

Doan E. Winkel

Illinois State University
Department of Management and Quantitative Methods
Campus Mailbox 5580
Normal, IL 61790

(309) 438-2736 (Office)
(309) 808-2020 (Home)
(309) 750-5696 (Cell)
dwinkel@ilstu.edu
www.teachinglean.com
@Trep_Ed
[linkd.in/MPkBDA](https://www.linkedin.com/in/MPkBDA)

EDUCATION

Ph.D., Organizations and Strategic Management, University of Wisconsin – Milwaukee
August, 2010

Dissertation: “Applying Social Cognitive Career Theory to the Work-Family Domain: A Lifespan Approach to Studying Work-Family Balance among Family Business Owners”

Advisor: Dr. Belle Rose Ragins

M.B.A., Business Administration, Colorado State University – May, 2006

Certificate in Business Ethics, Colorado State University – December, 2003

B.S., Business Administration, Colorado State University – May, 2003

TEACHING EXPERIENCE

Assistant Professor: Illinois State University (August 2010 – Present)

Courses taught:

MQM220 – Business Organization and Management (undergraduate)

MQM223 – Introduction to Small Business Management (undergraduate)

MQM224 – Entrepreneurship I (undergraduate)

Graduate Instructor: University of Wisconsin – Milwaukee

Spring 2009

BUSADM 330 – Organizational Behavior (1 undergraduate section)

Rating: 4.72 out of 5 (Mean Instructor Rating = 4.60)

Teaching Assistant: University of Wisconsin – Milwaukee

Fall 2007

BUSADM330 – Organizational Behavior (1 undergraduate section)

Rating: 4.84 out of 5 (Mean Instructor Rating = 4.44)

RESEARCH

Journal Articles – Published

- Wyland, R.L., Winkel, D.E., Lester, S.W., Hanson-Rasmussen, N., & Dimitrova, M. (2015) “How can professors, supervisors, coworkers, and classmates help? The impact of school involvement and social support on school-work facilitation.” *Accepted: Industry & Higher Education*
- Clayton, R.W., Thomas, C.H., Singh, B., & Winkel, D.E. 2014. “Exercise as a means of reducing perceptions of work-family conflict: A test of the roles of self-efficacy and psychological strain.” *Accepted: Human Resource Management*.
- Matthews, R.A., Winkel, D.E., & Wayne, J. 2014. “A longitudinal examination of role overload and work-family conflict: The mediating role of interdomain transitions.” *Journal of Organizational Behavior, 35(1), 72-91*.
- Ragins, B.R., Lyness, K.S., Williams, L., & Winkel, D.E. 2013. 2014. “Life spillovers: The influence of fear of home foreclosure, diversity and mentoring on work, career and life attitudes.” *Personnel Psychology, 67(4), 763-800*
- Kwock, B., James, M., Vanevenhoven, J., & Winkel, D.E. 2013. “Entrepreneurial education in China: A sleeping dragon no more?” *American Journal of Entrepreneurship, 6(2) 110-116*.
- Prasad, V.K., Naidu, G.M., Murthy, B.K., Winkel, D.E., & Ehrhardt, K. 2013. “Women entrepreneurs and business venture growth: An examination of the influence of human and social capital resources in an Indian context.” *Journal of Small Business and Entrepreneurship, 26(4), 341-364*.
- Singh, B., Winkel, D., & Selvarajan, T.T. 2013. “Managing diversity at work: Does psychological safety hold the key to racial differences in employee performance?” *Journal of Occupational and Organizational Psychology, 86(2), 242-263*.
- Winkel, D.E. 2013. “The changing face of entrepreneurship education.” *Journal of Small Business Management, 51(3), 313-314*.
- Winkel, D.E., Vanevenhoven, J., Drago, W.A., & Clements, C. 2013. “The structure and scope of entrepreneurship programs in higher education around the world.” *Journal of Entrepreneurship Education, 16, 15-30*.
- Winkel, D.E., Vanevenhoven, J., Yu, A., Bronson, J. 2013. “The invisible hand in the entrepreneurial process: Bricolage in emerging economies.” *International Journal of Entrepreneurship and Innovation Management, 17, 214-223*.

