

# IKENNA UZUEGBUNAM

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Web: <https://profiles.howard.edu/ikenna-uzuegbunam>

## EDUCATION

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**Rensselaer Polytechnic Institute**, United States

Ph.D. in Management, 2008

**University of Sussex**, United Kingdom

M.Sc. in Technology and Innovation Management, 2003

**University of Nigeria, Nsukka**, Nigeria

B.Eng. (2:1 Honors) in Electronic Engineering, 2002

## ACADEMIC POSITIONS

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### HOWARD UNIVERSITY

Associate Professor (with Tenure) of Management & International Business, 2025 –

Associate Professor of Management, 2021 – 2025

PNC Bank Faculty Fellow in Entrepreneurship, 2023 – 2024

### OHIO UNIVERSITY

Associate Professor (with Tenure) of Strategy, Entrepreneurship & International Business, 2019 – 2020

Director, One-Year MBA program, 2019 – 2020

Director, Entrepreneurship Major, 2019 – 2020

Certificate Lead, Graduate Certificate in Business Venturing, 2018 – 2019

Assistant Professor of Strategy, Entrepreneurship & International Business, 2016 – 2019

Visiting Assistant Professor of Strategy, 2014 – 2016

### UNIVERSITY OF KENTUCKY

Assistant Professor of Management, 2008 – 2014

### VISITING POSITIONS

Visiting Professor, Coal City University, Nigeria, 2020 -

Visiting Scholar, Cambridge University, United Kingdom, Summer 2007

### EDITORIAL BOARD APPOINTMENTS

*Management Decision*, 2022 – Present

## AWARDS AND HONORS

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**2023** Excellence in Research Award, Howard University School of Business

PNC Bank Faculty Fellowship, Howard University, 2023-2024

Strategic Management Society Conference Responsible Research Paper Prize (Nominee), 2023

**2021** Innovation for African Universities Grant, Coal City University (Co-investigator), 2021–22

**2019** Academy of Management (AOM) Carolyn B. Dexter Best International Paper Award (Nominee), AOM Conference, Boston MA

Academy of Management (AOM) International Management Division Best Paper in Corporate Social Responsibility and Sustainability Award (Finalist), AOM Conference, Boston MA

- Ohio University – Honors Tutorial College Research Apprenticeship Award
- 2018** AOM International Management Division HKUST Best Paper in Global Strategy Award (Finalist)  
AOM Conference, Chicago IL  
Elevator Pitch Award – Emerging Trends in Entrepreneurial Finance Conference, Stevens Institute of Technology, Hoboken NJ  
Best Emerging Researcher Award, Ohio University – Dept. of Management  
(3x) Best Paper Proceedings, Academy of Management Conference, 2018, 2019, 2021  
Best Conference Paper Prize (Finalist), Strategic Management Society (SMS) Sao Paulo, Brazil
- 2014** (3x) Ohio University – College of Business Research Seed Grant 2014 – 2018
- 2012** Kauffman Foundation Travel Funding 2011, 2012; KFS Seat Sponsorship, 2012 – 2020
- 2011** Finalist, 3E Innovative Entrepreneurship Education Competition, United States Association for Small Business and Entrepreneurship Conference (USASBE)
- 2010** MBA Professor of the Year Award (Honorable Mention), University of Kentucky
- 2007** Best Discussant Award, Rensselaer's Lally School Doctoral Workshop
- 2006** Best Paper Award in Innovation Track – Southern Management Meetings  
Best Paper Award (Nominee), Strategic Management Society (SMS) Conference
- 2005** ○ (2x) Master Teaching Assistant Awards, Rensselaer Polytechnic Institute 2005, 2006

## INTELLECTUAL CONTRIBUTIONS

ORCID ID: 0000-0002-1063-669X

Web of Science Researcher ID: P-5909-2019

[†Former undergraduate/graduate student. \*All authors contributed equally.]

