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Center for Entrepreneurship  
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## EDUCATION

- 2000 Ph.D. in Business Administration (Strategic Management)  
The University of Memphis, Memphis, TN  
Dissertation: Synoptic versus incremental internationalization:  
A comparison of "born global" and "gradual globalizing" firms.  
Chair, Dr. Ben L. Kedia  
\* Finalist for Richard N. Farmer Award, 2000 and NFIB Award, 2001
- 1992 M.B.A.  
The University of Tennessee at Chattanooga, Chattanooga, TN
- 1989 B.S., Economics (Honors Fellow)  
The University of Tennessee at Chattanooga, Chattanooga, TN  
Thesis: Japanese investment in America analyzed through the location  
theory.  
Director: Dr. E. Bruce Hutchinson
- 1987 A.S., Mathematics  
Chattanooga State Community College, Chattanooga, TN
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## PUBLICATIONS

### Books and Chapters

Englis, P.D. and Wakkee, I.A.M. 2015. Managerial mindset and the born global firm. In Gary Cook, Aard Groen, and Peter van der Sijde (ed.) New Technology-Based Firms in the New Millennium, Volume 13. Emerald Group Publishing Limited.

Englis, P. D., Harms, R. and M. van der Steen. 2011. Virobuster. In Sascha Kraus (ed.), Entrepreneurship — Fallstudien: Unternehmensgründung, Intrapreneurship und Innovations Management. 235-249.

\*Reprinted – Abridged version, 2012. Englis, P.D. and Steen van der, M. and Harms, R. and Moore, R.A. (2012) Virobuster. In: Entrepreneurship and Small Business. McGraw-Hill, Maidenhead, 3 - 4.

Englis, B., Englis, P. D., Groen, A. and van der Sijde, P. 2010. Knowledge intensive entrepreneurship and the voice-of-the-consumer. In Ray Oakley, Aard Groen, Peter van der Sijde and Gary Cook (ed.) New Technology-Based Firms in the New Millennium, Volume 8. Emerald Group Publishing Limited: 147-158.

Wakkee, I., Groenwegen, P. and Englis, P.D. 2010. Building effective networks: Network strategy and emerging virtual organizations. In (Eds.) Benson Honig, Israel Drori and Barbara Carmichael, Transnational and Immigrant Entrepreneurship in a Globalized World. University of Toronto Press.

Englis, P.D., Englis, B.G., Solomon, M.R., and Valentine, L. 2009. Using knowledge management to gain competitive advantage in the textile and apparel value chain: Strategies of large versus small firms. In (Eds.) Ray Oakley and Saleema Kauser, New Technology-Based Firms in the New Millennium, Volume VII. Amsterdam. The Netherlands: Elsevier: 103-116.

Dibrell, C.C., Englis, P.D., and Kedia, B. 2008. Privatization and economic liberalization: The role of the entrepreneur as a catalyst for economic development in transition economies. In (Ed.) Gergo M. Lakatos, Transition Economies: Issues and Challenges. Nova Science Publishing: 169-188.

Bhagat, R.S., Englis, P.D. and Kedia, B. 2007. Creation, diffusion, and transfer of organizational knowledge in transnational and global corporations: Where do we go from here? In (Eds.) Linda Neider and Chet Schrieschier, Research in Management: International Perspectives. Information Age Publishing: 101-125.

Wakkee, I. M, Englis, P.D. and During, W. 2007. Using e-mails as a source of qualitative data. In (Eds.) Helle Neergaard and John Parm Ulhøi, Handbook of Qualitative Research Methods in Entrepreneurship, Denmark: Edgar Elgar: 331-358.

Solomon, M.S., Englis, B., Danskin, P., Valentine, L. & Bialeck, N., 2006, Knowledge Management as Competitive Advantage in the Textile and Apparel Value Chain. In Knowledge Management in Service Sectors, (ed) Jalaja, T. India: ICFAI.

Englis, B. G., Solomon, M. R., and Danskin, P. 2005. Web-Based, visually oriented consumer research tools. In (Eds.) Curt Haugtvedt, Karen Machleit, and Richard Yalch, Online Consumer Psychology: Understanding How to Interact with Consumers in the Virtual World, Hillsdale, NJ: Lawrence Erlbaum: 511-527.

Danskin Harveston, P., Wakkee, I., Kirwan, P., Groen, A. J., and Ridder, A. 2004. Born Global versus Gradual Globalizing Firms: A Cross-Cultural Comparison. Entrepreneurship and Innovation: Essays in Honor of Wim During. (Eds.) P. C. van der Sijde, A. Ridder and

A. J. Groen, University of Twente, The Netherlands: Dutch Institute for Study of Knowledge Intensive Firms (Nikos) pp. 53-68. *Invited Book Chapter*.

Harveston, P. D., Osborne, D. and Kedia, B. 2004. Examining the mental models of entrepreneurs from born global and gradual globalizing firms. In (Eds.) Ray Oakley, Wim During, and Saleema Kauser, New Technology-Based Firms in the New Millennium, Volume III. Amsterdam, The Netherlands: Elsevier. ISBN 008-044-4024

Granrose, C. S. and Harveston, P. D. 2003. Socialization of Chinese employees in Chinese and multinational organizations. In (Ed.) Ilon Alon, Chinese Economic Transition and International Marketing Strategy, Greenwood Press: 250-263.

Harveston, P. D. and Davis, P. S. 2001. Entrepreneurship and the born global phenomenon: Theoretical foundations and a research agenda. In (Ed.) John Butler, E-Commerce and Entrepreneurship: Research in Entrepreneurship and Management, Information Age Publishing. Vol. 1: 1-30.

Kedia, B. L., Dibrell, C. C., and Harveston, P. D. 1998. Enhancing India's competitiveness through factors of national capacity: The road to greater prosperity. In (Eds.) C. Jayachandran, N. Balasubramanian, and S.M. Dastagir in Managing Economic Liberalization in South Asia: Directions for the 21st Century. Delhi: MacMillian India Limited: 61-69.

Danskin, P. 1989. Japanese investment in America analyzed through the location theory. Senior Honors Thesis, Chattanooga: The University of Tennessee at Chattanooga.

## **Journals**

Koopman, R., Englis, P. D., Ehrenhard, M. and Groen, A. 2021. The development of coaching and mentoring, side by side disciplines, International Journal of Evidence Based Coaching and Mentoring.

