

NEIL TOCHER

UNIVERSITY ADDRESS

Professor and Chair
Department of Marketing and Management
Idaho State University
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HOME ADDRESS

17 Columbia Street
Pocatello, ID 83201
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EDUCATION

Auburn University
Ph.D. in Management, 2007
M.S. in Human Resource Management, 2005

Gonzaga University
B.S. in Accounting, 2002

ACADEMIC HISTORY

2017-present Chair, Department of Marketing and Management
Idaho State University
January 2020-June 2020 College of Business Dean Team with two other colleagues
Idaho State University
2016-present Professor, Department of Marketing and Management
Idaho State University
2012-2016 Associate Professor, Department of Marketing and Management
Idaho State University
2007-2012 Assistant Professor, Department of Marketing and Management
Idaho State University

RESEARCH INTERESTS

Human resource management in entrepreneurial firms
Perception of management problems by entrepreneurs
Opportunity creation/exploitation differences among entrepreneurs
Case writing

PUBLICATIONS

Refereed Publications:

Burch, T., Tocher, N. & Murphy, G. (2024) Academic Embeddedness and College of Business Student outcomes. *Organization Management Journal* 24 (2), 50-62.

Tocher, N. Layton, N., & Burch, T. (2024). Instant Oil Change Strategic Evolution: How Can Valvoline Balance Maintaining Growth and Profitability with Market Adaption? *Journal of Case Studies*, 42 (3), 52-57.

Tocher, N., Meno, P., Burch, t., & Kellar, T. (2023). No Good Option: How to Deal with a Combative but Competent Office Manager. *Journal of Critical Incidents*, 16, 82-84.

Tocher, N. Burch, T. & Tyrell, K. 2023. Aflac Expansion Strategy: Niche Clarification or Additional Internationalization. *Journal of Case Studies* 41 (1), 43-51. .

Burch, T. Tocher, N., & Murphy, G. 2022. An Examination of whether personal characteristics influence the startup intent entrepreneurship Education intentions relationship. *New England Journal of Entrepreneurship*, 25 (2), 161-182.

Tocher, N., Meno, P., & Burch, t. 2022. Customer Trust or Business Realities: Trying to Keep a Small, Family Firm Alive in Puerto Rico. *Journal of Critical Incidents*, 15, 82-84.

Burch, T., Tocher, N. & Krumwiede, D. (2021) personal Loyalty versus Business Operations: What to do about an aging employee who is also a long-time family friend? *Journal of Critical Incidents*, 14, 66-57.

Burch, T., Tocher, N., & Krumwiede, D. (2020). Struggling to Hire a Mechanics Manager. *Journal of Critical Incidents*. **13, 80-82.**

Burch, T., Murphy, G. B., & Tocher, N. (2019) Entrepreneurship education enrollment intentions: The effect of attitudes, norms, and personality. *Journal of Developmental Entrepreneurship*. 24 (3), 195-215.

Burch, T., Tocher, N., & Krumwiede, D. W. (2019). After catching a thief: Internal controls in a small business. *Journal of Critical Incidents*. 12, 82-85.

Murphy, G., Tocher, N., & Burch, T. (2019). Small business owner persistence: Do personal characteristics matter? *Journal of Small Business Strategy*, 29(1), 92-107.

Tocher, N., Burch, T., & Krumwiede, D. W. (2018). Company policy or family peace. *Journal of Critical Incidents*, 11, 61-63.

Burch, T., Tocher, N., & Ferri, M. (2018). Managing a well-intentioned rule breaker. *Journal of Critical Incidents*, 11, 70-71.

Burch, T., Tocher, N., & Krumwiede, D. (2018). To expand or not: Strategic and cultural concerns in a family business. *Journal of Case Studies*, 36, 72-77.

Murphy, G. B., & Tocher, N. (2017). Diversification in small firms: Does parental influence matter? *Journal of Small Business Strategy*, 27 (3), 25-38.

Tocher, N., Burch, T., & Krumwiede, D. W. (2017). Disgruntled employee, *Journal of Critical Incidents*, 10, 72-73.

Rutherford, M. W., Tocher, N., Pollack, J., & Coombes, S. M. T. (2016). Proposing a financial legitimacy threshold in emerging ventures. *Group & Organization Management*. 41 (6), 751-785.