## I. JOURNAL ARTICLES

25. Ofem, B., Uzuegbunam, I., & Nambisan, S. (2025). The Interdependence between Donors and Investors: Liability of Hybridity, Entrepreneurial Ecosystems Affordances, and Venture Financing. *Entrepreneurship Theory and Practice*, Accepted April 10, 2025. [FT 50 Journal, 2024 Impact Factor: 7.9]. <https://doi.org/10.1177/10422587251347059>
24. Uzuegbunam, I. (2025). Africa's Historic Slave Trades and Innovation in a Connected World. *Journal of Business Research*, 193: 115332. [2024 Impact Factor: 9.8] <https://doi.org/10.1016/j.jbusres.2025.115332>
23. Uzuegbunam, I. (2025). The Individualism Paradox: How Individualistic Cultures foster Outside Ownership in Social Startups. *Review of Managerial Science*. Published online April 2025 [2024 Impact Factor: 9.6] <https://doi.org/10.1007/s11846-025-00884-z>
22. Uzuegbunam, I., Kapletia, D., & Icha-Ituma, A. (2025). Historical Shocks and Community-Based Enterprises: The Slave Trades, Family Dynamics, and Social Entrepreneurship in Africa. *Entrepreneurship & Regional Development*, 37(1-2): 248-272. [2024 Impact Factor: 3.6]. <https://doi.org/10.1080/08985626.2024.2372435>
21. Uzuegbunam, I. (2025). Policing Effects on Black Entrepreneurs' Financial Performance: The Moderating Impact of Formal and Informal Institutions. *Administrative Sciences*, 15(7): 262. [2024 Impact Factor: 3.1]. <https://doi.org/10.3390/admsci15070262>
20. Fox, J.D., Pittaway, L., & Uzuegbunam, I. (2024). Artificial Intelligence as a Dynamic Copilot in Entrepreneurship Education, *Entrepreneurship Education and Pedagogy*, 0(0): 1-16. <https://doi.org/10.1177/25151274241256307>
19. Uzuegbunam, I. (2024). Culture and Investment in Green Public-Private Partnerships. *Journal of Cleaner Production*, 443: 141122. [2024 Impact Factor: 10] URL: <https://doi.org/10.1016/j.jclepro.2024.141122>

18. Uzuegbunam, I., Uzuegbunam, N., & Chuka-Obah, C. (2023). State-level Religiosity and the Initial Adoption of mRNA COVID-19 Vaccines. *Journal of Regional Analysis and Policy*, 53(2): 39-53. URL: <https://jrap.scholasticahq.com/article/89246>
17. Ogbolu, M., Uzuegbunam, I., & Hinojosa, A. (2023). The Impact of Business Owner Demographics on Loan Forgiveness in a Pandemic. *Journal of Developmental Entrepreneurship*, 28(3): 2350019. [2024 Impact Factor: 0.7] URL: <https://doi.org/10.1142/S108494672350019X>
16. Uzuegbunam, I., Ofem, B., Fox, J. & Nambisan, S. (2023). The Angels' Share Hypothesis in New Firms. *Small Business Economics*, 61: 843-865. [2024 Impact Factor: 4.8] URL: <https://doi.org/10.1007/s11187-022-00695-6>
15. Dykes, B.J., & Uzuegbunam, I. (2023). Foreign Partner Choice in the Public Interest: Experience and Risk in Infrastructure Public-Private Partnerships. *Journal of International Business Policy*, 6: 47-66. [2024 Impact Factor: 4.4] URL: <https://doi.org/10.1057/s42214-022-00134-z>
14. Igwe, P.A., Madichie, N.O., Chukwuemeka, O., Rahman, M., Ochianwata, N., & Uzuegbunam, I. (2022). Pedagogical Approaches to Responsible Entrepreneurship Education. *Sustainability*, 14(15): 9440. [2024 Impact Factor: 3.3] <https://doi.org/10.3390/su14159440>
13. Uzuegbunam, I., Pathak, S., Taylor-Bianco, A., & Ofem, B. (2021). How Cultural Tightness Interacts with Gender in Founding Teams: Insights from the Commercialization of Social Ventures. *Journal of Business Venturing*, 36 (4) [FT 50 Journal, 2024 Impact Factor: 8.9] URL: <https://doi.org/10.1016/j.jbusvent.2021.106127>
12. Uzuegbunam, I., & Geringer, J.M. (2021). Culture, Connectedness, and the International Adoption of Disruptive Innovation. *Journal of International Management*, 27(1) [2024 Impact Factor: 4.9] URL: <https://doi.org/10.1016/j.intman.2020.100807>
11. Uzuegbunam, I., Aissaoui, R., & Taylor-Bianco, A. (2021). Against the Norm? Entrepreneurial Human Capital, Gender, and Resource Mobilization in Sub-Saharan Africa. *Journal of African Business*, 4: 491-513. [2024 Impact factor: 1.8] URL: <https://doi.org/10.1080/15228916.2021.1874783>
10. \*Cumming, D.J., Johan, S., †Oberst, C., & Uzuegbunam, I. (2020). The Unintended Consequences of Biotechnology Innovation Adoption. *Industry and Innovation*, 27: 1089-1109 [2024 Impact factor: 4.2] URL: <https://doi.org/10.1080/13662716.2020.1731431>
9. \*Cumming, D.J., Johan, S., & Uzuegbunam, I. (2020). An Anatomy of Entrepreneurial Pursuits in Relation to Poverty. *Entrepreneurship and Regional Development*, 32(1-2): 21-40 [2024 Impact Factor: 3.6] URL: <https://doi.org/10.1080/08985626.2019.1640475>
8. Tucker, M.L., Pueschel, A., Uzuegbunam, I., Jordan, K., & Meek, S. (2020). Change is Happening at Hyper Speed: Is Management Education Keeping Up? *Journal of Scholastic Inquiry: Business*, 11:8-20.
7. Uzuegbunam, I., Ofem, B., & Nambisan, S. (2019). Do Corporate Investors Affect Entrepreneurs' IP Portfolio? Entrepreneurial Finance and Intellectual Property in New Firms. *Entrepreneurship Theory and Practice*, 43(4): 673-696. [FT 50 Journal, 2024 Impact Factor: 7.9] URL: <https://doi.org/10.1177/1042258717738247>
6. Geringer, J.M., Pendergast, W.R., and Uzuegbunam, I. (2019). Firm Internationalization and CEO Perceptions of International Business Education and Skills. *Journal of Human Resources and Adult Learning*, 15(1), June.