K Zalewska-Kurek, S Kandemir, B Englis, and P Englis. 2016. Development of market-driven business models in the IT industry. How firms experiment with their business models? Journal of Business Models, 4(3) 48-67.

Wakkee, I.A.M., Englis, P.D. and Dorrestein, F. 2015. The stigmatization of bankrupt entrepreneurs in dutch newspapers. Journal of Small Business & Entrepreneurship. DOI:10.1080/08276331.2015.1017869.

van der Steen, M., Englis, P.D., and Meyer, P.B. 2013. The impact of knowledge capabilities on corporate venturing. International Journal of Entrepreneurship and Small Business, 18(3): 282-297.

van der Steen, M., Englis, P.D., and Englis, B.E. 2013. Scientific team effectiveness and the external CEO: A study of biotechnology university spin-offs. Industry and Higher Education, 27(1): 1-11.

Fatehi, K. and Englis, P.D. 2012. Exploitation, exploration, and how learning affects strategic intent in multinational enterprise' foreign direct investment decisions: A commentary essay. Journal of Business Research, 65:195-1297.

van der Steen, M., Englis, P.D., and van de Pavert, P. 2011. Leadership decisions that shaped the destiny of Genzyme. Newsletter, MIRA: Institute for Biotechnical Technology and Technical Medicine, University of Twente, The Netherlands.

Kedia, B. L. and Englis, P.D. 2011. Preparing global managers for the challenges of international business: Implications for business education. Journal of Teaching in International Business. 22(1): 13-28.

Kedia, B. L. and Englis, P.D. 2011. Transforming business education to produce global managers. Business Horizons. 54(4): 325-331.

Davis, P.S., Babakus, E., Englis, P.D., and Pett, T. 2010. The Influence of CEO gender on market orientation and performance in service SMEs. Journal of Small Business Management, 48(4): 475-496.

Englis, P.D. 2010. Born Global Firms. Scientific: 6-11.

Englis, P. D., Wakkee, I.A.M., and van der Sijde, P. 2007. Knowledge and networks in the global startup process. International Journal of Knowledge Management Studies, 1(3/4): 497-514.

Danskin, P., Dibrell, C.C., and Kedia, B.L. 2005. Revisiting the complex relationship between multinational enterprises and transition economies. Journal of World Business. 40(3): 223-234.

Davis, P.S., Dibrell, C.C., & Danskin, P. 2005. The influence of internationalization on time-based competition. Management International Review, 45(2): 173-195.

Danskin, P., Englis, B.E., Solomon, M.R., Goldsmith, M. & Davey, J. 2005. Knowledge management, the value chain and competitive advantage: Lessons from the textile industry. Journal of Knowledge Management, 9(2): 91-102.\*

\*Reviewed, 2006. "Invista's fabric for successful differentiation," Strategic Direction, 22(3): 12-15.

\*Reprinted, 2006, Knowledge management in service sectors, (ed) Jalaja, T. India: ICFAI.

McElroy, B., P. Harveston, & C. Granrose. 2005. A Longitudinal Analysis of College-Educated Women's Self-Employment Decisions. *B>Quest*: Available online at <http://www.westga.edu/~bquest/2005/women.htm>

Robinson, R., Sineath, P., Davis, P.S. and Harveston, P.D. 2003. Business Level Strategic Choice in Low Market Share Firms: An Empirical Analysis. The Entrepreneurial Executive, 8: 91-107.

Kedia, B.L., Harveston, P.D., and Dibrell, C.C. 2003. Inhibitors and enhancers: The role of internal and external stakeholders in the transition process. Journal of International Business and Economics 4(1): 125-139.

Bhagat, R.S., Kedia, B.L., Harveston, P.D., and Triandis, H. 2002. Cultural and strategic considerations of cross-border organization knowledge transfer. Academy of Management Review 27(2): 204-221.

Harveston, P. D., Kedia, B. L., Davis, P. S., and Van Scotter, J. 2001. Synoptic versus incremental internationalization: A comparison of "born global" and "gradual globalizing" firms. Frontiers of Entrepreneurship Research, Boston, MA: 629-639.

Kedia, B. L., Harveston, P. D., and Bhagat, R. S. 2001. Orienting curricula and teaching to produce international managers for global competition. Journal of Teaching in International Business. 13(1): 1-16.

Davis, P. S. and Harveston, P. D. 2001. The phenomenon of conflict in the family firm: A cross-generational study. Journal of Small Business Management. 36(1): 17-35.

Robinson, R. B. Jr., Pearce, J., Davis, P. S., and Harveston, P. D. 2001. Educational Entrepreneurship: John Sperling & the Apollo Story. Journal of Entrepreneurial Education, 4: 51-72.

Harveston, P. D., Kedia, B. L., and Davis, P. S. 2000. Internationalization of Born Global and Gradual Globalizing Firms: The Impact of the Firm Specific Advantage. Frontiers of Entrepreneurship Research Boston, MA: 439-451.

Harveston, P. D., Kedia, B. L., and Davis, P. S. 2000. Internationalization of born global and gradual globalizing firms: The impact of the manager. Journal of Global Competitiveness, 7(1): 278-286.

Harveston, P. D., Kedia, B. L., and Davis, P.S. 2000. Internationalization of born global and gradual globalizing firms. Advances in Competitiveness Research, 8(1): 92-99.

Davis, P. S. and Harveston, P. D. 2000. Internationalization and organizational growth: The impact of Internet usage and technology involvement among entrepreneur-led family businesses. Family Business Review 13(2): 107-120.

Robinson, R. B. Jr., Brodbeck, M., Davis, P. S., and Harveston, P. D. 2000. Note on the U.S. Airline Industry. Journal of the International Academy for Case Studies, 6(2): 114-126.

Davis, P. S. and Harveston, P. D. 1999. In the founder's shadow: Episodic conflict in the family firm. Family Business Review, 12(4): 311-323.

Harveston, P. D., Kedia, B. L., and Francis, J. D. 1999. MNE's dependence on foreign operations and performance: A study of MNE from the "Triad" regions. International Business Review, 8: 293-307.

Kedia, B. L. and Harveston, P. D. 1998. Transformation of MBA programs: Meeting the challenge of international competition. Journal of World Business, 33(2): 203-217.

Davis, P. S. and Harveston, P. D. 1998. The influence of family on the family business succession process: A multi-generational perspective. Entrepreneurship, Theory & Practice. 22(3): 31-54.

