

DIANNE H.B. WELSH

2409 Philadelphia Lake Court  
Greensboro, NC 27408-4300  
(336) 404-4922 cell  
(336) 334-4141 fax  
dhwelsh@gmail.com

## **ACADEMIC PREPARATION, EXPERIENCE, AND AWARDS**

### **EDUCATION**

B.A. ENGLISH 56 hours Business Administration, University of Iowa 1978  
G.P.A.: 3.44/4.0

M.S. PSYCHOLOGY, Emporia (KS) State University, 1984  
G.P.A.: 4.0/4.0

PH.D. BUSINESS ADMINISTRATION, University of Nebraska – Lincoln 1988  
G.P.A.: 3.94/4.0

Areas: Organizational Behavior and Theory, Labor Relations, Human Resources Management

Dissertation: *The Premack Principle Applied to Quality Performance Behavior of Part-Time Employees*

### **CERTIFICATIONS**

Registered Parliamentarian, National Association of Parliamentarians, ID 8383, 1993-Present  
Certified Senior Professional in Human Resources, Society for Human Resource Management, 1998-Present  
Certified Small Business Counselor, Small Business Institute (SBI), 2002-2006  
Certified Family Business Advisor, Family Firm Institute (FFI), 2007-Present

### **EXPERIENCE**

TEACHING ASSISTANT, University of Nebraska - Lincoln 1985 - 1987

ASSISTANT PROFESSOR, Eastern Washington University 1988-1993

EXCHANGE PROFESSOR, Kalinin (U.S.S.R.) State University March - May 1990

Taught classes in Management to students and professors, held seminars at all levels at the Kalinin Cotton Mill with 8,000 workers.

INSTRUCTOR, U. S. Air Force Lieutenant's Professional Development Program 1990

Taught and was featured on a national videotaped seminar on teaching motivation.

ASSOCIATE PROFESSOR, Eastern Washington University 1993 - 1997

INTERIM CHAIR, Management, Eastern Washington University	Feb.-June 1996, April–Dec. 1997
VISITING PROFESSOR, University of Jyvaskyla, Finland	1996, 2002, 2003
PROFESSOR, Eastern Washington University	1997–2000
BOARD OF VISITORS (TRUSTEES), U.S. Air Force Academy	1997–2000
WALTON FELLOW, STUDENTS IN FREE ENTERPRISE , Nat’l Competition	1998-2004
KAHL CHAIR IN ENTREPRENEURSHIP, PROFESSOR, John Carroll University	2000-2004
ACADEMIC DIRECTOR, Muldoon Center for Entrepreneurship, John Carroll University	2000-2004
REGIONAL DIRECTOR, Global Student Entrepreneur Awards	2000-2004
GUEST PROFESSOR, Advanced Entrepreneurial Academy, Kent State University	2004-2005
WALTER CHAIR IN ENTREPRENEURSHIP, PROFESSOR, University of Tampa	2005-2008
DIRECTOR, Florida Entrepreneur & Family Business Center, University of Tampa	2005-2008
KAUFFMAN FOUNDATION SPONSORED LECTURER, University of Texas- El Paso, Social Entrepreneurship & Franchising	2007
FOUNDER & CHAIR, Southern Self-Employment in the Arts Conference	2007, 2008
HAYES DISTINGUISHED CHAIR OF ENTREPRENEURSHIP, PROFESSOR, University of North Carolina Greensboro	2008-

### **AWARDS AND HONORS**

Ogle and Regents Fellowships, University of Nebraska-Lincoln, 1987-1988  
 Research Excellence Award, College of Business Administration, Eastern Washington University, 1993  
 Best Teaching Award, Management Department, College of Business, Eastern Washington University, 1994  
 CIBEAR Faculty Scholarship Award for Business Development with the Pacific Rim Countries, University of Southern California, June 1994  
 PTI Pacificcorp. Foundation Faculty Achievement Award, Eastern Washington University, 1994  
 Nominee, Ascending Scholar Award, Western Academy of Management, October 1995  
 Faculty Advisor, Students in Free Enterprise (SIFE), Regional Competition Winner to Nationals, 1998-2004  
 Top 32 National Teams, Students in Free Enterprise (SIFE), 2002  
 Centurytel Foundation Faculty Achievement Award, Eastern Washington University, 1999  
 Best Teaching Award, Management Department, Eastern Washington University, 1999  
 Strathmore’s Who’s Who, 2000-present  
 IBC’s 21<sup>st</sup> Century Award for Achievement, 2000-present  
 Dr. Walther Skaupy Medaille, German Franchise Institute, October 2001  
 Who's Who Among American Women, 1990 – present

Who's Who in American Education, 1992 – present  
 Women of Achievement Award, Intl. Biographical Centre, 2002-present  
 Nominee, Free Enterprise Award, Int'l Franchise Association, July 2002, 1<sup>st</sup> Runner-Up  
 Finalist & Winner, Northern Ohio Live Achievement Awards, September 2002  
 Top 52 Entrepreneurship Programs, *Entrepreneur* Magazine, April 2003  
 Nominee, Free Enterprise Award, Int'l Franchise Association, July 2003  
 Best Chapter Advisor, Second Place, Collegiate Entrepreneurs' Organization, November 2003  
 Distinguished Educator Award, International Education Division, U.S. Association for Small Business & Entrepreneurship (USASBE), January 2004  
 Top 26 Entrepreneurship Programs, *Entrepreneur* Magazine, May 2004  
 Best Workshop Award, National Consortium of Entrepreneurship Center Directors' Conference, October 2004  
 Homer Saunders Mentor Award, Small Business Institute (SBI), January 2005  
 Distinguished Service Award, National Consortium of Entrepreneurship Centers, October 2005  
 Academy for Global Business Advancement 3<sup>rd</sup> World Congress Chair Award, January 2006  
 Distinguished Mentor Award, Family Business Division, U.S. Association for Small Business & Entrepreneurship (USASBE), January 2006  
 Scientific Committee, International Conference on Commerce, Bucharest, Romania, March 2006  
 Best Workshop Award, U.S. Association for Small Business & Entrepreneurship (USASBE), January 2007  
 Outstanding Mentor Award, Corporate Entrepreneurship Division, U.S. Association for Small Business & Entrepreneurship (USASBE), January 2007  
 Distinguished Mentor Award, Small Business Institute & Office of the President, Small Business Institute, January 2007  
 Top 10 Most Downloaded Articles, *Family Business Review*, 2006  
 Finalist, *Tampa Bay Business Journal* Business Woman of the Year, August 2007  
 Third Place, National Small Business Institute Case Competition, Graduate Business Plan, February 2008  
 Showcase Award, National Small Business Institute Case Competition, February 2008  
 Best of the Best New Program Award, Real Estate Program, Small Business Institute, February 2008

## **Courses Taught**

### **Undergraduate**

Organizational Behavior  
 Human Resource Management  
 Org. Theory and Management  
 Small Business Management  
 Students in Free Enterprise  
 Entrepreneurship  
 New Venture Management  
 Seminar in the Management of Free Enterprise Systems  
 Family Business Management  
 Principles of Management  
 Management Skills Development  
 Seminar in Entrepreneurship  
 Real Estate Venturing  
 Ideas to Opportunities: Feasibility Analysis  
 Family Business

### **Graduate**

M.B.A. Management of Organizations  
 Organization Theory/Management  
 Human Dynamics of Organizations:  
 Managing & Leading  
 Entrepreneurship  
 Contemporary Topics in Management:  
 SME Enterprise Analysis  
 Organizational Behavior  
 Creating and Leading New Ventures  
 Real Estate Venturing

# RESEARCH AND CREATIVE ACTIVITY

## REFEREED JOURNAL ARTICLES

- Luthans, F., Welsh, D.H.B., & Taylor, L. (1988, June). A descriptive model of managerial effectiveness. *Group & Organization Studies*, 13(2), 148-162.
- Welsh, D.H.B. (1990, Spring). Quality performance in our world: What fast service should really mean. *Florida International University Hospitality Review*, 8(1), 41-46.
- Welsh, D.H.B., Bernstein, D.J., & Luthans, F. (1992). Application of the Premack Principle of reinforcement to the quality performance of service employees. *Journal of Organizational Behavior Management*, 13(1), 9-32.
- Welsh, D.H.B., & Swerdlow, S. (1992, December). Hospitality Russian style: Nine communication challenges. *Cornell Hotel and Restaurant Administration Quarterly*, 33(6), 64-72.
- Welsh, D.H.B., Luthans, F., & Sommer, S.M. (1993, February). Managing Russian factory workers: The impact of U.S.-based behavioral and participative techniques. *Academy of Management Journal*, 36(1), 58-79.
- Welsh, D.H.B., Luthans, F., & Sommer, S.M. (1993). Organizational behavior modification goes to Russia: Replicating an experimental analysis across cultures and tasks. *Journal of Organizational Behavior Management*, 13(2), 15-35.
- Welsh, D.H.B., Sommer, S.M., & Birch, N. (1993). Changing performance among Russian retail workers: Effectively transferring American management techniques. *Journal of Organizational Change Management*, 6(2), 34-50.
- Luthans, F., Welsh, D.H.B., & Rosenkrantz, S.A. (1993). What do Russian managers really do? An observational study with comparisons to U.S. managers. *Journal of International Business Studies*, 24(4), 741-761.
- Pooley, J., & Welsh, D.H.B. (1994). A comparison of Russian and American factory quality practices. *Quality Management Journal*, 1(2), 57-70.
- Kaufmann, P.J., Welsh, D.H.B., Robicheaux, R.A., & Bushmarin, N. (1994). Locus of control and its impact on Russian entrepreneurship. *The Sociological Studies*, (Russia).
- Kaufmann, P.J., Welsh, D.H.B., Robicheaux, R.A., & Bushmarin, N. (1994). *Internal-external control with Russian students: Perceptions of personal control among future Russian business leaders*. Tver, Russia: Tver State University Press.
- Welsh, D.H.B. (1994). Cross-cultural management: A personal view. *Cross Cultural Management: An International Journal*, 1(2), 10.
- Pooley, J., & Welsh, D.H.B. (1994). A comparison of Russian and American factory quality practices. *Quality Management Journal*, 1(2), 57-70.
- Kaufmann, P.J., Welsh, D.H.B., & Bushmarin, N. (1995, Fall). Locus of control and entrepreneurship in the Russian Republic. *Entrepreneurship Theory and Practice*, 20(1), 43-56.