5. \*Uzuegbunam, A.O., & Uzuegbunam, I. (2018). Arm's-Length or Give-and-Take? Gender Differences in the Relational Orientation of New Ventures in Sub-Saharan Africa. *Strategic Entrepreneurship Journal*, 12(4): 522-541. [FT 50 Journal, 2024 Impact Factor: 6.3] URL: <https://doi.org/10.1002/sej.1301>
4. Jolley, J., Uzuegbunam, I., & Glazer, J. (2018). TechGROWTH Ohio: Public Venture Capital and Rural Entrepreneurship. *Journal of Regional Analysis and Policy*, 48(2): 14-22. URL: <https://jrap.scholasticahq.com/article/3773-techgrowth-ohio-public-venture-capital-and-rural-entrepreneurship>
3. Fox, J., Pittaway, L., & Uzuegbunam, I. (2018). Simulations in Entrepreneurship Education: Serious Games and Learning through Gameplay. *Entrepreneurship Education and Pedagogy*, 1(1): 61-89. URL: <https://doi.org/10.1177/2515127417737285>
2. Uzuegbunam, I., Liao, Y., Pittaway, L., & Jolley, J. (2017). Human Capital, Intellectual Capital, and Government Venture Capital. *Journal of Entrepreneurship and Public Policy*, 6(3): 359-374. [2024 Impact Factor: 1.7] URL: <https://doi.org/10.1108/JEPP-D-17-00008>
1. Uzuegbunam, I. (2016). Identity and Initial Structure in Inter-firm Alliances: A Social Identity Perspective. *Management Decision*, 54(4): 929-945. [2024 Impact Factor: 5.1] URL: <https://doi.org/10.1108/MD-12-2014-0696>

## II. AOM BEST PAPER PROCEEDINGS (Top 10% of AOM Conference Papers)

3. Uzuegbunam, I., †Ofem, B., & Nambisan, S. (2021). When Do Donors and Investors Unite? Entrepreneurial Ecosystems and the Financing of Hybrid Ventures. *Academy of Management Best Paper Proceedings*.
2. \*†Ofem, B., Pathak, S., Taylor-Bianco, A., & Uzuegbunam, I. (2019). Too Tight to Move? How Cultural Norms and Stereotypes Regulate Imprinting in Hybrid Social Venturing. *Academy of Management Best Paper Proceedings*.
  - Nominee for Carolyn Dexter Award, AOM
  - Finalist IM Best Paper in Corporate Social Responsibility and Sustainability Award, AOM
1. Uzuegbunam, I., Geringer, J.M., & †Oberst, C. (2018). Creative Destruction Within and Across Countries: Do Culture and Connectedness Matter? *Academy of Management Best Paper Proceedings*.
  - Finalist IM-HKUST Best Paper in Global Strategy Award, AOM

