**Lynnette Claire**

School of Business and Leadership, University of Puget Sound

1500 N. Warner Street, #1032, Tacoma, Washington 98416-1032

(253) 879-3576 phone, (253) 879-3156 fax

lclaire@pugetsound.edu, http://www.pugetsound.edu/faculty-pages/lclaire

### Academic Background

*Ph.D.* Management Lundquist College of Business

 June 2005 University of Oregon, Eugene, Oregon

*Master of Science* Management Lundquist College of Business

 June 2001 University of Oregon, Eugene, Oregon

*Bachelor of Arts* English University of California, Davis

 March 1989 Davis, California

*Bachelor of Science* Botany University of California, Davis

 March 1989 Davis, California

*Certificate* Teacher of English as Seattle Central Community College

 a Second Language Seattle, Washington

 December 1995

### Professional Experience: Academic

*Professor*, School of Business and Leadership, University of Puget Sound, Tacoma, Washington. 2017 – present.

* Director. 2017 - present.
* Thomas Davis Teaching Award Recipient. 2017.

*Associate Professor*, School of Business and Leadership, University of Puget Sound, Tacoma, Washington. 2011 – 2017.

*Assistant Professor*, School of Business and Leadership, University of Puget Sound, Tacoma, Washington. 2005 – 2011.

* Nat S. & Marian W. Rogers Professor. 2010 – 2011.

*Graduate Teaching Fellow,* Management Department, University of Oregon, Eugene, Oregon. 1999 – 2005.

*Instructor,* Department of Business and Management, Northwest Christian College, Eugene, Oregon. 2002 – 2005.

### Professional Experience: Entrepreneurial

*Founding Member,* Pacific Northwest Educators of Entrepreneurial Leaders (PNWEEL). 2016-present.

* Developed concept for organization to help regional entrepreneurship educators share ideas and best practices.
* Convener of fourth group meeting (October, 2017).
* Organizing an Innovate!Create! for students from PNWEEL schools to generate viable concepts for how we can maximize PNWEEL’s impact (October, 2017).

*Co-Conspirator*, MakerSpace at Puget Sound Project. 2015-present.

* Convened meeting with leaders in diverse disciplines who are interested in creating a campus makerspace.
* Convened and facilitated a campus-wide meeting in September 2015 to gauge interest.
* Garnered support for exploration from the Herbert B. Jones Foundation.
* Helped apply for a $50,000 National Science Foundation grant that has been recommended for funding.
* Conducting research on college makerspaces, particularly at small institutions.

*Founder*, Tacoma Entrepreneur Network. Tacoma, Washington. 2010-present.

* Conducted qualitative and quantitative research to assess need for formal entrepreneurial networks in Tacoma. Academic paper regarding entrepreneurial role models resulted from this research.
* Launched the college network in fall 2011 with funding from the Nat S. and Marian W. Rogers Chair.
* Received $49,000 of funding and support from the Herbert B. Jones Foundation from 2011 to present.
* University of Puget Sound was named one of the Top 20 Small Entrepreneurial Colleges in the United States by *Forbes*.
* Held numerous entrepreneurial events for students. Re-invigorated the organization in fall 2015 by focusing on the University of Puget Sound Entrepreneurship Club.
* Held weekly meetings of the Entrepreneurship Club with entrepreneur speakers under 30 most weeks (2015-16).

*Proposal Team Member*, International Space University Branch Campus Proposal. 2016-2017.

* As an initial concept session participant, helped shape concept for a space commercialization program in the Puget Sound.
* Recruited a Puget Sound alum to work intensively on the proposal.
* Provided expertise on academic issues and provided referrals to appropriate faculty leaders.

*Team Member,* Experiential Learning Leadership Team. 2016.

* Facilitated strategic retreat for the Experiential Learning Leadership Team.
* Active participant in launching the Experiential Learning initiative at the University of Puget Sound.

*Founding Team Member*, Sixth Avenue Farmer’s Market. Tacoma, Washington. 2008-2009.

* Developed proposal for Tacoma Farmers Market to locate new farmer’s market on Sixth Avenue with five other business district members.
* Gathered primary and secondary data to assess location and time for market.
* Recruited volunteers from the Sixth Avenue Business District and the community.
* Launched successful farmer’s market.

*Founder/Owner*, Special Event, Project, and Association Management. Corvallis, Oregon.

1996 – 1999.

* Provided management and organizational consulting for the Oregon Public Health Association, Association of Oregon Counties, City of Corvallis, and Coalition of Local Health Officials.
* Coordinated volunteers and association members to create successful events and projects.

*Founder/Owner*, Buena Vista Arbor Care Co. Buena Vista, Oregon. 1995 – 1999.

* Created business plan, financed, and established tree care company.
* Responsible for accounting, insurance, legal, marketing, advertising and public relations.

*Founder/Owner*, Association and Conference Management. Seattle, Washington. 1992 – 1995.

* Provided management and organizational consulting for the Pacific Northwest Chapter of the International Society of Arboriculture and the Washington Association for the Education of Speakers of Other Languages.
* Coordinated association members and managed budgets in U.S. and Canadian funds.

*Managing Editor (Intrapreneur)*, Waterfront Press Company. Seattle, Washington. 1990 – 1991.

