



Academic Report | Fall 2011
Deming Center for Entrepreneurship



Steve Lawrence
Academic Director
2007-2011

Dear Entrepreneurship Scholars and Colleagues,
This past academic year has again been productive for our faculty and students:

- 31 papers accepted by and published in leading academic journals
- 7 papers submitted for review
- 12 papers presented at conferences
- 3 awards garnered by our faculty
- Our student-run venture fund closed two new deals in 2011
- Our MBA Venture Capital Investment Competition team won the Western Regionals for the seventh consecutive year.

On a personal note, after four years as the Academic Chair of the Deming Center, I plan to return to full-time writing and teaching. I am delighted to announce that Professor Sharon Matusik will be the new Academic Chair of the Deming Center. A renowned scholar, Sharon regularly garners plaudits from her MBA students, and has mentored a number of successful doctoral candidates. Sharon's dedication to entrepreneurship, scholarship, and teaching will serve the Deming Center and our students well.

Dear Colleagues,
The Deming Center and the Leeds School have played a critical role in the development of the field of entrepreneurship. Since our doctoral program's inception, our alumni and faculty have advanced the field through pioneering research, teaching, institution building, and outreach programs.

The Deming Center has been a key driving force behind these efforts. It is the bridge that connects scholars and students to the rich entrepreneurial community that surrounds us on campus, in Boulder, and beyond. This engagement also extends to a wide range of scholars across disciplines, including our faculty in marketing, accounting, finance, and management.

I would like to thank Steve Lawrence for his outstanding leadership at the Deming Center. He leaves big shoes to fill and I look forward to the challenge.



Sharon Matusik
Academic Director
Beginning 2011



David Ikenberry
Dean of the Leeds School of Business

Dear Colleagues,
The Deming Center for Entrepreneurship and our outstanding faculty have created an impressive program in entrepreneurship that combines prolific research, impeccable scholarship, and a wide range of course offerings.

By building bridges between the university and the business community, the Deming Center facilitates the sharing of innovative ideas and provides students with opportunities to hone their networks and business skills in the region's rich network of ventures.

It is this intersection of academic excellence and hands-on experience that distinguishes a Leeds education.



How Social Movements Impact Emerging Industries

Assistant Professor **Jeff York's** research focuses on how social movements affect emerging industries. Last year he and colleagues completed a study on why wind energy emerged faster in some states than others, the relationship between social movements and industry, and whether they could develop a process model for industry emergence.

The researchers examined the presence of environmental movements, social movements, and policies encouraging the development of wind energy between 1990 to 2007. They found that when the wind industry thrives in a state, the social movements in that state also evolve to create new "clean energy" organizations. These groups combine institutional logic in unprecedented ways, such as new clean energy organizations driving new types of policies and visibility for the industry.

For instance, coal protesters in Colorado persuaded the state legislature to adopt a renewable portfolio standard, which gave rise to Colorado's wind energy industry. Following the industry's establishment, a hybrid social movement emerged and endorsed wind energy for both its environmental and financial benefits.

"Hybrid social movements play an important role in both delegitimizing the current industry and legitimizing the new one," says York.

The research, says York, contributes to the emerging theory of how social movements, institutions, and new industries co-evolve.

"The success of hybrid social movements challenges the belief that there is a zero-sum game between the environment and the economy," says York.