## III. BOOKS, BOOK CHAPTERS AND ENCYCLOPEDIA ENTRIES

6. Dykes, B. & Uzuegbunam, I (2026). Edited Book. Under Contract and in progress. *Strategies and Innovations in Africa*, World Scientific Publishing.
5. Uzuegbunam, I. (2024). Corporate Venture Capital and Intellectual Property Outcomes. In. “*The Palgrave Encyclopedia of Private Equity*” Cumming, D. and Hammer B. (Eds.) Palgrave Macmillan, Cham.
4. Uzuegbunam, I., & Nambisan, S. (2018). The Ties that Change: Open Innovation Strategies and Capability Reconfiguration under Uncertainty. In “*Open Innovation, Ecosystems and Entrepreneurship: Issues and Perspectives*” Nambisan S. (Ed.) Word Scientific Publishing, URL: [https://doi.org/10.1142/9789813149083\\_0008](https://doi.org/10.1142/9789813149083_0008)
3. Uzuegbunam, I., Nambisan, S. & Chen, M. (2010). Unraveling the Service Innovation Dilemma: The Promise of Network Embeddedness. In “*Handbook of Research in Mass Customization and Personalization*” Piller F.T. and Tseng M.M. et al. (Eds.) World Scientific Press, 2: 646-664. URL: [https://doi.org/10.1142/9789814280280\\_0033](https://doi.org/10.1142/9789814280280_0033)
2. Uzuegbunam, I. (2009). The Strength of IT-Based (Virtual) Interfirm Ties in the Development of Complex Product Systems. In “*Information Technology and Product Development, Annals of Information Systems*” S.

Nambisan (Ed.) Springer Publications, 5(2): 179-189. URL: [https://doi.org/10.1007/978-1-4419-1081-3\\_9](https://doi.org/10.1007/978-1-4419-1081-3_9)

1. Uzuegbunam, I. (2005). The Competitive Behavior of Governments: A Study of Successful IT in Great Britain. In “*Technology Management: A Unifying Discipline for Melting the Boundaries*”, Anderson, Daim, Kocaoglu, Milosevic & Weber (Eds.), Portland: PICMET, 61-71. URL: 10.1109/PICMET.2005.1509674

#### IV. OTHER PEER-REVIEWED PROCEEDINGS

4. Uzuegbunam, I. & Liao, Y. (2013). Human Capital, Intellectual Capital, and Government Venture Capital. United States Association for Small Business and Entrepreneurship Conference Proceedings.
3. Uzuegbunam, I. & Nambisan, S. (2006). A Theory of Interfirm Niche Competence in Radical Technological Regimes. Southern Management Association (SMA) 2006 Proceedings, 643-648.
2. Chen, M., Kasthurirangan, G., Sardeshmukh, S.R. & Uzuegbunam, I. (2006). From entrepreneurial capabilities to expert performance: The role of deliberate practice. Southern Management Association (SMA) 2006 Proceedings, 372-377.
1. Uzuegbunam, I. (2005). Managing Collaborative New Product Development of Complex Software Systems: Mythical Man-month Revisited. IEEE Engineering Management Conference Proceedings. Volume 2:494-498.

#### V. WORKING PAPERS

6. Prior experience and hybrid social ventures. (W/Brandon Ofem, Seemantini Pathak, Amy Taylor-Bianco, and Amanda Hinojosa). Status: *To be submitted September 2025*.
5. Bootstrapping and Corruption Perception in New Ventures (W/Stephanie Leonard, Amanda Hinojosa, and Michael Ogbolu), Status: *Submitted*.
4. A Systematic Literature Review of Funding Women Entrepreneurs in Africa (W/Stephanie Leonard, Amanda Hinojosa, Kiaron Bailey, and Michael Ogbolu). Status: *Under second round review*.
3. Poverty and Electoral Integrity. Status: *Under second round review*.
2. AI Use Among Marginalized Entrepreneurs: A Social Cognitive Theory Perspective (W/ Brandon Ofem, and Joe Fox). Status: *Submitted*.
1. City Entrepreneurs. Status: *To be submitted September 2025*.

#### VI. CONFERENCE PRESENTATIONS

“The Experiential Drivers of Hybridization in Social Venturing” (W/Brandon Ofem, Seemantini Pathak, Amy Taylor-Bianco, and Amanda Hinojosa)

Strategic Management Society (SMS) Istanbul, Turkey, October 2024.

Symposium - “Africa’s Data in Management Scholarship” (W/Valentina Assenova)

Academy of Management (AOM) Meeting, Chicago IL, August 2024.

