

CURRICULUM VITAE
DANIEL T. HOLT
Associate Professor
Management & Entrepreneurship

OFFICE

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EDUCATION

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| PhD | Management
Auburn University, Department of Management |
| MS | Engineering and Environmental Management
Air Force Institute of Technology, Department of Engineering Management |
| MA | Human Resource Development
Webster University, Department of Management |
| BS | Engineering Science (concentration in electrical engineering)
University of Louisville, Department of Electrical Engineering |

ACADEMIC APPOINTMENTS

Associate Professor in Management & Entrepreneurship (Aug 2021 – Present), University of Louisville
Associate Professor of Entrepreneurship (Jul 2019 – Jul 2021), Louisiana State University.
Associate Professor of Management (Aug 2015 – Jun 2019), Mississippi State University.
Assistant Professor of Management (May 2010 – Aug 2015), Mississippi State University.
Associate Professor of Management (Nov 2009 – Apr 2010), Air Force Institute of Technology.
Assistant Professor of Management (Dec 2002 – Nov 2009), Air Force Institute of Technology.

RESEARCH INTERESTS

Entrepreneurship, Family Business; Measurement Methods; Organizational Change

JOURNAL PUBLICATIONS

- Dou, J., Su, Y., Li, S., & Holt, D. T. (In press). Transgenerational entrepreneurship in entrepreneurial families: What is explicitly learned and what is successfully transferred? *Entrepreneurship & Regional Development*.
- Fang, C., Chrisman, J. J., & Holt, D. T. (2021). Strategic persistence in family business. *Entrepreneurship: Theory & Practice*, 45(4), 931-950.
- Jaskiewicz, P., Neubaum, D. O., De Massis, A. & Holt, D. T. (2020). The adulthood of family business research through inbound and outbound theorizing. *Family Business Review*, 33(1), 10-17.
- McLarty, B., & Holt, D. T. (2019). A bright side to family firms: How socioemotional wealth importance affects dark traits-job performance relationships. *Family Business Review*, 32(4), 378-395.
- Sanchez-Ruiz, P., Daspit, J. J., Holt, D. T., & Rutherford, M. W. (2019). Understanding variation in families: An empirically derived taxonomy of family firms. *Family Business Review*, 32(2), 131-153.
- Soleimonof, S., Singh, K., & Holt, D. T. (2019). Micro-foundations of corporate entrepreneurship in family firms: An institution-based perspective. *Entrepreneurship: Theory & Practice*, 43(2), 274-281.
- Holt, D. T., Pearson, A. W., Payne, G. T., & Sharma, P. (2018). Family business as a boundary spanning platform. *Family Business Review*, 31(1), 14-31.
- Holt, D. T., Pearson, A. W., Carr, J. C., & Barnett, T. (2017). Family Firm(s) Outcomes model: Structuring financial and non-financial outcomes across the family and firm. *Family Business Review*, 30(2), 182-202 (Research made possible through a generous gift from the Family Owned Business Institute at Grand Valley State University).
- Holt, D. T., Madison, K. & Kellermanns, F. W. (2017). Variance in family members' assessments: The importance of dispersion modeling in family firm research. *Family Business Review*, 30(1), 61-83. (Named the 2017 *Family Business Review* Best Article)
- Chrisman, J. J. & Holt, D. T. (2016). Beyond socioemotional wealth: Taking another step toward a theory of the family firm. *Management Research, The Journal of the Iberoamerican Academy of Management*, 14(3), 279-287.
- Hammond, N., Pearson, A. W. & Holt, D. T. (2016). The quagmire of legacy in family firms: Definition and implications of family and family firm legacy orientations. *Entrepreneurship: Theory & Practice*, 40(6), 1209-1231.
- Holt, D. T., Markova, G., Dhaenens, A., Marler, L. E., & Heilmann, S. G. (2016). Formal or informal mentoring: What drives employees to seek informal mentors? *Journal of Managerial Issues*, 28 (1-2), 67-83.
- Daspit, J. J., Holt, D. T., Chrisman, J. J., & Long, R. G. (2016). Examining family firm succession from a social exchange perspective: A multi-phase, multi-stakeholder review. *Family Business Review*, 29(1), 44-64.

- Madison, K., Holt, D. T., Kellermanns, F. W., & Ranft, A. (2016). Viewing family firm behavior and governance through the lens of agency and stewardship theories. *Family Business Review*, 29(1), 65-93.
- Holt, D. T. & Daspit, J. D. (2015). Diagnosing innovation readiness in family firms. *California Management Review*, 58(1), 82-96.
- Holt, D. T., Chua, J. H., Chrisman, J. J., Litchfield, S. R., & Jones, V. (2013). Aurum Furniture and in-law management. *Case Research Journal*, 33(2), 41-54.
- Hornsby, J. S., Kuratko, D. F., Holt, D. T., & Wales, W. J. (2013). Assessing a measure of organizational preparedness for corporate entrepreneurship. *Journal of Product Innovation Management*, 30(5), 937-955.
- Holt, D. T., & Vardaman, J. M. (2013). Toward a comprehensive understanding of readiness for change: The case for an expanded conceptualization. *Journal of Change Management*, 13(1), 9-18.
- Holt, D. T. (2012). Strategic decisions within family firms: Understanding the controlling family's receptivity to internationalization. *Entrepreneurship Theory & Practice*. 36(6), 1145-1151.
- Schurer Lambert, L., Tepper, B. J., Carr, J. C., Holt, D. T., & Barelka, A. J. (2012). Forgotten but not gone: An examination of fit between leader consideration and initiating structure needed and received. *Journal of Applied Psychology*, 97(5), 913-930.
- Chrisman, J. J., McMullen, W. E., Ring, J. K., & Holt, D. T. (2012). A comparison of the impact of counseling assistance and entrepreneurship education on new venture performance. *Journal of Entrepreneurship & Public Policy*, 1(1), 63-83.
- Munfakh, A. N., Smith, D. A., Holt, D. T., Kloft, L. J., Unger, E. J., & Slagley, J. M. (2011). Radiological dispersal events within urban environments: A general method of measuring the economic impacts. *Journal of Emergency Management*, 9(4), 53-67.
- Cole, M. S., Bernerth, J. B., Walter, F. S., & Holt, D. T. (2010). Injustice and individuals' withdrawal: Unlocking the influence of emotional exhaustion. *Journal of Management Studies*, 47(3), 367-390.
- Holt, D. T., Rutherford, M. W., & Kuratko, D. F. (2010). Advancing the field of family business research: Further testing the measurement properties of the F-PEC. *Family Business Review*, 23(1), 76-89.
- Holt, D. T., Helfrich, C. D., Hall, C. G., & Weiner, B. J. (2010). Are you ready? How health professionals can comprehensively conceptualize readiness for change. *Journal of General Internal Medicine*, 25 (Supplement 1), 50-55.
- Smith, D. A., Holt, D. T., & Fentiman, A. (2010). A conceptual model for determining the level of impact for a radiological dispersal event. *Journal of Emergency Management*, 8(1), 25-36.
- Rutherford, M. W., Kuratko, D. F., & Holt, D. T. (2008). Examining the link between "familiness" and performance: Can the F-PEC untangle the family business theory jungle. *Entrepreneurship Theory & Practice*, 32(6), 1089-1109.
- Holt, D. T. & Jung, H. H. (2008). The development of a Korean version of a core-self evaluations scale. *Psychological Reports*, 103, 415-425.