- Wyland, R., Lester, S.W., Mone, M., & Winkel, D.E. 2013. "Work and school at the same time? A conflict perspective of the work-school interface" *Journal of Leadership and Organizational Studies*, 20(3), 346-357.
- Singh, B., & Winkel, D.E. 2012. "Racial differences in helping behaviors: The role of respect, safety, and identification." *Journal of Business Ethics*, 106, 467-477.
- Winkel, D.E., Vanevenhoven, J., Geiger, M., & Radovic-Markovic, M. 2012. "Educating women entrepreneurs: Past, present, and future perspectives (an introduction)". *Journal of Women's Entrepreneurship and Education*, 1-2, 1-6.
- Ragins, B.R., & Winkel, D.E. 2011. "Navigating the emotional battlefield: Gender, emotion and power in work relationships." *Human Resources Management Review*, 21, 377-393.
- Vanevenhoven, J., Delaney-Klinger, K., Winkel, D., & Wagner, R. 2011. "How to get in the 'first pile'." *American Journal of Business Education*, 4(8), 19-24
- Winkel, D.E., Wyland, R.L, Shaffer, M.A., & Clason, P. 2011. "A new perspective on psychological resources: Unanticipated consequences of impulsivity and emotional intelligence." *Journal of Occupational and Organizational Psychology*, 84, 78-94.
- Vanevenhoven, J., Winkel, D.E., Malewicki, D., Dougan, W., & Bronson, J. 2011. "Varieties of bricolage and the process of entrepreneurship." *New England Journal of Entrepreneurship*, 14(2), 53-66
- Prasad, V.K., Naidu, G.M., Ehrhardt, K., & Winkel, D.E., & Murthy, B.K. 2011. "Exploring entrepreneurial fulfillment for women in India: An empirical study." *Journal of Enterprising Culture*, 19(3), 287-314.
- Winkel, D.E., Clayton, R. 2010. "Transitioning between work and family roles as a function of boundary flexibility and role salience." *Journal of Vocational Behavior*, 76, 336-343.

Proceedings, Book Chapters and Other Publications

- Winkel, D., Vanevenhoven, J., Drago, W., & Clements, C. 2012. "Examining the tools of entrepreneurship education: Is it time for a change?" *Best Paper Proceedings of International Conference on Learning and Administration in Higher Education, Nashville, TN.*
- Ragins, B.R., Lyness, K.S., Winkel, D.E., & Murthy, K. 2010. "Life spillovers: The impact of fear of home foreclosure on attitudes towards work, life and careers."

Best Paper Proceedings of Academy of Management Conference, Montreal, Canada.

Winkel, D.E., & Ragins, B.R. 2008. "Navigating the emotional battlefield: Gender, power and emotion in entrepreneurial relationships." *Best Paper Proceedings of Academy of Management Conference, Anaheim, CA.*

Suedekum, G., Miller, A., & Winkel, D.E. 2011. "Empreendedorismo nas Universidades Brasileiras (Entrepreneurship in Brazilian Universities)." Technical report prepared for Endeavor Brazil, participating universities, survey respondents, and the general Brazilian public as part of the Entrepreneurship Education Project.

Winkel, D.E., & Ragins, B.R. 2010. "The National funeral directors association work-family balance study final report." Technical report prepared for the National Funeral Directors Association and survey respondents as part of Doan Winkel's dissertation

Gupta, S.F., Winkel, D.E., & Peracchio, L. 2009. "Cultural value dimensions and brands: Can a global brand image exist?" In MacInnis, D.J., Park, C.W., & Priester, J. R., (Eds.), *Handbook of Brand Relationships* (pp. 230-246). M.E. Sharpe.

Ragins, B.R., Murphy, D.D., & Winkel, D.E. 2009. "Diversity and careers: An examination of the career experiences, processes and outcomes of a multicultural workforce." Technical report prepared for University of Wisconsin – Milwaukee Alumni Association and survey respondents as part of a grant from the Society for Human Resource Management Grant (Dr. Belle Rose Ragins and Dr. Karen S. Lyness, Co-Principal Investigators)

Presentations – Invited

Winkel, D.E. June 15, 2013. "Social entrepreneurship: How to get started." Panelist at the Hugh Hugh O'Brien Youth Illinois Central South Leadership Seminar, Bloomington, Illinois.

Winkel, D.E. June 6, 2013. "Engaging students and the campus in entrepreneurship." Keynote Speech at the Ridgewater College Summit of the National Association for Community College Entrepreneurship, Willmar, Minnesota.

Winkel, D.E. April 18, 2013. "Preparing students for an entrepreneurial world." Speech at The New Work of Work event in conjunction with River Feather College, San Francisco, California.

