

VITA

FRANCES HAUGE FABIAN

Fogelman College of Business and Economics
The University of Memphis
Memphis, TN
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EDUCATION

Ph.D. **University of Texas at Austin**, Strategic Management, December, 1997
M.P.P. **Harvard University**, Government-Business Relations, 1985
A.B. **Smith College**, cum laude, Government, Northampton, MA, 1983

WORK EXPERIENCE

United States Congress, General Accounting Office (now: Government Accountability Office, GAO). 1985-1991. Served in the Dallas, Los Angeles, and San Francisco regional offices. Audited multiple agencies for Congress. Top secret and Q (nuclear) clearance.

RESEARCH INTERESTS: *Strategic decision-making and the philosophy of science issues of knowledge (ontology and epistemology), in particular industry environments. Of especial interest are implications of complexity theory to ontology and knowledge. Includes applications for technology and information systems, entrepreneurship, and international business. Currently co-authoring with PhD students on tangents of the above aligned with their interests and goals.*

ACADEMIC EXPERIENCE

Associate Professor, Strategic Management and Entrepreneurship, The University of Memphis
Sept 2014-present

Assistant Professor, Strategic Management and Entrepreneurship, The University of Memphis
Aug 2008-2013
Fogelman College of Business and Economics

Assistant Professor, Strategic Management and Global Business, University of North Carolina, Charlotte
Belk College of Business
Aug 2004-June 2008

Assistant Professor, Strategic Management, Tulane University
A.B. Freeman School of Business
July 1997 to June 2004.

Instructor, The University of Texas at Austin

College of Business

1994, 1996

JOURNAL POSITIONS

Associate Editor, Journal of Small Business and Enterprise Development
Editorial Board (2008-2017; 2020-present) Academy of Management Review
Editorial Board (2011-present), Journal of Organizational Behavior
Editorial Board (2014-2016), Tennessee Board of Regents' Critical Conversations
Editorial Board (2003-2007), Journal of Management

GRANTS

Ruggs, E. (PI), Fabian, F. Bedwell-Torres, W. and Hussey, A.J. (Co-PIs). 2020, June. National Science Foundation. RAPID: Systemic Differences in Employee Outcomes from COVID-19 and the Effectiveness of Organizational Response \$111,999.

Collaboration with MINES, France 2017-2020. Emergence, conditions and management of Purpose-driven Companies Purpose-driven organizations. Awarded by ANR, Agence Nationale, Recherche, France. Support for Workshop participation in Paris.

Fabian, F., Kinnamon, E., & Carrasco, G. 2010, April. Acculturation and Individual Stress: How fitting In is Related to Stress. Tennessee Board of Regents and University of Memphis, Diversity Research Grant, \$112,000.

Fabian, F and ogilvie, dt. 1996. Grant awarded by the Army Research Institute, Decision Making Requirements for Future Organizational Leaders, \$1000.

ACADEMIC LEADERSHIP POSITIONS

2017-2020 Strategy Process IG Leadership track (Associate Program Chair/Program Chair/Chairperson) Strategic Management Society

2011-14 Election to the Academy of Management, Managerial and Organizational Cognition Division Executive Committee as Representative at Large

2012-3 Appointment to Track Chair, Organization and International Management, Southern Management Association

Track Chair, PDWs and Developmental papers: March 2010. Southwest Academy of Management, Dallas, TX.

Track Chair, Organizational and Management Theory/MOC, Southwest Academy of Management, 2001

PUBLICATIONS

Montague-Mfuni, M., Fabian, F., & Scheepers, C. B. 2023. Advancing Technological Hub Cooperation to Advance Transnational African Communities. In Swartz, E., Scheepers, C.B., Lindgreen, A., Yousafzai, S., & Matthee, M. *Technology Leapfrogging and Innovation in Africa: Digital Transformation and Opportunity for the Next Growth Continent*. Edward Elgar, London. ISBN: 978-1-80037-038-8. <https://doi.org/10.4337/9781800370395>

Clampit, J., Gaffney, N., Fabian, F. and Stafford, T. 2023. Institutional misalignment and escape-based FDI: A prospect theory lens. *International Business Review*.

Schill, R., Leonel, R., Fabian, F. and Jorgensen, D.F. 2022. Kuiki Credit: scaling innovation in a growing fintech startup, *Emerald Emerging Markets Case Studies*, Vol. 12 No. 3.

Reddy, R.K, Fabian, F. and Park, S-J. forthcoming, 2022. Whether, how, and why country environments influence emerging market firm acquisition behavior. *International Journal of Emerging Markets*. Number ahead of print <https://doi.org/10.1108/IJOEM-08-2021-1274>

Leonel, R. D. S, Nalick, M.S., Fabian, F. H. and Kuban, S. 2022. Activism for Whom? The Role of CEO Narcissism on Firm Engagement in Socially Contentious Issues. . In *Academy of Management Proceedings* (Vol. 2022, No. 1). Briarcliff Manor, NY 10510: Academy of Management.

Aïssaoui, R., & Fabian, F. 2022. Globalization, economic development, and corruption: A cross-lagged contingency perspective. *Journal of International Business Policy*, 5(1), 1-28.

Trusty, J., Fabian, F. and Montague-Mfuni, M.A. 2021. Toilets for all: corporate social entrepreneurship in Bangladesh and countries in Sub-Saharan Africa, *Emerging Markets Case Studies*, Vol. 11 No. 4. <https://doi.org/10.1108/EEMCS-10-2019-0268>

Reddy, R. and Fabian, F. 2020. Information Asymmetry and Host Country Institutions in Cross-Border Acquisitions. *Management International Review*, 60, 909-938. <https://doi.org/10.1007/s11575-020-00431-w>

Kang, T., James, S. and Fabian, F. 2020. Real options and strategic bankruptcy. *Journal of Business Research*, 117:152-162.

Trusty, J., Montague-Mfuni, M. and Fabian, F. 2020. Sustainability priorities of industry leaders –2020 and beyond. *Business Forum*, Volume 28, (1).

Jorgensen, D., & Fabian, F. H. 2020. Entrepreneurial Process Orientation and Multiple Perspectives of Entrepreneurship. In T.K. Das, (Ed). *Entrepreneurship and Behavioral Strategy*. Charlotte, NC: Information Age Publishing.

Trusty, J., Allen, D.A., and Fabian, F. 2019. Hunting while Working: An Expanded Model of Employed Job Search. *Human Resource Management Review*. 29 (1) 28-42. DOI: 10.1016/j.hrmr.2017.12.001

Leonel, R. D. S., & Fabian, F. H. 2019. Who is Included in What Strategic Management Research: A Topic Analysis by Journals and Years. In *Academy of Management Proceedings* (Vol. 2019, No. 1, p. 18960). Briarcliff Manor, NY 10510: Academy of Management.

