

## VITA

### Keith Mark Hmieleski

Associate Professor of Entrepreneurship  
M. J. Neeley School of Business  
Texas Christian University  
Box 298530  
Fort Worth, TX 76129  
Phone: (817) 257-7280  
Fax: (817) 257-7227  
E-mail: k.hmieleski@tcu.edu  
URL: <http://www.hmieleski.com>

### EDUCATION

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- Ph.D. Rensselaer Polytechnic Institute, 2005  
Lally School of Management & Technology  
Concentration: *Entrepreneurship & Organizational Behavior*  
Dissertation: A Social Cognitive Examination of the Linkage between Entrepreneur Improvisational Behavior and New Venture Performance [*Winner of Rensselaer's Del and Edith Karger (1978) Award for Best Dissertation in Management*]  
Dissertation Chair: Robert A. Baron
- M.S. Rensselaer Polytechnic Institute, 2002  
*Industrial and Organizational Psychology*
- B.S. University of Massachusetts—Amherst, 1998  
*Psychology*

### REFEREED PUBLICATIONS

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1. Hmieleski, K. M., Corbett, A. C., & Baron, R. A. (in press). Entrepreneurs' improvisational behavior and firm performance: A study of dispositional and environmental moderators. ***Strategic Entrepreneurship Journal***. Forthcoming.
2. Hmieleski, K. M., Cole, M. S., & Baron, R. A. (in press). Shared authentic leadership and new venture performance. ***Journal of Management***. Forthcoming. doi:10.1177/0149206311415419
3. Baron, R. A., Hmieleski, K. M., & Henry, R. A. (in press). Entrepreneurs' dispositional positive affect: The Potential benefits—and potential costs—of being “up”. ***Journal of Business Venturing***. Forthcoming. doi:10.1016/j.jbusvent.2011.04.002

4. Baron, R. A., Tang, J., & Hmieleski, K. M. (2011). The downside of being 'up': Entrepreneurs' dispositional affect and firm performance. *Strategic Entrepreneurship Journal*, 5(2), 101-119. doi: 10.1002/sej.109
5. Carr, J. C., Haggard, S., Hmieleski, K. M., & Zahra, S. A. (2010). A study of the moderating effects of firm age at internationalization on firm survival and short-term growth. *Strategic Entrepreneurship Journal*, 4(2), 183-192. doi: 10.1002/sej.90
6. Hmieleski, K. M., & Baron, R. A. (2009). Entrepreneurs' optimism and new venture performance: A social cognitive perspective. *Academy of Management Journal*, 52(3), 473-488.
7. Hmieleski, K. M., & Baron, R. A. (2008). Regulatory focus and new venture performance: A study of entrepreneurial opportunity exploitation under conditions of risk versus uncertainty. *Strategic Entrepreneurship Journal*, 2(4), 285-299. doi:10.1002/sej.56
8. Hmieleski, K. M., & Corbett, A. C. (2008). The contrasting interaction effects of improvisational behavior with entrepreneurial self-efficacy on new venture performance and entrepreneur work satisfaction. *Journal of Business Venturing*, 23(4), 482-496. doi:10.1016/j.jbusvent.2007.04.002
9. Hmieleski, K. M., & Baron, R. A. (2008). When does entrepreneurial self-efficacy enhance versus reduce firm performance? *Strategic Entrepreneurship Journal*, 2(1), 57-72. doi:10.1002/sej.42
10. Wright, M., Hmieleski, K. M., Siegel, D., & Ensley, M. D. (2007). The role of human capital in technological entrepreneurship. *Entrepreneurship Theory & Practice*, 31(6), 791-806. doi:10.1111/j.1540-6520.2007.00202.x
11. Hmieleski, K. M., & Ensley, M. D. (2007). A contextual examination of new venture performance: Entrepreneur leadership behavior, top management team heterogeneity and environmental dynamism. *Journal of Organizational Behavior*, 28(7), 865-889. doi:10.1002/job.479
12. Corbett, A. C., & Hmieleski, K. M. (2007). The conflicting cognitions of corporate entrepreneurs. *Entrepreneurship Theory & Practice*, 31(1), 103-121. doi:10.1111/j.1540-6520.2007.00165.x
13. Ensley, M. D., Hmieleski, K. M., & Pearce, C. L. (equal authorship, 2006). The importance of vertical and shared leadership within new venture top management teams: Implications for the performance of startups. *The Leadership Quarterly*, 17(3), 217-231. doi:10.1016/j.leaqua.2006.02.002
14. Ensley, M. D., Pearce, C. L., & Hmieleski, K. M. (2006). The moderating effect of environmental dynamism on the relationship between entrepreneur leadership behavior and new venture performance. *Journal of Business Venturing*, 21(2), 243-263. doi:10.1016/j.jbusvent.2005.04.006

