

Curriculum Vita
ROD SHRADER, Ph.D.

OFFICE:

Department of Managerial Studies (MC 243)
University of Illinois at Chicago
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Chicago, IL 60607-7123
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EDUCATION

- Ph.D. (1996): Georgia State University, Atlanta, GA
(Major: Strategic Management; Minor: International Management)
B.A. (1989): Ambassador University, Pasadena, CA
A.A. (1983): Ambassador College, Big Sandy, TX

DISSERTATION

Influences on and Performance Implications of Internationalization Among Publicly Owned U.S. New Ventures;
Committee chairman: B. M. Oviatt; Committee: P. P. McDougall, W. Bogner & L. Rue (1997 Heizer
Award for Outstanding Research in New Enterprise Development).

ACADEMIC EXPERIENCE

Associate Professor, University of Illinois at Chicago, 2003 to present

Assistant Professor, University of Illinois at Chicago, 1997 to 2003.

Teaching Ph.D. Seminar in Entrepreneurship, plus MBA and undergraduate courses in New Venture Formation, Entrepreneurship for Non-Business Majors, Internationalization of Electronic Commerce, International Management, and Strategic Management. Student evaluations of effectiveness routinely exceed 4.7 on a scale of 5.0.

Assistant Professor, University of Alberta, 1996-1997.

Taught MBA and undergraduate New Venture Creation and Business Policy. Student evaluations of teaching effectiveness ranged from 4.4 to 4.9 on a 5.0 scale.

Visiting Assistant Professor, Mississippi State University, 1995-1996.

Taught undergraduate Strategic Management and Cross Cultural Management. Student evaluations of teaching effectiveness ranged from 4.6 to 4.8 on a 5.0 scale.

Visiting Assistant Professor, Georgia Institute of Technology, 1994-1995.

Taught undergraduate Fundamentals of World Business, Strategic Management, and Principles of Management.

Teaching Assistant, Georgia State University, 1990-1994.

Taught undergraduate Principles of Management and Strategic Management. Student evaluations of teaching effectiveness ranged from 4.5 to 4.9 on a 5.0 scale.

English Instructor, Mahachulalonghornrajavidyalaya University, Bangkok, Thailand, 1987-1988, by invitation of the Thai royal family.

PEER REVIEWED PUBLICATIONS

- Shrader, R.C. & Siegel, D. (2007 in press) Assessing the Relationship between Human Capital and Firm Performance: Evidence From Technology-Based New Ventures. *Entrepreneurship: Theory & Practice*.
- Amason, A.C., Shrader, R.C., & Tompson, G.H. (2006) Newness and Novelty: Relating Top Management Teams to New Venture Performance. Invited to revise and resubmit to *Journal of Business Venturing* 21(1): 125-148.
- Shrader, R.C. & Hills G.E. (2003) Successful Entrepreneurs' Insights Into Opportunity Recognition. *Journal of Small Business Strategy*. 14(2): 92-108.
- Shrader, R.C., McDougall, P.P., & Oviatt, B.M. (2003). A Comparison of International and Domestic New Ventures. *Journal of International Entrepreneurship* 1(1): 59-82
- Shrader, R.C. (2001). Collaboration and Performance in Foreign Markets: The Case of Young, High-Technology Manufacturing Firms. *Academy of Management Journal* 44(1): 45-60.
- Shrader, R.C., Oviatt, B.M. & McDougall, P.P. (2000). How New Ventures Exploit Tradeoffs Among International Risk Factors: Lessons for the Accelerated Internationalization of the 21st Century. *Academy of Management Journal*. 43(6): 1227-1247.
- *also published in Audretsch, D. (Ed.) *International Entrepreneurship*. Edward Elgar Publishing Ltd: Gloucestershire, UK (forthcoming).
- Hills, G.E. & Shrader, R.C. (2000). Chancenerkennung im unternehmerischen prozess (Opportunity Recognition in the Entrepreneurship Process). *IGA—Zeitschrift Fur Klein—Und Mittelunternehmen*, 48(1): 1-11.
- Hills, G. E., Shrader, R. C., & Lumpkin, G. T. (1999). Opportunity Recognition as a Creative Process. *Frontiers of Entrepreneurship Research, Babson College*: 216-227.
- Hills, G. E. & Shrader, R. C. (1998). Successful Entrepreneurs' Insights Into Opportunity Recognition. *Frontiers of Entrepreneurship Research, Babson College*: 30-43.
- Lumpkin, G. T., Shrader, R. C., & Hills, G. E. (1998). Does Formal Business Planning Enhance the Performance of New Ventures? *Frontiers of Entrepreneurship Research, Babson College*: 180-189.
- Shrader, R. C., Steier, L., McDougall, P. P., & Oviatt, B. M. (1997). Venture Capital and Characteristics of New Venture IPOs. *Frontiers of Entrepreneurship Research, Babson College*: 513-524.
- Shrader, R.C. & Simon, M. (1997). Corporate Versus Independent New Ventures: Resource, Strategy and Performance Differences. *Journal of Business Venturing*, 12(1): 47-66.
- Oviatt, B.M., McDougall, P.P. Simon, M., & Shrader, R.C. (1994). Heartware International Corporation: A Medical Equipment Company "Born International." *Entrepreneurship: Theory & Practice*, 18(2): 111-

128.*

*also published in Pearce, J.A. II & Robinson, R.B. Jr. (Eds.) *Strategic Management: Formulation, Implementation, and Control 5th edition*. Irwin: Boston. 1994. pp. 851-868;

*also published in Hisrich, R.D., McDougall P.P. & Oviatt B. M. (Eds.) *Cases in International Entrepreneurship*. Irwin: Boston 1997 pp.18-38.

McDougall, P.P., Oviatt, B.M., Shrader, R.C. & Simon, M. (1994). Heartware International Corporation: An Entrepreneur's Roller Coaster Ride. *Entrepreneurship Theory and Practice*, 18(2): 129-135.

McDougall, P.P., Oviatt, B.M. Shrader, R.C. & Simon, M. (1994). Heartware International Corporation: Failure of a Global Start-up. *Entrepreneurship Theory and Practice*, 18(2): 137-139.

Jones, W.A., Jr. & Shrader, R.C. (1994). Ethics of Expectations: Student-Employee Attitudes Toward Their Dual Roles. *International Journal of Management* 12(1): 533-538.

Shrader, R.C. (1993). Max Weber: Bloc Buster From the Past? *Human Systems Management* 12(3): 211-216.

Oviatt, B. M., McDougall, P. P., Simon, M., & Shrader, R. C. (1991). A New Venture Without Geographic Limits: A Case Study of a Global Start-up, *Frontiers of Entrepreneurship Research, Babson College*: 64-78.