- Welsh, D.H.B., Raven, R., & Al-Bisher, F. (1996). The case of the elegant shoplifter, Shuwaikh, Kuwait. *Franchising Research: An International Journal*, 1(3), 43-45.
- Welsh, D.H.B., & Birch, N.J. (1997). The ethical orientation of U.S. small business decision makers: A preliminary study. *Journal of Small Business Strategy*, 8(2), 41-51.
- Raven, P., Welsh, D.H.B., & Al-Mutair, N. (1998). Starbucks International enters Kuwait. *Journal of Consumer Marketing*, 15(2), 191-197.
- Falbe, C.M., & Welsh, D.H.B. (1998). NAFTA and franchising: A comparison of the situational factors affecting perceptions of business success in Canada, Mexico, and the United States. *Journal of Business Venturing*, 13(2), 151-171.
- Johnson, J.A., & Welsh, D.H.B. (1999). Reinforcement of core values: A case study at a medium-sized electronics manufacturing plant. *Work Study*, 48(1), 21-24.
- Sommer, S.M., Welsh, D.H.B., & Gubman, B.L. (2000). The ethical orientation of entrepreneurial Russian managers. *Applied Psychology: An International Review*, 49(4), 688-708.
- Welsh, D.H.B., Finn, L., Miller, M., Lunden, E., Beckham, M., Takahashi, S., & Hansen, J. (students). (2000). Café Americana. *Journal of Entrepreneurship Education*, 3, 94-105.
- Alon, I., & Welsh, D.H.B. (2002, July). Global franchising in emerging and transitioning economies. *International Journal of Business and Economics*, 2(1), 332-343.
- Welsh, D.H.B., Goffinet, R., Smith, G.E., & Wang, K. (students). (2002). Family-owned Avantor Technology experiences growing pains: Walking the tightrope. *Journal of Entrepreneurship Education*, 5, 91-103.
- Raven, P.V., & Welsh, D.H.B. (2004). An exploratory study of influences on retail service quality: A focus on Kuwait and Lebanon. *Journal of Services Marketing*, 18(3), 198-214.
- Welsh, D.H.B., & Raven, P. (2004). An exploratory study of SME management in the Middle East. *International Journal of Entrepreneurship & Small Business*, 1(1/2), 121-135.
- Welsh, D.H.B., Alon, I., & Falbe, C.M. (2006, January). An examination of international retail franchising in emerging markets. *Journal of Small Business Management*, 44(1), 130-149.
- Munoz, J.M., & Welsh, D.H.B. (2006, March). Outsourcing in the IT industry: The case of the Philippines. *International Entrepreneurship & Management Journal*, 2(1), 111-123.
- Welsh, D.H.B., & Raven, P.V. (2006, March). Family business in the Middle East: An exploratory study of retail management in Kuwait and Lebanon. *Family Business Review*, 19(1), 29-48.
- Munoz, J.M., Raven, P., & Welsh, D.H.B. (2006, June). An exploratory study of retail service quality expectations and perceptions among Philippine small/medium enterprises. *Journal of Developmental Entrepreneurship*, 11(2), 145-156.
- Welsh, D.H.B., & Dragusin, M. (2006, June). Women-entrepreneurs: A dynamic force of the small business sector. *Amfiteatru Economic*, 20, 60-68.

- DiPietro, R.B., Welsh, D.H.B., Raven, P.V., & Severt, D. (2007). A measure of hope in franchise systems: Assessing franchisees, top executives, and franchisors. *Journal of Leadership and Organizational Studies*, 13(3), 59-66.
- Campbell, N.D., Heriot, K.C., & Welsh, D.H.B. (2007). The black box: Unraveling family business succession. *New England Journal of Entrepreneurship*, 10(2), 9-14.
- DiPietro, R.B., Severt, D., Welsh, D.H.B., & Raven, P.V. (2008). Franchisee leadership traits v manager leadership traits: An exploratory study comparing hope, leadership, commitment, and service quality delivery. *International Entrepreneurship and Management Journal*, 4(1), 63-78.
- Simon, G.L., & Welsh, D.H.B. (2010). International professional service firms: How do they affect government policy? *The Services Industries Journal*, 30(1), in press.

### **BOOKS, CHAPTERS, AND CASES**

- Welsh, D.H.B. (1991). The early days of perestroika: First-hand impressions. In R.M. Hodgetts & F. Luthans, *International management* (pp. 435-438). New York: McGraw-Hill.
- Eager, W., & Welsh, D.H.B. (1994). The new guy. In G.E. Stevens (Ed.), *Cases and exercises in human resource management* (6th ed., pp. 331-332). New York: Irwin.
- Welsh, D.H.B., & Al-Fahim, I. (1997). Shopping for sunglasses at the Burjuman Center: The case of the shady buyer. In R. Hisrich, P. McDougall & B. Oviatt (Eds.), *Cases in international entrepreneurship* (pp. 271-272). New York: Irwin.
- Welsh, D.H.B., & Al-Fahim, I. (1997). The hit and run expatriate employees. In R. Hisrich, P. McDougall, & B. Oviatt (Eds.), *Cases in international entrepreneurship* (p. 330). New York: Irwin.
- Welsh, D.H.B., & Alon, I. (Eds.). (2001). *International franchising in emerging markets: Central and Eastern Europe and South America*. Riverwoods, IL: CCH, Inc.
- Alon, I., & Welsh, D.H.B. (Eds.). (2001). *International franchising in emerging markets: China, India, and other Asian countries*. Riverwoods, IL: CCH, Inc.
- Swerdlow, S., Roehl, W.S., & Welsh, D.H.B. (2001). Hospitality franchising in Russia for the 21<sup>st</sup> Century: Issues, strategies, and challenges. In D.H.B. Welsh & I. Alon (Eds.), *International franchising in emerging markets: Central and Eastern Europe and South America* (pp. 149-170). Riverwoods, IL: CCH, Inc.
- Welsh, D.H.B., & Alon, I. (2001). Introduction: A look at international franchising in emerging markets. In D.H.B. Welsh & I. Alon (Eds.), *International franchising in emerging markets: Central and Eastern Europe and South America* (pp. 33-41). Riverwoods, IL: CCH, Inc.
- Falbe, C.M., & Welsh, D.H.B. (2001). NAFTA and franchising: A comparison of franchisor perceptions of characteristics associated with franchisee success and failure in Canada, Mexico and the United States. In D.H.B. Welsh & I. Alon (Eds.), *International franchising in emerging markets: Central and Eastern Europe and South America* (pp.233-259). Riverwoods, IL: CCH, Inc.

- Welsh, D.H.B. (2001). NAFTA and franchising: A post-script. In D.H.B. Welsh & I. Alon (Eds.), *International franchising in emerging markets: Central and Eastern Europe and South America* (pp. 260-264). Riverwoods, IL: CCH, Inc.
- Alon, I., & Welsh, D.H.B. (2001). Final reflections on international franchising in emerging markets. In D.H.B. Welsh & I. Alon (Eds.), *International franchising in emerging markets: Central and Eastern Europe and South America* (pp. 307-315). Riverwoods, IL: CCH, Inc.
- Raven, P., Welsh, D.H.B., & Al-Mutair, N. (2001). Starbucks international coffee enters Kuwait: Gateway to the Persian Gulf. In I. Alon & D.H.B. Welsh (Eds.), *International Franchising in emerging Markets: China, India, and other Asian countries* (pp. 229-241). Riverwoods, IL: CCH, Inc.
- Welsh, D.H.B., Raven, P., & Al-Bisher, F. (2001). Franchise relations in the Gulf Region: The case of the elegant shoplifter. In I. Alon & D.H.B. Welsh (Eds.), *International franchising in emerging markets: China, India, and other Asian countries* (pp. 243-251). Riverwoods, IL: CCH, Inc.
- Welsh, D.H.B. (2002). Growing pains at Lifecycle Strategies. In *Fast Trac: Planning and growing a business venture field guide and instructor's manual* (pp. 325a-325e). Kansas City, MO: The Kauffman Foundation.
- Welsh, D.H.B. (2002). Dr. Shingle: A roofer's dream. In *Fast Trac: Planning and growing a business venture field guide and instructor's manual* (pp.192a-192e). Kansas City, MO: The Kauffman Foundation.
- Welsh, D.H.B., & Alon, I. (Eds.). (2002). *International franchising in industrialized markets: North America, the Pacific Rim, and other countries*. Riverwoods, IL: CCH, Inc.
- Alon, I., & Welsh, D.H.B. (Eds.). (2003). *International franchising in industrialized markets: Western and Northern Europe*. Riverwoods, IL: CCH, Inc.
- Welsh, D.H.B., & Alon, I. (2002). Introduction: A look at international franchising in industrialized markets. In D.H.B. Welsh & I. Alon (Eds.), *International franchising in industrialized markets: North America, the Pacific Rim, and other countries* (pp. 35-45). Riverwoods, IL: CCH, Inc.
- Welsh, D.H.B. (2002). Franchising: A 21<sup>st</sup> century perspective. In D.H.B. Welsh & I. Alon (Eds.), *International franchising in industrialized markets: North America, the Pacific Rim, and other countries* (pp. 47-63). Riverwoods, IL: CCH, Inc.
- Welsh, D.H.B. (2002). Final reflections on international franchising in industrialized markets. In D.H.B. Welsh & I. Alon (Eds.), *International franchising in industrialized markets: North America, the Pacific Rim, and other countries* (pp. 363-366). Riverwoods, IL: CCH, Inc.
- Alon, I., & Welsh, D.H.B. (2003). International franchising in Western and Northern Europe. In J. Biberman & A. Alkhafaji (Eds.), *Business research yearbook: Global business perspectives* (pp. 247-251).
- Alon, I., & Welsh, D.H.B. (2003). Introducing international franchising in Europe. In I. Alon & D.H.B. Welsh (Eds.), *International franchising in industrialized markets: Western and Northern Europe* (pp. 43-53). Riverwoods, IL: CCH, Inc.

- Welsh, D.H.B., & Alon, I. (2004). The internationalization of franchising systems into industrialized economies. In L.P. Dana (Ed.), *The handbook of international entrepreneurship* (pp. 655-666). Cheltenham, England: Edward Elgar Publishing, Inc.
- Welsh, D.H.B., & Alon, I. (2004). The internationalization of franchising systems into emerging and transitional economies. In L.P. Dana (Ed.), *The handbook of international entrepreneurship* (pp.677-687). Cheltenham, England: Edward Elgar Publishing, Inc.
- Welsh, D.H.B. (2004). Franchising: A 21<sup>st</sup> century perspective. In E. Flohr (Ed.), *Master franchise contract*. Munich, Germany: Beck Publishing.
- Welsh, D.H.B. (2006). The Middle East is synonymous to family business. In V. Gupta, N. Levenburg, L. Moore, J. Motwani, & T. Schwarz (Eds.), *Family business models in the Middle East, The compendium on family business models around the world*. Hyderabad, India: ICFAI University Press.
- Welsh, D.H.B., & Pendleton, Y. (2006). Direct selling worldwide: The Mary Kay Cosmetics story. *International Journal of Family Business*, 3(1), 61-68.
- Welsh, D.H.B., Raven, P.V., & Al-Bisher, F. (2006). The case of the elegant shoplifter, Shuwaikh, Kuwait. *International Journal of Family Business*, 3(1), 79-80.
- Welsh, D.H.B., & Al-Fahim, I. (2006). Shopping for sunglasses at the Burjaman Center: The case of the shady Buyer. *International Journal of Family Business*, 3(1), 98-99.
- Welsh, D.H.B., & Rawlings, D. (2007). Owens sawmill: A family business facing a social responsibility dilemma. *New England Journal of Entrepreneurship*, 9(1), 1-2.
- Welsh, D.H.B. (2007). Editorial. *International Journal Entrepreneurial and Small Business*, 4(1), 1-3.
- Welsh, D.H.B. (2007, December). Editorial. *International Entrepreneurship & Management Journal*, 3(4), 349-353.
- Welsh, D.H.B., & Pendleton, Y. (2007). Direct selling worldwide: The Mary Kay Cosmetics story. *Advances in entrepreneurship education: International entrepreneurship*. Greenwich, CT: Information Age Publishing (in press).
- Welsh, D.H.B. (2008). International franchising and other forms of entrepreneurship. *Advances in entrepreneurship education: International entrepreneurship*. Greenwich, CT: Information Age Publishing (in press).
- Welsh, D.H.B., & Al-Bahar, A. (2007). Al-Bahar & Jacorossi Engineering & Contracting: A study of the effect of Kuwaiti and Italian culture on human resource management after the Iraqi invasion. *International Journal of Family Business*, (in press).
- Welsh, D.H.B., & Al-Boluhad, M. (2007). Badriya's short career in Saudi Arabia. *International Journal of Family Business*, (in press).
- Welsh, D.H.B., & Al-Fahim, I. (2007). The hit and run expatriate employees. *International Journal of Family Business*, (in press).