* Member of three-person start-up team for a new seafood cooking magazine.
* Facilitated editorial, art and advertising departments for two national magazines.

### Current Research

Opportunity Recognition Pedagogy

* Opportunity recognition is the first step of the entrepreneurial process, yet little is known about how to teach it effectively. This research focuses on filling the gap.
* Developed 15-week opportunity lab for undergraduate entrepreneurship course. Developed exercises based on published research. Gathered data from students enrolled in courses during spring semesters 2010-2017 (n=105).
* “Searching for Gold: Teaching Opportunity Recognition” is being revised for the *Journal of Entrepreneurship Education*. It presents research and pedagogy on seven key factors in opportunity recognition under the cognitive framework.
* Conducting research on opportunity recognition pedagogy in different cultural contexts.
* Developing a series of domestic and international cases, one of each on the seven key factors described in the “Searching for Gold” paper: intentions, expertise, cognitive capacity, pattern recognition, social networks, positive affect and creativity.

Madagascar and Entrepreneurship

* Africa will be entrepreneurially interesting in the long term (20-30 years). I am interested in learning more about one African country now so that I may study its emerging entrepreneurial activity through time.
* To increase my knowledge about international business, I attended the FDIB Globalization Workshops (CIBER) in 2016.
* I led a roundtable session on African entrepreneurship at USASBE in 2016.
* I am working with the Centre ValBio in Madagascar to develop a strong cultural understanding of Madagascar, test and adapt the opportunity recognition pedagogy (see above), and write at least one case study (see above).

Entrepreneurial Pedagogy

* I consistently strive to innovate in entrepreneurship, particularly in terms of experiential learning. I have shared some of my pedagogical innovations at the United States Association for Small Business and Entrepreneurship (USASBE) annual meetings. These innovations have been published in the *Entrepreneurship Experiential Exercises Journal*.
* “Entrepreneurial Mindset Superheroes” articles is under review at the *Entrepreneurship Experiential Exercises Journal.*
* “Uncovering the Unexpected: Finding Nearby Novelty to Increase Creativity” is under review for the 2018 annual meeting of the United States Association for Small Business and Entrepreneurship (USASBE).

MakerSpace

* Makerspaces are places where people create, innovate, and make with others in a collaborative and shared resource environment. On a college campus, makerspaces are learning-rich environments that facilitate cross-disciplinary interaction, experimentation and lifelong learning.
* Tours and semi-structured interviews of makerspaces at small colleges are being conducted (three were completed in July 2016). This data will be used to both inform choices about how to proceed in exploring a makerspace at Puget Sound as well as to write an academic article about small college makerspaces. Currently, what little academic literature exists around makerspaces exists in the library science and engineering literatures.
* Research on makerspaces’ contributions to entrepreneurial growth do not exist. The next stage of research is to understand the key elements of makerspaces as they relate to entrepreneurial outcomes.

Tacoma Entrepreneur Network

* Research finds that informal entrepreneur networks are critical to the development of strong entrepreneurial regions. Such informal networks often grow from formal entrepreneurial networks. In October 2011, the Tacoma Entrepreneur Network: College Edition was created to build the base for a community-based entrepreneur network in the future.
* Baseline data about entrepreneurial culture in Tacoma was gathered in 2011 and 2014. The first paper from this data was published in 2016: “Where’s Waldo? A Search for Entrepreneurial Role Models.”
* Qualitative interviews with key stakeholders, key entrepreneurs and college students was collected in 2010-2012. These helped shape the entrepreneur network’s development, a network that achieves the goal of developing Tacoma’s entrepreneurial strength.
* Research supported by the Herbert B. Jones Foundation (2011-2017), the University of Puget Sound Civic Scholarship Initiative (2013-2015), Nat S. and Marian W. Rogers Professorship (2010-2011).

Environmental Sustainability on Campus: In—and Out—of Hot Water

* Co-created a proposal to Puget Sound Energy’s Independent Colleges of Washington grant program that was funded ($10,000). The University of Puget Sound contributed an additional $4,000 to fund four summer research students. Spring 2017.
* Co-supervised four undergraduates who developed a pilot project to reduce hot water consumption in the residence halls. Anticipated outcomes include behavioral changes, environmental and cost savings, and an academic paper. Summer and Fall 2017.

### Peer Reviewed Publications

Claire, L. (2016). Teammate selection: Using research to build teams with healthy diversity. *Entrepreneurship Experiential Exercises Journal, 2*(1).

Claire, L. & Perryman, A. (2016). Where’s Waldo? The search for entrepreneurial role models.  *Journal of Entrepreneurship Education*, 19(1): 91-102.

Claire, L. (2012). Re-storying the entrepreneurial ideal : Lifestyle entrepreneurs as hero? *Tamara Journal of Critical Organization Inquiry*, Special Issue on Re-Storying Entrepreneurship in a Changing World, 10(1-2): 31-39.

Claire, L. (2009). Lights, camera, action: Advancing liberal arts values…entrepreneurially. In G.P. West III, E.J. Gatewood & K.G. Shaver (Eds.), *Handbook of University-wide Entrepreneurship Education* (pp.166-175). Northampton, MA: Edward Elgar.