Harveston, P. D., Kedia, B. L., and Francis, J. D. 1997. Strategic consistency in diverse environments: Revisiting the diversification-performance relationship. Best Papers Proceedings of the 34th Annual Meeting of the Academy of Management, Boston, MA: 175-179.

Harveston, P. D., Davis, P. S. and Lyden, J. A. 1997. Succession planning in family business: The impact of owner gender. Family Business Review, 10(4): 373-396.

## **Grants**

S06-AC01 – Solomon, M., Englis, B. E., and Englis, P. D. 2006-2009. Sustainability and Triple Bottom Line Performance. Funded for ~\$560,000 by the National Textile Center through the U.S. Department of Commerce. Industry partners: Patagonia and Royal Grass.

S03-AC01 – Solomon, M., Englis, B. E., and Danskin, P. 2003-2006. Knowledge Management as Competitive Advantage in the Textile and Apparel Value Chain. Funded for \$530,000 (2003-2006) by the National Textile Center through the U.S. Department of Commerce. Industry partner: DuPont Textiles and Interiors, Inc.

## **National and International Proceedings**

Bhagat, R., Kedia, B. Harveston, P. and B.N. Srivastava. 2003. Creation, transformation and flow of knowledge across the individualism–collectivism divide: Implications for multinational corporations. Proceedings of the European International Business Academy, Copenhagen, Denmark.

Wakkee, I. M. and Harveston, P. D. 2003. In search of a multidimensional measure of born global firms. Proceedings of the High Technology Small Firms Conference, Manchester Business School, Manchester, England.

Englis, B. G., Harveston, P. D. and Solomon, M. R. 2003, Knowledge management and the value chain: Leveraging on-line capabilities. Proceedings of the Midwest Business Association, Chicago, IL.

Englis, B.E., Harveston, P.D., and Solomon, M.R. 2002. Knowledge management and the value chain: Leveraging on-line capabilities. Proceedings of the International Conference on Electronic Commerce Research (ICECR).

Harveston, P. D., Osborne, D., and Kedia, B. 2002. Examining the mental models of entrepreneurs from born global and gradual globalizing firms. Proceedings of High Technology Small Firms Conference, University of Twente, Enschede, The Netherlands: 333-346.

Kedia, B. L., Harveston, P. D., and Bhagat, R. S. 1999. Orienting curricula and teaching to produce international managers for global competition. Proceedings of the ANZIBA Conference: 77-79.

Kedia, B. L. and Harveston, P. D. 1999. The role of mindset in the internationalization process. Proceedings of the ANZIBA Conference: 121-123.

Harveston, P. D., Kedia, B. L., and Davis, P. S. 1999. Internationalization of born global and gradual globalizing firms: The impact of the manager. Proceedings of the American Society for Competitiveness Conference: 278-286. **\*Best Empirical Paper**

Harveston, P. D., Francis, J., and Kedia, B. 1996. Comparing the geographic diversification patterns of triad region MNEs: Implications for performance. Proceedings of the American Society for Competitiveness Conference, Atlanta, GA: 121-129.

Dibrell, C. C. and Harveston, P. D. 1996. The impact of regional economic integration on Firm Competitiveness: A contextual perspective. Proceedings of 1996 American Society for Competitiveness Conference, Atlanta, GA: 99-106.

### **Regional Proceedings**

Dhir, K., Englis, B., Grout, J., Harveston, P. D., Nehmer, R., and Perez, A. 2004. Educating the Head, the Heart, and the Hands at Berry College's Campbell School of Business: A Framework for Assessment. Proceedings of the Western Decision Sciences Institute Meeting, Manzanillo, Mexico.

Englis, B., Harveston, P. D., and Solomon, M. 2002. Exploiting linkages across the value chain: the potential of using an online measurement, analysis and feedback system to leverage capabilities. Proceedings of the Western Decision Sciences Institute, Las Vegas, NV: 681-683.

McElroy, B. W., Harveston, P. D., and Granrose, C. G. 2002. A longitudinal analysis of women's self-employment decisions, 1980-2000. Proceedings of the Western Decision Sciences Institute, Las Vegas, NV: 170-172.

Davis, P.S. and Harveston, P. D. 1998. The Phenomenon of Conflict in the family firm: A Cross-Generational Study. Proceedings of the 36th Annual Meeting of the Southern Management Association, New Orleans, LA: 395-397.

Harveston, P. D., Kedia, B. L., and Davis, P. S. 1998. Fine Tuning Global Expansion: Born Global versus Gradual Globalizing Firms. Proceedings of the 36th Annual Meeting of the Southern Management Association, New Orleans, LA: 387-389.

Harveston, P. D., and Davis, P. S. 1996. The impact of family in a family business: A multi-generation approach. Proceedings of the 34th Annual Meeting of the Southern Management Association, New Orleans, LA: 396-398. \*Nominated for Best Paper Award

Harveston, P. D., Taylor, R. S. and Prien, K. S. 1996. Leader-member relationship: The case of doctoral students and professors. Proceedings of 34th Annual Meeting of the Southern Management Association, New Orleans, LA: 83-85.

Lyden, J., Harveston, P. D., and Davis, P. S. 1995. The succession paradigm: An empirical study of gender, generation, and the family business. Proceedings of the 33rd Annual Meeting of the Southern Management Association, Orlando, FL: 337-339.

Desai, A. and Harveston, P. D. 1995. Diversification performance relationship: The dominant logic perspective. Proceedings of the 12th Annual Meeting of the Southwest Business Symposium: 32-42.

## **PRESENTATIONS**

### **National and International Presentations**

Koers-Stover, M. Englis, P.D. & Groen, A. 2020. Gender's Influence on Starting a Social Business by User Innovators: A FsQCA analysis. The Social Entrepreneurship Conference, Indiana University (online).

Englis, P.D. 2020. Experiential Exercises in Entrepreneurship. AIB-SE Virtual Conference. Online.

Koers-Stover, M. Englis, P.D. & Groen, A. 2020. The Interplay of Conditions that Affect the Social Entrepreneurs' Organizational Mission. Academy of Management, Vancouver, Canada (online).

Englis, P.D., Heuven, J. Englis, B., Groen, A. 2020. The Effectiveness of Experts' Predictions of Short-Term and Long-Term Startup survival. Academy of Management, Vancouver, Canada (online).