INVITED BOOK CHAPTERS

Shrader, R.C. (2007) Inward Investment to Marzhan-Hellersdorf. In Potter J. and Hofer A-R. (Eds.) OECD-LEED Entrepreneurship Review in Marzhan-Hellersdorf. London: OECD.

Shrader, R.C. (2007) University Entrepreneurship Training and Knowledge Transfer in Halle. In Potter J. and Hofer A-R. (Eds.) OECD-LEED Entrepreneurship Review in Halle. London: OECD.

Shrader, R.C. & Hills, G.E. (2005) Entrepreneurship. Introduction to Business. Chicago, IL.

Shrader, R.C. & Wiewel, W. (2004) Federal, State and Municipal Programs Used to Stimulate Entrepreneurship in Distressed Areas of Chicago. In Entrepreneurship and Economic Development in Distressed Urban Areas. London: OECD

B.M. Oviatt, R. C. Shrader & P.P. McDougall (2004) The Internationalization of New Ventures: A Risk Management Model. In M. Hitt & J. Cheng (Eds.), *Advances in International Management: The Evolving Theory of the Multinational Firm*. Greenwich: JAI Press.

R. C. Shrader, Hills, G. E., & Lumpkin, G. T. (2004) Electronic Commerce: Current Understanding and Unanswered Questions. In H. Welsch (Ed.), *Entrepreneurship: The Way Ahead*: London. Routledge: 153-164.

G. T. Lumpkin, Hills, G. E., & Shrader, R. C. (2004) Entrepreneurial Opportunity Recognition. In H. Welsch (Ed.), *Entrepreneurship: The Way Ahead*: London: Routledge: 73-90.

B. B. Lichtenstein, Lumpkin, G. T., & Shrader, R. C. (2003). Organizational Learning by New Ventures: Concepts, Strategies and Applications. In J. Katz and D. Shepard (Eds.), *Advances in Entrepreneurship, Firm Emergence and Growth, Vol. 6: Cognition and Decision Making in the Entrepreneurial Context*.

Greenwich, CT: JAI Press: 11-36.

McDougall, P. P., Shrader, R. C., & Oviatt, B. M. (2000). International Entrepreneurs: Risk Takers or Risk Managers? In S. Birley & D. Muzyka (Eds.), *Mastering Entrepreneurship*. London: Financial Times.

PUBLISHED COMPETITIVE WHITE PAPERS

R. C. Shrader, Hills, G. E., & Lumpkin, G. T. (2002) Electronic Commerce: Current Understanding and Unanswered Questions. Funded and Published by the Coleman Foundation.

G. T. Lumpkin, Hills, G. E., & Shrader, R. C. (2002) Entrepreneurial Opportunity Recognition. Funded and Published by the Coleman Foundation.

UNDER REVIEW

Shrader, R. C. Monllor, J. A. & Shelton, L. Acquisition as a Growth Strategy: A Study of Young, High Growth IPO Firms. *Advances in Entrepreneurship Research*.

Shrader R. & Monllor, J. A. Acquisition as a Growth Strategy for New Ventures. Under review at *Frontiers of Entrepreneurship Research*.

Hansen, D. & Shrader, R. Opportunity: An 11-Letter Word. Under review at *Frontiers of Entrepreneurship Research*.

WORKING PAPERS

Shrader, R. C. Perception and Pursuit of Opportunity: Toward a General Theory of Entrepreneurship. For *Academy of Management Review*.

Lumpkin, G. T., Hansen, D., Hills, G.E., & Shrader, R.C. A Creativity-Based Model of Entrepreneurial Opportunity Recognition. For *Academy of Management Review*.

Shrader, R. C. Acquisition as a New Venture Growth Strategy: A Study of Young, High-Growth IPO Firms. Empirical paper currently being revised for submission to *Academy of Management Journal*.

Lumpkin, G. T., Shrader, R. C., & Hills, G. E. Does formal business planning enhance the performance of new ventures? Empirical paper to nearly ready for submission to *Journal of Small Business Management*.

Hansen, D. & Shrader, R. C. Factors Influencing U.S. "Born Globals." For submission to *Journal of Research in Marketing and Entrepreneurship*.

ACADEMIC PRESENTATIONS

Shrader R. & Monllor, J. A. (2007) Acquisition as a Growth Strategy for New Ventures. Babson College Entrepreneurship Research Conference. Madrid, Spain.

- Hansen, D. & Shrader, R. (2007) Opportunity: An 11-Letter Word. Babson College Entrepreneurship Research Conference. Madrid, Spain.
- Shrader, R.C., P. Vidyarthi, G.E. Hills and D. Hansen (2006) TMT-Strategy Fit and the Performance of High Potential New Ventures. Babson College Entrepreneurship Research Conference. Bloomington, IN.
- Shrader, R.C. (2006) Perception and Pursuit of Opportunity. UIC Symposium on Research at the Interface of Marketing and Entrepreneurship. Chicago, IL.
- Shrader, R.C. (2006) Reconciling Diverse Theories of Entrepreneurial Opportunity Recognition. Internationalizing Entrepreneurship Education and Training Conference. Sao Paulo, Brazil.
- Shrader, R.C., G.E. Hills, G.T. Lumpkin and R. Schwartz. 2006. Advances in Opportunity Recognition Research. USASBE annual meeting in Tucson, AZ. Winner of "Best Workshop" award.
- Shrader, R.C., Hills, G.E., Lumpkin, G.T. & Hansen, D. (2005) Formal New Venture Planning: Time Well Spent? UIC Research Symposium on Marketing and Entrepreneurship. San Francisco, CA.
- Gaglio, C-M., Hansen, D.J., Hills, G.E., Kasouf, C. & Shrader, R.C. (2005) Is Opportunity Recognition at the Marketing/Entrepreneurship Interface? A Panel Discussion. UIC Research Symposium on Marketing and Entrepreneurship. San Francisco, CA.
- Hills, G.E., Shrader, R.C. & Lumpkin, G.T. (2004) Should Universities Advocate the Writing of Formal Business Plans? Internationalizing Entrepreneurship Education and Training Conference. Napoli, Italy
- Hansen, D. & Shrader, R.C. (2004) An Examination of the Antecedents of Born Globals in the U.S. McGill International Entrepreneurship Conference. Montreal, Canada.
- Murphy, P. J. & Shrader, R.C. (2004) Entrepreneurial Discovery and Prediction: Knowledge-based shadow options for research efforts. Academy of Management Annual Meeting, New Orleans, LA.
- Murphy P.J. & Shrader, R.C. (2004) A Knowledge-based Approach to Opportunity Recognition. Babson-Kauffman Entrepreneurship Research Conference. Glasgow, Scotland.
- Hills, G.E. Baltrusaityte, J. & Shrader R. C. (2004). Babson-Kauffman Entrepreneurship Research Conference. Glasgow, Scotland.
- Shrader, R.C. (2004). Entrepreneurship at the University of Illinois at Chicago. Invention to Venture Workshop, Chicago, IL.
- Shrader, R.C. and Wiewel, W. (2003). Zones and area-based policies for entrepreneurship in the USA. Entrepreneurship and Economic Development in Distressed Urban Areas, a conference sponsored by the Organization for Economic Cooperation and Development, Rome, Italy.
- Shrader, R.C. and Hills, G.E. (2003 poster session) Entrepreneurial Alertness and Opportunity Recognition. Babson-Kauffman Entrepreneurship Research Conference, Boston, MA.
- Lumpkin, G.T. Lichtenstein B.B. & Shrader R.C. (2003) Organizational Learning in the Opportunity Recognition Process: Implications for Corporate Venturing. Academy of Management Annual Meeting.

