

Fariss-Terry Mousa

Zane D. Showker, Professor of Entrepreneurship
Professor

Department of Management, College of Business
James Madison University
Harrisonburg, VA 22807

E-mail: mousafx@jmu.edu, cell: 509.432.5441, <http://www.jmu.edu/cob/faculty/all-faculty/mousa-fariss.shtml>

ACADEMIC EXPERIENCE

- 2021-present Professor, Department of Management, **James Madison University**,
Harrisonburg, VA.
- 2015-2021 *Associate Professor*, Department of Management, **James Madison University**,
Harrisonburg, VA.
- 2009- 2015 *Assistant Professor*, Department of Management, **James Madison University**,
Harrisonburg, VA.
- 2004-2009 *Graduate Teaching Assistant (Instructor)*, Department of Management and
Operations, **Washington State University**, Pullman, WA.

EDUCATION

- PhD Strategic Management**
Department of Management and Operations, Washington State University, 2009
Dissertation: When Do Slack Resources Impact New Venture Success?
(Committee: Richard Reed (chair), Jonathan A. Arthurs, Ming Chang Wang)
- MBA Masters of Business Administration**
Department of Management and Operations, Washington State University, 2005
- BA Business Administration**
Department of Management and Operations, Washington State University, 2000
Double major in Marketing and International Business

INTERESTS

Research: organizational slack, development and renewal of resources and capabilities, issues surrounding initial public offerings (IPOs), young firm performance and growth, drivers of innovation, corporate level strategies, top management teams and corporate governance.

Teaching: Strategic Management, Innovation Management, Entrepreneurship

RESEARCH AND PUBLICATIONS

Publications (Refereed Work)

Titareva, T., Chauvin, M.A.; Mousa, F. 2025 “Transforming the Rice Aisle: The Innovative Journey of RightRice”. *Sage Business Cases*.

- Simha, A.; Mousa, F.T. (2024) The Indelible Influence of the COVID-19 Pandemic – How do Leaders and Managers deal with this new reality? *Rutgers Business Review* (Accepted)
- Mousa, F. T., Simha, A., Chowdhury, J, & Sahyam, A. (2024) Examining Pay-Performance Links: The Role of Capital Owning and Self-Interest among Board Members in the High-Tech Industry, *Journal of Management and Organization*
- Mousa, F. T.; Gallagher, S. R. (2024) “Managing Conflicting Agendas: Serial Entrepreneurs and Venture Capitalists in the IPO Process” *International Entrepreneurship and Management Journal* (<https://doi.org/10.1007/s11365-024-00950-0>)
- Dodson, S.; Mousa F.T. (2023) “Victoria Secret: Fall of the Angels”. Accepted for Publication: Richard Ivey School of Business (*IVEY*): Ivey Publishing (Case and Teaching Note)
- Mousa, F.T., Chowdhury, J., Gallagher, S. (2023). The Implications of CEO Power on the Relationship between Firm Resources and Innovation” *Journal of Management and Organization*
- Lee, C.K., Mousa, F.T., Lee, S., Lee, J. (2021). Consumer Behavior and Social Entrepreneurship: The Case of South Korea. *Journal of Social Entrepreneurship*. <https://doi.org/10.1080/19420676.2021.1984283>
- Dodson, S.; Mousa, F.T. (2021) “Instacart: Insta-success or Insta-failure? The Fight for Survival”, Richard Ivey School of Business (*IVEY*): Ivey Publishing: London, Toronto, HongKong (Case and Teaching Note)
- Tokman M., Mousa F.T., Dickson (2020) “The link between SMEs alliance portfolio diversity and top management’s entrepreneurial and alliance orientations”. *International Entrepreneurship and Management Journal*
- Shahzad, A.; Mousa, F.T.; Sharfman, M. (2016) “The Implications of Slack Heterogeneity for the Slack-Resources and CSP Relationship.” *Journal of Business Research*, **69** (12), 5964-5971.
- Marsh, J.; Wales, B.; Mousa, F.T. (2016) “Countermove: How CEOs Respond to Post-Acquisition Compensation Adjustments.” Pages 1-45. *Review of Managerial Science* **10** (4)
- Mousa, F.T., Kim, S., Rutherford, M. (2016) “Top Management Team and IPO Firms’ Acquisition Activity.” *Management Decision*, vol. 54, 3, p.664-682
- Sahaym, A., Cho, S., Kim, S. Mousa, F.T. (2016) “Mixed blessings: how management heterogeneity and governance structure influence the use of corporate venture capital by post-IPO firms” *Journal of Business Research*, **69**(3): 1208-1218