Symposium - “Strategies and Innovations in Africa’s Organizations” (W/Bernadine Dykes)

Academy of Management (AOM) Meeting, Chicago IL, August 2024.

“Did Africa’s Slave Trades Spur an Innovation Brain Drain?”

Migration & Organizations Conference, Wharton Business School, Philadelphia, May 2024.

“Hand-To-Mouth Or Powerful? The Curvilinear Effect of Trade Credit on Corruption in New Firms”, (W/ Stephanie Leonard, Amanda Hinojosa and Michael Ogbolu)

† Midwest Academy of Management (MWAOM), Chicago, IL, October 2023.

“Africa’s Historic Slave Trades and Innovation in a Connected World”

Strategic Management Society (SMS) Conference, Toronto, Canada, October 2023.

- Nominee, SMS Annual Conference Responsible Research Paper Prize

“Individualistic, But Cooperative? Cultural Values and Entrepreneurial Finance in Social Ventures”

Strategic Management Society (SMS) Conference, Toronto, Canada, October 2023.

“Unforgiven? Demographic-Based Inequality in PPP Loan Forgiveness in a Pandemic”, (W/ Mike Ogbolu and Amanda Hinojosa)

Eastern Academy of Management (EAM) Conference, Philadelphia PA, May 2023.

“Roots of Mistrust: The Legacy of the Slave Trade on Social Entrepreneurship in Africa”, (W/Dharm Kapletia, and Afam Icha-Ituma)

Academy of Management (AOM) Conference, Virtual Conference, July-Aug 2021.

“When Do Donors and Investors Unite? Entrepreneurial Ecosystems and the Financing of Hybrid Ventures”, (W/Brandon Ofem, and Satish Nambisan)

Academy of Management (AOM) Conference, Virtual Conference, July-Aug 2021.

Best Paper Proceedings (Top 10% of conference papers).

“Leveling the Venturing Field: The Interrelationships between Gender and Prior Funding on Growth Capital Intentions”, (W/Alexander Schlosser, Rachida Aissaoui, and Paul Benedict)

Strategic Management Society (SMS) Conference, London UK Virtual Conf., October 2020.

“Too Tight to Move? How Cultural Norms and Stereotypes Regulate Imprinting in Hybrid Social Venturing”, (W/Brandon Ofem, Seemantini Pathak, and Amy Taylor-Bianco)

Academy of Management (AOM) Meeting, Boston, MA, August 2019

Best Paper Proceedings (Top 10% of conference papers)

Nominee, Carolyn Dexter All Academy Award for Best International Paper

Finalist, IM Division Best Corporate Social Responsibility and Sustainability Paper Award.

“Drifting from Control? Gender, Government Funding and Subsequent Equity Financing Intentions of Technology Startups”, (W/Alexander Schlosser)

Babson College Entrepreneurship Research Conference (BCERC), Babson Park, June 2019

“Creative Destruction Within and Across Countries: Do Culture and Connectedness Matter”, (W/Mike Geringer and Christian Oberst)

Academy of Management (AOM) Meeting, Chicago, IL, August 2018

Best Paper Proceedings (Top 10% of conference papers)

Finalist, IM Division HKUST Best Paper in Global Strategy Award

International Schumpeter Society Conference, Seoul, Korea, June 2018.

“All in Good Time? Founders’ Age, Gender, and Patenting in New Technology Ventures”, (W/Seemantini Pathak and Brandon Ofem)

† Academy of Management Meeting (AOM), Chicago, IL, August 2018.

“Do Entrepreneurs Shape Institutions? Founder Education, Gender, and Resource Mobilization in Africa”, (W/Rachida Aissaoui and Amy Taylor-Bianco)

Academy of Management Meeting (AOM), Chicago, IL, August 2018.

“The Angels’ Share: Ownership Structure, Family Financing, and Entrepreneurial Performance”, (W/Brandon Ofem, and Satish Nambisan)

Emerging Trends in Entrepreneurial Finance, Hoboken NJ, June 2018

Awarded Best Paper Pitch Award

† Academy of Management (AOM) Conference, Atlanta GA, August 2017

Babson College Entrepreneurship Research Conference (BCERC), Norman, OK, June 2017.

“Advantages of Foreignness in the Public Interest: Economic Value Creation in Infrastructure Public-Private Partnerships”, (W/Bernadine Dykes)

† Strategic Management Society (SMS) Special Conference, Sao Paulo, Brazil, March 2018

Finalist for SMS Sao Paulo Best Conference Paper Prize.