- Shrader, R.C. (2002). Top Management Team Characteristics and Internationalization of Young High Technology Firms. *Human Resource Management: Global Perspectives*. Oak Brook, IL.
- Shrader, R.C., McDougall, P.P., & Oviatt, B.M. (2002). Early Internationalization of U.S. Based New Ventures. *McGill Conference on International Entrepreneurship*. Montreal, Canada.
- Shrader, R.C. & Hills, G.E. (2002) The Moderating Effects of Entrepreneurial Alertness on Opportunity Recognition. *UIC Research Symposium on Marketing and Entrepreneurship (Best Paper Proceedings)*. San Diego, CA.
- Hills, G.E., Shrader, R.C., Baltrusaityte, J., & Izberk-Bilgin, E. (2002). Opportunity Recognition Dimensions: Relationship to Opportunities Identified/Pursued and Firm Growth. *Babson Entrepreneurship Research Conference*. Boulder, CO.
- Lumpkin, G.T., Shrader R.C., & Hills, G.E. (2001) A Learning-Based Model of Entrepreneurial Opportunity Recognition. *Academy of Management*. Washington, D.C.
- Shrader, R.C. (2001) Award Winning Dissertations in the Field of Entrepreneurship. *Academy of Management*. Washington, D.C.
- Lumpkin, G.T., Hills, G.E., & Shrader R.C. (2001) Is Opportunity Recognition a Form of Organizational Learning?: Issues and Research Directions. *The International Conference on Entrepreneurship and Learning*. Napoli, Italy.
- Shrader R.C. & Lumpkin, G.T. (2001) E-Commerce: Challenges and Opportunities. *UIC Research Symposium on Marketing and Entrepreneurship*. Washington, D.C. (Best Paper Proceedings)
- Shrader, R. C. & Shelton, L. M. (2001). Influences on and Performance Implications of New Venture Growth Via Acquisition. *Babson Entrepreneurship Research Conference*. Jonkoping, Sweden.
- Shrader, R.C. (2001) Internationalization of Electronic Commerce: Preliminary Findings. *United States Association of Small Business and Entrepreneurship*. Orlando, Florida.
- Lumpkin, G.T., Shrader R.C., & Hills, G.E. (2000). Opportunity Recognition as Learning: Applying Three Models of Learning to the Opportunity Recognition Process. *International Council for Small Business*. Brisbane, Australia.
- Manion, M., Hills, G.E., Lumpkin, G.T., & Shrader R.C. (2000) An Empirical Examination of Entrepreneurial Opportunity Recognition. *UIC/AMA Research Symposium on Marketing and Entrepreneurship*. Newcastle, Australia. (Best Paper Proceedings)
- Shrader, R.C. (1999). Ownership Advantages, Collaboration and Performance in Foreign Markets: The Case of Young, High-Technology, Manufacturing Firms. *UIC/AMA Research Symposium on Marketing and Entrepreneurship*. Nice, France. (Best Paper Proceedings)
- Manion, M., Hills, G.E., Lumpkin, G.T., & Shrader R.C. (1999) The Pursuit of New Business Opportunities: The Search For a Model. *UIC/AMA Research Symposium on Marketing and Entrepreneurship*. San Francisco, CA. (Best Paper Proceedings)
- Hills, G.E., Shrader, R.C., & Lumpkin, G.T. (1999). Opportunity Recognition as a Creative Process. *Babson*

College/Kauffman Foundation Entrepreneurship Research Conference. Columbia, S.C.

- Hills, G.E. & Shrader, R.C. (1998). Dimensions of opportunity recognition. *Babson College/Kauffman Foundation Entrepreneurship Research Conference. Gent Belgium.*
- Lumpkin, G.T., Shrader, R.C., & Hills, G.E. (1998). Does Formal Business Planning Enhance the Performance of New Ventures? *Babson College/Kauffman Foundation Entrepreneurship Research Conference. Gent Belgium.*
- Shrader, R.C., Oviatt, B.M., & McDougall, P.P. (1997). Overcoming Foreign Market Risks: The Case of New Ventures. *Academy of Management. Boston, MA (1997 Mescon Best Empirical Paper Award for the Entrepreneurship Division).*
- Amason, A.C., Shrader, R.C., & Tompson, G.H. (1997). Relative Newness, Top Management Teams and New Venture Performance: Contingencies in New Ventures. *Academy of Management. Boston, MA.*
- Shrader, R.C., Steier, L., McDougall, P.P., & Oviatt, B.M. (1997). Venture Capital and Characteristics of New Venture IPOs. *Babson College/Kauffman Foundation Entrepreneurship Research Conference. Boston, MA.*
- Shrader, R.C., Oviatt, B.M., & McDougall, P.P. (1996). A Risk-Taking Perspective on the Internationalization of New Ventures. *Academy of Management, Cincinnati, Ohio.*
- Shrader, R.C., McDougall, P.P., & Oviatt, B.M. (1996). Early Internationalization of U.S. Based New Ventures. *Strategic Management Society, Phoenix, Arizona.*
- Shrader, R.C. & Simon, M. (1995). Resource, Strategy, and Performance Differences Between Corporate and Independent New Ventures. *Academy of Management, Vancouver, BC.*
- Zahra, S.A., Simon, M., & Shrader, R.C. (1994). Technology Strategy and Performance: Differences Between Corporate and Independent New Ventures *Academy of Management, Dallas, TX.*
- Zahra, S.A., Shrader, R.C., Huse, M., & Simon, M. (1994). Ownership, Board Composition, and Corporate Entrepreneurship: A Comparison of Norwegian and U.S. Companies *Southern Management Association, New Orleans, LA. Proceedings: M. Schnake (ed.) pp. 312-314.*
- Oviatt, B.M., Bruton, G., & Shrader, R.C. (1994). Organization Distress and Retrenchment Activities *Southern Management Association, New Orleans, LA. Proceedings: M. Schnake (ed.) pp. 58-60.*
- Shrader R.C. Barriers to Entrepreneurship in Former Command Economies. (1993). *Society for the Advancement of Socio-Economics, New York, NY.*
- Zahra, S.A., Shrader, R.C., & Simon, M. (1993). Dimensions of Corporate Entrepreneurship and Their Associations with Firm Performance, *Southern Management Association, Atlanta, GA. Proceedings: M. Schnake (ed.) pp. 71-73.*
- Shrader R.C. (1993). Governance, Strategic Thrust, and Firm Performance in High and Low Technology Firms, *Georgia Conference on Strategy, Athens, GA.*