Entrepreneurship Identity and Behavior



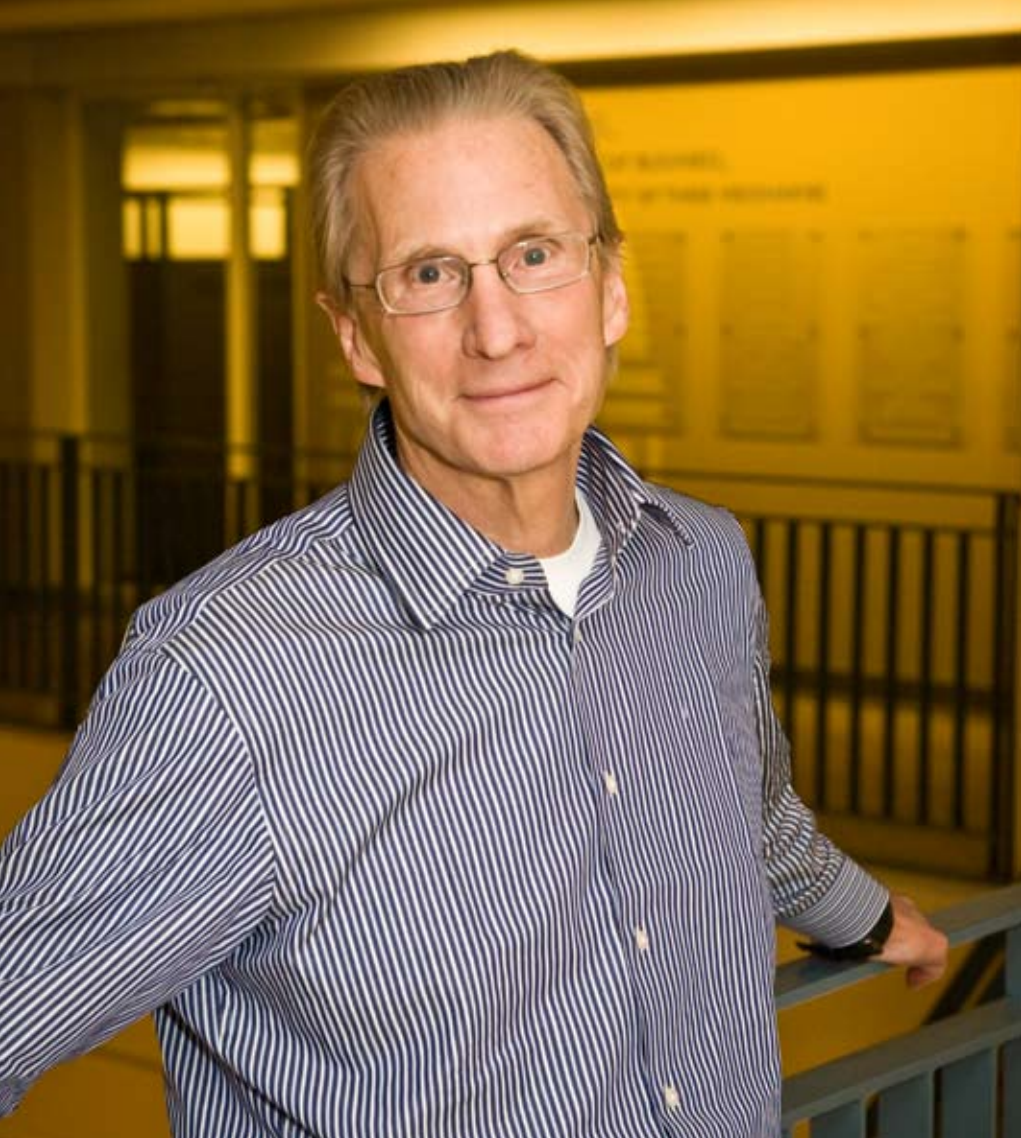
After completing research on venture capital (VC) investments in the clean energy sector, Assistant Professor **Eva Yao** and a team of international collaborators turned their attention to the role of social networks in entrepreneurship.

The projects, "Entrepreneur cognition of social networks across cultures," and "Entrepreneur characteristics and networking strategies," focus on how individual entrepreneurs build and use networks to grow their business.

The first study attempts to identify how entrepreneurs in the US, Taiwan, and

China conceptualize and build their social networks. The latter studies how entrepreneurs decide to connect others within their social networks. Both projects adopt an individual perspective that runs counter to the mainstream structuralist approach to social network research, says Yao.

"We're looking at personal agency and volition," says Yao. "What individuals decide to do can change the structure of the social network and needs to be considered together with the structure. We want to understand how individuals can shape their own social networks."