- Heilmann, S. G., Holt, D. T., & Rilovick, C. Y. (2008). Effects of career plateauing on turnover: A test of a model. *Journal of Leadership & Organizational Studies*, 15(1), 59-68. (Winner of US Air Force Academy's Robert L. Taylor Research Award for 2008).
- Muczyk, J. P. & Holt, D. T. (2008). Toward a cultural contingency model of leadership. *Journal of Leadership & Organizational Studies*, 14(4), 277-286.
- Wood, C. C., Holt, D. T., Reed, T. S., & Hudgens, B. J. (2008). Entrepreneurial mindset in United States Air Force organizations: Antecedents and outcomes. *Journal of Small Business and Entrepreneurship*. 21(1), 117-132.
- Holt, D. T., Bartczak, S. E., Clark, S. W., & Trent, M. R. (2007). The development of an instrument to assess readiness for knowledge management. *Knowledge Management Research & Practice*, 5(2), 75-92.
- Rutherford, M. W. & Holt, D. T. (2007). Corporate entrepreneurship: An empirical look at the innovativeness dimension and its antecedents. *Journal of Organizational Change Management*, 20(3), 429-446.
- Holt, D. T., Armenakis, A. A., Harris, S. G., & Feild, H. S. (2007). Readiness for organizational change: The systematic development of a scale. *Journal of Applied Behavioral Science (JABS)*, 43(2), 232-255. (Honorable Mention for 2007 Douglass McGregor Memorial Award as best paper of 2007, *JABS*, 44(2), 157-158).
- Holt, D. T., Rutherford, M. W., & Clohessy, G. R. (2007). Corporate entrepreneurship: An empirical look at individual characteristics, context, and process. *Journal of Leadership & Organizational Studies*, 13(4), 40-54.
- Holt, D. T., Rehg, M. T., Lin, J. S., & Miller, J. C. (2007). An application of the unfolding model to explain turnover in a sample of military officers. *Human Resource Management*, 46(1), 35-49.
- Holt, D. T., Bleckmann, C. A., & Zitzmann, C. C. (2006). The graduate record examination and success in an engineering management program: A case study. *Engineering Management Journal*, 18(1), 10-16.
- Holt, D. T., & Lofgren, S. T. (2005). Measuring environmental attitudes: Examination of the new environmental paradigm scale in a military sample. *Perceptual and Motor Skills*, 100, 791-794.
- Self, D. R., Holt, D. T., & Schaninger, W. S. (2005). Work group and organizational support: A test of distinct dimensions. *Journal of Occupational and Organizational Psychology*, 78(1), 133-140.
- Randall, T., Brothers, H. S., & Holt, D. T. (2004). Evaluation of competitive sourcing performance work statement metrics. *Journal of Public Procurement*, 4(2), 210-237.
- Laudenslager, M. S., Holt, D. T., & Lofgren, S. T. (2004). Understanding Air Force members' participation in pro-environmental behaviors: An application of the theory of planned behavior. *Perceptual and Motor Skills*, 98, 1162-1170.
- Holt, D. T., Self, D. R., Thal, A. E., & Lo, S. W. (2003). Facilitating organizational change: A test of leadership strategies. *Leadership and Organization Development Journal*, 24(5), 262-272.

- Kennedy, J. F., Holt, D. T., Ward, M. A., & Rehg, M. T. (2002). The influence of outsourcing on job satisfaction and turnover intentions of technical managers. *Human Resource Planning Journal*, 24(1), 23-31.
- Hunn, H. M., LaPuma, P. T., & Holt, D. T. (2002). The influence of pre-test anxiety, personality, and exercise on VO_{2max} estimation. *Journal of Exercise Physiology*, 5(1), 5-14.
- Holt, D. T., & Crocker, M. (2000). Prior negative experiences: Their impact on computer training outcomes. *Computers and Education*, 35(4), 295-308.