Koers-Stover, M. Englis, P.D. & Groen, A. 2020. Gender's Influence on the User-innovators Characteristics in Starting a Social Business. High Technology Small Firms Conference, Munster, Germany(online).



Koers-Stover, M. Englis, P.D. & Groen, A. 2019. The interplay of conditions affection social entrepreneurs' focus on their organizations; mission: The configuration of conditions resulting in a dominant social, economic or hybrid mission. RENT, Berlin, Germany.

Koers-Stover, M. Englis, P.D. & Groen, A. 2019. The interplay of conditions affection social entrepreneurs' focus on their organizations; mission: The configuration of conditions resulting in a dominant social, economic or hybrid mission. The 16<sup>th</sup> annual Social entrepreneurship Conference, Bloomington, IL. \*Best Paper Award \$5000.

Englis, P.D., Heuven, J. Englis, B., Groen, A., and Zalewska-Kurek, K. 2019. From Shark Tanks to Incubator Pitch Days: Effectiveness of Experts' Predictions of Short-Term and Long-Term Startup survival. BAMDE, Varna, Bulgaria. \*Best Paper Award 500 euro.

Koers-Stover, M. Englis, P.D. & Groen, A. 2019. The dual mission of hybrid social entrepreneurs: A fuzzy set qualitative comparative analysis of conditions that result in the organization's focus on the social and/or economic mission. High Technology Small Firms Conference, Enschede, The Netherlands.

Englis, P.D., Heuven, J. Englis, B., Groen, A., and Zalewska-Kurek, K. 2019. Expert prediction of short-term and long-term new venture survival. High Technology Small Firms Conference, Enschede, The Netherlands.

Koers-Stover, M. Groen, A. Englis, P.D., and Harms, R. 2018. Barriers to social entrepreneurship by refugees: An explorative study how prior experience, personal unmet needs and unique life experiences influence prosocial orientation. High Technology Small Firms Conference, Groningen, The Netherlands.

Koers-Stover, Englis, P.D., and Groen, A. 2018. Balancing the economic and social mission within social enterprises. High Technology Small Firms Conference, Groningen, The Netherlands.

Costa, S., Fredericks, A., Englis, B. Englis, P.D., and Groen, A. 2018. Globalists, incrementalists and localists: looking inside the entrepreneurial mindset to see what triggers action. High Technology Small Firms Conference, Groningen, The Netherlands.

Englis, P.D., Englis, B., Groen, A., Heuven, J. and Zalewska-Kurek, K. 2018. Experts' ability to predict startup firm survival. International Conference of Applied Business and Management, Porto, Portugal.

Englis, P.D. and Englis, B. 2018. Expert prediction of short term and long term survival. Brown Bag Seminar, University of Groningen, the Netherlands. \*Invited Talk.

Englis, P. D. 2018. Internationalization and entrepreneurship. Venture Lab North, Invited talk to group of Thapar University Engineering Faculty, Groningen, the Netherlands. \*Invited Talk.

Koers-Stover, M. Groen, A. & Englis, P.D. 2018. The dual mission of hybrid social entrepreneurs: An explorative study how a dual mission reinforces social value creation. International Conference of Social Enterprise, London, England.

Koers-Stover, M. Groen, A. Englis, P.D., and Harms, R. 2018. Barriers to social entrepreneurship by refugees: An explorative study how background influences social orientation. International Conference of Social Enterprise, London, England.

Englis, P. D. 2018. Fire yourself as quickly as possible. University of Twente, The Netherlands. \*Invited Talk to University Honors College students and Atlas Student Entrepreneurs.

Englis, P. D. 2018. Fire yourself as soon as possible. University of Thapar, India.\*Invited Talk to MBA students.

Englis, P. D. 2017. Fire yourself as soon as possible. HVA, Amsterdam, The Netherlands.\*Invited Talk to celebrate Ingrid Wakkee's inauguration as Professor. .

Englis, P.D., Englis, B., Groen, A., Heuven, J. and Zalewska-Kurek, K. 2017. The predictive ability of business panel on startup firm survival. Academy of Management Atlanta, GA.

Heuven, J. Englis, P.D., and Englis, B., 2017. Does it take an expert? Experience of new venture assessors and their ability to predict new venture success. High Technology Small Firms Conference, Amsterdam, The Netherlands.

Koers-Stuiver, M., Englis, P.D, and Groen, A. 2017. The influence of lead user characteristics on social entrepreneurial business development. High Technology Small Firms Conference, Amsterdam, The Netherlands.

Englis, P. D. 2017. Fire yourself as soon as possible and other non-traditional advice. Venture Class, University of Twente, Enschede, the Netherlands.\*Invited Talk.  
<https://www.utwente.nl/en/events/!/2017/6/168685/ventureclass-fire-yourself-as-soon-as-possible>

Englis, B., Englis, P.D., Groen, A. and Zalewska-Kurek, K. 2017. Do they know what we think they know? The effectiveness of business panel predictions on startup firm survival. USABE, Philadelphia, PA.

**Englis, P.D.** 2017. Entrepreneurship: the benefits of 'rightsizing.' Venture Talk. University of Twente, the Netherlands

Englis, P. D. and Englis, B. 2016. Entrepreneurial pathways to internationalization. 15th Anniversary NIKOS, University of Twente, Enschede, the Netherlands.\*Invited Talk.

Englis, B., Englis, P.D., Groen, A. and Zalewska-Kurek, K. 2016. The impact of business panel feedback on nascent entrepreneurs' business plan. High Technology Small Firms Conference, University of Liverpool, Liverpool, England.

Zalewska-Kurek, K., Kandemir, S., Englis, B. and P.D. Englis, P.D. 2015. Development of a typology of business model innovation. The European Conference on Sustainability, Energy & the Environment, England.

Wakkee, I.A.M. and P.D. Englis, P.D. 2014. Stigmatization of bankrupt entrepreneurs: A cross-cultural comparison. International Council for Small Business (ICSB). Dublin, Ireland.

Zalewska-Kurek, K., Kandemir, S., Englis, B. and P.D. Englis, P.D. 2014. Development of a typology of business model innovation. International Council for Small Business (ICSB), Dublin, Ireland.

Englis, P. D. 2014. Student Entrepreneurship at Berry College. High Technology Small Firms Conference, University of Twente, Enschede, the Netherlands.\*Invited Key Note.

Englis, P. D. and Wakkee, I.A.M. 2013. Managerial mindset and the born global firm. High Technology Small Firms Conference, University of Manchester, Manchester, England.