- Wales, W. J.; Mousa, F. T. (2016) Examining Affective and Cognitive Discourse at the Time of IPO: Effects on Underpricing and the Moderating Role of Entrepreneurial Orientation (Invited submission for special issue on EO). *New England Journal of Entrepreneurship*, 19 (2), 13-25.
- Mousa, F.T., Wales, W.; Harper, S. (2015) “When less is more: EO’s influence upon funds raised by young technology firms at IPO” *Journal of Business Research*, 68(2): 306-313.
- Liu, K; Arthurs, J.; Nam, D.; and Mousa, F.T. (2014) “Information diffusion and value redistribution among transaction partners of the IPO firm” *Strategic Management Journal*.
- Mousa, F.T., Chowdhury, J. (2014) “The relationship between organizational slack and firm innovation: revisited” *American Journal of Business*, 29(1): 26-42.
- Mousa, F.T., Ritchie, W., Reed, R. (2014) “Addressing equivocal CEO-Founder performance results: the interaction effects of CEO-Founder and board involvement on IPO value” *Management Decision*, 52(3): 642-657.
- Mousa, F.T. and Chowdhury, J. (2014). “Organizational slack effects on innovation: the moderating roles of CEO tenure and compensation?” *Journal of Business Economics and Management*, 15(2): 369-383.
- Mousa F.T., Bierly P. III, and Wales W. (2014) “Different strokes: IPO risk factors, investor valuation, and firm survival” *Journal of Management and Organization*, 20(3): 348-364.
- Mousa, F.T., Reed, R. (2013) “The impact of slack resources on high-tech IPOs” *Entrepreneurship Theory and Practice*, 37(5): 1123-1147.
- Mousa, F.T., Marlin, D., Ritchie, W. (2013) “Configurations of slack and their performance implications: an examination of high-tech IPOs” *Management Decision*, 51(2): 225-247.
- Harper, S; Mousa, F.T. (2013) “Time-and-Motion Studies” *In Oxford Bibliographies in Management*. Ed. Ricky Griffin. New York: Oxford University Press.
- Wales, W., Gupta, V. K., Mousa, F.T. (2013) “Empirical research on entrepreneurial orientation: an assessment and suggestions for future research” *International Small Business Journal*, 31(4): 357-383.
- Mousa, F.T.; Holly, K. (2013) “Dominion Resources Inc.” (A). Richard Ivey School of Business (*IVEY*): Ivey Publishing: London, Toronto, HongKong.
- Mousa, F.T.; Holly, K (2013) “Dominion Resources Inc.” (B). Richard Ivey School of Business (*IVEY*): Ivey Publishing: London, Toronto, HongKong.
- Mousa, F.T., Wales, W. (2012) “Founder effectiveness in leveraging entrepreneurial Orientation.” *Management Decision*, 50(2): 305-324.

Simha, A., Mousa, F.T., & Kim, S.K. (2011) "Jack and Jill fall down the stress filled hill - An integrative management educational model to prevent such stressful slides" *African Journal of Business Management*, 5(19): 7945-7953.

Mousa, F. T. and Lemak, D. (2009) "The Gilbreth's quality system stands the test of time" *Journal of Management History*, 15(2): 198-215.

Published Conference Papers

Mousa, F.T., Wales, W.; Harper, S. (2014) "When less is more: EO's influence upon funds raised at Initial Public Offering" *Frontiers of Entrepreneurship Research*, 34(16): 25.

