.H.B., & Rawlings, D. (2007). Owens sawmill: A family business facing a social responsibility dilemma. *New England Journal of Entrepreneurship*, 9(1), 1-2.
- Welsh, D.H.B. (2007). Editorial. *International Journal Entrepreneurial and Small Business*, 4(1), 1-3.
- Welsh, D.H.B., & Al-Bahar, A. (2007). Al-Bahar & Jacorossi Engineering & Contracting: A study of the effect of Kuwaiti and Italian culture on human resource management after the Iraqi invasion. *International Journal of Family Business*, 4, 59-67.
- Welsh, D.H.B., & Al-Boluhad, M. (2007). Badriya's short career in Saudi Arabia. *International Journal of Family Business*, 4, 85-87.
- Welsh, D.H.B., & Al-Fahim, I. (2007). The hit and run expatriate employees. *International Journal of Family Business*, 4, 83-85.
- Welsh, D.H.B. (2007, December). Editorial. *International Entrepreneurship & Management Journal*, 3(4), 349- 353.
- Welsh, D.H.B., & Pendleton, Y. (2009). Direct selling worldwide: The Mary Kay Cosmetics story. *Global entrepreneurship* (pp. 281-290). Des Moines, IA: Kendall Hunt Publishing.
- Welsh, D.H.B., with Alon, I. (2009). International franchising and other forms of entrepreneurship.

- Global entrepreneurship*. Des Moines, IA: Kendall Hunt Publishing.
- Carraher, S.M., & Welsh, D.H.B. (Eds.) (2009). *Global entrepreneurship*. Des Moines, IA: Kendall Hunt Publishing.
- Welsh, D.H.B., & Zellweger, T. (2010). Reference point-dependent investment decisions of family and nonfamily owners. In A. Surdej & K. Wach (Eds.), *Managing ownership and succession in family firms*: Ch. 4 (pp. 56-78). Krakow, Poland: Scholar Publishing House.
- Welsh, D.H.B., & Falbe, C.M. (2010). Franchising in emerging markets. In I. Alon (Ed.), *Franchising globally: Innovation, learning, and imitation*: Ch. 1 (pp. 11-35). New York, NY: Palgrave MacMillan.
- Welsh, D.H.B., & Carraher, S.M. (Eds.) (2011). *Global entrepreneurship case studies*. Des Moines, IA: Kendall Hunt Publishing.
- Welsh, D.H.B., & Al-Fahim, I. (2011). Shopping for sunglasses at the Burjman Center: The case of the shady buyer. *International Journal of Family Business*, 3(1), 98-99. In D.H.B. Welsh, & S.M. Carraher (Eds.), *Global entrepreneurship case studies* (pp. 22-24). Des Moines, IA: Kendall Hunt Publishing.
- Raven, P., Welsh, D.H.B., & Al-Mutair, N. (2011). Starbucks international coffee enters Kuwait: Gateway to the Persian Gulf. In D.H.B. Welsh & S.M. Carraher (Eds.), *Global entrepreneurship case studies*. (pp. 26-36). Des Moines, IA: Kendall Hunt Publishing.
- Welsh, D.H.B. (2011). Dr. Shingle: A roofer's dream. In *Fast Trac: Planning and growing a business venture field guide and instructor's manual* (pp.192a-192e). In D.H.B. Welsh & S.M. Carraher (Eds.), *Global entrepreneurship case studies* (pp. 38-40). Des Moines, IA: Kendall Hunt Publishing.
- Welsh, D.H.B. (2011). Growing pains at Lifecycle Strategies. In *Fast Trac: Planning and growing a business venture field guide and instructor's manual* (pp. 325a-325e). In D.H.B. Welsh & S.M. Carraher (Eds.), *Global entrepreneurship case studies* (pp. 42-44). Des Moines, IA: Kendall Hunt Publishing.
- Welsh, D.H.B., & Al-Bahar, A. (2011). Al-Bahar & Jacorossi Engineering & Contracting: A study of the effect of Kuwaiti and Italian culture on human resource management after the Iraqi invasion. *International Journal of Family Business*, 4, 59-67. In D.H.B. Welsh & S.M. Carraher (Eds.), *Global entrepreneurship case studies*. (pp. 90-98). Des Moines, IA: Kendall Hunt Publishing.
- Welsh, D.H.B., & Al-Boluhad, M. (2011). Badriya's short career in Saudi Arabia. *International Journal of Family Business*, 4, 85-87. In D.H.B. Welsh & S.M. Carraher (Eds.), *Global entrepreneurship case studies*. (pp. 99-101). Des Moines, IA: Kendall Hunt Publishing.
- Welsh, D.H.B., & Al-Fahim, I. (2011). The hit and run expatriate employees. *International Journal of Family Business*, 4, 83-85. In D.H.B. Welsh & S.M. Carraher (Eds.), *Global entrepreneurship case studies*. (pp. 104-105). Des Moines, IA: Kendall Hunt Publishing.

