

Dr. Erik W. Monsen
The University of Vermont
School of Business Administration
Email: erik.monsen@uvm.edu

Education

Postgraduate Certificate in Advanced Academic Studies, University of Strathclyde, 2012.
Major: Teaching & Research

Ph D, University of Colorado at Boulder, 2005.
Major: Organizational Management

MBA, University of Colorado at Boulder, 2001.
Major: Entrepreneurship and Technology Management

MS, Stanford University, 1992.
Major: Aeronautics and Astronautics Engineering

BS, Rensselaer Polytechnic Institute, 1991.
Major: Aeronautical Engineering

Non-UVM Employment History

Academic - Post-Secondary

Senior Lecturer & Director of Research; Hunter Centre for Entrepreneurship, Strathclyde Business School, University of Strathclyde. (August 2010 - August 2014).

Senior Research Fellow; Entrepreneurship, Growth and Public Policy Group, Max Planck Institute of Economics. (January 2005 - July 2010).

Research Assistant, Teaching Assistant & Graduate Instructor; Leeds School of Business, University of Colorado at Boulder. (August 2001 - May 2005).

Professional

Founder and Chief Consultant, Boulder Consulting Group, LLC. (May 2001 - July 2005).

Business Development & Technology Commercialization Consultant; Ball Business Incubator & Engineering / Technology Products SBU, Ball Aerospace & Technologies Corporation. (May 2000 - December 2000).

Research Scientist; Institute of Design Aerodynamics, Deutsches Zentrum für Luft- und Raumfahrt (DLR - German Aerospace Center). (January 1994 - July 1999).

Research Assistant; Parallel Supercomputing (92) & Turbulent Combustion Modelling (93), Sandia National Laboratories. (1992 - 1993).

Research Assistant; Aerodynamic Modelling of High-Altitude Particle Samplers, NASA Ames Research Center. (June 1991 - September 1991).

IAESTE Practical Trainee; Supersonic CFD, Nationaal Lucht- en Ruimtevaartlaboratorium (NLR - Dutch National Aerospace Laboratory). (May 1990 - August 1990).

Cooperative Education Student; Spacecraft Structural Dynamics Modelling, The Aerospace Corporation. (January 1989 - August 1989).

Summer Intern; Graphics Software (87) & Internet Technical Support (88), John von Neumann National Supercomputer Center. (1987 - 1988).

Professional Memberships

Vermont Technology Alliance. (August 2015 - Present).

Strategic Management Society. (February 2015 - Present).

United States Association for Small Business and Entrepreneurship. (February 2015 - Present).

Global Consortium of Entrepreneurship Centers. (October 5, 2014 - Present).

Research Committee Chair (2015-2018) and Representative-at-Large (2013-2016);
Entrepreneurship Division, Academy of Management. (2002 - Present).

German Academic Association for Business Research - Verband der Hochschullehrer für Betriebswirtschaft. (January 1, 2009 - December 31, 2015).

Förderkreis Gründungs-Forschung, e.V. (German Entrepreneurship Research Society). (January 1, 2005 - December 31, 2015).

TEACHING

Teaching Experience

The University of Vermont (only includes courses taught since 2001)

BSAD 138, Entrepreneurship: Bus Planning, 4 courses.

BSAD 196, Special Topics, 2 courses.

BSAD 230, Tech Entr & Commercialization, 2 courses.

BSAD 290, Capstone: Entrepreneurship Theme, 6 courses.

BSAD 293, QR Integrated Product Development, 1 course.

BSAD 295, QR Integrated Product Development, 1 course.

BSAD 302, Crafting the Business Plan, 2 courses.

BSAD 304, Technology Entrepreneurship and Commercialization, 2 courses.

BSAD 338, Int Sustain New Business Model, 3 courses.

BSAD 395, Technology, Entrepreneurship, and Commercialization, 1 course.

BSAD 396, Technology Entrepreneurship and Commercialization, 2 courses.

BUS 2990, Creativity & Innovation, 3 courses.

BUS 4910, Strategic Theme Capstone: Entrepreneurship Theme, 2 courses.

BUS 4996, Business Admin Honors Thesis, 2 courses.

EDLP 296, Creativity & Innovation Leadership, 1 course.

HCOL 185, Critical Perspectives on Innovation & Entrepreneurship, 1 course.

HCOL 186, Critical Perspectives on Innovation & Entrepreneurship, 2 courses.
MBA 302, Crafting the Entrepreneurial Business Model, 4 courses.
MBA 303, Crafting the Entrepreneurial Business Model, 2 courses.
MBA 304, Technology Entrepreneurship and Commercialization, 3 courses.
MBA 305, Sustainable Entrepreneurship in Action - Practicum, 3 courses.
MBA 6040, Innovation Strategy: From Idea to Market, 2 courses.
ME 265, Integrated Product Development, 1 course.
ME 292, Independent Study, 1 course.

Non-Credit Instruction

Proctor final exam for a UVM student in Overseas Studies Program, University Carlos III of Madrid, 1 participant. (June 27, 2025). A UVM student, Lila Sargent, had participated in an Overseas Studies program in Madrid this spring. She needed to re-sit the final exam, in order to earn a passing grade for the course. Given that the university in Madrid required that a professor proctors the exam, and given that I advise Lila in UVM's ARC internship program and thus I am already meeting with her this week, she asked if I could proctor the exam for her. Given that this favor does not interrupt my regular work flow, I agreed.

Workshop, UVM CEMS Mechanical Engineering Department - ME3060 / BUS 3360 Integrated Product Development, 19 participants. (April 14, 2025). Taught one class section on "Entrepreneurship and Business Models" in this semester long class on Integrated Product Development.

Brief course description: "Project- based course focusing on the entire product life cycle. Team dynamics, process and product design, quality, materials, management, and environmentally-conscious manufacturing."

Workshop, UVM Cell Molecular Biology (CMB) Program / Science Communication (CLBI394) class, 20 participants. (February 27, 2025). Taught one class section on "Entrepreneurial Pitching" in this semester long class in scientific communication.

Brief course description: "This three-hour/week course for second year CMBS and life science graduate students is designed to develop effective oral and written communication skills for a range of audiences from academia to industry, organizations, news, policymakers, and the general public. Students will focus on writing and speaking about science topics succinctly to specific audiences, especially those outside their own field with little or knowledge in the subject area. Lectures will be given by guest speakers with expertise and experience in various forms of science communication. Students will deliver several oral and written presentations on a scientific topic throughout the semester directed towards specific audiences."

Workshop, BME296/396 – Clinical Devices & Instruments, 20 participants. (December 2, 2024). Taught one class section on "Technology Commercialization" in this semester long class on medical device development.

Course description:

"Devices and instruments used in clinical and biomedical research settings were designed for specific purposes. In the clinical setting, devices are used to measure, monitor and treat, e.g., removing a clot from an artery, monitoring brain oxygenation during neurosurgery. In the research setting, devices and instruments are used to assist in studying biological systems and solving problems underlying disease states, e.g., measuring force of a muscle fiber or attachments that allow cells to metastasize. This course is focused on the development, design and adaptation of biomedical devices and instruments. It is a team-taught course by faculty in the Larner College of Medicine and UVM Medical Center and focuses on exciting

active areas of biomedical device development and applications at UVM and the UVM Medical Center. Additional lectures will be given on real-life aspects of manufacturing and commercializing biomedical devices."

Workshop, UVM History Department - HP 6304 Historic Preservation Policy and Planning, 4 participants. (October 3, 2024). Taught one class section on "Entrepreneurial Pitching" in this semester long graduate class in historic preservation.

Brief course description: "Introduction to the professional practice of preservation planning. Traces the evolution of the historic preservation movement and examines contemporary preservation policy-making issues."

Workshop, UVM Cell Molecular Biology (CMB) Program / Science Communication (CLBI394) class, 20 participants. (February 20, 2024). Taught one class section on "Entrepreneurial Pitching" in this semester long class in scientific communication.

Brief course description: "This three-hour/week course for second year CMBS and life science graduate students is designed to develop effective oral and written communication skills for a range of audiences from academia to industry, organizations, news, policymakers, and the general public. Students will focus on writing and speaking about science topics succinctly to specific audiences, especially those outside their own field with little or knowledge in the subject area. Lectures will be given by guest speakers with expertise and experience in various forms of science communication. Students will deliver several oral and written presentations on a scientific topic throughout the semester directed towards specific audiences."

Workshop, BME296/396 – Clinical Devices & Instruments, 20 participants. (December 6, 2023). Taught one class section on "Technology Commercialization" in this semester long class on medical device development.

Course description:

"Devices and instruments used in clinical and biomedical research settings were designed for specific purposes. In the clinical setting, devices are used to measure, monitor and treat, e.g., removing a clot from an artery, monitoring brain oxygenation during neurosurgery. In the research setting, devices and instruments are used to assist in studying biological systems and solving problems underlying disease states, e.g., measuring force of a muscle fiber or attachments that allow cells to metastasize. This course is focused on the development, design and adaptation of biomedical devices and instruments. It is a team-taught course by faculty in the Larner College of Medicine and UVM Medical Center and focuses on exciting active areas of biomedical device development and applications at UVM and the UVM Medical Center. Additional lectures will be given on real-life aspects of manufacturing and commercializing biomedical devices."

Workshop, UVM School of Arts - Art & Business Class, 20 participants. (November 8, 2023). Taught one class section on "Entrepreneurial Pitching" in this semester long class in Art & Business taught by Professor Kelley Di Dio.

Workshop, Academy of Management - Entrepreneurship Division, 80 participants. (August 5, 2023). Participated as one of the facilitators in the following workshop:

The Next Steps in Growing Entrepreneurial Communities: The 4 P's of Entrepreneurial Ecosystems

Guest Lecture, UVM Innovation and Entrepreneurship Learning Community, 20 participants. (March 23, 2023). Lead a discussion about entrepreneurial pitching in the first half of the

evening workshop, and moderated a pitching session with UVM student entrepreneurs in the second half.

Workshop, UVM Cell Molecular Biology (CMB) Program / Science Communication (CLBI394) class, 20 participants. (February 16, 2023). Taught one class section on "Entrepreneurial Pitching" in this semester long class in scientific communication.

Brief course description: "This three-hour/week course for second year CMBS and life science graduate students is designed to develop effective oral and written communication skills for a range of audiences from academia to industry, organizations, news, policymakers, and the general public. Students will focus on writing and speaking about science topics succinctly to specific audiences, especially those outside their own field with little or knowledge in the subject area. Lectures will be given by guest speakers with expertise and experience in various forms of science communication. Students will deliver several oral and written presentations on a scientific topic throughout the semester directed towards specific audiences."

Workshop, USASBE - Rural Entrepreneurship SIG, 20 participants. (January 20, 2023).

Researching Entrepreneurial Ecosystems in Peripheral, Rural, and Remote Communities
Erik Monsen, University of Vermont | Wendy Chen, Texas Tech University | Simona Zollet, Hiroshima University

Given the critical relevance of entrepreneurship in reimagining the post Covid-19 pandemic world, we explore entrepreneurship and small business ecosystems in smaller communities in peripheral, rural and remote regions, highlighting key differences to urban and metropolitan regions. Specifically, we explore multi-level and dynamic interactions between business, non-profit, educational, and government organizations, while giving special consideration to how for-profit and social entrepreneurs are embedded in narratives and networks of place, community, and family. Furthermore, we investigate how established research methods can be augmented with emerging technologies, to facilitate deeper examination of these under researched and hard to answer questions.

Workshop, BME296/396 – Clinical Devices & Instruments, 20 participants. (December 5, 2022). Team taught one class section with Corine Farewell on "Technology Commercialization" in this semester long class on medical device development.

Course description:

"Devices and instruments used in clinical and biomedical research settings were designed for specific purposes. In the clinical setting, devices are used to measure, monitor and treat, e.g., removing a clot from an artery, monitoring brain oxygenation during neurosurgery. In the research setting, devices and instruments are used to assist in studying biological systems and solving problems underlying disease states, e.g., measuring force of a muscle fiber or attachments that allow cells to metastasize. This course is focused on the development, design and adaptation of biomedical devices and instruments. It is a team-taught course by faculty in the Larner College of Medicine and UVM Medical Center and focuses on exciting active areas of biomedical device development and applications at UVM and the UVM Medical Center. Additional lectures will be given on real-life aspects of manufacturing and commercializing biomedical devices."

Guest Lecture, UVM Innovation and Entrepreneurship Learning Community, 20 participants. (November 10, 2022). Lead a discussion about entrepreneurship, risk, and uncertainty in the first half of the evening workshop, and moderated a panels of UVM student entrepreneurs in the second half.

Workshop, Academy of Management - Entrepreneurship Division, 80 participants. (August 7, 2022). Participated as one of the panelists in the following workshop:

Macro Meets Micro Meets... Meso? Microfoundations of Ecosystems
PDW Workshop Program Session 816

Creating a better world together; Creating a more entrepreneurial world together...emphasis on together. Building that more entrepreneurial world requires connecting and leveraging a diverse array of experts (and newcomers) from multiple disciplines, multiple countries, and from both macro and micro perspectives. Isn't it plausible that a great entrepreneurial ecosystem has profound effects on entrepreneurial learning? Isn't it plausible that a great entrepreneurial ecosystem arises from broad, deep diffusion of entrepreneurial mindset & skills? Audretsch years ago argued that the entrepreneurial capital of a community necessarily included both entrepreneurial human capital and entrepreneurial social capital. Isn't time to "Assemble the Avengers" and bring together all the right people to test how they interact? To have intense, joyous conversations about this? Such "Meetings of the Minds" grew out of the Kauffman Foundation's ESHIP initiative to nurture grassroots efforts that support healthy entrepreneurial ecosystems. These conclaves have happened at the last 3AoMs, at ICSB, and at practitioner events. Bring together top entrepreneurial champions (drawing on Seattle's fascinating ecosystem), top policy experts like Victor Hwang, OECD&UN, the very best educator experts like Andy Penaluna with a diverse roster of top scholars (stars and rising stars). One very important example: Promoting diversity/inclusion, connecting under-represented problems helps the ecosystem mightily – what are the key mechanisms? And how might an ecosystem best support the engagement of underrepresented groups? (The US SBA's new Community Navigator is one such strategy that requires both macro and micro– we invited its architects to join this PDW.)