“Hiring Frictions in Man-know-man Economies: Founder’s education, gender and family ties in emerging market ventures”, (W/ Amy Taylor-Bianco, and Rachida Aissaoui)

Strategic Management Society (SMS) Conference, Houston, TX, October 2017

† Academy of International Business Southeast, Washington DC, October 2017.

“Entrepreneurship and Poverty: An Empirical Study”, (W/Douglas Cumming)

† British Academy of Management (BAM) Conference, Warwick, UK, September 2017.

“Firm Internationalization and CEO Perceptions of International Business Education and Skills”, (W/Mike Geringer and William Pendergast).

† Administrative Sciences Association of Canada conference, Montreal, May-June 2017.

“TechGROWTH Ohio: Public Venture Capital and Rural Entrepreneurship”, (W/J. Jolley, and J. Glazer).

† Mid-Continent Regional Science Association Conference, Oregon, OH, June 2017.

“Disruptive Innovation and Niche Emergence: A Longitudinal, Multi-nation Analysis of Bioagriculture”, (W/Mike Geringer).

† 32<sup>nd</sup> Annual Industrial Marketing and Purchasing Group (IMP) Conference. Poland.

“The Impact of Corporate Venture Capital on the Branding Efforts of New Technology Firms”, (W/Brandon Ofem, and Satish Nambisan).

† United States Association for Small Business and Entrepreneurship, San Diego, CA January 2016

† Academy of Management Meeting, Philadelphia, PA, August 2014

Kauffman Firm Survey Workshop, Kansas City, MO, July 2012.

“Brains over Brawn? Entrepreneurial Human Capital and Optimism in the Great Recession” (W/B Ofem)

Babson College Entrepreneurship Research Conference (BCERC), London, Ontario, June 2014.

“Latent Poverty and Entrepreneurial Activity: A U.S. State Level Analysis”, (W/Douglas Cumming)

Academy of Management (AOM), Meeting, Lake Buena Vista, FL, August 2013.

“Human Capital, Intellectual Capital and Government Venture Capital”, (W/ Yin-chi Liao).

† USASBE Conference, San Francisco, CA, January 2013.

“Gender Differences in the Structure of Customer Relationships: Evidence from Nigerian New Ventures” (W/Anthonia Uzuegbunam)

† Academy of Management Africa Conference, Johannesburg, South Africa, January 2013.

“An Identity Based View of the Initial Structure of Interfirm Collaboration”

Southern Management Association Meeting, Fort Lauderdale, FL, November 2012.

“The Impact of Individual- and Institutional- Investor Heterogeneity on New Venture Growth” (W/Brandon Ofem, and Satish Nambisan).

George Mason University Entrepreneurship Research Conference, Fairfax, VA, May 2011

- Strategic Management Society (SMS) Conference, Miami, FL, November 2011  
 Kauffman/Temple U. Entrepreneurship Workshop, Philadelphia, PA, November 2011.  
 “The Consequences of Commercial Work Experience on the Performance of Social Entrepreneurs”  
 USASBE Conference, Hilton Head, SC, January 2011  
 6<sup>th</sup> Annual Conference of Social Entrepreneurs, New York University, NY, November 2009.
- “Scaling Social Entrepreneurial Impact”  
 George Mason University Entrepreneurship Research Conference, Fairfax, VA, May 2011  
 USASBE Conference, Hilton Head, SC, January 2011  
 6<sup>th</sup> Annual Conference of Social Entrepreneurs, New York University, NY, November 2009.
- “Incumbent Capability Reconfiguration under Uncertainty” (W/Satish Nambisan).  
 USASBE Conference, Nashville, TN, January 2010  
 Academy of Management (AOM) Meeting, Philadelphia PA, August 2007.
- “Entrepreneurial Capabilities and Deliberate Practice” (W/M Chen, G Kasthurirangan, S Sardeshkmukh)  
 USASBE Conference, Nashville, TN, January 2010  
 †Academy of Management (AOM) Meeting, Philadelphia PA, August 2007  
 †Southern Management Association Meetings, Clearwater Beach, FL, October 2006.
- “An Analysis of Network Innovation and Firm Performance in Established Firms”, (W/ Satish Nambisan).  
 Intraorganizational Networks (ION) Conference, Lexington, KY, April 2010  
 Academy of Management (AOM) Meeting, Anaheim, CA, August 2008  
 Strategic Management Society (SMS) Conference, Cologne, Germany, October 2008.
- “Licensing and Cross-border Network Innovation” (W/ Shekhar Jayanthi).  
 Academy of Management (AOM) Meeting, Anaheim, CA, August 2008.
- “A Naturalist’ View of Niche-based Competition”  
 Strategic Management Society (SMS) Conference, Cologne, Germany, October 2008.
- “Networks of Niche Competent Innovation”, (W/Satish Nambisan)  
 Strategic Management Society (SMS) Conference, October, San Diego, CA, October 2007  
 Academy of Management (AOM) Meeting, Philadelphia PA, August 2007  
 Atlanta Competitive Advantage Conference (ACAC), Atlanta, GA, June 2007.
- “Exploiting the Service Innovation Dilemma: A Network Embeddedness Perspective”, (W/ Satish Nambisan, and Manli Chen).  
 Annual Frontiers in Service Conference, San Francisco, CA, October 2007.
- “A Theory of Interfirm Niche Competence in Disruptive Technological Regimes”, (W/Satish Nambisan).  
 Strategic Management Society Conference, Vienna, Austria, October-November 2006  
 Nominated for the ninth annual SMS Best Conference Paper Prize  
 Southern Management Association Meetings, Clearwater Beach, FL, October 2006  
 Awarded best paper award in IT/Innovation Management Track.
- †Papers presented by coauthor.

