

## Curriculum Vitae

**JOAN WINN**

**Professor of Management**

Daniels College of Business

University of Denver

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<http://portfolio.du.edu/jwinn>

EDUCATION: BS, Chicago State University  
MS, University of Wisconsin  
MBA, Boise State University  
Ph.D., University of Georgia

Prior experience: Property management  
Public school counselor; child & family therapist  
Music teacher & choir director  
Apparel sales and stockroom manager  
Food service waitress

### COURSES TAUGHT at DU:

Graduate: Leadership and Organizational Dynamics (HPMI/MGMT 3900/4620)  
Strategic Human Resource Management (HPMII/MGMT 4340/4630)  
Business/Corporate Strategy (MGMT 4290)  
Women's Issues (WSTU/MGMT Topics)

Undergraduate: Human Resources Management  
Business/Corporate Strategy (BSBA3000/MGMT 3890/3800)  
Issues for Women in Business (WSTU/MGMT Topics)  
Professional Issues Colloquium (WSTU)

### COURSES TAUGHT ELSEWHERE:

Principles of Management (BSU, CCSU, UGA)  
Ethics and Social Responsibility (BSU)  
Business/Corporate Strategy (UGA)  
Executive Seminar in Entrepreneurship (Sonoma State U)  
LLEEP Entrepreneurship Teaching Workshops (Miami U, Syracuse)  
Organizational Dynamics and Economic Development (University of  
Tirana, Albania, DU Study Abroad program)  
Psychology of Entrepreneurship (University of Economics, Prague)  
Human Resources Management, (University of Economics, Prague)

## PUBLICATIONS

### Articles in Refereed Journals:

- Winn, J (2005) Entrepreneurial Women: Can we Remove the Barriers? *International Entrepreneurship & Management Journal*, 1(3): 381-397.
- Lundberg, C. and Winn, J. (2005) The Great Case Teaching Note Debate, *Journal of Management Education*, 29 (2): 268-283.
- Winn, J. (2004) Entrepreneurship: Not an Easy Path to Top Management for Women, *Women in Management Review*, 19(3): 143-153.
- Jarošová, E. and Winn, J. (1999) Czech-American Differences and their Influence on Work Interaction, in Novy & Schroll-Machl, Eds., *Intercultural Communication in Business*, Management Press, Prague, Czech Republic, 1999.
- Jarošová, E. and Winn, J. (1998) Which skills do Czech managers consider to be crucial for the success at their job? *Personál*, October.
- Winn, J. (1997) Asset Productivity: The Growth/Efficiency Challenge, *Journal of Management Studies*, 34 (4): 585-600.
- Krell, T. and Winn, J. (1997) An Inter-gender Dialogue Regarding Inter-gender Relationship Development in Organizations, *Journal of Organization Change Management*, 10(4): 308-330.
- Stewart, K. and Winn, J. (1996) The Case Debate: A New Approach to Case Teaching, *Journal of Management Education*, 20(1): 48-59.
- Winn, J. (1993) Performance Measures for Corporate Decline and Turnaround, *Journal of General Management*, 19(2): 48-63.

### Refereed Proceedings

- Winn, J. (1995) The Female Recidivist: Retreating from Entrepreneurship, *Entrepreneurship and Small Business in a Changing Competitive Environment*, Conference Proceedings of the Ninth Annual National USASBE Conference.
- Winn, J. (1992) Asset Productivity Turnarounds: Reversing a Downward Spiral, *Proceedings of the Association of Management*.
- Winn, J. (1992) What's Missing in Models of Female Entrepreneurship? *Proceedings of the Association of Management*.
- Page, D., Baugh, G., Coleman, L., and Winn, J. (1992) Differences that Make a Difference: Perceiving Sexual Harassment, *Proceedings of the Association of Management*.

Stewart, K. and Winn, J. (1992) The Modern Entrepreneurial Woman, *Emerging Entrepreneurial Strategies in the 1990s*, Conference Proceedings of the Seventh Annual National USASBE Conference.

Winn, J. (1991) A Framework for Assessing Turnaround Candidates, *Proceedings of the Southern Management Association*.

Winn, J. (1991) Turning the Tide: Characteristics and Effects of Asset Productivity Decline and Turnaround, *Proceedings of the Southern Management Association*.

Kettlewell, U. and Winn, J. (1983) Student Behavior Change through Teacher Behavior Change, *Developments in Business Simulation & Experiential Exercises*, 10, College of Business, Illinois State University, Normal, Illinois.

### **Teaching Cases:**

Phelps, R. and Winn, J., Digital Owl: Launching an Early-Stage Software Company, *Entrepreneurship Theory and Practice*, under review.