15. Hmieleski, K. M., & Corbett, A. C. (2006). Proclivity for improvisation as a predictor of entrepreneurial intentions. *Journal of Small Business Management*, 44(1), 45-63. doi:10.1111/j.1540-627X.2006.00153.x
16. Ensley, M. D., & Hmieleski, K. M. (equal authorship, 2005). A comparative study of new venture top management team composition, dynamics and performance between university-based and independent start-ups. *Research Policy*, 34(7), 1091-1105. doi:10.1016/j.respol.2005.05.008

## MAUSCRIPTS UNDER REVIEW

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Papers under review have been omitted to protect the double-blind review process.

## BEST PAPER PROCEEDINGS

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1. Hmieleski, K. M., Cole, M. S., & Baron, R. A. (2010). Linking shared authentic leadership to firm performance: A study of new venture top management teams. In W. D. Bygrave, et al. (Eds.), *Frontiers of Entrepreneurship Research*. Babson Park, MA: Babson College.
2. Hmieleski, K. M. (2009). Entrepreneur improvisational behavior and new venture performance: A social cognitive perspective. In W. D. Bygrave, et al. (Eds.), *Frontiers of Entrepreneurship Research*. Babson Park, MA: Babson College.
3. Hmieleski, K. M., & Carr, J. C. (2008). The relationship between entrepreneur psychological capital and new venture performance. In W. D. Bygrave, et al. (Eds.), *Frontiers of Entrepreneurship Research*. Babson Park, MA: Babson College.
4. Hmieleski, K. M., & Carr, J. C. (2007). The relationship between entrepreneur psychological capital and well-being. In W. D. Bygrave, et al. (Eds.), *Frontiers of Entrepreneurship Research*. Babson Park, MA: Babson College.
5. Hmieleski, K. M., & Ensley, M.D. (2007). The effects of entrepreneur abusive supervision. In G. T. Solomon (Ed.), *Academy of Management Best Paper Proceedings*.
6. Hmieleski, K. M. (2007). A contextual study of entrepreneur dispositional optimism. In G. T. Solomon (Ed.), *Academy of Management Best Paper Proceedings*.
7. Hmieleski, K. M., Baron, R. A., & Ensley, M. D. (2006). Optimism and environmental uncertainty: Implications for entrepreneurial performance. In W. D. Bygrave, et al. (Eds.), *Frontiers of Entrepreneurship Research*. Babson Park, MA: Babson College.

8. Corbett, A. C., & Hmieleski, K. M. (2005). How corporate entrepreneurs think: Cognition, context, and entrepreneurial scripts. In K. M. Weaver (Ed.), ***Academy of Management Best Paper Proceedings***.
9. Hmieleski, K. M., & Ensley, M. D. (2004). An investigation of improvisation as a strategy for exploiting dynamic opportunities. In W. D. Bygrave et al. (Eds.), ***Frontiers of Entrepreneurship Research***. Babson Park, MA: Babson College (pp. 596-604).
10. Hmieleski, K. M., & Corbett, A. C. (2003). Improvisation as a framework for investigating entrepreneurial action. In D. H. Nagao (Ed.), ***Academy of Management Best Paper Proceedings*** (pp. F1-F6).