Entrepreneurship Beyond the Business School

Frank Moyes, Scholar in Residence at the Leeds School, has been a driving force behind the newly launched Cross Campus Entrepreneurship Education (CCEE) undergraduate certificate program.

The program allows non-business majors to take entrepreneurship courses for elective credit and cultivates entrepreneurship courses within other colleges throughout the university. Students who complete the program earn a certificate recognized on the CU transcript.

The certificate program, approved in spring 2011, requires undergraduates to take three courses from the entrepreneurship curriculum and two approved courses within their college.

Students learn about the entrepreneurial process, how to write a business plan, and how to grow their venture. Students must also complete an internship, pass a capstone exam, and join one of the CU student entrepreneurship clubs. The fall 2011 courses are already full, with many students waitlisted.

The skills they acquire will position undergraduates for success once they graduate, says Moyes.

"Whether they work for themselves, for start-up companies, or for large corporations, graduates with the skills to think creatively and create opportunities are more likely to excel," says Moyes. "We need to teach our students more about how business works if we are going to prepare them for the workforce."

Academic Spotlight: Deming Center Venture Fund



The revitalized Deming Center Venture Fund (DCVF) closed two major deals last year, giving the eight-person student

management team first-hand experience in the venture capital funding process.

The student team, comprised of both MBA and law students, analyzed a number of potential investments and enjoyed an unusually high level of access to companies, including sitting in on board meetings.

The deals were for SpyderLink, a mobile marketing and technology company, and Immersive, a digital signage software company. The start-up companies received \$30,000 and \$20,000, respectively, and were able to leverage the DCVF's contributions with other venture capital and angel investments.

Long-term, Assistant Professor and DCVF Faculty Director Bret Fund hopes the students' investments will grow the Deming Center Venture Fund to \$1.5 million from its current \$300,000 level. He also anticipates integrating students from the College of Engineering to provide expert analysis on potential technology investments.

Ultimately, the fund promises to provide students with a unique opportunity to support emerging companies in Boulder and surrounding communities through real-life investing.

"The students do due-diligence, they manage the deal flow; they are integral in the whole process," says Fund. "Once an investment is made, they will have had a role in helping a company achieve success."

Doctoral Students

Carla Bustamante
Michael Conger
Jennifer Dinger

Patrick Heflin
Richard Hunt
Kip Kiefer

Daniel Lerner
Minsoo Seo
Siddharth Vedula

Kenneth Young
Yuchan Zhang

Doctoral Student Spotlights



Kenneth Young
4th year

Young's research focuses on how experience accumulation affects new business exploration at the firm level and how cognitive biases affect knowledge articulation at the individual level. He has been invited to present his work on the performance implications of

non-compete agreements, which inhibit the mobility of human capital, at a number of seminars, including Harvard Business School, Haas Business School at the University of California at Berkeley, and the National Bureau of Economic Research. Last year he instructed the CollegePedia / Lokalite team through the Deming Center's business plan competition, resulting in the funding and launching of the venture.



Carla Bustamante
2nd Year

Fulbright scholar and Chilean native Carla Bustamante was awarded the Advancement Award from the University of St. Gallen, Switzerland, in May 2011 for "Best contribution to the sustainable improvement of the living conditions in Chile." Bustamante's research focuses on

bringing entrepreneurship education to the secondary school level in Chile to help address the income and opportunity gap in that country's development. She was awarded the 2011 Gerald Hart Doctoral Research Summer Fellowship to research how the relationship between start-ups' technology characteristics and VC funding affects long run performance.



Michael Conger
2nd Year

Michael Conger's research focuses on entrepreneurship and altruism. He recently presented "Entrepreneur Makes Good: Social Entrepreneurship and Opportunity Creation," at the 2011 Babson College Entrepreneurship Research Conference and at the Society for

Business Ethics Annual Meeting in San Antonio, TX. In 2011 he received the Society for Business Ethics Founders' Award and was a selected participant for the 2011 Doctoral Consortium for the Social Issues in Management Division at the Academy of Management Annual Meeting, in San Antonio.