Englis, P.D., Ratinho, T., Englis, B. and Reuven, J. 2012. Contextual factors, voice of the consumer and the impact of business planning on firm survival: Evidence from knowledge intensive start-up firms. Research in Entrepreneurship and Small Business (RENT XXVI). Lyon, France.

Englis, P.D., Ratinho, T., Englis, B. and Groen, A. 2012. Survival and growth of high tech knowledge intensive firms: The impact of the voice-of-the-consumer in business planning. International Product Development Conference, Manchester, England.

Englis, P.D., Ratinho, T., Englis, B. and Groen, A. 2011. An Ear to the Ground: The Role of the Voice-of-the-Consumer in Firm Survival for Startups. International Council for Small Business (ICSB). Stockholm, Sweden.

Englis, P.D., Ratinho, T., Englis, B. and Harms, R. 2010. The Impact of the Extensiveness and Comprehensiveness of Business Planning and Firm Survival for Incubated Knowledge Intensive Startup Firms. Research in Entrepreneurship and Small Business (RENT XXIV). Maastricht, The Netherlands.

Englis, P.D., Ratinho, T., Englis, B. and Harms, R. 2010. Extensiveness of Business Planning and Firm Performance: An Examination into the Drivers of Success and Survival for Knowledge Intensive Startup Firms. Babson College Entrepreneurship Research Conference (BCERC). Lausanne, Switzerland.

Englis, B., Englis, P.D., and Groen, A. 2009. Examining the Impact of the Voice-of-the-Consumer in Knowledge Intensive Entrepreneurial Firms. Academy of Management Conference, Chicago, IL.

Englis, B., Englis, P.D., and Groen, A. 2009. The role of the voice-of-the-consumer in the start up process for high tech knowledge intensive firms. International Product Development Conference, Enschede, The Netherlands.

Englis, B., Englis, P.D., Groen, A., and van der Sijde, P. 2009. The Impact of the Voice-of-the-Consumer in the Entrepreneurial Process. High Technology Small Firms Conference, University of Manchester, United Kingdom.

Englis, P. 2008. Internationalisation in high tech venturing: a born global perspective. PDW: Supporting High Tech High Ambition Entrepreneurship: Potential of a Venture Lab. Academy of Management Conference, Anaheim, CA.

Englis, B., Englis, P.D., Groen, A., and van der Sijde, P. 2008. Innovation in Knowledge Intensive Startups: The Impact of the Voice-of-the-Consumer. Academy of Management Conference, Anaheim, CA.

Kwon, W.S., Solomon, M.S., Englis, B., and Englis, P. D. 2008. Sustainability and Triple Bottom Line Performance. National Textile Center Forum, Greenville, SC.

Englis, B., Englis, P.D., Solomon, M.S., and Groen, A. 2008. The Impact of the Voice-of-the-Consumer in the Start up Process for Knowledge Intensive Entrepreneurial Firms. High Technology Small Firms Conference, Enschede, The Netherlands.

Wakkee, I. Groenewegen, P., and Englis, P. D. 2008. Organizational emergence in the digital world. Transnational Entrepreneurship and Global Reach Conference, Nexxt Center, Wilfred Laurier University, Canada. \*\* A poster version of this paper was also presented at the Inspiring Open House at the Network Institute, Vrije University, The Netherlands.

Wakkee, I. Groenewegen, P., and Englis, P. D. 2007. Building effective networks: the impact of network strategy and structure on emerging virtual organizations Academy of Management Conference, Philadelphia, PA.

Englis, P. D., Englis, B., Groen, A. and van der Sijde, P. 2007. Knowledge intensive entrepreneurship and the Voice-of-the-consumer. High Technology Small Firms Conference, Manchester Business School, Manchester, England.

Solomon, M.S., Englis, B., Englis, P. D., and Valentine, L. 2007. Sustainability and Triple Bottom Line Performance. National Textile Center Forum, Hilton Head, SC.

Englis, P. D., Englis, B., Solomon, M.S., and Groen, A. 2006. Strategic sustainability and triple bottom line performance in textiles: Implications of the Eco-label for the EU and Beyond. Business as an Agent of World Benefit Conference sponsored by the United Nations and the Academy of Management, Cleveland, OH.

Wakkee, I. and Englis, P. D. 2006. Recognizing opportunities for market-driven social entrepreneurship. Academy of Management Conference, Atlanta, GA.

Englis, P. D., Englis, B., Solomon, M.S., Biaek, N., Valentine, L. and Turner, S. 2006. Knowledge management as competitive advantage in the textile and apparel value chain: Strategies of large versus small firms. High Technology Small Firms Conference, Enschede, The Netherlands. [\\*Nominated for Best Paper Award](#)

Solomon, M.S., Englis, B., Englis, P. D., Biaek, N. and Valentine, L. 2006. Knowledge management as competitive advantage in the textile and apparel value chain. National Textile Center Forum, Hilton Head, SC.

Davis, P. S., Babakus, E., Danskin, P. and Pett, T. 2005. The quest for performance: How gender, market orientation, information technology impact performance in family businesses, Family Enterprise Research Conference, Portland, Oregon.

Solomon, M.S., Englis, B., Danskin P., and Goldsmith, M. 2005. Knowledge management as competitive advantage in the textile and apparel value chain. National Textile Center Forum, Raleigh, N.C.

Harveston, P. D., Wakkee, I., Van der Sijde, P., & Groen, A. J. 2004. Entrepreneurial knowledge exchange processes in global startups. Academy of Management Conference, New Orleans, LA.

Harveston, P.D., Englis, B., Solomon, M.S., Goldsmith, M. & Davey, J. 2004 Knowledge management, the value chain and competitive advantage: Lessons from the textile industry. Academy of Management Conference, New Orleans, LA.

Harveston, P.D., Wakkee, I., Kirwan, P., Groen, A. J., and Ridder, A. 2004. Born Global versus Gradual Globalizing Firms: A Cross-Cultural Comparison. Babson - Kauffman Entrepreneurship Research Conference (BKERC) in Glasgow, Scotland.

Solomon, M.S., Englis, B., Harveston, P. D., Goldsmith, M. & Davey, J. 2004. Knowledge Management as Competitive Advantage in the Textile and Apparel Value Chain. National Textile Center Forum, Hilton Head, SC.