#### REFEREED CONFERENCE PRESENTATIONS

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1. Hmieleski, K. M., Baron, R. A., and Carr, J. C. (2011). ***How Entrepreneurs Withstand Work-Family Conflict: The Buffering Role of Psychological Capital***. Paper presented at the Academy of Management (AoM) Conference in San Antonio, TX.
2. Baron, R. A., Fox, C., Casper, W. C., & Hmieleski, K. M. (2011). ***Entrepreneurs' Self-Regulatory Processes and New Venture Strategy***. Paper presented at the Academy of Management (AoM) Conference in San Antonio, TX.
3. Hmieleski, K. M., Carr, J. C., & Baron, R. A. (2011). ***How Do Entrepreneurs Capitalize on Environmental Dynamism to Develop Their New Ventures? The Role of Human, Social, and Psychological Capital***. Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Syracuse, NY.
4. Baron, R. A., Tang, J., & Hmieleski, K. M. (2010). ***Entrepreneurs' Dispositional Positive Affect and Firm Performance: "Too Much of a Good Thing?"*** Paper presented at the Academy of Management (AoM) Conference in Montreal, Canada.
5. Hmieleski, K. M., Cole, M. S., & Tepper, B. J. (2010). ***New Venture Top Management Team Intra-Group Abusive Behavior and Firm Performance: A Moderated Mediation Study***. Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Lausanne, Switzerland.
6. Hmieleski, K. M., Cole, M. S., & Baron, R. A. (2010). ***Linking Shared Authentic Leadership to Firm Performance: A study of New Venture Top Management Teams***. Paper presented at the Babson College Entrepreneurship Research Conference (BCERC) in Lausanne, Switzerland.
7. Hmieleski, K. M., Cole, M. S., & Tepper, B. J. (2009). ***Abusive Behavior within New Venture Top Management Teams***. Paper presented at the Academy of Management (AoM) Conference in Chicago, IL.
8. Hmieleski, K. M. (2009). ***Entrepreneur Improvisational Behavior and New Venture Performance: A Social Cognitive Perspective***. Paper presented at the 29th annual

Babson College Entrepreneurship Research Conference (BCERC) in Babson Park, MA.

9. Hmieleski, K. M., & Carr, J. C. (2009). ***The Relationship between Work-Family Conflict and Psychological Outcomes for Family and Non-Family Businesses.*** Paper presented at the 29th annual Babson College Entrepreneurship Research Conference (BCERC) in Babson Park, MA.
10. Hmieleski, K. M., & Carr, J. C. (2008). ***The Attenuating Role of Entrepreneurs' Psychological Capital on the Effects of Work-Family Conflict.*** Paper presented at the Academy of Management (AoM) Conference in Anaheim, CA.
11. Hmieleski, K. M. (2008). ***Sex Differences in Entrepreneur Signature Strengths.*** Paper presented at the 28th annual Babson College Entrepreneurship Research Conference (BCERC) in Chapel Hill, NC.
12. Hmieleski, K. M., & Carr, J. C. (2008). ***The Relationship between Entrepreneur Psychological Capital and New Venture Performance.*** Paper presented at the 28th annual Babson College Entrepreneurship Research Conference (BCERC) in Chapel Hill, NC.
13. Hmieleski, K. M., & Ensley, M.D. (2007). ***The Effects of Entrepreneur Abusive Supervision.*** Paper presented at the Academy of Management (AoM) Conference in Philadelphia, PA.
14. Hmieleski, K. M. (2007). ***A Contextual Study of Entrepreneur Dispositional Optimism.*** Paper presented at the Academy of Management (AoM) Conference in Philadelphia, PA.
15. Hmieleski, K. M., & Carr, J. C. (2007). ***The Relationship between Entrepreneur Psychological Capital and Well-Being.*** Paper presented at the 27th annual Babson College Entrepreneurship Research Conference (BCERC) in Madrid, Spain.
16. Hmieleski, K. M., & Corbett, A. C. (2006). ***A Study of Entrepreneur Improvisational Behavior: Implications for Performance and Satisfaction.*** Paper presented at the Academy of Management (AoM) Conference in Atlanta, GA.
17. Hmieleski, K. M., Baron, R. A., & Ensley, M. D. (2006). ***An Empirical Investigation of the Positive versus Negative Effects of Entrepreneurial Self-Efficacy.*** Paper presented at the Academy of Management (AoM) Conference in Atlanta, GA.
18. Hmieleski, K. M., & Baron, R. A. (2006). ***Optimism and environmental uncertainty: Implications for entrepreneurial performance and satisfaction.*** Paper to be presented at the 26th annual Babson College Entrepreneurship Research Conference (BCERC) in Bloomington, IN.