## ADDITIONAL PUBLICATIONS

- Luthans, F., Hodgetts, R.M., & Welsh, D.H.B. (1989). *Business*. New York: Dryden. Completed eight chapters of teachers' manual.
- McGinty, R.L., Welsh, D.H.B., & Birch, N. (1990, April). The catch-22 of the privacy issue. *The Personnel News*, 11, 14.
- Welsh, D.H.B. (1991, November 22). Franchising in the Eastern bloc. *Continental Franchising Review*, 21(27), 3.
- Mainiero, L.A. (1993, August). Participation? Nyet; Rewards and praise? Da! *Academy of Management Executive*, 7 (3), 86-88. (A research translation of Welsh, D.H.B., Luthans, F., & Sommer, S.M. (1993). Managing Russian factory workers: The impact of U.S.-based behavioral and participative techniques. *Academy of Management Journal*, 36(1), 58-79). (Invited).
- Welsh, D.H.B., & Falbe, C.M. (1994, Nov. /Dec.). Children's services top franchise growth charts. *Franchising World*, 26(6), 28-30.
- Welsh, D.H.B., & Johnson, D. (1997). *SBIDA fundraising guide*. Denton, TX: Small Business Institute Directors' Assn.
- Welsh, D.H.B. (2001, May/June). Emerging markets: Defining global opportunities. L. Fenwick (Ed.), *Franchising World*, 33(4), 54-55. (Invited).
- Welsh, D.H.B. (2001). Preface: A look at international franchising. *International Franchise 100*, 23(4), 1. Washington, DC: U.S. Dept. of Commerce. (Invited).
- Welsh, D.H.B. (2001, August). Review of the book, *Organization and management in the embrace of government*. *Academy of Management Executive*, 15(3), 145-146. (Invited).
- Carr, J.S., Neubaum, D.O., Reed, T., Welsh, D.H.B., & Zahra, S.A. (2007, February). *Report to the Academy professional division review committee: Five year review of the Entrepreneurship Division of the Academy of Management*. New York: Pace University, Academy of Management Headquarters.
- Welsh, D.H.B., & Shalek, T.J. (2008, January). Family business transition. *Bay Area Business Magazine*, 1(10), p. 56-57.
- Welsh, D.H.B. (2008, March 24). Supporting art is supporting our economy. Creative Tampa Bay.com newsletter, p. 4 (CreativeTampaBay.com)

## PRESENTATIONS AND PROCEEDINGS

- Luthans, F., & Welsh, D.H.B. (1986, November). What "effective" managers really do. *Proceedings of the 17<sup>th</sup> Annual Meeting of the National Decision Sciences Institute*, Honolulu, HI.
- Welsh, D.H.B., & Whitney, J. (1989). Social information processing approach and climate: Toward improving sales force work life. *Proceedings of the 3rd Annual Quality-of-Life/Marketing Conference*, Blacksburg, VA.

- Welsh, D.H.B. (1989, March). Compulsory unionism versus voluntary unionism: A review of the "Right-to-Work" laws. *Proceedings of the Midwest Business Administration Association*, Chicago, IL.
- Welsh, D.H.B., McGinty, R., & Birch, N. (1989). Information systems: Are they a catch-22? *Proceedings of the Mountain Plains Management Conference*, Pueblo, CO.
- Welsh, D.H.B., & Bernstein, D.J. (1989). The exploding service sector: Meeting the challenge through behavior management training. *Proceedings of the 20th Annual Meeting of the National Decision Science Institute*, New Orleans, LA.
- Welsh, D.H.B. (1990, February). Franchising in the service sector: An examination of the fast food industry and its part-time workforce. *Proceedings of the International Society of Franchising*, Scottsdale, AZ.
- Swerdlow, S., & Welsh, D.H.B. (1990). The role of technical communications in private enterprises in the U.S.S.R.: A preview of a survey of Soviet business students. *Proceedings of the International Professional Communication Conference*, London, England.
- Welsh, D.H.B., Luthans, F., & Finke, R.A. (1990). Perestroika, glasnost, and uskorenje: Implications for management in the Soviet Union. *Proceedings of the Pan-Pacific Conference VII*, Seoul, Korea.
- Pooley, J., & Welsh, D.H.B. (1990). U.S. and U.S.S.R. production workers' perceptions of product quality: An exploratory study. *Proceedings of the Production and Operation Management Society*, Washington, DC.
- Welsh, D.H.B., & Cummings, L.L. (1991, February). Applying computer technology for the 1990's and beyond. *Proceedings of the Annual Small Business Institute Directors' Association*, Orlando, FL.
- Welsh, D.H.B., & Swerdlow, S. (1991, February). Opportunities and challenges for franchising in the U.S.S.R.: Preliminary results of a survey of Soviet university students. *Proceedings of the International Society of Franchising*, Miami Beach, FL.
- Swerdlow, S., & Welsh, D.H.B. (1991). Blending cultures and attitudes for successful meetings in the U.S.S.R.: Assessing the opinions of Soviet university students toward Western businesses. *Proceedings of the Convention/Expo Summit II*, Las Vegas, NV.
- Welsh, D.H.B., & Luthans, F. (1991). The challenges facing management in the Soviet Union. *Proceedings of the Pan-Pacific Conference VII*, Kuala Lumpur, Malaysia.
- Luthans, F., Rosenkrantz, S., & Welsh, D.H.B. (1991, November). An analysis of the activities of successful managers in the Soviet Union: An observational study. *Proceedings of the National Decision Sciences Institute*, Miami Beach, FL. (Nominated for outstanding paper).
- Birch, N., Welsh, D.H.B., & Luthans, F. (1991). Contingent reinforcement in the U.S.S.R.: An empirical study of salespersons' performance behavior. *Proceedings of the National Decision Sciences Institute*, Miami Beach, FL.
- Welsh, D.H.B., & Swerdlow, S. (1992). Opportunities and challenges for convention planners in the U.S.S.R.: A statistical analysis of the opinions of Soviet university students. *Proceedings of the Convention/Expo Summit III*, Las Vegas, NV.

- Swerdlow, S., & Welsh, D.H.B. (1992, February). The future of franchising in the U.S.S.R.: A statistical analysis of the opinions of Soviet university students. *Proceedings of the International Society of Franchising*, Palm Springs, CA.
- McGinty, R., Wainwright, N., Eager, W., Birch, N., & Welsh, D.H.B. (1992). Legal rights and responsibilities of employee information systems. *Proceedings of the Midwest Business Administration Association*, Chicago, IL.
- Welsh, D.H.B., & Eager, W. (1992, April). The Christmas club. Case presented at the Western Case writers' Workshop, Western Academy of Management Conference, Spokane, WA.
- Luthans, F., Rosenkrantz, S.A., & Welsh, D.H.B. (1992, August). An empirical analysis of the activities of effective Russian manufacturing managers. *Best Papers Proceedings of the Academy of Management*, Las Vegas, NV. (One of four best papers in the International Division).
- Welsh, D.H.B., & Eager, W. (1992, June). Collage building: A tool to examine gender differences in experiences of stress. Paper presented at the Organizational Behavior Teaching Conference, Calgary, Alberta, Canada.
- Eager, W., & Welsh, D.H.B. (1992, August). The new guy. *Proceedings of the Association of Management*, Las Vegas, NV.
- Welsh, D.H.B., Kaufmann, P.J., & Robicheaux, R. (1992, November). An analysis of the entrepreneurial spirit in the Russian Republic: A survey of university students. *Proceedings of the National Decision Sciences Institute*, San Francisco, CA.
- Welsh, D.H.B., & Eager, W. (1992). The \$800 truck. *Proceedings of the North American Case Research Association*, 6, p. 44, New Orleans, LA.
- Welsh, D.H.B., & Swerdlow, S. (1993, February). A cross-cultural study of American and Russian hotel employees: A preliminary review and its implications for franchisors. *Proceedings of the International Society of Franchising*, San Francisco, CA.
- Welsh, D.H.B. (Chair). (1993, February). Journal editors on publication of franchising articles. Panel held at the International Society of Franchising, San Francisco, CA.
- Swerdlow, S., & Welsh, D.H.B. (1993, June). Franchising and small business in the Commonwealth of Independent States: An enticing look at the hospitality industry. *Proceedings of the International Council for Small Business*, Las Vegas, NV.
- Welsh, D.H.B., & Falbe, C. (1994, February). An exploratory examination of child care, child development, and child products: Implications for franchising. *Proceedings of the International Society of Franchising*, Las Vegas, NV.
- Welsh, D.H.B., & Falbe, C. (1994, February). Toward a comprehensive franchising database. Symposium presentation at the International Society of Franchising, Las Vegas, NV.
- Modaries, M., Welsh, D.H.B., & Birch, N. (1994, March). Organizational size-measure interchangeability: A longitudinal study. *Proceedings of the Southwest Academy of Management*, Dallas, TX.