BOOK CHAPTERS

- Su, E., Holt, D. T., & Pollack, J. M. (2019). The distribution of family firm performance heterogeneity: Understanding power law distributions (pp. 407-430). In E. Mimeli & C. Dibrell (Eds.), *The Palgrave Handbook of Heterogeneity among Family Firms*. Palgrave MacMillan: Cham, Switzerland.
- Tabor, W., Madison, K., Daspit, J. J., & Holt, D. T. (2019). The heterogeneity of family firm ethical cultures: Current insights and future directions (pp. 615-642). In E. Mimeli & C. Dibrell (Eds.), *The Palgrave Handbook of Heterogeneity among Family Firms*. Palgrave MacMillan: Cham, Switzerland.
- Madison, K. Li, Z. & Holt, D. T. (2017). Agency theory in family firm research: Accomplishments and opportunities (pp. 45-69). In F. W. Kellermanns & F. Hoy (Eds.), *The Routledge Companion to Family Business*. New York: Taylor & Francis.
- Pearson, A. W., Holt, D. T., & Carr, J. C. (2014). Scales in family business studies (pp. 551-572). In P. Sharma, L. Melin, and M. Nordqvist (Eds.). *Sage Handbook of Family Business*. Thousand Oaks, CA: Sage Publications.
- Holt, D. T. (2014). Corporate entrepreneurship assessment instrument. In M. H. Morris and D. F. Kuratko (Eds.). *Wiley Encyclopedia of Management* (3rd. ed., Vol. 3, *Entrepreneurship*). Oxford: Blackwell Publishing.
- Chrisman, J. J. & Holt, D. T. (2014). Entrepreneurship. In M. H. Morris and D. F. Kuratko (Eds.). *Wiley Encyclopedia of Management* (3rd. ed., Vol. 3, *Entrepreneurship*). Oxford: Blackwell Publishing.
- Holt, D. T., & Pearson, A. W. (2014). Family—Power, Experience, and Culture (F-PEC) Scale. In M. H. Morris and D. F. Kuratko (Eds.). *Wiley Encyclopedia of Management* (3rd. ed., Vol. 3, *Entrepreneurship*). Oxford: Blackwell Publishing.
- Holt, D. T., & Rutherford, M. W. (2012). Family Business: Defining (pp. 187 – 189). In M. R. Marvel (Ed.). *Encyclopedia of New Venture Management*. Thousand Oaks, CA: Sage Publications
- Holt, D. T. & Rutherford, M. W. (2012). Family Firms: Theory (pp. 194 – 196). In M. R. Marvel (Ed.). *Encyclopedia of New Venture Management*. Thousand Oaks, CA: Sage Publications.
- Holt, D. T., Armenakis, A. A., Harris, S. G., & Feild, H. S. (2007). Toward a comprehensive definition of readiness for change: A review of research and instrumentation. In W. A.

Pasmore and R. W. Woodman (Eds.) *Research in Organizational Change and Development* (Vol. 16, pp. 289 – 336). Oxford, UK: Elsevier.

CONFERENCE PAPERS (PEER REVIEWED)

Sherlock, C. & Holt, D. T. (2021). Measurement of family firms: A lack of consistency and a mismatch between conceptualization and operationalization. Presented at the Babson College Entrepreneurship Research Conference, June 9 – 12.

Cabral, J., Reid, S., Tucker, R., Soleimanof, S. & Holt, D. T. (2021). Pursuing dual goals, balancing dual logics: Interorganizational collaboration as a social entrepreneurship strategy. Presented at the Babson College Entrepreneurship Research Conference, June 9 – 12.

Levasseur, L., Holt, D. T., & Kammerlander, N. (2020). Time perspective and entrepreneurial orientation in family firms: Some theoretical propositions. Presented virtually at the annual meeting of the Academy of Management, August 7 – 11.

McLarty, B., & Holt, D. T. (2020). The influence of dark personality in key family firm stakeholders for the development of socioemotional wealth. Selected for presentation at the International Family Enterprise Research Academy (IFERA), Santander, Spain, June 24 – 26 (cancelled due to the pandemic).

Soleimanof, S. & Holt, D. T. (2019). Corporate entrepreneurship in family firms: Family communication patterns and family firms' strategic renewal. Presented at the International Family Enterprise Research Academy (IFERA), Bergamo, Italy, June 17 – 21.

McLarty, B., & Holt, D. T. (2018). The impact of socioemotional wealth (SEW) on the relationship between dark personality and employee performance in family firms. Presented at the Family Enterprise Research Conference (FERC), Guadalajara, Mexico, June 7 – 10. **(Honored as the Best Poster 2018 FERC; Competitively selected by FERC to be presented at the Theories of the Family Enterprise Conference).**

Singh, K., Soleimanof, S., & Holt, D. T. (2018). A typology of family firm learning based on family communications patterns. Presented at the Family Enterprise Research Conference, Guadalajara, Mexico, June 7 – 10.

McLarty, B., & Holt, D. T. (2018). The impact of socioemotional wealth (SEW) on the relationship between dark personality and employee performance in family firms. Presented at the Theories of the Family Enterprise Conference, Edmonton, Canada, May 23 25.

McLarty, B., & Holt, D. T. (2017). The dark triad of an individual's personality (Machiavellianism, narcissism, and psychopathy): Implications within family firms. Presented at the Family Enterprise Research Conference, Asheville, NC, June 8 – 10.

Holt, D. T., Su, E., Pearson, A. W., Lucianetti, L., & Orr, J. (2017). An empirical assessment of the validity and reliability of the socioemotional wealth (SEW) concept. Presented at the Family Enterprise Research Conference, Asheville, NC, June 8 – 10. **(Honored as the Best Paper).**

Vardaman, J. M., & Holt, D. T. (2015). The social processes of change resistance. Presented at the annual meeting of the Academy of Management, Vancouver, Canada, August 7 – 11.

