

**ROBERT P. SINGH, Ph.D., Associate Professor of Management**  
**Dr. Abraham Pishevar Endowed Chair of Finance and Entrepreneurship**

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**EDUCATION:**

University of Illinois at Chicago  
Ph.D., Business Administration (Entrepreneurial Studies) – 1998  
*Dissertation: Entrepreneurial Opportunity Recognition through Social Networks*

Illinois Institute of Technology  
M.B.A., Organizational Behavior – 1992

University of Virginia  
B.S., Mechanical Engineering – 1991

**EXPERIENCE:**

***Howard University – Associate Professor/Endowed Chair (August 2023 – present).***

Serve as a senior faculty member and hold the Dr. Abraham Pishevar Endowed Chair of Finance and Management in the Howard University School of Business (HUSB). Responsibilities include entrepreneurship program development, teaching undergraduate courses, providing advising to undergraduate students, conducting academic research, and providing School and University service.

***Morgan State University – Full Professor (August 2011 – July 2023).***

Served as a senior faculty member in the Earl Graves School of Business and Management (SBM). Responsibilities included teaching undergraduate and Ph.D. courses, and providing advising to undergraduate students and doctoral candidates who were pursuing their Ph.D. with a concentration in management.

Conducted academic journal-quality research and provided service to Morgan State (e.g., new course development, Department and University committees, mentored junior faculty members, etc.). Served as the Chair of the SBM Faculty Development for 10 consecutive years, served as Chair of both the Business Administration Department and SBM Appointment, Promotion, and Tenure (APT) Committees for many years during this period.

Prepared the SBM's proposal to the Maryland Higher Education Commission which successfully created the Entrepreneurship major for undergraduate students. Served as the Ph.D. Coordinator/Advisor to the doctoral candidates in management for 14 years (from 2004 to 2018).

I was responsible for the SBM's AACSB Continuous Improvement Report (CIR) preparation for the 2010, 2015 and 2020 Accreditation CIRs (the SBM successfully maintained AACSB accreditation for all three evaluation cycles). I was the primary writer for the 2005 CIR which was also well received by AACSB (SBM maintained accreditation).

Also served on several University-wide Committees including on search committees for top leadership at the University, as part of Executive Leadership of the University Council (Morgan's faculty senate), and as part of the University's Internal Research Council (IRC). As a member of the IRC, I took on the task of revamping the forms and processes for faculty applications to the Institutional Review Board.

I was consistently one of the highest rated professors in terms of student teaching evaluations and one of the most prolific researchers within the SBM.

***Morgan State University –Associate Professor (August 2004-August 2011).***

Continued to serve on the faculty of the Earl Graves School of Business and Management (SBM). I continued to teach undergraduate entrepreneurship courses and doctoral seminars in entrepreneurship theory, organization theory, and organizational behavior. Became the Chair of the Faculty Development Committee and served on both the Business Administration Department and SBM Appointment, Promotion, and Tenure (APT) Committees. Took over as Ph.D. Coordinator/Advisor to doctoral candidates in management providing advising and mentoring to Ph.D. students. Served as a member of the SBM's AACSB Continuous Improvement Report Preparation Committee and took on a key role in preparing the SBM's AACSB Accreditation Maintenance Reports for both 2005 and 2010 (the SBM successfully maintained AACSB accreditation for both evaluation cycles). Continued to produce intellectual contributions, maintained high teaching ratings, and advised 20 undergraduate and doctoral students each year.

***Morgan State University – Assistant Professor (August 2002 – August 2004).***

Joined the faculty at Morgan State University and based on my outstanding record as an Assistant Professor at the University of the Pacific, was able to have an accelerated tenure clock. Taught undergraduate entrepreneurship courses and Ph.D. seminars in entrepreneurship theory and organization theory. Conducted academic journal-quality research and provided service to Morgan State. Most notably, I created the doctoral seminar in entrepreneurship theory and an undergraduate course in business plan development, served as a member of the School's Faculty Development Committee, revamped the SBM's webpage, and advised 15 undergraduate students each year. Was consistently recognized as one of the top instructors in the SBM.

***Center for Entrepreneurship and Strategy (CES), Morgan State University – Founder and Executive Director (August 2002 – May 2015).***

Founded and managed the CES which focused on entrepreneurship and strategic management issues facing African-American and minority entrepreneurs. The goals of the CES were to primarily inform academics and policy makers on trends and research findings regarding these entrepreneurs. CES activities are now part of the broader Center for Innovation, Entrepreneurship, and Economic Development (CIEED) within the SBM.

***Blade Consulting Corporation – Founder/President/CEO, (April 1994 – August 2005).***

Provided strategic management consulting services to a wide range of government contractors and would-be contractors. Helped clients generate over \$500 million in proposals, which led to millions of dollars in signed contracts with government agencies. Also specialized in writing/consulting on business plans for new venture startups. Had a number of clients who secured funding for their ventures (both debt and equity financing).

***University of the Pacific (UOP) – Asst. Professor of Management, (August 1999 – May 2002).***

Served on the faculty of the Eberhardt School of Business. Responsibilities included teaching undergraduate and MBA courses, conducting academic journal-quality research, providing service to

UOP. Taught Strategic Management and Entrepreneurship/New Venture Creation to MBA students and Entrepreneurship/New Venture Creation and Small Business Management to undergraduate students. Conducted research on entrepreneurs and their ventures; primarily focused on Internet/technology issues, opportunity recognition, and social networks of entrepreneurs.

***University of Illinois at Chicago (UIC) – Teaching Instructor/Research Assistant -Entrepreneurial Studies and Management, (January 1995 – July 1998).***

Supported research efforts in the nationally ranked Institute for Entrepreneurial Studies. Primary duties included performing SPSS statistical analyses of survey data and facilitating entrepreneurial focus groups to collect data. In addition, worked on an AT&T-funded project which examined adoption and diffusion of information technology in Chicago-area woman- and minority-owned firms. Also, taught four classes (New Venture Formation (twice), Legal Issues and Ethics in Business, and Managerial Communications) to undergraduates.

***Altshuler, Melvoin, & Glasser (AM&G) – HR/Operations Intern, (Sept. 1995 - February 1996).***

Worked directly for the Vice President in charge of Human Resources/ Operations at the seventh largest accounting firm in Chicago. Evaluated and successfully reengineered the client accounts file system resulting in significant cost savings.

***Resource Applications, Inc. (RAI) – Director, Quality Assurance/Corporate Development, (December 1992 - August 1994).***

Responsible for strategic corporate development and the company-wide Quality Assurance Program.

- Spearheaded proposal efforts on over a dozen multi-million dollar contracts.
- Secured over \$140 million in contracts (from 1991).
- Implemented QA/QC program using peer and "Red Team" reviews.
- Served as the Corporate Liaison for a \$3 million/year U.S. EPA Contract.

***RAI - Manager, Program Administration, (November 1991 - November 1992).***

Directly responsible for 14 professional staff and two clerical employees. Instrumental in significantly improving RAI-Chicago office operations, morale, and work quality.

- Increased monthly billings from \$20,000 to \$74,000.
- Implemented a highly-successful internal QA/QC Program.

***RAI - Environmental/Mechanical Engineer, (1987 - 1991).***

Office/field consulting and engineering for hazardous waste projects, including containment design and site inspections.

**BOOKS, BOOK CHAPTERS, AND TECHNICAL REPORTS:**

Singh, R. P. (2021). Managing networks and teams. In Sriram, V. , Lingelbach, D., Mersha, T. & Manu, F. (Eds), *Entrepreneurship in Africa; Context and Perspectives*. Routledge.

Singh, R. P. (2021). Managing entrepreneurial exits. In Sriram, V. , Lingelbach, D., Mersha, T. & Manu, F. (Eds), *Entrepreneurship in Africa; Context and Perspectives*. Routledge.

