

BRET R. FUND

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ACADEMIC WORK EXPERIENCE

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| Assistant Professor of Management and Entrepreneurship
University of Colorado - Boulder, Boulder, CO | 2008 - Present |
| Faculty Director of the Deming Center Venture Fund
University of Colorado - Boulder, Boulder, CO | 2008 - Present |
| Faculty Affiliate of CU's Energy Initiative
University of Colorado - Boulder, Boulder, CO | 2008 - Present |

EDUCATION AND ACADEMIC EXPERIENCE

Pennsylvania State University, University Park, PA ■ 2008

Ph.D. in Management and Organization

Dissertation: "From Founders to Firms: An Examination of the Institutionalization of Founder-CEO Social Capital" (Dissertation Committee Members: Tim Pollock (chair), Don Hambrick, Wenpin Tsai, Forrest Briscoe, and Michelle Lowry (Finance Professor and Outside Member).

Northwestern University, Evanston, IL ■ 2003

Research Fellow at the Kellogg School of Management in the Center for Research on Technology, Innovation, and E-Commerce

Research: "Make, Buy, or Ally? The Social and Economic Basis of Governance Structure in Procurement Relationships"

Brigham Young University, Provo, UT ■ 2002

M.S. in Organizational Behavior

Research: "Towards a Conceptualization of Person-Organization Relationships as Flowing Dialogical Identity Narratives"

Brigham Young University, Provo, UT ■ 2000

B.S. Honors in Business Management: Finance

Areas of Concentration: Finance, Strategy

Honors Thesis: "Value Creation through Corporate Acquisition: Studying the Influences of Transaction Size and Frequency."

RESEARCH INTERESTS

My research interests incorporate a network perspective, and focus on the examination of founder and venture capitalist social capital in start-up environments. Specifically, I focus on the micro-dynamics of social interactions such as power, dependence, social capital, trust, personality, and incentives, and how they influence organizational-level actions and outcomes such as performance and survival. In particular, I consider how these processes influence strategic decision making activities by senior managers and key outside stakeholders.

PUBLICATIONS

Pollock, T.G., Fund, B.R. & Baker, T. 2009. "Dance with the One You Brung? Venture Capitalists and the Replacement of Founder-CEOs in IPO Firms" *Strategic Entrepreneurship Journal*.

Fund, B.R., Pollock, T.G., Baker, T. & Wowak, A. 2008. "Who's the New Kid? The Process of Developing Network Centrality and Embeddedness in Venture Capitalist Deal Networks" *Advances in Strategic Management*.

WORKING PAPERS

- Fund, B.R. & Foo, M.D. "Sticking around after being kicked out: Founder CEO Emotion Traits and Venture Engagement after a Transition"
- Yao, E. & Fund, B.R. "The Impact of Experience on Venture Capitalist Investment Performance and Reputation."
- Fund, B.R. & Gulati, R. "Flocking Together: Examining the Role of Homophily in Economic Exchange Relationships"
- Fund, B.R. & Pollock, T.G. "Hero or Goat? Examining the Interpretation and Consequences of CEOs' Extreme Actions"
- Fund, B.R. "Executive Risk Propensity and Radical Firm Action: Examining the Moderating Roles of Context and Compensation"

CONFERENCE PRESENTATIONS

- Fund, B.R. & Vedula, S., "Venture Capital Startup Funding Dynamics in VC Non-Centers" Presented at the Babson College Entrepreneurship Research Conference, Syracuse, NY, 2011
- Fund, B.R. & Foo, M.D. "Sticking around after being kicked out: Founder CEO Emotion Traits and Venture Engagement after a Transition" Presented at the International Association for Chinese Management Research in Beijing, China, June 2010
- Fund, B.R., "From Founders to Firms: Examining the Retention of Social Capital in Venture Capital-Backed Firms" Presented at the Strategic Management Society Annual Meeting, Washington DC, October 2009