Srinivasa, V. and Winn, J. (2006) Funding Philanthropy: Creating a Service NGO for Mothers, *Case Research Journal*, 26(2): 77-92.

Winn, J. (2005) KR Audio Electronics, *Case Research Journal*, 25(4):17-34.

Winn, J. (2006) Monika Forejtová, Attorney at Law, *Entrepreneurship Theory and Practice*, 30(5): 709-717. Reprinted (abridged, in Czech) in Lukaš, M. and Nový, I., Eds., *Psychology of Entrepreneurship*, Management Press, Prague, Czech Republic, 2005.

Bell, J. R. and Winn, J. (2006) No Magic: Just Software that Works, *Entrepreneurship Theory and Practice*, 30(3): 443-464.

Jarošová, E. and Winn, J. (2005) EnFi Textiles, *Case Research Journal*, 25(1): 35-46. Reprinted (abridged, in Czech) in Lukaš, M. and Nový, I., Eds., *Psychology of Entrepreneurship*, Management Press, Prague, Czech Republic, 2005.

Olk, P. and Winn, J. (2005) Aegis Corporation Strategic Alliances, *Case Research Journal*, 25(1): 9-23.

Jarošová, E. and Winn, J. (2005) Unique Glass Beads from the Bohemian Paradise, *International Journal of Entrepreneurship and Innovation*, 6(3): 201-209, August. Reprinted (abridged, in Czech) in Lukaš, M. and Nový, I., Eds., *Psychology of Entrepreneurship*, Management Press, Prague, Czech Republic, 2005.

Andersen, M. and Winn, J. (2004) Anglo-American College in Prague: Positioning for Growth, *International Journal of Entrepreneurship and Innovation*, 5(4): 276-291.

Winn, J. (2004) CONNECT: The Knowledge Network, *Case Research Journal*, 24(1): 35-50.

- Winn, J. (2004) Making It Big, *Entrepreneurship Theory and Practice*, 28(5):487-500. Reprinted in Baron & Shane, Eds., *Entrepreneurship: A Process Approach*, South-Western/Thomson Learning, 2004; Thompson, Strickland, & Gamble, Eds., *Crafting and Executing Strategy: The Quest For Competitive Advantage*, 14<sup>th</sup> Edition, Irwin-McGraw-Hill, 2004; Pearce & Robinson, Eds., *Strategic Management* 10<sup>th</sup> Edition, Irwin-McGraw-Hill, 2006.
- Winn, J. (2004) Pragmatix Healthcare Consulting, Baron & Shane, Eds., *Entrepreneurship: A Process Approach*, South-Western/Thomson Learning.
- Bell, J. R. and Winn, J. (2003) Artemis Images: Providing Content in the Digital Age, *Entrepreneurship Theory and Practice*, 28(2). Reprinted in Thompson & Strickland, Eds., *Strategic Management*, 14<sup>th</sup> Edition, Irwin-McGraw-Hill, 2004; Thompson, Gamble, & Strickland, *Winning In The Marketplace: Core Concepts, Analytical Tools, Cases*, 1/E, McGraw-Hill, 2003; Dess, Lumpkin, & Taylor, Eds., *Strategic Management: Creating Competitive Advantage*, McGraw-Hill Higher Education, 2004; Baron & Shane, Eds., *Entrepreneurship: A Process Approach*, South-Western/Thomson Learning, 2004; Dorf & Byers, Eds., *Technology Ventures*, McGraw-Hill, 2004.
- Winn, J. (2002) InterPost Prague, s.r.o, *International Journal of Entrepreneurship and Innovation*, 3(4): 305-317. Reprinted in Hitt, Ireland, & Hoskisson, Eds., *Strategic Management: Competitiveness and Globalization*, 5<sup>th</sup> Edition, South-Western College Publishing, 2002.
- Canetta, R. D. and Winn, J. (2002) Colorado Creative Music, *Entrepreneurship Theory and Practice*, 26(3): 101-114. Reprinted in Thompson & Strickland, Eds., *Strategic Management*, 13<sup>th</sup> Edition, Irwin-McGraw-Hill, 2002; Pearce & Robinson, Eds., *Strategic Management*, 8<sup>th</sup> Edition, Prentice-Hall, 2002; Kuratko & Welsh, *Strategic Entrepreneurial Growth*, 2nd Ed, South-Western College Publishing, 2004; Baron & Shane, Eds., *Entrepreneurship: A Process Approach*, South-Western/Thomson Learning, 2004; Ireland, Hitt & Hoskisson, *Understanding Business Strategy*, South-Western Publishing, 2005.
- Andersen, M. and Winn, J. (2002) Anglo-American College in Prague (B): Conflict and Turnaround in a Non-Profit Enterprise, *Case Research Journal*, 22(1): 53-75.
- Andersen, M. and Winn, J. (2001) Anglo-American College in Prague (A): The Challenge to Lead in Post-Communist Czech Republic, *Case Research Journal*, 21(1): 147-156. Reprinted in Cullen & Parboteeah, Eds., *Multinational Management: A Strategic Approach*, 3e, Thomson Learning/South-Western Publishing, 2004.
- Winn, J. (2000) Kacey Fine Furniture: Human Resources Management in the Face of Change, *Entrepreneurship Theory and Practice*, 25(2): 95-107. Reprinted (abridged) in Hatten, *Small Business Management*, 2<sup>nd</sup> Edition, Houghton Mifflin Company, 2002; Hitt, Ireland, & Hoskisson, Eds., *Strategic Management: Competitiveness and Globalization*, 5<sup>th</sup> Edition, South-Western College Publishing,