Javadian, G. & Singh, R. P. (2018). Entrepreneurial opportunities as the heart of entrepreneurship research: A reflection on Venkataraman (1997). In Javadian, G., Gupta, V. K., Dutta, D. K., Guo, G. C., Osorio, A. E., & Ozkazanc-Pan, B. (eds.) *Foundational Research in Entrepreneurship Studies: Insightful Contributions and Future Pathways* (pp. 249-263). Palgrave Macmillan.

- Javadian, G., Singh, R. P., & Gupta, V. K. (2016). Moving beyond the barriers: Examining the impact of self-efficacy and stereotype reactance on women's entrepreneurial intentions. In Ratten, V., Ramadani, V., Dana, L-P., Hisrich, R. D., & Ferreira, J. (eds.) *Gender and Family Entrepreneurship* (pp. 249-263). Routledge.
- Singh, R. P. (2009). *A Guide to the Economics and Fiscal Performance of the Federal Government (1976-2007)*. New York, NY: Nova Science Publishers.
- Singh, R. P., Crump, M. E. S., & Zu, X. (2009). Family matters: Examining how self-employed blacks and whites differ in having self-employed parents. In Bradshaw, M. V. & Carrington, P. T. (eds.) *Entrepreneurship and its Economic Significance, Behavior and Effects* (pp. 1-20). New York, NY: Nova Science Publishers.
- Hills, G. E. & Singh, R. P. (2004). The opportunity recognition variables in the PSED Questionnaire. In B. Gartner, N. Carter, and P. Reynolds (Editors) *The Handbook of Entrepreneurial Dynamics*, Chapter 24, Thousand Oaks, CA: Sage Publications
- Singh, R. P. & Jain, R. (2002). *Replicating Successful Technology Transfer Processes Using IT/Silicon Valley as a Model*. Report prepared for the National Technology Transfer Center (Wheeling, WV) through the Technology, Environment, and Policy Center (TEPC), TEPC-2001-4, Stockton, CA: University of the Pacific.
- Lumpkin, G. T. & Singh, R. P. (2001). Niche portals: Internet oxymoron or brave new entrepreneurial strategy? In J. Butler's (Editor) *Research in Entrepreneurship and Management, Volume 1: Ecommerce and Entrepreneurship* (pp. 63-82). Greenwich, CT: Information Age Publishing.
- Singh, R. P. (2000). *Entrepreneurial Opportunity Recognition through Social Networks*. New York, NY: Garland Publishing.
- Hills, G. E., & Singh, R. P. (2000). *Research at the Marketing/Entrepreneurship Interface*. Chicago, IL: University of Illinois at Chicago.

#### **JOURNAL PUBLICATIONS/PROCEEDINGS:**

- Singh, R. P. (2022). The need for new public policies to increase entrepreneurship and spur economic growth. *Journal of Entrepreneurship and Public Policy*. 11(1): 70-81.
- Singh, R. P., Alyahyawi, R., & Aljadani, R. (2021). How technologies are changing women's social networks & improving entrepreneurial opportunity recognition & firm performance. *International Journal of Business and Management Studies*. 2(7): 18-28.
- Singh, R. P. (2020). Overconfidence: A common psychological attribute of entrepreneurs which leads to firm failure. *New England Journal of Entrepreneurship*. 23(1): 25-39.
- Singh, R. P. (2020). The need for increasing black entrepreneurship as a result of the COVID-19 pandemic. *International Journal of Entrepreneurship and Economic Issues*. 4(1): 16-23.

- Ogbolu, M. N. & Singh, R.P. (2019). Studying consumer ethnocentrism as a factor for depressed rates of black entrepreneurship. *Journal of Business Diversity*. 19(5): 88-99.
- Omar, A. & Singh, R. P. (2019). Contingency approaches to structuring entrepreneurial new ventures in turbulent environments. *Journal of Management Policy and Practice*. 20(3): 81-89.
- Agyekum, A. A. B., & Singh, R. P. (2018). How technology is changing accounting processes: Institutional theory and legitimacy theory perspective. *Journal of Accounting and Finance*. 18(7): 11-23.
- Awotoye, Y., & Singh, R. P. (2018). Immigrant entrepreneurs in the U.S.: A conceptual discussion of immigration and entrepreneurial intentions. *New England Journal of Entrepreneurship*. 21(2): 123-139.
- Gibbs, S., Singh, R. P., Butler, J. S., & Scott, C. (2018). The role of networking, entrepreneurial environments and support systems in creation, survival and success of ventures founded by minority, women, and immigrant entrepreneurs. *New England Journal of Entrepreneurship*. 21(2): 74-80.
- Lamprey, E. K., & Singh, R. P. (2018). Fraud risk management over financial reporting: A contingency theory perspective. *Journal of Leadership, Accountability and Ethics*. 15(4): 66-75.
- Awotoye, Y., & Singh, R. P. (2017). Entrepreneurial resilience, high impact challenges, and firm performance. *Journal of Management Policy and Practice*. 18(2): 28-37.
- Awotoye, Y., & Singh, R. P. (2016). New venture creation process of immigrant versus non-immigrant women entrepreneurs in the U.S.: A conceptual discussion. *Washington Business Research Journal*. 6(1): 116-134.
- Rizq, A., & Singh, R. P. (2016). The relationship between CEO change, administrative ratio, and organizational efficiency: A theoretical discussion. *Washington Business Research Journal*. 6(1): 72-94.
- Singh, R. P., & Ogbolu, M. N. (2015). The need to improve U.S. business dynamism through entrepreneurship: Trends and recommendations. *Journal of Management Policy and Practice*. 16(2): 48-60.
- Addae, I., Redd, T. C., Simmons, S. A., & Singh, R. P. (2015). The influence of online social networks on the stages of new venture creation. *Frontiers of Entrepreneurship Research*. 34(7): 8.
- Addae, I., Singh, R. P., & Abbey, A. (2015). Cultivating black technology entrepreneurs through HBCU engineering programs. *Journal of Entrepreneurship Education*. 18(1): 35-54.
- Crump M.E.S., Singh, R. P., Wilbon, A., & Gibbs, S. R. (2015). Socio-demographic differences of black versus white entrepreneurs. *Academy of Entrepreneurship Journal*. 21(1): 119-134.

- Dobratz, C. L., Singh, R. P., & Abbey, A. (2015). Using formal internships to improve entrepreneurship educational programs. *Journal of Entrepreneurship Education*. 18(1): 96-110.
- Ogbolu, M. N., Singh, R.P. & Wilbon, A. (2015). Legitimacy, attitudes, and intended patronage: Understanding challenges facing black entrepreneurs. *Journal of Developmental Entrepreneurship*. 20(1): 1-18.
- Ogbolu, M. N. & Singh, R.P. (2013). Researching black entrepreneurship: Exploring the challenge of response bias. *Journal of Developmental Entrepreneurship*. 18(4): 1-18.
- Singh, R. P. & Gibbs, S. R. (2013). Opportunity recognition processes of black entrepreneurs. *Journal of Small Business and Entrepreneurship*. 26(6): 643-659.
- Singh, R. P. & Addae, I. Y. (2012). Job satisfaction and the aging U.S. workforce. *A.T. Business Management Review*. 8(2): 9-17.
- Javadian, G. & Singh, R. P. (2012). Examining successful Iranian women entrepreneurs: An exploratory study. *Gender in Management: An International Journal*. 27(3): 148-164.
- Ogbolu, M. N. & Singh, R.P (2012). Addressing the recession through public policy aimed at new venture creation. *Journal of the Academy of Business Management and Economics*, 12(1), 49-57.
- Singh, R. P. & Ronch, J. L. (2011). Changing entrepreneurial cognitive processes with age: A conceptual discussion based on neuroscience. *Journal of Marketing Development and Competitiveness*. 5(6): 94-103.
- Crump, M.E.S., Singh, R. P. & Abbey, A. (2011). Examining opportunity recognition research output: 1995-2006. *Journal of Marketing Development and Competitiveness*. 5(5): 64-79
- Singh, R. P. & Ogbolu, M. N. (2010). Exploring the relationship between leadership turnover and team performance. *A.T. Business Management Review*. 6(2): 28-35.
- Singh, R. P (2009). Root causes of the global credit crisis, criticisms of the Bush/Paulson bailout plan, and recommendations for Congress. *Washington Business Research Forum Journal*. 1(1): 33-46.
- Singh, R. P. (2009). The aging population and mature entrepreneurs: Market trends and implications for entrepreneurship. *New England Journal of Entrepreneurship*. 12(1): 45-53.
- Esters, L. L., McPhail, C. J., Singh, R. P. & Sygielski, J. J. (2008). Entrepreneurial community college presidents: An exploratory qualitative and quantitative study. *Tertiary Education and Management*. 14(4): 345-370.
- Singh, R. P. & Singh, L. O. (2008). Blogs: Emerging knowledge management tools for entrepreneurs to enhance marketing efforts. *Journal of Internet Commerce*. 7(4): 1-15.