- Shrader, R.C. (1992). Bloc Busters From the Past: Transformations Toward Free Market Economies in Czechoslovakia, Hungary and Poland Examined Within the Framework of Selected 'Classic' Sociology and Management Literature, *Southwestern Academy of Management*, San Antonio, TX. Proceedings: K.A. Vaverek (ed.) pp. 47-49.
- Jones, W.A., Shrader, R.C., & McLain, J. (1992). Student Perceptions of Small Business Consulting Experience, *Small Business Development Center Directors Conference, Southeastern Region*, Atlanta, GA.
- Oviatt, B.M., McDougall, P.P., Simon, M., & Shrader, R.C. (1991). A New Venture Without Geographic Limits: A Case Study of a Global Start-up, *Babson Entrepreneurship Conference*, Pittsburgh, PA.
- Shrader, R.C. & Collins, P. (1991). Colliding Cultures and the New Kids on the Bloc: An Examination of Cultural Variables That May Impede Development of an Entrepreneurial Class in Czechoslovakia, Hungary and Poland, *Southern Management Association*, Atlanta, GA. Proceedings: D. F. Ray (ed.) pp. 64-67.
- Oviatt, B.M., McDougall, P.P., & Shrader, R.C. (1991). An Introduction to Global Start-ups, *Georgia Conference on Strategy*, Athens, GA.

SEMINARS

- Shrader, R.C. (1993). Andragogy, Training Strategies and the Evaluation of Training. Training of Trainers Impact Seminar (5-day seminar for Agency for International Development and Atlanta Management Institute), Atlanta, GA.

SYMPOSIA

- Zimmerman, M., Simon, M., Dickson, P., McEwen, T., Minnis, M. Rutherford, M., Shrader, R., Teal, E. Wakefield, M. and Wisnieski, J. 2003. Sustaining the Entrepreneurial Movement: The Coleman Foundation's Junior Faculty Mentoring Program. USASBE annual meeting in Hilton Head, SC.
- Stoica, M., Lumpkin, G.T. Shrader, R., Gundry, L. & Kickul, J. 2001. Technology Start-ups: Unique or Generic E-Models? Symposium presented at the 2001 USASBE/SBIDA annual meeting in Orlando, FL.
- Member of discussion panel. (1993). The Interplay of Economics and Politics in Economic Transformations in Russia and Central Europe. *Society for the Advancement of Socio-Economics*. New York, NY, 1993.

PROFESSIONAL SERVICE

Editorial Boards:

- Associate Editor, *Journal of Small Business Management*, 2004-present
 Editor, *Journal of Research in Marketing and Entrepreneurship*, 2005-present
 Reviewer, *Entrepreneurship: Theory and Practice*, 2005 special issue on Entrepreneurial Cognition.
 Ad hoc reviewer, *Journal of Management*, 2004-present
 Ad hoc reviewer, *Academy of Management Review*, 2001 - present

Ad hoc reviewer, *Academy of Management Journal*, 1998 - present.
Ad hoc reviewer, *Journal of Business Venturing*, 1998 - present.
Ad hoc reviewer, *Entrepreneurship: Theory & Practice*, 1996 - present.
Reviewer, *Strategic Management Journal*, 2000 (special issue).
Ad hoc reviewer, *Journal of Business Research*, 2002

Professional Associations:

Chair, Advisory/Editorial Board, UIC/AMA Research Symposium on Entrepreneurship & Marketing, 2001-present.
Participant, Round Table on Entrepreneurship Education, Stanford University, 2002-2005.
Reviewer, United States Association of Small Business and Entrepreneurship, 2003.
Track Chair, Session Chair, Reviewer and Discussant; Midwest Decision Sciences Institute, 2001.
Mentor Award Committee, Academy of Management Entrepreneurship Division, 2000.
Reviewer, Academy of Management Entrepreneurship Division, 2000, 1995.
Reviewer, UIC/AMA Research Symposium on Entrepreneurship & Marketing, 2000, 1999.
Membership Committee, Academy of Management Entrepreneurship Division, 1999-2002.
Chair, Quality Improvement Task Force, UIC-AMA Research Symposium, 1999-2000.
Reviewer, Southern Management Association, 1998, 1994, 1993, 1992.
Chair, Local Arrangements Committee, Academy of Management Entrepreneurship Division, 1999, 1998.
International Committee, Academy of Management, Entrepreneurship Division, 1998.
Faculty representative, Collegiate Entrepreneurs of the Southwest, 1998.
Judge, regional business plan competition hosted by University of Nebraska, 1998.
International Committee, Academy of Management, Entrepreneurship Division, 1997.
Discussant, Academy of Management, Entrepreneurship Division, 1995.
Discussant, Southern Management Association, 1993.
Reviewer, Southwest Academy of Management, 1992.
Business Policy & Strategy Doctoral Consortium, Academy of Management, 1994.

OUTREACH ACTIVITIES

2007 Advisor to UC-Berkeley MBA team, nanoray, prior to their competing in Hong Kong competition.
Managing Board, Chicago West Side Entrepreneurship Center, 2003-present
Awards Committee, Chicago West Side Entrepreneurship Center, 2003-present
UIC liaison to Chicago West Side Entrepreneurship Center, 2003-present
Judge, Magnet High School business plan competition, 2007
Judge, City of Chicago Treasurer's Office Business Plan Competition, 2005-2006
Consultant/mentor, City of Chicago Treasurer's Office, 2005
Board, Chicago-wide MBA student business plan competition (with Northwestern, Chicago & DePaul), 2005.
Advisory Board, Innovate Illinois 2004-present
Judge, Innovate Illinois 2004-2006
Worked with group of 48 undergraduate students to develop new recruitment campaign for the U.S. Army, 2004.
Invited speaker, Invention to Venture, 2004
Panelist, Midwest Entrepreneurship Forum, 2000.

UNIVERSITY SERVICE

2007 Developed proposal to create the UIC Technology Entrepreneurship Center
2007 Formalized curriculum for UIC Technology Ventures Program

2007 Represented UIC at the VCs-Deans Summit in Washington, DC organized by the National Science Foundation (NSF), the National Institutes for Health (NIH), and the National Council for Entrepreneurial Tech Transfer (NCET²)

2007 Organized joint UIC/UIUC faculty workshop on entrepreneurship

2007 Guest lecturer UIC College of Medicine Certification Program

2007 Guest lecturer UIC College of Nursing Certification Program

2007 Organized student-faculty-alumni event to celebrate successes of business plan teams

2007 Judge UIC inaugural live case competition

2006 Organized and hosted Concept2Venture 2006

2006-2007 Elected to Department Advisory Committee

2006-2007 Chair, Managerial Studies Faculty Search Committee

2006-2006 Chicago CONNECT task force with Stefanie Lenway, Abigail McWilliams, and David Gulley.