- Holt, D. T. & Madison, K. (2015). Theoretical and empirical concerns regarding shared sentiments in family firms. Presented at the Family Enterprise Research Conference, Burlington, Vermont, June 4 – 7.
- Hammond, N., Pearson, A. W. & Holt, D. T. (2015). The quagmire of legacy in family firms: Definition, formation, and implications of family legacy orientation. Presented at the Theories of the Family Enterprise Conference, Fort Worth, TX, May 27 – 29.
- Holt, D. T. & Daspit, J. D. (2015). Introducing the readiness for innovation in family firms (RIFF) assessment: A practical framework for diagnosing innovation readiness. Managing innovation in Family firms: In search of new practices, strategies, and organizational solutions workshop, Milan, Italy, January 22 – 23.
- Zavattaro, S., Holt, D. T., & Daspit, J. (2014). Corporate brand identity: The use of social media by family firms. Presented at the Family Enterprise Research Conference, Portland, OR, June 6 – 8. **(Honored as the Best Practitioner Focused Paper).**
- Holt, D. T. & Madison, K. (2014). Family firm succession: The influence of shared sentiments throughout a multi-level multi-phase process. Presented at the Theories of the Family Enterprise Conference, Edmonton, Canada, May 21 – 23.
- Holt, D. T. (2013). An assessment of the measurement invariance of the F-PEC across US and European family firms. Presented at the Family Enterprise Research Conference, Vina de Mar, Chile, May 17 – 19.
- Woods, J., Fang, H., Memili, E., Chi, R., & Holt, D. T. (2013). Family support and managerial involvement in Chinese family firms. Presented at the Family Enterprise Research Conference, Vina de Mar, Chile, May 17 – 19.
- Memili, E., Patel, P., Holt, D. T., & Fang, H. (2013). Family-friendly work practices in family firms: A multilevel study. Presented at the 2013 US Association of Small Business & Entrepreneurship Conference. San Francisco, CA, January 10-13. **(Honored as the Best Practitioner Paper).**
- Holt, D. T., & Markova, G. (2012). Formal or informal mentoring: What drives employees to seek informal mentors? Presented at the annual meeting of the Southern Management Association. Fort Lauderdale, FL, October 31 – November 3. **(Honored as Overall Best Paper of the Human Resources & Careers Track).**
- Holt, D. T., Pearson, A. W., Carr, J. C., & Barnett, T. R. (2012). Conceptualizing performance in the family firm: The folly of theorizing A, while testing B. Presented at the Theories of the Family Enterprise Conference, Edmonton, Canada, May 23 – 25.
- Holt, D. T., Pearson, A. W., Carr, J. C., & Barnett, T. (2012). Measuring performance in family businesses: The state of the art and roadmap for advancing family business research and practice. Presented at the Family Enterprise Research Conference, Montreal, Canada, May 11 – 13.
- Litchfield, S. R., Holt, D. T., Chrisman, J. J., & Chua, J. H. (2012). Walking the line: Stages of involvement for the in-law within the family business. Presented at the Family Enterprise Research Conference, Montreal, Canada, May 11 – 13.

- Pluger, M., Feng, P.P., Holt, D.T., & Sitzabee, W. (2011). Management analysis of civil-military construction in Iraq and Afghanistan. Presented at the Annual International Command and Control Research and Technology Symposium (ICCRST), Quebec City, Canada, June 21-23.
- Holt, D. T., (2011). Strategic decisions within family firms: Understanding the controlling family's receptivity to internationalization. Paper presented at the Theories of the Family Enterprise Conference, Koblenz, Germany, May 18 – 20.
- Holt, D. T., Hornsby, J. S., & Kuratko, D. F. (2010). The entrepreneurial orientation (EO) construct: Assessing its dynamic nature. Presented at the annual meeting of the Academy of Management, Montreal, Canada, August 6 – 10.
- Holt, D. T., Hornsby, J. S., Kuratko, D. F., & Rutherford, M. W. (2009). Factors affecting corporate entrepreneurial activity and firm performance: An empirical examination as to whether size matters. In *Proceedings of the Annual Meeting of the Southern Management Association*, Asheville, NC, November 11 – 14.
- Conner, J. P., Barelka, A. J., & Holt, D. T. (2009). Social influence qualities of social network sites: A qualitative and experimental investigation. In *Proceedings of the Annual Meeting of the Southern Management Association*, Asheville, NC, November 11 – 14.
- Valencia, V. V., Thal, A. E., Holt, D. T., & West, C. J. (2009). Using personal attributes to predict project manager success. Presented at the annual meeting of the American Society for Engineering Management, Springfield, MO, October 14 – 17.
- Rehg, M. T., Holt, D. T., Williams, D. J., & Toney, R. P. (2009). Work environment effects on training transfer: A meta-analysis. Paper presented at the annual meeting of the Academy of Management, Chicago, IL, August 7 – 11.
- Hornsby, J. S., Holt, D. T., & Kuratko, D. F. (2008). The dynamic nature of corporate entrepreneurship constructs: An assessment of the Corporate Entrepreneurship Assessment Instrument (CEAI). In *Best Paper Proceedings of the Annual Meeting of the Academy of Management*, Anaheim, CA, August 8 – 13.
- Bigelow, P; Holt, D; Franche, R-L; Subrata, P; Zohar, D; Hunt, S; Krepostman, S; Van Eerd, D; Wells, R; Ferrier, S; Kramer, D; Cole, D, & McKean, C. (2008). Adaptation of a readiness for organizational change scale for participatory ergonomics. Poster presented at the Canadian Association for Research on Work and Health's Occupational Health and Safety Conference, Montreal, Canada, June 15-17.
- Wollard, J. Z., Holt, D. T., Bush, J. P., & Lovette, D. A. (2008). Inferences concerning junior officers' abilities and traits based on United States Air Force officer evaluation reports. Paper presented at the annual meeting of Southwestern Academy of Management, Houston, TX, March 4 – 8.
- Phelps, J. A., Heilmann, S. G., Holt, D. T., & Leach, S. E. (2008). Moderating effects of perceived organizational support on the relationship between job satisfaction and turnover intentions for recently retrained USAF enlisted members. Paper presented at the annual meeting of the American Society of Business and Behavioral Sciences, Las Vegas, Nevada, February 21 – 24.
- Rehg, M. T., Holt, D. T., & Toney, R. P. (2007). A comparative study of factors affecting training transfer. Paper presented at the annual meeting of the Southern Management Association, Nashville, TN, November 7 – 10.