- Singh, R. P. (2008). The shortage of academically trained entrepreneurship faculty: Implications, challenges, and opportunities. *Journal of Entrepreneurship Education*. 11: 117-131.
- Singh, R. P., Knox, E. L., & Crump, M. E. S. (2008). Opportunity recognition differences between black and white nascent entrepreneurs: A test of Bhavé's model. *Journal of Developmental Entrepreneurship*. 13(1): 59-75.
- Singh, R. P., & Crump, M. E. S. (2007). Educational attainment: A key factor for improving the lagging rate of black entrepreneurship. *Review of Black Political Economy*. 34(2-4): 217-229.
- Singh, R. P., & Schick, A. G. (2007). Organizational behavior: Where does it fit in today's management curriculum? *Journal of Education for Business*. 82(6): 349-356.
- Singh, R. P., Singh, L. O. & Crump, M. E. S. (2006). Blogs as Marketing Tools for Entrepreneurs: Trends, Implications, and Future Research Directions. *Research at the Marketing/Entrepreneurship Interface*. University of Illinois at Chicago. 543-560.
- Singh, R. P., & Lucas, L. M. (2005). Not just domestic engineers: An exploratory study of homemaker entrepreneurs. *Entrepreneurship Theory and Practice*. 29(1): 79-90.
- Singh, R. P., & Hills, G. E. (2003). Recognizing opportunities vs. deciding to become an entrepreneur: A test of Bhavé's model. *Research at the Marketing/Entrepreneurship Interface*. University of Illinois at Chicago. 53-69.
- Singh, R. P., & Jain, R. K. (2003). Improving local economies through technology transfer: Utilizing incubators to facilitate cluster development. *International Journal of Technology Transfer and Commercialisation*, 2(3): 249-262.
- Singh, R. P. (2003). Improving technology transfer processes through the management of stakeholder networks: Theoretical perspectives. *International Journal of Technology Transfer and Commercialisation*, 2(1): 1-17.
- Singh, R. P., & Carson, M. (2002). Emerging opportunities and marketing implications for web-based entrepreneurs through the niche portal strategy. *Decision*. January: 45-58.
- Singh, R. P. (2001). A comment on developing the field of entrepreneurship through the study of opportunity recognition and exploitation. *Academy of Management Review*. 26(1): 10-12.
- Singh, R. P., Hybels, R. C., & Hills, G. E. (2000). Examining the role of social network size and structural holes to entrepreneurial opportunity recognition. *New England Journal of Entrepreneurship*. 3(1): 59-67.
- Singh, R. P., Hills, G. E., & Lumpkin, G. T. (2000). Examining the role of self-perceived entrepreneurial alertness to the opportunity recognition process. *Research at the Marketing/Entrepreneurship Interface*. University of Illinois at Chicago: 88-101.
- Singh, R. P., Hills, G. E., Hybels, R. C., & Lumpkin, G. T. (1999). Opportunity recognition through social networks of entrepreneurs. *Frontiers of Entrepreneurship Research*. Wellesley, MA: Babson College: 228-241.

- Singh, R. P., Hills, G. E., Lumpkin, G. T., & Hybels, R. C. (1999). The entrepreneurial opportunity recognition process: Examining the role of self-perceived alertness and social networks. *Academy of Management Meeting Best Paper Proceedings*. Chicago, Illinois, August 10.
- Hills, G. E., & Singh, R. P. (1998). Opportunity recognition: A survey of high performing and representative entrepreneurs. *Research at the Marketing/ Entrepreneurship Interface*. University of Illinois at Chicago: 249-268.
- Singh, R. P. (1998). Redefining psychological contracts with America's workforce: A critical task for human resource planners in the 1990s. *Human Resource Management Journal*, 37(1): 61-70.
- Hills, G. E., Lumpkin, G. T., & Singh, R. P. (1997). Opportunity recognition: Perceptions and behaviors of entrepreneurs. *Frontiers of Entrepreneurship Research*. Wellesley, MA: Babson College.
- Singh, R. P., Hybels, R. C., Ouksel, A., & Ahmed, I. (1997). Technology diffusion through the social networks of entrepreneurs: Evidence of differences among demographic groups. *UIC Working Paper Series*.
- Burack, E. & Singh, R. P. (1995). The new employment relations compact. *Human Resource Planning*. Vol. 18.1, 12-19.

#### **RESEARCH CONFERENCE PRESENTATIONS:**

- Singh, R. P. & Nurse, S. (2023). The societal benefits of improving entrepreneurial ecosystems within black communities. *2023 Washington Business Research Forum Conference*. Washington, DC. March 17-18.
- Singh, R. P. & Nurse, S. (2023). Addressing the racial wealth gap and structural racism through black entrepreneurship: An entrepreneurial ecosystem perspective. *2023 U.S. Association for Small Business and Entrepreneurship Conference*. Tallahassee, FL. January 18-22.
- Singh, R. P. (2022). The need to increase black entrepreneurship: Addressing economic disparities through HBCU programs. *2022 Washington Business Research Forum Conference*. Washington, DC. March 31.
- Li, H., Awotoye, Y., & Singh, R. P. (2022). Immigrant entrepreneurs in the U.S.: Firm performance based on entrepreneurial competencies. *2022 U.S. Association for Small Business and Entrepreneurship Conference*. Raleigh, NC. January 5-9.
- Singh, R. P. (2022). The need to increase black entrepreneurship: Addressing economic disparities through HBCU programs. *2022 U.S. Association for Small Business and Entrepreneurship Conference*. Raleigh, NC. January 5-9.
- Singh, R. P. (2021). The growing need for increasing black entrepreneurship through targeted public policies. *2021 Washington Business Research Forum Conference*. Washington, DC. April 1-2.



- Adeyinka O., Singh, R.P., & Baker, S. D. (2020). An Examination of Organizational Moral Development as a Prerequisite for Successful Implementation of Creating Shared Value Strategy. *2020 Eastern Academy of Management Meeting*. June 24-26.
- Singh, R. P. (2019). The need to increase entrepreneurial activity through innovative public policies to spur economic growth. *2019 GW October Conference*. Washington, DC. October 3-4.
- Adeyinka, O., Singh, R. P., & Baker, S. D. (2019). How Cognitive Moral Development Influences the Opportunity Recognition Process and Performance of Social Entrepreneurs. *2019 Eastern Academy of Management Meeting*. Wilmington, DE. May 8-11.
- Ogbolu, M. N. & Singh, R. P. (2019). Studying Consumer Ethnocentrism as a Factor for Depressed Rates of Black Entrepreneurship. *2019 Eastern Academy of Management Meeting*. Wilmington, DE. May 8-11.
- Adeyinka, O., Singh, R. P., & Baker, S. (2018). Exploring the determinants of performance for social entrepreneurship organizations. *2018 Eastern Academy of Management Meeting*, Providence, RI. May 2-5.
- Agyekum, A. A. B., & Singh, R. P. (2018). How technology is changing accounting processes: Institutional theory and legitimacy theory perspectives. *2018 Eastern Academy of Management Meeting*, Providence, RI. May 2-5.
- Lampley, E., & Singh, R. P. (2018). Fraud risk management over financial reporting: A contingency theory perspective. *2018 Eastern Academy of Management Meeting*, Providence, RI. May 2-5.
- Awotoye, Y. & Singh, R. P. (2017). Maternity leave policies and occupational self-efficacy: The moderating role of job satisfaction. *2017 Academy of Management Annual Conference*. Atlanta, GA. August 4-8.
- Alolayan, A. A., & Singh, R. P. (2017). Social capital of entrepreneurs and the access to government venture capital funds. *2017 Eastern Academy of Management Meeting*, Baltimore, MD. May 11-13.
- Javadian, G., Zoogah, D., Singh, R. P., & Gupta, V. (2017). Moving beyond the barriers: Examining the impact of self-efficacy and stereotype reactance on women's entrepreneurial intentions. *2017 Eastern Academy of Management Meeting*, Baltimore, MD. May 11-13.
- Awotoye, Y. & Singh, R. P. (2017). Entrepreneurial resilience, high impact challenges, and firm performance. *2017 U.S. Association for Small Business and Entrepreneurship Conference*. Philadelphia, PA. January 19-22.
- Awotoye, Y. & Singh, R. P. (2016). New venture creation processes of immigrant versus non-immigrant women entrepreneurs in the U.S. *2016 Mason Entrepreneurship Research Conference*. Fairfax, VA. May 6.