Markus Fitza



PhD 2010

Leeds PhD graduate Markus Fitza (2010) earned accolades for his groundbreaking research on IPO underpricing and other strategic issues related to startup funding. As an assistant professor of management at Bentley University, Fitza continues to excel.

He won the best paper award at the Strategic Management Society annual conference in fall 2010, and had a second paper accepted at the Strategic Management Journal: "Diversification in the venture capital industry: Leveraging knowledge assets under uncertainty" (with Leeds faculty Sharon Matusik).

Faculty Affiliated With The Deming Center for Entrepreneurship

David Balkin Mgmt. & Entrepreneurship

Sanjai Bhagat Finance

Jay Ballantine Accounting

Maw Der Foo Mgmt. & Entrepreneurship

Bret Fund Mgmt. & Entrepreneurship

Mat Hayward Mgmt. & Entrepreneurship

Laura Kornish Marketing

Steve Lawrence Mgmt. & Entrepreneurship

Chris Leach Finance

Sharon Matusik Mgmt. & Entrepreneurship

Pete McGraw Marketing

Ron Melicher Finance

Dale Meyer Emeritus

Page Moreau Marketing

Frank Moyes Mgmt. & Entrepreneurship

Tony Tong Mgmt. & Entrepreneurship

Sousan Urroz-Korori Finance

Eric Wiseman Mgmt. & Entrepreneurship

Rich Wobbekind Finance

Eva Yao Mgmt. & Entrepreneurship

Jeff York Mgmt. & Entrepreneurship

University of Colorado

Brad Bernthal Law

Joan Braun Music

Sandra Fish Journalism

Seth Murray Engineering

Jeff Nytch Music

Entrepreneurs in the
Classroom

Joe Buczkowski

George Deriso

Liz Snowden

Ray Wilson

Recent Entrepreneurship Faculty Publications

Journal Articles

Bhagat, S., Aggarwal, R. & Rangan, S. Forthcoming. Valuation of IPOs. *The Oxford Handbook of Venture Capital*, Oxford University Press.

Bhagat, S., Aggarwal, R. & Rangan, S. 2009. The impact of fundamentals on IPO valuation. *Financial Management* 38:253-284.

Chen, X. P., **Yao, X.** & Kotha, S. 2009. Passion and preparedness in entrepreneurs' business plan presentations: A persuasion analysis of venture capitalists' funding decisions. *Academy of Management Journal*, 52 (1): 199-214.

Farmer, S., **Yao, X.** & Kung-McIntyre, K. 2011. Social roles, identities, and entrepreneurship: A three-nation study in the US, China, and Taiwan. *Entrepreneurship Theory and Practice*, 35(2): 245-273. *Best Paper Proceedings of the Academy of Mgmt. Annual Meeting, Anaheim, 2008.*

Fitza, M., Matusik, S. F. & Mosakowski, E. 2009. Do VCs matter? Evidence from performance variance in startup firms. *Strategic Management Journal*. *Selected as 'Entrepreneurship Exemplar,' 2009 Entrepreneurship Research Exemplars Conference, University of Connecticut.*

Foo, M. D. Forthcoming. Emotions and entrepreneurial opportunity evaluation. *Entrepreneurship Theory & Practice*.

Foo, M.D. 2011. Teams developing business ideas: How member characteristics and conflict affect member-rated team effectiveness. *Small Business Economics*, 36(1), 33-46.

Foo, M.D. 2010. Member experience, use of external assistance and evaluation of business ideas. *Journal of Small Business Management*, 48: 32-43.

Foo, M.D., Uy, M. & Baron, R. 2009. Affect and entrepreneurial efforts. *Journal of Applied Psychology*, 94(4), 1086-1094.

Hayward, M. L. A., Forster, W., Sarasvathy, S. & Fredrickson, B.L. 2010. Beyond hubris: How highly confident entrepreneurs rebound to start again. *Journal of Business Venturing*. *Selected as 'Entrepreneurship Exemplar,' 2009 Entrepreneurship Research Exemplars Conference, University of Connecticut.*

Lee, L., Wong, P.K., **Foo, M.D.** & Leung, A. 2011. Entrepreneurial intentions: The influence of organizational and individual factors. *Journal of Business Venturing*, 26(1), 124-136.