Murphy, G., Tocher, N., & Ward, B. (2016). An examination of public private academic partnerships: Does program success enhance university performance outcomes? *Public Organization Review*, 16 (1), 95-115.

Carr, S., Bolinger, A. R., & Tocher, N. (2016). Negotiating an exploding job offer. *Business Case Journal*, 23(1), 20-27.

Tocher, N., Bolinger, A. R., Stratton, W. E., & Kong, I. (2016). Facing an impossible situation? *Journal of Case Studies*, 34 (1) 88-94.

Gardner, S., Tocher, N., & Bolinger, A. R. My job or my values. *Journal of Critical Incidents*, 9, 66-69.

Tokle, R., & Tocher, N. Should there be concern with midwestern community credit union's office operating expense ratio? *Journal of Critical Incidents*, 9, 82-85.

Tocher, N., Oswald, S. L., & Hall, D. H. (2015). Proposing social resources as the fundamental catalyst toward opportunity creation. *Strategic Entrepreneurship Journal*, 9(2), 119-135.

Tocher, N., Bolinger, A., Stratton, W. E., & Tysor, S. C. (2015). Sam Cooper: Frustration in a family business. *Journal of Critical Incidents*, 8, 125-128.

Bolinger, A. R., Tocher, N., & Davidson, D. A. (2014). Into the hornets' nest. *Business Case Journal*, 21(2), 10-17.

Tocher, N., & Bolinger, A. R. (2014). On the edge. *Journal of Critical Incidents*, 7, 156-158.

Tocher, N., & Jolly, J. (2013). When a raise is a slap in the face: Do I stay or do I leave? *Journal of Critical Incidents*, 6, 107-109.

Bolinger, A. R., Tocher, N., Stratton, W. E., & Rasken, J. (2013). I seem to be going from bad to worse. *Journal of Case Studies*, 31(1), 17-23.

Tocher, N., Oswald, S. L., Shook, C. L., & Adams, G. (2012). Entrepreneur political skill and new venture performance: Extending the social competence perspective. *Entrepreneurship and Regional Development*, 24(5/6), 283-305.

Tocher, N., Stratton, W. E., & Ormond, J. E. (2012). The irate buyer. *Journal of Critical Incidents*, 5, 118-120.

Murphy, G. B., & Tocher, N. (2011). Gender differences in the effectiveness of trust building information cues: An empirical examination. *Journal of High Technology Management Research*, 22(1), 26-35.

Tocher, N., Stratton, W. E. & Santistevan, M. (2011). Two leaders: One man's view. *Journal of Critical Incidents*, 4, 76-79.

Murphy, G. B., & Tocher, N. (2011). Corporate parents, initial legitimacy, and resource acquisition in small and medium firms: An empirical examination. *New England Journal of Entrepreneurship*, 14(1), 23-34.

Tocher, N., Stratton, W. E., & Wolfe, A. (2010). Employee motivation in a small ag firm: Madison trucking company. *Annual Advances in Business Cases*, 30, 71-76.

Tocher, N., & Rutherford, M. W. (2009). Perceived acute human resource management problems in small and medium firms: An empirical examination. *Entrepreneurship Theory and Practice*, 29(2), 455-479.

Tocher, N., Stratton, W. E., & Lenneman, A. (2009). Succession planning in a family firm: Western construction. *Annual Advances in Business Cases*, 29, 247-253.

Tocher, N., Shook, C. L., & Giles, W. F. (2007). Training in small firms: An analysis of when small firms should emphasize formal and informal training to maximize performance. *Journal of Business and Entrepreneurship*, 19(1), 76-90.

Tocher, N., Feild, H. S., & Giles, W. F. (2006). Valuations of compensation and benefit items by new entrants into the professional workforce: Do men and women differ? *Journal of Employment Counseling*, 43(2), 84-96.

Grants:

SBIR FAST (Small Business Innovation Research Federal and State Partnership) grant Submitted to the Small business Administration June 27, 2022 and received September 30, 2022 for \$125,000 and renewed September 30, 2023 for another \$125,000. The Grant is currently being used to operate the Idaho State University (ISU) College of business (COB) Commercialization Center to Provide entrepreneurs applying for SBIR funding assistance with pitch development, market research, and writing SBIR Grants. Small Business Innovation Research (SBIR) Grants are applied for and given to entrepreneurs with high potential business offerings. SBIR FAST Grants are awarded to one agency in every state to provide entrepreneurs assistance with the SBIR grant process. The SBIR FAST Grant that the ISU COB received and on which I was principle investigator has the opportunity to be renewed for up to five years (four additional years after 2023).