Claire, L. (2009). Nascent entrepreneurs’ priorities on growth: The surprising similarity of women and men. *Management Online Review.* Retrieved from www.morexpertise.com/download.php?id=136

* Featured as Editor’s Choice

Nguyen, T., Claire, L. & Bryant, S. (2003). The social dimension of network ties between entrepreneurial firms: Implications for information acquisition. *Journal of Applied Management and Entrepreneurship*, 8(2): 29-47.

### Currently Under Review

Claire, L. (revise and resubmit). Searching for gold: Teaching opportunity recognition. *Journal of Entrepreneurship Education.*

Claire, L. (almost ready for submission). Entrepreneurial mindset superheroes. *Entrepreneurship Experiential Exercises Journal.*

### Other Publications

Claire, L. (2011). The Entrepreneurial Group: Social Identifies, Relations, and Collective Action (book review). *International Review of Modern Sociology*, 2011: 37(2): 289-291.

Claire, L. (2009). Nascent entrepreneurs’ priorities on growth: The surprising similarity of women and men. Social Science Research Network. Three times on Top Ten Downloads list.

Claire, L. (2009). Growing a creative economy—one experiment. Social Science Research Network. Two times on Top Ten Downloads list.

Claire, L. (2009, March). The future of our creative city. *Creative Tacoma e-newsletter, 2009*(2), Tacoma-Pierce County Chamber of Commerce.

### Peer Reviewed Presentations

Claire, L. (2018). Uncovering the Unexpected: Finding Nearby Novelty to Increase Creativity. United States Association for Small Business and Entrepreneurship (USASBE) Annual Meeting. Los Angeles, California.

Claire, L. (2017). Entrepreneurial mindset superheroes. Presented at the United States Association for Small Business and Entrepreneurship (USASBE) Annual Meeting. Philadelphia, Pennsylvania.

Kutschera, I. & Claire, L. (2016). Learn to put your coaching hat on…in the classroom: Using executive coaching principles in teaching. Presented at the Western Academy of Management Annual Meeting. Portland, Oregon.

Claire, L. (2016). Coming out of the cocoon: Exploring entrepreneurship scholarship in African nations. Presented at the United States Association for Small Business and Entrepreneurship (USASBE) Annual Meeting. San Diego, California.

Claire, L. (2016). Teammate selection: Using research to build teams with healthy diversity. Presented at the United States Association for Small Business and Entrepreneurship (USASBE) Annual Meeting. San Diego, California.

Claire, L. & Perryman, A. (2015). Where’s Waldo? The search for entrepreneurial role models. Presented at the United States Association for Small Business and Entrepreneurship (USASBE) Annual Meeting. Tampa, Florida.

Claire, L. (2009). Growing a creative economy—one experiment. Paper presented at Creativity: Worlds in the Making. Winston-Salem, North Carolina.

Claire, L. (2008). Nascent entrepreneur success: Are men and women really from different planets? Paper presented at the Western Academy of Management (WAM) Annual Meeting. Oakland, California.

Claire, L. (2007). Lights, camera, action: Advancing liberal arts values…entrepreneurially. University-Wide Entrepreneurship Education Invited Conference. Winston Salem, North Carolina.

Claire, L. & Kutschera, I. (2006). Competing through innovation: Should it start inside the classroom? Western Academy of Management (WAM) Annual Meeting. Long Beach, California.

Claire, L. & Kutschera, I. (2005). Incubating new research ideas. Workshop at the Western Academy of Management (WAM) Annual Meeting. Las Vegas, Nevada.

Claire, L. (2005). Success for small business owners: A broader view. Paper presented in Pipeline Sessions at the Western Academy of Management (WAM) Annual Meeting. Las Vegas, Nevada.

Claire, L. (2005). Small business and social responsibility: A review and call to action. Paper presented in Pipeline Sessions at the Western Academy of Management (WAM) Annual Meeting. Las Vegas, Nevada.

Claire, L. & Kutschera, I. (2005). Entrepreneurship and intuition. Paper presented in Pipeline Sessions at the Western Academy of Management (WAM) Annual Meeting. Las Vegas, Nevada.

Claire, L., Brazeal, D., Gundry, L. & Sobey, A. (2003). Creativity: Getting students, faculty, deans and community to think harder. Entrepreneurship Division Professional Development Workshop at the Academy of Management (AOM) Annual Meeting. Seattle, Washington.

Claire, L. & Thompson, J. (2002). What is success? A study of small business owners’ perceptions of firm performance. Paper presented at the International Association for Business and Society (IABS) Annual Meeting. Victoria, British Columbia.

Claire, L. (2002). Social responsibility and small business: A review. Paper presented at the Academy of Management (AOM) Annual Meeting. Denver, Colorado.

Nguyen, T., Claire, L. & Bryant, S. (2002). The social dimension of network ties between entrepreneurial firms: Implications for information acquisition. Paper presented at the Academy of Management (AOM) Annual Meeting. Denver, Colorado.

### Other Presentations

Claire, L. (2015). Tacoma Entrepreneur Network. One Million Cups. Tacoma, Washington.

Claire, L. (session chair), Sallin, A., Dralle, K., Laine, M. & McDonald, N. (2015). Entrepreneurial networking, South Sound Technology Conference. Tacoma. Washington.

Claire, L. (2013). Homecoming Weekend. Tacoma, Washington.