Lenox, M. J. & **York, J. G.** 2011. Environmental entrepreneurship. *Oxford Handbook of Business and the Environment*. Oxford University Press.

Liu, D., Chen, X.P. & **Yao, X.** Forthcoming. From autonomy to creativity: A multilevel investigation of the mediating role of harmonious passion. *Journal of Applied Psychology*. doi: 10.1037/a0021294.

Matusik, S. F. & Fitza, M. Forthcoming. Diversification in the venture capital industry: Leveraging knowledge assets under uncertainty. *Strategic Management Journal*.

Matusik, S. F. & Fitza, M. 2009. Diversification and performance in the venture capital industry: An exploration of leveraging knowledge assets. *Frontiers of Entrepreneurship Research*.

Matusik, S. F. & Mickel, A. Forthcoming. Embracing or embattled by converged mobile devices? Users' experiences with a contemporary connectivity technology. *Human Relations*.

Meek, W. R., Pacheco, D. F. & **York, J. G.** 2010. The impact of social norms on entrepreneurial action: Evidence from the environmental entrepreneur context. *Journal of Business Venturing*. 25(5): 493-509.

Meir, M., Larson A. & **York, J. G.** 2011. Rating environmental performance in the building industry: Leadership in energy and environmental design (LEED). Darden Business Publishing Case Collection.

Monsen, E. & **Boss, R. W.** 2009. The impact of strategic entrepreneurship inside the organization: Examining job stress and employee retention. *Entrepreneurship Theory & Practice*. 33(1), 71-104.

Pacheco, D. F., **York, J. G.**, Dean, T. J. & Sarasvathy, S. D. 2010. The co-evolution of institutional entrepreneurship: A tale of two theories. *Journal of Management*, 36(4): 974-1010.

Perry, J. T., Chandler, G., **Yao, X.**, & Pett, T. Forthcoming. Founder characteristics and legitimacy seeking behaviors. *New England Journal of Entrepreneurship*.

Perry, J. T., **Yao, X.**, Wolff, J. & Chandler, G. N. Forthcoming. Bootstrapping techniques and new venture emergence. *New England Journal of Entrepreneurship*.

Pollock, T.G., **Fund, B.R.** & Baker, T. 2009. Dance with the one you bring? Venture capitalists and the replacement of founder-CEOs in IPO firms. *Strategic Entrepreneurship Journal*.

Reuer, J.J., **Tong, T.W.** & Wu, C. W. 2011. Seller gains in acquisitions of IPO firms. *Academy of Management Journal*.

Swift, M., Balkin, D. & **Matusik, S. F.** 2010. Knowledge orientations and the importance of goals in motivating knowledge sharing. *Journal of Knowledge Management*.

Thompson, N., Kiefer, K. & **York, J. G.** 2011. Distinctions not dichotomies: Exploring social, sustainable and environmental entrepreneurship. *Social and Sustainable Entrepreneurship*. Vol. 13 of *Advances in Entrepreneurship, Firm Emergence and Growth*. G. T. Lumpkin & J. Katz (Eds). Emerald Publishing.

Tong, T.W. & Li, Y. 2010. Real options and investment mode: Evidence from corporate venture capital and acquisition. *Organization Science*, online at doi 10.1287/orsc.1100.0551.

Uy, M.A., **Foo, M.D.** & Aguinis, H. 2010. Using experience sampling methodology to advance entrepreneurship theory and practice. *Organizational Research Methods*, 13(1), 13-54.

York, J. G. & Venkataraman, S. 2010. The entrepreneurship environment nexus: Uncertainty, innovation and allocation. *Journal of Business Venturing*. 25(5): 449-463.

York, J. G., Sarasvathy, S. D. & Larson, A. 2010. The thread of inchoate demand in social entrepreneurship. in K. Hockerts (Ed.). *Values and Opportunities in Social Entrepreneurship*. Palgrave Macmillan: New York, NY.