- Heilmann, S. G., Holt, D. T., & Rilovick, C. (2007). Effects of career plateauing on turnover: A test of a model. Paper presented at the annual meeting of Midwestern Academy of Management, Kansas City, MO, October 4 – 6.
- Holt, D. T., Rutherford, M. W., & Kuratko, D. F. (2007). F-PEC scale of family influence: A refinement. In *Best Paper Proceedings of the Annual Meeting of the Academy of Management*, Philadelphia, PA, August 3 – 8.
- Halverson, K. C., Moore, G. J., & Holt, D. T. (2007). Longitudinal effects of self-monitoring and locus of control on social network position. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA, August 3 – 8.
- Rutherford, M. W., Kuratko, D. F., & Holt, D. T. (2007). The family business theory jungle: Competing theories on “familiness” and performance. Paper presented at the Theories of the Family Enterprise conference, Starkville, MS, May 16 – 18.
- Holt, D. T., Rutherford, M. W., Davis, T. W., & Bartczak, S. E. (2007). Corporate Entrepreneurship Assessment Instrument (CEAI): A refinement for the Department of Defense. In *Proceedings of the Annual Meeting of the Western Academy of Management*, Missoula, MO, March 21 – 24.
- Cole, M. S., Bernerth, J. B., & Holt, D. T. (2006). Linking injustice to emotional exhaustion and related levels of commitment and turnover intention. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA, August 11 – 16.
- Holt, D. T., Rehg, M. T., Lin, J. S., & Kulick, J. C. (2005). An application of the unfolding model to predict turnover decisions of military personnel. In *Proceedings of the Annual Meeting of the Southern Management Association*, Charleston, SC, November 9 – 12.
- Holt, D. T., Bartczak, S. E., Leach, S. E., & Riddle, T. W. (2005). A test of the interaction between the process used to introduce change and the personality of organizational members. In *Proceedings of the Annual Meeting of the Southern Management Association*, Charleston, SC, November 9 – 12.
- Wood, C. C., Holt, D. T., Reed, T. S., Hudgens, B. J., & Coombes, S. M. T. (2005). Entrepreneurial mindset in Air Force organizations: Antecedents and outcomes. Paper presented at the annual meeting of the Western Academy of Management, Las Vegas, NV, March 30 – April 2.
- Holt, D. T., Bartczak, S. E., Clark, S. W., & Trent, M. R. (2004). The development of an instrument to assess readiness for knowledge management. Paper presented at the Hawaii International Conference on System Sciences, Big Island, Hawaii, January 5 – 8.
- Holt, D. T. & Jung, H. H. (2003). The development of a Korean version of a core-self evaluations scale. In *Proceedings of the Annual Meeting of the Southern Management Association*, Clearwater, FL, November 12 – 15.
- Rutherford, M. W., & Holt, D. T. (2003). Corporate entrepreneurship: An empirical look at innovativeness and its antecedents. In *Proceedings of the Annual Meeting of the Southern Management Association*, Clearwater, FL, November 12 – 15.
- Holt, D. T. & Jung, H. H. (2003). An individual-level look at readiness for change: An international study. Paper presented at the annual meeting of the Academy of Management, Seattle, WA, August 1 – 6.

- Reed, T. S., Smith, R., & Holt, D. T. (2003). Making government more entrepreneurial: Is it possible? Paper presented at the annual meeting of the Academy of Management, Seattle, WA, August 1 – 6.
- Holt, D. T. & Gore, M. S. (2002). Strategies leaders should use to respond to hostile questions regarding organizational changes: The first phase of an empirical investigation. Paper presented to the Organizational Strategies and Changes track of the International Academy of Linguistics, Behavioral, and Social Sciences, Las Vegas, NV, November 21 – 23.
- Self, D. R., Holt, D. T., & Schaninger, W. S. (2002). Measuring perceived work group and organizational support. In *Proceedings of the Annual Meeting of the Southern Management Association*, Atlanta, GA, November 6 – 9.
- Holt, D. T. (2002). The measurement of readiness for change: The development of a scale. Paper presented at the annual meeting of the Academy of Management, Denver, CO, August 9 – 15.
- Holt, D. T. & Rutherford, M. W. (2001). Do dispositional characteristics predict readiness for organizational change? Paper presented to Organizational Strategies and Changes track of the International Academy of Linguistics, Behavioral, and Social Sciences, Cancun, MX, November 14 – 18.
- Holt, D. T., Self, D. R., Thal, A. E., & Lo, S. W. (2001). An empirical test of the influence that the change message, employee participation, and training have on a major organizational change. In *Proceedings of the Annual Meeting of the Southern Management Association*, New Orleans, LA, November 7 – 10.
- Kennedy, J. F., Holt, D. T., Ward, M. A., & Rehg, M. T. (2000). The influence of outsourcing on job satisfaction and turnover intentions of engineers. In *Proceedings of the Annual Meeting of the Southern Management Association*, Orlando, FL, November 7 – 11.
- Holt, D. T. (2000). The measurement of readiness for change: A review of instruments and suggestions for future research. Paper presented at the annual meeting of the Academy of Management, Toronto, Canada, August 4 – 9.
- Holt, D. T. (1999). The factors that influence an individual's readiness for change: An empirical examination. In *Proceedings of the Annual Meeting of the Southern Management Association*, Atlanta, GA, October 27 – 30.
- Holt, D. T., & Crocker, M. (1999). Prior negative experiences: Their impact on computer training outcomes. In *Proceedings of the Annual Meeting of the Southern Management Association*, Atlanta, GA, October 27 – 30.
- Holt, D. T., Niebuhr, R. E., & Dansby, M. R. (1998). The relationship between work group diversity, discriminatory climate, work group cohesion, and performance. In *Proceedings of the Sixteenth Applied Behavioral Sciences Symposium*, Colorado Springs, CO, April.
- Holt, D. T., Lofgren, S. T., Shane, G., & Lawson, K. L. (1996). The relationship between environmental attitudes and environmental behaviors among Air Force Combat Command members. In *Proceedings of the Fifteenth Applied Behavioral Sciences Symposium (USAFATR-96-2)*, Colorado Springs, CO, April 10 – 11.