- 2002; (abridged) in Hatten, *Small Business Management*, 3<sup>rd</sup> Edition, Houghton Mifflin Company, 2005.
- Winn, J. (2000) Start Temps CZ, *Entrepreneurship Theory and Practice*, 24(3): 55-63. Reprinted (abridged) in Hatten, *Small Business Management*, 2<sup>nd</sup> Edition, Houghton Mifflin Company, 2002.
- Winn, J. (1998) Oyster Communications (A) and (B), *Entrepreneurship Theory and Practice*, 23 (2):71-81. Reprinted in Hodgetts & Kuratko, *Effective Small Business Management*, 7<sup>th</sup> Edition, Dryden Press, 2001; (abridged version) reprinted in Hatten, *Small Business Management*, 2<sup>nd</sup> Edition, Houghton Mifflin Company, 2002; Baron & Shane, Eds., *Entrepreneurship: A Process Approach*, South-Western/Thomson Learning, 2004..
- Móntez, C. and Winn, J. (1999) KUVU Radio: Marketing an Oasis, Thompson & Strickland, Eds., *Strategic Management*, 11<sup>th</sup> Edition, Richard D. Irwin; Hitt, Ireland, & Hoskisson, Eds., *Strategic Management*, 4th Edition, South-Western College Publishing, 2000; Harrison, Ed., *Strategic Management of Resources and Relationships*, Leyh Publishing, 2002; Dess & Limpkin, *Information about Strategic Management: Text and Cases*, McGraw-Hill/Irwin, 2003.
- Mullins, J. and Winn, J. (1996) Pasta Perfect, *Case Research Journal*, 16(2). Reprinted in Thompson & Strickland, Eds., *Strategic Management*, 10th Edition, Richard D. Irwin, 1997; and Hitt, Ireland, & Hoskisson, Eds., *Strategic Management*, 3<sup>rd</sup> Edition, South-Western College Publishing, 1998; (abridged) in Hatten, *Small Business Management*, 3<sup>rd</sup> Edition, Houghton Mifflin Company, 2005.
- Winn, J. (1996) The Severance Decision, Milkovich, Ed., *Human Resources Management*, Richard D. Irwin.
- Winn, J. (1995) ERG International: Planning and Managing for Rapid Growth, *Entrepreneurship Theory and Practice*, 20(1): 73-83.
- Winn, J. (1995) The Hue-Man Experience Bookstore, *Case Research Journal*, 15(2). Reprinted in Thompson & Strickland, Eds., *Strategic Management*, 9th Edition, Richard D. Irwin, 1996; Hitt, Ireland & Hoskisson, Eds., *Strategic Management*, 2nd Edition, West Publishing Company, 1997; Wright, Kroll & Parnell, Eds., *Strategic Management: Concepts & Cases*, 4<sup>th</sup> Edition, Prentice-Hall, 1997; (abridged version ) in Siropolis, N. C., Ed., *Small Business Management: A Guide to Entrepreneurship*, 6<sup>th</sup> Edition, Houghton Mifflin Company, 1997; Digman, *Strategic Management: Cases*, 2<sup>nd</sup> Edition, Dame Publishing, 1997; Dess & Miller, *Strategic Management* 3<sup>rd</sup> Edition, McGraw-Hill, 1997; Dess & Limpkin, *Information about Strategic Management: Text and Cases*, McGraw-Hill/Irwin, 2003.
- Winn, J. (1994) ERG International, Inc. *Case Research Journal*, 14(4). Reprinted in Byars, Rue, and Zahra, Eds. *Strategic Management*, Richard D. Irwin, 1996; (abridged

version) reprinted in Hatten, *Small Business Management*, 2<sup>nd</sup> Edition, Houghton Mifflin Company, 2002.