Yung, C. 2009. Entrepreneurial financing and costly due diligence. *Financial Review* 44:137-149.

Submitted / In Review as of June 2011

Conger, M. & York, J.G. Entrepreneur makes good: Social entrepreneurship and opportunity recognition. *Frontiers of Entrepreneurship, and Research Society for Business Ethics Annual Meeting*, San Antonio, Texas, 2011.

Fund, B.R., Pollock, T.G. & Tsai, W. When hierarchy is not enough: A multilevel examination of social capital transfer between individuals and organizations. *Organization Science*.

Hayward, M.L.A., Caldwell, A., Steen, J. & P. Liesch. Linking entrepreneurs' planning to the innovation outputs of Australian biotechnology firms. 4th round review. *Strategic Management Journal*.

Herd, K. B. & **Moreau, C. P.** Identity representation in customization. *Journal of Marketing Research*.

Matusik, S.F., Heeley, M. B. & **Fitza, M.** CVC funding from the start-up perspective: A simple investment or a "payday" loan? Revise and resubmit at *Strategic Entrepreneurship Journal*.

Pacheco, D. F. & **Matusik, S. F.** Country matters: How national institutions influence the productivity of firm R&D. Under second review at *Journal of International Business Studies*.

Pacheco, D. F., **York, J.G.** & Hargrave, T. J. 2011. The co-evolution of industries, social movements and institutions: The case of wind power. *Best Paper Proceedings of the Academy of Management*.

Perry, J. T., **Yao, X.** & Chandler, G. N. To get the best CEO must the old CEO go? Power distribution in external CEO succession. *Organization Science*.

Swift, M., **Matusik, S. F.** & George, J. Knowledge sharing from the sources perspective: Understanding when knowledge sharing with others contributes to knowledge sources' creativity. Revise and resubmit at *Organization Science*.

Wry, T. & **York, J.G.** For love and money: Logic-bridging identities, the entrepreneurial self, and the creation of caring, compassionate organizations. Revise and resubmit at *Academy of Management Review*.

Yao, X. Being first or making a difference? A study of the U.S. venture capital investments in the clean energy sector. *Best Paper Award at the Western Academy of Management Annual Conference, 2011.*

York, J.G. & Lenox, M. J. It's not easy building green: The intersection of private and public institutions in the adoption of voluntary certification standards. Revise and resubmit at *Strategic Management Journal*.

Younge, K., Tong T.W. & Fleming L. How anticipated employee mobility affects acquisition likelihood: Evidence from a natural experiment. Under review at *Strategic Management Journal*.

Working Papers

Conger, M., York, J.G. & Wry, T. The entrepreneurial creation of public goods: Social identity and opportunity recognition. For submission to *Academy of Management Journal*.

Fund, B.R. From founders to firms: Examining the retention of social capital in venture capital-backed firms.

Fund, B.R. & Gulati, R. Flocking together: Examining the role of homophily in economic exchange relationships.

Heidl, R. & **Yao, X.** Entrepreneur value, identity, and networking strategies.

Matusik, S. F., Heeley, M. & Amaras, E. Innovation and value appropriation in Latin America: When are the benefits "local"? Presented at *Strategic Management Society Rio Special Conference: Latin America's Burgeoning Strategic Role in the Global Development*. Pontificia Universidade Católica, Rio de Janeiro, 2011.

Matusik, S. F., Heeley, M. & **Bustamante, C.** VC funding, time horizons and technology development: Implications for start-ups' long-run performance. Presented at *Babson College Entrepreneurship Research Conference*. Syracuse, New York, 2011.

Perry, T., Miller, M., Fleming, L., **Younge, K.** & Newcomb, J. 2011. Clean energy innovation: Sources of technical and commercial breakthroughs. NREL Technical Report NREL/TP-6A20-50624.

Petkova, A., Wadhwa, A., **Yao, X.** & Jain, S. Venture capital activities in the Cleantech industry.

Plummer, L. & **Matusik, S. F.** Know thy neighbor: Towards a theory of geographic scale and boundaries of agglomeration externalities.