- Fund, B.R., “From Founders to Firms: Examining the Retention of Social Capital in Venture Capital-Backed Firms” Presented at the Academy of Management Annual Meeting, Chicago, IL, August, 2009
- Fund, B.R., “From Founders to Firms: Examining the Retention of Social Capital in Venture Capital-Backed Firms” Invited to the Brown International Advanced Research Institute on Technology Entrepreneurship and Management, Providence, RI, June, 2009
- Fund, B.R., “Effective New Venture Governance: The Case of Founder Transitions,” Deming Center Board Conference, Boulder, CO, February 2009
- Fund, B.R., “From Founders to Firms: Examining the Retention of Social Capital in Venture Capital-Backed Firms” Invited to the Society of Entrepreneurship Scholars Annual Bootcamp, Salt Lake City, UT, December, 2008
- Pollock, T.G., Baker, T. & Fund, B.R. "Dance with the One You Brung? Venture Capitalists and the Replacement of Founder-CEOs in IPO Firms" Presented at the Academy of Management Annual Meeting, Anaheim, CA, August, 2008
- Fund, B.R., Pollock, T.G., Baker, T., & Wowak, A. “Who's the New Kid? The Process of Developing Network Centrality and Embeddedness in Venture Capitalist Deal Networks” Presented at the Academy of Management Annual Meeting, Anaheim, CA, August, 2008
- Fund, B.R. & Gulati, R. “Flocking Together: Examining the Role of Homophily in Economic Exchange Relationships” to be presented at the Academy of Management Annual Meeting, Philadelphia, PA August 2007
- Fund, B.R., Pollock, T.G., Baker, T., & Wowak, A. “Who's the New Kid? The Process of Developing Network Centrality and Embeddedness in Venture Capitalist Deal Networks” Presented at the Advances in Strategic Management Developmental Conference, Toronto, Canada May, 2007
- Fund, B.R. “From Founders to Firms: An Examination of the Institutionalization of Founder-CEO Social Capital” Presented at the Smith Entrepreneurship Conference, University of Maryland, April, 2007
- Pollock, T.G., Baker, T. & Fund, B.R. "Learning to Govern? Venture Capitalists and the Replacement of Founder-CEOs in IPO Firms" Presented at the Academy of Management Annual Meeting, Atlanta, GA, August, 2006
- Pollock, T.G., Baker, T. & Fund, B.R. "Learning to Govern? Venture Capitalists and the Replacement of Founder-CEOs in IPO Firms" Presented at the London Business School Entrepreneurship Conference, London, England, May, 2006.
- Pollock, T.G., Baker, T. & Fund, B.R. "Learning to Govern? Venture Capitalists and the Replacement of Founder-CEOs in IPO Firms" Presented at the Smith Entrepreneurship Conference, University of Maryland, April, 2006.
- Fund, B.R. “Social Embeddedness and Partner Selectivity: Examining Time and Strategic Goal Choice in Inter-organizational Alliances” Presented at the Academy of Management Annual Meeting, Honolulu, HA, August, 2005

- Fund, B.R. & Gulati, R. “Make, Buy, or Ally? The Social and Economic Basis of Governance Structure in Procurement Relationships” Presented at the Academy of Management Annual Meeting, Honolulu, HA, August, 2005

HONORS AND AWARDS

- Invited Judge at the Annual Venture Capital Investing Conference Boulder, CO February 2011
- Invited Judge at Pitch Slam (Naturally Boulder - Annual Event) Boulder, CO September 2010
- 2010-2011 Recipient of a competitive \$12K Innovative Teaching and Learning grant from the Leeds School of Business to examine and develop the uses of new media technologies in the business classroom.
- Invited Judge at the Annual Venture Capital Investing Conference Boulder, CO February 2010
- 2009-2010 Recipient of a competitive \$12K Innovative Teaching and Learning grant from the Leeds School of Business to examine and develop the uses of new media technologies in the business classroom.
- Invited guest speaker at the AmeriCorps NCCC graduation workshop Denver, CO March 2009
- Invited Judge at the Annual Venture Capital Investing Conference Boulder, CO February 2009
- BPS Dissertation Consortium nominee and participant at the Annual Academy of Management where I presented my dissertation proposal entitled, “From Founders to Firms: An Examination of the Institutionalization of Founder-CEO Social Capital.” Philadelphia, PA 2007
- Invited graduate student participant (one of six nationwide) in inaugural Graduate Education and Entrepreneurship workshop sponsored by the Council of Graduate Schools and the Kauffman Foundation to discuss how to develop and teach entrepreneurship skills to graduate students outside the business school within their own disciplines. Chantilly, VA, March, 2007
- Recipient of the Kenneth W. and Kathryn M. Beels Scholarship from Smeal College of Business Penn State University, 2004 – 2006
- Recipient of the Peter E. Liberti and Judy D. Olian Scholarship from the Smeal College of Business Penn State University, 2006
- Recipient of the Ossirian McKenzie Outstanding Teaching Award from Smeal College of Business Penn State University, 2005
- OMT Doctoral Consortium nominee and participant at the Annual Academy of Management where I attended multiple workshops and presentations. Honolulu, HI 2005
- Honors Thesis Distinction Award in Research Brigham Young University, 2000

TEACHING EXPERIENCE

At the University of Colorado - Boulder, Boulder, CO:

Assistant Professor – MBA: Entrepreneurship and the VC Process ■ Spring 2009 – 2011
Developed syllabus and overall course structure, including weekly lectures, and administered all grades.