**Invited Articles:**

Winn, J. (2008) Culture and Entrepreneurship: An American Perspective, *Challenges for Japan in the 21<sup>st</sup> Century*, University of Toronto Press book series.

Winn, J. (2005) Women Entrepreneurs, *Psychology of Entrepreneurship*, Lukaš, M. and Nový, I., Eds., Management Press, Prague, Czech Republic.

Winn, J. (2001) Strategic Turnarounds, *International Encyclopedia of Business and Management*, 2<sup>nd</sup> Edition, Malcolm Warner, Ed., Thompson Learning.

Ball, R. and Winn, J. (1999) Letters from a Prague Sabbatical, *Topological Commentary*, 4(1).

Winn, J. (1999) Perspectives on Management and Culture, <<http://www.du.edu/~jwinn>>.

Winn, J. (July 1, 1998) Through the looking glass, *The Prague Post*.

Winn, J. (June 3, 1998) Where are the Women? *The Prague Post*, June 3.

Genton-L'Eppee, K. and Winn, J. (May 18, 1998) One man's dirty socks are another's equality, *The Prague Post*.

Winn, J. (April 8, 1998) An Education in Czech Service, *The Prague Post*.

Genton-L'Eppee, K. and Winn, J. (March 25, 1998) Peak or Pasture at 55? *The Prague Post*.

Winn, J. (1996) Strategic Turnarounds, *International Encyclopedia of Business and Management*, Thompson Business Press.

Crawford, B. and Winn, J. (Fall, 1994) Striking Out On Your Own, *Careers and the MBA*, Fall.

**PROFESSIONAL (ACADEMIC) PRESENTATIONS:**

Strategy and Organizational Theory Case Study Research, Academy of Management Annual Conference, Philadelphia, Pennsylvania, August 7, 2007.

Building Confidence: Examining Math Stereotype Threat among Women Entrepreneurs, Academy of Management Annual Conference, Philadelphia, Pennsylvania, August 7, 2007.

Lessons from the field: The Fulbright Experience, Western Academy of Management Annual Conference, with Richard W. Moore, California State University,

Northridge; Donna Wiley, California State University, Hayward; and Gerald Raney, Eastern Washington University; Western Academy of Management, Missoula, Montana, March 23, 2007.

Launching Experiential Learning and Case Method Approaches in Czech Business Classes, with Eva Jarošová and Martin Lukeš, World Association for Case Method Research and Application, Brno, Czech Republic, July 4, 2005.

Reflections on the Role of Gender in the Formation of Expertise: Perspectives from the Entrepreneurial and Scientific Spheres, with Alena Křížková and Marcela Linková, Institute of Sociology, Academy of Sciences, and Karen Kapusta-Pofahl, University of Minnesota; U.S. Embassy in Prague, Czech Republic, May 17, 2005.

Rock, paper or scissors? Comparing creative pathways to learning, with Suzanne de Janasz and Jerry Biberman, Organizational Behavior Teaching Conference, Redlands, California, June 24, 2004.

Frontiers: The Chaos and Turbulence of Moving from Communism to Free Markets and Open Society in Eastern Europe, with Gerald Ramey, Lewis-Clark State College, Emeric Solymossy, Western Illinois University, and Barbara Stuart, University of Colorado-Boulder; Western Academy of Management Annual Conference, Anchorage, Alaska, April 3, 2004.

Leveling the Playing Field: Women's Entrepreneurship as an Egalitarian Choice, with Jeannette Oppedisano, Southern Connecticut State University; Sandra Fielden, Manchester School of Management; Andrea Smith-Hunter, Siena College; and Karyn Loscoco, SUNY Center for Women and Government; Showcase Symposium, sponsored by the Careers, Entrepreneurship, and Gender & Diversity in Organizations Divisions of the Academy of Management Annual Conference, Seattle, August 4, 2003.

Developing Case Studies for Teaching and Research, with William Naumes, University of New Hampshire; and David Wylie, Babson College; workshop co-sponsored by Entrepreneurship, Research Methods, and Management Education divisions of the Academy of Management, Seattle, August 2, 2003.

Building Skills to Write Cases for Teaching and Research, with William Naumes, University of New Hampshire; and David Wylie, Babson College; workshop co-sponsored by Business Policy and Strategy, Research Methods, and Organization Development & Change divisions of the Academy of Management, Denver, Colorado, August 11, 2002.