Nam, D.; Arthurs, J.D.; Nielson, M; Mousa, F.T.; Liu Kun (2008). "Property Rights, Dependence on Transaction Partners, and Firm Valuation: Who Appropriates Value," *Frontiers of Entrepreneurship Research*, (28)12:2.

Media and Commentary on Research

"Make Room for a Successful IPO" in Strategy + Business Magazine, posted on January 23, 2014. Commentary on a research paper published in Entrepreneurship Theory and Practice Sept 2013 coauthored with Richard Reed.

Conference Presentations

Titareva; T., Mousa, F.T. (2023) Best Practices for Responsibly Integrating AI into Economics and Business Curricula. Beitzel Symposium, James Madison University.

Lee, C.K.; Mousa, F.T.; Kang, J. (2020) Consumers' perception of social entrepreneurship: Effect of income and political belief. Sustainability, Ethics, & Entrepreneurship Intl. Conference, 2020, Puerto Rico USA.

Mousa, F.T.; Simha, A; Chowdhury, J. (2019). "Extending Insights from TMT Pay-Performance Research to Director Compensation- A Quasi Replication. Academy of Management (AOM).

S Iskandarova, S El-Tawab, O Griffin, F Mousa (2019). "Developing a Unique Educational Experience for Children Museum using a Mobile Application". Society for Information Technology & Teacher Education International Conference (AACE), Las Vegas, NV.

Iskandarova, S., Griffin, O., El-Tawab, S. & Mousa, F. (2017). Using Mobile Technology as a Tool to Enhance Learning at a Children's Museum in the Shenandoah Valley. In P. Resta & S. Smith (Eds.), Proceedings of Society for Information Technology & Teacher

- Education International Conference 2017 (pp. 2125-2132). Chesapeake, VA: Association for the Advancement of Computing in Education (AACE).
- Mousa, F. T., Chowdhury, J. , Gallagher, S. (2017). The Implications Of CEO Power On The Relationship Between Firm Resources And Innovation. Paper to be presented at the annual meeting of the *Academy of Management (AoM)* in Atlanta, Georgia.
- Iskandarova, S., Griffin, O., Christie, P., El-Tawab, S. & Mousa, F. (2016). The Integration of Mobile Technology in Childhood E-Learning Through an Educational Community Museum. In *Proceedings of E-Learn: World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2016* (pp. 1000-1005). Chesapeake, VA: Association for the Advancement of Computing in Education (AACE).
- Mousa, F. T., Gallagher, S. (2016). Serial Entrepreneurs and Venture Capitalists: Cooperation and Conflict in IPO Valuation and Timing. Paper presented at the annual meeting of the *Academy of Management (AoM)* in Anaheim, CA.
- Griffin O., Iskandarova S., El-Tawab S., & Mousa F. (October 24 2016) “Learn before you go... an app for all – The Effect of Mobile Technology on an Educational Community Museum”, Teaching and Learning with Technology Conference, James Madison University, Harrisonburg, VA ^[1]_[SEP]
- Wales, W. J., Mousa, F. T., & Stein, C. (2015) Examining Affective and Cognitive Discourse at the Time of IPO: Effects on Underpricing. Paper presented at the annual meeting of the *Academy of Management (AoM)* in Vancouver, BC, Canada.
- Wales, W. J., Kim, S. K., Jansen, K., Mousa, F. T. & Seong, B. (2015) A 35-year Panel Investigation of the EO-Performance Relationship. Paper presented at the annual meeting of the *Academy of Management (AoM)* in Vancouver, BC, Canada.
- Kim, S.K., Mousa, F. T., Shin, J. (2014). An empirical examination of young firms choices on boundary expansion in the presence of managerial slack. *International Conference on the Frontiers of Management*, Seoul, Korea.
- Shahzad, A.; Mousa, F.T. (2014) “The Implications of Slack Heterogeneity for the Slack-Resources and CSP Relationship.” *Academy of Management Conference*, Philidephia, PA.
- Mousa, F.T., Wales, W.; Harper, S. (2014) “EO, IPO Value, and the moderating role of TMT external directorate networking”. *Journal of Business Research* presented at the *Babson College Entrepreneurship Research Conference* (BCERC), London, Ontario, CA.
- Mousa, F.T. and Chowdhury, J. (2013). How does CEO Tenure and CEO Compensation influence the slack Innovation relationship? *Academy of Management Conference, Orlando, FL*.
- Mousa, F.T., Sahaym, A., Cho, S., Kim, S. (2012) Mixed Blessings: How Management and Board Structure Influence Corporate Venturing by Young Post-IPO Firms". To be

presented at the *Academy of Management Conference*, Boston, MA.

- Mousa F.T., Bierly P., and Wales W (2012). Comparing Internal and External IPO Risk Factors Influence on Investor Valuation and Long-term Survival. Presented at the *Academy of Management Conference*, Boston, MA.
- Kim, S.K., Mousa, F. T. (2011). Young Firms resources and their boundary choices in the face of environmental contingences. Presented at the *Academy of Management Conference*, San Antonio, TX.
- Wales, W., Gupta, V.K. , Mousa, F.T. (2011). Empirical research on entrepreneurial orientation: A comprehensive quality assessment. Presented at the *Academy of Management Conference*, San Antonio, TX.
- Simha, A., Mousa, F.T., & Kim, S.K. (2011). All work and no play make Jack and Jill fall down the stress filled hill - An integrative management educational model to prevent such slides. Accepted for presentation at the *Western Academy of Management Conference*, Victoria, British Columbia, Canada.
- Mousa, F.T. and Ritchie, W. J. (2010). "The Influence of Founder-CEOs and Board Structure on IPO Value Institution-based View" Presented at the *Southern Management Association*, St. Pete Beach, FL.
- Mousa, F.T. and Reed, R. (2010). "IPOs at the Crossroads: What is Important For Survival?" Presented at the annual meeting of the *Strategic Management Society*, Rome, Italy.
- Mousa, F.T. and Reed, R. (2010). "Slack Resources and IPO Valuation in High-Tech Firms". Presented at the Annual Meeting of the *Academy of Management Conference*, Montreal, Canada.
- Arthurs, J.; Nielson, M.; Nam, D. and Mousa, F.T. (2009). "Property Rights, Dependence on Transaction Partners, and Firm Valuation: Who Appropriates Value?" Presented at the *Babson College Entrepreneurship Research Conference* (BCERC). Chapel Hill, NC.
- Nam, D.; Arthurs, J.; Nielson, M; Mousa, F.T. (2009). "Information Disclosure and IPO Valuation: What Kinds of Information Matter and is More Information Always Better?" Presented at the *Babson College Entrepreneurship Research Conference* (BCERC). Chapel Hill, NC.

(Irene M. McCarthy Best Paper Award for High Technology Entrepreneurship)

- Mousa, F.T. and Simha, A. (2008). "Descent into Dissent: Do National Culture Dimensions Play a Role in this?" Presented at the *Western Academy of Management Conference*, Oakland, CA.
- Mousa, F.T. and Reed, R. (2007). "The Influence of Firm Strategy on Attracting Institutional

Investors”. Presented at the *Strategic Management Society* 27th Annual International Conference, San Diego, CA.

Mousa, F. T. (2007). “Restructuring Speed and Corporate Governance Effects”. Presented at the *Western Academy of Management* 48th Annual Meeting, Missoula, MT.

Mousa, F. T. and Lemak, D. (2006). “Frank and Lillian Gilbreth: Team-mates in efficiency”. Presented at the Annual Meeting of the *Academy of Management Conference*, Atlanta, GA.

TEACHING

Courses Taught

James Madison University – Department of Management

- Managing in an Innovation-Driven Global Environment (MBA 606), Executive Leadership MBA - Graduate
- Entrepreneurship and Venture Creation (MBA 605), Innovation MBA - Graduate
- Management of Technology and Innovation (MGT 601), Innovation MBA – Graduate
- Management of Technology and Innovation (MGT 420), Technology, Innovation, and Entrepreneurship (TIE) major course - Undergraduate
- Strategic Management (COB487), capstone course - Undergraduate

Washington State University - Department of Management and Operations

- Strategic Management (MGTOP 491), capstone course - Undergraduate
- Principles of Management and Organization (MGTOP 301) - Undergraduate
- Leadership Skills for Managers (MGT 401)- Undergraduate

Independent Study Faculty Advisor (MGT 490)

Karl Wojtkun – Executive MBA 674 (2022)

Dan Lambert, Tie Die Dan (2019)

Govan Farag (2018) 2 classes

Landon Francisco (2014)

Chris Tetrault (2014)

Pratt Templeton (2014)

Katie Holly (2011)

COB Research Experience for Undergraduate (REU) Program

Mary Calogero (23-25)

Rachel Karabin (2022-2023)

Faris Hriesh (2022-2023)

Lauren L’Flamme (2022)

Macy Marotta (2021)

Elizabeth Hunter (2020)

Meghan Baily (2019)

Sarah Boelsche (2016, 2017)
Kelsey O'Hara (2016)
Jacob Necamp (2016)
David DiSilvestro (2016)
Sarah Boelsche (2015-2016)

Consulting/Training

Strategic Planning and Management Training Consultant (2024-Ongoing)

Development of a comprehensive strategic plan.
Designed and organized management training programs to enhance leadership and operational efficiency.
Assisted an organization in Central Asia in obtaining industry certification, ensuring compliance with international standards.

Coordinator and Lead (YALI: Young African Leaders Initiative) 2022-2023

Designed and orchestrated comprehensive management training programs for YALI's Regional Leadership Centers, encompassing approximately 40 countries in sub-Saharan Africa.

Coordinator and Lead (American University of Kurdistan) 2020-2025

Consulting and advising with the AUK COB on various issues, from Strategic Planning, Accreditation to Assessment, Curriculum, and more.

Senior Manager's Regional Course 2018 (*Dushanbe, Tajikistan*)

As a primary instructor in the Tajikistan Regional Senior Managers' Course for ERW and Mine Action, organized by the Center for International Stabilization and Recovery (CISR) and the Tajikistan National Mine Action Center, I took an active role in delivering training, instruction, and mentoring to the participants.

European Regional Senior Manager's Training Course 2017 (*Biograd, Croatia*)

As a primary instructor in the Senior Managers' Course organized by the Center for International Stabilization and Recovery (CISR), I played a crucial role in delivering training, instruction, and mentoring to the participants.

Senior Manager's Training Course (*Harrisonburg, VA*)—5 Courses

Served as one of the primary instructors for the Senior Managers' Course organized by the Center for International Stabilization and Recovery (CISR) at James Madison University during the summers of 2010, 2011, 2012, 2013, and 2016. Throughout these I successfully delivered training, instruction, and mentoring to all participants.

Senior Manager's Regional Course (*Dushanbe, Tajikistan*)

As a primary instructor in the Tajikistan Regional Senior Managers' Course for ERW and Mine Action, conducted in collaboration with the Center for International Stabilization and Recovery (CISR) and the Tajikistan National Mine Action Center in May 2014, I had the privilege of delivering comprehensive training, instruction, and mentoring to all participants.

Senior Manager’s Training Course (*Amman, Jordan*)—3 Courses

As a primary instructor for the Explosive Remnants of War International Senior Managers Training Course (ERWTC), conducted in partnership with the National Committee for Demining and Rehabilitation (NCDR) in October 2009, October 2010, and October 2011, I had the honor of delivering comprehensive training, instruction, and mentoring to all participants.