OTHER PUBLICATIONS

- Kammerlander, N. & Holt, D. T. (2018). Commentary: The succession process from a resource- and knowledge-based view of the family firm. *Family Business Review*, 31(2), 176-177.
- Holt, D. T. (2011). Book review of Ariely, Dan. *Predictably Irrational: The Hidden Forces That Shape Our Decisions*. New York: HarperCollins Publishers, 2008 (rev 2010) and Ariely, Dan. *The Upside of Irrationality: The Unexpected Benefits of Defying Logic at Work and at Home*. New York: HarperCollins Publishers, 2010. *Family Business Review*, 24(3), 273-275.
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- Holt, D. T. (2009). Measuring Readiness for BPM: Insights from Corporate Entrepreneurship and Organizational Change Research (pp. 17-24). In L. Fischer (Ed.), *2009 BPM and Workflow Handbook: Methods, Concepts, Case Studies and Standards in Business Process Management and Workflow*. Lighthouse Point, FL: Future Strategies Inc.
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- Holt, D. T. & Bartczak, S. E. (2007). Vignette on the quest for a measure of KM readiness (pp. 37-43). In S. Foo, R. Sharma, & A. Chua (Authors), Chapter 2. Assessing the organization's readiness for knowledge management, *Knowledge Management Tools and Techniques—A learner's handbook*. Singapore: Prentice Hall.

WORKING MANUSCRIPTS

- Kosmidou, V. & Holt, D. T. The relationship between family management and performance: A configurational approach in exploring the role of socioemotional wealth and generational involvement. *Journal of Family Business Strategy* (Revision invited; resubmitted 15 Jun 2021).
- Reid, S., Cabral, J., Tucker, R., Soleimanof, S. & Holt, D. T. Corporate Social Entrepreneurship: How Market Incumbents Can Implement a Social Entrepreneurship Strategy Through Collaborations with Social Ventures.
- Soleimanof, S. & Holt, D. T. Testing Baumol: An exploratory configurational analysis.
- Soleimanof, S. & Holt, D. T. Entrepreneurial motives and individuals' characters: How do individuals' character strengths drive unproductive and productive entrepreneurship?
- Soleimanof, S. & Holt, D. T. Corporate entrepreneurship in family firms: Family communication patterns and family firms' strategic renewal.
- Memili, E., Patel, P. C., & Holt, D. T. Family-friendly work practices in family firms: A multilevel study.

- Holt, D. T. & Orr, J. An assessment of the measurement invariance of the F-PEC across US and European family firms.
- Chrisman, J. J., McMullan, W. E., Ring, J. K., & Holt, D. T. The impact of human capital on new venture growth: Education stocks and counseling assistance investments.
- Pearson, A. P., Holt, D. T., & Lucinetti, L. Socio-emotional Aspirations and Values (SEAV) in family firms: An explication and examination of the nomological network in Italian family firms.
- Zavattaro, S., Holt, D. T., & Daspit, J. Corporate brand identity: The use of social media by family firms.
- Zavattaro, S., Daspit, J., & Holt, D. T. The influence of rural city policies on economic development: Investigating the role of entrepreneurship orientation in family and non-family firms.
- Chrisman, J. J., Holt, D. T., & Marler, L. E. Testing the complimentary or competing influence of economic and non-economic goals in family firms
- Holt, D. T. et al. Refinement of a scale to assess readiness for organizational change related to the implementation of participatory ergonomic programs.
- Holt, D. T. & Jung, H. H. An individual-level look at readiness for change.

TEACHING

Undergraduate Courses (taught at Louisiana State University)

- Creativity and Innovation (3 semester-hour credits offered asynchronously, online)
- Small and Family Business Management (3 semester-hour credits; most recent offering attained rating of 3.75 out of 4)
- Stephenson Entrepreneurship Fellows: Speaker Series (3 semester-hour credits; most recent offering attained a rating of 3.8 out of 4)

Undergraduate Courses (taught at Mississippi State University)

- Entrepreneurship (3 semester-hour credits; most recent offering attained a student rating of 4.6 out of 5)
- Field Studies in Entrepreneurship (3 semester-hour credits; most recent offering attained a student rating of 4.8 out of 5)
- Business Policy (3 semester-hour credits; most recent offering attained a student rating of 4.5 out of 5)
- Ideation (1 semester hour course; most recent offering attained a student rating of 4.9 out of 5)
- Web App Entrepreneurship (3-semester hour credits; Dual enrollment course taught to high school students with support from a \$75,000 grant from Toyota Enhancement Endowment Fund Advisory Committee and Mississippi CREATE Foundation).

Graduate Courses (taught at the University of Louisville)

Strategic Analysis (1.5 semester-hour credits)
Venture Launch I (1.5 semester-hour credits)
Venture Launch II (1.5 semester-hour credits)

Graduate Courses (taught at the Mississippi State University)

Strategic Business Consulting (MBA Capstone course, 3 semester-hour credits)

Graduate Courses (taught at the Air Force Institute of Technology; maintained an overall student rating of 4.75 out of 5)

Management and Behavior of Organizations (4 quarter-hour credits)
Human Resource Management (4 quarter-hour credits)
Research Methods (4 quarter-hour credits)
Seminar in Contemporary Leadership Theory (3 quarter-hour credits)
Making Sense of Research Data (3 quarter-hour credits)
Management of Engineering Operations (3 quarter-hour credits)
Organizational Analysis and Change (3 semester-hour credits)

Doctoral Student Involvement

Dissertation Committee Member	Justin White	Science-practice gap: Innovative academic knowledge diffuses (Graduated 2019; Oklahoma State University, Executive Ph.D.)
Dissertation Committee Member	Emma Su	An investigation of diversification modes and diversification type in family firms (A two essay dissertation; Graduated 2019)
Dissertation Committee Member	Charles W. Wilder	The effects of mentoring program type on organizational commitment for cooperative education students (Graduated 2019)
Dissertation Committee Member	Chevy Fang	Strategic persistence, dominant strategy and firm performance in publicly traded firms (Graduated 2016; 2017 Family Firm Institute - Best Dissertation Award Winner)