Jorgensen, D., & Fabian, F. H. 2019. Entrepreneurial Process Orientation and Today's Entrepreneur: A "Choice" of Three Theories. In *Academy of Management Proceedings* (Vol. 2019, No. 1, p. 18000). Briarcliff Manor, NY 10510: Academy of Management.

Leonel, R., & Fabian, F. 2018. Managing Tokenized Organizations: Understanding Blockchain Technologies beyond the Cryptocurrency Phenomenon. *Academy of Management Global Proceedings*, 2019: 107.

Kinnamon, E., Carrasco, G., & Fabian, F. 2018. Terror Management Theory and Entrepreneurship. *American Journal of Entrepreneurship*, 11 (2), p 20-50.

Ndofor, H., Fabian, F, and Michel, J. 2018. Chaos in Industry Environments. IEEE Transactions in Engineering Management. 65 (2): 191-203. DOI: 10.1109/TEM.2017.2787860

Reddy, R. K., Fabian, F. H., & Kedia, B. L. 2016. Home is where the premium is: A country of origin perspective on EMF acquisition bids. In *Academy of Management Proceedings* (Vol. 2016, No. 1, p. 17861). Briarcliff Manor, NY 10510: Academy of Management.

Black, J.A., Megehee, C. and Fabian, F.H. 2016. Small business identity and entrepreneurial identity in a destination resort town: Are birds of a feather flocking to the beach? The Coastal Business Journal, 16 (1): 77-95.

Ajjan, H. Fabian, F. Tomczyk, D. and Hattab, H. 2015. Social media use to support entrepreneurship in the face of disruption. Journal of Developmental Entrepreneurship, 20 (03).

Aissaoui, R. and Fabian, F. 2015. The French Paradox: Implications for variations in global convergence. Journal of International Management. 21 (1): 31-48.

Clampit, J., Kedia, B. Fabian, F. and Gaffney, N. 2015. Offshoring satisfaction: The role of partnership credibility and cultural complementarity. Journal of World Business, 50 (1): 79-93.

Steinbauer, R., Rhew, N., Kinnamon, E. and Fabian, F. 2014. The Conflicting Drivers of Entrepreneurial Ethics, Journal of Ethics & Entrepreneurship 4 (1) 57-72.

Kedia, B. L., Reddy, R. K., & Fabian, F. H. 2014. Institutional Asymmetry: Examining the Role of Political Alignment and Relative Power. In *Academy of Management*

Proceedings (Vol. 2014, No. 1, p. 17003). Briarcliff Manor, NY 10510: Academy of Management.

Wakolbinger, T., Fabian, F., Kettinger, W.J. 2013. IT-enabled Interorganizational Information Sharing Under Co-opetition in Disasters: A Game-Theoretic Framework. Communications of the Association for Information Systems, 33(1):5-14.

Wiggins, R.S. and Fabian, F. May 2013. Hypercompetition in the 21st Century: A Look Back and a Look Forward. In T. Wilkinson, V. R. Kannan (Eds). Strategic Management in the 21st Century, Santa Barbara, CA: Praeger.

Rhew, N., Fabian, F. H., & Steinbauer, R. 2013. A Person-Issue Approach to Explaining Entrepreneurs' Propensity to Engage in Political Corruption. In *Academy of Management Proceedings* (Vol. 2013, No. 1, p. 16939). Briarcliff Manor, NY 10510: Academy of Management.

Bryant, P., Fabian, F., Kinnamon, E. and Wright, P. 2012. Tailoring Entrepreneurship Education: Exploring Components of Entrepreneurship Education for Underrepresented Groups. Journal of Business and Entrepreneurship, 23 (2): 1-24.

Fabian, F.H., Molina, H., and Labianca, G. 2009. Understanding Decisions to Internationalize by Small- and Medium-Sized Firms in an Emerging Market. Management International Review. 49, (5): 537-564.

Miller, K., Fabian, F.H., and Lin, S-J. 2009. Strategies for Online Communities, Strategic Management Journal, 30 (3): 305-322.

Fabian, F.H. and Dhillon, G. 2007. Losing Managerial Discretion: The Unexplored Risk of Collaborative Information Sharing. Journal of Information Science and Technology, 4 (1): 50-62.

Fabian, F.H. and Ndofor, H. 2007. The Context of Entrepreneurial Processes: One Size Doesn't Fit All. In T. Lumpkin, and J. Katz (Eds.). Advances in Entrepreneurship, Volume 10:249-280. Firm Emergence and Growth, Elsevier/JAI.

Black, J.A., Hinrichs, K. and Fabian, F.H. 2007. Fractals of Strategic Coherence. Nonprofit Management and Leadership, 17 (4): 421-442.

Fabian, F.H. and ogilvie, d. 2005. Strategy as Art. In S. Floyd, J. Roos, F. Kellermanns, and C. Jacobs (Eds.). Innovating Strategy Process, 56-71, part of the SMS Series, (Editor M.A. Hitt). Blackwell.

Dhillon, G. and Fabian, F.H. 2005. A Fractal Perspective on Competencies Necessary for Managing Information Systems. International Journal of Technology Management, 31 (1/2): 129-139.

Black, J., Fabian, F.H. and Hinrichs, K. 2005. Fractals, Stories and the Development of Coherence in Strategic Logic. In Ron Sanchez, Aimee Heene (ed.) Competence Perspective on Managing Internal Process Advances in Applied Business Strategy, Vol 7: 3-27 Emerald Group Publishing Ltd.

Black, J. and Fabian, F.H. 2000. Environmental characteristics and the fractal quality of entrepreneurial orientations for achieving competence-based competition. Advances to Applied Business Strategy, 6A:1-30.

Golden, B.R., Dukerich, J.M. and Fabian, F.H. 2000. Issue Interpretation on the Resolution of Ethical Dilemmas in Professional Organizations. Journal of Management Studies, 8 (37): 1157-1187.

Fabian, F.H., 2000. Keeping the Tension: Pressures to Keep the Controversy in the Management Discipline. Academy of Management Review, 24 (2): 350-371.

Black, J. and Fabian, F.H. 2000. Fractals, Nested Resources and Competence Based Competition. In Theory Development for Competence-Based Strategic Management, JAI Press series of Advances in Applied Business Strategy Series, 1-30, John Wiley and Sons.

ogilvie, d., and Fabian, F.H. 1999. Decision Making Requirements for Future Organizational Leaders. In J. Hunt (Ed.) Leadership Challenges of the Twenty-First Century Army, 63-89, JAI Press.

ogilvie, d., and Hauge, F.H. 1998. Strategic Decision Making in the 21st Century Army: A Creative Action-Based Approach. In Stephen J. Havlovic (Ed.) Fifty-eight Annual Academy of Management Best Paper Proceedings, San Diego, CA, 1-7.