Management Education's Role in the Developing World: Reflections on Experience and Dialogue, with Richard W. Moore, California State University, Northridge;

Nancy J. Higginson, University of Calgary; Ana Maria Peredo, University of Victoria; and Donna Wiley, California State University, Hayward; presented at the International Western Academy of Management, Lima, Peru, July 9, 2002.

Higher Education as a Strategic Industry: A Multi-Nation Perspective with Alan Glassman, California State University, Northridge; Gerard Rossy, California State University, Northridge; James Goodrich, Pepperdine University; John Hulpke, Hong Kong University of Science and Technology; Nancy Napier, Boise State University; Richard Moore, California State University, Northridge; and Katherine Xin, Hong Kong University of Science and Technology; Academy of Management, Washington, D.C., August 5, 2001.

Case Writing and Teaching workshop with Asbjorn Osland and Terri Tompkins, Western Academy of Management, Sun Valley, Idaho, April 6, 2001.

Culture Shock: Differences in Training Needs for American Expats to China, Czech Republic, Saudi Arabia, Japan, and the Caribbean with Robert P. McGowan, Douglas B. Allen, David M. Hopkins, and Jeff Shay; Western Academy of Management, Sun Valley, Idaho, April, 2001.

Variations in the Case Review Process, with Tim Singleton, Linda Swayne, and Bob McGlashan; North American Case Research Association Annual Conference, San Antonio, Texas, October 12-14, 2000.

Dr. Caseguru and Dr. Rascal Debate Teaching Notes, with Peter Rainsford and Craig Lundberg, North American Case Research Association Annual Conference, San Antonio, Texas, October 12-14, 2000.

Higher Education as a Global Industry: Threads of Change with Alan M. Glassman, John F. Hulpke, Gerald L. Rossy, Nancy K. Napier, James Goodrich, Katherine Xin, Motofusa Muryama; International Western Academy of Management, Shizuoka, Japan, July 11, 2000.

Training Managers for the 21<sup>st</sup> Century: A Comparative Perspective from China, Czech Republic, South Africa, Saudi Arabia and Italy, with Robert P. McGowan and Douglas B. Allen, Western Academy of Management, Kona, Hawaii, April 8, 2000.

International Case Research, with Tim Singleton, William Naumes, and Margaret Naumes, North American Case Research Association Annual Conference, Durham NH, November 1998.

Issues Confronting Higher Education, with Alan M. Glassman, John F. Hulpke, Gerald L. Rossy, Katherine Xin, Motofusa Muryama; plenary (panel) session at the

International Western Academy of Management, Istanbul, Turkey, June 29-July 2, 1998.

Issues in Entrepreneurship Education, International Organizational Behavior Teaching Conference, Cape Town, South Africa, December 1997.

Women-owned Businesses: Conditions for Entrepreneurship, International Council of Small Business Annual Conference, San Francisco, June 1997.

A New Look at Undergraduate Entrepreneurship Education, with Anne McCarthy (Colorado State University) and Pamela J. Morris (Individual Efforts, Inc.), presented at the International Council of Small Business Annual Conference, San Francisco, June 1997.

How to Write a Publishable Case Study, Western Casewriters Association Annual Conference, Squaw Valley, California, April 1997.

Fostering Student Learning through Effective Case Questions, with George Puia, Western Casewriters Association Annual Conference, Banff (Canada) March 1996.

Can We Have it All? Examining Interdependencies of Work and Family, with Bruce Eagle, Frank Friedlander, Joyce Fletcher, and Lottie Bailyn; Joint Symposium for the Careers, Social Issues in Management, and Women in Management Divisions of the Academy of Management Annual Conference, Vancouver, August 1995.

The Female Recidivist: Retreating from Entrepreneurship, United States Association for Small Business and Entrepreneurship Annual Conference, Boulder, Colorado, January 1995.

Tips, Traps, and Tricks: Maximizing the Value of Group Case Presentations, North American Case Research Association Annual Conference, New Orleans, November 1994.

Methodologies in Case Research: Cases Based on Field Research, (panel presentation with Anne Lawrence, Richard Eisenbeis, and Clif Darden) Western Casewriters Annual Conference, Santa Fe, New Mexico, March, 1994.

Fostering the Spirit of Service: Moving Toward the Customer-Driven Organization, (with Douglas Allen and Wita Wojtkowski), Western Academy of Management Annual Conference, San Jose, March 1993.

The Case Debate: A New Approach to Case Teaching, Western Casewriters Association Annual Conference, San Jose, California, March 1993.

Joan Winn.....Curriculum Vita March 2008

The Modern Entrepreneurial Woman, United States Association for Small Business and Entrepreneurship Annual Conference, Chicago, October 1992.