Winkel, D.E. March 8-9, 2013. "Flipping the classroom is not enough: How to flip the experience." Keynote Speech at the Creativity Summit at Union College, Schenectady, New York.

Winkel, D.E. April 27, 2012. "Placing entrepreneurship education within an entrepreneurial ecosystem" Keynote Speech at the Wisconsin Idea Forum: Building Wisconsin's Entrepreneurial Ecosystem. University of Wisconsin – Whitewater.

Winkel, D.E. May 4, 2010. "A global perspective of entrepreneurship education." Keynote Speech at the 1st International Congress of Entrepreneurship. Universidad Anáhuac México Sur, Mexico City, Mexico.

Presentations – Peer Reviewed

Alshwer, A., *Winkel, D.E.*, & Vanevenhoven, J. "Institutional context and entrepreneurial motivation: Evidence from global panel data." Australian Centre for Entrepreneurship Research Exchange.

Wyland, R.L., *Winkel, D.E.*, Lester, S.W., Hanson-Rasmussen, N., & Dimitrova, M. 2013. "How can professors, supervisors, coworkers, and classmates help? The impact of school involvement and social support on school-work facilitation." Academy of Management Conference.

Winkel, D.E., James, M., Vanevenhoven, J., & Liguori, R. 2013. "Student entrepreneurial intentions: Two perspectives." 8th European Conference on Innovation and Entrepreneurship, Brussels Belgium.

Winkel, D.E., Vanevenhoven, J., & Liguori, E. 2013. "The Impact of Entrepreneurial Education: Initial Exploration of the Entrepreneurship Education Project Dataset" United States Association for Small Business and Entrepreneurship Conference, San Francisco, CA.

Liguori, E.W., *Winkel, D.*, and Vanevenhoven, J. 2012. "A Global Look at Entrepreneurship Education: Data Driven Insights" Entrepreneurship in Education: Launch it, Grow it, Move it. Fresno, California.

Winkel, D.E., Kassean, H., & Vanevenhoven, J. 2012. "The entrepreneurship classroom of tomorrow: The wheels have come off." International Bilingual Conference on Sustainable Entrepreneurship, University of Mauritius, Mauritius.

Winkel, D.E., Vanevenhoven, J., & Liguori, E. 2012. "The impact of entrepreneurial education: Introducing the entrepreneurship education project." 3rd ICSB Global Entrepreneurship Conference, Washington, D.C.

Winkel, D., Vanevenhoven, J., Drago, W., & Clements, C. 2012. "Examining the tools of entrepreneurship education: Is it time for a change?" Academic Business World International Conference, Nashville, TN.

- Vanevenhoven, J., Winkel, D., Clements, C., & Drago, W. 2012. "A look at entrepreneurship programs in higher education around the globe." International Conference on Learning and Administration in Higher Education, Nashville, TN.
- Prasad, V.K., Naidu, G.M., Murthy, B.K., Winkel, D.E., & Ehrhardt, K. 2012. "Women entrepreneurs and business venture growth: An examination of the influence of human and social capital resources in an Indian context." Academy of Management Conference. Boston, MA.
- Liguori, E., Winkel, D.E., Vanevenhoven, J., & Vozikis, G. 2011. "The impact of entrepreneurial education: Introducing the entrepreneurship education project." 2nd ICSB Global Entrepreneurship Conference, Washington, D.C.
- Winkel, D.E., & Vanevenhoven, J. 2011. "Examining the tools of entrepreneurship education: Is it time for a change?" 6th European Conference on Innovation and Entrepreneurship, Aberdeen Scotland.
- Yunlu, D., Sekhar, S., Winkel, D.E., Shaffer, M. 2011. "Perceptions of interpersonal conflict: Role of justice, POS and EI." 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Winkel, D.E., Vanevenhoven, J.P., & Ehrhardt, K. 2011. "An organizing framework for entrepreneurial intentions research: An integration and extension of dominant intent-based models using social cognitive career theory." United States Association for Small Business and Entrepreneurship Conference, Hilton Head, SC.
- Rushworth, S., Winkel, D.E., & Vanevenhoven, J. 2011. "Entrepreneurial research to research entrepreneurship: A case study in collaborative research design." 8th AGSE International Entrepreneurship Research Exchange, Melbourne, Australia.
- Ragins, B.R., Lyness, K.S., & Winkel, D.E. 2010. "Life spillovers: The impact of fear of home foreclosure on attitudes towards work, life and careers." Academy of Management Conference, Montreal, Canada. ***Received Best Overall Paper Award, Careers Division.***
- Winkel, D.E., Wyland, R., & Clason, P. 2010. "Unanticipated workplace consequences of impulsivity and emotional intelligence." Academy of Management Conference, Montreal, Canada.
- Aalshwer, A.A., Winkel, D.E., & Vanevenhoven, J. 2010. "Institutional context and entrepreneurial motivation: Evidence from panel data." Academy of Management Conference, Montreal, Canada.