- Omar, A. & Singh, R. P. (2015). Contingency approaches to structuring new organizations in turbulent environments. *2015 Academy of Business Research Conference*. San Antonio, TX, October.
- Orimoloye, Y. H. & Singh, R. P. (2015). The impact of the Sarbanes-Oxley Act on organization structures. *2015 Academy of Business Research Conference*. San Antonio, TX, October.
- Alolayan, A. A., Dobratz, C., & Singh, R. P. (2015). The impact of social capital of entrepreneurs on government-sponsored venture capital decisions. *2015 International Council for Small Business Conference*. Dubai, UAE. June 6-9.
- Awotoye, Y. & Singh, R. P. (2015). Organizational implications of maternity leave: A theoretical and conceptual discussion. *2015 Eastern Academy of Management Meeting*. Philadelphia, PA. May 7-9.
- Singh, R. P. & Ogbolu, M. N. (2015). The need to improve U.S. business dynamism through entrepreneurship: Trends and recommendations. *2015 U.S. Association for Small Business and Entrepreneurship Conference*. Tampa, FL, January 22-25.
- Alolayan, A. A, Singh, R.P., & Foster, M. (2015). Impact of active learning environment on entrepreneurial intentions. *2015 U.S. Association for Small Business and Entrepreneurship Conference*. Tampa, FL, January 22-25.
- Addae, I. Y., Redd, T. C., Simmons, S. A., & Singh, R. P. (2014). The influence of online social networks on the stages of new venture creation. *2014 Babson College Entrepreneurship Research Conference (BCERC)* in Ontario, Canada.
- Addae, I. Y., & Singh, R. P. (2014). Older entrepreneurs, online social networking, & opportunity recognition: A conceptual discussion. *2014 U. S. Association for Small Business & Entrepreneurship Conference*, Ft. Worth, TX, January 9-12.
- Addae, I., Singh, R. P., & Abbey, A. (2013). Cultivating Black Technology Entrepreneurs through HBCU Engineering Programs. *2013 Academy of Entrepreneurship Annual Conference*. San Antonio, TX, October.
- Ogbolu, M. N., Singh, R.P., & Wilbon, A. (2013). Legitimacy, attitudes, and intended patronage: Understanding challenges facing black entrepreneurs. *2013 Academy of Management Meeting*. Lake Buena Vista (Orlando), FL, August 9-13.
- Ogbolu, M. N. & Singh, R.P. (2013). Researching black entrepreneurship: Exploring the challenge of response bias. *2013 U.S. Association for Small Business and Entrepreneurship Conference*. San Francisco, CA, January 10-13
- Javadian, G. & Singh, R. P. (2012). Opportunity recognition processes of successful Iranian women entrepreneurs. *2012 Eastern Academy of Management Meeting*. Philadelphia, PA. May 11-14.
- Ellis, C. & Singh, R. P. (2012). Improving entrepreneurial orientation outcomes through social networking: A conceptual discussion. *2012 Mason Entrepreneurship Research Conference*, George Mason University, Fairfax, VA. May 4.

- Javadian, G. & Singh, R. P. (2012). Gender differences in opportunity recognition: An exploratory study of Iranian entrepreneurs. *2012 Mason Entrepreneurship Research Conference*, George Mason University, Fairfax, VA. May 4.
- Singh, R. P. & Gibbs, S. R. (2011). Successful entrepreneurship through the right opportunity recognition process: A test of black entrepreneurs. *2011 Academy of Management Meeting*. San Antonio, TX, August.
- Duggan, V. L. & Singh, R. S. (2011). The informal organization: The key to increasing intrinsic motivation, unlocking the benefits of diversity, and strengthening corporate culture. *2011 Eastern Academy of Management Meeting*. Boston, MA, May 11-14.
- Javadian, G. & Singh, R. P. (2011). Women's leadership development in Iran: A theoretical and conceptual discussion. *2011 Eastern Academy of Management Meeting*. Boston, MA, May 11-14.
- Singh, R. P. & Ababneh, M. M. (2011). The cultural and economic benefits of engaging the Arab-American community through entrepreneurship: A conceptual discussion. *2011 Eastern Academy of Management Meeting*. Boston, MA, May 11-14.
- Singh, R. P. & Ronch, J. L. (2011). How entrepreneurial cognitive processes change with age: A conceptual discussion based on neuroscience. *2010 U.S. Association for Small Business and Entrepreneurship (USASBE) Conference*. Hilton Head, SC, January 13-16.
- Singh, R. P. & Crump, M. E. S. (2010). Exploring differences in the family demographics and socioeconomics of black and white entrepreneurs. *2010 HBCU Faculty Conference*, Howard University, Washington, DC, June 16-18.
- Ogbolu, M. N., Singh, R. P., & Jones-Fosu, J. P. (2010). Addressing the recession through public policies aimed at entrepreneurial new venture creation. *2010 Eastern Academy of Management Meeting*, Portland, ME, May.
- Singh, R. P. & Lloyd, C. B. (2009). What bankruptcy research tells us about bailing out General Motors: A conceptual discussion. *2009 Academy of Management Meeting*, Chicago, IL, August.
- Gibbs, S. R. & Singh, R. P. (2009). Opportunity recognition processes of minority entrepreneurs: A test of Bhave's model. *23rd Annual UIC Symposium on Marketing and Entrepreneurship*. Chicago, IL, August.
- Singh, R. P. & Ogbolu, M. (2009). Examining the relationship between leadership turnover and team performance. *2009 Eastern Academy of Management Meeting*, Hartford, CT, May.
- Singh, R. P. (2009). Exploring why so many entrepreneurs fail: Is entrepreneurial overconfidence a mental defect? *2009 Mason Entrepreneurship Research Conference*, George Mason University, Fairfax, VA, March.
- Singh, R. P. (2009). Root causes of the global credit crisis, criticisms of the Bush/Paulson bailout plan, and recommendations for Congress. *2009 Washington Business Research Forum*, In collaboration with Howard University and the National HBCU Business Deans Roundtable, Washington, DC, January.