Management/Executive Development, United States Association of Small Business and Entrepreneurship (USASBE), 14 participants. (July 8, 2022 - July 18, 2022). Due to travel restrictions, I was not able to travel to this event. Instead, I supported this event remotely from the US, primarily through the design and delivery of pre and post conference workshops.

+++

https://www.usasbe.org/page/2022Rural_Italy

USASBE's Rural Entrepreneurship Education Certification is a program designed to introduce educators and economic developers to the expanding research and efforts to bolster rural ecosystems. With proper understanding, the rural context has rich opportunity to apply frameworks for constructing meaningful research, educational programs, and effective local programming. The Rural Entrepreneurship Education Certificate is an intense, immersive program designed to challenge entrepreneurship educators to see the rural context with a new appreciation for the complexity and opportunity inherent in comparatively isolated or depressed ecosystems. These ecosystems are unique and poised for renewed invigoration due to COVID-19 and the increased acceptance of online work.

Participants will leave the program able to relate entrepreneurial frameworks to diverse rural ecosystems in new and contextually appropriate ways, apply a toolkit to develop a model for their own embedded research, create a teaching case on a rural entrepreneur, and network with global researchers and educators in the context of rural entrepreneurship.

This program is aligned with a special issue of USASBE's Entrepreneurship Education & Pedagogy on rural entrepreneurship education.

30 hours structured programming

20 hours of project work, interviewing, and mentoring
4 hours of conversational Italian education + mentoring

Management/Executive Development, UVM Larner College of Medicine / NIH Grant 29816, 20 participants. (June 20, 2022 - June 24, 2022). I team teach the sixth of originally five annual 1-week residential Biomedical Entrepreneurship classes with Dr. Charlie Irvin, whose \$2M / 5-year NIH I-Trep grant (29816) will bring PhDs, Post-Docs and Professors from IDeA states (Vermont, New Hampshire, Rhode Island, Delaware, Maine, Alaska and Puerto Rico - plus New Mexico, Nevada and Montana) and partner institutions to UVM.

Management/Executive Development, Cardiovascular Research Institute of Vermont / UVM Communicates, 20 participants. (June 22, 2022). In collaboration with UVM Communicates, we have been asked by the Cardiovascular Research Institute of Vermont to organize a 1 hour workshop on entrepreneurial pitching.

Workshop, UVM GSB SI-MBA Program, 20 participants. (January 28, 2022 - May 6, 2022). **SI-MBA 2022 Product Development Track**

The product development track is designed for individuals who are interested in developing new and innovative consumer products, which are both scalable *and* sustainable. Designed to complement SI-MBA's marketing and entrepreneurship courses, this series of experiential workshops will train practical product development skills, ranging from customer discovery to prototype design, and will result in the development of a real sustainable consumer product.

As a living case study, this track will focus on the personal care and beauty market, which has \$504 billion in global revenues, and an annual growth rate of 6.2%. The massive size of this market reflects the massive negative impact this product category has on the planetary environment, throughout the product lifecycle from production to disposal.

Over a series of five 3-hour workshops, you will learn about why personal care products are ripe for sustainable innovation, we will discuss how consumer products are developed in practice, and you will work in teams and experience the actual process of developing a real-world sustainable consumer product. In this workshop series, guest speakers representing a range of consumer product companies, from local startups to billion-dollar brands, will bring life and color to your workshop learning experience.

This track will be led Bob Phillips, who has over 50 years of global consumer product development and entrepreneurial experience, and who has created (and recreated) famous brands ranging from S.O.S. steel wool pads to Dove liquid soap. More recently, inspired by a 2017 workshop with SI-MBA students, he co-founded EarthRX, which developed BodPods, a plastic-free individual body-wash pod. *Read more on page 2.*

This track will be supported by Erik Monsen, who is a former aerospace engineer turned entrepreneurship professor, with global experience in Germany and Scotland. Since 2014, he has served UVM's Grossman School of Business as the Grossman Endowed Chair in Entrepreneurship, teaching courses in entrepreneurship, innovation, technology commercialization, and product development in SI-MBA, GSB and across UVM.

Workshop 1 - The case for sustainable personal care products

Friday 1/28/22 1:30-4:30pm Kalkin 110EarthRX Bodpods Bill Littlefield & Bill Schmitt, Co-Founders and former Unilever executives

Workshop 2 - Product development in practice...The requirements for success

Friday 2/25/22 1:30-4:30pm Kalkin 110Ogee Luxury Organic SkincareMark Rice CEO, Abbott Stark CMO & Alex Stark COO

Workshop 3 - Evaluate the consumer interest in a manner requiring a cash outlay
Friday 3/25/22 1:30-4:30pm Kalkin 1107th Generation Zero Plastic Homecare Joe Giallanella,
Team Lead: Growth Incubator

Workshop 4 - Starting the actual process of product development
Friday 4/15/22 1:30-4:30pm Kalkin 110 Twincraft Skincare - Jackson Bergman, Associate
Director of Sales. Janice Shade, Founder TrueBody Soap. Co-Founder, Milk Money.
Founder, The Initiative for Local Capital.

Workshop 5 - Sustainable Product Innovation Tradeshow
Friday 5/6/22 1:30-4:30pm @ Hula Lakeside Presentation of Student Sustainable Consumer
Product Ideas to Local Experts

Workshop, UVM Cell Molecular Biology (CMB) Program / Science Communication (CLBI394)
class, 10 participants. (March 17, 2022). Taught one class section on "Entrepreneurial
Communication" in this semester long class in scientific communication.

Brief course description: "This three-hour/week course for second year CMBS and life
science graduate students is designed to develop effective oral and written communication
skills for a range of audiences from academia to industry, organizations, news, policymakers,
and the general public. Students will focus on writing and speaking about science topics
succinctly to specific audiences, especially those outside their own field with little or
knowledge in the subject area. Lectures will be given by guest speakers with expertise and
experience in various forms of science communication. Students will deliver several oral and
written presentations on a scientific topic throughout the semester directed towards specific
audiences."

Workshop, USASBE - Rural Entrepreneurship SIG, 20 participants. (January 7, 2022).
Researching Entrepreneurial Ecosystems in Peripheral, Rural, and Remote Communities
Erik Monsen, University of Vermont | Wendy Chen, Texas Tech University | Simona Zollet,
Hiroshima University
We explore entrepreneurship and small business ecosystems in peripheral, rural and remote
communities and regions, highlighting multi-level and dynamic interactions between
business, non-profit, educational, and government organizations. Special consideration is
given to innovative research methodologies that capture how entrepreneurs are embedded in
narratives and networks of place, community, and family.

Workshop, USASBE - Rural Entrepreneurship SIG, 20 participants. (January 7, 2022).
Entrepreneurship Education in and for Peripheral, Rural and Remote Communities
Simona Zollet, Hiroshima University | Erik Monsen, University of Vermont | Wendy Chen,
Texas Tech University
In this roundtable discussion we explore rural entrepreneurship education and how it differs
depending on the (diversity of) rural context(s); how educational programs can be designed
to meet the challenges of rural communities and capitalize on their strengths; and how local
educational institutions, communities, organizations and governments influence this process.

Workshop, Academy of Management - Entrepreneurship Division, 40 participants. (August 1,
2021). Researching Small Town Entrepreneurial Ecosystems: Theories and Methods for
Smaller Contexts (session 575)

In this Professional Development Workshop (PDW), we will explore the topic of
entrepreneurship and small business in small towns and discuss what it is, what it does,
where it comes from, who has it, plus how and why it does and does not work. Furthermore,
we will also investigate how established methods of research can be augmented with
emerging technologies, such as smart-phone-enabled experience sampling methods to
facilitate a deeper examination of questions around small businesses and entrepreneurship in

small towns. In this PDW, the goal is to collaboratively identify unanswered and hard to answer questions regarding small town entrepreneurial ecosystems and “main street” small businesses, which will have growing practical relevance in the post Covid-19 pandemic era. Thus, in a spirit of urgency and inclusiveness, we explicitly do not set an upper population limit for a “small town”, as this dynamic will also be discussed and debated. In this creative, collaborative, and interactive session, participants will identify areas of mutual interest in order to develop research initiatives and projects with both academic and practical implications.

Confirmed Organizers, Facilitators, and Presenters:

Erik Monsen, University of Vermont (USA) Organizer/Facilitator
Felix Arndt, University of Guelph (Canada) Organizer/Facilitator
Michael Conger, Miami University (USA) Organizer/Facilitator
Philip Roundy, University of Tennessee at Chattanooga (USA) Presenter
Christina Theodoraki, Toulouse Business School (France) Presenter
G. Jason Jolley, Ohio University (USA) Presenter
Thomas Lyons, University of Tennessee at Chattanooga (USA) Presenter
Lincoln Brown, Southwestern Oklahoma State University (USA) Facilitator
John Mueller, St. Edwards University (USA) Facilitator
Lori Dickes, Clemson University (USA) Facilitator
Dennis Barber III, East Carolina University (USA) Facilitator
Zsolt Bedő, University of Pécs (Hungary) Facilitator
Siddharth Vedula, Technical University of Munich (Germany) Facilitator

Workshop, Academy of Management - Entrepreneurship Division, 40 participants. (August 1, 2021). A Knowledge Café To Discuss The Development of Research That Impacts the Entrepreneurial Ecosystem (session 627)

This Professional Development Workshop will help entrepreneurship scholars develop research of relevance to the entrepreneurial ecosystem. It supports the overall theme of this year's conference by considering the needs of all the players in the entrepreneurial ecosystem, with particular relevance to responses to the impacts, both positive and negative, of the COVID-19 Pandemic. It uses the Knowledge Café approach, a technique demonstrated to maximise the involvement and personal development of its participants.

Workshop, UVM Larner College of Medicine - "Stem Cells, Cell Therapies, and Bioengineering in Lung Biology and Diseases" Conference, 20 participants. (July 12, 2021 - July 15, 2021).
Panelist for "Elevator Pitch Competition – Commercialize Your Research for Industry Sponsorship or SBIR/STTR Collaboration" at the "Stem Cells, Cell Therapies, and Bioengineering in Lung Biology and Diseases" conference.
<https://med.uvm.edu/cme/2021-stem-cell-conference>

Management/Executive Development, UVM Larner College of Medicine / NIH Grant 29816, 24 participants. (June 18, 2021 - June 25, 2021). I team teach the fifth of five annual 6-day residential Biomedical Entrepreneurship classes with Dr. Charlie Irvin, whose \$2M / 5-year NIH I-Trep grant (29816) will bring PhDs, Post-Docs and Professors from IDeA states (Vermont, New Hampshire, Rhode Island, Delaware, Maine, Alaska and Puerto Rico - plus New Mexico, Nevada and Montana) and partner institutions to UVM.

Workshop, UVM Cell Molecular Biology (CMB) Program / Science Communication (CLBI394) class, 12 participants. (March 16, 2021). taught one class section on "Entrepreneurial Communication" in this semester long class in scientific communication.

Brief course description: "This three-hour/week course for second year CMBS and life science graduate students is designed to develop effective oral and written communication skills for a range of audiences from academia to industry, organizations, news, policymakers, and the general public. Students will focus on writing and speaking about science topics succinctly to

specific audiences, especially those outside their own field with little or knowledge in the subject area. Lectures will be given by guest speakers with expertise and experience in various forms of science communication. Students will deliver several oral and written presentations on a scientific topic throughout the semester directed towards specific audiences."

Workshop, UVM Accelerating Research Commercialization (ARC) Program, 12 participants. (March 5, 2021). Lead a training workshop on "Entrepreneurship, Business Models, and Technology Roadmaps" for the new consultants of the newly formed ARC program.

Workshop, UVM Postdoc Association, 8 participants. (September 24, 2020). Workshop on Elevator Pitches

Management/Executive Development, UVM Larner College of Medicine / NIH Grant 29816, 24 participants. (August 13, 2020 - August 21, 2020). I team teach the fourth of five annual 6-day residential Biomedical Entrepreneurship classes with Dr. Charlie Irvin, whose \$2M / 5-year NIH I-Trep grant (29816) with bring PhDs, Post-Docs and Professors from IDEa states (Vermont, New Hampshire, Rhode Island, Delaware, Maine, Alaska and Puerto Rico - plus New Mexico, Nevada and Montana) and partner institutions to UVM.

Workshop, Academy of Management - Entrepreneurship Division, 40 participants. (August 8, 2020). **Facilitator for a Professional Development Workshop entitled:**
Pathways to Connect Research and Practice: Developing Practice-Inspired Entrepreneurship Research

Organizer: Jill R. Kickul, USC Marshall School of Business

Digital Session Chair: John Martin Mueller, St. Edward's U.

Facilitator: Erik Monsen, U. of Vermont

Facilitator: Patrick J. Murphy, U. of Alabama, Birmingham

Facilitator: Malin Brännback, Abo Akademi U.

Facilitator: Colleen Robb, Florida Gulf Coast U.