- Dimitrova, M.N., *Winkel, D.E.*, & Shaffer, M.A. 2010. "Work and family role salience: Comparison of individual differences across and within geographical clusters." Academy of International Business Conference, Rio de Janeiro, Brazil.
- Wyland, R.L., *Winkel, D.E.*, Luk, D.M., Liu, X., & Shaffer, M.A. 2010. "Linking family and work using emotional labor and AET." American Psychological Association Convention, San Diego, CA.
- Wyland, R., *Winkel, D.E.*, Shaffer, M.A., & Clason, P. 2010. "Through the looking glass: How EI and impulsiveness impact behavior." American Psychological Association Convention, San Diego, CA.
- Winkel, D.E.*, Liu, X., Shaffer, R.D., & Wyland, R.L. 2009. "Role and relationship performance: The role of emotional intelligence and personality." Academy of Management Conference, Chicago, IL.
- Luk, D.M., Shaffer, R.D., *Winkel, D.E.*, & Shaffer, M.S. 2009. "Emotional intelligence and conflict: Implications for employee health." Academy of Management Conference, Chicago, IL.
- Wyland, R., Luk, D.M., *Winkel, D.E.*, & Shaffer, R.D. 2009. "Faking feelings to feel aligned: The roles that emotional labor and work-family interface play in organizational fit." Academy of Management Conference, Chicago, IL.
- Winkel, D.E.*, Clayton, R. 2009. "What leads to transitions between the work and family domain?" Southern Management Association, Asheville, NC.
- Luk, D.M., *Winkel, D.E.*, & Shaffer, M.A. 2009. "Above and beyond: Predicting extra-role behaviors in the workplace." 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Luk, D.M., Wyland, R., Shaffer, M.A & *Winkel, D.E.*, 2009. "Effects of inter-role facilitation and emotional labor on fit." 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Winkel, D.E.*, & Ragins, B.R. 2008. "Navigating the emotional battlefield: Gender, power and emotion in entrepreneurial relationships." Academy of Management Conference, Anaheim, CA.
- Luk, D.M, *Winkel, D.E.*, & Shaffer, M.A. 2008. "Resolving conflict at work: It could save your life." Academy of Management Conference, Anaheim, CA.
- Shaffer, R.D., *Winkel, D.E.*, Shaffer, M.A., & Harrison, D.A. 2008. "Surviving the social jungle at work: Can emotional intelligence help?" American Psychological Association Convention, Boston, MA.

Winkel, D.E. 2007. "Bricolage as the driver of entrepreneurship." Academy of Management Conference, Philadelphia, PA.

Gupta, S.F., Winkel, D.E., & Peracchio, L. 2007. "National culture and brand meaning." Advertising & Consumer Psychology Conference of the Association for Consumer Research, Santa Monica, CA.

Gupta, S.F., Winkel, D.E., & Peracchio, L. 2007. "National culture measures and brand issues: Can a global brand image exist?" 12th Annual Cross-Cultural Research Conference (Sponsored by the Association for Consumer Research and the American Psychological Association - Section 23), Honolulu, HI.

Works in Progress

Working Manuscripts Under Internal Review

Winkel, D.E., Rushworth, S., & Vanevenhoven, J. "Entrepreneurial research to research entrepreneurship: A case study in collaborative research design." (*Target Journal – Entrepreneurship Theory and Practice*)

Winkel, D.E., Shaffer, M.A., Luk, D.M., Liu, X., & Wyland, R. "Managing the social environment at work: The role of personality and emotional intelligence." (*Target Journal – Journal of Applied Psychology*).