Ashmos, D.P., Duchon, D., Hauge, F.H. and McDaniel, R.R. 1997. The Nature of Internal Complexity in Unusual Organizations: A Study of Environmentally Sensitive and Insensitive Hospitals. Hospital and Health Services Administration Journal, 41 (4): 535-55.

AWARDS, HONORS

2022 Co-author on PhD Best Paper for AIB SE

2014, 2017, 2018 Outstanding Reviewer, Strategic Management Society

2016, Best Conference Paper, AIB Southeast

2016, Best paper in track (OT/IM/MH) southern Management Association

2014, 2020 Second place, Best Theoretical Paper, Fogelman College of Business and Economics

2014 Best Reviewer, Journal of Organizational Behavior

2013 MOC Division, Best Paper Selection Committee

2010 Second Place Best Empirical Paper, Fogelman College of Business and Economics

2010-2011 Tennessee Board of Regents, PI, Diversity Research Grant (\$67,798)
"Acculturation and Individual Stress: How Fitting In is Related to Stress"

2010 Academy of Management Review, Best Paper Selection Committee.

FCBE Competitive Summer Grant: 2010, 2011, 2012

Five Year Outstanding Reviewer Award, Special recognition, Managerial Cognition Division
(Academy of Management), 2009

Outstanding Reviewer Award: Southern Management Association, 2012, 2019

Outstanding Reviewer Award: Managerial Cognition Division (Academy of
Management):1996, 2002, 2007, 2008, 2009

Outstanding Reviewer Award: Business Policy and Strategy Division (Academy of
Management): 2003, 2006, 2011

A.B. Freeman Faculty Fellow, Tulane University, 2001-02, 2002-03

Outstanding Reviewer Award: Eastern Academy of Management, 2005

J.F., Jr. and Jessie Lee Seinsheimer Faculty Fellow, Tulane University, 1999-2000, 2000-01

Best Paper Proceedings Paper (Academy of Management), "Strategic Decision Making in the
21st Century Army: A Creative Action-Based Approach", 1998

Nominee for McKinsey Prize, Strategic Management Society, 1998

BPS Faculty Consortium (Academy of Management), 1998

BPS Doctoral Student Consortium (Academy of Management), 1996

Best Division Paper, Health Care Division (Academy of Management), 1996

Entrepreneurship Doctoral Student Consortium (Academy of Management), 1995

Best Paper Award, Western Academy of Management, "When History Leads to Multiplicity:
A Perspective on Theory Proliferation," 1994

Pre-emptive Doctoral Student Fellowship, University of Texas at Austin, 1991

REFEREED CONFERENCE PRESENTATIONS

Leonel, R. & Fabian, F. 2023. Not all Outcomes are Made Equal: the Complex Link between CEO Narcissism and Firm Performance. Accepted for presentation Southern Management Association, St. Petersburg, FL.

Fabian, F. Datta, A. Leonel, R. Innes, B. & Jorgensen, D. 2023. How Can Scholars Embrace AI? Accepted for presentation Southern Management Association, St. Petersburg, FL.

Innis, B., Leonel, R., Fabian, F. Schill, R. & Jorgensen, D. 2023. Navigating a Gold Rush: Emergent Strategy Threats to Identity and Legitimacy. Accepted for presentation Strategic Management Society, Toronto, Canada.

Jorgensen, D. Fabian, F., Leonel, R., Schill, R., & Innis, B. 2023. The Effects of TMT Portraits on Retail Investor Sentiment. Accepted for presentation Strategic Management Society, Toronto, Canada.

Reddy, R., Datta, A., & Fabian, F. 2023. Many Shades of Entrepreneurship: The Role of Formal and Informal Institutions in Determining the Participation of Entrepreneurs in the Informal Sector. Accepted for presentation Academy of International Business, Warsaw, Poland.

Jorgensen, D.F., Schill, R., Hall, C., Fabian, F., & Leonel, R. 2023. Tutorez, Crossing the Valley of Death [Conference Presentation], Eastern Academy of Management, Philadelphia, PA, United States.

Jorgensen, D.F., Fabian, F., Coyne, J., & Leonel, R. 2023. The Entrepreneurial Process Orientation and its Influence in Firm Performance. United States Association for Small Business and Entrepreneurship, Tallahassee, FL, United States.

Fabian, F. Plecnik, J., Wang, S. 2023. Functional Diversity and the Megacorporation. To be presented, Management Accounting Section Midyear Meeting, Atlanta, GA.

Montague-Mfuni, M., Fabian, F. and Trusty, J. 2023. Rent Generation and Organizational Forms for African Resource Transfer.” African Academy of Management poster session, Cairo, Egypt.

Trusty, J., Montague-Mfuni, M. and Fabian, F. 2023. Sanitation for All: A Case of Corporate Social Entrepreneurship. African Academy of Management, Cairo, Egypt.

Datta, A., Fabian, F. 2022. Is Geopolitics Making a Comeback? Centering Location Strategy on Trade Access Resilience. Southeast Academy of International Business, Panama City Beach, FL. Winner of Best PhD paper for the conference.

Leonel, R., Nalick, M.S., Fabian, F., Kuban, S. 2022. Activism for whom? The Role of CEO Narcissism on Firm Engagement in Socially Contentious Issues. Accepted for presentation at the Academy of Management Meeting, Seattle, WA.

Jorgensen, D.F., Fabian, F., Leonel, R., & Schill, R., 2022. Artificial Rigidity in Utah Small Businesses, United States Association for Small Business and Entrepreneurship, Raleigh, NC, United States.

Jorgensen, D.F., Schill, R., Leonel, R., & Fabian, F. 2022. Entrepreneurial Process Fit in Rural Entrepreneurs, United States Association for Small Business and Entrepreneurship, Raleigh, NC, United States.

Jorgensen, D.F., Fabian, F., Schill, R., & Leonel, R. 2022. Development and Validation of the Entrepreneurial Process Orientation Scale, United States Association for Small Business and Entrepreneurship, Raleigh, NC, United States.

Kang, T. & Fabian, F. 2021. Conquerors or Saviors? Parent Country Nationals in Foreign Subsidiaries. Accepted for presentation, Academy of Management, virtual.

Jorgensen, D.F. , Fabian, F. Coyne, J. Gough, V. and Wiggins, R. 2021. The Entrepreneurial Process Orientation and its Influence on Firm Performance. Fourth Edition of the Paper Development Seminar (4PDS), Virtual Event.

Jorgensen, David, Leonel, R., Schill, R., & Fabian, F. 2021. Hope Amid Pandemic in Utah Small Businesses and Tech Startups. United States Association for Small Business and Entrepreneurship, Virtual Event.