- Crump, M. E. S. & Singh, R. P. (2009). Black entrepreneurship literature: What's known, and who's informing? *2009 Washington Business Research Forum*, In collaboration with Howard University and the National HBCU Business Deans Roundtable, Washington, DC, January.
- Crump, M. E. S. & Singh, R. P. (2009). Examining opportunity recognition research output since 1995. *2009 U.S. Association for Small Business and Entrepreneurship (USASBE) Conference*. Anaheim, CA, January.
- Foster, M. K. & Singh, R. P. (2009). The ideal form for founding ventures: Entrepreneurial teams. *2009 U.S. Association for Small Business and Entrepreneurship (USASBE) Conference*. Anaheim, CA, January.
- Singh, R. P. (2008). Exploring why so many entrepreneurs fail: Is entrepreneurial overconfidence a mental defect? *2008 Academy of Management Meeting*, Anaheim, CA, August.
- Karanja, E. & Singh, R. P. (2008). Sustainable competitive advantage through human information technology infrastructure flexibility. *2008 Eastern Academy of Management Meeting*, Washington, DC, May.
- Singh, R. P. & Aziz, A. (2008). Overconfidence and Entrepreneurial Failure. Presented and published in proceedings of *The 2008 International Business Conference, The Society for Advancement of Management*, Arlington, VA, April 3- 6, 2008, pp.1426-1430.
- Singh, R. P. & Morris, R. (2007). Negative psychological effects of offshoring on surviving firm employees: A theoretical discussion. *19th Annual Association for Global Business Conference*. Washington, DC, November.
- Singh, R. P. (2007). The aging population: Market trends and implications for entrepreneurship. *21st Annual UIC Symposium on Marketing and Entrepreneurship*. Washington, DC, August.
- Crump, M. E. S. & Singh, R. P. (2007). Examining opportunity recognition research output since 1995. *21st Annual UIC Symposium on Marketing and Entrepreneurship*. Washington, DC, August.
- Singh, R. P., Crump, M. E. S., & Zu, X. (2007). Family matters: Examining how self-employed blacks and whites differ in having self-employed parents. *2007 Academy of Management Meeting*, Philadelphia, PA, August.
- Singh, R. P. (2007). The shortage of academically trained entrepreneurship faculty: A fundamental challenge to advancing entrepreneurship education and theory. *2007 U.S. Association for Small Business and Entrepreneurship (USASBE) Conference*. Orlando, FL, January.
- Singh, R. P., Knox, E. L., & Crump, M. E. S. (2006). Opportunity recognition differences between black and white nascent entrepreneurs: A test of Bhave's model. *20th Annual UIC Symposium on Marketing and Entrepreneurship*. Chicago, IL, August.

- Singh, R. P., & Crump, M. E. S. (2006). Organizational behavior theory and major league baseball team performance. 2006 *Eastern Academy of Management Meeting*, Saratoga Springs, NY, May.
- Singh, R. P., Singh, L. O. & Crump, M. E. S. (2005). Blogs as Marketing Tools for Entrepreneurs: Trends, Implications, and Future Research Directions. *19th Annual UIC/AMA Symposium on Marketing and Entrepreneurship*. San Francisco, CA, August.
- Singh, R. P., & McDonald, G. (2004). Reasons for pursuing new venture creation: Differences between black and white nascent entrepreneurs. *2004 Academy of Management Meeting*. New Orleans, Louisiana; August.
- Hills, G. E., Singh, R. P., Lumpkin, G. T., & Baltrusaityte, J. (2004). Opportunity recognition: Examining how search formality and search processes relate to the reasons for pursuing entrepreneurship and impact firm founding. *2004 Babson College-Kauffman Foundation Entrepreneurship Research Conference*, Glasgow, Scotland; June.
- Singh, R. P., & Lucas, L. (2002). Not just domestic engineers: An exploratory study of homemaker entrepreneurs. *Morgan State University Research Presentation Symposium*. November.
- Singh, R. P., & Hills, G. E. (2002). Recognizing opportunities vs. deciding to become an entrepreneur: A test of Bhavé's model. *16th Annual UIC/AMA Symposium on Marketing and Entrepreneurship*. San Diego, CA, August.
- Singh, R. P., & Jain, R. (2002). Improving local economies through technology transfer: Utilizing incubators to facilitate cluster development. *Tech Transfer 2002*. Maui, HI, July.
- Singh, R. P. (2002). Teaching opportunity recognition. Coleman Foundation sponsored presentation at the *2002 United States Association for Small Business and Entrepreneurship (USASBE) Conference*, Reno, Nevada, January 19, 2002.
- Singh, R. P., & Carson, M. (2001). Emerging opportunities and marketing implications for web-based entrepreneurs through the niche portal strategy. *15th Annual UIC/AMA Symposium on Marketing and Entrepreneurship*. Washington, DC, August.
- Singh, R. P. (2001). Improving technology transfer processes through the management of stakeholder networks: Theoretical Perspectives. *Tech Transfer 2001*. Maui, HI, July 30.
- Singh, R. P., & Magee, B. (2001). Entrepreneurship Education: Is There A Growing Crisis? Paper accepted and presented at the *2001 United States Association for Small Business and Entrepreneurship (USASBE) Conference*, Orlando, Florida, February 9, 2001.
- Singh, R. P., Peery, N., & Hills, G. E. (2000). Home-based businesses in the United States: An exploratory study of homemaker entrepreneurs. Paper accepted and presented at the *2<sup>nd</sup> Lloyd Greif Symposium on Emerging Organizations*, Los Angeles, California, November 2000.
- Lumpkin, G. T. & Singh, R. P. (2000). Niche portals: Internet oxymoron or brave new entrepreneurial strategy. Paper presented at the *2000 Academy of Management Meeting*. Toronto, Canada, August 2000.

- Singh, R. P. (2000). Examining the role of co-founders and entrepreneurs' social networks to growth in high tech firms. Paper accepted and presented at the *2000 United States Association for Small Business and Entrepreneurship (USASBE) Conference*, San Antonio, Texas, February 20, 2000.
- Singh, R. P., Hills, G. E., & Lumpkin, G. T. (1999a). Examining the role of self-perceived entrepreneurial alertness to the opportunity recognition process. Paper accepted and presented at the *13th Annual UIC/AMA Symposium on Marketing and Entrepreneurship*, Nice, France; June 16, 1999.
- Singh, R. P., Hills, G. E., & Lumpkin, G. T. (1999b). New venture ideas and entrepreneurial opportunities: Understanding the process of opportunity recognition. Paper accepted and presented at the *1999 United States Association for Small Business and Entrepreneurship (USASBE) Conference*, San Diego, California, January 16, 1999.
- Singh, R. P., Hills, G. E., Lumpkin, G. T., & Hybels, R. C. (1999). The entrepreneurial opportunity recognition process: Examining the role of self-perceived alertness and social networks. Paper accepted and presented at the *1999 Academy of Management Meeting*. Chicago, Illinois; August 12, 1999.
- Singh, R. P., Hills, G. E., Hybels, R. C., & Lumpkin, G. T. (1999). Opportunity recognition through social network characteristics of entrepreneurs. Paper accepted and presented at the *1999 Babson College-Kauffman Foundation Entrepreneurship Research Conference*, South Carolina; May, 1999.
- Singh, R. P. (1998). Entrepreneurial opportunity recognition through social networks. *Dissertation Defense*. Successfully defended dissertation to the faculty of UIC, Chicago, IL, July 31.
- Singh, R. P. (1997a). An exploratory examination of the differences between entrepreneurs and employees. Paper accepted and presented at the *1997 Midwest Academy of Management Meeting*, Ann Arbor, MI; April, 1997.
- Singh, R. P. (1997b). Experiences from the front. Presentation given at the quarterly *UIC Teaching Seminar Series*, Chicago, IL, April 11.
- Hills, G. E. & Singh, R. P. (1997). Opportunity recognition: A survey of high performing and representative entrepreneurs. Paper accepted and presented at the *10th Annual UIC/AMA Symposium on Marketing and Entrepreneurship*, Chicago, IL; August 2, 1997.
- Hills, G. E., Lumpkin, G. T., & Singh, R. P. (1997). Opportunity recognition: Perceptions and behaviors of entrepreneurs. Paper accepted and presented at the *1997 Babson College-Kauffman Foundation Entrepreneurship Research Conference* at Babson College; April.
- Singh, R. P. (1996a). A model of the psychological effects of downsizing on survivors. Paper accepted and presented at the *1996 Midwest Academy of Management Meeting*, South Bend, IN; April, 1996.
- Singh, R. P. (1996b). Starting an entrepreneurial firm as a university student: How to do it and what to do. Presentation given at the *1996 Collegiate Entrepreneurs of the Midwest Conference*, Chicago, IL, October 15.