Bhagat, R., Kedia, B. Harveston, P. and B.N. Srivastava. 2003. Creation, transformation and flow of knowledge across the individualism–collectivism divide: Implications for multinational corporations. *Proceedings of the European International Business Academy*, Copenhagen, Denmark.

Robinson, R., Sineath, P., Davis, P. S. and Harveston, P. D. 2003. Business Level Strategic Choice in Low Market Share Firms: An Empirical Analysis. 16<sup>th</sup> annual meeting, Allied Academy of Business. Las Vegas, NV. [Distinguished Research Award Winner.](#)

Dibrell, C. C., Harveston, P. D., and Davis, P. S., 2003. An examination of time pacing, strategy, and performance in born global firms. Babson - Kauffman Entrepreneurship Research Conference (BKERC), Boston, MA.

Wakkee, I. M. and Harveston, P. D. 2003. In search of a multidimensional measure of born global firms. High Technology Small Firms Conference, Manchester Business School, Manchester, England.

Englis, B.E., Harveston, P.D., and Solomon, M.R. 2003. Knowledge management and the value chain: Leveraging on-line capabilities. Marketing Management Association Conference, Chicago, IL.

Englis, B.E., Harveston, P.D., and Solomon, M.R. 2002. Knowledge management and the value chain: Leveraging on-line capabilities. International Conference on Electronic Commerce Research (ICECR), Montreal, Canada.

Harveston, P. D., Osborne, D., and Kedia, B. 2002. Examining the mental models of entrepreneurs from born global and gradual globalizing firms. High Technology Small Firms Conference, University of Twente, Enschede, The Netherlands.

Harveston, P. D., Dibrell, C. C., and Davis, P. S., 2002. Competitive strategy, Information technology asset investment and firm performance: Implications for born global firms. Presented at the Babson - Kauffman Entrepreneurship Research Conference (BKERC) on Boulder, Colorado.

Davis, P. S., Dibrell, C. C., and Harveston, P. D. 2002. The influence of internationalization on time-based competition. Academy of Management Conference, Denver, CO.

Harveston, P. D., Osborne, D., and Kedia, B. 2002. Is the glass half full or half empty? A narrative examination of entrepreneurs from born global and gradual globalizing firms. Academy of Management Conference, Denver, CO.

Harveston, P. D. 2002. Synoptic versus incremental internationalization: A comparison of "born global" and "gradual globalizing." Academy of Management Conference, Denver, CO.

Kedia, B. L., Harveston, P. D., and Dibrell, C. C., 2002. Revisiting the complex relationship between multinational enterprises and organizations in transitions economies through the logic of the Copenhagen interpretation. Academy of International Business, Puerto Rico.

Harveston, P. D. and McElroy, B. M. 2002. The impact of board of directors composition on performance in family businesses: A generational perspective. The National Business and Economics Society conference. HI.

Dibrell, C. C., P. D. Harveston, and P. S. Davis, 2001. The influence of firm internationalization and cycle time on firm performance. Academy of International Business, Sydney, Australia.

Kedia, B. L. and Harveston, P. D. 2001. Inhibitors and enhancers: The role of internal and external stakeholders in the national transition process of privatization and economic liberalization. Academy of Management Conference, Washington, D.C.

Harveston, P. D., Kedia, B. L., Davis, P. S., and Van Scotter, J. 2001. Synoptic versus incremental internationalization: A comparison of "born global" and "gradual globalizing" firms. Babson College-Kauffman Foundation Entrepreneurship Research Conference (BKERC), Jonkoping, Sweden.

Englis, B., Solomon, M., and Harveston, P. D. 2001. Web-based, visually oriented consumer research tools. Advertising and Consumer Psychology Conference, Seattle, WA.

Harveston, P. D. 2000. Synoptic versus incremental internationalization: A comparison of "born global" and "gradual globalizing" firms. Presented to the Richard N. Farmer Best Dissertation in International Business Committee, The Academy of International Business, Phoenix, AZ.

Harveston, P. D. and Kedia, B. L. 2000. Internationalization of born global and gradual globalizing firms: The impact of firm strategy, technology intensity and international entrepreneurial orientation. Academy of Management Conference, Toronto, Canada.

Davis, P.S. and Harveston, P. D. 2000. Does industry matter? An examination of the impact of Internet usage and technology involvement on internationalization among entrepreneur-led family businesses. Academy of Management Conference, Toronto, Canada.

Harveston, P. D., Kedia, B. L., and Davis, P. S. 2000. Internationalization of born global and gradual globalizing firms: The impact of the firm specific advantage. Babson College-Kauffman Foundation Entrepreneurship Research Conference (BKERC), Boston, MA.

Davis, P. S., Harveston, P. D., and Nickovich, S. 2000. Internet usage and technology involvement as drivers of internationalization and organizational growth among entrepreneur-led family businesses. Winter American Marketing Association Conference, San Antonio, TX.

Kedia, B. L., Harveston, P. D. and Dibrell, C. C. 1999. From confrontation to cooperation: An examination of emerging interaction between multinationals and organizations in transition economies in the 21<sup>st</sup> century. Academy of International Business, Charleston, SC.

Kedia, B. L., Dibrell, C. C., and Harveston, P. D. 1999. Factors affecting successful transition: From command to market economy. Academy of International Business, Charleston, SC.

Davis, P. S. and Harveston, P. D. 1999. The effect of value chain position on drivers of export performance. Academy of International Business, Charleston, SC.

Kedia, B. L., Harveston, P. D., and Bhagat, R. S. 1999. Orienting curricula and teaching to produce international managers for global competition. ANZIBA Conference, New Zealand.

Kedia, B. L., and Harveston, P. D. 1999. The role of mindset in the internationalization process. ANZIBA Conference, New Zealand.

Harveston, P. D., Kedia, B. L., and Davis, P. S. 1999. Internationalization of born global and gradual globalizing firms: The impact of the manager. American Society for Competitiveness Conference. [\\*Best Empirical Paper](#)

Harveston, P. D., Kedia, B. L., and Davis, P. S. 1999. Born global firms: A theoretical exploration. Academy of Management, Chicago, IL.

Davis, P. S. and Harveston, P. D., 1999. Internationalization and organizational growth: The impact of Internet usage and technology involvement among family businesses. Academy of Management, Chicago, IL.

Kedia, B. L., Dibrell, C. C., and Harveston, P. D. 1999. Privatization and economic liberalization: The role of the entrepreneur as a catalyst for change in transition economies. Academy of Management, Chicago, IL.