## TEACHING EXPERIENCE

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Course Instructor, Howard University, 2021 – Present (Median ratings)

*Business Policy (MGMT 390)*

Received ratings 5/5 & 5/5 (Spring 2025); 5/5 & 4.5/5 (Spring 2024); 5/5 & 5/5 (Spring 2023); 5/5, 5/5 & 4.5/5 (Spr. 2022)

*Entrepreneurship (MGMT 351)*



Received ratings of 5/5 (Summer 2025); 5/5 (Fall 2024); 5/5 (Fall 2023); 4/5 (Summer 2023); 5/5 (Fall 2022); 5/5 (Summer 2022); 5/5 & 4/5 (Fall 2021)

*Entrepreneurial Marketing (MGMT 353)*  
Received ratings of 5/5 (Fall 2024); 5/5 (Fall 2023)

*MBA Entrepreneurship (OENT 520):*  
Received ratings of 5/5 (Spring 2024); 5/5 (Spring 2023)

*MBA Strategic Management (MGMT 590)*  
Received rating of 5/5 (Spring 2025)

Course Instructor, Ohio University, 2014 – 2020

*Ideation & Business Models (MGT 3740)*  
Received ratings of 8/9 (Fall 2020); 8.8/9 (Fall 2017); 4.8/5 (Spring 2017); 4.5/5 (Fall 2016); 4.4/5.0 (Spring 2016); 5/5 (Spring 2015)

*Introduction to Entrepreneurship (MGT 3700)*  
Received ratings of 4.3/5 (Spring 2016); 4.7/5.0 (Fall 2015)

*Strategic Management (MGT 4800J)*  
Received ratings of 8/9 & 7.7/9 (Spring 2020); 8/9 (Fall 2019); 8.3/9, 8.3/9 & 7.9/9 (Spring 2019); 8.4/9 & 7.7/9 (Spring 2018); 4.8/5 (Summer 2015); 4.7/5 & 4.4/5 (Spring 2015); 4.6/5 (Fall 2014)

*Managing Innovation and Corporate Entrepreneurship (MGT 5070)*  
Received rating of 4.85/5 (Summer 2019)

*MBA Strategy (MBA 6380)*  
Received average ratings of 7.1/9 (Fall 2020); 4.36/5 (Summer 2020); 3.81/5 (Spring 2020); 4.04/5 (Fall 2019); 3.4/5 (Summer 2019); 4.51/5 (Fall 2018); 4.34/5 (Summer 2018); 4.26/5 (Spring 2018); 4.27/5 (Fall 2017); 4.06/5 (Summer 2017); 4.2/5 (Spring 2017); 4.56/5 (Fall 2016); 4.42/5 (Spring 2016); 4.28/5 & 3.41/5 (Fall 2015); 4.3/5 (Summer 2015); 4.41/5 (Spring 2015); 3.83/5 (Fall 2014)

Course Instructor, University of Kentucky, 2008 – 2014

*Entrepreneurship and Venture Creation (MGT 492)*  
Received ratings of 3.5/4 (Spring 2014); 4/4 (Spring 2013); 4/4 (Spring 2012); 3.8/4 (Spring 2011); 3.8/4 & 3.6/4 (Fall 2010); 4/4 & 3.7/4 (Fall 2009); 3.9/4 (Spring 2009); 3.6/4 (Fall 2008)