Claire, L. (2013). National Entrepreneurship Week. Business Leadership Council Meeting, University of Puget Sound. Tacoma, Washington.

Claire, L. (2012). National Entrepreneurship Week. Business Leadership Council Meeting, University of Puget Sound. Tacoma, Washington

Claire, L. (2012). Networks Matter in Entrepreneurship. University of Washington, Tacoma Institute of Technology course. Tacoma, Washington.

Claire, L. (2012). Tacoma Entrepreneur Network. OUR (university relations), University of Puget Sound. Tacoma, Washington.

Claire, L. (2012). Networks in Entrepreneurship. Global Entrepreneurship Week, University of Washington Tacoma Entrepreneurship Club. Tacoma, Washington.

Claire, L. (2012). Innovate! Create! Business Leadership Council Meeting, University of Puget Sound. Tacoma, Washington.

Claire, L. (2012). Is it the Water? How Entrepreneurial Culture Influences (and can be Influenced). Entrepreneurship Symposium: Building Bridges to Brighter Futures, Washington State Microenterprise Association. Tacoma, Washington.

Atherton, J., Claire, L., Crawford, C. & Friedman, R. (2012). Entrepreneurial Lifecycles: Skis for Technologists, South Sound Technology Conference. Tacoma, Washington.

Claire, L. (2011). Tacoma Entrepreneur Network. Tacoma Angel Network. Tacoma, Washington.

Boone, F., Claire, L., Clayton, A., DiNino, L. & McBride, A. (2011). Tacoma’s Arts and Business: Building on Strengths, Seizing Opportunities, City Club of Tacoma. Tacoma, Washington.

Claire, L., Hulse, D. Lilleness, R., Loges, C. & Mayer, L. (2010). Alumni entrepreneurs (moderator), Annual Puget Sound Business Breakfast. Seattle, Washington.

Claire, L. and many others (2010). Making time for scholarship: Celebration of faculty authors. Wednesdays at Four, Center for Writing, Learning and Teaching, University of Puget Sound. Tacoma, Washington.

Claire, L. (2010). Building a strong entrepreneurial climate: The role of formal and informal networks. Pacific Lutheran University (MBA class). Tacoma, Washington.

Claire, L. (2010). Building a strong entrepreneurial climate: The role of formal and informal networks. Pacific Lutheran University (faculty). Tacoma, Washington.

Claire, L. (2010). The Tacoma collegiate entrepreneur network. Business Leadership Council, University of Puget Sound, Tacoma, Washington.

Claire, L. (2010). Opportunity may (or may not) knock. Rogers Seminar, School of Business and Leadership, University of Puget Sound. Tacoma, Washington.

Austin, G., Claire, L., DeMarais, A., Ostrom, H. & Richman, E. (2010). Supervising independent studies: How not to teach another class. Wednesdays at Four, Center for Writing, Learning and Teaching, University of Puget Sound. Tacoma, Washington.

Claire, L., Kessel, A., Jackson, M., Nimura, T. & Weisz, C. (2009). Structuring, supporting and managing group projects. Wednesdays at Four, Center for Writing, Learning and Teaching, University of Puget Sound. Tacoma, Washington.

Claire, L., DeMarais, A., Fields, K., Kelley, D., Kontogeorgopolis, N. & Lear, J. (2008). Weaving study abroad into academics (moderator). Wednesdays at Four, Center for Writing, Learning and Teaching, University of Puget Sound. Tacoma, Washington.

Claire, L. (2008). Learning in the community. Fall Family Weekend, University of Puget Sound. Tacoma, Washington.

Claire, L. (2007). Creative Cities Leadership Project. Gig Harbor Lions Club. Gig Harbor, Washington.

Claire, L. (2007). Scenario planning: Getting creative. Surviving Construction: A Special Workshop for Tacoma’s Small Businesses, City of Tacoma and the William F. Factory Small Business Incubator. Tacoma, Washington.

Claire, L. (2007). Rethinking retail. Sixth Avenue Business District. Tacoma, Washington.

Claire, L. (2007). Rethinking retail. Proctor Business District. Tacoma, Washington.

Claire, L. (2007). Creative cities leadership project. Sixth Avenue Business District. Tacoma, Washington.

Claire, L. (2006). Creative cities leadership seminar. Rogers Seminar, School of Business and Leadership, University of Puget Sound. Tacoma, Washington.

Claire, L., Elliott, J., Share, D. & Velez-Quinones, H. (2006). What students don’t know about technology. Center for Writing Learning and Teaching, University of Puget Sound. Tacoma, Washington.

Claire, L. (2006). Social entrepreneurship. The Weekend. Tacoma Washington.

### Additional Scholarship

21st Annual Gateway Entrepreneurship Research Conference. St. Louis University. St. Louis, Missouri. 2010.

* Participated in this paper-less and presentation-less conference that focuses on fostering research and connections among potential collaborators.

Claire, L. & Dralle, K. (2007). Competing with superstores (coordinators). University of Puget Sound. Tacoma, Washington.

* Reported in The News Tribune (2/22/07), the Tacoma Weekly (2/8/07), and the Tacoma Daily Index (1/25/07).

### Current Professional Memberships

Academy of Management. 2000 – present.