2006 Presented about UIC's Technology Ventures Program at Federal Reserve Bank

2006 Presented about UIC's Technology Ventures Program at national meeting of Directors of Part-time MBA Programs.

2005 Founded UIC Technology Ventures Program.

2005 Wrote "Stretch Action" for CBA, which was adopted by Chancellor and Provost for UIC strategic plan.

2005 Founded Organized and hosted Concept2Venture UIC's first campus-wide business plan competition.

2005 Helped draft IES strategic plan.

Chair, Entrepreneurship Curriculum Committee, 2001-present (Successfully introduced undergraduate degree in Entrepreneurship in Fall 2004)

Chair, Managerial Studies Faculty Search Committee, 2005 (Successfully hired Mark Shanley and Tom Murtha).

Cross-Campus Entrepreneurship Curriculum Committee, 2005 (Working with Vice Chancellor Gislason to create entrepreneurship curriculum in all 15 UIC colleges).

Advisor, Alumni Entrepreneurship Association, 2005 (Working with Vice Chancellor Norsym)

Committee to promote Business Literacy at UIC, 2005 (Working with Vice Chancellor Woodard)

BioEntrepreneurship Curriculum Committee (worked with IES, MBA office, and Bioengineering to develop curriculum for specialized masters program).

Client, MBA consulting project: Marketing the UIC Undergraduate Major, 2005

Voluntarily taught five 2.5-hour lectures in entrepreneurship for students in the arts, sciences, and engineering.

Managerial Studies Advisory Board, 2004-2005 (Responsible for annual faculty reviews and hiring decisions).

Search Committee, IES Assistant Directors and other stuff, 2002-present

Elected to UIC faculty senate, 2002-2007 term

Director, 911 Memorial Outreach Project (Recruited by the dean), 2002

Chair, MBA Program Strategic Marketing Plan Task Force, 2001-2002

Attended 2001 meeting of Entrepreneurship Center Directors to accept the NASDAQ Award for Entrepreneurial Excellence on behalf of UIC's Institute for Entrepreneurial Studies.

Member, E-Commerce Advisory Committee, UIC Professional Development Programs, 2000-2001

Member, Entrepreneurship Hall of Fame nominee screening committee, 1998-2001

Chair, Quality Improvement Task Force, UIC-AMA Research Symposium, 1999-2001

Judge, Collegiate Entrepreneurs Organization best business idea competition, 2000-2001

Faculty search committee, Managerial Studies Department, UIC, 2000, 2001

Preliminary examinations committee, Managerial Studies Department, UIC, 2001, 2000, 1997

Advisory board, E-Commerce Professional Development Program, 2000

Strategic planning committee, UIC Entrepreneurship Program, 1999-present.

Search committee for Associate Director of Institute for Entrepreneurial Studies, 1999.

Secretary, Managerial Studies Department, 1997-1998.

Externally Oriented Goals Sub-committee, Managerial Studies Repositioning Committee, UIC, 1998.

Ph.D. Student Dissertation Committees:

2007 Co-Chair, Javier Mollnor
2005 Jesus Bravo
2004 Yili Huang
2002 John Stovall
1998 Rob Singh

2006 Co-Chair, Jurgita Baltrusaityte
2004 Chair, Patrick Murphy
2002 Debra Malewicki
2000 Mike Manion
1998 Maria Kraimer

Ph.D. Qualifying Exam Committees:

Jurgita Baltrusaityte, 2005
Jesus Bravo, 2005
Debra Malewicki, 2001
Gary Vanderlinden, 2000

Patrick Murphy, 2003
John Stovall, 2001
Chris Leeds, 1999

Yili Huang, 2003
Berin Erdogan, 2000
Peter Thompson, 1999

Masters Thesis:

Kathy Rojan, M.S. Bioengineering, 2003

MBA Independent Studies:

Chirag Patel, 2006a
Anna-Lisa Somera, 2006
Caralynn Nowinsky, 2006b
Anna Lisa Somera, 2005
Claudia Tinca, 2005
Greg Janeka, 2003.
Charlie Cassell, 2002.
Mike Noland, 2001
Walter Albecker, 1999.

Caralynn Nowinsky, 2006a
Kirk Purcell, 2006
Mark Kwatia, 2005
Matthew Christian, 2005
Bridget Cooney, 2005
Julianna Cole, 2002.
David Garcia-Shelton, 2000.
Deana Arroyo, 2000.
Soongwon Yoo, 1999.

Chirag Patel, 2006b
Kirk Purcell, 2005
Colin James, 2005
Tanya Jackson, 2003
Avinash Jain, 2002.
Anthony Papadados, 2001
Cindy Atchley, 2000.
Denise Walker, 1998.

Faculty Advisor to Student Groups:

2005-Present Collegiate Entrepreneurs Organization

2007 Faculty advisor, MBA team: Optimal Vision Corporation (USF International Business Plan Competition, Illinois Fast Pitch Competition, Spirit of Enterprise Business Plan Competition, Rice University Business Plan Competition, Licensing Executives Society Business Plan Competition, New Venture Championship, and Concept2Venture).

2007 Faculty advisor, MBA team: Flow Diagnostics (Illinois Fast Pitch Competition, Rice University Business Plan Competition, Licensing Executives Society Business Plan Competition, Stuart Clark Venture Challenge, Jungle MBA, and Concept2Venture).

2006 Faculty advisor, MBA team: SanoGene Therapeutics (Purdue Life Sciences Business Plan Competition; Moot Corp; University of San Francisco International Business Plan Competition; Spirit of Enterprise Competition; McGinnis Venture Competition; Licensing Executives Society Business Plan Competition; Stuart Clark Venture Challenge; Concept2Venture Business Plan Competition).

2006 Faculty advisor, MBA team: OrthoAccel Technologies (Rice University Business Plan Competition; Venture Challenge 2006; NU Venture World Competition; Concept2Venture Business Plan Competition).

2002 – 2006 Faculty advisor, UIC chapter of Collegiate Entrepreneurs Organization (CEO).