Singh, R. P. (1992). As a member of a U.S. environmental technology delegation, traveled to Russia and Ukraine to present a paper on the benefits of environmental regulation to an audience of high-level government officials and private consultants/contractors (August).

## **CLASSES TAUGHT AND SUMMARY OF STUDENT COURSE EVALUATIONS:**

### ***Morgan State University Teaching Responsibilities and Results:***

OVERALL AVERAGE COURSE EVALUATION STUDENT RATINGS AT  
MORGAN STATE UNIVERSITY– 4.6/5.0

Based on Student Course Evaluations (agreement w/items on 5-point scale)

- a. The instructor accomplishes the objectives of this course
- b. My understanding of the subject area has increased
- c. I would recommend the course to other students

ENTR 351 – Entrepreneurship (undergraduate)  
ENTR 361 – Business Accelerator (undergraduate)  
ENTR 384 – Entrepreneurial Opportunity Recognition (undergraduate)  
ENTR 452 – Business Plan Development (undergraduate)  
BUAD 351 – Entrepreneurship (undergraduate)  
BUAD 452 – Advanced Entrepreneurship (undergraduate)  
BUAD 499 – Business Policy (capstone undergraduate strategic management course)  
MGMT 860 – Organization Behavior Seminar (Ph.D.)  
MGMT 861 – Organization Theory Seminar (Ph.D.)  
MGMT 876 – Research Implementation (Ph.D.)  
MGMT 877 – Entrepreneurship Seminar (Ph.D.)

### ***The following were taught at University of the Pacific***

BUSI 172 - Entrepreneurship: New Venture Formation (undergraduate)  
BUSI 272 - Entrepreneurship: New Venture Formation (MBA)  
BUSI 176 - Managing Small Businesses (undergraduate)  
BUSI 281 - Strategic Management (MBA Capstone Course)  
*Successfully taught the above courses at UOP for three years in a row. Maintained average ratings of about 4.5 out of 5 on the following criteria for all courses:*

- a. overall instructor effectiveness
- b. overall how worthwhile is course
- c. overall how much did you learn

UOP Westgate Executive Management Center - E-Commerce Session on Strategic Management (1 day course)

Spring 2000 Session Evaluations (on 5-point scale):

- a. overall instructor rating – 4.6
- b. overall session evaluation – 4.3

### ***Also taught the following while a Ph.D. student at UIC:***

Entrepreneurship: New Venture Formation (undergraduate)  
- 4.4 rating (out of 5) on instructor effectiveness (second section)  
- 4.2 rating (out of 5) on instructor effectiveness (first section)

Business and Its External Environment: Ethics and Legal Issues (undergraduate)

- 4.3 rating (out of 5) on instructor effectiveness

Managerial Communication (undergraduate)

- 4.3 rating (out of 5) on instructor effectiveness

## **DOCTORAL CANDIDATE ADVISING (MORGAN STATE UNIVERSITY):**

From Fall 2004 through Spring 2018, I served as the faculty advisor to the doctoral candidates in Management. I have co-authored papers with more than a dozen different Morgan State University doctoral students that have appeared in academic journals and/or academic conferences.

Served as the dissertation chair for doctoral candidate, Abrar T. Rizq.

*Dissertation Title: The Influence of Cultural Orientation and Social Networks on Opportunity Recognition and Entrepreneurial Success of Immigrants*

Dr. Rizq defended her dissertation in December 2021 and graduated in Spring 2022. She is currently a full-time tenure-track assistant professor at King Abdulaziz University in Saudi Arabia.

Served as the dissertation chair for doctoral candidate, Olugbenga Adeyinka.

*Dissertation Title: Self-Interest vs. Social Interest: How Cognitive Moral Development Influences Opportunity Recognition and Performance for Social Entrepreneurs*

Dr. Adeyinka defended his dissertation in March 2019 and graduated in Spring 2019. He is currently a full-time tenure-track assistant professor at Manhattanville College in New York.

Served as the dissertation chair for doctoral candidate, Yemisi F. Awotoye.

*Dissertation Title: Against Great Odds: Towards an Understanding of the Roles of Entrepreneurial Resilience and Entrepreneur's Wellbeing in Venture Growth Intentions*

Dr. Awotoye defended her dissertation in November 2018 and graduated in Spring 2019. She is currently a full-time tenure-track assistant professor at Gonzaga University.

Served as the dissertation chair for doctoral candidate, Crystal Ellis Dobratz.

*Dissertation Title: The Mediating Roles of HRM and Social Climates Between Entrepreneurial Orientation and Firm Performance: Examining Initiating and Imitative Firms*

Dr. Dobratz defended her dissertation in December 2016 and graduated in Spring 2017. She is currently a full-time tenure-track assistant professor at Howard University.

Served as the dissertation chair for doctoral candidate, Abdulrahman (Ali) Alolayan.

*Dissertation Title: The Impact of Social Capital of Entrepreneurs on Government Venture Capital Decisions and Firm Performance*

Dr. Alolayan defended his dissertation in May 2016 and graduated in December 2016. He is currently a full-time tenure-track assistant professor at Taibah University, Madinah, Saudi Arabia.

Served as the dissertation chair for doctoral candidate, Michael Ogbolu.

*Dissertation Title: Exploring the Depressed Rate of Black Entrepreneurship: The Impact of Consumer Perceptions*

Dr. Ogbolu defended his dissertation in March 2011 and graduated in Spring 2011. He is currently a full-time tenured associate professor at Howard University.

Served as the dissertation chair for doctoral candidate, Matthew Lang.



*Dissertation Title: Entrepreneurial Idea Identification through Online Social Networks*

Dr. Lang defended his dissertation in May 2010. He was just the second management doctoral candidate to complete his dissertation at Morgan State University. He is currently the Dean of Continuing Education Administration and Client Development at the Community College of Baltimore County.

Served as the dissertation chair for doctoral candidate, Micah E. S. Crump.

*Dissertation Title: A Survey of the Literature on Black Entrepreneurship: What is known, who is publishing, and future research directions*

Dr. Crump defended his dissertation in August 2008. He was the first management doctoral candidate to graduate from Morgan State University. He is currently a full-time tenured full professor in the Medgar Evers College, City University of New York.

Served on the dissertation committee of Isaac Addae.

*Dissertation Title: Examining the effect of compassion, intrinsic motivation, entrepreneurial imaginativeness, and stakeholder diversity on growth expectation of social impact for social entrepreneurs: A moderated-mediation study*

Dr. Addae defended his dissertation in April 2021 and will graduate in December 2021. He is currently a tenure-track faculty member in the Business Administration Department at Tennessee State University.

Served on the dissertation committee of Golshan Javadian.

*Dissertation Title: Rising above: How women's entrepreneurial intentions improve through stereotype protection and stereotype boost*

Dr. Javadian defended her dissertation in Fall 2014 and graduated in Fall 2014. She started her academic career at American University and the University of New Haven. Dr. Javadian is currently a tenured associate professor of management in the Business Administration Department, Morgan State University.

Served on the dissertation committee of Edwin L. Knox.

*Dissertation Title: The impact of market intelligence generation, social capital, and entrepreneurial orientation on firm creation: A focus on nascent entrepreneurs*

Dr. Knox defended his dissertation in Fall 2011 and graduated in Spring 2012. Dr. Knox is currently a tenured faculty member in the Medgar Evers College, City University of New York.

Served on the dissertation committee of SherRhonda R. Gibbs. Dr. Gibbs was a doctoral candidate at Jackson State University in Mississippi.

*Dissertation Title: A social cognitive approach to opportunity recognition: The moderating effect of entrepreneur type*

Dr. Gibbs defended her dissertation in May 2009. She was a long-time faculty member at Southern Mississippi University. She is currently the Dean of the Monfort College of Business at University of Northern Colorado.