Asset Productivity Turnarounds: Reversing a Downward Spiral, Association of Management Annual Conference, Las Vegas, August 1992.

What's Missing in Models of Female Entrepreneurship? Association of Management Annual Conference, Las Vegas, August 1992.

Differences that Make a Difference: Perceiving Sexual Harassment, with Diana Page, Gayle Baugh, and Lucretia Coleman, Association of Management Annual Conference, Las Vegas, August 1992.

So What Can You Do About This? Blaming the Victim in Sexual Harassment Cases, Panel Presentation, with Gayle Baugh and Diana Page, Women & Work Annual Conference, Arlington, Texas, May 8, 1992.

A Framework for Assessing Turnaround Candidates, Southern Management Association Annual Conference, Atlanta, November 1991.

Turning the Tide: Characteristics and Effects of Asset Productivity Decline and Turnaround, Southern Management Association Annual Conference, Atlanta, November 1991.

### **INVITED TALKS AND WORKSHOPS**

Surviving Team Projects: In school and beyond, Graduate Student Association, University of Denver, April 17, 2008.

From Corporate Turnarounds to Bohemian Glass Beads, Western Academy of Management "Fireside Chat", Oakland, California, March 28, 2008.

Career Planning in Academe, Western Academy of Management Doctoral/New Faculty Consortium, Oakland, California, March 26-27, 2008.

Case Writing Master Class, Moscow Business School, Moscow, Russia, December 21, 2007.

Case Research Seminar, International Institute of Business, Kyiv, Ukraine, December 19, 2007.

Interactive Teaching Methods, University of Economics (VŠE) faculty, Prague, Czech Republic, September 6, 2007.

Joan Winn.....Curriculum Vita March 2008

The role of culture on entrepreneurial attitudes and behaviors, 2007 Shibusawa North American Seminar, St. Louis, Missouri, June 15-17, 2007.

Economic Development and Female Entrepreneurship in the Czech Republic, Conflict Resolution Institute, University of Denver, February 17, 2006.

Bringing your Company to the Next Level, Entrepreneurial Excellence Bootcamp IV, International Council for Entrepreneurial Excellence, Sonoma State University, Sonoma, CA, January 12-15, 2006.

Constructing and Assessing Student Presentations and Teamwork, University of Economics (VŠE) faculty, Prague, Czech Republic, May 26, 2005.

Innovation and Enterprise Creation, University of Technology, Brno, Czech Republic, May 4, 2005.

Identifying Entrepreneurial Opportunities, University of Economics (VŠE) MBA students, Prague, Czech Republic, April 1, 2005.

Entrepreneurship and New Venture Development in a Transition Country, Northern Virginia University Study Abroad Program, Prague, Czech Republic, March 16, 2005.

European Dimensions panel presentation for The Fulbright Experience: Academic Achievement and Cultural Competence, Fulbright Commission's 51<sup>st</sup> Berlin Seminar, Berlin, Germany, March 2, 2005.

Women's Economic Development and Entrepreneurship, Fulbright mid-year conference, Trenčianske Teplice, Slovakia, February 7, 2005.

Case Teaching and Case Writing Workshop, University of Economics (VŠE) faculty, Prague, Czech Republic, January 18, 2005.

Communication and Feedback for Performance Improvement, University of Economics (VŠE) MBA students, Prague, Czech Republic, November 16, 2004.

Team Building and Team Dynamics Workshop, Daniels Preferred Partners, October 17, 2003.

Critique and Strategies for Becoming a Master Teacher, The Experiential Classroom III, Lifelong Learning for Entrepreneurship Education Professionals, Syracuse University, Syracuse, NY, September 19-22, 2002.

Positioning for Growth: Bringing your Company to the Next Level, presented at the Entrepreneurial Excellence Workshop at Sonoma State University Entrepreneurship Center, Sonoma, CA, June 17-21, 2002.

Researching your Case: Field Research and Secondary Source Strategies, North American Case Research Association Annual Conference, Memphis, TN, October 5, 2001.

Case Research and Case Writing, The Experiential Classroom II, Lifelong Learning for Entrepreneurship Education Professionals, Thomas C. Page Center for Entrepreneurship, Miami University, Oxford, Ohio, September 20-23, 2001.

Expanding the horizons of ethical tradition: Challenges of gender, race, culture and other diversities, with Frank Seeberger, Lucretia Peebles, Susan Manning, and Sarah Nelson, The Carl M. Williams Center for Ethics and Values, University of Denver, March 8, 2001.