Facilitator: Diana Maria Hechavarria, U. of South Florida

Facilitator: Mark Griffiths, Miami U. Ohio

For at least the past 20 years, there has been an ongoing debate between scientific rigor and practical relevance in academic business and management research, causing a disconnect between scholarly academicians and practicing entrepreneurs. Instead of an either-or debate and consistent with AOM's interest in making research more relevant, we explore innovative modes of practice-inspired academic entrepreneurship research, by creating a space in which researchers and practitioners collaboratively identify and collectively explore meaningful research questions - research questions that will be useful to entrepreneurs in practice and also publishable in high-impact research journals. This PDW will actively demonstrate how such research opportunities can be discovered and created through the same customer discovery and design thinking processes that we teach our entrepreneurship students. At the end of this PDW, scholars will have designed a research project inspired directly by practicing entrepreneurs. Furthermore, as a scholarly community, we will also brainstorm how to best publish practice inspired-research for the benefit of the entrepreneurship field.

Workshop, UVM Graduate College & UVM Communications - Three Minute Thesis Competition, 6 participants. (February 12, 2020). **Perfecting Your Pitch**

In this session we will practice both how to balance your pitch in terms of facts, emotions and personalities, as well as how to condense your pitch down to its central core message.

Date: Wednesday, February 12, 2020

Time: 5:30pm-7:00pm

Location: Votey Hall, Room 254

Facilitator: Dr. Erik Monsen, Associate Professor, Grossman School of Business

<https://www.uvm.edu/graduate/three-minute-thesis>

The Three Minute Thesis (3MT®) competition celebrates the exciting research conducted by active doctoral research students. Developed by The University of Queensland (UQ), 3MT cultivates students' academic, presentation, and research communication skills. The competition supports their capacity to effectively explain their research in three minutes, in a language appropriate to a non-specialist audience. The competition will be held in front of a live audience and a panel of judges made of up scholars and leaders from the community. The audience will also have an opportunity to vote for the "people's choice" contestant.

Guest Lecture, UVM Innovation and Entrepreneurship Learning Community, 100 participants. (November 13, 2019). Moderated a panels of UVM student entrepreneurs in the fall semester 1-credit evening class for 1st and 2nd year students in the Innovation and Entrepreneurship Learning Community.

<https://www.uvm.edu/reslife/innovation-and-entrepreneurship>"><https://www.uvm.edu/reslife/innovation-and-entrepreneurship>

The panel included:

Leah Redmon, 1st year UVM, Antares Naturel, <https://www.etsy.com/shop/AntaresNaturel>, a chemical and plastic free beauty products company

George Philbrick and Skylar Bagdon, 3rd year UVM, Power Scavengers <http://www.powerscavengers.com/>, an outdoor portable electricity company

Olivia Machanic, 4th year UVM, LivLax <https://www.livlax.com>, a lacrosse inspired bracelet and apparel company

Ian Weider, UVM Class of 2017, Fly Photography <https://www.flyphotography.co> and Skyview VT <https://www.skyviewvt.com/>, drone based videography ventures.

Guest Lecture, UVM Biomedical Engineering Professional Development Class, 40 participants. (November 8, 2019). Guest lecture on Personal Pitch for Biomedical Engineering students for Professor Juan Jose Uriarte.

===

Good morning Prof. Monsen,

This is JJ a lecturer in the biomedical engineering department. We have previously met when I was a postdoc in the laboratory of Prof. Dan Weiss.

I'm emailing to see if you would be available and interested to give a guest lecture about Personal Elevator Pitch to the Biomedical Engineering students. This BME Workshop is focused on providing students with exposure to research and professional development (CV, Intention Letter and Personal Pitch)

The course is held 2:20-3:10 (COHEN HALL 119) on Fridays this semester.

Do you happen to be available on Nov 08?

Thanks in advance
JJ

Guest Lecture, UVM Innovation and Entrepreneurship Learning Community, 100 participants. (November 6, 2019). Provided a guest lecture in the fall semester 1-credit evening class for 1st and 2nd year students in the Innovation and Entrepreneurship Learning Community. The

topic of the day was "Risk & Uncertainty"

<https://www.uvm.edu/reslife/innovation-and-entrepreneurship>

Workshop, UVM Catamount Innovation Fund, 12 participants. (October 2, 2019). Lead a training workshop on "Entrepreneurship and Business Models " for the new analysts in the new SGA sponsored Catamount Innovation Fund

Workshop, Academy of Management - Entrepreneurship Division, 25 participants. (August 9, 2019). Associate Professor Erik Monsen co-organized a panel of Boston-area entrepreneurs, including UVM alumni Jana Gailunas (BBA 2016; SI-MBA 2017) and Doug Hurd (BBA 1993), to discuss "Pathways to Connect Entrepreneurship Research and Practice" with J Combs, J. Kickul, and J. Mueller at the 79th Annual Meeting of the Academy of Management (Boston MA) in August 2019.

Workshop, UVM Larner College of Medicine - "Stem Cells, Cell Therapies, and Bioengineering in Lung Biology and Diseases" Conference, 20 participants. (July 15, 2019 - July 19, 2019).
Panelist for "Elevator Pitch Competition –

Commercialize Your Research for Industry Sponsorship or SBIR/STTR Collaboration" at the "Stem Cells, Cell Therapies, and Bioengineering in Lung Biology and Diseases" conference.

https://www.med.uvm.edu/docs/2019_program_agenda_outline/cme-documents/2019_program_agenda_outline.pdf?sfvrsn=0

Management/Executive Development, UVM Larner College of Medicine / NIH Grant 29816, 24 participants. (June 14, 2019 - June 21, 2019). I team teach the third of four annual 6-day residential Biomedical Entrepreneurship classes with Dr. Mercedes Rincon, whose \$2M / 5-year NIH I-Trep grant (29816) with bring PhDs, Post-Docs and Professors from IDeA states (Vermont, New Hampshire, Rhode Island, Delaware, Maine, Alaska and Puerto Rico - plus New Mexico, Nevada and Montana) and partner institutions to UVM.

Workshop, College of Medicine - Career Mobility Program. (March 15, 2019). Career Mobility Workshop - STEM Elevator Pitch Workshop

Workshop, UVM Cell Molecular Biology (CMB) Program / Science Communication (CLBI394) class, 12 participants. (October 23, 2018). taught one class section on "Entrepreneurial Communication" in this semester long class in scientific communication.

Brief course description: "This three-hour/week course for second year CMBS and life science graduate students is designed to develop effective oral and written communication skills for a range of audiences from academia to industry, organizations, news, policymakers, and the general public. Students will focus on writing and speaking about science topics succinctly to specific audiences, especially those outside their own field with little or knowledge in the subject area. Lectures will be given by guest speakers with expertise and experience in various forms of science communication. Students will deliver several oral and written presentations on a scientific topic throughout the semester directed towards specific audiences."

Workshop, UVM Catamount Innovation Fund, 12 participants. (September 26, 2018). Lead a training workshop on "the psychology of coaching an entrepreneur" for the new analysts in the new SGA sponsored Catamount Innovation Fund

Workshop, Academy of Management - Entrepreneurship Division, 10 participants. (August 10, 2018). Associate Professor Erik Monsen co-organized a panel of Chicago-area entrepreneurs, national entrepreneurship support organizations, and international entrepreneurship researchers, to discuss "Pathways to Connect Entrepreneurship Research

and Practice" with J. Mueller at the 78th Annual Meeting of the Academy of Management (Chicago IL) in August 2018.

Management/Executive Development, UVM Larner College of Medicine / NIH Grant 29816, 16 participants. (June 15, 2018 - June 22, 2018). I team teach the second of four annual 6-day residential Biomedical Entrepreneurship classes with Dr. Mercedes Rincon, whose \$2M / 5-year NIH I-Trep grant (29816) with bring PhDs, Post-Docs and Professors from IDeA states (New Hampshire, Rhode Island, Maine, Delaware, Alaska and Puerto Rico) and partner institutions to UVM.

Workshop, UVM Cell Molecular Biology (CMB) Program / Science Communication (CLBI394) class, 6 participants. (November 6, 2017). taught one class section on "Entrepreneurial Communication" in this semester long class in scientific communication.

Brief course description: "This three-hour/week course for second year CMBS and life science graduate students is designed to develop effective oral and written communication skills for a range of audiences from academia to industry, organizations, news, policymakers, and the general public. Students will focus on writing and speaking about science topics succinctly to specific audiences, especially those outside their own field with little or knowledge in the subject area. Lectures will be given by guest speakers with expertise and experience in various forms of science communication. Students will deliver several oral and written presentations on a scientific topic throughout the semester directed towards specific audiences."

Workshop, UVM Catamount Innovation Fund, 12 participants. (October 12, 2017). Lead a training workshop on "the psychology of coaching an entrepreneur" for the new analysts in the new SGA sponsored Catamount Innovation Fund

Workshop, UVM Postdoctoral Student Association, 50 participants. (September 22, 2017). Team taught a workshop on elevator pitches and pitching technology research to UVM's new postdoctoral student association.

Workshop, UVM Faculty Development Conference, 17 participants. (August 21, 2017). Lead and facilitated a faculty development workshop on "Group Work and More Effective Peer Feedback" at UVM's 2017 Faculty Development Conference

Workshop, UVM Larner College of Medicine - "Stem Cells, Cell Therapies, and Bioengineering in Lung Biology and Diseases" Conference, 20 participants. (July 26, 2017). Panelist for "Elevator Pitch Competition – Commercialize Your Research for Industry Sponsorship or SBIR/STTR Collaboration" at the "Stem Cells, Cell Therapies, and Bioengineering in Lung Biology and Diseases" conference.

Management/Executive Development, UVM Larner College of Medicine / NIH Grant 29816, 17 participants. (June 16, 2017 - June 23, 2017). I team teach the first of four annual 6-day residential Biomedical Entrepreneurship classes with Dr. Mercedes Rincon, whose \$2M / 5-year NIH I-Trep grant (29816) with bring PhDs, Post-Docs and Professors from IDeA state (New Hampshire, Rhode Island, Maine, Alaska and Puerto Rico) partner institutions to UVM.

Guest Lecture, UVM College of Arts and Sciences / Advanced Design Thinking Class, 15 participants. (March 22, 2017). As part of our UVM-EPI grant, I am scheduled to teach two units in Eugene Korsunskiy's new "Advanced Design Thinking" class. This unit focused on "From Idea to Business Reality", and introduced three tools: customer profile, value map, and business model canvas.

Guest Lecture, UVM College of Education and Social Services, 20 participants. (March 9, 2017). I was invited by Kieran Killeen to discuss the topic of "organizational entrepreneurship" with

students in a graduate level leadership class that he is teaching in the College of Education and Social Services.

Guest Lecture, UVM College of Arts and Sciences / Advanced Design Thinking Class, 15 participants. (January 23, 2017). As part of our UVM-EPI grant, I am scheduled to teach two units in Eugene Korsunskiy's new "Advanced Design Thinking" class. This unit focused on "Project Planning Under Uncertainty", and introduced a number standard and innovative project planning tools, and included a experiential exercise in uncertainty.

Workshop, SPARK VT, 12 participants. (February 1, 2016). SPARK VT Monday Lunchtime (12 to 1pm) Workshop on the topic of "Developing a Visual Strategy Map for Your Technology"

Workshop, UVM Office of Technology Commercialization, 30 participants. (April 2, 2015). At UVM's 10th Annual Invention2Venture (I2V) Conference (<http://www.uvm.edu/~uvmpr/?Page=news&&storyID=20699>), I ran three round table discussions on "Technology Roadmapping" between 2 and 4pm.

Workshop, SPARK VT, 16 participants. (January 12, 2015). SPARK VT Monday Lunchtime (12 to 2pm) Workshop on the topic of "Technology Roadmapping and Planning for Uncertainty"

Directed Student Learning

Honors Thesis Committee Chair, "Measuring the Value of Web Design Elements with the Conjoint Method," BSAD-Entrepreneurship. (August 15, 2023 - May 13, 2024).
Advised: Dante Blasi

Master's Project, "Little Morocco Café - Davis Center Spin-Off," BSAD-MBA. (February 4, 2022 - August 15, 2022).
Advised: Ali Amrani

Dissertation Defense Committee Member, "Corporate Entrepreneurship: A Rising Field of Research." (October 13, 2021 - April 28, 2022).
Advised: Arndt Schulze

Dissertation Committee Member, "Self-employment, employment choice and the accounting profession." (October 1, 2011 - May 21, 2021).
Advised: Maxim Romanov

Dissertation Committee Member, "A Multi-Level Exploration of Academic Intentions to Participate in Academic Entrepreneurship." (October 1, 2011 - December 1, 2020).
Advised: Mark Johnson

Dissertation Committee Chair, "Enabling Innovation in the Energy System Transition," RSENR-Natural Resources. (August 31, 2015 - July 29, 2020).
Advised: Bonnie Reese

Master's Project, "Karma Score," BSAD-MBA. (February 26, 2019 - August 15, 2019).
Advised: Shawn Coutu

Master's Project, "Green Man Acres - Building Regenerative Agriculture From the Ground Up," BSAD-MBA. (January 1, 2019 - August 15, 2019).
Advised: Cameron McMahon

Master's Project, "Evaluating Sustainability Impact in REI's Adventure Travel Operations," BSAD-MBA. (January 1, 2019 - August 15, 2019).
Advised: Houston Gilbreath, Christopher Bortree

Master's Project, "FreshTracks Business Bank - Merchant Banking Practicum," BSAD-MBA. (January 1, 2018 - August 15, 2018).
Advised: Shari Siegel

Master's Project, "Challenges facing builders of affordable multifamily rentals," BSAD-MBA. (January 1, 2018 - August 15, 2018).
Advised: Zachary Nuse

Dissertation Committee Member, "Opportunity Recognition: A Contingency Framework of Individual Attributes, Time Pressure, and Uncertainty." (May 15, 2017 - March 15, 2018).
Advised: Sumita Sarma

Dissertation Committee Member, "Non-Equilibrium Flows," CEMS-School of Engineering. (August 22, 2016 - January 9, 2018).
Advised: Dan Hagan

Dissertation Committee Member, "Professional Corporate Entrepreneurship Practices in Family Firms in Emerging Economies." (October 1, 2013 - November 3, 2017).
Advised: Eko Suhartanto

Master's Project, "Rustic Herbalist," BSAD-MBA. (January 1, 2017 - August 15, 2017).
Advised: Alex Perkins

Master's Project, "Noble Fresh - NUO Odor Destroyer," BSAD-MBA. (January 1, 2017 - August 15, 2017).
Advised: Jana Gailiunas

Master's Project, "Kria Group / Evergreen Capital - Warrior's Salvation," BSAD-MBA. (January 1, 2017 - August 15, 2017).
Advised: Noah Miller, Ryan McClain

Master's Project, "LandStream: Leveraging Platforms to Scale Land Regeneration," BSAD-MBA. (January 1, 2016 - August 15, 2016).
Advised: Laura Dale

Master's Thesis Committee Member, "Toward an Understanding of the Breakdown of Heat Transfer Modeling in Reciprocating Flows," CEMS-School of Engineering. (August 25, 2015).
Advised: Ian Pond

Awards and Honors

"Recognizing Excellent Teaching" Award Nomination, University of Strathclyde. (May 7, 2014).
Nominated for "Recognizing Excellent Teaching" Award. One student was quoted as stating: "He can empower and coach his students very well."