Textbooks:

Ritti, R. R., Levy, S., & Tocher, N. (2021). *The Ropes to Skip and the Ropes to Know: Studies in Organization Behavior*, (10th ed.). Chicago Business Press, Print ISBN 9781948426213, E Book ISBN 9781948426305.

Ritti, R. R., Levy, S., & Tocher, N. (2017). *The Ropes to Skip and the Ropes to Know: Studies in Organization Behavior*, (9th ed.). Chicago Business Press, 978-0-9971171-0-3.

Book Chapters:

Frischmann, J., Tocher, N., & Bolinger, A. R. (2017). Anatomy of radical health care collaboration: Bringing telepharmacy to Lost Rivers Medical Center. Invited book chapter for Darr, K., Farnsworth, T., & Myrtle R. Cases in Health Services Management, 6th Ed, pp. 281-292. Baltimore, MD: Health Professions Press.

Tocher, N., & Rutherford, M. W. (2012). Performance implications of the legitimacy threshold. *Encyclopedia of New Venture Management*, Sage Publications, 393-395.

Rutherford, M. W., Tocher, N., Anderson, K. S., & Buller, P. F. (2012). Negotiation strategies for attaining initial legitimacy. *Encyclopedia of New Venture Management*, Sage Publications, 343-345.

WORK IN PROGRESS

Burch, T., Tocher, N., Murphy, G. Employee Work Location Discretion: Examining the Association between Office Time and Job Attitudes/Work Behaviors. Under review at the International Journal of Applied Management and Technology.

Tocher, N., Burch, T., & Kellar, T. FedEx: Leveraging Data Driven Digital Services to Shift from a Logistics provider to a profit Driver. Under Review at the Journal of case Studies.

Tocher, N. Kellar, T., & Burch, T. Rolling out Green Coated Paperboard at the WestRock Company: Choosing between Three Viable Strategic Alternatives. Revise and resubmit at the Journal of Case Studies.

CONFERENCE PRESENTATIONS

Tocher, N., Burch, T., & Kellar, T. 2024. Leveraging Data Driven Digital Services to Shift from a Logistics provider to a profit Driver. Presented at the society for Case Research Summer Workshop, Grand Forks, ND.

Tocher, N., Meno, P., & Burch, t. 2024 Growing Pains: Employee Development and Operational Procedures in an Expanding Family Firm. Presented at the Society for Case Research Annual Meeting, Chicago, IL.

Tocher, N. Kellar, T., & Burch, T. 2023. Growth in the Plastic Replacement Sector: Balancing Sustainability, Profitability, and New Business Opportunities at WestRock Company. Presented at the society for Case Research Summer Workshop, San Jose, CA.

Tocher, N., Meno, P., & Burch, t. 2023. No Good Option: How to Deal with a Combative but Competent Office Manager. Society for Case Research Annual Meeting, Chicago, IL.

Tocher, N. Tyrell, K. & Burch, T. 2022. Niche Clarification or Additional Internationalization: Post Pandemic Strategizing in the Insurance Industry. Presented at the society for Case Research Summer Workshop, New Orleans, LA

Tocher, N. Layton, N., & Burch, T. 2022. Instant Oil Change Strategic Evolution: How Can Valvoline Balance Maintaining Growth and Profitability with Market Adaption? Presented at the society for Case Research Summer Workshop, New Orleans, LA.

Tocher, N., Meno, P., & Burch, t. 2022. Customer Trust or Business Realities: Trying to Keep a Small, Family Firm Alive in Puerto Rico. Presented at the Society for Case Research Annual Meeting, Chicago, IL.

Burch, T., Tocher, N. & Murphy, G. (2021). WHY DO STUDENTS STAY? THE INFLUENCE OF ACADEMIC EMBEDDEDNESS ON COLLEGE OF BUSINESS STUDENT RETENTION. Presented at the 2021 Academy of management Conference.

Burch, T., Tocher, N. & Krumwiede, D. (2021). Personal Loyalty versus Business Operations: What to do about an aging employee who is also a long-time family friend? Presented at the Society for Case Research Annual Meeting.