2005 Faculty advisor, MBA team: Stirred Chef, Venture Challenge, San Diego, CA (semifinalist).

2004 Faculty advisor, MBA team: Medical Tourism, Venture Challenge, San Diego, CA (golden phone award).

2002 Faculty advisor, MBA team: Handimed, Venture Challenge, San Diego, CA (golden phone award).

- 2001 Faculty advisor, MBA team, Illinois Department of Commerce and Chicagoland Chamber of Commerce competition “In Illinois, Creativity Pays!” (third place).
- 2000 Faculty advisor, MBA team: Aspirenet, Indiana University Invitational Business Plan Competition.
- 1999 Faculty advisor, MBA team: Chicago Lounge, Moot Corp Business Plan Competition, Austin, TX.
- 1999 Faculty advisor, winning MBA team: Chicago Lounge, Indiana University Invitational Business Plan Competition (second place).

AWARDS AND HONORS

- 2007 MBA team I coached, **Optimal Vision Corporation:**
- Best Written Plan and Best Presentation, as well as top 8 finisher (\$2,000) at the Global Moot Corp Competition (>400 competitors), Austin, TX
 - Semifinalist for Boomer Business Plan Competition, Santa Clara, CA.
 - First Place (\$10,000) and Best Elevator Pitch (\$1,000) at the University of San Francisco International Business Plan Competition (80 competitors), San Francisco;
 - Second Place (\$3,000) in the Illinois Fast Pitch Competition (65 competitors), Chicago, IL;
 - Third Place (\$2,000) and Best Technology Plan (\$500) in Spirit of Enterprise Business Plan Competition, Cincinnati, OH;
 - Best Intellectual Property Award (\$2,000) and semifinalist (\$450) in Rice University Business Plan Competition, Houston, TX (140 competitors);
 - First Place (\$10,000) and Best Elevator Pitch (\$1,000) in the UIC Concept2Venture Business Plan Competition, Chicago, IL;
 - One of three finalists in upcoming Licensing Executives Society Business Plan Competition, Atlanta, GA;
 - Best Elevator Pitch (\$1,000) and semifinalist (\$1,000) in New Venture Championship, Eugene, OR.
- 2007 MBA team I coached, **Flow Diagnostics:**
- One of three finalists in upcoming Licensing Executives Society Business Plan Competition, Atlanta, GA;
 - First Place Challenge Round (\$750) and semifinalist at Rice University Business Plan Competition (140 competitors), Houston, TX;
 - Third Place Finalist (\$1,000) in Concept2Venture Business Plan Competition, Chicago, IL;
 - Third Place Finalist (\$3,000) in the Stuart Clark Business Plan Competition, Winnipeg, Canada;
 - Semifinalist in the Jungle MBA Business Plan Competition, New York, NY.
- 2007 UC-Berkeley team I coached, **NanoRay:**
- First Place, Hong Kong
- 2006 MBA team I coached, **SanoGene Therapeutics:**
- First Place (\$50,000) Midwest Venture Summit, Chicago IL.
 - First Place (\$10,000) and Best Elevator Pitch (\$1000) in the University of San Francisco International Business Plan Competition, San Francisco;
 - First Place (\$10,000) in the Licensing Executives Society of North America’s Business Plan Competition, Philadelphia, PA;
 - First Place (\$15,000) in Stuart Clark Business Plan Competition, Winnipeg, Canada;
 - First Place (\$10,000) in Spirit of Enterprise Business Plan Competition, Cincinnati, OH;
 - First Place (\$10,000) in Concept2Venture Business Plan Competition, Chicago, IL;
 - First Place (\$3,500) in Chicago City Treasurer’s Business Plan Competition, Chicago, IL;
 - Finalist (\$1,500) in Purdue Life Sciences Business Plan Competition;
 - Top 8 semifinalist (\$2,000) at Moot Corp Business Plan Competition, Austin, TX;
 - Finalist at McGinnis Venture Competition, Pittsburgh, PA.

- 2006 MBA team I coached, **OrthoAccel Technologies**:
- Acquired in February 2007 by SimplexityMD in Houston, TX.
 - Best Marketing Plan and Best Intellectual Property Awards and placed among finalists at Rice University Business Plan Competition, Houston, TX;
 - Golden Phone Award and Finalist at Venture Challenge 2006, San Diego, CA.;
 - Finalist at Nu Venture Challenge, Lincoln Nebraska.
- 2006 UIC Favorite MBA Professor Honorable Mention
- 2006 UIC CBA Service Award Honorable Mention
- 2006 Best Workshop Award, USASBE 2006 Conference, Tucson, AZ
- 2004 MBA team I coached (Medical Tourism) won the Golden Phone Award at Venture Challenge 2004, San Diego, CA
- 2002 Invited to present research to faculty at Harvard Business School
- 2002 Selected as one of 10 junior faculty members nationally to attend the Coleman Foundation Junior Faculty Mentoring Program in Buena Vista, Colorado.
- 1999-2002 Invited participant, Young Scholars Retreat hosted by *Journal of Business Venturing*.
- 2002 MBA team I coached (Handimed) won the Golden Phone Award at Venture Challenge 2002 in San Diego, CA.
- 2002 Recipient of Kauffman Foundation grant to attend the Roundtable on Entrepreneurship Education for Engineers hosted by Stanford, University.
- 2003, 2002, 2001, 2000 Recipient of Coleman Foundation New Faculty USASBE Scholarship
- 2001 Accepted NASDAQ Award for Entrepreneurial Excellence on behalf of UIC's Institute for Entrepreneurial Studies.
- 2001 MBA team I coached won third place at "In Illinois, Creativity Pays," a statewide competition sponsored by the Illinois Department of Commerce and the Chicagoland Chamber of Commerce.
- 1999 MBA team I coached (Chicago Lounge) won second place in the Indiana University Invitational Business Plan Competition and a berth the prestigious international Moot Corp competition.
- 1998 Invited keynote speaker, Young Scholars Retreat hosted by *Journal of Business Venturing*.
- 1997 Heizer Dissertation Award for Excellent Research in New Enterprise Development.
- 1997 Mescon Best Empirical Paper Award, Entrepreneurship Division, Academy of Management.
- 1995/1996 Ewing Marion Kauffman Foundation Dissertation Fellowship.
- 1995 Selected to attend Strategic Management Entrepreneurship Consortium at Academy of Management
- 1994 Waino W. Soujanen Research Excellence Award.
- 1994 Babson Entrepreneurship Doctoral Consortium Scholarship.
- 1994 State funded doctoral research assistantship.
- 1993 Graduate Teaching Assistant Teaching Excellence Award, College of Business Administration, Georgia State University.