Teaching with the Case Method, The Experiential Classroom I, Lifelong Learning for Entrepreneurship Education Professionals, Thomas C. Page Center for Entrepreneurship, Miami University, Oxford, Ohio, September 21-24, 2000.

Women in Business: The Feminization of the Workplace, Graduate Women's Council, University of Denver, March 7, 2000.

Negotiation Skills for Women, Women's Success Forum, Denver, Colorado, May 13, 1999.

Case Research and Case Writing: Where do I start? University of Colorado Center for Entrepreneurship, April 19, 1997.

Changes in the American Workplace, panel presentation for CMD/Japanese Executive Conference, University of Denver, October 19, 1994.

Workplace Issues for Professional Women, Association for Women Geologists, Denver, March 28, 1994.

Balancing Teaching, Research, Service, and Commitment, panel participant for Faculty Roles and Rewards: National and Local Dialogues, University of Denver, February 24, 1994.

Leadership Skills for Chemists, presented (with Dean Sotiriou) at the American Chemical Society Annual Conference, Denver, March 31, 1993.

Fostering Creativity: Differences between American and Japanese Businesses, panel presentation for CMD/Japanese Executive Conference, University of Denver, October 21, 1992.

Job Descriptions & Work Design, CMD/Englewood, presentation to Englewood Mid-managers, April 23-25, 1991.

Cultural Differences between American and Japanese Businesses, panel participant, CMD/Japanese Executive Conference, University of Denver, October 16, 1990.

### **HONORS AND AWARDS:**

Western Academy of Management/ Journal of Management Inquiry “JMI Outstanding Scholar,” 2008.

Best Case Reviewer, *Entrepreneurship Theory and Practice*, 2007.

NACRA Outstanding Student-Authored Case (Advisor) Award, NACRA Annual Conference, Cape Cod, October 2005.

Fulbright Research Scholar in the Czech Republic, Vysoká škola ekonomická (University of Economics, Prague), 2004-2005.

Case Selected: Artemis Images: Providing Content for the Digital Age for John Molson Concours International d'étude de cas MBA, Concordia University, Montréal, Québec, January 14-17, 2003 (First Case Award Winner).

John E. and Jeanne T. Hughes Entrepreneurship and Awareness Education Grant, 2001.

Integrative Scholarship Award, Daniels College of Business, 2000, 2004.

Panelist: Case Critique Colloquium, Business Policy & Strategy and Managerial Consultation Divisions Preconference Session, Academy of Management, 1995, 1996, 1997, 1998.

Case Selected: ERG International for Concours International d'étude de cas MBA, Concordia University, Montréal, Québec, January 9-13, 1995.

Research Grants: Daniels College of Business, University of Denver, 1993, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006.

International Research Grant: University of Denver, 1997-98.

Participant: Leadership Roundtable on Entrepreneurship and Telecommunications, sponsored by the Colorado Office of Business Development, April 1997.

Participant: Summit '96: Women's Economic Summit, sponsored by the National Women's Business Council and the J.L. Kellogg Graduate School of Management, May 1996.

Participant: New Faculty Consortium, Business Policy & Planning Division, Academy of Management, 1990.

Participant: Doctoral Consortium, Business Policy & Planning Division, Academy of Management, 1987.

Teaching Assistantship, University of Georgia, Department of Management, 1985-1987.

Research Assistantship, Boise State University, Department of Management, 1982-1983.

Teaching Assistantship, University of Wisconsin Counseling Center, 1973-1974.

Research Assistantship, University of Wisconsin, Department of Counseling & Guidance, 1972-1973.

Departmental Award for Scholarship, Chicago State University Music Department, 1967.

### **PROFESSIONAL SERVICE:**

Editorial Review Board: *Entrepreneurship Theory and Practice*, 1994-present;  
*Case Research Journal*, 1996-present.  
*International Entrepreneurship & Management Journal*, 2004-present.

Reviewer: *Journal of Management Studies*, 1997-present,  
*Journal of Management Education*, 2000-present.  
*Journal of Developmental Entrepreneurship*, 2000-present.  
*Women in Management Review*, 2005-present.

#### Conference Reviewer:

Academy of Management Annual Conference: Public Sector, 1990; Business Strategy, 1994-95, 1999-2001; Entrepreneurship, 1997-present; Gender & Diversity, 1999-present; Research Methods, 2003.  
International Council for Small Business, 1993-94, 1996-97.  
Midwest Society for Case Research, 1995, 1999.  
North American Case Research Association, 1994-present.  
Southern Management Association Annual Conference: Human Resources Management, Women in Management, Social Issues, and Business Strategy divisions, 1992-95.  
Southwest Academy of Management Annual Conference: Human Resources Management, Women in Management 2000-2001.  
US Association for Small Business & Entrepreneurship, 1996-2004.  
Western Casewriters Association, 1994-present.  
Western Academy of Management, 1999-2004.  
World Association for Case Method Research & Application, 1995, 2005.