Dimitrova, M.N., Shaffer, M.A., Winkel, D.E., Joplin, J.R., Francesco, A.M., & Theresa, L. 2010. Work and family role salience: Comparison of individual differences across and within geographical clusters. (*Target Journal – Journal of International Business Studies*)

Winkel, D.E. & Wyland, R. "Understanding gender differences in entrepreneurship: A behavioral approach." (*Target Journal – Entrepreneurship: Theory and Practice*)

Luk, D.M., Shaffer, R.D., Winkel, D.E., & Shaffer, M.S. "Emotional intelligence and conflict: Implications for employee health." (*Target Journal – Personnel Psychology*)

Winkel, D.E., Singh, B., & Clayton, R. "Demographic differences across the work-family interface." (*Target Journal – Organizational Behavior and Human Decision Processes*)

Data Collection Completed

Winkel, D.E., James, M., Wyland, R., Friemark, M., Bahaw, P., Vanevenhoven, J., Meewella, J., Clayton, R., & Gedeon, S. "A cross-cultural perspective of entrepreneurial intentions across nations and time." (*Data analysis from US, China, United Arab Emirates, West Indies, and Canada*)

- Winkel, D.E., & Clayton, R. “Work and family boundary management from a job demands-resources perspective.” (Data analysis)*
- Winkel, D.E., & Vanevenhoven, J., & James, M. “The look of entrepreneurial success: Can entrepreneurs’ appearance predict success?” (Data analysis)*
- Ragins, B.R., Lyness, K.S., & Winkel, D.E.. “Job insecurity and work-life outcomes: The impact of work-life culture, family friendly policies and spouse job insecurity.” (Data analysis)*
- Winkel, D.E., & Ehrhardt, K.P. “Organizational cynicism: Spillover to the life domain” (Data analysis)*
- Winkel, D.E., Ragins, B.R., & Lyness, K.S. “A social cognitive career theory perspective on the career experiences of entrepreneurs: The influence of diversity” (Data collected)*
- Winkel, D.E. & Ragins, B.R. “Bringing dirty work home: Understanding occupational stigma spillover effects” (Data Collection from National (US) Sample)*
- Winkel, D.E. & Ragins, B.R. “Taking dirty work to heart: Coping strategies and the internalization of occupational stigmas” (Data Collection from National (US) Sample)*
- Data Collection in Progress***
- Winkel, D.E., Liguori, E., & Vanevenhoven, J. “Creating tomorrow’s entrepreneurs: Does education play a role?” (Data collection from undergraduate students from Illinois State University, University of Wisconsin – Whitewater, and University of Tampa)*
- Winkel, D.E., Vanevenhoven, J., et al. “Entrepreneurial education: Longitudinal evidence whether education builds self-efficacy and identity” (Data Collection from over 300 institutions from over 60 countries)*

CONFERENCE / PRESENTATION ACTIVITIES

Creator and Chair: *Experiential Exercises Track. United States Association for Small Business and Entrepreneurship Conference, Tampa, FL. January 22-25, 2015.*

Chair: *Approaching the Cliff: Entrepreneurship Education’s New Frontiers. Mini-track at the 9th European Conference on Innovation and Entrepreneurship. Belfast, Ireland. September 18-19, 2014*

- Organizer and Presenter: *Letting Students Take Ownership of Their Learning*. Three workshops in the Illinois State University CTLT Teaching Excellence Series, 9/10, 9/24, 10/8/2013.
- Chair: *Approaching the Cliff: Entrepreneurship Education's New Frontiers*. Mini-track at the 8th European Conference on Innovation and Entrepreneurship. Brussels, Belgium. September 19-20, 2013
- Organizer and Presenter: *Being a TeacherPreneur to StudentPreneurs*. Workshop at the Illinois State University CTLT Summer Institute, June, 2013.
- Presenter: *Students Enjoying the Classroom? A Simple Approach to Change Their Experience*. Session at the Illinois State University CTLT Teaching & Learning Symposium, January 9, 2013.
- Organizer and Co-Chair (with Michael Issa, Founder and CEO of QuipuApps, Inc.): *Changing The Student Experience: One Tool That Does It All*. Workshop at United States Association for Small Business and Entrepreneurship Conference, San Francisco, CA. January 10-13, 2013.
- Organizer and Co-Chair (with Jerome Engel): *Revolutionizing the Entrepreneurship Classroom: Enough Thinking and Talking, It's Time to Act!* Workshop at United States Association for Small Business and Entrepreneurship Conference, San Francisco, CA. January 10-13, 2013.
- Organizer: *Let the Students Rule: Turning the Classroom Upside Down*. Workshop at Collegiate Entrepreneurs' Organization National Conference. Chicago, IL. November 1-3, 2012.
- Chair: *Entrepreneurship Education*. Mini-track at the 7th European Conference on Innovation and Entrepreneurship. Santarem, Portugal. September 20-21, 2012
- Chair: *Entrepreneurship Education*. Mini-track at the 6th European Conference on Innovation and Entrepreneurship. Aberdeen, Scotland. September 15-16, 2011
- Organizer: *Learning Together: Using Collaborative Research and Pedagogy to Transform Entrepreneurship Education*. Pre-Conference Workshop at United States Association for Small Business and Entrepreneurship Conference. New Orleans, Louisiana, January 12-15, 2012.