Dissertation Committee Member Esra Memili

Control-enhancing corporate governance mechanisms: Family versus nonfamily publicly traded firms (Graduated 2011; **2012 Family Firm Institute - Best Quantitative Dissertation Award Winner**)

Coordinator of the doctoral student and junior faculty research seminar at the Family Enterprise Research Conference (2019, 2020, & 2021)

Co-coordinator of the doctoral student consortium at the *US Association of Small Business and Entrepreneurship* (2016 & 2017)

Active participant with doctoral and pre-doctoral student consortia at the *Southern Management Association* (2013)

- Led a small group discussion on “Making a contribution” in the early doctoral student consortium
- Made a presentation on “Things to consider as selecting a graduate program” to the pre-doctoral student consortium

Teaching Honors & Awards

“Best classroom experience” (2014 – 2015), College of Business students, Mississippi State University

Professor of the year (2008 – 2009), Air Force Institute of Technology

Professor of the year (2005 – 2006), Air Force Institute of Technology

Professor of the year (2002 – 2003), Air Force Institute of Technology

Department’s professor of the quarter (Fall 2005), Department of Systems & Engineering Management, Air Force Institute of Technology

Nominated as Professor of the year (one of three; 2007-2008 and 2003-2004); Air Force Institute of Technology

National Chapter of the Year (2006), Sigma Iota Epsilon Chapter (serving as faculty advisor to this Management Honor Society).

INVITED PRESENTATIONS & CONSULTING

Conducted a “Practical Insights Interview” with the Family Enterprise Foundation (FEF) which detailed a practical framework for diagnosing innovation readiness in family firms, May 24-27, 2021.

Invited speaker, Forum 225 (professional organization dedicated to professional development), Baton Rouge, LA, June 19, 2020.

Invited speaker, Tech Park Academy (professional organization dedicated to assisting area entrepreneurs), Baton Rouge, LA, December 12, 2019.

Invited speaker, Home Furnishings Manufacturing Solutions Expo, Atlanta, GA, June 7, 2017.

Invited speaker, Family Owned Business Institute, Grand Valley State University, Grand Rapids, MI, November 2, 2016.

Assisted in the development of Mississippi's entrepreneurship curriculum for high schools, Research and Curriculum Unit, Mississippi State University, MS, September 21, 2016.

Conducted professional development workshop, Mississippi Association for Career and Technical Education, Jackson, MS, July 29, 2016.

Invited speaker (along with Josh Daspit), Family Enterprise Days, Wendel International Centre for Family Enterprise, Insead, Fontainebleau, France, June 18, 2016.

Keynote speaker, Mississippi Association of Colleges and Employers, Philadelphia, MS, July 17, 2014.

Facilitator for professional development workshop, *New Directions in Entrepreneurial Orientation: Concepts and Methods* at the Academy of Management Annual Conference (with Roxanne Zolin, Johan Wiklund, Shaker Zahra, Nathan Hartman, Erik Monsen, Jeffrey Pollack, Sheryllynn Roberts, Ayman Tarabishy, and William Wales). Boston, MA, August 3 – 7, 2012.

Facilitator for professional development workshop, *Enlightening, Balancing and Transcending Entrepreneurial Orientation (EO). 4th Annual EO3 Research PDW*, at the Academy of Management Annual Conference (with Roxanne Zolin, Johan Wiklund, Shaker Zahra, Nathan Hartman, Erik Monsen, Jeffrey Pollack, Sheryllynn Roberts, Ayman Tarabishy, and William Wales). San Antonio, TX, August 12 – 16, 2011.

Presenter for professional development workshop, *Current Research and Development of the Entrepreneurial, Orientation (EO) Construct*, at the Academy of Management Annual Conference (with Jeff Pollock, Shaker Zahra, Johan Wiklund, Per Davidsson, Ayman Tarabishy, Nathan Hartman, and Erik Monsen). Montreal, Canada, August 6 – 10, 2010.

Research presentation addressing retention of company grade officers in the Air Force's civil engineering occupational specialty and mentorship at the annual Society of American Military Engineers' meeting. Atlanta, GA, May 2010.

Panel member for a workshop addressing retention of company grade officers in the Air Force's civil engineering occupational specialty at the annual Civil Engineering Senior Leader Meeting. San Antonio, TX, December 2009.

Presented a corporate entrepreneurship & innovation speech to undergraduate entrepreneurship students. Texas Christian University, Fort Worth, TX, October 2009 & October 2008.

Panel member for a workshop, *Assessing organizational readiness to change: A review of research to date and development of a cross-QUERI agenda*, at the Veterans Affairs Quality Enhancement Research Initiative (QUERI) National Meeting (with Christian Helfrich, Brian Weiner, and Carmen Hall). Phoenix, AZ, December 2008.