Burch, T. Murphy, G. & Tocher, N. (2020). We Don't Need No Education: Do Individual Characteristics Influence the Startup Intent Educational Intentions Relationship? Presented at the Academy of Management Conference.

Burch, T., Tocher, N., & Krumwiede, D. (2020). Struggling to Hire a Mechanics Manager. Presented at the Society for Case Research Annual Meeting.

Burch, T., Murphy, G. B., & Tocher, N. (2019). Entrepreneurship education enrollment intentions: The effect of attitudes, norms, and personality. Presented at the Academy of Management Meeting, Boston, MA.

Burch, T., Tocher, N., & Krumwiede, D. W. (2019). After catching a thief: internal controls in a small business. Presented at the Society for Case Research Annual Meeting, Chicago, IL.

Tocher, N., Burch, T. & Krumwiede, D. W. (2018). Company policy or family peace. Presented at the Society for Case Research Annual Meeting, Chicago, IL.

Tocher, N., & Oswald, S. L. (2017). Leveraging social resources toward dynamic capability protection and novel competence creation. Presented at the 2017 Academy of Management Conference, Atlanta, GA.

Burch, T., Tocher, N., & Krumwiede, D. (2017). To expand or not: Strategic and cultural concerns in a family business. Presented at the Society for Case Research Summer Case Writers Workshop at Rockhurst University, Kansas City, MO.

Tocher, N., & Krumwiede, D. W. (2017). Disgruntled employee. Presented at the Society for Case Research Annual Meeting, Chicago, IL.

Gardner, S., Tocher, N., & Bolinger, A. R. (2016). My job or my values. Presented at the Society for Case Research Annual Meeting, Chicago, IL.

Tokle, R., & Tocher, N. (2016). Should there be concern with midwestern community credit union's office operating expense ratio? Presented at the Society for Case Research Annual Meeting, Chicago, IL.

Tocher, N., & Oswald, S. (2015). Social resources: How family firms can maintain their dynamic capabilities while fostering innovation. Presented at the Southern Management Association Meeting, St. Pete Beach, FL.

Carr, S., Bolinger, A. R., & Tocher, N. (2015). Negotiating an exploding job offer. Presented at the Society for Case Research Summer Case Writers Workshop at Lipscomb University, Nashville, TN.

Kong, I., Tocher, N., Bolinger, A. R., & Stratton, W. E. (2015). Shana ba shana (shoulder to shoulder). Presented at the Society for Case Research Summer Case Writers Workshop at Lipscomb University, Nashville, TN.

Tocher, N., Bolinger, A. R., Stratton, W. E., & Tysor, S. C. (2015). Sam Cooper: Frustration in a family business. Presented at the Society for Case Research Annual Meeting, Chicago, IL

Tocher, N., & Oswald, S. (2014). Enhanced opportunity exploitation via leveraging entrepreneur social resources toward knowledge gap reduction. Presented at the Southern Management Association Meeting, Savannah, GA.

Murphy, G., Tocher, N., & Ward, B. (2014). Non mission critical activities and firm performance: Examining the relationship between athletic success and university outcome variables. Presented at the Western Academy of Management Meeting, Napa Valley, CA.

Tocher, N., & Bolinger, A. R. (2014). On the edge. Presented at the Society for Case Research Annual Meeting, Chicago, IL.

Davidson, D. A., Tocher, N., & Bolinger, A. R. (2013). Sales culture: Motivating underperforming sales agents. Presented at the Society for Case Research Summer Case Writers Workshop at Western Connecticut State University, Danbury, CT.

Tocher, N., & Jolly, J. (2013). Recruiting versus retention. Presented at the Society for Case Research Annual Meeting, Chicago, IL.

Bolinger, A. R., Tocher, N., Stratton, W. E., & Rasken, J. (2012). I seem to be going from bad to worse. Presented at the Society for Case Research Summer Case Writers Workshop, Missouri State University, Springfield, MO.

Tocher, N., Stratton, W. E., & Ormond, J. E. (2012). The irate buyer. Presented at the Society for Case Research Annual Meeting, Chicago, IL.

Murphy, G., & Tocher, N. (2011). Gender differences in the effectiveness of trust building information cues: An empirical examination. Presented at the Western Academy of Management Meeting, Victoria, British Columbia, Canada.

Tocher, N., Stratton, W. E., & Santistevan, M. (2011). Two leaders: One man's view: Presented at the Society for Case Research Annual Meeting, Chicago, IL.