Montague-Mfuni, M., Leonel, R., Aissaoui, R., Fabian, F. and Nag, D. 2020. Culture or Demography: Implications of Board Inclusivity and CSR. Strategic Management Society, London, UK. Virtual event.

Reddy, R. and Fabian, F. 2020. Explaining Equity Sought by Emerging Market Firms in Advance Market Acquisitions. Southern Management Association, Virtual event.

Robinson, A. and Fabian, F. 2020. Work-Life Postures for Organizations: Organizational Structural and Cultural Responses to Employees. Academy of Management, Vancouver, CA. Virtual event.

Black, J. and Fabian, F. 2020. Language for Strategic Coherence: The Result of Organizational Identity and Dominant Logic. Eastern Academy of Management, Portland Maine Virtual event.

Montague-Mfuni, M. Aissaoui, R., and Fabian, F. 2020 What about institutions do host country partners want to borrow? China in Africa and the pursuit of Stability. Academy of International Business conference, Miami, FL Virtual event.

Montague-Mfuni, M. Fabian, F. and Trusty, J. 2020. Innovation Africa: Moving to the Technology Cluster Level of Analysis to Energize Transnational Communities. African Academy of Management, Lagos, Nigeria

Trusty, J., Fabian, F. Montague-Mfuni, M. 2020. Sustainable Development Goals and Corporate Engagement in Africa. African Academy of Management, Lagos, Nigeria

Jorgensen, D and Fabian, F. 2019. Neuroentrepreneurship, Personality, and Entrepreneurial Process Orientation. Strategic Management Society, Minneapolis, MN.

Leonel, R., Fabian, F. and Nalick, M. 2019. Corporate Social Activity: Firms' effort to influence social institutions. Southern Management Association, Norfolk, VA.

Leonel, R. and Fabian, F. 2019. Who is Included in What Strategic Management Research: A topic analysis by journals and years. Academy of Management, Boston, MA.

Jorgensen, D. and Fabian, F. 2019. Entrepreneurial Process Orientation and Today's Entrepreneur: A "Choice" of Three Theories. Academy of Management, Boston, MA.

Montague-Mfuni, M., Fabian, F. and Trusty, J. 2019. Diversity or Representation on Corporate Boards: What is the difference for CSR strategic decisions? Academy of International Business-Africa, Accra, Ghana.

Rhew, N. and Fabian, F. 2019 Are Emerging Markets Emerging? A novel test of economic development and liberalization patterns. Accepted for presentation at the Academy of International Business, Copenhagen, Denmark.

Kang,T., James, S. and Fabian, F. 2018. Real options and strategic bankruptcy. Southern Management Association, Lexington, KY

Trusty, J., Fabian, F. and Montague-Mfuni, M. 2018. Measuring Shared Social Value. Nominated for best paper, Academy of International Business, Southeast, Nashville.

Montague-Mfuni, M., Fabian, F. and Trusty, J. 2018. Problematic developing markets or leading indicators? Corporate social lessons from long-disenfranchised populations. Strategic Management Society, Paris France.

Jorgensen, D., Leonel, R. and Fabian, F.2018. Emergent strategy threats to identity and legitimacy. Strategic Management Society, Paris, France.

Reddy, R., Park, S., and Fabian, F. 2018 Buying the buyers: Examining the effects of customer –base concentration on acquisitions. Academy of Management, Chicago, IL.

Leonel, R., Kang, T.H., Montague-Mfuni, M., and Fabian, F. 2018. The interplay between formal and informal institutions in attracting a bitcoin market. Academy of International

Business, Minneapolis, MN.

Aissaoui, R., Fabian, F. and Uzuegbunam, I. 2018. Globalization, Economic Development, and Corruption: A cross-lagged contingency perspective. Academy of International Business, Minneapolis, MN.

Leonel Jr., R. and Fabian, F. 2018. Managing Tokenized Organizations: Understanding Blockchain Technologies beyond the Cryptocurrency Phenomenon. Academy of Management specialized conference: Big Data and Managing in a Digital Economy. April 2018, Surry, United Kingdom.

Leonel Jr., R. and Fabian, F. 2017. Institutional Logics and Engagement in Disintermediation Projects: The Blockchain Adoption. Strategic Management Society, Houston, TX.

Kang, T., Fabian, F. and Reddy, R. 2017. Revisiting the Evaluation of Equity Investments in Foreign Firms: Strategic Motivations and Investment Dynamics. Southern Management Association, St. Petersburg, FL.

Aissaoui, R. and Fabian, F. 2017 . The Globe Debate: Power Structures Interdependency and Gaps between Individual Values and National Practices Southeast Academy of International Business, Washington DC.

Aissaoui, R. and Fabian, F. 2017. Going global: When power structures interdependency create gaps between individual and national values. Academy of Management, Atlanta, GA.

Reddy, R. and Fabian, F. EMFs 2017. Equity Ownership in Their Advanced Market Acquisitions: A Country of Origin Perspective, Academy of Management, Atlanta, GA.

Black, J. , Mischel, L. , Rhew, N. and Fabian, F. 2017. I-Generation: Millennial Students on Steroids? Organization Behavior Teaching Conference, Providence, Rhode Island.

Reddy, R. and Fabian, F. 2017. Examining the Effect of Home Country On Outward FDI of Emerging Markets to Advanced Markets, Academy of International Business, Dubai. UAE.

Aissaoui, R. and Fabian, F. 2016. Going Global: A longitudinal assessment at the individual and national levels. Awarded Best Conference Paper. AIB US Southeast, Tampa, FL.

Aissaoui, R. and Fabian, F. 2016. The Global Convergence Controversy: A longitudinal multilevel assessment of cultural change. Southern Management Association, Charlotte, NC. Awarded Best paper in track.

Reddy, R., Fabian, F. and Kedia, B. 2016. Home is where the premium is: A country of origin perspective on EMF acquisition bids. Academy of Management, Anaheim, CA.

Trusty, J. and Fabian, F. 2016. The New Breed of Business-NGO partnerships: Market Focus vs. CSR Focus. Academy of International Business, New Orleans, LA.

Aissaoui, R., Fabian F. and Taylor-Bianco, A. 2016. A typology of organizational stigma, social exclusion, and coping strategies. Western Academy of Management, Portland, OR.

Kinnamon, E. and Fabian, F. 2015. When Being Diverse is Not Enough. Southern Management Association, St. Petersburg, FL.

Reddy, R., Kedia, B. and Fabian, F. 2015. Managing Cross-Border Acquisition Negotiations: How the Host Country Institutions and Acquirer Strategies Determine Acquisition Duration. Southern Management Association, St. Petersburg, FL. Awarded Best paper in Track.