- Welsh, D.H.B., & Swerdlow, S. (1993, February). A cross-cultural study of American and Russian hotel employees: A preliminary review and its implications for franchisors. *Proceedings of the International Society of Franchising*, San Francisco, CA.
- Welsh, D.H.B., & Eager, W. (1995, May). Using collage building as a collaborative learning tool in a business management course. Paper presented at the Sixth Annual Higher Education Assessment Conference, Spokane, WA.
- Welsh, D.H.B. (1995, August). New directions in family business research: Ethics of family business decision makers. Symposium conducted at the Academy of Management, Vancouver, BC, Canada.
- Sommer, S.M., Welsh, D.H.B., & Gubman, B.L. (1995, August). The ethical orientation of entrepreneurial Russian managers. Paper presented at the Society for Business Ethics, Vancouver, BC, Canada.
- Falbe, C.M., Welsh, D.H.B., Gendreau, J., Marshall, K., & Margiano, R.J. (1996, February). Transferring research findings from franchise studies to franchising practice: Meeting multiple objectives. Symposium conducted at the International Society of Franchising, Honolulu, HI.
- Swerdlow, S., Cummings, W., Welsh, D.H.B., & Bushmarin, N. (1996, February). Job satisfaction, organizational commitment, and career stage: The current state of employee attitudes in the Russian lodging industry, and their implications for franchise operators. *Proceedings of the International Society of Franchising*, Honolulu, HI.
- Hoy, F., Shane, S., Fladmoe-Lindquist, K., & Welsh, D.H.B. (1996, March). Conducting international franchising research with the classroom in mind. Paper presented at the Babson College Kauffman Foundation Entrepreneurship Research Conference, Seattle, WA.
- Raven, P., Welsh, D.H.B., & Al-Mutair, N. (1997, February). Starbucks enters Kuwait. *Proceedings of the Small Business Institute Directors' Association (SBIDA)*, Orlando, FL.
- Swerdlow, S., Cummings, W.T., Welsh, D.H.B., & Bushmarin, N. (1997, February). Franchising in the West meets the East: A discriminant analysis approach to understanding job satisfaction and organizational commitment between U.S. and Russian lodging employees. *Proceedings of the International Society of Franchising*, Orlando, FL.
- Welsh, D.H.B., Carter, P., Burzynski, L. (1997, Sept.). Improve franchise relations: Focus on using the internet. Symposium presented at The American Franchise Exhibition, Long Beach, CA.
- Welsh, D.H.B., Echarri, A., Purdy, D., Stanworth, J., Stern, P., & Wessels, A. (1998, March). Europe without frontiers? Franchise effectiveness in a changing market: Research opportunities. Symposium conducted at the International Society of Franchising, Las Vegas, NV.
- Falbe, C., & Welsh, D.H.B. (1998, August). Bridging the academic-to-practice gap: Careers and processes insuring that research makes a practical difference. Presented in a Showcase Symposium at the Academy of Management Meeting with L. Larwood, A. Delbecq, T.A. Wright, and J.W. Weiss, San Diego, CA.
- Roel, W.S., Swerdlow, S., & Welsh, D.H.B. (1999, March). Organizational commitment, job satisfaction, training, and other important factors in the success of managing a franchise operation in Russia: A research agenda

- for the future. *Proceedings of the International Society of Franchising*, Miami, FL.
- Welsh, D.H.B., Finn, L., Miller, M., Lunden, E., Beckham, M., Takahashi, S., & Hanson, J. (1999, May). Café Americana. *Proceedings of the Small Business Institute Directors' Assn., Region X Conference*, Tri-Cities, WA.
- Welsh, D.H.B. (1999, August). Using PR in furthering your academic career. Presented to the Entrepreneurship Division New Faculty Consortium, Academy of Management, Chicago, IL.
- Welsh, D.H.B. (1999, August). Entrepreneurship on the fringe of the definition: Franchising, co-ops, LMNs, and non-profits. Presented in a Joint Symposium at the Academy of Management Meeting with N.F. Krueger, F. Hoy, H. Domincone, and M. Wortman, Chicago, IL.
- Welsh, D.H.B. (Chair), Dahman, R.W., Falbe, C.M., Hoy, F., & Morgan, K.B. (2000, February). Realistic, practical franchise research for the next millennium. Symposium presented at the International Society of Franchising, San Diego, CA.
- Majure, L.F., Welsh, D.H.B., Boyd, J., Woodbury, D., & Taylor, S. (2001, February). Experiential learning options for entrepreneurship educators. Symposium conducted at the U.S. Association for Small Business & Entrepreneurship/Small Business Institute (USASBE/SBIDA) Conference, Orlando, FL. Best Workshop Award.
- Welsh, D.H.B., & Ilan, A. (2001, February). International franchising in emerging markets: A review and summary. *Proceedings of the International Society of Franchising*, Las Vegas, NV.
- Welsh, D.H.B., Adler, M.F., Falbe, C.M., Gardner, R.O., & Rennick, L.A. (2001, February). Multiple uses of the internet in franchising. Symposium conducted at the International Society of Franchising, Las Vegas, NV.
- Welsh, D.H.B., Goffinet, R., Smith, G.E., & Wang, K. (students). (2001, April). Family-owned Avantor Technology Company experiences growing pains: Walking the tightrope. Paper presented at the Case Colloquium Workshop at the Midwest Academy of Management, Toledo, OH.
- Welsh, D.H.B., & Konz, G.P. (2001, July). The mission of entrepreneurship centers and Jesuit business education. Paper presented at the 4<sup>th</sup> Annual Conference of the Colleagues in Jesuit Business Education, Santa Clara, CA.
- Welsh, D.H.B. (2001, July). Emerging markets for franchising: A look at Central and Eastern Europe for the 21<sup>st</sup> Century and beyond. In B. Grbac & J. Martin (Eds.), *Developing market based resource strategies for South East Europe* (pp. 33-41). Rijeka, Croatia: University of Rijeka.
- Welsh, D.H.B., & Konz, G.N.P., & Jackson, J.J. (2001, August). Mission statements: The spiritual expression of an entrepreneurship center's relationship to its governing institution. Workshop presented at the Entrepreneurship Division of the Academy of Management, Washington, DC.
- Alon, A., & Welsh, D.H.B. (2002, October). Global franchising in emerging and transitioning economies. *Proceedings of the Association of Management Conference*, Quebec, 20(4), 463-476.
- Welsh, D.H.B. (2001, October). Entrepreneurship and franchising in the United States. Paper presented at the German Franchise Day, German Franchise Institute and German Franchise Association, Hamburg, Germany.

- Welsh, D.H.B. (2001, October). Franchising in the States-how it works. Paper presented at the 12<sup>th</sup> International Franchise Exhibition, German Franchise Association, Hamburg, Germany.
- Welsh, D.H.B. (2001, October). Franchising in Eastern and Central Europe-take the chances. Paper presented at the 12<sup>th</sup> Int'l Franchise Exhibition, German Franchise Association, Hamburg, Germany.
- Boyd, J., Taylor, S., Welsh, D.H.B., & Woodbury, D. (2002, January). Fostering the ventures of minority and women entrepreneurs via university interventions. Workshop presented at the U.S. Association for Small Business & Entrepreneurship (USASBE) Conference, Reno, NV.
- Alon, I., & Welsh, D.H.B. (2002, February). Global franchising in emerging and transitioning economies. *Proceedings of the International Society of Franchising*, Orlando, FL.
- Welsh, D.H.B., & Alon, I. (2002, June). Franchising around the globe. *Proceedings of the 47<sup>th</sup> Int'l Council for Small Business World Conference (ICSB)*, San Juan, Puerto Rico.
- Alon, I., & Welsh, D.H.B. (2002, July). Global franchising in emerging and transitioning economies. Paper presented at the Global Conference on Business and Management, Paris, France.
- Welsh, D.H.B. (2002, November). Faculty advisor-chapter development panel. Panel presentation at the Collegiate Entrepreneurs' Organization, Washington, DC.
- Welsh, D.H.B. (Chair), Hills, G., & Burton, M. (2003, January). Starting and advising entrepreneurial student organizations-SIFE and CEO. Pre-conference workshop presented at the U.S. Association for Small Business & Entrepreneurship (USASBE) Conference, Hilton Head, SC.
- Callahan, M.W., Gough, C., Welsh, D.H.B., and Carraher, S. (2003, January). Coleman outreach: USASBE networking and alliances. Symposium presented at the U.S. Association for Small Business & Entrepreneurship (USASBE) Conference, Hilton Head, SC.
- Raven, P.R., & Welsh, D.H.B. (2003, January). Influences on retail service quality in the Gulf region: Lessons for entrepreneurs. *Proceedings of the U.S. Association for Small Business & Entrepreneurship (USASBE)*, Hilton Head, SC.
- Alon, I., & Welsh, D.H.B. (2003, April). International franchising in Western and Northern Europe. *Proceedings of the International Academy of Business Disciplines (IABD)*, Orlando, FL.
- Falbe, C.M., & Welsh, D.H.B. (2003, April). Franchising in the US and Canada. Paper presented at the Canada-United State Business Conference, Indiana University, Bloomington, IN. (Invited).
- Welsh, D.H.B., & Alon, I. (2003, June). Franchising networks in selected developed economies-A look at Canada, the United States, the Pacific Rim, and Other Countries. *Proceedings of the International Conference on Economics and Management of Networks, Special Topic: Franchising Networks*, Vienna, Austria.
- Welsh, D.H.B., Vonderbrink, E., & Swangard, R. (2003, October). Taking your center to the next level. Workshop presented at the National Consortium of Entrepreneurship Center Directors Conference, Texas Christian University, Ft. Worth, TX. (Invited).

- Welsh, D.H.B., & Reid, J. (2003, October). Entrepreneur student organizations. Workshop presented at the National Consortium of Entrepreneurship Center Directors Conference, Texas Christian University, Ft. Worth, TX. (Invited).
- Welsh, D.H.B., Alpi, S., & Eyles, J. (2003, November). Campus e-fusion: Bringing entrepreneurship across campus. Workshop presented at the Collegiate Entrepreneur Organization (CEO), Chicago, IL. (Invited).
- Welsh, D.H.B., & Alon, I. (2004, January). Franchising around the world in developed economies: A historical perspective. *Proceedings of the U.S. Assn. for Small Business & Entrepreneurship (USASBE)*, Dallas, TX.
- D'Intino, R., Krueger, N., & Welsh, D.H.B. (2004, January). Teaching social entrepreneurship in university business schools. Workshop presented at U.S. Association for Small Business & Entrepreneurship/Small Business Institute (USASBE/SBI) Conference, Dallas, TX.
- Krueger, N.F., Doshi, A.K., Welsh, D.H.B., Mair, J., & D'Intino, R.S. (2004, August). Teaching social entrepreneurship: Delivery system for dreams? Professional Development Workshop at the Academy of Management, New Orleans, LA.
- Hoy, F., & Welsh, D.H.B. (2005, January). Building effective USASBE leaders: Training for those interested in becoming future officers. Workshop presented at U.S. Association for Small Business & Entrepreneurship/Small Business Institute (USASBE/SBI) Conference, Indian Wells, CA.
- D'Intino, R.S., Krueger, N.F., Welsh, D.H.B., & Dey, D.L. (2005, January). Social entrepreneurship, where do we go from here? Workshop presented at the U.S. Association for Small Business & Entrepreneurship/Small Business Institute (USASBE/SBI) Conference, Indian Wells, CA.
- DiPietro, R.B., Severt, D., & Welsh, D.H.B. (2005, January). Self-assessed leadership traits of franchisees vs. managers: Is there hope? *Proceedings of the U.S. Association for Small Business & Entrepreneurship (USASBE)*, Indian Wells, CA.
- Carraher, S.M., Van Auken, H., Welsh, D.H.B., Sullivan, S., & Crocitto, M. (2005, January). Entrepreneurship and international support: Multiple perspectives. Workshop presented at the U.S. Association for Small Business & Entrepreneurship/Small Business Institute (USASBE/SBI) Conference, Indian Wells, CA.
- Munoz, J.M., Raven, P.V., & Welsh, D.H.B. (2005, January). An exploratory study of retail service management in the Philippines. *Proceedings of the U.S. Association for Small Business & Entrepreneurship (USASBE)*, Indian Wells, CA.
- D'Intino, R.S., Krueger, N., Welsh, D.H.B., Mair, J., Dey, D.L., & Drayton, W. (2005, June). Constructing a broad definition and domain for social entrepreneurship research, teaching, and community outreach. Workshop presented at the International Council for Small Business (ICSB) Conference, Washington, DC.
- Ayers, L., Hornsby, J., Matthews, C., & Welsh, D.H.B. (2005, June). Spreading the good news: Marketing entrepreneurship programs. Workshop presented at the International Council for Small Business (ICSB) Conference, Washington, DC.
- Welsh, D.H.B., & Pendleton, Y. (2005, June). Direct Selling Worldwide: The Mary Kay Cosmetics Story. *Proceedings of the International Council for Small Business (ICSB)*, Washington, DC.