Professional recognition as Fellow, Higher Education Academy (HEA) - U.K. (August 13, 2013).
<https://www.heacademy.ac.uk/professional-recognition/hea-fellowships/become-fellow-hea>

Recognition Reference: PR060688

If you've a proven, sustained track record in HE teaching and you're seeking recognition for your development, and to progress into a senior position, an HEA Fellowship could add great value to your professional teaching experience.

RESEARCH

Published Intellectual Contributions

Books

Monsen, E. (2005). *Employees Do Matter: Autonomy, Teamwork and Corporate Entrepreneurial Culture*. Colorado: Dissertation Abstracts International.

Book Chapters

Monsen, E., Johnson, M., Thornton, T. (2022). Chapter 8: Teaching and supporting technology commercialization: literature review and recommendations. In C. Matthews & S. Santos (Ed.), *Annals of Entrepreneurship Education and Pedagogy – 2023* (vol. 5, pp. 145-170). Cheltenham: Edward Elgar Publishing.

Monsen, E., Boss, A. D. (2018). Chapter 3 Integrating Corporate Entrepreneurship and Organization Development through Learning and Leadership. In D. Kuratko & S. Hoskinson (Ed.), *Advances in the Study of Entrepreneurship, Innovation and Economic Growth: Volume 28 - The Challenges of Corporate Entrepreneurship in the Disruptive Age* (vol. 28, pp. 63-87). Bloomington, Indiana: Emerald Publishing Limited.

Simmons, S., Levie, J., Monsen, E. (2016). Perceptions of Firm Competitive Advantages from Teaming Up with Universities: An Exploratory Study. In D. B. Audretsch, E. E. Lehmann, M. Meoli, and S. Vismara (Ed.), *University Evolution, Entrepreneurial Activity and Regional Competitiveness* (pp. 153-174). Heidelberg: Springer.

Monsen, E. (2012). Das Regionale Ereignis "Unternehmensgründung" – Auch in Deutschland? [The Regional Event "Entrepreneurship" – Also in Germany?]. In K. Dicke, U. Cantner and M. Ruffert (Ed.), *Die Rolle der Universität in Wirtschaft und Gesellschaft, [The Role of the University in the Economy and Society]* (pp. 161-164). Jena: Friedrich-Schiller-Universität Jena and IKS Garamond.

Monsen, E., Urbig, D. (2009). Perceptions of Efficacy, Control, and Risk: A Theory of Mixed Control. A. Carsrud & M. Brännback (Eds.), *Understanding the Entrepreneurial Mind: Opening the Black Box* (pp. 259-281). New York: Springer.

Audretsch, D., Monsen, E. (2008). Entrepreneurship Capital: A Regional, Organizational, Team and Individual Phenomenon. In R. Barrett and S. Mayson (Ed.), *International Handbook of Entrepreneurship and HRM* (pp. 47-70). Cheltenham: Edward Elgar Publishing Ltd.

Monsen, E., Rudnik, R., Bleecke, H. (1997). Flexibility and Efficiency of a Transport-Equation Turbulence Model for Three-Dimensional Flow. *Notes on Numerical Fluid Mechanics (NNFM)* (pp. 237-244). Vieweg+Teubner Verlag.

Refereed Journal Articles

- Pratt, B. W., Erickson, J. D., Kolodinsky, J., Monsen, E., Wales, W. J. (2022). Shades of Green: Modelling Differences in Thought and Action among Electric Utility Regime Actors in the Energy System Transition. *Sustainability*, 14(20), 13287.
- Wales, W. J., Covin, J. G., Monsen, E. (2020). Entrepreneurial orientation: The necessity of a multilevel conceptualization. *Strategic Entrepreneurship Journal*, 14(4), 639-660.
- Johnson, M., Monsen, E., MacKenzie, N. (2017). Follow the leader or the pack? Regulatory focus and academic entrepreneurial intentions. *Journal of Product Innovation Management*, 34(2), 181-200.
- Sieger, P., Monsen, E. (2015). Founder, Academic, or Employee? A Nuanced Study of Career Choice Intentions. *Journal of Small Business Management*, 53(S1), 30-57.
- Biniari, M., Simmons, S., Monsen, E., Pizarro Moreno, M. I. (2015). The configuration of corporate venturing logics: An integrated resource dependence and institutional perspective. *Small Business Economics*, 45(2), 351-367.
- Monsen, E., Mahagaonkar, P., Dienes, C. (2012). Entrepreneurship in India: the question of occupational transition. *Small Business Economics*, 39(2), 359-382.
- Urbig, D., Monsen, E. (2012). The structure of optimism: "Controllability affects the extent to which efficacy beliefs shape outcome expectancies". *Journal of Economic Psychology*, 33(4), 854-867.
- Wales, W., Monsen, E., McKelvie, A. (2011). The Organizational Pervasiveness of Entrepreneurial Orientation. *Entrepreneurship Theory & Practice*, 35(5), 895-923.
- Frederick, H., Monsen, E. (2011). New Zealand's Perfect Storm of Entrepreneurship and Economic Development. *Small Business Economics*, 37(2), 187-204.
- Monsen, E., Patzelt, H., Saxton, T. (2010). Beyond Simple Utility: Incentive Design and Trade-Offs for Corporate Employee-Entrepreneurs. *Entrepreneurship Theory & Practice*, 34(1), 105-130.
- Monsen, E., Boss, R. Wayne (2009). The Impact of Strategic Entrepreneurship inside the Organization: Examining Job Stress and Employee Retention. *Entrepreneurship Theory & Practice*, 33(1), 71-104.
- Schweizer, L., Monsen, E., Patzelt, H. (2008). Anreize und Motivation für unternehmerisches Handeln in etablierten Firmen [Incentives and Motivation for Entrepreneurial Action in Established Firms]. *Zeitschrift für betriebswirtschaftliche Forschung*, 60(11), 671-692.
- Koberg, C. S., Boss, R. Wayne, Goodman, E. A., Boss, A. D., Monsen, E. (2005). Empirical Evidence of Organizational Citizenship Behavior from the Health Care Industry. *International Journal of Public Administration*, 28(5/6), 417-436.

Conference Proceedings

- Wales, W., Monsen, E., Marino, L., Martin, J. (2012). Entrepreneurial Orientation in Thought, Word, and Deed: Reframing the Model and Advancing the Conversation. *Best Paper Proceedings of the Academy of Management*. Best Paper Proceedings of the Academy of Management, Entrepreneurship Division.

Monsen, E., Urbig, D. (2009). *Entrepreneurs and Perceptions Of Compound Risk: Moderating Effects Of Efficacy And Control Beliefs* (vol. 29, pp. 255-270). Massachusetts: Frontiers of Entrepreneurship Research.

Monsen, E., Saxton, T., Patzelt, H. (2007). *Motivation and Participation in Corporate Entrepreneurship: The Moderating Effects of Risk, Effort, and Reward* (vol. 27, pp. 683-697). Massachusetts: Frontiers of Entrepreneurship Research.

Monsen, E., Ronzheimer, A., Franke, M., Rung, T., Aumann, P. (1999). Assessment of advanced transport-equation turbulence models for aircraft aerodynamic performance prediction. *30th Fluid Dynamics Conference*. American Institute of Aeronautics and Astronautics.

Journal Articles

Zollet, S., Monsen, E., Chen, W., Barber, D. (2024). Special Issue on Rural Entrepreneurship Education - Editorial. *Entrepreneurship Education & Pedagogy*, 7(253-263).

Nelson, A. J., Monsen, E. (2014). Teaching technology commercialization: Introduction to the special section. *Journal of Technology Transfer*, 39(5), 774-779.

Schjoedt, L., Monsen, E., Pearson, A., Barnett, T., Chrisman, J. J. (2013). New Venture and Family Business Teams: Understanding Team Formation, Composition, Behaviors, and Performance. *Entrepreneurship Theory & Practice*, 37(1), 1-15.

Monsen, E., Peters, S. A. (2010). Editorial (Special Issue: Corporate Entrepreneurship). *International Journal of Entrepreneurial Venturing*, 2(2), 107-113.

Periodicals

Monsen, E. (2015). In Erica Houskeeper (Ed.), *Makerspaces: Youth Hostels for Creative Grown-Ups*. Burlington, Vermont: UVM Outreach / UVM Continuing and Distance Education.

Presentations Given

Kim, D. (Author), Nordstrom, O. (Author), Monsen, E. (Author & Presenter), Marineau, J. (Author), USASBE Rural Entrepreneurship Symposium, "How Sense of Place and Openness to Change Influence Community Entrepreneurship Intentions," United States Association of Small Business and Entrepreneurship (USASBE), Ames, Iowa, United States. (July 10, 2025).

Monsen, E. (Author & Presenter), Zamanian, H. (Author), Keller, S. (Author), Hatch, O. (Author), Bauer, A. (Author), USASBE Rural Entrepreneurship Symposium, "What Questions Should We Ask? Exploring Rural Coworking in North America," United States Association of Small Business and Entrepreneurship (USASBE), Ames, Iowa, United States. (July 9, 2025).

Monsen, E. (Author & Presenter), Scott, K. (Author & Presenter), Milner, B. (Author & Presenter), Gagnon, M. (Author & Presenter), USASBE 2025, "State of the "Field" in Rural and Agricultural Entrepreneurship," United States Association of Small Business and Entrepreneurship, Las Vegas, Nevada, United States. (February 13, 2025).

Saxton, M. K. (Author), Saxton, T. (Author), Monsen, E. (Author & Presenter), Academy of Management (AOM) Annual Meeting, "The Power of Persuasion: New Venture Presentations and Audience Support," Academy of Management (AOM), Chicago, Illinois, United States. (August 12, 2024).

Monsen, E. (Author & Presenter), Sahasranamam, S. (Author), Biniari, M. (Author), Levie, J. (Author), Academy of Management (AOM) Annual Meeting, "Unpacking Organizational Support for Employee Ideation and Experimentation in Early-Stage Innovation," Academy of Management (AOM), Chicago, Illinois, United States. (August 11, 2024).

Monsen, E. (Author & Presenter), Spett, E. (Author), Chen, W. (Author), Conger, M. (Author), Marino, L. (Author), Barber, D. (Author), USASBE Rural Entrepreneurship Symposium, "Linking Community and Economic Resilience to Self-Employment: A Rural Ecosystem and Diversity Perspective," United States Association of Small Business and Entrepreneurship (USASBE), Burlington, Vermont, United States. (June 19, 2024).

Monsen, E. (Author & Presenter), Terjesen, S. (Author), Kim, D. (Author), Al Asady, A. (Author), United States Association of Small Business and Entrepreneurship (USASBE) Conference, "The Impact of Role Identity on Entrepreneurial Learning: A Longitudinal Study of The NSF Innovation-Corps Program," United States Association of Small Business and Entrepreneurship (USASBE), Birmingham, Alabama, United States. (January 13, 2024).

Monsen, E. (Author & Presenter), Tuff, M. (Author & Presenter), Global Consortium of Entrepreneurship Centers (GCEC) Conference, "The ARC Program - Academic Research Commercialization," Global Consortium of Entrepreneurship Centers (GCEC), Dallas, Texas, United States. (October 7, 2023).

Monsen, E. (Author & Presenter), Eaton, N. (Author), United States Association of Small Business and Entrepreneurship (USASBE) Conference, "Integrating Undergraduate Students into Technology Commercialization and Entrepreneurship," United States Association of Small Business and Entrepreneurship (USASBE), Tallahassee, Florida, United States. (January 21, 2023).

Monsen, E. (Author & Presenter), Spett, E. (Author), Chen, W. (Author), Conger, M. (Author), Marino, L. (Author), Barber, D. (Author), United States Association of Small Business and Entrepreneurship (USASBE) Conference, "Linking Community and Economic Resilience to Self-Employment and Entrepreneurship: A Rural Ecosystem Perspective," United States Association of Small Business and Entrepreneurship (USASBE), Tallahassee, Florida, United States. (January 21, 2023).

Monsen, E. (Author & Presenter), Schumpeter Center for Research on Socio-Economic Change - PhD Seminar, "Linking Community and Economic Resilience to Self-Employment: A Rural Ecosystem Perspective," Friedrich Schiller University Jena, Jena, Germany. (November 23, 2022).

Monsen, E. (Author & Presenter), Rosen, M. (Author & Presenter), Eaton, N. (Author & Presenter), Global Consortium of Entrepreneurship Centers (GCEC) Conference, "Integrating Students into Technology Design, Commercialization and Entrepreneurship," Global Consortium of Entrepreneurship Centers (GCEC), Las Vegas, Nevada, United States. (October 29, 2022).