Smit, W., Mauer, R., Forster, W. & **York, J.G.** The nascent entrepreneur's speed to market: The influence of expanding cycles of resources and constraints.

Urroz-Korori, S. Interest rate risk assessment. Presented at *Microfinance Practitioners of Latin America*, San José, Costa Rica, Mar. 2010 and International Labor Organization, Turin, Italy, Jul. 2010.

Yao, X. & **Fund, B.T.** The impact of experience on venture capitalist investment performance.

Yao, X. & Keller, J. Entrepreneurs' cognition of social networks across cultures.

York, J.G. Cold hard facts: The false dichotomy between business and the natural environment.

York, J.G., Frank, M. M. & Lenox, M. J. Tax incentives and green patents: Do state level incentives foster environmental innovations?

York, J.G. & Henn, R. Collective institutional entrepreneurship in green fields: The creation of the US Green Building Council.

York, J.G. & Lenox, M. J. Building green industries: socio-cultural determinants of entrepreneurial entry.

York, J.G. & Sarasvathy, S. Collective action without selective incentives: How self-selected stakeholders in the entrepreneurial process create a surplus of the commons.

Other Papers of Interest to Entrepreneurs

Bhagat, S., Bolton B. & Subramanian, A. Forthcoming. Manager characteristics and capital structure: theory and evidence. *Journal of Financial & Quantitative Analysis*.

Burroughs, J., Dahl, D. W., **Moreau, C.P.**, Chattopadhyay, A. & Gorn, G. Forthcoming. Facilitating and rewarding creativity during new product development. *Journal of Marketing*.

Kira, M., Eijnatten, F. M. Van & **Balkin, D.** 2010. An overture to crafting sustainable work. *Journal of Organizational Change Management*, 23, 616-632.

Kornish, L. J. & Li, Q. 2010. Optimal referral bonuses with asymmetric information: Firm-offered and interpersonal incentives. *Marketing Science*, 29(1): 108 - 121.

Kornish, L. J. & Ulrich, T. 2011. Opportunity spaces in innovation: Empirical analysis of large samples of ideas. *Management Science*, 57(1), 107-128.

McGraw, A.P., Shafir, E. & Todorov, A. 2010. Valuing money and things: Why a \$20 item can be worth more and less than \$20. *Management Science*, 56: 816-830.

Moreau, C. P. Forthcoming. Inviting the amateurs into the studio: Understanding how consumer engagement in product design creates value. Invited article, *Journal of Product Innovation Management*.

Moreau, C. P., Bonney, L. & Herd, K.B. Forthcoming. It's the thought (and the effort) that counts: How customizing for others differs from customizing for oneself. *Journal of Marketing*.

Moreau, C. P. & Herd, K. B. 2010. To each his own? How comparisons to others influence consumers' evaluations of their self-designed products. *Journal of Consumer Research*, 36(5), 806-819.

Reuer, J.J. & **Tong, T.W.** 2010. Discovering valuable growth opportunities: An analysis of equity alliances with IPO firms. *Organization Science*, 21(1), 202-215.

Werbel, J. & **Balkin, D.** 2010. Are human resource practices linked to employee misconduct? A rational choice perspective. *Human Resource Management Review*, 20, 317-326.

Teaching Publications

Leach, C. J. & **Melicher, R. W.** 2011. *Entrepreneurial Finance*, Fourth Edition, South-Western/Cengage Learning.

Melicher, R. W. & **Dietrich, J.** 2009. *Eco-Products, Inc.*, Robert H. and Beverly A. Deming Center for Entrepreneurship, University of Colorado at Boulder.

Broderick, H., **Grippe, S.**, **Lowry, H.**, **Mooney, N.** & **Sockell, D.** 2011. *Namaste Solar: A case study*. Robert H. and Beverly A. Deming Center for Entrepreneurship, University of Colorado at Boulder.