#### Discussant:

North American Case Research Association Annual Conference, 1992-2005.  
Southern Management Association Annual Conference: Human Resources Management, Women in Management, Social Issues, and Business Strategy divisions, 1992-95, 1998-99.  
Western Casewriters Association Annual Conference, 1993-2004.  
Western Academy of Management Annual Conference: Social Issues, Women in Management, and Quality Management divisions, 1993-1994; Business Strategy and Organization Culture, 2001-2003.

#### Session Chair:

Academy of Management Annual Conference Entrepreneurship Division,  
2003.

Western Casewriters Association Annual Conference, 1994, 1995, 2000,  
2001, 2003.

Western Academy of Management Annual Conference, 2003.

Southern Management Association Annual Conference Organizational  
Communication/Organization Theory Track, 1994.

**Offices:**

North American Case Research Association: Western Regional Representative  
2000-2002; Nominations Committee 1999-2000; VP-Membership 1995-  
1997; Track Chair (Business Strategy) 1993-1995.

U.S. Association for Small Business and Entrepreneurship: Immediate Past  
President, 2003; Awards and Nominations Chair, 2002, President: 2001,  
President-Elect 2000; VP-Program Chair 1999-2000; VP-Minority &  
Women Division, 1994-1996.

Western Casewriters Association: NACRA Representative 2000-2002; President  
1996-1997; VP-Programs 1995-96; VP-Membership 1993-1995.

**Memberships:** Academy of Management, International Council for Small Business, North  
American Case Research Association, Society for Case Research, U.S. Association  
for Small Business and Entrepreneurship, Western Academy of Management,  
Western Casewriters Association, Beta Gamma Sigma, Sigma Iota Epsilon.

**UNIVERSITY SERVICE:**

Undergraduate Programs Committee, 2008-present

Faculty Review Committee, 2007-present

Scholarship Committee, Daniels College of Business, 2002-present.

Conflict Resolution faculty, 2002-present.

Daniels "Race & Case" advisor, 2003-present.

Grade Appeals Committee, Daniels College of Business, 2007

Hyde Interview Team Leader, 2002-2004.

University Exceptions Committee, 1999-present.

Working Group in Ethical Theory, 2001-2004.

MBA Course Coordinator for High Performance Management, Daniels College of  
Business, 2001-2004.

Women's Studies Executive Committee, 1999-2003.

MBA Curriculum Redesign Team, Daniels College of Business, 2001-2002.

Carl Williams Institute for Ethics and Values Advisory Board, University of Denver, 1999-  
2002.

Integrative Scholarship Committee, Daniels College of Business, 1998-2002.

Entrepreneurship Committee, Daniels College of Business, 1994-1997.

UDCC (Freshman Advising Program), Undergraduate Studies, 1993-1997.

Educational Technology Committee, College of Business, 1993-1997.

Diversity Task Force, College of Business, 1992-1994.  
Ethics Panel, College of Business, 1992-1993.  
Communication Team, College of Business, 1992-94.  
Facilitator: SOAR DU-net training, September 1999, 2000.  
Facilitator: SOAR Coffee Talk: Ethics and Values, September 2000.  
Facilitator: Discover Daniels MBA prospective student Case Workshop, February 1999,  
September 2001, February 2002, November 2002, February 2003, November 2003.  
Facilitator: MBA (orientation) Case Workshop, September 1992, September 1993,  
September 1994.  
Facilitator: Outward Bound/OLE Leadership Experience, September 1992, May 1994, June  
1994, September 1994, May 1995, September 1995, April 1996, September 1996,  
September 1998, September 1999, September 2001.  
Facilitator: Boot Camp IV, August 1992; Ethics orientation workshop, September 1994.  
Integrative Challenge Design Committee, College of Business, 1992.  
International and Multicultural Team, College of Business, 1992.  
Facilitator: Faculty Development Seminar on case teaching (facilitator), October 1991;  
Instructional Series Seminar on case teaching (case demonstration), October 1989.  
Faculty Recruiting Committee, Department of Management, 1991, 2000, 2001.  
MBA Enhancement Committee, College of Business, Jan. 1990-1991.  
Undergraduate Programs Committee, College of Business, 1989-1992.  
Business Strategy Curriculum Committee, Department of Management, 1988-1992.  
Strategic Planning Advisory Committee, College of Business, 1988-1990.