- Munoz, J. M., & Welsh, D.H.B. (2006, January). International IT outsourcing: A comparison of Malaysia and the Philippines. *Proceedings of the AGBA Conference*, Kuala Lumpur, Malaysia.
- Hoy, F., Reynolds, J., Welsh, D.H.B., & Schlenrich, U. (2006, January). Interest of and opportunities for USASBE members in franchise education. Workshop presented at the U.S. Association for Small Business & Entrepreneurship/Small Business Institute (USASBE/SBI) Conference, Tucson, AZ.
- Carraher, S., Burgess, S., Weaver, M., Schoen, E., Welsh, D.H.B., McCann, J., & Banks, M. (2006, January). Dream deans: What deans can do (and not do) to help entrepreneurship education. Workshop presented at the U.S. Association for Small Business & Entrepreneurship/Small Business Institute (USASBE/SBI) Conference, Tucson, AZ.
- Dragusin, M., & Welsh, D.H.B. (2006, March). Women entrepreneurs: A dynamic force of the small business sector. *Proceedings of the International Conference on Commerce*, Academy of Economic Studies, Bucharest, Romania.
- Welsh, D.H.B., & Rawlings, D. (student). (2006, April). Owens Sawmill: A family business facing the ethical dilemmas surrounding technology improvements. Poster Presentation at the Family Enterprise Research Conference, Niagara Falls, Ontario.
- Welsh, D.H.B., Walters, M., Fiduccia, T. (student), LaCost, S. (student), Metz, B. (student), & Vera, D. (student). (2006, November). Managing change at HVS: The case of going paperless in accounting. *Proceedings of the Academy of Business Disciplines*, Ft. Meyers, FL.
- Hoy, F., Reynolds, J., Welsh, D.H.B., & Gough, C. (2007, January). Education and research opportunities For USASBE and SBI members through certified franchise executive program. Workshop presentation at the USASBE/SBI Conference, Orlando, FL.
- Clinton, S., Welsh, D.H.B., Burgess, S.M., & Taylor, S.R. (2007, January). Recovering from victory: How to start a winning SIFE team and keep it going. Workshop presentation at the USASBE/SBI Conference, Orlando, FL.
- Schulte, W., Jr., Welsh, D.H.B., Krueger, N., D'Intino, R., & Stamp, J. (2007, January). A validation of the social entrepreneurship framework: The ninth ward musicians' village. Workshop presentation at the USASBE/SBI Conference, Orlando, FL.
- Welsh, D.H.B., Glover, J., Brooks, K., Fatolitis, A., Campbell, M., & Jallo, C. (2007, January). Gen Con: Engineering a solution for turnover. *Proceedings of the USASBE/SBI Conference*, Orlando, FL.
- Welsh, D.H.B., DiPietro, R.B., Severt, D., & Raven, P.V. (2007, February). Self-assessed leadership hope level of franchise systems: Franchisees, top executives, and franchisors. *Proceedings of the International Society of Franchising*, Las Vegas, NV.
- Welsh, D.H.B., & Steiner, S.D. (2007, March). Building an understanding of the culture of the artist as innovator and entrepreneur: On campus and beyond. *Proceedings of the National Collegiate Inventors & Innovators Alliance*, Tampa, FL.
- Clarkin, J., Welsh, D.H.B., Gough, C., & Rudd, H. (2007, June). Are some locations better than others for

- franchisor development? *Proceedings of the International Council on Small Business*, Turku, Finland.
- Clarkin, J., Gough, C., Welsh, D.H.B., & Hoy, F. (2007, June). Creating a franchise training program. *Proceedings of the International Council on Small Business*, Turku, Finland.
- Welsh, D.H.B., Raven, P.V., & DiPietro, R.B. (2007, July). Franchising as a form of entrepreneurship: Hope among Franchisees, franchisors, and franchise executives. Proceedings of the IntEnt Conference, Gdansk, Poland.
- Brock, D.D., & Welsh, D.H.B. (2007, July). The state of international social entrepreneurship education. Presentation at the Skoll Colloquium on Social Entrepreneurship, University of Oxford, Oxford, England (Invited).
- Robinson, J.A., Schulte, W.D., Mair, J., Hockerts, K.N., Wade, J., Marti, I., Krueger, N.F., Welsh, D.H.B., Carsrud, A.L., D'Intino, R.S., Peredo, A.M., & Chacko, S. (2007, August). Social entrepreneurship: Advances in research and practice. Professional Development Workshop at the Academy of Management Conference, Philadelphia, PA.
- Krueger, N., Welsh, D.H.B., & Brock, D.D. (2007, Oct.). Social entrepreneurship education around the world: What have we learned so far? Presentation to the Worldwide University Network, Chicago, IL.
- Carsrud, A., Cole, P., Gunver, B., Lara, S.E.P.T., Welsh, D.H.B., & Yunis, J. (2007, Oct.). Building family business programs: Combinations & permutations. Presentation at the Family Business Research & Education Symposium, Family Firm Institute, Aventura, FL.
- Welsh, D.H.B. (2007, Oct.). The truth about franchising: An in depth look into franchising. Seminar presented at The Franchise Management Certificate Program, University of Texas at El Paso, TX.
- Welsh, D.H.B. (2007). Hot topics. Seminar presented at The Franchise Management Certificate Program, University of Texas at El Paso, TX.
- Welsh, D.H.B. (2007). Social entrepreneurship education: How and what to teach. Seminar presented to the faculty at University of Texas at El Paso, TX.
- Welsh, D.H.B., & Ostrander, B. (student). (2007, November). The hit and run nurse. Proceedings of the Academy of Business Disciplines, Ft. Myers Beach, FL.
- Kornecki, L., Raghavan, V., & Welsh, D.H.B. (2008, January). Foreign direct investment stimulates economic Growth: Empirical evidence from Central and Eastern Europe. *Proceedings of the USASBE Conference*, San Antonio, TX.
- Hoy, F., Reynolds, J., & Welsh, D.H.B. (2008, January). Franchise curriculum project: Developing proposals to become an educational affiliate. Presentation at the USASBE Conference, San Antonio, TX.
- Welsh, D.H.B., & Al-Bahar, A. (2008, February). Al-Bahar & Jacorossi Engineering & Contracting. *Proceedings of the SBI Conference*, San Diego, CA.
- Welsh, D.H.B. (2008, February). Real estate venturing program-Florida Entrepreneur & Family Business Center at The University of Tampa-outstanding specialty entrepreneurship program. *Proceedings of the SBI Conference* and Presentation at the Best Practices/Promising Practices Track, SBI Conference, San Diego,

CA.

- Welsh, D.H.B., & Raven, P.R. (2008, April). A comparison of family and non-family business franchises: Self perceptions of future hope in business development. Poster presentation at the Family Enterprise Research Conference, Milwaukee, WI.
- Welsh, D.H.B. (2008, April). Franchising and your future. Seminar Presented at the Franchising Conference, University of Texas-El Paso, TX.
- Welsh, D.H.B., & Raven, P.R. (2008, June). Hope among franchise leaders: A comparison of franchisees and franchisors. *Proceedings of the International Society of Franchising*, Saint-Malo, France.
- Kornecki, L., Raghavan, V., & Welsh, D.H.B. (2008, July). Foreign direct investment stimulates economic growth: An empirical evidence from Central and Eastern Europe. *Proceedings of the Academy of World Business Marketing and Management Development Conference*, Rio de Janeiro, Brazil.
- Welsh, D.H.B., & Raven, P.V. (2008, July). Hope among franchise leaders: Why hope has practical relevance to franchising. *Proceedings of the IntEnt Conference*, Oxford, OH.
- D'Intino, R., Schulte, W., Welsh, D.H.B., & Krueger, N. (2008, July). How can we matter in research as well as practice? Toward sustainable research in social & sustainable entrepreneurship: Social entrepreneurship research (& teaching) "in the rough." Workshop presented at the IntEnt Conference, Oxford, OH.
- Krueger, N., Welsh, D.H.B., D'Intino, R.S., Schulte, W.D., & Day, M. (2008, August). Social and sustainable entrepreneurship research "in the rough." Professional Development Workshop presented at the Academy of Management, Anaheim, CA.

### **UNPUBLISHED MANUSCRIPTS**

- Welsh, D.H.B. (1991). The effect of privatization and the future of Soviet style management.
- Eager, W., Weigand, P., & Welsh, D.H.B. (1995). Using collage building as a collaborative learning tool in a business management course.
- Welsh, D.H.B., & Turner, A. (1995). The customer is always right: The case of the melted buttons.
- Welsh, D.H.B., & Ostrander, B. (1995). Be true to yourself: The case of harassing the new hospital secretary.
- Welsh, D.H.B., & Falbe, C.M. (1998). Vision and leadership among Middle Eastern managers.
- Welsh, D.H.B., & Leseure, M. (2001). CEMEP of France: Time-based competition.

### **SUBMISSIONS**

- Welsh, D.H.B., & Sommer, S.M. (2005). The ethical orientation of Middle Eastern managers. *Entrepreneurship Theory and Practice*, to be submitted August 2007.

Welsh, D.H.B. (2005). An analysis of the mission statements of Catholic university entrepreneurship centers, to be submitted August 2007.

## GRANTS

Eastern Washington University Foundation Grant for U.S.S.R. Research, 1989-90  
Northwest Institute for Advanced Studies Grant for U.S.S.R. Incentive Research, 1990-91  
Eastern Washington University College of Business Adm. Grant, Hospital Efficiency, fall 1989/Winter 1990  
Eastern Washington University College of Business Adm. Grant, Hospital Efficiency, winter 1991  
Eastern Washington University College of Business Adm. Grant, Russian Cooperative Managers, Spring 1991  
Northwest Institute for Advanced Studies Grant, Russian Cooperatives, Fall 1991  
Eastern Washington University College of Business Adm. Grant, Russian Hotels, spring 1992  
Eastern Washington University College of Business Adm. Grant, Ethics of Russian Decision Makers, Fall 1993  
Northwest Institute for Advanced Studies Grant, U.S. and Canadian Franchising, 1994-95  
Eastern Washington University College of Business Adm. Grant, Int'l Hotel Employees, Spring 1994  
John Carroll University Graduate College Grant, Mission Statements of Entrepreneurship Centers, September 2000  
Coleman Foundation Grant, ROI in Human Capital-SIFE, February 2001  
USASBE Grant for Entrepreneurial Student Organizations' Workshop, 2002-2004  
John Carroll University, Internationalizing the Curriculum Grant, March 2002  
Coleman Foundation Grant, Soul Expressions Art Summit and Fair, March 2002  
Coleman Foundation Grant, Students in Free Enterprise Entrepreneurship Fair, October 2002  
Coleman Foundation Grant, Students in Free Enterprise Entrepreneurial Ethics Symposium, February 2003  
The University of Tampa, Dana Grant, \$1990, HOPE, Goal Setting and Vision in the Franchise Industry, June-August, 2006  
The University of Tampa, Delo Grant, \$1300, International Entrepreneurship and International Family Business Conferences, November 2006  
Liberal Arts College Grant for \$500, Entrepreneurship in the Arts Conference, The University of Tampa, April 2007  
Coleman Foundation Grant for \$5000, Entrepreneurship in the Arts Conference, The University of Tampa, April 2007  
Hillsborough County Arts Commission Grant, \$1,000, Entrepreneurship in the Arts Conference, The University of Tampa, April 2007  
Bank of America, \$6800, Entrepreneurship in the Arts Conference, April 2007  
The University of Tampa, Project EDGE & U.S. Dept. of Education Title VI B Grant, \$1000, International Entrepreneurship Conference, July 2007  
The University of Tampa, Dana Research & Teaching Innovation Grants, \$600, Spring 2007  
The University of Tampa Alumni Association Grant, Entrepreneurship in the Arts Conference 2008, \$2158  
The University of Tampa, Dana Grant, HOPE in Family Businesses, \$1990, June-August, 2007  
The University of Tampa, Delo Grant, \$1500, Social Entrepreneurship (with Susan Steiner), 2008  
The University of Tampa, Project EDGE & U.S. Dept. of Education Title VI B Grant, \$1000, Int'l Family Enterprise Research Academy Conference, June 2008

## SPONSORSHIPS

Fowler, White, Boggs, Banker, \$2000, Entrepreneur & Family Business Speaker Series, Gonzmart Family, Columbia Restaurants, Successful Transitioning of Family Businesses, October, 2006  
Akerman Senterfitt, \$3000, Entrepreneur & Family Business Speaker Series, David Dunkel, Kforce, Entrepreneurial Strategies, December, 2006  
Fifth Third Bank, \$6500, CEOs from the *Inc. 500* Speaker Series, spring 2007, 4 speakers

Hill, Ward, Henderson, \$5000, Family Business Awards, February 2007  
Tunstall Consulting, \$6500, Family Business Awards, February 2007  
Ringling College of Art & Design, \$1000, Entrepreneurship in the Arts Conference, The University of Tampa, April 2007  
Fifth Third Bank, \$10,000 (with in-kind), Inc. 500 Speaker Panel Reception, February 2008

## **SERVICE CONTRIBUTIONS**

### **ORGANIZATIONS**

Omicron Delta Kappa National Honorary Leadership Fraternity, 1977–  
University of Iowa Alumni Association, 1978–  
Psi Chi National Honorary Leadership Fraternity, 1984–  
Academy of Management, 1985– (Consortium representative, 1987; Member-At-Large, Board 1997-1999; Parliamentarian, Executive Board Member, 1999-present)  
Industrial Relations Research Association, 1986–1994  
University of Nebraska Alumni Association, 1988–  
Decision Sciences Institute, 1989–  
Small Business Institute, 1990–1991, 1994–  
National Organization of Women, 1990–1996  
American Association of University Professors, 1993–1994  
Western Academy of Management, 1992–2000  
Academy of International Business, 1993–  
U.S. Association for Small Business & Entrepreneurship, 1995- (VP Women and Minority Division, 2002; VP Elect, Programs 2003; Sr. Vice President, Programs, 2003; President-Elect, 2004; President, 2005; Past President, 2006)  
International Council for Small Business, 1993- (Parliamentarian, 2005)  
National Women’s Political Caucus, 1993–1995  
National Association of Parliamentarians, 1993-  
Midwest Academy of Management, 2000-2004  
Northeast Ohio Human Resource Planning Society, 2001-2004  
Tampa Bay Association of Parliamentarians, 2005-2008  
UT Board of Fellows, 2005-2008  
Minaret Society, 2005-2008

### **EDITORIAL REVIEW BOARDS**

Editorial Advisory Board, *Cross-Cultural Management: An International Journal*, February 1994 - present  
Founder, Editor-in-Chief, *Franchising Research: An International Journal* (first journal on franchising), 1995 - 1997  
Editor, Franchise Section, *Journal of Consumer Marketing*, 1998 – 2000  
Editorial Board Member, *Journal of Small Business Management*, 1998-  
Editorial Review Board Member, *Journal of Entrepreneurship Education*, 1999-  
Editorial Review Board Member, *Journal of Leadership and Organization Studies*, 2002-  
Editorial Review Board Member, *International Journal of Entrepreneurship and Small Business*, 2004-  
Associate Editor, *Journal of Asia Entrepreneurship & Sustainability*, 2005-  
Editorial Review Board Member, *Journal of Small Business Strategy*, 2005-

Guest Editor, *International Journal of Entrepreneurial & Small Business*, 4(1), 2007  
 Guest Editor, *International Entrepreneurship & Management Journal*, 2007  
 Associate Editor, *International Indigenous Journal of Entrepreneurship, Advancement, Strategy & Education*, 2006-  
 Co-Editor, *Advances in Global Business Research*, 3(1), 2006  
 Editorial Review Board Member, *International Entrepreneurship and Management Journal*, 2006-  
 Editorial Review Board Member, *International Journal of Family Business*, 2006-  
 Consulting Editor, *Journal for International Business and Entrepreneurship Development*, 2006-  
 Editorial Review Board Member, *Southern Journal of Entrepreneurship*, 2007-  
 Editorial Board, *Journal for Global Business Advancement*, 2007-  
 Editorial Review Board Member, *Family Business Review*, 2007-  
 Reviewer, *Academy of Management Journal*, *Journal of Business Venturing*, *Academy of Management Review*, *International Journal of Organizational Analysis*, *Journal of International Management*, *The International Executive*, *Journal of International Business*, *Entrepreneurship Theory & Practice*, *Developing Market Based Resource Strategies for South East Europe*, *Academy of Management Executive*, among others

### CONFERENCES AND WORKSHOPS

Attendee, Society of Franchising Conference and International Franchising Association, Phoenix, AZ, 1989  
 National Delegate, Air Force Special Educators' Tour, San Antonio, TX, 1989  
 Attendee, Conference on Strategic Issues in Fast Service, Washington State University, 1989  
 Participant, National Organizational Behavior Teaching Conference, Bellingham, WA, 1991  
 Attendee, Eastern Washington University Faculty Development Workshops, Dr. Arthur Chickering, Curriculum Development for Active Learning, & Teaching Strategies for the Adult Learner, April 1992  
 Attendee, Eastern Washington University Perry Scheme Teaching Workshop, 1992  
 Attendee, Eastern Washington University Cooperative Education Workshop, September 1992  
 Attendee, All Students Matter Teleconference, Eastern Washington University, January 1994  
 Attendee, U.S. AID Workshops, Seattle, Spring 1994  
 Attendee, State of Washington Curriculum Planning Retreat, Spokane, spring 1994  
 Attendee, State of Washington Higher Education Assessment Conference, Seattle, May 1994  
 Attendee, National Assessment and Quality Conference, American Association of Higher Education, Washington DC, June 1994  
 Nominee, National Education Standards and Improvement Council, November 1994  
 Attendee, Title III Workshop on Internationalizing the Curriculum, September 1995  
 Attendee, Grant Proposal Writing Workshop, Eastern Washington University, Robert A. Lucas, Ph.D., April 1996  
 Fellow, Symposium for Entrepreneurship Educators, Babson College, May 1996  
 Attendee, Corbin Council Meeting, U.S. Air Force Academy, October 1997  
 Evaluator, Character Development Program, U.S. Air Force Academy, October 1997  
 Attendee, US Association for Small Business & Entrepreneurship (USASBE), January 1999  
 Attendee, Mid-Winter Meeting of the Entrepreneurship Division, Academy of Management, February 1999  
 Attendee, Accreditation Review, U.S. Air Force Academy, May 1997  
 Attendee, REFLECT Conference on Entrepreneurship, Babson College, June 1999  
 Participant, Service Learning Workshop, John Carroll University, January 2001  
 Attendee, National Consortium of Entrepreneur Centers Director's Conference, Wake Forest Univ., Oct. 2001  
 Attendee, The Grant Writing Workshop, The Grantsmanship Center, Los Angeles, CA, July 2001  
 Attendee, National Consortium of Entrepreneurship Centers Director's Conference, Babson College, Oct. 2002  
 Attendee, How to Teach the Case Method, John Carroll University, Art Noetzel, Ph.D., spring 2003  
 Invited Guest, Direct Selling Educational Foundation and Direct Selling Association International Conference, September 2003  
 Invited Guest, Distributive Education Clubs of America, April 2004

Invited Guest, International Franchise Association, March 2005  
 Attendee, National Consortium of Entrepreneurship Centers, October 2005  
 Attendee, Family Firm Institute, October 2005  
 Keynote Speaker, Conference Chair, Proceeding Co-Editor, Academy for Global Business Advancement, January 2006  
 Session Chair, Academy for Global Business Advancement, January 2006  
 Facilitator, USASBE International Entrepreneurship Paper Session, January 14, 2006  
 Attendee, Self-Employment in the Arts Conference, Chicago, IL, February 2006  
 Keynote Speaker, Session Chair, International Conference on Commerce, Bucharest, Romania, March 2006  
 Attendee, Gateway Conference on Entrepreneurship Measurement, St. Louis, MO, April 2006  
 Attendee, National Consortium of Entrepreneurship Centers, October 2006  
 Attendee, Sarasota International Design Summit, Sarasota, FL, October 2006  
 Attendee, Family Firm Institute, San Francisco, CA, October 2006  
 Attendee, Collegiate Entrepreneurs Organization Conference and GSEA Finals, Chicago, IL, November 2006  
 Keynote Speaker, IntEnt Conference, Gdansk, Poland, July 2007  
 Invited Attendee, Skoll Social Entrepreneurship Consortium, Oxford University, England, July 2007  
 Facilitator, Direct Selling Foundation Education Days, University of Tampa, October 2007  
 Session Chair, Family Business Research & Education Symposium, Family Firm Institute, Aventura, FL, October 2007  
 Attendee, Family Firm Institute, Miami, FL, October 2007  
 Attendee, Franchise Seminar, University of Texas-El Paso, October 2007  
 Chair & Distinguished Speaker, Technology & Innovation Management Division, Academy of Management, Anaheim, CA, August, 2008

### **PROFESSIONAL SERVICE**

Guest Speaker, Smithsonian Institute Cities in the Golden Ring Tour, Vladimir, U.S.S.R., June 1989  
 Discussant and Session Chair, International Society of Franchising, 1989  
 Reviewer and Discussant, Decision Sciences Institute, 1989  
 Reviewer, *Organizational Behavior* (3 texts), McGraw-Hill, 1989-1993  
 Guest Speaker, Kalinin (Tver) Medical Institute, U.S.S.R., 1990  
 Reviewer, Midwest Decision Sciences Institute, 1991  
 Reviewer, International Society of Franchising, 1991-2003  
 Panel Speaker, Franchising in Eastern Europe, International Franchise Association, Palm Springs, CA, 1992  
 Advisor, Task Force on Ethical Issues, Academy of Management, 1992-1993  
 Member, Media Relations Committee, Academy of Management, 1992-1993  
 Discussant, International Society of Franchising, San Francisco, February 1993  
 Panel Co-Chair, Conflict Management, International Franchising Association, San Francisco, February 1993  
 Reviewer, International Division, Academy of Management, 1993-present  
 Program Committee Member, Human Resources Division, Academy of Management, Atlanta, 1993-1994  
 Program Committee Member, Organizational Behavior Division, Academy of Management, August 1993-1994  
 Reviewer, Midwest Business Administration Meeting, 1994  
 Chair and Proceedings Editor, International Society of Franchising, 1994-1995 (Chair-Elect 1993-1994)  
 Member, Women's Franchise Network Committee, International Franchise Association, 1994-1997  
 Member, International Affairs Committee, International Franchise Association, 1994-1995  
 Guest Speaker, Russia and Its Neighbors, Foreign Policy Association, Whitworth College, February 1995  
 Chair, Membership & Public Relations Committee, Entrepreneurship Division, Academy of Management, 1997- 1999 (Member 1995-1999)  
 Chair, Fund Raising Committee, Small Business Institute Directors' Association, (SBIDA), 1996 - 1997  
 Panel Speaker, REFLECT Entrepreneurship Conference, Babson College, 1999

Guest Speaker, Franchising Trends, Boise State University, September 1999  
 Panel Speaker, Franchise Education and Training in the 21<sup>st</sup> Century, International Franchise Assn. Symposium, Washington DC, October 1999  
 Reviewer, Entrepreneurship Division, Academy of Management, 2000-2003  
 Vice President, Women and Minority Division, USASBE, 2001-2002 (Vice President-Elect, 2001-2002)  
 Chair, Governance Committee, Entrepreneurship Division, Academy of Management, 1999-2000  
 Parliamentarian, Entrepreneurship Division, Academy of Management, 2000-present  
 Session Chair, USASBE/SBIDA Conference, February 2000, 2003  
 Representative-At-Large, Entrepreneurship Division, Academy of Management, 2000-2002  
 Member, Ad-Hoc Committee on Gifts and Endowments, Entrepreneurship Division, Academy of Management, 2001-2002  
 Speaker, Entrepreneurs Association, John Carroll University, September 2000  
 Reviewer, USASBE/SBIDA Conference, 2001-2003  
 President, U.S. Assn. for Small Business & Entrepreneurship (USASBE), 2005-2006 (Exec. Board 2001-2006)  
 Coleman Foundation Senior Scholars Workshop, U.S. Assn. for Small Business & Entrepreneurship, January 2002  
 Senior Scholar, Coleman Foundation Junior Faculty Mentoring Program, Colorado Springs, CO, June 2002  
 National Delegate, National Advanced Leadership Camp, U.S. Army ROTC, Tacoma, WA, July 2002  
 Speaker, Parliamentary Procedures for Board Members, U.S. Assn. for Small Business & Entrepreneurship (USASBE), Denver, CO, August 2002  
 Board Member, National Consortium of Entrepreneurship Centers Director's Conference, 2002-present  
 Parliamentarian, U.S. Assn. for Small Business & Entrepreneurship (USASBE), 2001-2005  
 Panel Speaker, Expansion into International Emerging Markets, International Franchising Assn., Feb. 2003  
 Member, Task Force on Competition Policies, Rules, and Procedures, Students in Free Enterprise (SIFE) World, July-October 2003  
 Board of Directors Member, Center for the Study and Development of Minority Businesses, Kent State University, 2004-2005  
 Academic Board, Center for Emerging Technologies & Entrepreneurial Studies, Cameron University, 2004-  
 Reviewer and Discussant, Family Enterprise Research Conference, Niagara Falls, ONT, April 2006  
 Reviewer, International Conference on Small Business (ICSB), 2006  
 Reviewer, Entrepreneurship Division, Academy of Management, 2006  
 Member, Family Firm Institute Academic Awards Committee, 2005, 2006, 2007, 2008  
 Reviewer, International Society of Franchising Conference, 2007  
 Reviewer, Family Enterprise Research Conference (FERC), Monterrey, Mexico, April 2007  
 Discussant, U.S. Assn. for Small Business & Entrepreneurship (USASBE), 2007  
 Member, Task Force on 5 Year Entrepreneurship Division Academy of Management Reaccreditation, 2006-2008  
 Board of Advisors, Masters of Science in Organizational Leadership Program, Cameron University, 2008-

### **UNIVERSITY SERVICE**

Representative and Reporter, Faculty Senate, Eastern Washington University, 1988 – 1991  
 Member (Chair 1990-1991), Northwest Institute for Advanced Studies, 1988-1991  
 Member, Library Committee, Eastern Washington University, 1988-1989  
 Reviewer, Northwest Institute for Advanced Studies, Grant Applications, 1988-1994  
 Founder & Coordinator, College of Business Administration Research Luncheon Series, Eastern Washington University, January 1989-September 1990  
 Member, Merit Pay Task Force, College of Business Administration, Eastern Washington University, 1989  
 Evaluator, M.B.A. Course Descriptions (with Dr. Art Reitsch), Eastern Washington University, 1989  
 Member, Graduate Committee, Eastern Washington University, Arnold Stone, Fall 1989

Member, Graduate Committee, Eastern Washington University, Chong Don Park, Fall 1989  
Assistant, Student Research Project, Pacific Northwest Personnel Management Association, 1989  
Guest Speaker, Eastern Washington University Women's Resource Center Dinner Series, 1989  
Attendee, Reception Honoring Soviet Delegation from Kalinin State University, Eastern Washington University President's Home, August 1989  
Attendee, Reception Honoring Spokane Mayor Barnard, Eastern Washington University President's Home, December 1988  
Member, Graduate Committee, Eastern Washington University, Nancy Potter, Fall 1990  
Hostess, Reception for State of Washington Representative Ken Jacobsen (Chair, Higher Education Committee), October 1990  
Chair, M.B.A. Committee and Thesis Director, Eastern Washington University, Renee Finke, winter 1990  
Guest Speaker, College of Business Administration Luncheon Series, Eastern Washington University, U.S.S.R. Research, February 1991  
Guest Speaker, Women in the U.S.S.R., Women's Resource Center Dinner Series, Eastern Washington University, April 1991  
Graduate Council Representative, Eastern Washington University, Robert Martin, summer 1991  
Alumni Representative, Alpha Xi Delta Sorority, Eastern Washington University, 1991-2000  
Advising Counselor, Pacific Northwest Personnel Management Association –Student Chapter, 1991-1992  
Attendee, Eastern Washington University Scholarship Reception, Fall 1991  
Director, Independent Study Projects, Eastern Washington University, 20 students (112 hours), 1989-1997  
Hostess, Yugoslavian Faculty, Eastern Washington University, Fall 1991  
Member, International Committee, College of Business Administration, Eastern Washington University, 1991-1992  
Panel Discussant, Russia Global Operating Environment Class, Eastern Washington University, winter 1992  
Guest Speaker, Eastern Washington University Student Association, Time Management, February 1992  
Guest Speaker, Eastern Washington University M.B.A. Association, Russian Studies, March 1992  
Member, M.B.A. Committee, Eastern Washington University, 1992-1994  
Hostess, Yugoslavian Exchange Student, College of Business Administration, Fall 1992  
Member, Graduate Committee, Eastern Washington University, Lynn Olson, Winter 1993  
Graduate Council Representative, Eastern Washington University, Sheila Krouse, spring 1993  
Faculty Advisor, Continuing Education, Jean El-Aarag, Nat. Electric Contractors, spring 1993  
Faculty Advisor, Continuing Education, Christopher Bradshaw, Empire Health Services, spring 1993  
Faculty Advisor, Continuing Education, Jessica Batten, Easter Seal Society, spring 1993  
Member, Curriculum Committee, College of Business Undergraduate Program Committee, Spring 1993  
Member, Selection Committee, Management Department, Eastern Washington University, 1993-1994  
Member, Assessment Committee, College of Business Administration, Eastern Washington University, 1993-1995  
Participant, Eastern Washington University Writing Enriched Curriculum Workshop, June 1993  
Member, Graduate Committee, Eastern Washington University, Brandon Stevens, Fall 1993  
Member, Graduate Committee, Eastern Washington University, Vernee Stevens, Fall 1993  
Member, Graduate Committee, Eastern Washington University, Sasithara Thianthai, Fall 1993  
Member, Graduate Committee, Eastern Washington University, Yan Wang, Fall 1993  
Member, Graduate Committee, Eastern Washington University, Danna Zahller, Fall 1993  
Member, Graduate Committee, Eastern Washington University, Lynn Olson, Fall 1993  
Coordinator, General Management, Department of Management, Eastern Washington University, 1993-1994  
Faculty Advisor, Continuing Education, Lisa Shinn, Certified Personnel Services, winter 1994  
Guest Speaker, World of Business, Eastern Washington University, September 1994  
Member, Committee on Entrepreneurship, Eastern Washington University, 1994  
Faculty Advisor, Continuing Education, Bess Ostrander, Sacred Heart Medical Center, Fall 1994  
Faculty Advisor, Continuing Education, Stacey Wright, Frontier Girl Scout Council, fall 1994  
Faculty Advisor, Continuing Education, Alyssa Turner, J.C. Penney, Fall 1994  
Member, Faculty Affairs Council, Eastern Washington University, 1994-1995

Member, Graduate Committee, Eastern Washington University, Laddie Melvin, Winter 1994

Member, Graduate Committee, Eastern Washington University, Marcy Drummond, Winter 1994

Member, Faculty Planning Advisory Council, Eastern Washington University, 1995-1997

Member, Policy Task Force, College of Business Administration, Eastern Washington University, 1995-1996

Member, Department of Management Personnel Committee, Eastern Washington University, 1995-1996

Interim Chair, Department of Management, Eastern Washington University, Feb.-June 1996, April-Dec. 1997

Chair, Selection Committee, Management Department, Eastern Washington University, 1996

Faculty Advisor, Continuing Education, Eastern Washington University, Warren Daubel, fall 1996

Chair, Speaker's Committee, College of Business & Public Adm., Eastern Washington University, 1997-1998

Member, Personnel Committee, College of Business & Public Adm., Eastern Washington University, 1998 – 2000

Member, Vice President for Business and Finance Search Committee, Eastern Washington University, 1999

Participant, New Faculty Seminar, John Carroll University, 2000-2001

Mentor, Minority Student Program (three students), John Carroll University, 2000-2003

Participant, Ignatian Day VII, John Carroll University, January 2001

Faculty Advisor, Entrepreneurship Internship, Erin Zalewsky, Jennifer Kurtz, Nicholas Cyganski, 2000-2001

Faculty Advisor, Non-Profit Internship, Laura Ley, 2000-2001, Tiffany Bell, 2002, Jesse Slovenec, 2002, Amy Bissmeyer, 2002, Stefania Giancola, 2002-2003

Faculty Advisor, John Carroll University, 33 Pre-Business Administration students, 2001-2004

Member, Managing Business Technology Advisory Board, John Carroll University, 2001-2002

Attendee, John Carroll University Service Learning Trip to El Salvador, March 2002

Member, Strategic Planning Committee, Entrepreneurs Assn., John Carroll University, June-August, 2002

Member, Dissertation Committee, Mika Tuunanen, University of Jyvaskyla, Finland, 2003-2005

Member, Steering Committee, UT Fellows, University of Tampa, 2005-2008

Member, Outcomes Committee, Sykes College of Business, University of Tampa, 2005-2008

Member, Faculty Development Committee, University of Tampa, 2005-2007

Co-Founder and Co-Advisor, UT Entrepreneurs, University of Tampa, Fall 2005-2006

Panel Facilitator, Family Business Forum, Family Panel, University of Tampa, November 2005

Panel Participant, Growing Your Business, Merrill Lynch and University of Tampa, December 2005

Steering Committee College of Business Liaison, University of Tampa Fellows, January 2006-

College of Business Dean Search Committee, January-May 2006

Facilitator, UT Entrepreneur Program Series Featuring 4 Tampa Bay *Inc. 500* Winners, January-April 2006

Attendee, Tampa Bay National Society of Hispanic MBAs (NSHMBA) Meeting, February 2006

Attendee, UT Entrepreneurs' Postcardmania Tour, March 2006

Attendee, UT Entrepreneurs, American Marketing Assn., Panel, March 2006

Participant, UT Into the Streets, August 2006

Facilitator, Entrepreneur & Family Business Speaker Series (4 events), Fall 2006

Panel Facilitator, Family Business Forum, Family Panel, The University of Tampa, February 2007

Facilitator, UT Entrepreneur Program Series Featuring 4 Tampa Bay *Inc. 500* Winners, January-April 2007

Facilitator, UT Entrepreneur Program, 5 speakers, March-April 2007

Panel Facilitator and Center Sponsor, Entrepreneurs in the Segregated South, Black History Month, April 2007

Facilitator, UT Entrepreneurship Center, 5 speakers, 2007-2008

Facilitator UT Entrepreneurship Center Panel Featuring 4 *Inc. 500* Winners, February 2008

Facilitator, UT Florida Family Business Awards, Panels and Luncheon, May 2008

Member, BELL Advisory Board, 2008-2009

Member, Entrepreneurship in the Arts Committee, BELL, 2008-2009

Member, Social Entrepreneurship Committee, BELL, 2008-2009

Member, Bryan School Economic Development Advisory Council, 2008-2009

Member, Bryan School Committee on Research, 2008-2009

Member, Bryan School Client Satisfaction Assessment Committee, 2008-2009

## COMMUNITY SERVICE

Chair, Educators for Mayor Barnard, Spokane Election Campaign, 1989  
Graduate, Leadership Spokane, Chamber of Commerce, 1990 - 1991  
Member, Magnuson Club, Spokane, 1990-2000 (Vice-President, 1995 - 1997, President, 1997, 1998)  
Member, Spokane County Democrats, 1990-2000  
Volunteer, Volunteers of America's Crosswalk, 1990-1991  
Guest Speaker, Inland Northwest World Trade Association, June 1990  
Hostess, Fundraiser for Educational Arm of NARAL, September 1990  
Hostess, Reception for Skip Chilberg, Spokane County Treasurer, September 1990  
Member, Children's Alliance, State of Washington, 1991-1995  
Member, Senator Brock Adams 500 Club, State of Washington, 1991-1992  
Attendee, Governor's Ball, State of Washington, January 1991  
Mistress of Ceremonies, Receptions (2) for Senator Brock Adams, Spokane, February 1991  
Hostess, Reception for Congressman Larry LaRocco, March 1991  
Hostess, Reception for Mayor Barnard & Mayor Rice of Seattle, April 1991  
Board Member, Spokane-Makhachkala Sister City Organization, September 1991  
Member, Chase Youth Commission, City of Spokane, 1991-1994 (Vice-Chair, 1992 - 1993; Chair, 1993 - 1994)  
Contributor, Leadership Spokane Alliance to Get a New Arena, October-November 1991  
Contributor, *Journal of Business*, Spokane, Russian Research, December 1991  
Participant, Commission's Planning Conference, City of Spokane, December 1991  
Director, Hillary Clinton's Spokane visit, March 1992  
Guest Speaker, Spokane Youth Leadership Institute, Employee Reward Systems, April 1992  
Guest Speaker, Spokane-Makhachkala Sister City Organization, Russian Research, May 1992  
Table Captain, Women Helping Women Foundation Luncheon, 1992-2000 (Team Leader 1994-1996)  
Delegate, State of Washington Democratic Convention, June 1992  
Member, Commission on Judicial Conduct, State of Washington, 1992-1998  
Delegate, Democratic National Convention, July 1992, 1996  
Attendee, President Clinton's Inauguration, 1993, 1997  
Secretary, Washington State Democratic Party, 1993-2001  
Co-founder, Monthly Current Issues Luncheon Forum, Spokane, 1993-1996  
Contributor, *Journal of Business*, Spokane, Women Managers, November 1993  
Guest Speaker, Daughters of the American Revolution, Russian Research, December 1993  
Board Member, National Women's Political Caucus, State of Washington, 1993-1995  
Member, Administrative Management Committee, Spokane County Treasurer's Office, 1993-1994  
Table Captain, YWCA Breakfast, 1994-1996  
Member, Advisory Board, Spokane County Treasurer's Office, 1993-1994  
Board Member, YWCA, Spokane County, 1994-1996  
President, Chase Youth Foundation, 1992-1994 (Board Member 1992-1996)  
Vice Chair, Washington State Economic Development Finance Authority, 1996-2000 (Board Member, 1994-1996)  
Panel Chair, Boards and Commission Appointments, Inland Empire Women's Political Caucus Workshop, March 1994  
Attendee, Women's Global Forum, Women of Vision, Tacoma, WA, April 1994  
Board Member, Northwest International Women's Conference, April 1994-March 1995  
Hostess, Reception for Speaker of the House of Representatives, Tom Foley, October 1994  
Guest Speaker, International Forum Lecture Series, Gonzaga University Law School, October 1994  
Nominee, YWCA Leadership Award, November 1994  
Nominee, National Education Standards and Improvement Council, November 1994  
Guest Speaker, Rotary Club, South Spokane, April 1995

Attendee, White House Women's Conference Circle, February 1996  
 Attendee, White House State Reception for the French President, February 1996  
 Hostess, Regional Administrator, Women's Bureau, U.S. Dept. of Labor, April 1996  
 Guest Speaker, Non-profit Organization Restructuring, YWCA, April 1996  
 Member, Industrial Expansion Task Force, Economic Development Council of Spokane, 1996-1997  
 Member, Board of Visitors, U.S. Air Force Academy, 1997 –2000  
 Co-Founder, Indian Student Business Leaders' Assn., 1996  
 Guest Speaker, Franchising, Colville Confederated Tribes, January 1997  
 Member, Entrepreneurship Committee, Spokane Area Chamber of Commerce, 1997  
 Member, Board of Trustees, Cheney Cowles Museum, Spokane, WA, 1997-1998  
 Member, Business Retention & Expansion Advisory Committee, Spokane Chamber of Commerce, 1998-2000  
 Guest Speaker, HR Issues in Franchising, International Franchise Association, March 1999  
 Member, Board of Governors, Institute of Certified Franchise Executives, 1998-1999  
 Guest Speaker, Civilian Air Patrol Annual Banquet, Coeur d'Alene, ID, November 1998  
 Representative, Board of Visitors, USAF Academy, North Central Association of Colleges and Schools, 1999  
 Member and Parliamentarian, Defense Advisory Committee for Women in the Military (DACOWITS), Dept. of Defense, 2000-2002  
 Guest Speaker, CEO Roundtable, Cleveland, August 2000  
 Member, CEO Roundtable, Cleveland, 2000-2004  
 Member, Community of the Minds, 2000-2004  
 Member, Northeast Ohio Software Association, 2000-2004  
 Guest Speaker, Organizational Behavior Class, John Carroll University, October 2000  
 Guest Speaker, "Speak Out Live with Kate Hubben," Channels 24 and 45, Cablevision, January 2001  
 Attendee, Perfect HR-Perfect HR Technology Presentation, Northeast Ohio Human Resource Society, 2001  
 Guest Speaker, Training & Development Class, John Carroll University, January 2001  
 Judge and Committee Member, TechKnow Awards, Northeast Ohio, February 2001  
 Guest Speaker, Deloitte & Touche, Women's Executive Breakfast Meeting, April 2001  
 Judge, Council of Smaller Enterprises (COSE) Venture Quest Business Plan Challenge, February 2002  
 Member, Council of Smaller Enterprises (COSE) Leadership Network, 2002  
 Host, Gorilla Entrepreneurs' Group, Jack Kahl, Former CEO, Manco, April 2002  
 Guest Speaker, Entrepreneurship and Invention, Inventors' Connection of Greater Cleveland, Sept. 2002  
 Board Member, Community of Oscar Romero (COAR), 2002-2004  
 Speaker, No Cost Employee Reward Systems, Council of Smaller Enterprises (COSE), April 2003  
 Speaker, Family Business-The Parallel Strategic Planning Process, Cleveland Rotary Club, March 2004  
 Guest Speaker, Labor Relations Class, John Carroll University, September 2004  
 Guest Speaker, Organizational Behavior Class, John Carroll University, September 2004  
 Guest Speaker, Family Business Management Class (twice), University of Tampa, October 2005  
 Speaker, MBA Promotions Class and Class Project Partner, Dr. Washburn-Entrepreneur Center, Fall 2006  
 Speaker, Web Design Class and Class Project Partner-Dr. Papp-Entrepreneur Center, Fall 2006  
 Volunteer, Metropolitan Ministries, December 2006  
 Attendee, Bob Clark Community Luncheon Group, February, December 2007  
 Judge, Miss Tampa Pageant, March 2007  
 Board Member, Community Stepping Stones, 2007-Present  
 Volunteer, Cherish the Children Foundation, Dec. 2007

### **CONSULTING**

International Ambassadors (with Dr. R. McGinty), 1988 -1989  
 Keytronic Corporation, Spokane, 1989 - 1990  
 Goodwill Industries of Spokane, Summer 1991

Spokane County Health District Grant Meeting, October 1993  
Big O Tires Corp., April 1995  
Gulf Marketing Association, Manama, Bahrain, June 1995  
Group Health Northwest, August 1995  
Gymboree Franchisee National Meeting, Phoenix, AZ, November 1995  
Hewlett Packard, December 1995  
Bahrain Telecommunications Company (Batelco), August 1996, December 1996, December 1998  
Ministry of Communication, State of Kuwait, December 1996  
Johnson Matthey Electronics, August 1997  
The Program on National Competitiveness, Ministry of the Economy, El Salvador, March 2002  
Retail Confectionaire's International Convention, Chicago, IL, June 2002  
Paris Gallery, Sharjah, United Arab Emiratis, November 2003  
FranCon, Helsinki, Finland, May 2003  
Presentation on New Reward Systems for Henkel America, Avon, OH, August 2003  
Takata, Inc., Greensboro, NC, June 2004-November 2005  
TECO Energy, Tampa, FL, July 2005-  
Ringling School of Art and Design, September-October 2006  
Presentation on Franchising, Largo Public Library, February 2007  
Baruch University Entrepreneurship Program External Evaluator, April 2007  
CRM Loans, Tampa, 2007