* Entrepreneurship Division. 2000 – present.

United States Association of Small Business and Entrepreneurship. 2009 – present.

### Professional Meetings

United States Association of Small Business and Entrepreneurship (USASBE) Annual Meeting (2018). Los Angeles, California.

United States Association of Small Business and Entrepreneurship (USASBE) Annual Meeting (2017). Philadelphia, Pennsylvania.

FDIB Globalization Workshops (2016). Georgia State University Center for International Business Education and Research (CIBER). Atlanta, Georgia.

Tacoma Entrepreneurial Ecosystem Summit. Tacoma, Washington.

United States Association of Small Business and Entrepreneurship (USASBE) Annual Meeting (2016). San Diego, California.

United States Association of Small Business and Entrepreneurship (USASBE) Annual Meeting (2015). Tampa, Florida.

South Sound Management Conference (2016). Tacoma, Washington.

Pierce County Economic Forecast (2009 - present). Annual Economic Forecast Meeting. Tacoma, Washington.

Society for Arts Entrepreneurship Education Annual Meeting (2015). The Ohio State University. Columbus, Ohio.

Pierce County Economic Forecast (2014). Annual Economic Forecast Meeting. Tacoma, Washington.

Northwest 5 Consortium Faculty Workshop: Strengthening Collaboration through Communication and Technology (2013). Participant. Tacoma, Washington.

* Chair of Database Project.

South Puget Sound Management Conference: Sharing Research and Pedagogy (2013). Participant. Tacoma, Washington.

Northwest 5 Consortium Faculty Workshop (2012). Participant. Stevenson, Washington.

* Chair of Database Project Funding Application. Project was funded.

South Puget Sound Management Conference: Getting to Know Each Other (2012). Participant. Tacoma, Washington.

South Sound Entrepreneurs Weekend (2012). Judge. Tacoma, Washington.

South Sound Entrepreneurs Weekend (2011). Steering Committee. Tacoma, Washington.

South Sound Entrepreneurs Weekend (2010). Steering Committee. Tacoma, Washington.

Gateway Entrepreneurship Research Conference (2010). 21st Annual Conference. St. Louis, Missouri.

Economic Development Board (2009). Annual Meeting. Tacoma, Washington.

Forum on Education Abroad (2009). 5th Annual Conference. (2009). Portland, Oregon.

National Institute for Technology and Liberal Education (2009). From Property to Privacy: Social Media and the Ethics of Information. Tacoma, Washington.

National Institute for Technology and Liberal Education (2009). From Property to Privacy: What is Information Ethics. Tacoma, Washington.

National Institute for Technology and Liberal Education (2008). Web 2.0 Digital Storytelling. Tacoma, Washington.

Economic Development Board (2008). Annual Meeting. Tacoma, Washington.

Western Academy of Management (2008). Annual Meeting. Oakland, California.

Pierce County Economic Forecast (2008). Annual Economic Forecast Meeting. Tacoma, Washington.

Economic Development Board (2007). Annual Meeting. Tacoma, Washington.

MIT Enterprise Forum Northwest (2007). A Whole New Ball Game: Marketing in the Web 2.0 World. Bellevue, Washington.

Pierce County Economic Forecast (2007). Annual Economic Forecast Meeting. Tacoma, Washington.

National Institute for Technology and Liberal Education (2007). Digital Video Production with Windows MovieMaker. Tacoma, Washington.

Economic Development Board (2006). Annual Meeting. Tacoma, Washington.

MIT Enterprise Forum Northwest (2006). Talk to an Angel: Crucial Connection to Early Stage Capital. Seattle, Washington.

Creative Class Institute’s Tacoma-Pierce County Creative Cities Leadership Seminar (2006). Tacoma, Washington.

Western Academy of Management (2006). Annual Meeting. Long Beach, California.

* Participated in the Doctoral and Junior Faculty Consortium.

Pierce County Economic Forecast (2006). Annual Economic Forecast Meeting. Tacoma, Washinton.

National Institute for Technology and Liberal Education (2006). Digital Video Production with i-Movie. Wooster, Ohio.

Urban Land Institute (2006). Rethinking Retail: Building Vital Cities and Neighborhoods in a Changing Retail Environment. Seattle, Washington.

Northwest International Business Educators Network (2005). Annual Meeting. Seattle, Washington.

Western Academy of Management (2005). Annual Meeting. Las Vegas, Nevada.

Theater, Collaboration, Community: Creating a Better Ecology for the Arts (2005). Invited participant. Tacoma, Washington.

Academy of Management (2003). Annual Meeting. Seattle, Washington.

* Participated in the Entrepreneurship Doctoral Consortium.

Western Academy of Management (2002). Annual Meeting. Santa Fe, New Mexico.

* Participated in the Doctoral and Junior Faculty Consortium.

United States Association for Small Business and Entrepreneurship (2002). Annual Meeting. Reno, Nevada.

Academy of Management (2002). Annual Meeting. Denver, Colorado.

International Association of Business and Society (2002). Annual Meeting. Victoria, British Columbia.

Academy of Management (2001). Annual Meeting. Washington, DC.

* Participated in the New Doctoral Student Consortium.

### Awards

Thomas A. Davis Teaching Excellence Award, University of Puget Sound. 2017.