PROFESSIONAL ACTIVITIES

James Madison University (Service)

- 2024 Co-Director, Study Abroad Program – Entrepreneurship and Innovation in Japan and Korea
- 2023 -present Co-Chair, COBRA (College of Business Research Advancement) Committee
- 2022 Co-Chair, Search Committee (Hired Kira Haensel)
- 2021-present Chair, Personnel Advisory Committee PAC
- 2022 Incentivising Research Committee (College) as part of Dean Impact Award Committee
- 2021-2022 Chair, Search Committee, Assistant Director for the GCFE (Mr. Akhil Kanodia)
- 2020-2021 *Member*, Madison Scholar Award Committee
- 2020-2021 *Member*, Master in Management Science Committee
- 2020-2021 *Member*, COB Certificate Committee
- 2020-2021 *Member*, Search Committee, Department of Management, Tenure-track (consulting and HR).
- 2019-2020 Co-Advisor, DECA Student Organization
- 2019-2020 Chair, Search Committee for the Gilliam Center of Entrepreneurship (GCFE)
- 2019-present *Member*, Entrepreneurial Faculty Fellows (university)
- 2019 Grants and Awards Committee (COB)
- 2018-2020 Entrepreneurial/ChangeMaker Mindset Taskforce (university)
- 2018 Search Committee Chair—Dr. Sergiy Dmytriyev
- 2018-present New Faculty Academy Mentor (Center for Faculty Innovation - University)

- 2018 *Member, 2018 Madison Scholar Award Selection Committee*
- 2017-2018 *Dingledine Faculty Panelist, Dingledine Scholarship interviews*
- 2017 *Member, 2017 Madison Scholar Award Selection Committee*
- 2017 *Member, 2017 Distinguished Teacher Award Selection Committee*
- 2016-2017 *Lead, Minor degree program development in Entrepreneurship.*
- 2016-2017 *Member, Search Committee, Department of Management, College of business, James Madison University, Tenure Track Entrepreneurship Position (Search Committee Chair-Dr. Matt Rutherford)*
- 2016 *Member, Search Committee, Executive Director, Center of Entrepreneurship, (Search Committee Chair- Dr. Mary Gowan), University, James Madison University*
- 2016 *Hillcrest Service/Leadership selection committee, JMU Honors Program, University, James Madison University*
- 2016 *Fredric I. McGhee Selection Committee for Entrepreneurship, JMU Honors Program, University, James Madison University*
- 2015-2016 *Member, CFE Relaunch Committee, redesigned new programming for the CFE.*
- 2015-2016 *Honor Thesis Committee Member (College) (Kathleen Fogg)*
- 2015-2024 *Member, Intellectual Property Committee, University, James Madison University*
- 2015-2016 *Member, Innovation, Creativity, Collaboration, and Entrepreneurship (ICCE) Task Force (University), James Madison University*
- 2015-2016 *Member, Search Committee, Department of Management, College of business, James Madison University, Visiting Professor-Strategy, Failed Search, (Search Committee Chair-Dr. Ali Shahzad).*
- 2015-2016 *Chair, Search Committee, Department of Management, College of business, James Madison University, Tenure Track Strategy and Entrepreneurship Position (Dr. David Peterson)*
- 2015-2016 *Chair, Search Committee, Department of Management, College of business, James Madison University, Tenure Track Strategy and Project Management position (Dr. David Cavazos).*

- 2015-2016 *Member*, Department of Management Curriculum Committee, also member of the Entrepreneurship and small business management track subcommittee College of Business, James Madison University
- 2015-present *Chair*, Entrepreneurship Minor Curriculum Committee, College of Business, James Madison University
- 2015-present *Board Member*, Center for Entrepreneurship (College)
- 2015-present *Member*, Dean Impact Award Committee (College)
- 2015-2017 *Faculty Member Advisor*, MadX Labs, James Madison University
- 2015-present *Member*, Personnel Action Committee (PAC), Department of Management-James Madison University
- 2015 *Chair*, two Search Committee, two visiting positions (Visiting Professor of Strategy—one PhD and the other MBA qualified, Department of Management, College of business, James Madison University (Positions eventually canceled)
- 2015-present *Department Faculty Liaison*, COB Center for Entrepreneurship
- 2014-2015 *Member*, Madison Consulting Steering Committee, College of business, James Madison University
- 2014 *Chair*, Search Committee, Department of Management, College of business, James Madison University—Visiting Professor (Dr. Irem Demirkan)
- 2014 *Member*, Associate Dean for Undergraduate Programs Search Committee, College of Business, James Madison University
- 2013 *Chair*, Search Committee, Department of Management, College of business, James Madison University—Tenure Track (Dr. Fiona Ji)
- 2012-2016 *Member*, COB Board of Advisors Liaison, Department of Management, College of Business, James Madison University
- 2010, 2011 JMU Career & Academic Planning, Employer Lunch Program (College)
- 2010 *Member*, Search Committee, Department of Management (College) of Business, James Madison University (Dr. Ali Shazad)
- 2010, 2011 *Member*, Academic Program Review Committee (Department)
- 2009-present *Member*, Management Department International Training Group (ITG)
- 2009-2015 *Member*, Diversity Council, Department of Management representative, College of Business, James Madison University