Monsen, E., The International Conference on Social, Economics, Business, and Education (ICSEBE 2021), "Educating PhDs and Professors in Technology Entrepreneurship," Universitas Negeri Makassar, Indonesia. (October 23, 2021).

Monsen, E. (Author & Presenter), Biniari, M. (Author), Levie, J. (Author), Sahasranamam, S. (Author), Babson College Entrepreneurship Research Conference, "Ideation and Experimentation: Unpacking Management Support For Corporate Entrepreneurship," Babson College, Wellesley, Massachusetts, United States. (June 10, 2021).

- Biniari, M. (Author & Presenter), Monsen, E. (Author & Presenter), Wincent, J. (Author), Kautonen, T. (Author), Von Gelderen, M. (Author), 2020 Academy of Management Annual Meeting, "Motivating Corporate Entrepreneurial Effort: Champions, Followers, and How Innovation Climate Matter," Academy of Management, United States. (August 10, 2020).
- Biniari, M. (Author), Monsen, E. (Author & Presenter), Wincent, J. (Author), Kautonen, T., van Gelderen, M., Babson College Entrepreneurship Research Conference, "The Role of Leader Identity Claims and Pro-Innovation Climate Perceptions in Motivating Corporate Entrepreneurship Intentions and Effort," University of Tennessee, Knoxville, Knoxville, Tennessee, United States. (June 7, 2020).
- Monsen, E. (Author & Presenter), Wasko, M. (Author), Terjesen, S. (Author), Babson College Entrepreneurship Research Conference, "Team-Based Technology Entrepreneurship Education: A Longitudinal Study of the NSF Innovation-Corps Program," Babson College, Massachusetts, United States. (June 7, 2019).
- Biniari, M. (Author & Presenter), Monsen, E. (Author & Presenter), Von Gelderen, M. (Author), Wincent, J. (Author), 2017 Academy of Management Annual Meeting, "What Motivates Employees' Engagement in Corporate Entrepreneurial Behavior?," Academy of Management, Atlanta, Georgia, United States. (August 7, 2017).
- Monsen, E. (Presenter), BOWERS, M. (Presenter), NEELEY, K. (Presenter), PYLE, E. (Presenter), TEAGUE, B. (Presenter), ZORYCHTA, A. (Presenter), 2016 Global Consortium of Entrepreneurship Centers, "New Construction and Revival: The Basics of Building an Entrepreneurship Center and Curriculum," Global Consortium of Entrepreneurship Centers (GCEC), Rochester, New York, United States. (September 30, 2016).
- Levie, J. (Author & Presenter), Biniari, M. (Author), Monsen, E. (Author), 2016 Academy of Management Annual Meeting, "Comparing the Entrepreneurial Management and Corporate Entrepreneurship Assessment Instruments," Academy of Management, Anaheim, California, United States. (August 2016).
- Monsen, E. (Panelist), Justo, R. (Panelist), DeTienne, D. (Coordinator/Organizer), McKelvie, A. (Coordinator/Organizer), 2016 Academy of Management Annual Meeting, "Entrepreneurship Division Doctoral Consortium - How to Find the Right Fit: Career Differences across the Globe," Academy of Management - Entrepreneurship Division, Anaheim, California, United States. (August 5, 2016).
- Monsen, E. (Author & Presenter), Biniari, M. (Author), Levie, J. (Author), 2016 Babson College Entrepreneurship Research Conference, "An International Validation of the Corporate Entrepreneurial Assessment Instrument (CEAI)," Babson College, Bodø, Norway. (June 2016).
- Suhartanto, E., Monsen, E., 2016 Babson College Entrepreneurship Research Conference, "The Combination Effects of Professionalization and Entrepreneurial Orientation on Employee Engagement in Family and Non-family Firm," Babson College, Bodø, Norway. (June 2016).
- Monsen, E. (Author & Presenter), De Massis, A. (Author), Heblich, S. (Author), Audretsch, D. B. (Author), Kotlar, J. (Author), 2016 USASBE Conference, "Generative Capacity: A Key Catalyzing Resource for Entrepreneurial Activity and Breakthrough Innovation," United States Association for Small Business and Entrepreneurship, San Diego, California, United States. (January 12, 2016).
- Simmons, S. (Presenter), Hsu, D. (Presenter), Wieland, A. (Presenter), Begelfer, M. (Presenter), Monsen, E. (Presenter), 2016 USASBE Conference, "Experimental Methodologies:

- Applications and Agendas," United States Association for Small Business and Entrepreneurship, San Diego, California, United States. (January 9, 2016).
- Evans, J. (Panelist), Monsen, E. (Panelist), UVM Legislative Summit - Vermont's 21st Century Economy: Building an Entrepreneurial Ecosystem, "The Intersection of Higher Education, Private Sector and Government in Technology and Economic Development," UVM, Burlington, Vermont, United States. (November 17, 2015).
- Biniari, M. (Author), Simmons, S. A. (Author & Presenter), Monsen, E. (Author & Presenter), Pizarro Moreno, M. I. (Author), 2015 Academy of Management Annual Meeting, "Configuring Corporate Venturing Logics: A Resource Dependence and Institutional Perspective," Academy of Management, Vancouver, British Columbia, Canada. (August 11, 2015).
- Belousova, O. (Author & Presenter), Monsen, E. (Author), Groen, A. (Author), Gailly, B. (Author), 2015 Academy of Management Annual Meeting, "Delving Into Entrepreneurial Orientation Pervasiveness Question: The Critical Role of Consensus," Academy of Management, Vancouver, British Columbia, Canada. (August 11, 2015).
- Bagby, R. (Coordinator/Organizer), Monsen, E. (Presenter), Coombs, J. (Presenter), Brush, C. (Presenter), Welter, F. (Presenter), 2015 Academy of Management Annual Meeting, "Entrepreneurship Theory & Practice: Workshop for Journal Reviewers (ICW)," Academy of Management, Vancouver, British Columbia, Canada. (August 9, 2015).
- Monsen, E. (Panelist), Douglas, E. (Panelist), Salvato, C. (Panelist), Marino, L. (Coordinator/Organizer), Edelman, L. (Coordinator/Organizer), 2015 Academy of Management Annual Meeting, "Entrepreneurship Division Midcareer Consortium - The Global Entrepreneur Scholar," Academy of Management - Entrepreneurship Division, Vancouver, British Columbia, Canada. (August 8, 2015).
- Monsen, E. (Panelist), Dimov, D. (Panelist), Corbett, A. (Coordinator/Organizer), DeTienne, D. (Coordinator/Organizer), 2015 Academy of Management Annual Meeting, "Entrepreneurship Division Doctoral Consortium - How to Find the Right Fit: Career Differences across the Globe," Academy of Management - Entrepreneurship Division, Vancouver, British Columbia, Canada. (August 7, 2015).
- Suhartanto, E. (Author & Presenter), Monsen, E. (Author), MacKenzie, N. (Author), Babson College Entrepreneurship Research Conference, "The Effects of Professional Corporate Entrepreneurship Practices on Listed and Non-Listed Family Firms in Developing Economies," Babson College, Natick, Massachusetts, United States. (June 12, 2015).
- Brush, C. (Coordinator/Organizer), Corbett, A. (Coordinator/Organizer), Manolova, T. (Panelist), Naldi, L. (Panelist), McKelvie, A. (Panelist), Wales, W. (Panelist), Monsen, E. (Panelist), Milanov, H. (Panelist), Babson College Entrepreneurship Research Conference, "Doctoral Consortium - Lunch Time Break Out Discussion Groups," Babson College, Natick, Massachusetts, United States. (June 10, 2015).
- Suhartanto, E. (Author & Presenter), Monsen, E. (Author & Presenter), MacKenzie, N. (Author), Family Enterprise Research Conference, "The Effect of Professionalization and Entrepreneurial Orientation on Employee Engagement in Family Firm," Burlington, Vermont, United States. (June 6, 2015).
- Monsen, E. (Author & Presenter), StartupVT April Champion Meetup and Peer-Pitch-Practice, "The Frontier Entrepreneur, the Magical Academic, and the Quest to Build a Crystal Ball: Center for Technology Venturing Research Draft Proposal," StartupVT and DesignBook, Burlington, Vermont, United States. (April 21, 2015).

Monsen, E. (Panelist), Piper, E. (Panelist), Clark, K. (Panelist), 2015 Annual PMICV Symposium, "Vermontpreneurship and the Entrepreneurial Project Manager," Project Management Institute Champlain Valley Chapter, South Burlington, Vermont, United States. (April 10, 2015).

Piper, E. (Panelist), Clark, K. (Panelist), Sharma, S. (Panelist), Monsen, E. (Panelist), innoVaTe 2014: Second Annual Economic Development Summit, "Cultivating Entrepreneurship," Vermont Department of Economic Development, Burlington, Vermont, United States. (October 28, 2014).

Urbig, D. (Author & Presenter), Monsen, E. (Author), Renko, M. (Author), Schjoedt, L. (Author), Tarabishy, A. (Author), 2016 Academy of Management Annual Meeting, "Emergence of Entrepreneurship: Locus of Control Moderating the Effect of Self-Efficacy," Academy of Management, Philadelphia, Pennsylvania, United States. (August 4, 2014).

Simmons, S. A. (Coordinator/Organizer), Monsen, E. (Coordinator/Organizer), Siegel, D. (Presenter), Phan, P. (Presenter), Gianiodis, P. (Presenter), Link, A. (Presenter), Hornsby, J. (Presenter), Meek, W. (Presenter), Bercovitz, J. (Presenter), 2014 Academy of Management Annual Meeting, "Theoretical Perspectives of Academic Entrepreneurship: Current and Future Directions," Academy of Management, Philadelphia, Pennsylvania, United States. (August 2, 2014).

Bagby, R. (Coordinator/Organizer), Busenitz, L. (Presenter), Carter, S. (Presenter), Combs, J. (Presenter), DeTienne, D. (Presenter), Lim, D. (Presenter), Monsen, E. (Presenter), 2014 Academy of Management Annual Meeting, "Using Words Wisely to Shape Entrepreneurship Research: The Art and Craft of Reviewing," Academy of Management, Philadelphia, Pennsylvania, United States. (August 1, 2014).

Romanov, M. (Author), Monsen, E. (Author & Presenter), Ferguson, J. (Author), Gamble, E. (Author), Babson College Entrepreneurship Research Conference, "Self-employment, employment choice and the accounting profession," Babson College, London, Ontario, Canada. (June 6, 2014).

Biniari, M. (Author & Presenter), Simmons, S. A. (Author & Presenter), Monsen, E. (Author & Presenter), Pizarro Moreno, M. I. (Author), Babson College Entrepreneurship Research Conference, "The Configuration of Corporate Venturing Logic Through A Resource Dependence Institutional Lens," Babson College, London, Ontario, Canada. (June 5, 2014).

Romanov, M. (Author & Presenter), Monsen, E. (Author), Ferguson, J. (Author), Gamble, E. (Author), RENT XXVII - Research in Entrepreneurship and Small Business, "Self-employment, employment choice and the accounting profession," EIASM - European Institute for Advanced Studies in Management, Vilnius, Lithuania. (November 22, 2013).

Monsen, E. (Author & Presenter), RENT XXV - Research in Entrepreneurship and Small Business, "Entrepreneurial Career Choice: Exploring Links Between Motivations, Intention Strength and Strategic Orientation," EIASM - European Institute for Advanced Studies in Management, Bodo, Norway. (November 17, 2011).

Contracts, Grants and Sponsored Research

Awarded/Funded

Grants

Monsen, E. (Principal), "Consortium of Coworking Spaces: Research Project Management," Sponsored by UVM Leahy Institute for Rural Partnerships, College/University, \$10,000.00. (December 14, 2025 - Present).

Farewell, C. (Principal), Monsen, E. (Contributor), Davis, M. (Contributor), "Commercializing the CorioGraft Wound Healing Gel: UVM-ARC Project," Sponsored by UVM Leahy Institute for Rural Partnerships; NEK Biosciences, College/University, \$50,471.00. (December 12, 2024 - Present).

Monsen, E., "USASBE Rural Entrepreneurship Symposium Workshop Panelist Support Grant," Sponsored by UVM Leahy Institute for Rural Partnerships, College/University, \$1,000.00. (March 4, 2024 - Present).

Brinson, L. (Principal), McCusker, J. (Co-PI), Monsen, E. (Co-PI), Olsen, B. (Co-PI), Schadler, L. (Co-PI), "POSE: Phase II: Building a FAIR Data Ecosystem for Soft Materials," Sponsored by National Science Foundation, Federal, \$1,500,000.00.

Cipolla, M. (Co-PI), McGinnis, R. (Co-PI), Monsen, E. (Co-PI), Rosen, M. (Contributor), Burkman, K. (Contributor), Doiron, A. (Contributor), Fox, S. (Contributor), Karson, J. (Contributor), "Rural Health Technology Hub at UVM (RHT Hub)," Sponsored by National Institutes of Health, Federal, \$3,944,721.00.

Monsen, E. (Contributor), Rincon, M. (Principal), Irvin, C. (Co-PI), von Houten, J. (Contributor), Tracy, R. (Contributor), Farewell, C. (Contributor), Parsons, P. (Contributor), "Fostering entrepreneurship in biomedical research (2016-2022)," Sponsored by National Institutes of Health, Government and Public Sector, \$2,500,000.00. (March 17, 2016 - December 31, 2022).

Irvin, C. (Principal), Thornton, T. (Contributor), Monsen, E. (Contributor), Farewell, C. (Contributor), Huggett, K. (Contributor), "IDeA Entrepreneurship Training and Community Development (new application) 2022-2027," Sponsored by National Institutes of Health, Federal, \$2,499,995.00. (September 13, 2022 - Present).