- Conducted change workshop for executives of Aeronautical Systems Center. Wright Patterson Air Force Base, OH, September 2008.
- Conducted corporate entrepreneurship workshop for executive MBA program. Virginia Commonwealth University, Richmond, VA, September 2008.
- Invited panel member for special session on knowledge management readiness at the 8th Annual Knowledge Management Conference, Washington, DC. April 3 – 5, 2007.
- Facilitated a strategic planning session for Installations and Mission Support Directorate, Headquarters Air Force Materiel Command, Wright Patterson Air Force Base, OH, 2007.
- Conducted transformational diagnostic for Coast Guard's Integrated Deepwater Systems Program (in collaboration with SCRA). Washington DC, 2006.
- Conducted organizational learning workshop at the AFMC Transformation Conference, Headquarters Air Force Materiel Command, Wright Patterson Air Force Base, OH, 2006.
- Conducted doctoral student workshop. Auburn University, Auburn, AL, 2006.
- Conducted change management workshop for Strategic Plans and Programs Directorate, Headquarters Air Force Materiel Command, Wright Patterson Air Force Base, OH, 2006.
- Conducted change management workshop for executive MBA program. Virginia Commonwealth University, Richmond, VA, 2006.
- Conducted change management workshop for doctoral students. Indiana Wesleyan University, Marion, IN, 2006.
- Assisted with the development of a workforce development and knowledge management strategy. Air Force Agency for Modeling and Simulation, Orlando, FL, 2006.
- Conducted change management workshop. Society of Human Resource Management, Columbus, GA, 2004.
- Conducted readiness for change assessment. Air Force Communications Agency, Scott Air Force Base, IL, 2003.
- Conducted readiness for change assessment. Headquarters Air Force Materiel Command, Contracting Directorate, Wright-Patterson Air Force Base, OH, 2002.
- Worked in conjunction with Price Waterhouse Coopers to develop method to benchmark Financial Management and Comptroller organizations. Air Force Materiel Command, Wright-Patterson Air Force Base, OH, 2002.
- Developed upward feedback instrument & program. Aeronautical Systems Center, Air Force Materiel Command, Wright-Patterson Air Force Base, OH, 2000-2003.
- Developed organization-specific climate assessment. Flight Training Systems Program Office, Aeronautical Systems Center, Air Force Materiel Command, Wright-Patterson Air Force Base, OH, 2001-2002.
- Conducted training needs assessment for first-line supervisors. Ogden Air Logistics Center, Air Force Materiel Command, Hill Air Force Base, UT, 2001.
- Conducted leadership development workshop. Executive Leadership Group of the Alumni, Development, and University Relations Department, Auburn University, AL, 1998.

Conducted readiness for change assessment. Standard Systems Group, Maxwell Air Force Base-Gunter Annex, AL, 1996-1997.

Conducted change management workshop. East Alabama Medical Center, Opelika, AL 1997.

Developed and validated leadership evaluation training. Officer Training School, Maxwell Air Force Base, AL, 1996.

PROFESSIONAL HISTORY

Associate Professor, Management & Entrepreneurship (Aug 2021 – Present) University of Louisville, Louisville, Kentucky

Serves as the director of the Department of Management and Entrepreneurship's doctoral program that is dedicated to entrepreneurship and innovation, as well as coordinator of the Innovation MBA program. Conducts original research in the areas of entrepreneurship, family business, organizational measurement, and organizational change. Teaches MBA courses for graduate students seeking their degrees in several specialized MBA programs to include the program focused on entrepreneurship and innovation.

Associate Professor of Entrepreneurship (Jul 2019 – Jul 2021) Louisiana State University, Baton Rouge, Louisiana

Served as the research director of the Stephenson Entrepreneurship Institute that is dedicated to growing entrepreneurial thought and a free, innovative culture through the collaborative support of the Charles Koch Foundation, as well as colleagues across LSU and the Baton Rouge community. Conducted original research in the areas of entrepreneurship, family business, organizational measurement, and organizational change. Taught entrepreneurship courses for undergraduate students seeking their degrees in entrepreneurship and students from across the campus completing a minor in Entrepreneurship.

Associate Professor of Management (Aug 2015 – Jul 2019; Assistant Professor 2010 – 2015) Mississippi State University, Mississippi State, Mississippi

Conducted original research in the areas of family business, entrepreneurship, organizational measurement, and organizational change. Taught entrepreneurship and business policy courses for undergraduate students seeking their degrees in business and engineering students completing a certificate program in Entrepreneurship; led the MBA capstone course.

Deputy Department Head & Associate Professor of Management (Feb 2008 – May 2010) Air Force Institute of Technology, Wright-Patterson Air Force Base (AFB), Ohio

Served as deputy head of the Department of Systems and Engineering Management. Led 26 faculty and staff and over 200 students, focusing on the personnel issues associated with the military members and managing \$100K budget. Developed and taught courses, accredited for master's students in a number of degree programs that include information resource management, engineering management, logistics management, cost analysis, and financial

analysis. Conducted original research, directed student research, and provided consulting services for Air Force and Department of Defense organizations.

**Commander, Detachment 5 & 6, 602nd Training Group (Provisional) (Aug 2007 – Jan 2008)
Fort Bragg, North Carolina & Fort Dix, New Jersey**

Led multi-disciplinary units of Air Force members attending combat skills training and a support staff at Ft Bragg, NC and Ft Dix, NJ. Collaboratively coordinated training operations with the Army to support the reception, staging, training, and onward movement of Air Force members being trained to augment Army units. Ensured Air Force members were fully prepared to perform combat-oriented missions.

**Deputy Department Head & Assistant Professor of Management (Jul 2005 –Aug 2007)
Air Force Institute of Technology, Wright-Patterson AFB, Ohio**

Served as deputy head of the Department of Systems and Engineering Management. Led 26 faculty and staff and over 200 students, focusing on the personnel issues associated with the military members and managing \$100K budget. Developed and taught courses, accredited for master's students in a number of degree programs that include information resource management, engineering management, logistics management, cost analysis, and financial analysis. Conducted original research, directed student research, and provided consulting services for Air Force and Department of Defense organizations.

**Deputy Director of the Construction Management Office (Jul 2004 – Jul 2005)
Al Udeid Air Base (AB), Qatar**

Managed all areas, such as design, schedule, budget, contract, security, material, and personnel issues, of a \$1.2B military construction program that was executed throughout the Middle East and Southwest Asia (e.g., Balad AB, Iraq; Bagram & Kandahar AB, Afghanistan; Ali Al Salem AB, Al Jaber AB, & Kuwait City International Airport, Kuwait; Al Udeid AB, Qatar; Manas AB, Kyrgyzstan; King Faisal AB, Jordan; Shahbaz AB, Pakistan; Karshi-Kahnabad AB, Uzbekistan).

**Instructor & