

CHRISTOPHER E. STEVENS, PH.D.

Professor of Entrepreneurship (*effective August 2025*)
School of Business Administration, Gonzaga University
(509) 313-3414
stevensc@gonzaga.edu

ACADEMIC EXPERIENCE

ACADEMIC APPOINTMENTS

2025 -	Professor of Entrepreneurship (<i>effective August 2025</i>) Gonzaga University, School of Business Administration
2025 -	Associate Dean of Undergraduate Programs Gonzaga University, School of Business Administration
2024 -	Interim Co-Director, University Honors Gonzaga University
2014 - 2024	Associate Professor of Entrepreneurship Gonzaga University, School of Business Administration
2022	Acting Associate Dean Gonzaga University, School of Business Administration
2014 - 2018	MBA Programs Director, Graduate School of Business Gonzaga University, School of Business Administration
2010 - 2014	Director, Hogan Entrepreneurial Leadership Program Gonzaga University, School of Business Administration
2008 - 2014	Assistant Professor of Entrepreneurship Gonzaga University, School of Business Administration
2005 - 2008	Instructor of Management Case Western Reserve University, Weatherhead School of Management

VISITING/EXTERNAL APPOINTMENTS

2017 - 2019	Adjunct Faculty, Accelerated JD Program Gonzaga University School of Law
2011 - 2014	Faculty Advisor, International Diploma Program Jesuit Commons: Higher Education at the Margins
2012	Visiting Faculty, Entrepreneurship Winterim Course Lewis and Clark College
2011 - 2012	Faculty, Entrepreneurship and Business - Community Service-Learning Track, East Africa Jesuit Commons: Higher Education at the Margins, Dzaleka (Malawi) Refugee Camp

RESEARCH INTERESTS

Social enterprise	Entrepreneurial Ethics
Entrepreneurial Resilience	Emotion and Failure in Entrepreneurship
Family Business	

PROFESSIONAL EXPERIENCE

1989 - 2003 Project Manager and Director, Special Projects
EGC Construction Corporation

A multi-family-owned firm with extensive experience in commercial, medical, and industrial construction in the US and around the world. Responsible for the development of EGC's international construction and construction consulting practice – living and working on projects in more than 20 countries with more than 5 years of in-country experience in Korea, Japan, and China.

EDUCATION

2008 PhD (Organizational Behavior)
Case Western Reserve University, Weatherhead School of Management

Dissertation: "Social entrepreneurship and earned income opportunities: An examination of the importance of institutional factors in predicting entrepreneurial action among nonprofit organizations."

2001 MBA (Strategic Management)
Case Western Reserve University, Weatherhead School of Management

1994 BS (Management)
Northern Kentucky University, Haile/US Bank College of Business

INTELLECTUAL CONTRIBUTIONS

RESEARCH METRICS*

CITATIONS[†] – 4,200 (GOOGLE SCHOLAR)/1,643 (SCOPUS – 9 PUBLICATIONS); LAST FIVE YEARS – 2,215 (GOOGLE SCHOLAR)

H-INDEX: 8 (GOOGLE SCHOLAR-OVERALL)/7 (GOOGLE SCHOLAR - LAST FIVE YEARS)/(SCOPUS)

I10 INDEX: 8 (GOOGLE SCHOLAR-OVERALL)/7 (GOOGLE SCHOLAR - LAST FIVE YEARS)

RESEARCH INTEREST SCORE (RESEARCHGATE): 1,749 (95TH PERCENTILE AMONG ALL RESEARCHERS); TOTAL FULL-TEXT READS – 73,959

[†]Scopus citation figures track citations only for Scopus-referenced journal articles appearing in Scopus-referenced journals; Google Scholar citation figures include non-Scopus journals as well as books, anthologies, dissertations, and other referenced works.

*Data collected October 2024.

JOURNAL ARTICLES (PEER-REVIEWED)

Awotoye, Y. F. and Stevens, C.E. (2023). Gendered perceptions of spousal support and entrepreneurial intention: Evidence from Nigeria. *American Journal of Management*, 23(2), 45-61.

(Citations: 1*) <https://doi.org/10.33423/ajm.v23i2.6053> (C)

Awotoye, Y. F. and Stevens, C.E. (2021). Breaking a promise never made: Managing employee expectations at Rococo, LLC. *The Case Journal*, 17(5), 691-722.

<https://doi.org/10.1108/TCJ-10-2019-0096> (C)

JOURNAL ARTICLES (PEER-REVIEWED) – CONTINUED

Stevens, C.E. (2020). 90-second selling – An exercise in communicating value and persuading. *Journal of Marketing Development and Competitiveness*, 14(4), 39-50.

<https://doi.org/10.33423/jmdc.v14i4.3173> (C)

Cardon, M. S., Gregoire, D., Stevens, C. E., & Patel, P. C. (2013). Measuring entrepreneurial passion: Conceptual foundations and scale validation. *Journal of Business Venturing*, 28(3), 373-396.

(Citations: 1,109) <https://doi.org/10.1016/j.jbusvent.2012.03.003> (C) ABDC: A+

Pepper, M., Loro, P. S., Patil, V. H., Stevens, C. E., & Buller, P. F. (2011). Towards a mission-centered business school: A process for engaging faculty and tracking progress. *Journal of Jesuit Business Education*, 2(1), 79-96.

Cardon, M.S., Stevens, C.E., & Potter, R.D. Misfortunes or mistakes? Cultural sense-making of entrepreneurial failure. (2011). *Journal of Business Venturing*, 26(1), 79-92.

(Citations: 739) <https://doi.org/10.1016/j.jbusvent.2009.06.004> (C) ABDC: A+

Smith, B.R., Knapp, J., Barr, T.F., Stevens, C.E., & Canatelli, B.L. (2010). Social enterprises and the timing of conception: Organizational identity tension, management and marketing. *Journal of Nonprofit and Public Sector Marketing*, 22(2), 108-134.

(Citations: 123) <https://doi.org/10.1080/10495141003676437> (C) ABDC: B

Smith, B.R. & Stevens, C.E. (2010). Different types of social entrepreneurship: The role of geography and embeddedness on the measurement scaling of social value. *Entrepreneurship and Regional Development*, 22(6), 575-598.

(Citations: 505) <https://doi.org/10.1080/08985626.2010.488405> (C) ABDC: A

Godwin, L.N., Stevens, C.E., & Brenner, N.L. (2006). Forced to play by the rules? Theorizing how mixed-sex founding teams benefit women entrepreneurs in male-dominated contexts. *Entrepreneurship Theory and Practice*, 30(5), 623-642.

(Citations: 342) <https://doi.org/10.1111/j.1540-6520.2006.00139> (C) ABDC: A+

Cardon, M.S. & Stevens, C.E. (2004). Managing human resources in small organizations: What do we know? *Human Resource Management Review*, 14(3), 295-323.

(Citations: 1,298) <https://doi.org/10.1016/j.hrmr.2004.06.001> (C) ABDC: A

(C) = Cabells listed. ABDC ranking as of 2022

BOOK CHAPTERS (PEER-REVIEWED)

- Smith, B.R., Knapp, J., Barr, T.F., Stevens, C.E., & Canatelli, B.L. (2014). Social enterprises and the timing of conception: Organizational identity tension, management, and marketing. In J. Kickul, D. Gras, S. Bacq, & M. Griffiths (Eds.), *Social Entrepreneurship*. Cheltenham, UK: Edward Elgar.
- Cardon, M.S., Stevens, C.E., and Potter, D.R. (2013) Misfortunes or Mistakes? Cultural Sensemaking of Entrepreneurial Failure. In D. Shepherd (Ed.), *Entrepreneurial Failure*. Cheltenham, UK: Edward Elgar.

BOOK CHAPTERS (PEER-REVIEWED) - CONTINUED

- Cardon, M.S., Stevens, C.E., and Potter, D.R. (2013). Misfortunes or Mistakes? Cultural Sensemaking of Entrepreneurial Failure. In D. Kuratko and M. Morris (Eds.), *Entrepreneurship and Leadership*. Cheltenham, UK: Edward Elgar.
- Smith, B.R., Stevens, C.E., & Barr, T.F. (2010). Social entrepreneurs and earned income opportunities: The dilemma of earned income pursuit. In A. Fayolle & H. Matalay (Eds.), *Handbook of Research in Social Entrepreneurship* (pp. 284-303). Cheltenham, UK: Edward Elgar.
- (Citations: 27)

EDITORIAL BOARD MEMBERSHIP

- Editorial Review Board Member, *Journal of Business Venturing*, 2021 –
Impact Factor: 7.7 (5-year factor of 13); H-Index: 224; CiteScore: 16.7 (#16 of 433 in management journals)
- Editorial Review Board Member, *Entrepreneurship Theory & Practice*, 2015 –
Impact Factor: 7.8 (5-year factor of 11.3); H-Index: 198; CiteScore: 19.0 (#8 of 443 in management journals)

CONFERENCE PROCEEDINGS (PEER-REVIEWED)

- Cardon, M.S. & Stevens C.E. (2009). The discriminant validity of entrepreneurial passion. *Academy of Management Best Paper Proceedings*.
(Citations: 50)
- Stevens, C.E. & Schulze, W.S. (2005). Do business incubators work? Perspectives on incubated firm success. *Frontiers of Entrepreneurship Research 2005: Proceedings of the 25th Annual Babson Kauffman Entrepreneurship Research Conference* (pp. 596-610). Babson Park, MA: Babson College.
- Godwin, L.N. & Stevens, C.E. (2004). Are birds of a feather better? Theorizing the impact of gender and racial diversity on entrepreneurial founding teams. *Institute of Behavioral and Applied Management 12 Proceedings*.

CONFERENCE PRESENTATIONS (PEER-REVIEWED)

- Awotoye, Y.A., Stevens, C.E., & Kpekpena, I. (2023). Measuring Entrepreneurial Resilience: Scale Development and Validation. Presentation to the Western Academy of Management Annual Meeting, Reno, NV.
- Stevens, C.E. (2020). 90-second selling – Getting to the “why” of a product or service. Competitive experiential exercise presented at the United States Association for Small Business and Entrepreneurship (USASBE) Annual Meeting, New Orleans, LA.

CONFERENCE PRESENTATIONS (PEER-REVIEWED) – CONTINUED

- Godwin, L.N. & Stevens, C.E. (2010). How do good apples grown from good seeds? Exploring the morally imaginative strategies of social entrepreneurs. Paper presented at the International Vincentian Business Ethics Conference, Chicago, IL.
- Buller, P.F., Patil, V.H., & Stevens, C.E. (2010). How are we doing? Modeling the progress of mission-related initiatives at a Jesuit business school. Paper presented at the Colleagues in Jesuit Business Education (CJBE) Conference, Milwaukee, WI.
- Cardon, M.S. & Stevens, C.E. (2009). The discriminant validity of entrepreneurial passion. Paper presented at the Academy of Management Annual Meeting, Chicago, IL. (Citations: 51)
- Smith, B.R. & Stevens, C.E. (2008). Different forms of social entrepreneurship: The effects of locale and time-space embeddedness. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA.
- Bilimoria, D., O'Neil, D.A., and Stevens, C.E. (2007). The career phases of women in healthcare: Early, middle, and late career dynamics. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.
- Stevens, C.E., Schulze, W.S., Ford, C.M., & O'Neal, T.J. (2005). Do business incubators work? Perspectives on incubated firm success. Paper presented at the Academy of Management Annual Meeting, Honolulu, HI.
- Stevens, C.E. & Schulze, W.S. (2005). Do business incubators work? Perspectives on incubated firm success. Paper presented at the Babson Kauffman Entrepreneurship Research Conference, Wellesley, MA.
- Stevens, C.E., Godwin, L.N., & Schulze, W.S. (2005). Are birds of a feather better? Exploring the impact of gender and racial diversity on entrepreneurial founding teams' success. Paper presented at the Babson Kauffman Entrepreneurship Research Conference, Wellesley, MA.
- Godwin, L.N. & Stevens, C.E. (2004). Are birds of a feather better? Theorizing the impact of gender and racial diversity on entrepreneurial founding teams. Paper presented at the Institute of Behavioral and Applied Management Conference, Providence, RI.

INSTITUTIONAL PUBLICATIONS

- Stevens, C.E. (2008). Social entrepreneurship and earned income opportunities: An examination of the importance of institutional factors in predicting entrepreneurial action among nonprofit organizations. Dissertation. Cleveland: Case Western Reserve University.
(Citations: 6)

GRANTS

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| 2012 - 2014 | United States Government, Environmental Protection Agency, EPA Grant Number SU835295
"Integrating Sustainable Technologies into the Heart of the Home – the Kitchen" (continuing EPA P3 grant). Noel Bormann, Patrick Ferro, Mara London, Paul Nowak, and Christopher Stevens. \$90,000 |
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WORK IN PROGRESS

Working Hard or Hardly Working: Nurturing Growth Over Good Times. Planned submission to the Association for Practical and Professional Ethics Conference – February 2025. Stage: draft development.

Touch the Sky: Kanye West and Adidas (working title). Planned submission to Journal of Case Studies. With Peggy Sue Loroz – to be submitted late Spring/early Summer 2025. Stage: data collection.

PROJECTS IN DEVELOPMENT

How deep is the water? Walgreen's, Mifepristone, and political pressure (working title). Planned solo submission to Journal of Case Studies. Planned solo submission to The Case Journal in Summer/Fall 2025.

In Whom Do We Trust? Leveraging trust as a source of competitive advantage in Jesuit business schools (working title). Planned solo submission to the 2026 Colleagues in Jesuit Business Education (CJBE) Conference, Spring 2026. Stage: first draft.

"All in" the family? Is entrepreneurial passion contagious in family firms? (working title). Planned solo submission to 2026 Family Enterprise Research Conference.

HONORS AND AWARDS

2023	Loeken SBA Vision & Values Award, Gonzaga University
2022	Barnes Faculty Fellowship, Gonzaga University
2012	Outstanding reviewer, Management Decision
2012	Exemplary Faculty Award, Gonzaga University
2011	Gonzaga Forum Board Teaching Excellence Award, Gonzaga University
2010	Jepson Faculty Fellowship, Gonzaga University
2009	Jepson Faculty Fellowship, Gonzaga University

ONLINE COURSES CREATED

"Starting a Wine Business" – an online course created for the Gonzaga University Wine Institute's Certificate in the Legal and Business Aspects of Wine. Created Spring 2020.

CURRICULAR PROGRAMS CREATED

"The Schweitzer School of Management" – a series of online courses created for the Schweitzer Engineering Laboratories (Pullman, WA), in collaboration with Dr. Joseph Albert (Gonzaga School of Leadership Studies). The eight-part series, with bridging project content, was intended to provide an overview of key management topics for SEL's mid-level management around the globe. Created between 2014 and 2016, the program was terminated by the client due to changing budget priorities – the client was provided with the final content of the program for their own use.