Irvin, C. (Principal), Thornton, T. (Contributor), Monsen, E. (Contributor), Farewell, C. (Contributor), Huggett, K. (Contributor), "Fostering entrepreneurship in biomedical research - Renewal Grant 2021-2026," Sponsored by National Institutes of Health, Federal, \$2,663,411.00.

Monsen, E. (Co-PI), Kolodinsky, J. (Contributor), Weaver, R. (Co-PI), "BTV Mayor's Prize for Entrepreneurship," Sponsored by Kauffman Foundation / City of Burlington VT, Foundations, \$99,059.00.

Monsen, E. (Principal), Robbins, M. (Contributor), Silverman, P. (Contributor), Treanor, O. (Contributor), "E-Team Grant - Majorwise," Sponsored by VentureWell, Non-Profit Organizations, \$5,000.00.

Monsen, E. (Contributor), Varhue, W. J. (Principal), Badireddy, R. (Contributor), Tan, T. (Contributor), "INFEWS/T3: Increased Realization of Sustainable Energy, Food and Water made Possible with Nano-materials," Sponsored by National Science Foundation, Government and Public Sector, \$2,084,094.00.

Monsen, E. (Co-PI), Kolodinsky, J. (Contributor), Weaver, R. (Co-PI), "Uncommon Methods & Metrics: A primary data collection initiative to uncover how entrepreneurial ecosystems affect entrepreneurs," Sponsored by Kauffman Foundation, Foundations, \$450,000.00.

Monsen, E. (Contributor), Korsunskiy, E. (Principal), Kostell, S. (Contributor), "Advanced Design Thinking: A new course to foster innovation and creative-problem solving," Sponsored by University of Vermont - Engaged Practices Innovation (EPI) Grant Program, College/University, \$10,000.00. (November 1, 2016 - May 5, 2017).

Monsen, E. (Principal), Robbins, M. (Contributor), Silverman, P. (Contributor), "Simon Family Public Research Fellowship," Sponsored by UVM Undergraduate Research Office, College/University, \$1,965.00.

Monsen, E. (Principal), Williams, T. (Co-PI), Rincon, M. (Contributor), Dubief, Y. (Contributor), Petrick Smith, C. (Co-PI), Farewell, C. (Contributor), Maynard, A. (Contributor), James, T. (Contributor), "Sparkling Innovation and Entrepreneurship Skills in STEM Graduate Students," Sponsored by National Science Foundation, Government and Public Sector, \$500,000.00. (December 31, 2016).

Monsen, E. (Co-PI), Kolodinsky, J. (Co-PI), "Developing Metrics To Understand Place Based Entrepreneurial Success," Sponsored by Kauffman Foundation, Foundations, \$186,572.00.

Monsen, E. (Contributor), Weiss, D. (Co-PI), Spees, J. (Co-PI), "COBRE Proposal: Regenerative Medicine," Sponsored by National Institutes of Health, Government and Public Sector, \$7,500,000.00.

Monsen, E. (Contributor), James, T. A. (Principal), Farewell, C. (Contributor), Trutor, A. (Contributor), Jemison, J. (Contributor), "Clinical Innovation Program: Improving Health Care through Innovation," Sponsored by VentureWell (originally called the National Collegiate Inventors and Innovators Alliance, or NCIIA), Non-Profit Organizations, \$50,000.00.

Fellowships

Monsen, E., "USASBE Rural Research Fellowship (2022-2023)," Sponsored by United States Association for Small Business and Entrepreneurship (USASBE), Professional/Academic Assoc & Soc., \$2,000.00. (March 2022 - Present).

Monsen, E., "USASBE Rural Research Fellowship (2021-2022)," Sponsored by United States Association for Small Business and Entrepreneurship (USASBE), Professional/Academic Assoc & Soc., \$2,000.00. (March 19, 2021 - Present).

Awards and Honors

Top Cited Article 2020-2021 in Strategic Entrepreneurship Journal, Wiley Publishing. (March 31, 2022). Wiley

Top Cited Article 2020-2021

Congratulations to:

Erik Monsen

whose paper has been recognized as a top cited paper in: STRATEGIC ENTREPRENEURSHIP JOURNAL

Entrepreneurial orientation: The necessity of a multilevel conceptualization

Wales, W. J., Covin, J. G., & Monsen, E. (2020). Entrepreneurial orientation: The necessity of a multilevel conceptualization. Strategic Entrepreneurship Journal, 14(4), 639-660.

Rural Research Fellowship, United States Association for Small Business and Entrepreneurship (USASBE). (March 2022). Awarded \$2000 United States Association for Small Business and

Entrepreneurship (USASBE) Rural Research Fellowship for 2022-2023.
<https://www.usasbe.org/page/research-fellowship>

Rural Research Fellowship, United States Association for Small Business and Entrepreneurship (USASBE). (March 2021). Awarded \$2000 United States Association for Small Business and Entrepreneurship (USASBE) Rural Research Fellowship for 2021-2022.
<https://www.usasbe.org/page/research-fellowship>

Journal of Small Business Management Editors Choice Award, USASBE 2016 Annual Conference. (January 11, 2016). One of a few select best paper awards awarded at the 2016 United States Association for Small Business and Entrepreneurship for our paper "Generative Capacity: A Key Catalyzing Resource For Entrepreneurial Activity And Breakthrough Innovation"

The award included a \$500 prize, which was split equally among the five co-authors.

Secondary Appointment as Associate Professor of Mechanical Engineering, UVM College of Engineering and Mathematical Sciences. (January 28, 2015). Was offered and accepted a secondary appointment in the School of Engineering at the University of Vermont effective January 1, 2015 to August 31, 2017. The rank is that of my primary appointment in BSAD and is without compensation.

Stevens Institute of Technology Wesley J. Howe Award for Excellence in Research on the Topic of Corporate Entrepreneurship, Babson College Entrepreneurship Research Conference. (June 2008). Awarded for our paper "Motivation and Participation in Corporate Entrepreneurship: The Moderating Effects of Risk, Effort, and Reward" originally presented at the 2007 Babson College Entrepreneurship Research Conference

Intellectual Contributions in Submission

Refereed Journal Articles

Kim, D., Onnolee, N., Monsen, E., Marineau, J. Rooted in Place and Potential to Change: How Sense of Place and Openness to Change Influence Community Entrepreneurship Intentions. *Small Business Economics*.

Research Currently in Progress

"Entrepreneurial Career Choice: Exploring Links Between Motivations, Intention Strength and Strategic Orientation" (Planning). Co-Author(s): Monsen, Erik
This project is on hold, until other projects are completed.

+++

Over six years, from 2008 to 2013, I surveyed approximately 200 participants of a 1-week compact course in entrepreneurship and business startups at the University of Jena in Germany. Using this data, the intent is to study not only what factors motivate them to start a business, but also what factors motivate them to start specific types of businesses, i.e. small businesses versus high-growth business.

"Entrepreneurial Intentions and Commercialization Choices of University Researchers" (Planning). Co-Author(s): Monsen, Erik, Mark Johnson (University of Strathclyde)

This project is on the back burner. Mark completed his PhD in November 2020, and is currently evaluating future options.

+++

Mark is a former PhD student of mine from the University of Strathclyde who I am continuing to mentor to the end of his PhD.

Drawing on theories of regulatory focus, leadership and entrepreneurship, we propose a conceptual model that explains why academic leaders and scientists make differing entrepreneurial choices when exploiting university innovations. By acknowledging that different regulatory foci are elicited by academic leaders via their behaviours, this paper suggests that these leaders influence the motivations of scientists to act entrepreneurially through priming effects. In turn these effects influence the entrepreneurial behaviour of scientists, leading to differing outcomes when viewed across a spectrum of exploitation mechanisms.

This conceptual model is based on 30 qualitative interviews of Scottish university researchers, and is being tested using over 800 quantitative surveys of Scottish university researchers.

"Global Study of Entrepreneurial Corporate Employees: Motivation, Intention and Behavior" (Writing Results). Co-Author(s): Monsen, Erik, Marina Biniari (Aalto University), Teemu Kautonen (Aalto University), Jonathan Levie (National University of Ireland - Galway), Sreevas Sahasranamam (Strathclyde University)

Spring 2023 update:

Due to competing projects, the coauthor team did not submit complete the rewrite of the article in 2022. That said, we are reconvening in 2023 and will submit this for journal publication in 2023.

+++

Spring 2022 update

Both of these projects are moving full-steam ahead, and will be submitted for publication this year.

+++

Building on earlier survey development work on the framework conditions for employee engagement in corporate entrepreneurship and innovation, we have been conducting a multinational validation study over the past three years. Over the past three years, we have so collected 1115 surveys from MBA students in the University of Strathclyde's Full Time, Part Time, and International MBA programs, which run in Glasgow, Scotland, and in 9 other international centers around the world. Using this unique global dataset, we will evaluate the international validity of the Corporate Entrepreneurship Activity Index (Hornsby, Kuratko, et al). and examine how entrepreneurial and innovative employee behavior around the world is similar and different.

2020/2021 This research was accepted for presentation as a full paper at the 2021 Babson Kauffman Entrepreneurship Research Conference in June 2021.

2019/2020 Update: more recently, we have identified that the "management support" dimension subdivides into an "ideation" and an "experimentation" dimension. Thus, we not only validate the scale internationally, but we theoretically and practically extend it.

In addition, we are leverage findings from this earlier survey data to conduct two additional data collections. The first is with a large multinational firm (Tieto), who is interested in promoting entrepreneurship and innovation among its employees.

The second is a panel study of adults in Finland and Sweden, in order to study individuals entrepreneurial intentions and behaviors, both as independent as well as corporate

entrepreneurs.

2019/2020 Update: more recently, we have identified key differences between leaders and followers of corporate entrepreneurship projects, which are now a central contribution we make.

"Rural and Small Town Entrepreneurial Ecosystems" (On-Going). Co-Author(s): Monsen, Erik, Jane Kolodinsky (UVM - CALS/CDAE), John Antonucci (Launch VT - Regional Chamber of Commerce), Dennis Moynihan (Vermont Innovation Center), Gillian Nanton (Burlington - City Economic Development Office)

Spring 2022 Update

While the 2nd (guest editorship) and 3rd (systematic literature review) are proceeding as planned, the primary data collection project has morphed once again. Given the discovery of several publicly available databases which cover all 3000+ U.S. counties, a number of interesting nationally relevant findings regarding the relationship between community disaster resilience and self-employment rates have been identified, which vary not only based on urban/rural setting, but also based on other factors such as gender, race, commuting behaviors, and poverty rates. Updated versions of these databases are being released in Spring 2023, so that we can finalize the result and submit them for publication in Summer 2023.

This project has evolved in three substantial ways since my sabbatical was proposed in Fall 2020. A key reason for this shift has been my earning a Rural Research Fellowship from the United States Association of Small Business and Entrepreneurship, which connected me to a substantially wider network of researchers than I originally anticipated.

First, the project has shifted away from a high-tech research methods focused study in Vermont and towards a more socially oriented research question focused study across 5 rural US states in the US, including Vermont, Ohio, Texas, Alabama, and North Carolina.

Second, this work now encompasses three publication projects:

- * The primary survey data collection and study of "Rural Community and Small Business Resilience", with coauthors from Vermont, Ohio, Alabama, Texas, and North Carolina, targeted for submission to Entrepreneurship Theory and Practice (GSB Tier 1) in the Fall of 2022.

- * A multi-author co-authored systematic literature review of research in the area "Rural Entrepreneurship", being written this spring and summer, and targeted for submission to the Journal of Business Venturing (GSB Tier 1) in the Fall of 2022.

- * A guest editor role in a special issue of Entrepreneurship Education & Pedagogy (GSB unranked – Launched by USASBE in 2018) on the topic of "Rural Entrepreneurship Education", to be published in Summer 2023.

+++

This project is the current focus of a sabbatical that I have been granted for Fall 2021, and is a further development of an earlier project described farther below.

+++

As small towns in rural and peripheral regions wrestle with rebuilding their local economies and communities in the wake of the Covid-19 pandemic, research in this area will have critical, practical relevance. Therefore, leveraging a Research Sabbatical in Fall 2021, I propose developing field-research methodologies and that enable the collaborative development of robust insights into the local entrepreneurial ecosystems in small towns in

rural regions.

In this project, I explore experience sampling methodologies (Beal, 2015; Gabriel et al, 2019), which have been applied to robustly probe the day-to-day perceptions, cognitive processes, and decision making of individual entrepreneurs (Uy et al, 2010). In particular, when augmented by technologies such as smart phones (Aguinis & Edwards, 2014; Uy et al, 2015, 2017), this approach will allow us to explore ever more challenging and practically relevant questions about small town entrepreneurial ecosystems.

For example, Engel et al (2017) recommends experience-sampling methodology to explore the inter-individual differences in entrepreneurial networking actions – a practical research question that has been posed to me by John Burton and Lori Smith of the Vermont Futures Project. Further, we could study the evolutionary dynamics of these network relationships over time (Alvedalen & Boschma, 2017; Mack & Mayer, 2016; Pitelis, 2012; Scott, Hughes, & Ribeiro-Soriano, forthcoming; Spigel & Harrison, 2018) and more comprehensively understand the interplay of all elements of a local entrepreneurial ecosystem (Spigel, 2017; Stam, 2015; Stam & van de Ven, forthcoming).

Most importantly, by engaging local entrepreneurial leaders earlier in the research design process - such as Evan Douglas of Do North CoWorking in Lyndon Vermont or Trevor Barlow at the Black River Innovation Campus in Springfield Vermont – we will increase the relevance of the research and the likelihood that it will be accessible and interesting to local policy makers (Jolley & Pittaway, 2019) and the builders of rural, small town entrepreneurial ecosystems.

+++

In an earlier form, this project was titled "Promoting globally competitive technology ventures beyond the "frontiers" of major metropolitan"

Beginning with high technology ventures in Vermont, this project will expand in phases to other regions beyond the "frontiers" of major metropolitan regions, both in the developed and developing world. The goal is to develop networks of university, trade association, and corporate partners in order to better understand and promote the needs of new and growing technology ventures in regions outside of major metropolitan areas. In order to reach this goal, data will be regularly collected both on the high technology firms as well as their employees, including both objective performance as well as subjective survey data. As this database builds over several years, we will be able to uniquely ask mufti-level and longitudinal questions posed by both the high tech business community and policy makers.

Originally (2016), the goal is to conduct this research under the auspices of a Kauffman Foundation Metro Ecosystem grant, which would fund a pilot study here in Burlington, with the potential for follow up studies in other Kauffman sponsored metro ecosystems.

Due to a major restructuring of the Kauffman Foundation in the Summer of 2016, decisions about this grant application have been put on hold until the restructuring is complete. Hopefully a decision will be made soon. (Last Update - April 2017).

Update: after several unsuccessful Kauffman Foundation grant applications, a successful bootstrapping solution to develop a data collection and community engagement app was discovered. In the Fall 2019 semester, three computer science students in an app development class built an Android prototype, and in the Spring 2020 another team of three computer science students (2 from the fall semester) are building a parallel and augmented IOS prototype. Field tests, using the Android and IOS versions, were to be conducted in Summer 2020.

Unfortunately, the student team was not able to produce the working app in both IOS and Android formats. Therefore, the technology for this project is being re-evaluated.

"Self-employment, employment choice and the accounting profession" (Planning). Co-Author(s): Monsen, Erik, Maxim Romanov (University of Strathclyde)

Spring 2023 update

My former PhD student, Max Romanov, who was leading this project decided not to complete his PhD. This, this project is on hold, until I can find a new co-author to proceed with this project.

+++

Spring 2022 update

While project was made on restarting this project in Autumn 2019, it is now on the back burner, until Max makes progress on completing his PhD.

+++

Max is a former PhD student of mine from the University of Strathclyde who I am continuing to mentor to the end of his PhD.

This study looks at how entrepreneurial self-efficacy, internal locus of control, promotion regulatory focus, regulatory biases and their interactions may influence individual preferences towards more entrepreneurial employment options. The study looks at final year accounting students, who are believed to be good representative example for the labour capital with consistent educational and professional background, and their personality perceptions with regards to vocational preferences. The study proposes using choice based conjoint based experiment and introduces a novel instrument for clearly distinguishing between greater or lesser entrepreneurial employment factors as applied to the real-market accounting job positions without actually them. By combining the findings of choice based conjoint experiment with the results for personality perceptions, the study proves the hypotheses on the predictive ability of the personality characteristics, and particularly entrepreneurial self-efficacy, internal locus of control, promotion regulatory focus, regulatory biases on the employment preferences, on individual preferences towards more entrepreneurial employments in accounting in terms of career path, work process and job security.

Update Fall 2019: With the aid of a MACC program graduate research assistant, a literature review was conducted and an even more robust experimental design was developed.

"Why Teaching Academics to Think Like Entrepreneurs is Making a Difference: Lessons Learned from NSF's I-Corps Program" (Writing Results). Co-Author(s): Monsen, Erik, Molly Wasko (University of Alabama Birmingham - Collat School of Business), Siri Terjesen (American University - Kogod School of Business)

Spring 2023 Update

Due to my shift to rural entrepreneurship research, this project is currently on hold. That said, I do plan to return to it, once my current rural research projects are submitted to journals.

+++

Spring 2021 Update

This summer, once other projects are under review at journals, this project will be one of my publication goals in Fall 2021.

+++

August 2020 Update:

A new release of the dataset from our data collection related to the National Science Foundation I-Corps™ National Course is now available. This release combines pre-course, post-course, and longitudinal survey data and includes data from **51** cohorts between spring 2012 and fall 2017.

+++

November 2019 Update:

The good news is that with the new augmented dataset from VentureWell, which includes 3

more years of data, we went from a sample size of 384 to 1115, which is great.

In addition, looking just at the pre/post commercialization confidence data, the ratios are remaining about the same. In both cases, about 40% increase in confidence, 40% stay the same, and 20% decrease in confidence.

One challenge with the dataset this time around is that VentureWell has consciously and conscientiously deleted a range of demographic data, such as Node Code, Year, and Census Region, in order to protect individual identities. For example, whereas we statistically controlled for Node Code in the past, we cannot do it this time around. That said, hopefully other variables in the dataset will allow to control for systematic variance in other ways.

+++

Principal Topic: The National Science Foundation (NSF) Innovation Corps (I-Corps) is the premier U.S. government-funded program for technology commercialization, at \$30 million annually. The I-Corps curriculum leverages lean start-up and experiential approaches, and requires: 3-member teams (entrepreneurial lead, technical lead, and industry mentor) to follow a 7-week customer discovery program in a highly-pressurized environment. We explore I-Corps' success through transactive memory systems (TMS) theory (Wegner, 1985). TMS suggests that individuals who spend time together in teams create an overarching mental model of "who knows what," allowing each individual to uniquely encode, store, and retrieve information based on his/her role identity. Applied to management generally (Argote & Ren, 2012; Ren & Argote, 2011) and entrepreneurship (Zheng, 2012; Zheng & Mai, 2013), TMS suggests individual I-Corps team members will master different areas of material and have differing perceptions (Feldman, 1981; Ng & Feldman, 2007), resulting in varying confidence levels in their technologies' commercial potential.

Method: We use data from 2011-2016 of 900+ I-Corps national teams including 2,900 individuals from 217 universities who created 361 companies through 16 cohorts, based on a self-administered survey of all team members at three stages: pre-training, post-training, and follow-up. We examine: (1) What factors influence pre- to post-course estimations of technology commercialization potential?; (2) What factors influence progression from post-course to actual company formation or licensing deal?; and (3) Do factors differ across technical lead, entrepreneurial lead, and industry mentor roles?

Results and Implications: Overall, 42% of respondents report increased confidence in technology commercialization; only 16% report a decrease. Of 42% who report no change, over half started in highest confidence category, and cannot. Entrepreneurial leads start with the highest level of pre-course commercialization confidence, and technical leads end with the highest level of post-course commercialization confidence. Consistent with TMS, we find significant differences in the three team member types' reactions to program design. Entrepreneurial leads' post-course commercialization confidence is negatively affected by program harshness, and technical leads and industry mentors react negatively to program stressfulness. Post-course evaluations of team-work quality on commercialization confidence vary across roles. Entrepreneurial leads' confidence appears unaffected by teamwork quality, technical leads are positively affected by the team collaboration, and industry mentors by equitable work distribution. Entrepreneurial leads' pre-course orientation towards learning about business-scaling and market validation positively impact post-course commercialization confidence; however, pre-course learning orientation is insignificant for technical leads and industry mentors.

SERVICE

College Service

Committee Member, CEMS Dean Search Committee. (May 5, 2025 - Present).

Committee Member, GSB Faculty Standards Committee. (August 15, 2016 - Present).

Committee Member, Engineering Management Curriculum Committee. (September 1, 2014 - Present).

Faculty Advisor, Entrepreneurship Club. (September 1, 2014 - Present).

Committee Chair, FSC Tenure Sub-Committee - Felipe Massa. (August 15, 2024 - November 29, 2024).

Committee Chair, Search Committee - Entrepreneurship and Family Business Endowed Chairs. (February 8, 2022 - January 16, 2024).

Committee Member, GSB Faculty Engagement Committee. (January 2020 - December 2021).

Committee Member, FSC Mentoring Sub-Committee - Akshay Mutha. (January 1, 2020 - October 15, 2020).

Committee Member, FSC Sabbatical Review Subcommittee - Chiang & P. Sharma. (September 8, 2020 - September 26, 2020).

Committee Member, Graduate Studies Committee. (August 15, 2017 - August 14, 2020).

Committee Member, AACSB Assurance of Learning (AoL) Committee. (August 25, 2016 - August 14, 2020).

Committee Member, FSC Reappointment Sub-Committee - Senior Lecturer Amy Tomas. (September 16, 2019 - November 18, 2019).

Committee Member, SI-MBA Five Year Review Committee. (January 4, 2019 - September 6, 2019).

Committee Member, FSC Sabbatical Sub-Committee - Professor Chun Zhang. (September 1, 2019 - September 18, 2018).

Committee Member, FSC Mentoring Sub-Committee - Kenneth De Roeck. (February 1, 2017 - May 1, 2019).

Committee Member, Engineering Management Faculty Search Committee. (January 9, 2018 - February 1, 2019).

Committee Chair, FSC Tenure Sub-Committee - Ante Glavas. (August 4, 2017 - November 30, 2017).

Committee Chair, GSB OB/HRM Faculty Search Committee. (August 25, 2016 - March 15, 2017).

Summer Research, Summer Research. (June 1, 2016 - August 31, 2016).

Summer Research, Summer Research. (June 1, 2015 - August 31, 2015).

Faculty Advisor, ENACTUS Club. (September 1, 2014 - May 1, 2015).

University Service

Faculty Advisor, Academic Research Commercialization (ARC) Program. (January 1, 2021 - Present).

Faculty Advisor, Center for Biomedical Innovation. (August 20, 2019 - Present).

Committee Member, SPARK VT - Operations Committee. (October 15, 2016 - Present).

Committee Member, Entrepreneurship Forum. (November 20, 2015 - Present).

Committee Chair, UVM Business Pitch Competition. (September 2015 - Present).

Judging Panel, Three Minute Thesis Competition - UVM Graduate College. (April 23, 2025).

Faculty Advisor, Catamount Innovation Fund. (September 1, 2016 - June 30, 2024).

Faculty Advisor, Meyers Cup Business Launch Competition. (September 23, 2021 - May 22, 2024).

Committee Member, CALS/CDAE Social Entrepreneurship Professor Search Committee. (September 20, 2023 - May 15, 2024).

Committee Member, UVM Communicates. (January 1, 2020 - December 30, 2023).

Committee Chair, UVM Office of Engagement - Entrepreneurship Committee. (October 30, 2020 - June 30, 2023).

Faculty Advisor, Innovation and Entrepreneurship Learning Community - Advisory Board. (January 10, 2018 - June 30, 2023).

Committee Chair, CEMS/BME Lecturer Search Committee. (June 24, 2021 - June 15, 2022).

Committee Member, Consultative Group to Work with Art & Science Group. (February 3, 2021 - February 28, 2022).

Committee Member, Curricular Affairs Committee of the Faculty Senate. (September 1, 2015 - August 31, 2021).

Committee Member, Faculty Senate Research, Scholarship & The Creative Arts. (January 1, 2020 - December 31, 2020).

Committee Member, Honors College Council. (January 1, 2020 - August 15, 2020).

Committee Member, UVM Maker Space Steering Committee. (February 11, 2019 - June 30, 2020).

Faculty Mentor, Innovation and Entrepreneurship Learning Community. (August 15, 2018 - May 2020).

Committee Member, OVPR Postdoctoral Associate Program - Application Review Committee. (February 24, 2020 - April 30, 2020).

Committee Member, Vermont Products Pitch. (September 17, 2019 - March 17, 2020).

Program Organizer, Proposed: Center for Entrepreneurship Making and Design / Institute for Applied Imagination. (August 20, 2015 - June 30, 2018).

Grant Proposal Reviewer, Internal, EPSCoR Phase 0 Commercialization Grant Review Committee. (March 8, 2017 - February 21, 2018).

Committee Member, Planning Committee for "Innovation and Entrepreneurship Learning Community". (September 25, 2017 - January 10, 2018).

Committee Member, United Academics. (October 1, 2015 - August 31, 2016).

Committee Member, UVM Business Pitch Competition. (September 2014 - August 2015).

Professional Service

Editorial Review Board Member, Journal of Small Business Strategy, Tennessee. (February 19, 2021 - Present).

Editorial Review Board Member, Organizational Research Methods. (January 2018 - Present).

Editorial Review Board Member, Small Business Economics Journal. (January 2018 - Present).

Editorial Review Board Member, Strategic Entrepreneurship Journal. (January 2015 - Present).

Editorial Review Board Member, Journal of Business Venturing. (2013 - Present).

Editorial Review Board Member, Entrepreneurship Theory and Practice. (2011 - Present).

Member, United States Association of Small Business and Entrepreneurship - Ethics Commission. (January 1, 2024 - December 30, 2026).

Editor, Special Issue, Small Business Economics Journal. (January 1, 2023 - June 30, 2026).

Committee Chair, United States Association of Small Business and Entrepreneurship - Rural Entrepreneurship SIG. (April 1, 2024 - March 30, 2026).

Reviewer, Journal Article, Cross Cultural & Strategic Management. (January 1, 2025 - December 31, 2025).

Reviewer, Journal Article, Entrepreneurship & Regional Development. (January 1, 2025 - December 31, 2025).

Reviewer, Journal Article, Journal of Business Research. (January 1, 2025 - December 31, 2025).

Reviewer, Journal Article, Journal of Business Venturing. (January 1, 2025 - December 31, 2025).

Reviewer, Journal Article, Journal of Management Studies. (January 1, 2025 - December 31, 2025).

Reviewer, Journal Article, Journal of Small Business Strategy, Tennessee. (January 1, 2025 - December 31, 2025).

Reviewer, Journal Article, Strategic Entrepreneurship Journal. (January 1, 2025 - December 31, 2025).

Reviewer, Journal Article, Academy of Management Learning and Education. (January 1, 2024 - December 31, 2024).

Reviewer, Journal Article, Cross Cultural & Strategic Management. (January 1, 2024 - December 31, 2024).

Reviewer, Journal Article, Entrepreneurship & Regional Development. (January 1, 2024 - December 31, 2024).

Reviewer, Journal Article, Entrepreneurship Theory and Practice. (January 1, 2024 - December 31, 2024).

Reviewer, Journal Article, Journal of Business Venturing. (January 1, 2024 - December 31, 2024).