Fabian, F. and Rezaee, Z. 2015. An Examination of Benefit Corporations and Their Performance. Presented at Strategic Management Society, Denver CO.

Black, J.A., Megehee, C.M., Fabian, F., Willette, S.S. 2014. Do Birds of a Feather Flock Together? Entrepreneurial and SME Identity In a Destination Resort Town. SEInforms Conference, Myrtle Beach, SC.

Trusty, J. and Fabian, F. 2014. MNE-NGO Partnerships that facilitate the internationalization process. Southern Management Association, Savannah, GA.

Kedia, B., Reddy, R. and Fabian F. 2014. Institutional Asymmetry: Role of Political Alignment and Relative Power in Cross-border M&As. Academy of Management, Philadelphia, PA.

Souza, J.L., and Fabian, F. 2014. Changes in Spreads Based on the Adoption of Performance Pricing.

Research Forum, 2014 Joint Meeting of the Forensic and Investigative Accounting and Public Interest Sections, AAA, San Diego, CA;

Regular paper session, AAA Mid-Atlantic Regional Meeting King of Prussia, PA.

Regular paper session, AAA Ohio Regional Meeting program, Columbus, Ohio.

Rhew, N., Fabian, F., Wiggins, R. 2014. A review and test of the emerging markets concept. Southwest Academy of Management, Dallas, TX March.

Nelson, T., Fabian, F., Callison, K., Trusty, J. and Calderon, C. 2014. LMX Development: Integrating Implicit and Need to Belong Theories. Society for Industrial and Organizational Psychology (SIOP), Honolulu, HI.

Aissaoui, R., Fabian, F. and Wiggins, R. 2013. Regulation and Deregulation in Restricted Markets: Implications for Strategy Implementation. Southern Management Association, New Orleans.

Reddy, R., Kedia, B. and Fabian, F. 2013. Examining the Role of Host Country Institutions on Cross-border Acquisition Choice, Process and Outcomes. Southern Management Association, New Orleans.

Rhew, N., Fabian, F. & Steinbauer, R. 2013. A Person-Issue Approach to Explaining Entrepreneur's Propensity to Engage in Political Corruption. Academy of Management, Orlando, FL.

Rhew, N., Gaffney, N. & Fabian, F. 2013. Culture, Wealth, and Corruption: Economic Development's Mediating Role in Predicting Corruption. Academy of International Business, Istanbul, Turkey.

Aissaoui, R., and Fabian, F. 2011. The French paradox: Implications for variations in global convergence, Southern Management Association Conference, Savannah, GA.

Fabian, F., Cardinal, L., and Miller, C. 2011. Where Have All the Managers Gone? The Demise of Studying Managers in Strategic Management, Strategic Management Society, Miami, FL.

Wakolbinger, T. Fabian, F. and Kettinger, W. 2010. Collaborative Information Sharing in Humanitarian Supply Chains. INFORMS, Austin, TX.

Hancock, J., Bryant, P., and Fabian, F. 2010. The contagious nature of corruption: A framework of the spread of corruption across organizations. Academy of Management, Montreal, Canada.

Kinnamon, E. and Fabian, F. 2010. A Model of Employee Innovation Behavior: When Organizational Initiatives Do Not Add Up. Academy of Management, Montreal, Canada.

Kinnamon, E., Norris, I., Gabriela Carrasco and Fabian, F. 2010. Terror Management Theory and Agency Theory: Putting the terror in management. Irish Academy of Management, Cork, Ireland.

Bryant, P. Fabian, F. and Kinnamon, E. 2009. Diversity Entrepreneurship Education: Exploring Components of Education for the Enhancement of Minority and Female Entrepreneurship. Southern Management Association, Asheville, NC.

Keef, K. and Fabian, F. 2009. Business Characteristics as Predictors for Family Succession in Entrepreneurial Firms. Midwest Academy of Management, Chicago, IL.

Fabian, F. 2009. Dynamic Capabilities and Path Dependency: Benefits and Limits to Change. Strategic Management Society, Washington D.C.

Ndofor, H., Fabian, F.H. and Michel, J. 2008. Hypercompetition at The Industry Level: The Role Of Unpredictability. Strategic Management Society, Cologne, Germany.

Miller, K., Fabian, F.H., and Lin, S-J. 2008. Strategies for Online Communities. Academy of Management, Anaheim, CA.

Fabian, F.H. and Black, J.A. 2007. Mimicry, Hypocrisy, Coherence, Cacophony: Adoption Patterns of Deep Strategic Rules. Western Academy of Management, Missoula, MT.

Ndofor, H., Fabian, F.H. and Michel, J. 2006. Reconceptualizing Dynamism: Towards a Complexity-Based Conceptualization of Industry Variation. Academy of Management, Atlanta, GA.

Ndofor, H., Fabian, F.H. and Michel, J. 2005. Exploring for Evidence of Hypercompetition: The Potential for a Complexity-Based Measure of the Environment. Southern Management Association, Charleston, SC.

Fabian, F.H. and ogilvie, d. 2003. Strategy as Art: Using a Creative Action-Based Model for Strategy Formulation. Strategic Management Society Conference on Innovating Strategy Processes: Concepts, Experiences, and Experiments, Storrs, CT.

Fabian, F.H. and Sharman, R. 2002. Collaborative Information Sharing: A Model for Managing Exposure to Gain Proprietary Discretion. ISIS' Competitive Theory Development Workshop, Barcelona, Spain.

Black, J., Fabian, F.H. and Hinrichs, K. 2002. Strategic Storytelling. Academy of Management, Denver, CO.

Fabian, F.H. 2002. Making Radical Decisions Using an Incremental Process. Selected for Shared Interest Track, Academy of Management, Denver, CO.

Black, J., Fabian, F.H. and Hinrichs, K. 2002. Strategic Coherence. Western Academy of Management, Santa Fe, NM.

Fabian, F.H. and ogilvie, d. Using Technology to Enhance Creative Actions in Decision Making. Hawaiian International Conference for Systems Sciences, Waikoloa, HI.

Fabian, F.H. and Black, J. 2001. Dominant Strategic Logic: Fractals of Entrepreneurial Conation and Cognition. Southwest Federation of Administrative Disciplines, New Orleans, LA.

Fabian, F.H. 1999. Managers' Perceptions and Managers' Worlds: A Study of the Organization Environment. Academy of Management, Chicago, IL.

ogilvie, d. and Fabian, F.H. 1999. Strategic Decision Making in the Face of 21st Century Technology. Decision Sciences Institute, Athens, Greece.

Fabian, F.H. 1998. The Straw that Broke the Camel's Back: Integrating Stability and Quantum Change with Nonlinearity. Paper nominated for McKinsey Prize, Strategic Management Society, Orlando, FL.

ogilvie, d. and Fabian, F.H. 1998. Strategic Decision Making in the 21st Century: A Creative Action-Based Model. Strategic Management Society, Orlando, FL.

ogilvie, d. and Hauge, F.E. 1998. Strategic Decision Making in the 21st Century: A Creative Action-Based Model. Paper selected for *Proceedings*, 1-7, Academy of Management, San Diego, CA.

Ashmos, D.P., Duchon, D., Hauge, F.E. and McDaniel, R. R. 1996. The Nature of Internal Complexity in Unusual Organizations: A Study of Environmentally Sensitive and Insensitive Hospitals. Paper selected Best Division paper Health Care, and for *Proceedings*, presented (by Hauge), Academy of Management, Cincinnati, OH.

Hauge, F.E. and Chattopadhyay, P. 1996. Factors Influencing the Search for Information. Academy of Management, Cincinnati, OH.

Beyer, J.M., Edwards, C. and Hauge, F.E. 1996. Images of Child Care in the Popular Press. Academy of Management, Cincinnati, OH.

ogilvie, d. and Hauge, F.E. 1996. Decision Making Requirements for Future Organizational Leaders. Grant awarded by the Army Research Institute. Leadership Challenges of the Twenty-First Century Army Conference, Carlisle Barracks, PA.

Hauge, F.E. 1994. A Theory About How Organizational Strategy Distorts Managerial Perceptions of the Environment. Academy of Management, Dallas, TX.

Hauge, F.E. 1993. When History Leads to Multiplicity: A Perspective on Theory Proliferation. Selected Best Paper of the 1993 Western Academy of Management Meetings, Santa Fe, NM.

Golden, B.R., Dukerich, J.M. and Hauge, F.E. 1993. The Effects of Values and Issue Interpretation on the Resolution of Ethical Dilemmas in Professional Organizations. Academy of Management, Atlanta, GA.

GRANT PARTICIPATION

Uggerslev, K., Bosco, F., Piers, S., Fabian, F. and Wiggins, R. 2016 award. Social Sciences and Humanities Research Centre of Canada. Using and expanding metaBUS tools for locating and synthesizing research findings. \$232,000 total grant Awarded to Northern Alberta Institute of Technology, and Virginia Commonwealth University.

Levillain, K. Méhaignerie, L., Fabian, F. 2016 award. Emergence, Conditions and Management of Purpose-Driven Companies, Agence National de Recherche, France. With Partneres, Armines and Citizen Capital. Funding of Paris Conference.

SYMPOSIA, INVITED PRESENTATIONS, AND OTHER CONFERENCE PARTICIPATION

Montague-Mfuni, M & Fabian, F. 2022. Fractionalization and Investment. Acceptance to Global Strategy Journal PDW, Academy of International Business annual conference, Miami, FL.

Jorgensen, D.F., Fabian, F., Coyne, J., Gough, V., Wiggins, R. (2021), "The Entrepreneurial Process Orientation and its Influence on Firm Performance." Fourth Edition of the Paper Development Seminar (4PDS), *Journal of Management Studies*, Virtual Event, April 2021.

Panelist, 2021/ "Making I-O research RAPID in times of crisis: Quick-response NSF funding insights." Annual Conference of Society for Industrial and Organizational Psychology, virtual conference, April 2021.

Panelist, Contributing to the Field: The journey to an editorial panel. Southern Academy of Management, Norfolk, VA, 2019.

Panelist, New Doctoral Student Consortium, Research & Writing: Your Dissertation and Beyond. Academy of Management, Atlanta, 2018.

Workshop Invited Speaker. New forms of governance and profit-with-purpose companies. MINES Paristech. Paris, France, November 2 & 3, 2017.

Facilitator, Symposium Panel "Going beyond the Whine and the Wheeze to Rolling Up the Sleeves: A conversation on facing Change in Higher education." Southwest Academy of Management, Oklahoma City, 2016.

Session Facilitator, Entrepreneurship Research, Midsouth Management Research Consortium, 2012 - 2014.

Speaker, SMS Preconference: Open Strategy Denver @ New Belgium Brewery. Also, facilitated the day of strategic analysis with CEO, chairman and top management. Fort Collins, October 2015.

Organizer, MOC DIR Consortium for PhD students and new faculty. Academy of Management, August 2013, Orlando, FL, and August 2014, Philadelphia, PA.

Track Chair, OMT/IM, Southern Management Association, November, New Orleans, LA.
Session Chair, MOC, Learning, Innovation and Change, August 2013, Orlando, FL.
Session Discussant, ENT, Entrepreneurial Intentions, August 2013, Orlando, FL.

Session Chair, Strategy/OT/IM, Strategic Choice, November 2012, Fort Lauderdale, FL

Session Chair, Ent/IT/Innov Family Business, November 2012, Fort Lauderdale, FL.

Cochran, K., Woods, J., Beam, K., Froman, E., Kinnamon, E., Fabian, F., & Carrasco, G. 2012, June. Influence of acculturation styles on mental health. Poster session presented at the 9th Biennial Society for the Psychological Study of Social Issues convention, Charlotte, North Carolina.

Cochran, K., Beam, K., Froman, E., Woods, J., Green, J., Freed, S., Kinnamon, E., Fabian, F., & Carrasco, G. 2012, February. Modification of Acculturation Scales: A Factor Analysis Approach. Poster session presented at the annual meeting of the Southeastern Psychological Association, New Orleans, LA.

Presenter, Grant research presentation, 4th Biennial System-Wide Diversity Conference, April 25-27, 2011 Franklin TN.

Grant Research presentation, Research Day at the Tennessee Board of Regents, March 16, 2011 Nashville, TN.

Fabian, F., Carrasco, G. and Kinnamon, E. 2011. Empirical issues in Acculturation and Individual Stress Research. Research Day at the Tennessee Board of Regents Office of Access and Diversity's Diversity Conference.

Organizer, OMT/MOC Doctoral Consortium. Academy of Management, August 2012, Boston, MA.

Session Chair, Ethical Behavior and Decision-making. Academy of Management, August 2012 Boston, MA.

Facilitator, Entrepreneurial Identity. Academy of Management, August 2012, Boston, MA.

Presenter, Acculturation and Individual Stress: How Fitting In is Related to Stress. Tennessee Board of Regents Research Symposium. Cool Springs Marriott in Franklin, TN (with: Carrasco, G. and Kinnamon, E.).

Chair, Roundtable Session, 2011. Institutions and Firm Performance. Academy of Management, San Antonio, TX.

Facilitator, 2010. Decision Making: The Role of Complexity and Biases: Knowledge management. Academy of Management, Montreal Canada.