- Welsh, D.H.B., Raven, P.V., & Al-Bisher, F. (2011). The case of the elegant shoplifter, Shuwaikh, Kuwait. *International Journal of Family Business*, 3(1), 79-80. In D.H.B. Welsh & S.M. Carraher (Eds.), *Global entrepreneurship case studies*. (pp. 108-114). Des Moines, IA: Kendall Hunt Publishing.
- Rosplock, K., & Welsh, D.H.B. (2011). Sustaining the family wealth: The impact of the family office on the family enterprise. In A. Carlsrud & M. Brännback (Eds.), *International perspectives on future research in family business: Neglected topics and under-utilized theories* (Ch. 17, pp. 289-312). New York, NY: Springer Publishing.
- Krueger, N., Hansen, D.J., Michl, T., & Welsh, D.H.B. (2011). Thinking “sustainably”: The role of intentions, cognitions, and emotions in understanding the new domains of entrepreneurship. In T. Lumpkin & J. Katz (Eds.), *Advances in entrepreneurship, firm emergence and growth*, 13, 275-309. Bingley, UK: Emerald Group Publishing.
- Tullar, W.L., & Welsh, D.H.B. (2012). The dark side of entrepreneurial leadership revisited. In J. D. VanVactor, (Ed.), *Issues in leadership*. Hauppauge, NY: Nova Science Publishers, Inc.

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.

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.

Swordlow, 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.

- Kreuger, 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., Roue, 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., & De Massis, 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.
- Kenyon-Rouvinez, D., Welsh, D.H.B., Maes, J., Matser, I., & Memili, E. (2012, October). Organizational 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). Organizational 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.
- 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.

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.

Welsh, D.H.B., Memili, E., Kaciak, E., & Okyay-Ata, L. (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.

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., & Turner, A. (1995). The customer is always right: The case of the melted buttons.

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

Krueger, N., & Welsh, D.H.B. (2012, February). Social? Sustainable? Entrepreneurship? A first look at mental prototyping of “social” entrepreneurship. *Journal of Social Entrepreneurship* (preparing for submission).

Carraher, S.M., Sullivan, S., Welsh, D.H.B., & Cash, R.M. (2012, July). An examination of the performance of high tech Chinese entrepreneurs and customer service. *Journal of International Business Studies* (preparing for submission).

Memili, E., & Welsh, D.H.B. (2012, November). The Psychological capital of family businesses in the franchise industry. *Journal of Small Business Management* (preparing for submission).

Memili, E., Misra, K., Chrisman, J.J., & Welsh, D.H.B. (2012). Internationalization of publicly traded family firms: A transaction cost theory perspective and longitudinal analysis. (preparing for submission).

Munoz, M., Welsh, D.H.B., Chan, S.H., & Raven, P.V. (2013, April). Microenterprises in Malaysia: A preliminary study of the factors for management success. *International Entrepreneurship and Management Journal* (under review).

Memili, E., Fang, H.C., & Welsh, D.H.B. (2013, March). A tale of two cities: Value creation and value appropriation in publicly-traded family firms. *Journal of Product Innovation Management*, special issue on Management research on governance, ownership, and innovation: Opening up the agenda to family firms (under review).

Welsh, D.H.B., & Tullar, W.L. (2013, March). A model of cross-campus entrepreneurship and assessment. *Entrepreneurship Research Journal*, special issue on Entrepreneurship education across campus (under review).

Welsh, D.H.B., & Memili, E. (2013, September). Family firm psychological capital through the lens of the Leader-Member Exchange Theory. *Journal of Leadership & Organizational Studies*.

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, 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 Hughen, Ayalew Lulseged)

Family-Owned Business Institute Research Grant, \$5,000 (with E. Memili) 2013-2014 (2 proposals under review March 2013)

Coleman Foundation Grant, \$38,000, Faculty Entrepreneurship Fellows and Barista Program, May 2013

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

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-present, Technology & Innovation Division-Program Chair Elect, 2011)

Industrial Relations Research Association, 1986–1994

University of Nebraska Alumni Association, 1988–

Decision Sciences Institute, 1989–

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)
International Council for Small Business, 1993- (Parliamentarian, 2005)
National Women's Political Caucus, 1993-1995
National Association of Parliamentarians, 1993-
Midwest Academy of Management, 2000-2004
Northeast Ohio Human Resource Planning Society, 2001-2004
Tampa Bay Association of Parliamentarians, 2005-2008
University of Tampa Board of Fellows, 2005-2008
Minaret Society, 2005-2008
Greensboro, Downtown Rotary, 2009-

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-
Editorial Review Board Member, *International Journal of Entrepreneurship and Small Business*, 2004-
Associate Editor, *Journal of Asia Entrepreneurship & Sustainability*, 2005-
Editorial Review Board Member, *Journal of Small Business Strategy*, 2005-
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-
Co-Editor, *Advances in Global Business Research*, 3(1), 2006
Editorial Review Board Member, *International Entrepreneurship and Management Journal*, 2006-
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-
Editorial Review Board, *Journal of Family Business Strategy*, 2010-
Editorial Review Board, *Journal of Entrepreneurship and Public Policy*, 2011-
Editorial Review Board, *Small Business Institute® Journal*, 2011-
Editorial Review Board, *Journal of Global Entrepreneurship Research*, 2012-
Editorial Review Board, *American Journal of Entrepreneurship*, 2012-

Special Issue Co-Editor, *Decision Management*, 53(10) Innovation Management in Small Organizations, 2015

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 Univ., 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, Asheville, 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, Global Opportunities Summit, Greensboro, August 2013

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, 2000-2008
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-
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, 2006, 2007, 2008
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, Masters 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-
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-
Moderator, Panel on Strengthening Company Science Linkages, UN Conference, Kiev, Ukraine, November 2010
Board of Advisors, Severson Entrepreneurship Academy, Minot State University, 2011
Reviewer, U.S. Assn. for Small Business & Entrepreneurship (USASBE), 2011, 2012
Reviewer, Small Business Institute, 2010, 2011, 2012, 2013
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
President, Small Business Institute, 2013-2014
Chair, Marketing and Membership Committee, Global Consortium of Entrepreneurship Centers, 2013-

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, 2011-2012
 Member, Advisory Committee on International Programs, 2011-2012
 Founder and Director, Entrepreneurship Cross-Disciplinary Program, 2011-2012
 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
 Parliamentarian, College of Music, Theatre, and Dance Faculty Assembly, April 2013
 Co-Chair, MEHT Department Head Search Committee, April-May 2013
 Attendee, LLC and LC in Entrepreneurship and Sustainability Student Meeting, August 2013
 Faculty Adviser, CEO, Summer 2013 and Mentor 2013-2014
 Participant, House Calls, Residential Life, UNCG, August 2013
 Guest Speaker, Jim Milanese's Entrepreneurial Finance Class (ENT/FIN 200), August 2013

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-
 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

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-
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