Kedia, B. L., Dibrell, C. C., and Harveston, P. D. 1998. Enhancing India's competitiveness through the process of privatization and economic liberalization. South Asia Conference, Chennai, India.

Kedia, B. L., Harveston, P. D., and Babakus, E. 1998. Transformation of business education institutions: Emerging patterns for the 21st century. Western Academy of Management, Istanbul, Turkey.

Harveston, P. D., Kedia, B. L., and Davis, P. S. 1998. Canvassing the globe: A comparison of "born global" and "gradual globalizing" firms. 18th Annual International Conference of the Strategic Management Society.

Davis, P.S. and Harveston, P. D. 1998. In the founder's shadow: Episodic conflict in the family firm. Academy of Management, San Diego, CA.

Kedia, B. L. and Harveston, P. D. 1998. International entrepreneurship: An examination of "born global" and "gradual globalizing" firms. Babson College - Kauffman Foundation Entrepreneurship Research Conference (BKERC), Gent, Belgium.

Kedia, B. L., Harveston, P. D., and Dibrell, C. C. 1997. Regional economic integration and firm Competitiveness: Some theoretical considerations. Academy of International Business Conference, Monterrey, Mexico.



Harveston, P. D., Kedia, B. L., and Francis, J. D. 1997. Strategic consistency in diverse environments: Revisiting the diversification-performance relationship. Academy of Management, Boston, MA. [\\*Best Papers Proceedings](#)

Harveston, P. D., Bhagat, R., and Kedia, B. L. 1997. Knowledge transfer across the individualism-collectivism divide. Academy of Management, Boston, MA.

Davis, P. S., and Harveston, P. D. 1997. Conflict and the Family business. Academy of Management, Boston, MA.

Harveston, P. D., Francis, J., and Kedia, B. 1996. Comparing the Geographic Diversification Patterns of Triad Region MNEs: Implications for Performance. American Society for Competitiveness, Atlanta, GA.

Dibrell, C. C. and Harveston, P. D. 1996. The impact of regional economic integration on Firm Competitiveness: A Contextual Perspective. American Society for Competitiveness Conference, Atlanta, GA.

Harveston, P. D. and Davis, P. S. 1996. Toward a succession paradigm: A comparison of Male-led and Female-led Family businesses. Academy of Management, Cincinnati, OH.

### **Regional Presentations**

Davis, P. S. and Harveston, P. D. 1998. Conflict in the family firm: The impact of generations. Southern Management Conference, New Orleans, LA.

Harveston, P. D., Kedia, B. L. and Davis, P. S. 1998. International Entrepreneurship and the born global firm: Some theoretical considerations. Southern Management Conference, New Orleans, LA.

Davis, P. S. and Harveston, P. D. February, 1997. At the crossroads: Research in family business. Family Business Forum, The University of Memphis.

Harveston, P. D., and Davis, P. S. 1996. The impact of family in a family business: A multi-generation approach. Southern Management Conference, New Orleans, LA. [\\*Nominated for Best Paper Award](#)

Harveston, P. D., Taylor, R. S., and Prien, K. S. 1996. Leader-Member relationship: The case of doctoral students and professors. Southern Management Association, New Orleans, LA.

Lyden, J., Harveston, P. D., and Davis, P. S. 1995. The succession paradigm: An empirical study of gender, generation, and the family business. Southern Management Association, Orlando, FL.

Harveston, P. D. and Kamau, E. 1995. Industry effects on family businesses: Are family businesses homogeneous? First Annual The University of Memphis - University of Mississippi Faculty- Doctoral Consortium, Memphis, TN.

Harveston, P. D. and Kamau, E. 1995. Industry effects on family businesses: Are family businesses homogeneous? Annual Graduate and Undergraduate Research Forum, Memphis, TN.

## **AWARDS**

2020 – Mary S. & Samuel Poe Carden Award. Highest recognition awarded by Berry College for Scholarship, Citizenship and Character.

2019 – Best Paper Award for Koers-Stover, M. Englis, P.D. & Groen, A. 2019. The interplay of conditions affection social entrepreneurs’ focus on their organizations; mission: The configuration of conditions resulting in a dominant social, economic or hybrid mission. The 16<sup>th</sup> annual Social entrepreneurship Conference, Bloomington, IL. \*\$5,000 prize.

2019 – Best Paper Award for Englis, P.D., Heuven, J. Englis, B., Groen, A., and Zalewska-Kurek, K. 2019. From Shark Tanks to Incubator Pitch Days: Effectiveness of Experts’ Predictions of Short-Term and Long-Term Startup survival. BAMDE, Varna, Bulgaria. \*Best Paper Award. \*500 Euro prize.

2016 – NIKOS Award for excellence in Entrepreneurship Research and Teaching, University of Twente, The Netherlands

2013 – Martindale Award of Distinction, Berry College. Recognized for Research, Teaching and Service to Berry College.

2003 – Awarded Citation of Excellence for “Bhagat, R. S., Kedia, B. L., Harveston, P. D., and Triandis, H. 2002. Cultural and strategic considerations of cross-border organization knowledge transfer. Academy of Management Review 27(2): 204-221” was selected as one of top 50 articles for 2002 by Emerald Management Reviews of the 20,000 reviewed.

2003 – Distinguished Research Award for “Robinson, R., Sineath, P., Davis, P. S. and Harveston, P. D. 2003. Business Level Strategic Choice in Low Market Share Firms: An Empirical Analysis. 16<sup>th</sup> annual meeting, Allied Academy of Business. Las Vegas, NV.”

1999 – Best Empirical Paper for “Harveston, P. D., Kedia, B. L., and Davis, P. S. 1999. Internationalization of born global and gradual globalizing firms: The impact of the manager. Proceedings of the American Society for Competitiveness Conference: 278-286.”

1997 – Best Papers Proceedings for “Harveston, P. D., Kedia, B. L., and Francis, J. D. 1997. Strategic consistency in diverse environments: Revisiting the diversification-performance relationship. Paper presented at the 34th Annual Meeting of the Academy of Management, Boston, MA. International Management Division.”