Session Chair, 2009. Ent/IT/Innov: A Glance at Important Issues in Family Business. Discussant, 2009. Strategy/OT/IM: Organizational Identity, Sensemaking, and Failure. Southern Academy of Management, Asheville, NC.

Discussant, 2009. Corporate Governance: CEO Succession Corporate Governance; Facilitator, 2009. Evolutionary & Ecological Perspectives: Contextual Issues; Discussant, 2009. Methodological Advances in Managerial and Organizational Cognition. Academy of Management, Chicago, IL.

Mentor, 2009. Development paper instruction for Southwest Academy of Management, Oklahoma City, OK.

Discussant, 2008. "Curiosity, Intuition & Counter-Factual Thinking", Academy of Management, Anaheim, CA.

Presenter, 2007. Doctoral Consortium, Southern Management Association. Nashville, TN.

Discussant, 2007. "Theory and Absorptive Capacity," Academy of Management, Philadelphia, PA.

Facilitator, 2007. "Managerial Cognition and Decision Making: Cognition and Decision Making" Academy of Management, Philadelphia, PA.

Participant, 2007. "The Art and Design of Strategy Going Beyond Science in the Practice of Management," Symposium with dt ogilvie, Henry Mintzberg, Cynthia Wagner Weick, and Robert Austin, Philadelphia, PA.

Panelist and Facilitator, 2007. "Strategy as Design," PDW for the Academy of Management, Philadelphia, PA.

Discussant, 2006. "Good to Great Revisited: A Review, Critique, and Extension of a Change Management Bestseller," Southern Management Association, Clearwater Beach, FL.

Discussant, 2005. Southern Management Assn, Knowledge and Intellectual Property in Organizations and Universities, Charleston, SC.

Invited Presentation, 2005. "Corporate Governance and IT Decision Making," Virginia Commonwealth University.

Fabian, F.H. 2005. The Demise of Studying Managers in Strategy? A Consideration of Surveys and Methods in Strategy. Organization Science Winter Conference, Steamboat Springs, CO.

Symposium Panelist, 2005. "Teaching Challenges: Teaching Abroad- Not Your Average Routine." For the Business Policy and Strategy/Public and Nonprofit Issues Track at the Southwest Academy of Management, Dallas, TX.

Mentor, 2005. "Implementing Strategy: Works in Progress," Southwest Academy of Management, Dallas, TX.

Facilitator, 2005. "People and Their Relationships," Southwest Academy of Management, Dallas, TX.

Chair, 2004. "New Perspectives in Strategy Process," BPS Division, Academy of Management, New Orleans, LA.

Discussant, 2003. "Individual Perspectives on Entrepreneurship," Southern Management Association, Clearwater, FL.

Chairperson, 2003. "Shareholder and Stakeholder Value," Academy of Management, BPS Session, Seattle, WA.

Panelist in Showcase Symposium, 2000. "Kairos in Management Education: An Opportunity to Reassess the Ideology of Consequentialist Justifications of Learning," Academy of Management, Toronto, Canada.

Black, J.A., Fabian, F.H. and Hinrichs, K. 2000. Fractals, Stories and the Development of Coherence in Strategic Logic. 2000, Competence-Based Strategy Conference, Helsinki, Finland.

Hauge, F.E. and Wiggins, R.R. 1998. Nonlinearity and Outliers: Putting Performance in its Place. Sunbreak Conference on Organizations, Las Cruces, NM.

Black, J. and Hauge, F.E. 1998. Fractals, Nested Resources and Competence-Based Competition. Competence-Based Strategy Conference, Oslo, Norway.

Symposium Panelist, 1998. "Nested Learning," Academy of Management, San Diego, CA.

Chair, 1998. "Strategic Thinking: Evolution or Revolution," Strategic Management Society, Orlando, FL.

Hauge, F.E. 1996. Fractals of Organizational Analysis. INFORMS, Atlanta, GA.

Hauge, F.E. 1995. Enactment at the Frontier: The Role of the International Entrepreneur in Opening New Markets. Academy of Management Joint Divisional Conference: "The Organization Dimensions of Global Change," Cleveland, OH.

PROFESSIONAL AFFILIATIONS

Strategic Management Society
Academy of Management
Academy of International Business
Southern Management Association

PROFESSIONAL SERVICE AND PARTICIPATION

Associate Program Chair for the Strategy Process Interest Group, elected. Strategic Management Society 2018-2020.

Ongoing participation Midsouth Management Research Conference: Annual participation as Roundtable facilitator 2012-2019.

Representative-at-large, Managerial and Organizational Cognition Division, elected. Academy of Management 2013-2015.

Track Chair, Organization Theory and International Management, Southern Management Association Annual Conference, 2013.

Editorial Board (2008-2017) Academy of Management Review

Editorial Board (2012-present) Journal of Organizational Behavior

Editorial Board (2014-2017) Critical Conversations, Tennessee Board of Regents publication.

Editorial Board (2003-2007) Journal of Management

Ad Hoc Journal Reviewing:

Ad hoc Reviewer, Administrative Science Quarterly

Ad hoc Reviewer, Journal of Management

Ad hoc Reviewer, Academy of Management Journal

Ad hoc Reviewer, Journal of Organizational Behavior

Ad hoc Reviewer, Entrepreneurial Theory and Practice

Ad hoc Reviewer, Organization Science

Ad hoc Reviewer, Journal of Information Technology, Theory and Application

Ad hoc Reviewer, Organization

Ad hoc Reviewer, Journal of Business Research

Ad hoc Reviewer, Organization Studies

Ad hoc Reviewer, Journal of Small Business Research

Regular Conference Reviewing:

Reviewer, Corporate Governance, General Track, Corporate Strategy And Governance Track,
Strategy Process Track, Strategic Management Society Conference 2008- present

Reviewer, BPS, MOC, ENT Divisions of the Academy of Management, 1995-present

Reviewer, SEINFORMS, 2014, 2020

Reviewer, Western Academy of Management, 1997-2012

Reviewer, Southern Management Association, 2003-present

Reviewer, Eastern Academy of Management, 2004-2008, 2020

Reviewer, Southwestern Academy of Management, 2000, 2004

One-Time Journal/Book/Conference Reviewing:

Reviewer, EURAM 2013.

Reviewer, AIB, 2013

Reviewer, Special SMS Special Conference Lake Geneva, Large Scale Practice, 2012.