19. Hmieleski, K. M., & Ensley, M. D. (2005). ***An Upper-Echelons Theory Approach to the Emergence of Organizational Learning in Nascent Firms***. Paper presented at the Academy of Management (AoM) Conference in Honolulu, Hawaii.
20. Corbett, A. C., & Hmieleski, K. M. (2005). ***How Corporate Entrepreneurs Think: Cognition, Context, and Entrepreneurial Scripts***. Paper presented at the Academy of Management (AoM) Conference in Honolulu, Hawaii.
21. Bird, B. J., Honig, B., Fiet, J., Frese, M., & Hmieleski, K. M. (2005). ***Learning Entrepreneurship***. Workshop presented at the Academy of Management (AoM) Conference in Honolulu, Hawaii.
22. Hmieleski, K. M., & Kalsher, M. J. (2005). ***Beyond Wealth Creation: The Value of Entrepreneurship in an Evolving Civilization***. Paper presented at the 25th annual Babson Kauffman Entrepreneurship Research Conference (BKERC) in Babson Park, MA.
23. Ensley, M. D., Hmieleski, K. M., & Baron, R. A. (2005). ***Positive Emotion as a Moderator of the Linkage between Positive Emotion and Complexity of Opportunity Prototypes***. Paper presented at the 25th annual Babson Kauffman Entrepreneurship Research Conference (BKERC) in Babson Park, MA.
24. Hmieleski, K. M., & Ensley, M. D. (2004). ***A Regulatory Model of Learning in New Ventures***. Paper presented at the Southern Management Association (SMA) Conference in San Antonio, TX.
25. Ensley, M. D., & Hmieleski, K. M. (2004). ***A Comparative Study of New Venture Top Management Team Composition, Dynamics and Performance Between University-Affiliated and Non-University-Affiliated Startups***. Paper presented at the Technology Transfer Society's 26<sup>th</sup> Annual Conference in Albany, NY.
26. Hmieleski, K. M., Ensley, M. D., & Pearce, C. L. (2004). ***The Differential Effectiveness of Directive and Empowering Entrepreneur Leadership Behavior in New Ventures***. Paper presented at the Academy of Management (AoM) Conference in New Orleans, LA.
27. Hmieleski, K. M., & Ensley, M. D. (2004). ***An Investigation of Improvisation as a Strategy for Exploiting Dynamic Opportunities***. Paper presented at the 24th annual Babson Kauffman Entrepreneurship Research Conference (BKERC) in Glasgow, Scotland.
28. Hmieleski, K. M., & Ensley, M. D. (2004). ***An Investigation of the Linkage Between Entrepreneur Intelligence and New Venture Performance***. Paper presented at the 24th annual Babson Kauffman Entrepreneurship Research Conference (BKERC) in Glasgow, Scotland.
29. Gregoire, D., McMullen, J., Brigham, K., Haynie, M., & Hmieleski, K. (2004). ***Drawing the Implications of Cognition Research for Entrepreneurship Education***.

Presentation at the United States Association of Small Business and Entrepreneurship (USASBE) Conference in Dallas, TX.

30. Ensley, M. D., Pearce, C. L., & Hmieleski, K. M. (2003). ***The Moderating Effect of Environmental Dynamism on the Relationship Between Entrepreneur Leader Behavior and New Venture Performance***. Paper presented at the Lally-Darden Entrepreneurship Scholars' Retreat in Rensselaerville, NY.
31. Hmieleski, K. M., & Corbett, A. C. (2003). ***Improvisation as a Framework for Investigating Entrepreneurial Action***. Paper presented at the Academy of Management (AoM) Conference in Seattle, WA.
32. Hmieleski, K. M., & Corbett, A. C. (2003). ***The Entrepreneurial Mindset: A Proclivity for Improvisation***. Paper presented at the 23rd annual Babson Kauffman Entrepreneurship Research (BKERC) Conference in Babson Park, MA.
33. Hmieleski, K. M., Traver, H. A., & Kalsher, M. J. (2003). ***Teaching and Learning Styles in Training and Development***. Paper presented at the 18th annual Society for Industrial and Organizational Psychology (SIOP) Conference in Orlando, FL.
34. Hmieleski, K. M. (2002). ***Suggestions for Investigating Improvisational Decision Making of Entrepreneurs***. Paper presented at the 23rd Annual Industrial Organizational Psychology and Organizational Behavior Conference, Tampa, FL.
35. Crawford, R., & Hmieleski, K. M. (2001). ***Interactions Between Continuous Variables***. Paper presented at the Southern Management Association (SMA) Conference in New Orleans, LA.
36. Hmieleski, K. M. (2001). ***An Investigation of Teaching Styles and Learning Styles in a Collaborative Technology-based Classroom***. Paper presented at the 22<sup>nd</sup> Annual Industrial Organizational Psychology and Organizational Behavior Conference in College Station, PA.
37. Traver, H. A., Kalsher, M. J., Cummings, K., & Hmieleski, K. M. (2000). ***An Evaluation of Interactive Studio Physics***. Paper presented at ED-MEDIA Conference in Montreal, Canada.