Herbert B. Jones Foundation Grant. 2010-2011, 2011-2016.

Nat S. and Marian W. Rogers Professor, School of Business and Leadership, University of Puget Sound. 2010-2011.

Martin Nelson Junior Sabbatical Fellowship, University of Puget Sound. 2009.

Sixth Avenue Business District Award for Exceptional Service. 2009.

* “For your skill and talent in the creation and development of the Famers Market, Progressive Dinners and district promotions”

Creative Cities. 2006 - 2007.

* Special Individual Recognition: “Creative Tacoma extends its appreciation for your support and dedication. Your contribution has added significantly to our growth and success.” 2007.
* University of Puget Sound Recognition: “You helped, Tacoma noticed. In recognition for being a catalyst for change in Tacoma-Pierce County”. 2007.
* Certificate of Appreciation, Creative Class Institute’s Tacoma-Pierce County Creative Cities Leadership Seminar. 2006.

Martin Nelson Award for Summer Research, University of Puget Sound. 2006.

# Roger Best Award for Outstanding Teaching, University of Oregon. May 2002.

### Service

**University of Puget Sound**

Co-Chair of Entrepreneurial Opportunities Strategic Work Group. 2017-present.

Convener of Analytics Work Group. 2017-present.

Honors Thesis Reader: Douglas Palmer. 2017-18.

Independent Study Professor: Liv Wilson, Inside Business: Using Marketing and Data Analytics to Drive Business Development. Fall 2017.

Data Analytics Exploration Team Leader. 2017-present.

Internship for Credit Sponsor: Griffin Pontius, LiftPort Group. Summer 2017.

Independent Study Professor: Jake Ashby, Entrepreneurship through Incubation. Spring 2017.

Presidential Inauguration Symposium Supervisor: Tacoma Art Museum. Spring 2017.

Honors Thesis Supervisor: Rayna Shah, Transformational Leadership: The Role of Follower Autonomy. 2016-2017.

New Faculty Orientation Speaker. 2016.

University of Puget Sound Experiential Learning Faculty Advisory Board. 2015-present.

University of Puget Sound Faculty Salary Committee. 2011-2017.

* Chair. 2015-2017.

University of Puget Sound Experiential Learning Leadership Team. 2016.

Wednesdays at 4.

* Tips from the Winners of this Year’s Teaching Awards. 2017.
* Writing Good Letters of Recommendation. 2017.
* Groups Assignments Panelist. 2016.
* Reflective Writing Panelist. 2015.

Four Horsemen Con Speaker: Crowdfunding. 2016.

Northwest Five Recruiting Dinner participant. 2016.

Experiential Learning Town Hall Panelist. 2015.

Prelude instructor. 2007, 2008, 2010 – 2013, 2015--present.

* Potpourri speaker. 2013. 2016.

University of Puget Sound Faculty Compensation Task Force. 2014-2015.

School of Business and Leadership Visiting Accounting Professor Search Committee. Spring 2016.

School of Business and Leadership Visiting Marketing Professor Search Committee. Spring 2016.

Puget Sound Business Breakfast. 2015 – 2016.

School of Business and Leadership Marketing Professor Search Committee. Diversity Representative. Fall 2014.

School of Business and Leadership Curriculum Committee. Member, 2011 – 2012. Chair, Fall 2013.

Independent study faculty sponsor: The Business of Theatre, Margaret Clement. Fall 2013.

Business Leadership Council participant. 2005 – 2015.

* Participant in conference calls and planning meetings. 2011 – 2015.

Northwest Five Consortium (NW5C). 2012 – 2013.

* NW5C Faculty Engagement Group. Chair. 2012 – 2013.
* NW5C Workshop: Strengthening Collaboration through Communication and Technology. 2013.
* NW5C Faculty Interests Database Proposal. 2012.
* NW5C Annual Conference and Faculty Workshop: Collaborative Inquiry in Liberal Arts Education. 2012.

New Faculty Orientation (2006) and Coffee Discussions (2011, 2013).

Fall Family Weekend. Speaker, 2008, 2013. Departmental Representative, 2008, 2013.

Internship for credit faculty sponsor: Ryan Hoff, Seattle Mariners Radio Sales. Summer 2013.

School of Business and Leadership International Business Visiting Professor Search Committee. 2013.

Spring Writing Workshop Participant. 2009 – 2013.

School of Business and Leadership Institutional Review Board Departmental Representative, 2007 – 2012, 2013.

School of Business and Leadership Graduation Committee. Chair. 2011 – 2013.

School of Business and Leadership, Scholarships and Awards Committee. 2009-2015.

Prelude Potpourri Session Leader. 2013.

Internship for credit faculty sponsor: Taylor Cassell, PrintNW. Spring 2013

Internship for credit faculty sponsor: Lehualani Shiroma, Camouflaj. Spring 2013.

Admitted Students Day. Class Visits 2005 – present. Presenter at Mock Class Session, 2013.

Pacific Northwest Colleges Consortium Counselor Reception and Dinner. 2013.

Chism Fund Recipient: Matthew Coley. Artist and entrepreneur. 2013.

School of Business and Leadership Operations Supervisor Task Force. 2011 – 2012.

Internship for credit faculty sponsor: Jenaca Holmes, New Media Strategies. Summer 2011.