## **PROFESSIONAL AFFILIATIONS**

Academy of Management Association  
Academy of International Business

Golden Key  
Omicron Delta Epsilon

Southern Management Association  
Society for the Advancement of Management

Phi Kappa Phi  
Sigma Iota Epsilon

**PROFESSIONAL DEVELOPMENT**

Participant, The Art and Craft of Casewriting Harvard University, MA	Summer, 2004
Participant, AACSB Workshop AACSB, Washington, D.C.	September, 2002
Participant, AACSB Workshop AACSB, Phoenix, AZ	January, 2002
Participant, Teams Workshop and AACSB – Continuous Improvement Workshop, Tampa, FL	September, 2000
Participant, AACSB Assessment Workshop AACSB, Chicago, IL	February, 2000
Participant, Writing Across the Curriculum Workshops Berry College, Mount Berry, GA	Fall, 1999
Invited Participant, Doctoral Student Consortium Entrepreneurship Division, Academy of Management, San Diego, CA.	August, 1998
Invited Participant, Doctoral Student Consortium Babson College & Kauffman Foundation Entrepreneurship Research Conference, Gent, Belgium, *Scholarship Recipient	May, 1998
Invited Participant, Doctoral Student Consortium International Management, Academy of Management, Boston, MA.	August, 1997
Participant, International Management Seminars in Faculty Development in Int'l Business (FDIB) Sponsored by The Centers for International Business Education and Research (CIBERs) of Duke University, The Georgia Institute of Technology, and The University of Memphis, Memphis, TN	June, 1996 -1998
Participant, East-West Conference, Nashville, TN	April, 1997
Invited Participant, New Doctoral Student Consortium Academy of Management Annual Meeting, Cincinnati, OH.	August, 1996
Invited Participant, Doctoral Student Consortium Southern Management Association, Orlando, FL.	August, 1996

Invited Participant, The Big Emerging Markets Conference  
Sponsored by the U. S. Department of Commerce. July, 1995

Participant, Introduction to International Business  
Seminars in Faculty Development in Int'l Business (FDIB)  
Sponsored by CIBERs of Duke University, The Georgia Institute  
of Technology, and The University of Memphis, Memphis, TN June, 1995

## SERVICE

### Institutional

#### *Berry College*

Executive Governance Committee, BEST	2007-current
Executive Advisory Committee, BEST	2007-2013
Manager, Non Profit Student Services (NPSS), BEST	2008-2013
Cheese Committee	2007-current
Integrated Marketing Committee	2006-2008
Judicial Appeals Panel	2001-current
Committee on Committees	2001-2002
International Programs Committee	2003-2009
Planning Committee	2006-2009
	2000-2002, 2003-2005
Faculty Athletic Representative	2009-2013
Member of Committee to Study the Future of Berry College Athletic Affiliation	2003
Member Ad hoc Committee for Faculty work load	2008-2009

#### *Campbell School of Business*

Member of Third Year Review Committee, Dr. Manos Kalargiros	2017-2018
Member of Third Year Review Committee, Dr. Anna Vredeveld	2017-2018
Member of Executive Committee	2008-2016
Chair, Department of Management	2004-2017
Member of Promotion & Tenure Committee	2006-2010
Member of Third Year Review Committee, Dr. Tim Biggart	2007-2008
Member of Third Year Review Committee, Dr. Tommy Carnes	2006-2007
Curriculum Action Committee (UG or G)	2005-current, 1999-2004
Intellectual Contributions Action Committee	2004-2005
Member of AACSB Taskforce	1999-2005
Faculty Advisor/Advisory Board Member Students in Free Enterprise (SIFE)	1999-2001

### Professional

#### *Review Board*

<u>Family Business Review</u>	2008-current
<u>Journal of Business and the Environment</u>	2010-current

***Ad hoc Journal Reviewer***

<u>European Journal of Work and Organizational Psychology</u>	2012
<u>Creativity and Innovation Management</u>	2009, 2011, 2013
<u>Cross Cultural Management: an International Journal</u>	2010
<u>Family Business Review</u>	2005-2007
<u>Journal of Business Research</u>	1997, 2014
<u>Journal of Business Venturing</u>	2006
<u>Journal of International Management</u>	2005-2006, 2008
<u>Journal of International Business Studies</u>	2003-2004
<u>Journal of Management</u>	2000
<u>Journal of Small Business Management</u>	2009-2010, 2011, 2014
<u>Managerial and Decision Economics</u>	2005-2006
<u>Sex Roles</u>	2006
<u>Small Business Economics</u>	2008

***Conference Reviewer***

Academy of Management Conference	1999-2017
American Society for Competitiveness (ASC) Conference	1996
Southern Management Conference, Entrepreneurship Division	1998-2000
Southwest Business Symposium	1996
USABE	2008
WDSI Conference	2001, 2002

**PROFESSIONAL EXPERIENCE**

Spring 2018	Visiting Professor, University College Groningen, University of Groningen Visiting Professor, Nikos University of Twente The Netherlands
2010-Current	Professor of Management Campbell School of Business Berry College Mt. Berry, GA
2004-current	Research Fellow, Nikos Dutch Institute for Knowledge Intensive Entrepreneurship University of Twente The Netherlands
Fall 2005-2010	Associate Professor of Management Campbell School of Business Berry College

Mt. Berry, GA  
 Summer 2003 Visiting Professor, Nikos  
 Dutch Institute for Knowledge Intensive Entrepreneurship  
 University of Twente  
 The Netherlands

Summer 2001 Strategic and International Management, MBA  
 Adjunct Professor  
 Robinson School of Business  
 Georgia State University  
 Atlanta, GA 30303

Fall 1999-2004 Assistant Professor, Management  
 Campbell School of Business  
 Berry College  
 Mt. Berry, GA

Fall, 1997-98 Business Policy and Strategy  
 Adjunct Instructor, Management and Marketing Area  
 The University of Memphis, Memphis, TN

Spring, 1998 International Management  
 Instructor, Management and Marketing Area  
 The University of Memphis, Memphis TN

Fall, 1995-1999 Research Assistant, Dr. Ben Kedia  
 Wang Center for International Business  
 A CIBER designated by the US Department of Education  
 The University of Memphis, Memphis, TN

1994-1995 Graduate Assistant, Dr. Peter Davis, Dr. Irene Duhaime  
 Department of Management  
 The University of Memphis, Memphis, TN

Spring, 1994 Introduction to Microeconomics Theory  
 Adjunct Faculty, Department of Economics  
 The University of Tennessee at Chattanooga, Chattanooga, TN

## REFERENCES

Dr. Ben L. Kedia  
Wang Professor and Director  
Wang Center for International Business  
220 Fogelman Executive Center  
The University of Memphis  
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