## INVITED PRESENTATIONS

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Brown University

London School of Economics

Queensland University of Technology

University of Cincinnati

University of Central Florida

Drexel University

Rensselaer Polytechnic Institute

## RESEARCH INTERESTS

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1. Entrepreneurship
2. Optimal experience and flow
3. Leadership and influence behavior
4. Improvisation
5. Values and character strengths

## TEACHING EXPERIENCE

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### Texas Christian University

Undergraduate Courses	Instructor Ratings*
MANA 30533 Entrepreneurial Opportunity Recognition Fall 2011, Section 015, Numb. Students = 37	3.9/4.0
MANA 30533 Entrepreneurial Opportunity Recognition Fall 2011, Section 005, Numb. Students = 33	3.6/4.0
MANA 30533 Entrepreneurial Opportunity Recognition Fall 2010, Section 035, Numb. Students = 21	3.7/4.0
MANA 30533 Entrepreneurial Opportunity Recognition Fall 2010, Section 015, Numb. Students = 23	4.0/4.0
MANA 30533 Entrepreneurial Opportunity Recognition Fall 2009, Section 035, Numb. Students = 36	3.8/4.0
MANA 30533 Entrepreneurial Opportunity Recognition Fall 2009, Section 015, Numb. Students = 32	3.9/4.0
MANA 30533 Entrepreneurial Opportunity Recognition Spring 2009, Section 015, Numb. Students = 45	3.8/4.0
MANA 30533 Entrepreneurial Opportunity Recognition Fall 2008, Section 015, Numb. Students = 19	3.5/4.0

MANA 30533	Introduction to Entrepreneurship Fall 2007, Section 035, Numb. Students = 39	3.8/4.0
MANA 30533	Introduction to Entrepreneurship Fall 2007, Section 015, Numb. Students = 14	3.9/4.0
MANA 40143	New Venture Planning Spring 2007, Section 015, Numb. Students = 36	3.6/4.0
MANA 40143	New Venture Planning Fall 2006, Section 015, Numb. Students = 36	3.9/4.0
MANA 20970	Invention, Innovation, & Entrepreneurship Fall 2006, Section 015, Numb. Students = 8	4.0/4.0
MANA 20970	Invention, Innovation, & Entrepreneurship Spring 2006, Section 035, Numb. Students = 33	4.0/4.0
MANA 20970	Invention, Innovation, & Entrepreneurship Spring 2006, Section 015, Numb. Students = 9	4.0/4.0

*\*Course rating: "The instructor did a good job with this course." (1 = Strongly Disagree; 4 = Strongly Agree)*

Graduate Courses	Instructor Ratings*	
MANA 70513	Venture Ideas Spring 2011, Section 080, Numb. Students = 13	3.5/4.0
MANA 70513	Venture Ideas Spring 2010, Section 080, Numb. Students = 18	3.6/4.0
MANA 70970	Entrepreneurial Opportunity Recognition Fall 2008, Section 015, Numb. Students = 9	3.6/4.0
MANA 70970	Entrepreneurial Opportunity Recognition Fall 2007, Section 015, Numb. Students = 15	3.8/4.0

*\*Course rating: "The instructor did a good job with this course." (1 = Strongly Disagree; 4 = Strongly Agree)*

#### EDITORIAL REVIEW BOARD MEMBERSHIP

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Journal of Management Studies (JMS) – appointment from 2009-2012

Journal of Business Venturing (JBV) – appointment from 2009-2012

Strategic Entrepreneurship Journal (SEJ) – appointment from 2009-2012

Entrepreneurship Theory and Practice (ETP) – appointment from 2011-2014

#### OTHER REVIEWING EXPERIENCE

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Academy of Management Journal (AMJ)—Ad hoc reviewer

Strategic Management Journal (SMJ)—Ad hoc reviewer

Journal of Applied Psychology (JAP)—Ad hoc reviewer

Management Science (MS)—Ad hoc reviewer

Organization Science (OS)—Ad hoc reviewer

Organizational Behavior and Human Decision Processes (OBHDP)—Ad hoc reviewer

Journal of Organizational Behavior (JOB)—Ad hoc reviewer

Research Policy (RP)—Ad hoc reviewer

Academy of Management Perspectives (AMP)—Ad hoc reviewer

Journal of Technology Transfer (JTT)—Ad hoc reviewer

Journal of Managerial Psychology (JMP)—Ad hoc reviewer

Academy of Management—Entrepreneurship Division, reviewer

Babson-Kauffman Entrepreneurship Research Conference, reviewer

#### HONORS AND AWARDS

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2012 Co-Chair of the Academy of Management (AOM) Entrepreneurship Division  
Doctoral Consortium