Reviewer, Handbook of Technology Management, 2008

Reviewer, American Conference on Information Systems, 2005

Reviewer, International Federation for Information Processing Conference, 2004

Reviewer, Business Policy, Decision Sciences Institute, 2001

Reviewer, Journal of Strategic Information Systems, 2001

Reviewer, special issue, Journal of Change Management, 1999

Book Reviewer for Journal of Business Entrepreneurship, 1999

Book Reviewer for Carpenter and Sanders "Strategic Management" 2e

Placement Committee, Academy of Management, 2000-07

COLLEGE/UNIVERSITY SERVICE AND PARTICIPATION

University of Memphis

Fogelman College of Business and Economics:

Faculty Senate Representative, 2017-present
Management PhD Coordinator, 2015-2018

Doctoral Committee Member, James Vardamon, Management, 2009
Doctoral Committee Member, Julie Hancock, Management, 2012
Doctoral Committee Member, Charlotte Davis, Organizational Behavior, 2012
Doctoral Committee Co-Chair, Eric Kinnamon, Management, 2013
Doctoral Committee Member, Rachida Aissaoui, Management, 2013
Doctoral Committee Chair, Terry Nelson, Management, 2013
Doctoral Committee Member, Jack Clampit, International Management, 2013
Doctoral Committee Co-chair, Nick Rhew, International Management, 2014
Doctoral Committee Member: Ram Reddy, International Management 2016
Doctoral Committee Member: James Plecnik, Accounting 2016
Doctoral Committee Member: Porschia Nkansa, Accounting 2016
Doctoral Committee Member: Laquetta Jones-Taylor, Educational Leadership 2017
Doctoral Committee Member: Andrew Borodin, Marketing 2017
Doctoral Committee Chair: Juanita Trusty, International Management 2017
Doctoral Committee Member: Qing Ma, Organizational Behavior 2017
Doctoral Committee Chair: Tong Kang, International Management 2019
Doctoral Committee Chair: David Jorgensen, Strategic Management, Entrepreneurship 2019
Doctoral Committee Chair: Francee Preston, Organizational Behavior 2021
Doctoral Committee Chair: Ronei Leonel, Strategic Management 2021
Doctoral Committee Chair: Michelle Montague-Mfuni, International Management 2022
Doctoral Committee Member: Kelley Anderson, Finance 2022.
Doctoral Committee Chair: Anamika Datta, International Management (ongoing)

Faculty Administrative policies committee, 2021
Faculty Senate Library committee 2020
Journal Review committee 2019
Faculty search committees (various; strategy assistant, Wang chair)
Mary Sherman Award Committee 2019
Information Technology Committee, 2009-2016
Faculty Facilitator, International Case Competition, Northeastern University, 2010

Entrepreneurship Minor Coordinator, 2014 - 2018

University College:

Evaluator, experiential credit for entrepreneurship 2010-present

University of Memphis:

Senate committee for IT Policy and Communication
Prior Learning Assessment Committee, 2014- 2018
University Arts Committee, 2016-2017

University of North Carolina, Charlotte

University Service:

Faculty Employment Status Committee 2005-07

Belk College Service:

Formulation participant, Citywide Executive Challenge Game, 2006

Management Chair Recruiting Committee 2004-06

Tulane University

University Service:

Freshman Advisor Newcomb College for Women, 1999-2001

A.B. Freeman College Service:

Management Recruiting Committee, 2000-03

MBA Curriculum Committee, 1999-2001

MBA Core Faculty Committee, 2001-03

Graduate Faculty Committee, 1997-2004

Mentor Freeman Consulting Club, 2001-2004

Doctoral Committee Member, Henry Molina, Management, 2004

Faculty Advisor, Moot Corp Competition, Washington, DC, 1999

PROFESSIONAL DEVELOPMENT

IRB Certification, Online course, March 2012, Continuous certification.

Faculty Development in International Entrepreneurship (FDIE) Program, CIBER center, UC Denver, CO June 2010.

Kauffman Entrepreneurial course on High-Tech Ventures, Fed Ex Institute, Memphis, TN, Fall 2009.

TEACHING

University of Memphis:

Teach MBA Entrepreneurship Course.

Formulated and teach MBA Strategy course for online only.

Formulated and teach Undergraduate Strategy summer course for online only.

Teach Undergraduate core course Strategy, and elective Entrepreneurship.

Formulated Undergraduate online Entrepreneurship course.

Phd Seminar Course on Strategy

PhD Seminar in Organizational Theory

PhD Seminar in Organizational Behavior

Course on Joint Ventures for the Memphis Minority Business Council, January 2009.

UNC Charlotte:

Taught MBA core course, Management Policy.
Strategy core course for the MBA program in Hong Kong, 2007.
Strategic Planning for Monterrey, Mexico Fall 2007.
Strategy core course for the MBA program in Taiwan, 2006.

Ratings consistently above Department and College average.

Tulane:

Taught MBA Management core course, *Strategic Management*; undergraduate BSM capstone course, *Business Policy*; MBA and BSM elective in *Global Strategy*; MBA elective in *Strategy and Competition*, which covers advanced topics in strategy; and modules in *Strategy* and *Global Strategy* for the EMBA program for New Orleans, Chile, Ecuador, Colombia and Carmen, Mexico programs.

University of Texas at Austin:

Taught two sections of undergraduate BBA capstone course *Business Policy and Strategy*.

WORK EXPERIENCE

United States Congress, General Accounting Office (now: Government Accountability Office, GAO). 1985-1991. Served in the Dallas, Los Angeles, and San Francisco regional offices. Audited multiple agencies for Congress. Top secret and Q (nuclear) clearance.

ADDITIONAL SKILLS/INTERESTS

Skills:

California Real Estate License 1988 -1992. (Includes meeting coursework requirements and passing state exam).

Public Speaking -including four years on college impromptu Parliamentary Debate Team.

Limited training in Russian (approximately 2 years), French, and Spanish.

Interests:

Beekeeping, Vegetable Gardening, participate in groups associated with children's high school/high school extra-curricular activities (Community Theater, Civil Air Patrol, piano)

Other Community Involvement:

Board member, Inner LIGHT

Memphis Minority Business Continuum (MMBC) Entrepreneurship 101 speaker 2019-present

Mentor Advance Launch course 2019-present

Judge for Inner Light entrepreneurial pitches, 2018

Quarterly participant on the MaryBeth Conley show KWAM 990, 2016 – 2019.

Taught section on entrepreneurship to LITE program, summer 2016.

Contributor to Mayor's Memphis initiative on entrepreneurship, MAPS book.

Regularly attend community meetings supporting entrepreneurship in Memphis and recruiting speakers.

BOCI (local entrepreneur group), Board member

BOCI, two studio internet TV interview sessions, one phone radio session.

Podcast interview for Luna Web.

Provide informal and formal feedback to local entrepreneurs on business plans, web pages, and pitch ideas.

Presentation on entrepreneurship to 2011-2014 Summer Leadership Institute – Disadvantaged Girls High School Program, Memphis, TN.

Local homeowner association representative, DPHA 2010-2015.