Doctoral Student Accomplishments & Refereed Presentations

Conger, M. Chair, Panel Symposium, Entrepreneurship Division: The domain of social entrepreneurship research, present and future. *Academy of Management Annual Meeting*, San Antonio, Texas, 2011.

Conger, M. & **York, J.G.** Entrepreneur makes good: Social entrepreneurship and opportunity recognition. *Babson College Entrepreneurship Research Conference*. Syracuse, New York, 2011.

Godesiabojs, J. & **Kiefer, K.** Girls just wanna have funds: Venture capital, social capital and the funding of women-led businesses. *Babson College Entrepreneurship Research Conference*. Syracuse, New York, 2011.

Hunt, R. Entrepreneurship through acquisition: Anatomy of a neglected giant. *International Council for Small Business World Conference*. Stockholm, Sweden, 2011. *Nominated for Best Paper Award*.

Hunt, R. Reassessing the practical and theoretical influence of entrepreneurship through acquisition. *Academy of Management Annual Meeting*. San Antonio, Texas, 2011.

Kiefer, K. Common venture capital investors and acquisitions of entrepreneurial ventures. *Babson College Entrepreneurship Research Conference*. Syracuse, New York, 2011.

Kiefer, K. Recognizing differences and similarities among social, sustainable and environmental entrepreneurship. Submitted for inclusion in the *Academy of Management Annual Meeting*, 2011.

Lerner, D. Creativity, risk proclivity, and proactive action: Psychological underpinnings and links to venturing. *Academy of Management Annual Meeting*. San Antonio, Texas, 2011.

Lerner, D. Disinhibition, inhibitory control and entrepreneurship. *Babson College Entrepreneurship Research Conference*. Lausanne Switzerland, 2010.

Rouse, B. & **Lerner, D.** Creativity and entrepreneurship. *Academy of Management Annual Meeting*. San Antonio, Texas, 2011.

Vedula, S. Selected for Doctoral Consortium Program, *Babson College Entrepreneurship Research Conference*, 2011.

Younge, K. Talent bias. *Academy of Management Annual Meeting*. Montréal, Canada, 2010.

Additional Faculty Accomplishments

Bhagat, S. Presented research on bank compensation and reform to U.S. Department of Treasury (Washington, DC); cited by *The New York Times* for column on bank compensation and capital reform.

Foo, M.D. Member, Editorial Review Board of the *Academy of Management Journal*, 2010-present; Best Reviewer Award, Entrepreneurship Theory & Practice, 2010.

Kornish, L. Associate Editor, Entrepreneurship and Innovation Department, *Management Science*, 2010-present.

Matusik, S.F. – Review Board, Babson College Entrepreneurship Research Conference, 2011-2013; Reviewer, Kauffman Dissertation Fellowship Program, 2010; Editorial Board Member, *Academy of Management Journal*, 2007-present; Editorial Board Member, *Academy of Management Review*, 2008-present; Chairperson, Knowledge and Innovation Interest Group, Strategic Management Society, 2011; Program Chair, Knowledge and Innovation Track, Strategic Management Society, Annual Strategic Management Society Meetings, Rome, Italy, 2010; Tisone Scholar, 2011-2012; Invited discussant, Smith Entrepreneurship Research Conference, University of Maryland; Visiting Professor, Universidad del Desarrollo, Santiago, Chile, 2010.

Moreau, C. P. Named Associate Editor for *Journal of Consumer Research*, beg. 2011.

Tong, T.W. Nominated Best Conference Paper Award, *Strategic Management Society*, 2010 & 2011.

York, J. G. Associate Editor, Organizations and the Natural Environment (ONE) Division, Academy of Management Annual Meeting; Invited Faculty Mentor, Kauffman Entrepreneurship Workshop; Invited discussant, Darden Entrepreneurship and Innovation Research Conference.

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Academic Report | Fall 2011

“Entrepreneurs look at the world and they see opportunities. The entrepreneurial mindset is something that is lasting, sustainable, innovative, and new. Our job is to get students thinking, ‘I can solve this problem.’”

—**Frank Moyes**

*Entrepreneurship Scholar in Residence
Leeds School of Business*