2007 - 2008 *Graduate Student Director*, Board of the Student Book Corporation,
Washington State University, Pullman, WA – 5 locations

Professional Service

Editorial Review Board – Journal of Management Studies (Jan 2016-Jan 2021)
Editorial Review Board - American Journal of Business (since 2012)
Ad Hoc Reviewer for Entrepreneurship Theory and Practice
Ad Hoc Reviewer for Entrepreneurship & Regional Development
Ad Hoc Reviewer for Journal of Management Studies
Ad Hoc Reviewer for Journal of Business Venturing
Ad Hoc Reviewer for R&D Management
Ad Hoc Reviewer for Journal of Business Research
Ad Hoc Reviewer for Journal of Small Business Management
Ad Hoc Reviewer for International Small Business Journal
Ad Hoc Reviewer for Management Decision
Ad Hoc Reviewer for Global Business and Finance Review

Professional Affiliations

Academy of Management
Business Policy and Strategy Division
Technology and Innovation Management Division

Pro Bono and Volunteer Work

- Provided expert guidance and consultation to numerous small businesses and business owners in developing and enhancing their business plans.
- Collaborated with various organizations to facilitate strategic planning initiatives, fostering growth and efficiency.
- Demonstrated a commitment to community engagement by offering pro bono services and driving positive impacts on diverse enterprises and non-profit entities

AWARDS

2022	Received 2022 Best Research Paper Award from the Center for Social Entrepreneurship Study (CSES), Seoul, South Korea.
2022	MBA Graduate Teaching Award
2021	MBA Course Development Grant
2017-21	College of Business Faculty Summer Research Grant
2016-2017	“Partnership Recognition – Service Award”, College of Education and the Professional Education Coordinating Council (PECC) (2016-2017), James Madison University Acquisition of gifts/support to the Program, College, or University.
2016	College of Business Madison Scholar Award

2016 Provost's Distinguished Teacher Award for the College of Business

2016 Emerald Citations of Excellence for a paper published in the International Small Business Journal, 2013

2016 College of Business Faculty Summer Research Grant

2014-15 Dean's Impact Award (College of Business)

2014 Nominated to represent JMU for the 2014 Virginia Outstanding Faculty Rising "Star Award", State Council for Higher Education for Virginia (University)

2014 College of Business Faculty Summer Research Grant

2014 American Journal of Business Outstanding Reviewer Award

2014 Received an Honorable Mention from American Journal of Business Awards Committee for the "quality and timeliness" of the reviews.

2013 College of Business Faculty Summer Research Grant

2012 JMU Distinguished Service Award, COB/CISR collaboration. Awarded, along with the COB/CISR faculty team

2011 College of Business Community Service Award, along with the COB faculty team

2011 Nominated to represent the college of business for JMU's Diversity Enhancement Award

2011 Awarded a research grant from the Gilliam Center for Ethical Business Leadership at James Madison University

2010 College of Business Faculty Summer Research Grant

2010 Faculty Research Grant (Tobin Family Endowment for Faculty Support).

2009 Irene M. McCarthy Award for the Best Paper on the Topic of High Technology, Babson Entrepreneurship Research Conference