2012 Co-Director of the Babson College Entrepreneurship Research Conference  
(BCERC) and Doctoral Consortium, co-sponsored by the Neeley School of  
Business at Texas Christian University

2011 Best reviewer award for *Journal of Business Venturing*

2011 Teaching Award for Best Undergraduate Course (Elective or Major), Neeley  
School of Business at Texas Christian University

2011 United States Association for Small Business and Entrepreneurship (USASBE)  
Award for National Model Undergraduate Entrepreneurship Program (prepared  
and presented winning proposal with Brad Hancock and Ray Smilor)

- 2010 National Federation of Independent Business (NFIB) Award for excellence in research, awarded at the Babson College Entrepreneurship Research Conference (BCERC) for best paper on the general topic of entrepreneurship (w/Michael Cole and Robert Baron)
- 2010 Brown International Advanced Research Institute (BIARI) on Technology Entrepreneurship and Management, Senior Scholar
- 2009 National Federation of Independent Business (NFIB) Award for excellence in research, awarded at the Babson College Entrepreneurship Research Conference (BCERC) for best paper on the general topic of entrepreneurship (sole authored)
- 2009 Author of exemplar entrepreneurship research article published in *Academy of Management Journal* – University of Connecticut Entrepreneurship Research Exemplars Conference
- 2007 Foundation for Entrepreneurial Excellence Award for being one of the Top 10 Entrepreneurship Educators in the Nation for 2007 (student nominated award)
- 2007 Top 5 most downloaded article published in *Entrepreneurship Theory and Practice* for the year of 2007
- 2007 Finalist for AoM Entrepreneurship Division Best Empirical Paper Award
- 2006 Best reviewer award for *Journal of Business Venturing*
- 2006 Top instructor ratings of any faculty member at Texas Christian University for the year of 2006
- 2005 Rensselaer's Del and Edith Karger (1978) Award for Best Dissertation in Management
- 2005 AoM Entrepreneurship Division Award for Best Overall Reviewer within the Division (first of annual award given to the division's best overall reviewer)
- 2005 AoM Entrepreneurship Division Best Reviewer Award (awarded annually to the division's top 25 reviewers)
- 2005 Finalist for AoM Entrepreneurship Division Best Conceptual Paper Award
- 2004 AoM Entrepreneurship Division Best Reviewer Award (awarded annually to the division's top 25 reviewers)
- 2003 Finalist for AoM Entrepreneurship Division Best Conceptual Paper Award
- 2001 Finalist for Lyman Porter Award, AoM Organizational Behavior Division

## PROFESSIONAL AFFILIATIONS

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Academy of Management (AOM) – Entrepreneurship Division

Academy of Management (AOM) – Organizational Behavior Division

United States Association for Small Business & Entrepreneurship (USASBE)

## PROFESSIONAL EXPERIENCE

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2011-Present *Associate Professor of Entrepreneurship (w/tenure)*, M. J. Neeley School of Business, Texas Christian University

2005-2011 *Assistant Professor of Management*, M. J. Neeley School of Business, Texas Christian University

2004-2005 *Graduate Assistant*, Severino Center for Technological Entrepreneurship, Lally School of Management & Technology, Rensselaer Polytechnic Institute

2004-2005 *Instructor*, Lally School of Management & Technology, Rensselaer Polytechnic Institute

2002-2004 *Graduate Assistant*, Lally School of Management & Technology, Rensselaer Polytechnic Institute

2001-2003 *Facilitator*, Lally School of Management & Technology Executive Programs, Rensselaer Polytechnic Institute

2001-2002 *Instructor*, Department of Cognitive Science, Rensselaer Polytechnic Institute

1998-2002 *Associate Director*, Interactive and Distance Education Assessment (IDEA) Laboratory, Rensselaer Polytechnic Institute

2000-2001 *eBusiness Graduate Assistant*, Lally School of Management & Technology, Rensselaer Polytechnic Institute

1999-2000 *Co-founder & Director of Instructional Technology and Training*, Interactive Online Training and Assessment (IOTA) Solutions