GRANTS

- 2006 \$87,000, various corporations: to fund UIC campus wide business plan competition.
- 2006 \$300,000 DCEO, Coleman Foundation and others: to fund Innovate Illinois 2006 event.
- 2006 \$43,520, Illinois Department of Commerce and Economic Opportunity: Chicago West Side Entrepreneurship Center.
- 2006 \$4,000 Schurz High School: to help implement a business plan course.
- 2005 \$332,684, Coleman Foundation: cross-campus entrepreneurship initiatives.
- 2005 \$45,000, various corporations: UIC campus wide business plan competition.
- 2005 \$250,000 Illinois Business and Investors Forum: Chicago business plan competition.
- 2005 \$200,000 DCEO, Coleman Foundation and others: Innovate Illinois 2005 event.
- 2005 \$400,000 Illinois Department of Commerce and Economic Opportunity: Chicago West Side

- Entrepreneurship Center.
2004. \$300,000 Illinois Department of Commerce and Economic Opportunity: Chicago West Side Entrepreneurship Center.
- 2003 \$13,000 Fors Family: Endowment of Entrepreneurial Excellence Award.
- 2002 \$11,000 Anonymous donor to the CBA: 911 Memorial Project.
- 2001 \$15,000 Coleman Foundation: Funded white paper.
- 2001 \$2,500 Coleman Foundation: Funded white paper.
- 2001 \$10,125 Campus Research Board: Internationalization of e-commerce.
- 2001 \$496 Graduate College. Faculty Foreign Travel Award.
- 1999 \$10,112 Campus Research Board: Entrepreneurial Team-Strategy Fit, and New Venture Performance. (Awarded \$4250 more than requested because reviewers thought the proposal was “elegant”).
- 1998 \$270 Graduate College: Faculty Foreign Travel Award.
- 1998 \$500 John Nuveen Center for International Affairs: International Development Seed Fund.
- 1995 \$15,000 Ewing Marion Kauffman Foundation Center for Entrepreneurial Leadership: Dissertation Fellowship.

MEDIA ATTENTION

- 2007 – Oct. 28, **Chicago Tribune**, Class projects lay groundwork for business, Carol Monaghan.
- 2007 – Oct. 29, **Chicago Tribune**, Value in alliances: Forming partnerships helps companies rise above competition, Ann Meyer.
- 2007 – Sept 21, 2007 **MarketWatch**, BIO Mid-America Venture Forum 2007 Presenter Profiles.
- 2007 – Aug. 6, **Chicago Sun Times**, SanoGene Awarded First Place in Chicago City Treasurer’s Business Plan Competition.
- 2007 – June 4, **Chicago Tribune**, Lack of schooling no bar to success, Ann Meyer
- 2007 – May 30, **UIC News**, MBA team captures another prize, seeks CEO and startup financing, Gary Wisby.
- 2007 – May 16, **Chicago Sun Times**, UIC Business Students Win Plan Competition, Sandra Guy
- 2007 – (May) **Technology Transfer Tactics** 1(1), “Save Money with MBA Students as Analysts, Start-up Managers.”
- 2007 – April 24, **Topox.com**, “Rockford News: UIC Business Plan Team Wins 2nd Straight International Title.”
- 2007 – April 13, **The Oregonian**, “Winner of New Venture Championship Announced.”
- 2007 – April 11, **UIC News**, “MBA Students Sweep International Contest.”
- 2007 – April, **University of Illinois Foundation Special Report**, “UIC Business Plan Team Wins 2nd Straight International Title.”
- 2007 – April 11, **The May Report**, “UIC Business Plan Team Wins 2nd Straight International Title,” Ron May.
- 2007 – April 10, **Chicago Sun Times**, “An Eye on the Future,” Sandra Guy.
- 2007 – April 5, **Houston Daily Business News**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award: Law Firm Presents Rice Business Plan Competition Award to Team from University of Illinois at Chicago.”
- 2007 – March 30, **PR Leap**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **Houston Chronicle**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **Forbes.com**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **Yahoo Finance**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **Google Finance**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **Genetic Engineering and Biotechnology News**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”

- 2007 – March 28, South **Central U.S. Biotechnology & GMOS News**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **Matrixware IP News**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **Finanz Nachrichten**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **NanoTechnology News**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **NanoTechnology Now**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **NanoBiotechnology.net**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **Laser Eye Surgery News**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **2020LaserSurgery.com**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **EyeSurgeryWeb**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **Healthcare Industry Today**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **International Trade Commission News**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **Eye Surgery: Laser Vision Correction**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **Eye’s Around**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **Laser Eye Surgery Source**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **VisionCorrecting.com**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **Contact-Lensessite.com**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **Beauty.net**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **ShakyVision.com**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **Law Industry News**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **AttorneyDiscussionPro.com**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **AttorneyMassachusetts**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **Top-Personal-Injury-Attorneys.com**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **EIN News**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **NewsOK.com**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **Business Wire**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **News Zoom**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **E-Podunk**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”
- 2007 – March 28, **AdHoc News**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”

2007 – March 28, **Open PR**, “Optimal Vision Corporation Wins Fish & Richardson IP Powerhouse Award.”

2007 – March 24, **Gr3gs H3ad**, “Yesterday’s Results”

2007 – March 23, 2007, **Houston Chronicle D1**, “According to Plan: Rice Contest Pairs Students with Investors to Launch Technology Companies, Products,” Anastasia Ustinova

2007 – March, **Startup Magazine**

2007 – March, **IP Investor**, “Student Spin-outs: Two Pionnering School Programs Put Students in the Driver’s Seat,” Dave Keating, Vol. 1(5) pp. 22-25.

2007 – Feb. 27 **The May Report**, “The Fast Pitch Competition.”

2007 – March 12, **Chicago Tribune**, “Information Sites Seek Way to Turn Profit,” Ann Meyer.

2007 – Feb. 19 **Chicago Tribune**, “Students at UIC Turning Ideas into Real Businesses.”

2007 – Feb. 19 **Anatomy News**, “Students at UIC Turning Ideas into Real Businesses.”

2007 – Feb. 12 **Healthcare Finance News**, “SimplexityMD Takes Over Orthodontia Company.”

2007 – Feb. 9 **Higher Education News Weekly from the Illinois Board of Higher Education**, “Former UIC Students Sell Firm to Entrepreneur.”

2007 – Feb. 6 **Tooth Braces**, “Neighbor Briefs.”

2007 – Feb. 5 **Houston Business Journal**, “SimplexityMD Takes Over Orthodontia Company” (online version of the article was included in the newspaper’s most viewed and most e-mailed lists).

2007 – Feb. 5 **San Antonio Business Journal**, “SimplexityMD Takes Over Orthodontia Company.”

2007 – Feb. 5 **Forbes**, “SimplexityMD Takes Over Orthodontia Company.”

2007 – Feb. 5 **Dental Health Topics**, “SimplexityMD Takes Over Orthodontia Company.”

2007 – Feb. 5 **Technology in Education**, “SimplexityMD Takes Over Orthodontia Company.”

2007 – Feb. 5 **Biotech Startup News**, “SimplexityMD Takes Over Orthodontia Company.”

2007 – Feb. 5 **Bio Pharmaceutical News**, “SimplexityMD Takes Over Orthodontia Company.”

2007 – Feb. 5 **MSN Money**, “SimplexityMD Takes Over Orthodontia Company.”