Reviewer, Journal Article, Journal of Small Business Strategy, Tennessee. (January 1, 2024 - December 31, 2024).

Reviewer, Journal Article, Regional Studies. (January 1, 2024 - December 31, 2024).

Reviewer, Journal Article, Strategic Entrepreneurship Journal. (January 1, 2024 - December 31, 2024).

Conference-Related, United States Association of Small Business and Entrepreneurship - 2024 USASBE Rural Entrepreneurship Symposium, Burlington, Vermont. (January 1, 2023 - June 30, 2024).

Editor, Special Issue, Entrepreneurship Education & Pedagogy. (January 6, 2021 - March 3, 2024).

Reviewer, Journal Article, Academy of Management Learning and Education. (January 1, 2023 - December 31, 2023).

Reviewer, Journal Article, Entrepreneurship Education and Pedagogy. (January 1, 2023 - December 31, 2023).

Reviewer, Journal Article, Entrepreneurship Theory and Practice. (January 1, 2023 - December 31, 2023).

Reviewer, Journal Article, Group & Organization Management. (January 1, 2023 - December 31, 2023).

Reviewer, Journal Article, International Journal of Entrepreneurial Behavior & Research. (January 1, 2023 - December 31, 2023).

Reviewer, Journal Article, International Small Business Journal. (January 1, 2023 - December 31, 2023).

Reviewer, Journal Article, Journal of Business Venturing. (January 1, 2023 - December 31, 2023).

Reviewer, Journal Article, Journal of Small Business Strategy, Tennessee. (January 1, 2023 - December 31, 2023).

Reviewer, Journal Article, Research Policy. (January 1, 2023 - December 31, 2023).

Reviewer, Journal Article, Small Business Economics Journal. (January 1, 2023 - December 31, 2023).

Reviewer, Journal Article, Strategic Entrepreneurship Journal. (January 1, 2023 - December 31, 2023).

Reviewer, Journal Article, Entrepreneurship & Regional Development. (January 1, 2022 - December 31, 2022).

Reviewer, Journal Article, Entrepreneurship Education and Pedagogy. (January 1, 2022 - December 31, 2022).

Reviewer, Journal Article, Entrepreneurship Theory and Practice. (January 1, 2022 - December 31, 2022).

Reviewer, Journal Article, International Journal of Entrepreneurship and Innovation. (January 1, 2022 - December 31, 2022).

Reviewer, Journal Article, International Small Business Journal. (January 1, 2022 - December 31, 2022).

Reviewer, Journal Article, Journal of Business Venturing. (January 1, 2022 - December 31, 2022).

Reviewer, Journal Article, Journal of Management Studies. (January 1, 2022 - December 31, 2022).

Reviewer, Journal Article, Journal of Small Business Management, Tennessee. (January 1, 2022 - December 31, 2022).

Reviewer, Journal Article, Journal of Small Business Strategy, Tennessee. (January 1, 2022 - December 31, 2022).

Reviewer, Journal Article, Journal of Technology Transfer. (January 1, 2022 - December 31, 2022).

Reviewer, Journal Article, Journal of Technology Transfer. (January 1, 2022 - December 31, 2022).

Reviewer, Journal Article, Small Business Economics Journal. (January 1, 2022 - December 31, 2022).

Reviewer, Journal Article, Academy of Management Learning and Education. (January 1, 2021 - December 31, 2021).

Reviewer, Journal Article, Entrepreneurship Theory and Practice. (January 1, 2021 - December 31, 2021).

Reviewer, Journal Article, Group & Organization Management. (January 1, 2021 - December 31, 2021).

Reviewer, Journal Article, International Journal of Entrepreneurial Behavior & Research. (January 1, 2021 - December 31, 2021).

Reviewer, Journal Article, Journal of Business Venturing. (January 1, 2021 - December 31, 2021).

Reviewer, Journal Article, Journal of Product Innovation Management. (January 1, 2021 - December 31, 2021).

Reviewer, Journal Article, Journal of Small Business Management, Tennessee. (January 1, 2021 - December 31, 2021).

Reviewer, Journal Article, Journal of Small Business Strategy, Tennessee. (January 1, 2021 - December 31, 2021).

Reviewer, Journal Article, Journal of Technology Transfer. (January 1, 2021 - December 31, 2021).

Reviewer, Journal Article, Organization Studies. (January 1, 2021 - December 31, 2021).

Reviewer, Journal Article, Organizational Research Methods. (January 1, 2021 - December 31, 2021).

Reviewer, Journal Article, Small Business Economics Journal. (January 1, 2021 - December 31, 2021).

Reviewer, Journal Article, Strategic Entrepreneurship Journal. (January 1, 2021 - December 31, 2021).

Reviewer, Journal Article, Entrepreneurship Theory and Practice. (January 1, 2020 - December 31, 2020).

Reviewer, Journal Article, Group & Organization Management. (January 1, 2020 - December 31, 2020).

Reviewer, Journal Article, International Journal of Entrepreneurial Behavior & Research. (January 1, 2020 - December 31, 2020).

Reviewer, Journal Article, Journal of Business Venturing. (January 1, 2020 - December 31, 2020).

Reviewer, Journal Article, Organization Studies. (January 1, 2020 - December 31, 2020).

Reviewer, Journal Article, Organizational Research Methods. (January 1, 2020 - December 31, 2020).

Reviewer, Journal Article, Research Policy. (January 1, 2020 - December 31, 2020).

Reviewer, Journal Article, Small Business Economics Journal. (January 1, 2020 - December 31, 2020).

Reviewer, Journal Article, Strategic Entrepreneurship Journal. (January 1, 2020 - December 31, 2020).

Reviewer, Journal Article, Academy of Management Learning and Education. (January 1, 2019 - December 31, 2019).

Reviewer, Journal Article, Entrepreneurship Theory and Practice. (January 1, 2019 - December 31, 2019).

Reviewer, Journal Article, Group & Organization Management. (January 1, 2019 - December 31, 2019).

Reviewer, Journal Article, International Small Business Journal. (January 1, 2019 - December 31, 2019).

Reviewer, Journal Article, Journal of Business Venturing. (January 1, 2019 - December 31, 2019).

Reviewer, Journal Article, Journal of Product Innovation Management. (January 1, 2019 - December 31, 2019).

Reviewer, Journal Article, Journal of Technology Transfer. (January 1, 2019 - December 31, 2019).

Reviewer, Journal Article, Organizational Research Methods. (January 1, 2019 - December 31, 2019).

Reviewer, Journal Article, Research Policy. (January 1, 2019 - December 31, 2019).

Reviewer, Journal Article, Small Business Economics Journal. (January 1, 2019 - December 31, 2019).

Reviewer, Journal Article, Strategic Entrepreneurship Journal. (January 1, 2019 - December 31, 2019).

Research Committee Chair, Academy of Management, Entrepreneurship Division. (August 2015 - August 2018).

Editor, Associate Editor, Small Business Economics Journal. (August 2014 - December 2017).

Representative-at-Large, Academy of Management, Entrepreneurship Division. (August 2013 - August 2016).

Editor, Special Issue, Entrepreneurship Theory and Practice. (January 1, 2010 - January 1, 2013).

Public Service

Member, Hula Lakeside, Burlington, Vermont. (August 14, 2023 - Present).

Member, Vermont Center for Emerging Technologies, Burlington, Vermont. (December 27, 2021 - Present).

Member, Vermont Technology Alliance, Vermont. (August 2014 - Present).

Committee Member, Church Street Marketplace Commission, Burlington, Vermont. (July 13, 2020 - June 30, 2026).

Committee Member, New North End Business Association (Burlington VT), Burlington, Vermont. (March 19, 2021 - September 2021).

Committee Member, Vermont Innovation Collaborative - Data Sub-Committee, Burlington, Vermont. (February 9, 2018 - January 31, 2020).

Committee Member, Collegiate LaunchVT, Vermont. (May 29, 2015 - October 18, 2019).

Committee Member, Collegiate Launch VT 2017 Finals at UVM, Burlington, Vermont. (October 19, 2017 - February 15, 2018).

Judging Panel, 2016 Champlain Maker Faire Adopt a Maker Pitch Session, Shelburne, Vermont. (September 25, 2016).

Judging Panel, 2015 Champlain Maker Faire Adopt a Maker Pitch Session, Shelburne, Vermont. (September 27, 2015).

Guest Speaker, Project Management Institute of Chittenden Valley - Annual Symposium - Panel: Vermontpreneurship and the Entrepreneurial Project Manager, Burlington, Vermont. (April 10, 2015).

Consulting

Government, City of Burlington Vermont - Church Street Marketplace, Burlington, Vermont, United States. (July 2020 - June 2026).

Awards and Honors

Service, Community

Vermont TechJam Ambassador Award - Finalist, Vermont Technology Alliance. (October 19, 2018). •One of four finalists for the one of four finalists for the Vermont TechJam Ambassador Award, coordinated by the Vermont Technology Alliance, October 19, 2018.

Service, Professional

Best Reviewer Award, Entrepreneurship Division of the Academy of Management. (August 8, 2016). Best Reviewer Awards are granted every year by the Entrepreneurship Division of the Academy of Management to the best reviewers of the division for that year's annual meeting.

Certificate of Excellence in Reviewing 2013, Journal of Business Venturing - Elsevier Publishing. (June 19, 2014). A certificate of excellence in reviewing in recognition of an outstanding contribution to the quality of the journal

Outstanding Reviewer 2013, Entrepreneurship Theory and Practice - Journal. (August 4, 2013). one of two annual best reviewer awards granted per year from this ABS 4" research journal

Service, University

Top 10 Student Team at Values & Ventures Competition, Texas Christian University. (April 5, 2025). Faculty advisor to GiftDrive, a UVM student venture who competed in the 2025 Texas Christian University Values & Ventures Competition, who earned 2nd place in their semifinal cohort of 8 ventures, placing them in the top 10 of 40 semifinalists, selected from 140 teams from around the globe.
<https://www.neeley.tcu.edu/Centers/Institute-for-Entrepreneurship-and-Innovation/Values-and-Ventures>

UVM's inaugural Outstanding Faculty Advising Award - Finalist, UVM. (April 13, 2018). Created in Fall, 2017 as a joint initiative of the Faculty Senate, the Student Government Association and the Provost's Office, this award recognizes a faculty member at the University of Vermont who has achieved excellence in undergraduate academic advising.
<https://www.uvm.edu/academicsuccess/academic-advising-award>

Development Activities Attended

Tutorial, "Equal Opportunity Affirmative Recruiting Training," UVM AAEO, Burlington, Vermont, United States. (May 14, 2025).

Self-Study Program, "Preventing Harassment & Discrimination," UVM / Office of Affirmative Action & Equal Opportunity (AAEO), Burlington, Vermont, United States. (January 28, 2025).

Self-Study Program, "Preventing Harassment & Discrimination: Gateway (Full Course)," UVM / Office of Affirmative Action & Equal Opportunity (AAEO), Burlington, Vermont, United States. (February 13, 2024).

Self-Study Program, "AAEO Affirmative Recruiting Training Video," UVM / Office of Affirmative Action & Equal Opportunity (AAEO), Burlington, Vermont, United States. (March 2, 2022).

Self-Study Program, "Conflicts of Interest," UVM / CITI. (February 13, 2022 - February 15, 2022).

Self-Study Program, "Bridges: Taking Action," UVM / Everifi. (December 22, 2021 - December 23, 2021).

Self-Study Program, "Diversity, Equity, and Belonging," UVM / Everifi. (September 7, 2021 - September 8, 2021).

Self-Study Program, "VOSHA: Protecting Community Health and Safety, Version 1," UVM Office of Compliance & Privacy Services, Burlington, Vermont, United States. (May 27, 2020).

Self-Study Program, "UVM Harassment and Discrimination Online Course," UVM Office of Affirmative Action and Equal Opportunity, Burlington, Vermont, United States. (December 8, 2018 - March 7, 2019).

Workshop, "Introduction to Sponsored Projects Administration," UVM, Burlington, Vermont, United States. (February 5, 2018).

Conference Attendance, "GCEC 2016 Conference," Global Consortium of Entrepreneurship Centers, Rochester, New York, United States. (September 29, 2016 - October 1, 2016).

Workshop, "Affirmative Recruitment Faculty Search," UVM Human Resource Services, Burlington, Vermont, United States. (September 19, 2016).

Conference Attendance, "Metro Summit for Entrepreneurship Leaders," Kauffman Foundation, Kansas City, Missouri, United States. (February 22, 2016 - February 24, 2016).

Conference Attendance, "GCEC 2015 Conference," Global Consortium of Entrepreneurship Centers, Gainesville, Florida, United States. (October 29, 2015 - October 31, 2015).

Workshop, "Blackboard Grade Center for Large Enrollment Classes," UVM Center for Teaching & Learning, Burlington, Vermont, United States. (August 21, 2015).

Workshop, "ABCs of Bb: A Hands-on Blackboard Workshop," UVM Center for Teaching & Learning, Burlington, Vermont, United States. (August 19, 2015).

Workshop, "Teaching Effectively Online," UVM Continuing and Distance Education, Burlington, Vermont, United States. (August 13, 2015 - August 14, 2015).

Conference Attendance, "Vermont Connected: Envisioning the Future of Vermont's Digital Economy," Vermont Council on Rural Development, Montpelier, Vermont, United States. (September 23, 2014).

Workshop, "UVM New Faculty Orientation," UVM, Burlington, Vermont, United States. (August 18, 2014 - August 19, 2014).

Workshop, "Entrepreneurship Division Mid Career Consortium," Academy of Management, Philadelphia, Pennsylvania, United States. (August 2, 2014).

Workshop, "Scottish Crucible 2012," Royal Society of Edinburgh, Edinburgh, United Kingdom. (April 19, 2012 - June 30, 2012).