INVITED LECTURES, PANELS, and PRESENTATIONS

- "The Future is Female. A Conversation with Five Female Entrepreneurs" the 2024 Gonzaga School of Business Pigott Lecture, Spokane, Washington –April 11, 2024. Organizer and Moderator.
- "How to Sell Anything: Persuading in 90 Seconds or Less", a Gonzaga Women Lead 2024 Spring Conference Event, Spokane, Washington -- March 13, 2024. Invited Speaker.
- "How to Fight Poverty with Profits. A Conversation with Cotopaxi Founder Davis Smith", a Gonzaga Presidential Speaker Series Event, Spokane, Washington –April 13, 2023. Organizer and Moderator.
- "Mid-Career Choices in Entrepreneurship", a sponsored professional development workshop for the Entrepreneurship Division of the Academy of Management at the 2019 Academy of Management Annual Meetings, Boston, Massachusetts –August 10, 2019. Co-Chair.
- "Mid-Career Choices in Entrepreneurship", a sponsored professional development workshop for the Entrepreneurship Division of the Academy of Management at the 2018 Academy of Management Annual Meetings, Chicago, Illinois – August 11, 2018. Co-Chair.
- "Mid-Career Choices in Entrepreneurship", a sponsored professional development workshop for the Entrepreneurship Division of the Academy of Management at the 2017 Academy of Management Annual Meetings, Atlanta, Georgia – August 5, 2017. Facilitator and Organizer.
- "Finding Innovation in Workforce Development", a panel discussion for the 2017 Inland Northwest State of Reform Health Policy Conference, Spokane, Washington – September 13, 2017. Invited Speaker.
- "Building a Drone Business", a panel discussion for the Inaugural Spokane Home Drone Conference, Spokane, Washington – March 21, 2017. Invited Speaker.
- "Credentials for the Association Workforce", a panel discussion for the Council of Engineering and Scientific Social Executives (CESSE) National Conference, Spokane, Washington - July 16, 2014. Invited Speaker.
- "Developing an Entrepreneurial Mindset", a presentation to the Aspen Undergraduate Business Education Consortium, Richmond, Virginia – June 10, 2014. Invited Speaker.
- "Doorways to Creative Thinking", a lecture to the Gonzaga Guild, Spokane, Washington - March 26, 2013. Annual Address.

MEDIA INTERVIEWS

- "Ask the Experts: Chip and Pin Credit Cards" by John Papas for WalletHub.com, February 26, 2020.
- "Ask the Experts: Secured Credits Cards for Small Businesses" by John Papas for WalletHub.com, June 25, 2018.
- "Ask the Experts: Starting a Business in Retirement" by John Kiernan for CardHub.com, November 12, 2013.
- "Under His Tough-Guy Looks, Chris Stevens is All Heart" by Marnie Lombard for Gonzaga Magazine, Winter 2013.
- "With Fight Club, top Long Island business executives wrestle over books" by James T. Madore for Long Island Newsday, April 19, 2013.

MEDIA INTERVIEWS – continued

"The Last of the Merchants" by Chris Stein for the Pacific Northwest Inlander, May 9, 2012.

"The Hogan Program and Entrepreneurship at Gonzaga", by Tom McArthur and Kent Adams, for Business Talks Radio. January 27, 2013.

TEACHING EXPERIENCE

GONZAGA UNIVERSITY, 2008 - PRESENT

School of Business Administration

Undergraduate

BENT 490 – Creativity, Innovation & Entrepreneurship – Entrepreneurship Elective Course

BENT 491 – New Venture Creation, Entrepreneurship Elective Course

BENT 493 – Social Entrepreneurship, Entrepreneurship Elective Course

BUSN 101/190 – Introduction to Business, Business Elective Course

BUSN 230 – Business Statistics, Business Core Course

BUSN 470 – Multidisciplinary Action Projects, Business Elective Course

BUSN 480/485 – Business Ethics, Business Capstone Course

BUSN 481 – Strategic Management, Business Capstone Course

Hogan Entrepreneurial Leadership Program (undergraduate)

ENTR 101 – World of Entrepreneurship, Core Entrepreneurship Course

ENTR 201 – Social Entrepreneurship, Core Entrepreneurship Course

ENTR 201 – Idea to Solution, Core Entrepreneurship Course

ENTR 202 – Solution to Execution, Core Entrepreneurship Course

ENTR 301 – Strategic Leadership, Core Entrepreneurship Course

ENTR 401 – Senior Incubation, Core Entrepreneurship Course

ENTR 490A – New Venture Creation I, Core Entrepreneurship Course

ENTR 490C – New Venture Creation III, Core Entrepreneurship Course

ENTR 490D – New Venture Creation IV, Core Entrepreneurship Course

MBA

MBUS 614 – Business Ethics, MBA Core Course

MBUS 643 – Entrepreneurial Strategy, Entrepreneurship Elective Course

MBUS 654 – Creating New Ventures, MBA Entrepreneurship Elective Course

MBUS 699 – Business Planning, Entrepreneurship Elective Course

MBUS 699 – Entrepreneurial Failure, Entrepreneurship Elective Course

MBA -- continued

MBUS 699 – Malcolm Gladwell and Innovation, Entrepreneurship Elective Course

MBUS 699 – New Venture Creation, Entrepreneurship Elective Course

MBUS 699 – Sales & Persuasion, Entrepreneurship Elective Course

MBA in Healthcare Management

MBUS 690H – Healthcare Strategy, MBA Core Course (team-taught)

MBA in American Indian Entrepreneurship

MBUS 614T – Business Ethics, AIE MBA Core Course

MBUS 615T – Small Business Marketing, AIE MBA Course

School of Law

Accelerated JD Program (School of Law)

LAW 1401 – Entrepreneurial Management and Leadership, Required JD Course

JESUIT COMMONS, HIGHER EDUCATION AT THE MARGINS (ADMINISTERED BY REGIS UNIVERSITY) (2011-12)

Undergraduate Program

JC/HEM Associate Degree Program

Entrepreneurship, Required In-Person Course

Certificate Program

Introduction to Entrepreneurship, Required Online Course

LEWIS & CLARK COLLEGE (2011)

College of Arts and Sciences

Winterim Program

Entrepreneurship & The Liberal Arts, Elective Between-Term University Course

CASE WESTERN RESERVE UNIVERSITY, 2005 - 2008

School of Business Administration

Undergraduate

ENTP 301 – Entrepreneurial Strategy, Entrepreneurship Required Course

ENTP 310 – New Venture Creation, Entrepreneurship Elective Course

ACADEMIC SERVICE

UNIVERSITY SERVICE

Gonzaga University

Undergraduate Admissions Committee, 2024 – 2025
Academic Council (non-voting/ex-officio), 2024 – 2025
Academic Council Curriculum Committee, 2016 – 2022; 2023 – 2025
Gonzaga Research Initiative Team, 2024 – 2025
Honors Thesis Mentor, 2009 – 2012; 2024 –
Gonzaga University Faculty Handbook Negotiating Committee, 2022 – 2024
Faculty Senate Finance Committee Chair, 2021 – 2023
Faculty Senate Steering Committee, 2021-2023
University Compensation Committee, 2022 – 2023
University Budget Committee, 2021 – 2023
Faculty Senator, 2020 – 2023
Graduate Studies Advisory Committee, 2020 – 2022
University Speakers Committee, 2018 – 2022
Faculty Senate Finance Committee, 2020 – 2021
Cataldo Project Fellow, 2019
Sustainability Ambassador, 2018 – 2019
Faculty Handbook Revision Committee, 2014 – 2018
Act Six Mentor, 2013 – 2017
Gonzaga Policy and Process Working Group, 2016 – 2017
Opus Prize Steering Committee, 2013 – 2014
University Accreditation Committee, Representative to the Faculty Senate, 2013 – 2014

College of Engineering

Masters in Engineering Management Academic Steering Committee, 2022 – 2023
Engineering Management Faculty Director Search Committee, 2020 – 2021
Business School Liaison (Dean's Office), 2014 – 2022
KEEN (Engineering and Entrepreneurship Education) Steering Committee, 2010 – 2014