Independent study faculty sponsor: Robin Nichol, Project Management. Spring 2011.

Independent study faculty sponsor: Ben Minges, Made in China. Spring 2011.

School of Business and Leadership International Business Search Committee. Member. 2011.

Senior Experience Assessment Workshop. 2011.

Independent study faculty sponsor: Organizational Behavior, Shana Tsukiyama. Fall 2011.

School of Business and Leadership Mentoring Committee. 2010 – 2011.

University of Puget Sound Educational Benefits Task Force. Chair. 2010 – 2011.

School of Business and Leadership Management Search Committee. 2010.

School of Business and Leadership, Visiting Management Faculty Search Committee. 2006, 2008, 2010.

Internship for credit faculty sponsor: Cory Dunn, Joeseppi’s Italian Restaurant. Fall 2010.

University of Puget Sound Diversity Committee. 2009 – 2010.

Internship for credit faculty sponsor: Will Anderson, Innovative Marketing. Summer 2010.

Internship for credit faculty sponsor: Lindsay Ingaldson, New York Rangers. Summer 2010.

Independent study faculty sponsor: Advanced Entrepreneurship, Michael Gordon and Eric Lanigan. Spring 2009

Independent study faculty sponsor: Business of Medicine, Zack Prefer. Spring 2009.

Independent study faculty sponsor: Delegation, Britt Hamlin. Spring 2009.

Independent study faculty sponsor: Entrepreneurial Growth, Jeff Ammons. Spring 2009.

International Education Committee, University of Puget Sound. (Formerly the Interim Study Abroad Committee). 2006 – 2009.

EntrepreneurshipWeekUSA, University of Puget Sound. Coordinator. 2007 – 2009.

School of Business and Leadership Management Search Committee. 2009.

Independent study faculty sponsor: Young Managers, Jeff Hanway. Fall 2009.

Independent study faculty sponsor: Poverty and Business, Fayez Rumi, PacRim Thesis. 2008-2009.

Race and Pedagogy Committee, co-chair of the Documentation and Technology Committee for Achievement Gap Summit II. 2008.

Sustainability across the Curriculum. 2006 – 2008.

Independent study faculty sponsor: Small Business Dynamics, Britt Hamlin. Fall 2008.

Internship for credit faculty sponsor: Heather Carr, SeaFair. Summer 2008.

Internship for credit faculty sponsor: Andrew Pollack, SplashCast Media. Summer 2008.

Internship for credit faculty sponsor: Robert Bailey, Etraffic Solutions. Summer 2008.

Internship for credit faculty sponsor: Lizzie Raudenbush, Tacoma Rainiers. Spring 2008.

Internship for credit faculty sponsor: Alina Vaynberg, The Seattle Times. Fall 2007.

Independent study faculty sponsor: Public Private Partnerships, Morgan Lotta. Fall 2007.

Internship for credit faculty sponsor: Justin Jacobs, Everett Aquasox Baseball Club. Summer 2007.

Internship for credit faculty sponsor: Jesse Brink, Best Buy. Summer 2007.

Spring Campus Day. Departmental Representative. 2007.

Internship for credit faculty sponsor: Nathan Leitner, Keller Williams Real Estate. Spring 2007.

School of Business and Leadership, Marketing Faculty Search Committee. 2006 - 2007.

Internship for credit faculty sponsor: John Zager, The Inn at Gig Harbor. Summer 2006.

Internship for credit faculty sponsor: Sarah Nickel, Clear Channel. Summer 2006.

Honors Thesis Chair for Kara Christianson. A case study of Tacoma Actors Guild: How visionary leadership can shape sustainable success. 2006.

Internship for credit faculty sponsor: Betsy Wanless, KLSY Radio. Fall 2005.

**Local Community**

Public Health Ventures Advisory Member, Pierce County Public Health Department. 2017.

International Space University Puget Sound Campus Proposal Team. 2016 – 2017.

Tacoma Tech Hub. 2015 – 2016.

Tech Incubator. 2015 – 2016.

444 Journeys Advisory Board Member. 2013 – 2015.

City of Tacoma Community and Economic Development Department. Participant in development of five-year strategic plan. 2013.

South Sound Entrepreneur Weekend Steering Committee Member. 2010 – 2012.

Sixth Avenue Merchants Group. 2006 – 2010.

* Member. 2005 – 2010.
* Board Member. 2006 – 2010.
* Art on the Ave Volunteer. 2006 – 2012.
* Founding Team Member, 6th Avenue Farmers Market. 2008-2009.
* Progressive Dinner Founder and Chair. 2008-2009.
* Branding Team Member. 2007 – 2009.
* Puget Pacer Team Member. 2007 - 2008.
* Sixth Avenue Shuttle Team Leader. 2007.
* Spring Coloring Contest Coordinator. 2006 – 2008.

Vision Team Member, William F. Factory Small Business Incubator. Tacoma, Washington. 2006 – 2008.

Advisor, Tacoma College Success Foundation. Tacoma, Washington. 2007.

Creative Cities Leadership Project: Team Green. 2006 – 2007.

**Academic Community**

Editorial Board Member.

* Journal of Entrepreneurship Education. 2017 - present

Reviewer.