*Strategic Management (MGT 499)*  
Received ratings of 3.8/4 (Spring 2014); 3.7/4 (Fall 2013); 3.9/4 (Spring 2013); 3.9/4 & 3.9/4 (Fall 2012); 3.7/4 (Spring 2012); 3.8/4 & 3.8/4 (Fall 2011); 3.5/4 (Fall 2008)

*Entrepreneurial Marketing & Management (MBA 624)*  
Received ratings of 3.8/4 (Fall 2013); 4/4 (Spring 2012); 3.5/4 (Spring 2011); 3.9/4 (Spring 2010)

Teaching Assistant, Rensselaer Polytechnic Institute, 2004-2007

*Telecommunications for business*, Undergraduate level, 2004

*Networks, innovation and value creation I & II*, MBA level, 2005

*Technology, strategy and competition I & II*, MBA level, 2006-2007

## SERVICE

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### Professional Service

Ad Hoc Reviewer: Entrepreneurship Theory & Practice, Journal of Business Venturing, Entrepreneurship and Regional Development, Journal of Management, Strategic Entrepreneurship Journal, Organization Science,

Journal of Business Ethics, British Journal of Management, Journal of Management Studies, Venture Capital Journal, IEEE Transactions on Engineering Management, Journal of Technology Transfer

Member, Fulbright National Screening Committee, 2023 – 2024

University/College/Departmental Service

Howard University

School of Business, Faculty Development and Teaching Committee (2021 – 2023)

School of Business, Faculty – Student Committee (2021 – Present; Co-Chair, 2023 – 2025)

School of Business, Executive Committee (2023 – 2024)

Ohio University

College of Business, Management Dept. Annual Evaluation Committee (2017-2019; Co-Chair, 2019)

College of Business, Graduate Programs Continuous Improvement Team (CIT, 2019 – 2020)

College of Business, Management Dept. Student Success Task Force (2018-2019)

College of Business Dean Search Committee (2019 – 2020)

College of Business Graduate Academic and Professionalism Committee (2019-2020)

University-Wide Wealth and Poverty Program (2016-2018)

College of Business Certificate Lead (Graduate Certificate in Business Venturing) (2018 – 2019)

Faculty Adviser & Sam Walton Fellow, Enactus (2014 – Present)

Board Member, AIESEC OHIO (2017 – 2023)

University of Kentucky

Gatton College Diversity Committee (2012-2013); Gatton College Library Committee (2008 – 2012)

Scholars in Engineering & Management Program Advisory Board (2008 – 2012)

Dissertation/Thesis Committee:

Doctoral Level

Joe Fox, Interdisciplinary PhD program, Ohio University (2017-2019)

Now Assistant Professor of Entrepreneurship, University of Akron

Brandon Ofem, Department of Management, University of Kentucky (2011-2014)

Now Associate Professor (w/tenure), University of Missouri, Saint Louis

Master's Level

Sabrina Mason, Department of Interior Design, University of Kentucky (2013-2014)

Brice Kinney, Department of Medical Sciences, University of Kentucky (2014)

Undergraduate Level (Thesis Adviser)

Alexander Schlosser, Honors Tutorial College, Ohio University (2018 - 2020)

Noha Al-khalqi, Honors Tutorial College, Ohio University (2015 - 2017)

Peter Rousseau, Honors Tutorial College, Ohio University (2016 - 2017)

## **INDUSTRY, CONSULTING AND BOARD EXPERIENCE**

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Founder & Strategy Director, Kuluno Venture Partners, United States & Nigeria, Current.

Director & Board Member, Barnyard Farms Limited, Nigeria, Current.

Affiliate Instructor, Loyola University Maryland, Baltimore, MD, Summer 2021

Consulting Faculty, American University, Washington D.C., Summer 2021

Consulting Faculty, Sogeti, NL - Ohio Young Professionals Program, Athens, Ohio, 2018 – 2020

Consulting Social Entrepreneurship Faculty, Ball State University, IYLEP program 2013 – 2016

Consultant, Joint Solutions Limited, Surrey, United Kingdom, 2003

Sales Associate, Rosebys Limited, Brighton & Hove, United Kingdom, 2002 – 2004

Local Committee Vice-President (Executive), AIESEC Nigeria, 2000 – 2001

Reservoir Engineering Intern, Shell Petroleum and Development Company, Nigeria, 1999