AWARDS AND DISTINCTIONS

2013-2014 Illinois State University Coleman Foundation Faculty Entrepreneurship Fellow

- 2012-2013 George R. and Martha Means Center for Entrepreneurial Studies Small Grant Award (\$5,000)
- 2011-2012 George R. and Martha Means Center for Entrepreneurial Studies Small Grant Award (\$5,000)
- 2009-2010 Graduate School Dissertation Fellowship – University of Wisconsin-Milwaukee
- 2009-2010 Sheldon B. Lubar Doctoral Scholarship – University of Wisconsin-Milwaukee
- 2008-2009 Sheldon B. Lubar Doctoral Scholarship – University of Wisconsin-Milwaukee
- 2009 Graduate Student Travel Award – University of Wisconsin-Milwaukee
- 2008 Entrepreneurship Doctoral Consortium (Invited Participant) Academy of Management Conference, Anaheim, CA
- 2006-2007 Chancellor’s Fellowship – University of Wisconsin-Milwaukee

PROFESSIONAL SERVICE ACTIVITIES

- 2014-2015 Senior VP Programming, United States Association for Small Business and Entrepreneurship (USASBE) Board of Directors
- 2013-2014 Senior VP-Elect Programming, United States Association for Small Business and Entrepreneurship (USASBE) Board of Directors
- 2013 - Creator and Director, USASBE Launch! National Student Startup Competition (<http://signup.usasbelaunch.com/>)
- 2013 - Creator and Director, USASBE Spark Experiential Exercises Competition and Repository (<https://usabspark.wufoo.com/forms/z13riklp1yo23v8/>)
- 2013 Advisory Board Member, KEEN Topical Grant for Union College (“Linking Opportunity Recognition, the Value Proposition, and Customer Segments: Course Materials for the KEEN Network”, led by Ronald Bucinell and Hal Fried)

- 2013 - Founding Scholar, Entrepreneurship Research Society (ERS - <http://bit.ly/1dLn51Q>)
- 2013 – Faculty Advisor, Illinois State University StuRecords (student-run record label - <http://www.sturecords.com/>)
- 2012 – Associate Director of Programs, The George R. and Martha Means Center for Entrepreneurial Studies at Illinois State University (<http://business.illinoisstate.edu/means/>)
- 2011- Conference Committee Member, International Conference on Innovation and Entrepreneurship (<http://academic-conferences.org/icie/icie2013/icie13-home.htm>)
- 2010- Conference Committee Member, European Conference on Innovation and Entrepreneurship (<http://academic-conferences.org/ecie/ecie2013/ecie13-home.htm>)
2013. Guest Editor of Special Issue: Measuring the impact of entrepreneurship education. *Journal of Small Business Management*, 51(3).
- 2013 – 2014 Entrepreneurial Leadership Fellow, National Association for Community College Entrepreneurship
- 2011 – 2013 Faculty Advisor, Illinois State University Collegiate Entrepreneurs' Organization (<http://www.isuceo.com/>)
- 2011-2014 Member, Editorial Review Board
Journal of Global Entrepreneurship Research
International Entrepreneurship and Management Journal
Academy of Entrepreneurship Journal
International Journal of Entrepreneurship
Journal of Entrepreneurship Education
Journal of Women's Entrepreneurship and Education
- 2008-2009 Ph.D. Program Committee (Student Representative)
 Lubar School of Business, University of Wisconsin – Milwaukee
- Ad hoc reviewer for *Academy of Management Learning & Education*
- Ad hoc reviewer for *Journal of Small Business Management*
- Ad hoc reviewer for *International Entrepreneurship and Management Journal*
- Ad hoc reviewer for *Journal of Women's Entrepreneurship and Education*