UNIVERSITY SERVICE – CONTINUED

College of Arts and Sciences

Vision 2018 Strategic Planning Committee Co-Chair and Facilitator, 2013 – 2015

School of Professional Studies

Strategic Plan Facilitator and Advisor, 2016 – 2017

Center for Global Engagement

Strategic Plan Facilitator and Advisor, 2017 – 2018

School of Law

Executive JD Program Steering Committee, 2019 – 2020

Gonzaga Wine Law Program, co-facilitator, 2018 – 2020

School of Leadership

Dissertation Committee – Jason Trosine, 2021 – 2023

SCHOOL SERVICE - SCHOOL OF BUSINESS ADMINISTRATION

Truly Human Leadership Committee, 2024 –

Discipline Lead – Management, 2019 – 2025

School of Business PA III Search Committee, 2024

Management Faculty Search Committee Chair, 2023 – 2024

Sophomore Advisor Position Search Committee, 2022

Belonging, Inclusion, and Equity Committee, 2022

Management Faculty Search Committee, 2021 – 2022

Globalization Committee Chair, 2020 – 2022

School of Business AACSB Continuing Institutional Review Lead, 2020-2021

Strategic Management Faculty Search Committee, 2018 – 2019

Graduate Committee, 2014 – 2018

Assurance of Learning Committee, 2014 – 2018, 2022

Dean's Leadership Team, 2013 – 2022

Co-Chair, Graduate Programs Advisor Search Committee, 2017

Co-Chair, Graduate Programs Marketing Associate Search Committee, 2016

Co-Chair, Graduate Programs Advisor Search Committee, 2015

Co-Chair, Graduate Programs PA II Search Committee, 2015

SCHOOL SERVICE - SCHOOL OF BUSINESS ADMINISTRATION – CONTINUED

Co-Chair, Graduate Programs Marketing Associate Search Committee, 2014

School of Business Administration Strategic Plan Chair, 2012 – 2014

Beta Gamma Sigma (Business Honor Society) Advisor, 2010 – 2014

Dean's Executive Committee, 2012 – 2014

Strategic Mission and Planning Committee, 2009 – 2012; Chair 2012 – 2014

Pigott Professor of Entrepreneurship Search Committee, 2009 – 2010

Human Resources Faculty Search Committee, 2009 – 2010

Undergraduate Curriculum Committee, 2008 – 2009

ACADEMIC COMMUNITY SERVICE

Outside Tenure and Promotion Evaluator, Fairfield University, 2025

Outside Tenure and Promotion Evaluator, University of San Francisco School of Business Administration, 2023

Academic Advisory Panel, Wiley Publishing, 2020 -2023

Jesuit MBA Network Vice-Chair, 2014 - 2018

Jesuit Commons, Higher Education at the Margins IDP Curriculum Committee, 2011 - 2014

ACADEMIC JOURNALS AND PUBLICATIONS (AD-HOC REVIEWER)

Academy of Management	Management Decision
Entrepreneurship Theory and Practice	New England Journal of Entrepreneurship
European Management Journal	Operations and Production Management
Human Resource Management	Routledge Press
Human Resource Management Review	Sage Open
Int'l Journal of Entrepreneurial Venturing	Small Business Economics
Israeli Science Foundation	Social Enterprise Journal
Journal of Business Venturing	Swiss National Science Foundation
Journal of Management	The Case Journal
Journal of Marketing Development and Competitiveness	United States Association for Small Business and Entrepreneurship (USASBE)

ORGANIZATIONAL MEMBERSHIP

Academy of Management

United States Association for Small Business and Entrepreneurship (USASBE)

Western Academy of Management

COMMUNITY AND PROFESSIONAL SERVICE

BOARDS

Spokane Public Library Foundation, 2019 – 2023

The Spokane Public Library Foundation is the philanthropic arm of the Spokane Public Library, one of the most dynamic and well-funded library systems in the Northwest. The Foundation provides resources for current library initiatives, connects the library with community members and events, and sponsors functions that bring together the library's many stakeholder groups.

- Chair, 2020 -2023
- Vice-Chair, 2019 - 2020
- Member, 2019 -

Skils'kin, 2015 – 2019

Skils'kin is a community-based, not-for-profit agency that provides services to adults with development, physical, and intellectual disabilities throughout the Northwest. Skils'kin provides employment opportunities, commercial services, community living and support services, and financial management tools for individuals with disabilities while creating sustainable employment and living opportunities for the individuals we support and the businesses and industries that employ them.

- Board Chair, 2016 – 2019
- Secretary and Treasurer, 2016
- Member, 2015 - 2019

Spokane Teachers Credit Union (STCU) Supervisory Committee, 2014 – 2017

STCU is one of the 100 largest credit unions in the United States, with assets over \$2.4 billion and more than 160,000 members. The Supervisory Committee of STCU is the organization's elected representative in the management of enterprise risk, both financial and non-financial.