Served on the dissertation committee of Lorenzo L. Esters. Dr. Esters defended his dissertation in Fall 2007 and earned his doctorate from the School of Education at Morgan State University.

*Dissertation Title: The entrepreneurial community college president: A single state perspective*

Dr. Esters was a vice president for the Office for Access and the Advancement of Public Black Universities at the Association of Public and Land-grant Universities (APLU), and the vice president of Student Success and Enrollment Management at Kentucky State University. Dr. Esters currently serves as Executive Director for Higher Education Partnerships within the Global Education Division of Educational Testing Service (ETS).

## AWARDS AND NOTABLE ACCOMPLISHMENTS:

Member of Sigma Nu Tau Entrepreneurship Honor Society at Morgan State University (2017 – 2023).

Inducted as a charter member of Morgan State University chapter of the Sigma Nu Tau Entrepreneurship Honor Society (November 2017).

Presented Morgan State University's National Center for Innovation, Entrepreneurship and Economic Development as a finalist for the 2017 USASBE Outstanding Emerging Entrepreneurship Program Award. I prepared our submission and our Center was selected as one of three finalists for the award. I presented information about the Center at the *2017 U.S. Association for Small Business and Entrepreneurship Conference*. Philadelphia, PA. January 19-22. We finished as the runner-up to North Carolina State's Entrepreneurship Center.

June 2016 – Dean's Commendation for writing and preparing the maintenance report that was submitted to AACSB International for the Earl G. Graves School of Business and Management (2015-2016 academic year).

October 2013 - Distinguished Research Award for paper – "Cultivating black technology entrepreneurs through HBCU engineering programs" – presented at the *2013 Academy of Entrepreneurship Annual Conference*. Paper co-authored with Mr. Isaac Addae, Morgan doctoral student, and Dr. Augustus Abbey.

January 2013 – JDE John Jack Best Paper Award for paper – "Researching black entrepreneurship: Exploring the challenge of response bias" – presented at the *2013 U.S. Association for Small Business and Entrepreneurship Conference*. Paper co-authored with Dr. Michael Ogbolu, Howard University.

2010 – Prepared the SBM's proposal and responses to the Maryland Higher Education Commission for a new undergraduate Entrepreneurship major at Morgan State University. The proposal was ultimately accepted and approved and the SBM began offering the new major in 2013.

June 2011 – Dean's Commendation for writing and preparing the maintenance report that was submitted to AACSB International for the Earl G. Graves School of Business and Management (2010-2011 academic year).

Fall 2007 - Received the highest teaching ratings (4.96 out of 5.0) among all faculty members in the Business Administration Department (21 total faculty members).

June 2006 – Dean's Commendation for writing and preparing the maintenance report that was submitted to AACSB International for the Earl G. Graves School of Business and Management (2005-2006 academic year).

Fall 2005 - Received the highest teaching ratings (4.82 out of 5.0) among all faculty members in the Business Administration Department (21 total faculty members).

1999 Best Paper Proceedings (Entrepreneurship) for the *1999 Academy of Management Annual Conference*.

1996 Coleman Foundation Graduate Student Award. Included a \$10,000 grant.

UIC College of Business Dean's Teaching Commendations (Fall 1996, Spring 1996, Summer 1996, Fall 1997).

## **UNIVERSITY SERVICE:**

### ***Morgan State University:***

Served as Chair of the Faculty Development Committee for the Earl G. Graves School of Business and Management at Morgan State University (Fall 2012 – present).

Served on the Faculty Development Committee for the Earl G. Graves School of Business and Management at Morgan State University (Fall 2002 – present).

Served as Chair of the Appointment, Promotion, and Tenure Committee for the Earl G. Graves School of Business and Management at Morgan State University (Fall 2020 – present).

Served on the Appointment, Promotion, and Tenure Committee for the Earl G. Graves School of Business and Management at Morgan State University (Fall 2011 – present).

Served on the Appointment, Promotion, and Tenure Committee for the Business Administration Department of the Earl G. Graves School of Business and Management at Morgan State University (Fall 2004 – present).

Served on the AACSB PRT Recommendation Action Committee for the Earl G. Graves School of Business (Fall 2018 – Spring 2021). I was responsible for preparing the report to the AACSB for accreditation. This was the fourth cycle that I had primary responsibility for report preparation. Morgan volunteered and was selected as a pilot University for the AACSB's new standards that were adopted in 2020. The SBM was again approved for full accreditation (through 2026).

Served on Morgan State University's Intellectual Property Committee (2014 – 2019). As part of this committee, I updated and shaped university policy and reviewed internal proposals from Morgan faculty and students for intellectual property protection.

Served on Morgan State University's Internal Research Council (Fall 2012 – 2019). As part of this Council, I took on the responsibility of revamping Morgan's Institutional Review Board (IRB) approval process. I streamlined the application form and procedures which are now the standards for the University.

Served as Chair of the Appointment, Promotion, and Tenure Committee for the Earl G. Graves School of Business and Management at Morgan State University (Fall 2017 – Spring 2019).

Served as Chair of the Appointment, Promotion, and Tenure Committee for the Business Administration Department of the Earl G. Graves School of Business and Management at Morgan State University (Fall 2018 – Spring 2019).

Served as the Ph.D. Coordinator/Advisor to doctoral candidates in the area of Management within the Earl G. Graves School of Business and Management at Morgan State University (Fall 2004 – Spring 2018).

Served on the Ph.D. Committee for the Earl G. Graves School of Business and Management at Morgan State University (Fall 2004 – Spring 2019). Reviewed doctoral candidate applications and reviewed and set procedures and policies for the doctoral program.

Served on Morgan State University's Appointment, Promotion, and Tenure Policy Task Force. Working with the Provost (Dr. Gloria Gibson), the Task Force reviewed and updated the tenure policies of the University and implemented changes to the Faculty Handbook (Spring 2016 – Spring 2018).

Served on Morgan State University's Middle States Accreditation Report Preparation Team for Standard VII (Fall 2016 – Spring 2018).

Served on AACSB Continuous Improvement Report Committee at Morgan State University to prepare Maintenance Report for AACSB International to maintain accreditation (2015-2016). Was responsible for report preparation.

Served as Chair of the Appointment, Promotion, and Tenure Committee for the Earl G. Graves School of Business and Management at Morgan State University (Fall 2013 – Spring 2014).

Served on Morgan State University's Morgan Community Mile Board (Fall 2013 – Spring 2014). This board was successful in forging relationships with community organizations and leaders in the surrounding area around Morgan State University.

Served as Chair of the Appointment, Promotion, and Tenure Committee for the Business Administration Department of the Earl G. Graves School of Business and Management at Morgan State University (Fall 2012 – Spring 2013; Fall 2015 – Spring 2016).

Served as the representative of the Earl G. Graves School of Business and Management on the University Grievance Committee (Fall 2011 – Spring 2013).

Served as a member of the Search Committee for the newly created position of Vice President for Research and Economic Development (Fall 2011 – Fall 2012). Culminated in the successful hire of Dr. Victor McCrary, a nationally and internationally known scientist and scholar.

Served as the Chair of the Ad Hoc Committee on Academic Dishonesty for the Business Administration Department of the Earl G. Graves School of Business and Management at Morgan State University. Our task reviewed University policy and streamlined Department policy toward any instances of academic dishonesty (Fall 2011 – Spring 2012).

Served on AACSB Continuous Improvement Report Committee at Morgan State University to prepare Maintenance Report for AACSB International to maintain accreditation (2010-2011). Was responsible for report preparation.

Elected and served as a faculty representative for the Earl G. Graves School of Business and Management to the Morgan State University Council (2008-2011 term). Held a leadership position on the University Council as a member of the Executive Committee.

Served as the Chair of the Athletic Committee of the Morgan State University Council. The Athletic Subcommittee provides faculty oversight of the Athletic Department.

Served on Ad-Hoc Committee at Morgan State University to prepare Maintenance Report submitted to AACSB International to maintain accreditation - was personally responsible for preparing the final report (2005-2006).