Ad hoc reviewer for *Organizational Behavior and Human Decision Processes*

Ad hoc reviewer for *Career Development International*

Reviewer for *Academy of Management Conference* (GDO: 2007-2010; ENT: 2008-2013; OB: 2007; OMT: 2007)

Reviewer for *Southern Management Association Conference* (OB: 2007-2009; OT: 2007-2008; SM: 2007-2008; ENT: 2007-2009)

WORK EXPERIENCE

- 2015-Present *Licensee and Curator*, TEDxNormal (<http://www.tedxnormal.com>)
- A community event combining TED-like presentations and screening TED videos to spark deep conversation and connections at the local level.
- 2014-Present *Co-Founder*, Legacy Out Loud (<http://signup.legacyoutloud.com/>)
- A group of 6 universities across the US and nearly 500 female entrepreneurs, investors, business leaders working together to empower young women to uncover and own their legacy and purpose
- 2014-Present *Co-Founder*, That Ain't Normal (<http://www.aintnormal.com>)
- An online platform for designers and buyers to collaboratively develop small batch consciously-manufactured clothing
- 2012-Present *Co-Founder*, internrocket (<http://www.internrocket.com/>)
- An online platform that encourages regional economic development through improving the efficiency of the small business employment process by using a short-term mini-project model
- 2010 – Present *Creator and Co-Director* – The Entrepreneurship Education Project (<http://www.entrepeduc.org/>)
- A research project of faculty from over 300 universities from over 65 countries trying to understand how entrepreneurship is being taught, and how to enhance the entrepreneurship education of undergraduate students
- 2011-2013 *Chief Financial Officer*, One Virtual Business Coach, Inc. (<http://www.1vbc.com/>)

- An online platform that provides an affordable and dynamic virtual business coach for entrepreneurs and small business owners

- 2009-2010 *Project Assistant*, “International entrepreneurship in times of uncertainty and turbulence”, BIE Grant, Dr. Velagapudi K. Prasad (PI – University of Wisconsin – Milwaukee)
- Responsible for literature review, theoretical model development, developing and administering survey and for conducting analyses and production of final report for survey participants
- 2008-2010 *Research Assistant*, “Diversity and careers: An examination of the career experiences, processes and outcomes of a multicultural workforce”, Society for Human Resource Management Grant, Dr. Belle Rose Ragins (PI – University of Wisconsin – Milwaukee) and Dr. Karen S. Lyness (PI – Baruch College)
- Responsible for developing on-line survey and for conducting analyses of final report for survey participants
- 2001-2006 *President*, Shenandoah Homeowners’ Association
- 2001-2003 *Foster Parent*, Larimer County, Colorado
- 1998-2006 *Real Estate Title Examiner*, Security Title Guaranty Co.
- 1986-2006 *Journal Assistant*, Way With Words, Inc. (for *PRIMUS* and *Cryptologia* journals)

PROFESSIONAL AFFILIATIONS

Academy of Management (ENT division)
 United States Association for Small Business and Entrepreneurship (USASBE)
 European Council for Small Business and Entrepreneurship (ECSB)
 International Council for Small Business and Entrepreneurship (ICSB)
 Entrepreneurship Research and Education Network of Central European Universities (ERENET)
 Asia-Pacific Entrepreneurship Research Academy (APERA)

REFERENCES

Dr. Heidi Neck
Jeffry A. Timmons Professor of Entrepreneurial Studies
Babson College
231 Forest Street
Babson Park, MA 02457-0310
E-mail: hneck@babson.edu

Dr. Rebecca J. White
James W. Walter Distinguished Chair of Entrepreneurship
Director, Entrepreneurship Center
University of Tampa
401 W. Kennedy Blvd., Box O
Tampa, FL 33606
Tel: (813) 257-1760
E-mail: rwhite@ut.edu

Dr. Mark Hoelscher
Associate Professor
Department of Management and Quantitative Methods
Illinois State University
Campus Box 5580
Normal, IL 61790-5580
Tel: (309) 438-5895
E-mail: mlhoels@ilstu.edu

Dr. Jeff Vanevenhoven
Assistant Professor of Management
University of Wisconsin-Whitewater
College of Business & Economics
800 W. Main Street
Whitewater WI 53190-1790
Tel: (262) 472-5465
Email: vanevenj@uww.edu