* Journal of Small Business Management. 2016.
* SAGE Open Special Issue on Entrepreneurial Teams. 2016.
* Journal of Entrepreneurship Education. 2015 - present
* Academy of Management (AOM) Annual Meeting.
	+ Entrepreneurship Division. 2001 – present.
	+ Business Policy and Strategy Division. 2006 – 2010.
	+ Social Issues in Management. 2001 – 2007.
* United States Association of Small Business and Entrepreneurship (USASBE) Annual Meeting. 2010. 2015 – present.
* Western Academy of Management (WAM) Annual Meeting. 2003-2013.

Chair, Social Issues in Management session. Western Academy of Management (WAM) Annual Meeting. Long Beach, California. 2006.

##### Teaching Experience

**Current Courses**

An Entrepreneurial Mindset for the Arts, Business 380, University of Puget Sound. Fall 2016 – present.

Arts organizations and artists face many challenges that could benefit from an entrepreneurial mindset. Entrepreneurial thinking requires focusing primarily on finding the right questions rather than finding the right answers. Students develop an entrepreneurial mindset by focusing on an issue in a local arts organization, identifying the concepts that aid understanding the issue, de-constructing and re-constructing knowledge, and creating a feasibility study that tests a potential solution against reality. Students develop solutions that local organizations and artists are truly interested in implementing.

Social Entrepreneurship, Business 442, University of Puget Sound. Fall 2011 – present.

Innovative business models in the social sector are the focus of this course. Each student chooses one social sector to study throughout the term, learning about exemplary organizations locally, nationally and globally. An application of social entrepreneurship concepts occurs with a class-chosen project.

Entrepreneurship, Business 440, University of Puget Sound. Spring 2006 – present.

Course focuses on opportunity recognition and basic entrepreneurial concepts. The two-hour opportunity recognition lab requires students to improve their skills. Group projects include starting a small business and writing a business plan on a more complex business. The main individual assignment is to job shadow an entrepreneur and create a 10-minute documentary about him or her.

Strategic Management and Consulting, Business 482 (formerly Senior Integrative Seminar, Business 490), University of Puget Sound. Fall 2005 – present.

Teach business strategy from a resource-based theory perspective. Coach students in teams to work as consultants with local businesses, non-profits and associations. Recruit and work with client organizations. 174 organizations served to date. Average six strategic plans per section.

Principles of Management, Business 305, University of Puget Sound. Fall 2005 – present.

Teach micro and macro management concepts to students through interactive class sessions, written assignments, exams and lectures.

**Past Courses**

Adventure Education, Education 400, University of Puget Sound. Spring 2016.

Prepared eight students to row and/or support a rowboat trip down the Mississippi River in fall 2016, teaching STEM to K-12 students, collecting scientific samples, and GoogleStreetViewing the river. Course was team taught with faculty collaborators as well as OAR Northwest, a non-profit. Topics covered included history, literature, commerce, education, biology, race, income inequality, group dynamics, leadership and geography.

Special Topics: Research Methods in the Field: Listening to the Community about Entrepreneurship, Business 493, University of Puget Sound. Fall 2010.

 Developed new research course on interviews, focus groups and surveys. Involved students in data collection to use as the foundation for the Tacoma Entrepreneur Network: College Edition. Students conducted independent research that extended the topic.

Special Topics: Entrepreneurship in the Sciences, Business 493, University of Puget Sound. Spring 2007 – Spring 2008.

Developed new course that focused on the intersection of entrepreneurship and science. Pre- and post-course data demonstrated increased interest in both science and entrepreneurship for all students in the spring 2008 section.

Business Planning for Entrepreneurs, Management 455, University of Oregon. Spring 2005.

Developed new content for course at administration’s request. Student teams started businesses on $100 seed capital per team, earning a 523% return on their initial investment. Student teams won the Quest for Adventure sponsored by the Lundquist Center for Entrepreneurship at the University of Oregon.

Foundations of Management, Management 333, Northwest Christian College. Fall 2002.

Taught undergraduate students in evening degree completion program. Students were enrolled in Management or Computer Information Systems bachelor’s degree programs. Topics included strategy, organizational theory, and organizational behavior.

Introduction to Entrepreneurship, Management 335, University of Oregon. Summer 2002 – Spring 2003.

Taught entrepreneurship to undergraduate business majors through interactive class sessions. Primary student projects were entrepreneur profiles and feasibility studies. Class sessions included guest speakers, lecture, discussion, and creativity exercises.

Management: Creating Value through People, Business Administration 316, University of Oregon. Summer 2000 – Summer 2002.

Taught undergraduate business minors management, from strategy and organizational theory to organizational behavior. Students worked extensively in groups in class. Student projects included written papers and analysis, examinations, and conducting employee evaluations.

Management of Human Resources, Business 610, Northwest Christian College. Summer 2002.

Co-taught two sections of MBA students. Class sessions focused on discussion of readings and application of human resource concepts. Students proposed and fulfilled individual student learning contracts. While learning contracts varied, they all included written and presentation components. Graded all student material.

Special Topics: Entrepreneurship, MBA, Northwest Christian College. Winter 2005.

Developed new course (now Business 507) wherein students wrote business plans and participated in reading groups. Engaged leading community entrepreneurs in rotating roundtable discussions related to reading groups during day-long session.