2007 – Feb. 5 **Yahoo Small Business**, “SimplexityMD Takes Over Orthodontia Company.”

2007 – Feb. 5 **Bio Houston**, “SimplexityMD Takes Over Orthodontia Company.”

2007 – Feb. 5 **BizJournals.com**, “SimplexityMD Takes Over Orthodontia Company.”

2007 – Feb. 5 **BizHouston**, “SimplexityMD Adds Innovative Orthodontia Medical Device Company to Portfolio.”

2007 – Feb. 5 **EIN News**, “SimplexityMD Takes Over Orthodontia Company.”

2007 – Feb. 5 **Medworm.com**, “SimplexityMD Takes Over Orthodontia Company.”

2007 – Feb. 5 **Equinox Wires**, New Zealand, “SimplexityMD Takes Over Orthodontia Company.”

2007 – Feb. 5 **National Rfid Center General Newsletter**, “SimplexityMD Takes Over Orthodontia Company.”

2007 – Feb. 5 **Benelux Biotechnology & GMOS News**, “SimplexityMD Takes Over Orthodontia Company.”

2007 – Feb. 2 **Crain’s Chicago Business**, “Former UIC Students Sell Firm to Entrepreneur,” Brandon Glenn.

2006 – Dec. 20 **Business POV**, “The Business Plan: Time Well Spent or a Waste of Time.”

2006 – Nov. 14 Google.com **AdSense** “SanoGene Wins \$50,000 in Business Schools’ Inaugural Competition.”

2006 – Nov. 6 **IVCA News**, “Midwest Venture Summit All Business.”

2006 – Nov. 4 **Flickr.com**, “SanoGene is Awarded \$50,000 DCEO Grant.”

2006 – Nov. 4 **Business Funding**, “SanoGene Wins \$50,000 in Business Schools’ Inaugural Competition.”

2006 – Nov. 4 **Si-RNA.com**, “SanoGene Wins \$50,000 in Business Schools’ Inaugural Competition.”

2006 – Nov. 3 **Chicago Sun Times**, “SanoGene Wins \$50,000 in Business Schools’ Inaugural Competition.”

2006 – Nov. 2 **TMR Online**, “Midwest Venture Summit: UIC’s SanoGene Wins Business Plan Competition and a Check for \$50,000 from DCEO.”

2006 – Nov. 2 **The Silicon Prairie**, “2006 Midwest Venture Summit.”

2006 – Nov. 1 **Targeted News Service**, “SanoGene Wins Yet Another Business Competition.”

2006 – July, **Illinois Technology Development Alliance**, “OrthoAccel Technologies, Inc. Provides Orthodontia Technology.”

2006 – June 17 **WGN Radio**. Guest on “The Money Show” with Bill Moller.

2006 – June 14 **Chicago Sun Times**. “UIC Prize-Winners Peddle Killer Business Plan.”

- 2006 – May 30 **Fight Aging**, “Antisense RNA Therapies.”
- 2006 – May 16 **IP Updates**, “Student Licensors Win \$10,000.”
- 2006 – May 12 **Peoria Next News and Events**, “Rao’s Discovery Wins National Competition.”
- 2006 – May 11 **Licensing Executives Society Newsletter**, “University of Illinois Chicago Team Awarded \$10,000 for Plan to Advance New Cancer Therapies.”
- 2006 – May 11 **LES Foundation Newsletter**, “Graduate Student Licensing Competition 2006 Winner: University of Illinois Chicago Team.”
- 2006 – May 11 **Red Orbit**, “University of Illinois Chicago Team Awarded \$10,000 for Plan to Advance New Cancer Therapies.”
- 2006 – May 9 **TMR Online** “SanoGene Makes the Semifinals as One of Eight Teams in a National Business Plan Competition.”
- 2006 – May 6 **NPR**. Students from my class interviewed.
- 2006 – May 4 **TMR Online**, “SanoGene From UIC is in National Moot Corp Competition.”
- 2006 – April 10 **TMR Online**, “OrthoAccel Technologies Wins Awards at the 2006 Rice Business Plan Competition.”
- 2006 – April 5 **gr3g’s h3ad** “Rice University Business Plan Winners Announced.”
- 2006 – April 4 **The Free Library** “The Rice University Business Plan Competition Announces 2006 Winning Teams.
- 2006 – April 4 **Prophet.net** “The Rice University Business Plan Competition Announces 2006 Winning Teams.
- 2006 – March 29 **Digg.com**, “Cure for Cancer?”
- 2006 – March 27 **New York Times**, “Cancer Cure Company Wins Business Plan Challenge.”
- 2006 – March 27 **Collegiate Presswire**, “University of Illinois Team Takes Top Honor at the University of San Francisco’s International Business Plan Competition.”
- 2006 – March 27 **Fog City Journal**, “University of Illinois Chicago Team Takes Top Honor at the University of San Francisco’s International Business Plan Competition.”
- 2006 – March 27 **San Francisco Sentinel**, “Cancer Cure Company Wins Business Plan Challenge.”
- 2006 – March 27 **C-NET News**, “Start-ups Vie for Best Elevator Pitch.”
- 2006 – March 27 **The Longevity Meme**, “RNAi Versus Cancer.”
- 2006 – March 26 **C-NET News**, “Cancer Cure Company Wins Business Plan Challenge.”
- 2005 – Dec. 12 **Chicago Sun Times**. Cited heavily by Michael Krauss in extremely favorable article about first Concept2Venture business plan competition.
- 2000 – April 26 **Chicago Tribune**. Prairie Roundup. Cited as instructor in Michele Fitzpatrick’s “UIC’s e-commerce program makes French connection.”
- 2000 – Jan. 4, 2000 **Chicago Tribune**. Cited as an expert in David Young’s “‘Autobus’ inventor finds it hard to get his dream off the ground.”
- 1999 – August **Inc. Magazine**, UIC’s students from my class featured extensively in Michael Warshaw’s “The best business plans on the planet.”

OTHER RELEVANT WORK EXPERIENCE

Board of Directors, Chrysalis, Inc., Rockford, IL, 2007

Board of Directors, Microsoft Designers, Rockford, IL 1997-present

Strategic Planning Consultant:

Sol Source Technologies, Chicago, IL, 1999.

ActiveSchedule.com, Chicago, IL, 1999.

FullLifeCenters.com, Chicago, IL, 1999.

GreenBubble.com, Chicago, IL, 1999.

Lowe's Enterprises, Atlanta, GA, 1990.

Ingersoll Milling Machine Company, Rockford, IL
Technical Writer (Nov. 1984 to Aug. 1986 and Mar. 1987 to Aug. 1987)
Training Specialist/Coordinator of Customer Training (Jun. 1989 to Aug. 1990)
Technical Editing Consultant (Dec. 1990)

REFERENCES

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