Tocher, N., Oswald, S. L., & Hall, D. H. (2010). Assessing knowledge in new venture creations: The implications of social capital, social competence, uncertainty and equivocality. Presented at the Academy of Management Annual Meeting, Montreal, Canada.

Tocher, N., Stratton, W. E., & Wolfe, A. (2010). Employee motivation in a small ag firm: Madison trucking company. Presented at the Society for Case Research Summer Case Writers Workshop, Hanover College, Hanover, IN.

Murphy, G., & Tocher, N. (2010). Corporate parents, initial legitimacy, and resource acquisition in small and medium firms: An empirical examination. Presented at the Western Academy of Management Meeting, Kailua-Kona, HI.

Tocher, N. (2010). Using a class exercise developed from the book "The ropes to skip and the ropes to know" to explain the cultural/interpretive view of organizations. Presented at the Western Academy of Management Meeting, Kailua-Kona, HI.

Tocher, N., Stratton, W. E., & Lenneman, A. (2009). Modern roofing. Presented at the Society for Case Research Summer Case Writers Workshop, Middle Tennessee State University, Murfreesboro, TN.

Tocher, N., & Rutherford, M. W. (2009). Introducing a normative model of entrepreneurial problem perception. Presented at the Western Academy of Management Meeting, Midway, UT.

Tocher, N., Oswald, S. L., Shook, C. L., & Adams, G. (2008). Social capital and new venture performance: What does social competence have to do with it? Presented at the Southern Management Association Meeting, St. Pete Beach, FL.

Tocher, N., Oswald, S. L., Shook, C. L., & Adams, G. (2008). New venture performance: The role of principal's social effectiveness. Presented at the Academy of Management Annual Meeting, Anaheim, CA.

Rutherford, M. W., Coombes, S. M. T., & Tocher, N. (2007). Are we legitimate yet? An exploratory examination of financing options in young firms. Presented at the Academy of Management Annual Meeting, Philadelphia, PA.

Tocher, N., & Walker, H. J. (2007). Gender as a predictor for different types of organizational citizenship behavior. Presented at the Western Academy of Management Meeting, Missoula, MT.

Anderson, K. A., Rutherford, M. W., & Tocher, N. (2007). Entrepreneurs and the negotiation of initial legitimacy: What's trust got to do with it? Presented at the Western Academy of Management Meeting, Missoula, MT.

Tocher, N. (2006). Social effectiveness and new venture success: Clarifying and extending the relationship. Presented at the Southern Management Association Meeting, Clearwater Beach, FL.

Tocher, N., & Rutherford, M. W. (2006). Perceived acute HR management problems in small firms: An empirical examination. Presented at the Academy of Management Annual Meeting, Atlanta, GA.

Rutherford, M. W., Tocher, N., Anderson, K., & Buller, P. (2006). Life cycles, entrepreneurs, and stakeholders: The negotiation of legitimacy. Presented at the Western Academy of Management Meeting, Long Beach, CA.

Bernerth, J. B., & Tocher, N. (2006). Personality in the classroom: An empirical investigation of the big five and team performance. Presented at the Western Academy of Management Meeting, Long Beach, CA.

Tocher, N., Shook, C. L., & Giles, W. F. (2006). Training in small firms: The relationships of informal and formal training, source of competitive advantage, and firm performance. Presented at the International Conference on Commerce, Bucharest, Romania.

Tocher, N., & Feild, H. S. (2005). Compensation and benefit valuations by new workforce entrants. Presented at the Academy of Management Annual Meeting, Honolulu, HI.

TEACHING INTERESTS

Entrepreneurship/New Ventures
Business Consultation
Strategic Management
Organizational Behavior

COURSES TAUGHT

Graduate:

MBA Capstone – “Applied Business/healthcare Solutions” Venture Consulting Course
MBA Human Behavior in Organizations

Undergraduate:

Strategic Management
Essentials of Entrepreneurship
Small Business Consulting
Organizational Behavior
Principles of Management

PROFESSIONAL SERVICE

Academic Societies:

Board Member, Society for Case Research, March 2023- present

Past President, Society for Case Research, March 2019- March 2020

President, Society for Case Research, April 2017- March 2019

Doctoral Consortium Chair, 2017 Southern Management Association meeting, St. Pete Beach, FL.

Track Chair and Society for Case Research President Elect, 2017 Midwestern Business Administration Association (MBAA) Conference, Chicago, IL.

Late Stage Doctoral Consortium Coordinator, 2016 Southern Management Association meeting, Charlotte, NC.

Track Chair and Society for Case Research Vice President, 2016 Midwestern Business Administration Association (MBAA) Conference, Chicago, IL.

Early Stage Doctoral Consortium Coordinator, 2015 Southern Management Association meeting, St. Pete Beach, FL.

Track Chair, Entrepreneurship, Innovation, & Information Technology, 2009 Southern Management Association meeting, Asheville, NC.

University Committees:

University Presidential Sustainability Task Force, Fall 2022-Present

University faculty Staff survey Task Force, 2020-Present

University General Education Requirements committee, 2017-2021

University Graduate Council, 2013–2017

University Library Committee, 2009-2013, chair 2011-2013

College Committees:

College of Business Executive Committee, 2017- present.

College of Business Graduate Programs Administrative Committee, 2013-2016

Cob Graduate Faculty Committee, 2008-present.

MBA Oral Examination Committee, member & panelist, 2008-2016

Faculty Advisory Committee, 2010-2012

Faculty/Staff Search Committees (* indicates search committee chair):

*Clinical Management professor, Statistics and Quantitative methods focus, Fall 2023

*Healthcare Administration Professor, Spring 2023

*Marketing Professor, Branding and digital marketing focus, Fall 2022

*Management Professor, Supply Chain Management focus, Fall 2021 (two positions

hired)

*Healthcare Administration Professor, Fall 2019

*Clinical Management Professor, Statistics and Quantitative methods focus, Fall 2018

*Management Professor, HRM focus, Fall 2017

Marketing Professor, Fall 2016-Spring 2017 (Two Positions filled)

COB Director of Marketing, Fall 2015

Director of Bengal Solutions, Summer 2015

Management Professor, OB focus, Spring 2015

Small Business Development Center Director, Fall 2014

Marketing Professor, Fall 2013

Director of Graduate Programs, Summer 2013

Marketing Professor, Spring 2011

Management Professor, OB focus, Fall 2011
Management Professor, Strategy focus, Fall 2007

Consulting :

Southeastern Conference (SEC) MBA Case Competition Case Writer 2021-present
Farm Bureau Mutual Insurance Company of Idaho, Professional Development Seminar Series:
Essential Leadership Skills, 2020.

Federal Bureau of Investigation, Pocatello office, motivating Employees managerial Seminar,
Summer 2019.

Federal Bureau of Investigation, Pocatello office, Leadership Skills for Managers Seminar, Summer
2018.

Power County Development Authority, Analysis of Key Success factors associated with mutually
beneficial economic collaborations between tribal and non-tribal entities, June 2012.

Power County Development Authority, Economic Impact Analysis for a Remediated and
Redeveloped FMC Site, November 2011.

Community Service:

Pocatello Elks Lodge, Board of Trustees Chairperson, 2015-present, charity golf tournament
Committee chairperson, 2014-present
Campfire USA, Pocatello Chapter, board member and treasurer, 2008-2021

Bannock Civitan, member 2010-present, board member 2011-2015, Revive-at-Five Committee chair
2012–2018, President for the 2014 year

HONORS

2018 – Service Person of the Year, ISU College of Business.

2017 – Chosen as a member of the Midwestern Business Administration Association (MBAA)
Conference Advisory board

2016 – Chosen as one of the 20 over achievers under age 40 in Pocatello by the Idaho State
Journal

2013 - *Journal of Critical Incidents* selected the incident entitled “When a raise is a slap in the
face: Do I stay or do I leave?” written by Neil Tocher and James P. Jolly as its Critical
Incident of the Year.

2011 - Researcher of the Year, ISU College of Business

2011 - Outstanding reviewer of scholarly manuscripts, Western Academy of Management

2007 - Phi Kappa Phi Honor Society inductee

2006 - Doctoral/Junior Faculty Consortium, Western Academy of Management Meeting, Long
Beach, CA

2005 - Doctoral Consortium Participant, Entrepreneurship Division, Academy of Management
Annual Meeting, Honolulu, HI. Awarded a Kauffman Grant to attend.

2004 - Outstanding First-Year PhD Student Award, Department of Management, Auburn University

REFERENCES

Available upon request