Assistant Professor – MBA: Entrepreneurial Environments ■ Spring 2009 – 2011
Developed syllabus and overall course structure, including weekly lectures, and administered all grades.

At the Penn State University, University Park, PA:

Teaching Assistant – EMBA: Business Strategy ■ Summer 2007
Helped grade final class projects for the executives enrolled in class

Instructor – MGMT 100: Introduction to Management ■ Summer 2006
Developed syllabus and overall course structure, including weekly lectures, and administered all grades. *Instructor Rating 6.3/7*

Instructor – MGMT 471: Strategic Management ■ Spring 2006
Developed syllabus and overall course structure, including weekly lectures, and administered all grades. *Instructor Rating 6.3/7*

Instructor – BA 304: Introduction to Management (for Majors) ■ Summer 2005
Developed syllabus and overall course structure, including weekly lectures, and administered all grades. *Instructor Rating 6.3/7*

Instructor – MGMT 326: Organizational Behavior and Development ■ Fall 2004
Developed syllabus and overall course structure, including weekly lectures, and administered all grades. *Instructor Rating 6.3/7 & 6.4/7*

At Kellogg School of Management, Northwestern University, Evanston, IL:

Teaching Assistant – MORS 455: Strategic Implementation ■ 2002 - 2003
Developed syllabus and overall course structure, including weekly lectures in collaboration with the course instructor. Carried out the first round of all grading and suggested final course grades with approval of the overseeing professor. Helped administer a number of in-class exercises and case study discussions and analyses.

DISSERTATION COMMITTEES

Committee Member – Markus Fitza: IPO Underpricing 2008 to 2010

ACADEMIC SERVICE

Reviewer – Ad hoc reviewer for Journal of Business Venturing	2011
Reviewer – Ad hoc reviewer for Entrepreneurship Theory & Practice	2011
Reviewer – Ad hoc Reviewer for the Academy of Management Journal	2011
Committee Member - Research Committee of the Academy of Management Entrepreneurship Division	2010 - 2011
Reviewer – Ad hoc reviewer for the National Science Foundation	2010
Reviewer – Ad hoc reviewer for Entrepreneurship Theory & Practice	2010
Reviewer – Ad hoc reviewer for Journal of Management	2010
Reviewer – Ad hoc reviewer for Journal of Management Studies	2010
Reviewer – Ad hoc reviewer for Strategic Entrepreneurship Journal	2009
Reviewer – Ad hoc reviewer for Journal of Business Venturing	2009
Reviewer – Ad hoc reviewer for Entrepreneurship Theory and Practice	2009
Reviewer – Ad hoc reviewer for Administrative Science Quarterly	2009
Reviewer – Academy of Management Annual Meeting (OMT & ENT Division)	2009
Reviewer – Strategic Management Society (Ent & Strategy Track)	2009
Reviewer – Academy of Management Annual Meeting (ENT Division)	2008
Reviewer – Ad hoc reviewer for Entrepreneurship Theory and Practice	2007
Reviewer – Academy of Management Annual Meeting (OMT Division)	2007
Reviewer - Houghton Mifflin Company: Principles of Management Textbook	2006
Reviewer - Academy of Management Annual Meeting (BPS Division)	2005

OTHER WORK/SERVICE EXPERIENCE

Faculty Director/Board Member Deming Center Venture Fund 2009 – Present
 Assisted in reviving the Deming Center Venture Fund (DCVF) and refocusing it on enriching student experience and extending alumni and community outreach. I advise students on the new venture investment process and also involve local industry professionals in order to enhance the mentoring process students receive. The DCVF invests in local startups and seeks to earn a return while allowing the students the opportunity to explore entrepreneurship from a different side of the table – the investor’s side.

Advisory Board Member on Community Engagement Boulder Valley School District 2009-10
 Advised BVSD School Board on community engagement issues pertaining to topics, community types and thought leaders, locations, facilitation and so on. Jointly assisted BVSD School Board in carrying out the community engagement efforts.

Business Analyst / Internal Consultant, Novell Inc, Provo, UT, 2001 - 2002
 Assessed the organizational needs and worked with the site manager to implement processes and practices that helped the organization remain competitive. Provided consulting services to internal groups on team design, business processes and strategy.

Internet Marketing Manager,

Net-Bizz, Provo, UT, 1999 - 2001

Negotiated and managed key advertising distribution arrangements with partners such as Lycos.com and 50megs.com. Trained new employees on company policy and procedure, job duties, and acted as a liaison between these employees and the company founders. Designed and supported marketing packages to be sold to our customers

MEMBERSHIPS

Academy of Management Society (OMT, ENT, and BPS divisions)
INFORMS (Organizational Science Section)
Strategic Management Society

LANGUAGES

English – native language;

Russian – speak fluently and read/write with proficiency.