- Chair, 2015 – 2017
- Member, 2014 - 2015

Prodigy Northwest, 2011 – 2013

Prodigy Northwest is a grassroots nonprofit organization that promotes programs for gifted learners, advocates for the growth and diffusion of gifted education access in schools and provides support to parents of gifted learners.

- Board President 2012 - 2013

INTERNAL CONSULTING

Gonzaga University School of Business Administration – Spokane, Washington – 2020-21

Led the creation of the 2021 School of Business CIR (Continuing Institutional Review) Report for the School of Business Administration. Managed a content creation team of SBA leadership to assemble support materials and wrote most of the 50-page narrative and assembling or creating the majority of the 130-page appendix.

Gonzaga University Center for Global Engagement, 2017 – 2018*

Facilitator and Advisor, Strategic Plan – Created process and committee structure for the first strategic plan for the academic support unit. Facilitated bi-monthly meetings and the development of a report to the Academic Vice President.

Gonzaga University School of Professional Studies, 2016 – 2017*

Facilitator and Advisor, Strategic Plan – Developed committee structure and planning effort for a strategic planning process for the integration of leadership and nursing programs. Post-formation, advised the committee and committee chair on progress and consulted as needed.

Gonzaga University College of Arts and Sciences, 2013 – 2015*

Committee Co-Chair and Facilitator, Vision 2018 Strategic Plan – Development of the academic unit's first strategic plan, leveraging the work of 20 permanent committee members and 50 working committee members.

** indicates that consulting services were provided to the organization pro-bono*

EXTERNAL CONSULTING

Visit Spokane – Spokane, Washington – 2019, 2022

Facilitated multiple focus groups exploring the public impression of the organization among members and non-members and an examination of the organization's signature holiday campaign with stakeholder groups (merchants, city leaders, customers, hospitality providers, and agencies)

Spokane Regional Transportation Council – 2021*

Facilitated multiple sessions of city and county leaders, civil servants, business leaders, and community groups to re-imagine the goals of SRT and its connection with downtown Spokane. Created focus group materials, facilitated large-group and breakout sessions, and provided an analysis of focus group outputs.

Circle of Security International – Spokane, Washington – 2018*

Consulted with the founders of the organization on the valuation of their professional services organization, developed a process for vetting the purchase of the venture by current employees, and connected the founders with legal and financial experts to finalize the transaction.

Imagine Children's Museum – Everett, Washington – 2016 – 2018, 2021*

Developed a comprehensive economic impact study, the first of its kind, for the largest children's museum in the area. The multi-phase study provided a foundation for a series of grants and donations to fund a \$25 million capital campaign that drastically increased the physical footprint and economic reach of the museum.

Kootenai Health System – Coeur d'Alene, Idaho – 2014*

Created a professional education seminar series for mid- and senior-level management to examine strategic planning and leadership development principles. Conducted group sessions with a cross-section of system leaders and an all-day seminar series.

Spokane Parks Foundation – Spokane, Washington – 2014*

Assisted the organization with the development of a strategic planning structure. Consulted with the Executive Director and Board Chair as needed on the progress of strategic plan development.

Burkitts' Lymphoma Fund for Africa – Seattle, Washington and Nairobi, Kenya – 2010 – 2014

Assisted the organization with the development of a strategy to shift its drug distribution to combat Burkitts' Lymphoma from a board-member-staffed grassroots strategy to a fully outsourced local distribution model. Consulted with the board to identify new board members, train incoming board members, and develop new onboarding materials.

Boy Scouts of America, Inland Northwest Council – Spokane, Washington – 2010-2011*

Facilitator and Advisor, Strategic Plan – Facilitated the development of a comprehensive strategic plan for the organization, the creation of a post-plan communications strategy for stakeholders, and new strategic plan marketing materials for volunteers and employees.

** indicates that consulting services were provided to the organization pro-bono*