Redesigned and provided periodic updates to the website (2003-2010) for the Earl G. Graves School of Business and Management at Morgan State University.

Founded the Center for Entrepreneurship and Strategy (CES) within the Earl G. Graves School of Business and Management at Morgan State University (2002).

Developed and maintained the website for the CES.

Served on the Corporate Alliance Partnership (CAP) Faculty Committee at Morgan State University (2002-2003).

Served as Faculty Advisor to the Student Marketing Society at Morgan State University (2003).

Worked on a joint project between the UOP Engineering School and the Business School that assisted the National Technology Transfer Center in Wheeling, WV. The goal of the project was to improve the success rate of technology transfer and commercialization (2001).

Co-chaired the Program Review Committee for the Communications Department at UOP (October 2001 – March 2002). Part of the University's self-study/peer review internal system of assessment for departments (department reviews are conducted every 5 years).

Served on the UOP Eberhardt School of Business Curriculum Committee (1999-2002)

Served on the UOP Eberhardt School of Business MBA Admissions Committee (2001-2002)

Served on the UOP Eberhardt School of Business Faculty Technology Team (1999-2002)

Served as the Faculty Advisor to the UOP Entrepreneurship Club (1999-2002)

Served as the Faculty Advisor to 14 UOP undergraduate freshmen students (2000-2002)

Served as a member of two search committees at UOP (entrepreneurship position and strategy position)

Managed the UOP "Entrepreneur-in-Residence" Program. In 2002, the Entrepreneur-in-Residence was Steve Sherman. Mr. Sherman has 20 years of experience in high technology and has been a part of several successful startups. Most recently, he turned around QT Optoelectronics – a firm that was losing \$1 million/month and sold the firm off to Fairchild Industries for over \$100 million. The prior two years had Michael Crete, the co-founder of California Cooler, as Entrepreneur-in-Residence. The firm was founded in 1979 and went on to build annual sales of more than \$100 million by 1985. The firm was bought out by Brown-Forman Corp in 1985. I help coordinate activities on campus, which include lectures to undergraduate and MBA students. Mr. Crete also met with student entrepreneur groups on a number of occasions to review business plans and offer advice.

## PROFESSIONAL ACTIVITIES:

Five proposed chapter manuscript reviews for *Sustainability and the Future of Work and Entrepreneurship for the Underserved* (edited by J. Rolle and M. Crump), IGI Global Publishing.

Co-editor and Special Editorial Review Board for a special issue of *The New England Journal of Entrepreneurship* on the role of networking, entrepreneurial environments, and support systems in the creation, survival and success of ventures founded by women, minority, and immigrant entrepreneurs, Volume 21(2), 2018.

Invited by Dr. Gerald E. Hills, Founder and Executive Director of the Collegiate Entrepreneurs Organization (CEO), to be a founding member of the Board of Directors. CEO has been affiliated with the University of Illinois at Chicago for over a decade. CEO is established as a separate 501(c)(3) entity (2009).

Elected and Re-Elected Treasurer of the CEO. Served in this capacity from 2009-2016.

Member, Editorial Review Board of the *Journal of Entrepreneurship Education* from 2008-2016.

Member, Academy of Management since 1995.

Member, U.S. Association for Small Business and Entrepreneurship (USASBE) since 1995.

Gave a Presentation on the Economic Crisis to the members of the Greater Baltimore Committee (May 15, 2009).

Completed three major business plans for outside clients. One client secured almost \$1 million in angel investment based on the plan.

Have reviewed over a dozen business plans (pro bono work) and provided comments to startups in the California Central Valley and the DC/Baltimore region.

Served on the Advisory Board for web startup, MyWorkTools.com.

Served on the Advisory Board for web startup, DotComLegal, Inc.

Served on the Advisory Board for web startup, HomebuildersUSA.com.

Served on the Advisory Board for tech startup, Expanding Solutions.com, Inc.

Served on the Advisory Board for single family home framing contractor, American Steel Frame, Inc.

Served on the Advisory Board of the Greater Stockton Chamber of Commerce Business Incubator, Stockton, California.

Regular conference paper reviewer for the annual *Academy of Management Meeting (Entrepreneurship Division)* and *U.S. Association for Small Business and Entrepreneurship Annual Conference*. These reviews have been done most years since 2000.

As a post-doctoral fellow, paper reviewer for *14<sup>th</sup> Annual UIC/American Marketing Association (AMA) Symposium on Marketing and Entrepreneurship* (2000).

As a post-doctoral fellow, paper reviewer and organizer for *13<sup>th</sup> Annual UIC/American Marketing Association (AMA) Symposium on Marketing and Entrepreneurship* (1999).

As a doctoral student, paper reviewer and organizer for *11th Annual UIC/AMA Symposium on Marketing and Entrepreneurship* (1997).

Have also reviewed three textbooks (entrepreneurship and strategy textbooks) for McGraw-Hill, Prentice Hall, and Routledge.

#### **NOTABLE MEDIA NOTES:**

Op-Ed appeared in the *Baltimore Sun* discussing the need to increase black entrepreneurship due to the negative economic impacts of the covid-19 pandemic, July 23, 2021.

Op-Ed appeared in the *Baltimore Sun* discussing rising economic risk and the inverted yield curve, July 19, 2019.

Regular guest on the C4 radio show on WBAL 1090 AM (Baltimore, MD). Discussed national debt, debt ceiling, and economic issues throughout 2013.

Regular guest on the C4 radio show on WBAL 1090 AM (Baltimore, MD). Discussed national debt, debt ceiling, and economic issues throughout 2012.

Op-Ed appeared in the *Baltimore Sun* discussing the debt crisis and the need to raise the debt ceiling, July 19, 2011.

Regular guest on the C4 radio show on WBAL 1090 AM (Baltimore, MD). Discussed national debt, debt ceiling, and economic issues throughout 2011.

Regular guest on the C4 radio show on WBAL 1090 AM (Baltimore, MD). Discussed national debt, debt ceiling, stimulus, the jobs bill, and economic issues throughout 2010.

Op-Ed appeared in the *Baltimore Sun* discussing the improving economy and President Obama's economic policies, February 8, 2010.

Regular guest on the C4 radio show on WBAL 1090 AM (Baltimore, MD). Discussed the economic crisis, government stimulus, and economic issues throughout 2009.

Regular guest on the C4 radio show on WBAL 1090 AM (Baltimore, MD). Discussed the economic crisis, TARP, auto bailout, and economic issues throughout late 2008.

Discussed entrepreneurship issues in order to create wealth on the *Real Money* radio program hosted by Deborah Owens on NPR WEAA 88.9 FM (Baltimore, MD), October 28, 2008.

Discussed the global financial crisis on the *At Issue* radio program hosted by George Collins on NPR WEAA 88.9 FM (Baltimore, MD), October 2, 2008.

Discussed the global financial crisis on the *Real Money* radio program hosted by Deborah Owens on NPR WEAA 88.9 FM (Baltimore, MD), September 30, 2008.

Article entitled, “The Business Plan: A Critical Tool for Entrepreneurial Success,” appeared in the August 2008 edition of *Maryland Entrepreneur Quarterly*.

Quoted in *Time* Magazine article, “A Good Therapist Might Help” by Valerie Marchant, July 17, 2000.

Quoted in CNBC.com article, “Finding Happiness in the Corporate World” by Nancy S. Giges, June 19, 2000.

Quoted in numerous *Stockton Record* (California) Newspaper Articles 1999 – 2002.

#### **OTHER:**

Founded/co-founded and incorporated three businesses - a management and information technology consulting firm (1994), a karaoke business (1996), and an internet-based niche portal business (1998). All of the businesses were successful in their own right, but are not currently active.

Enjoy coaching youth soccer and youth basketball. Hold a USSF National “D” Coaching License in soccer.

Happily married since 1994 and a very proud father to two great kids. My daughter graduated from University of California – Berkeley and my son is currently attending University of Chicago.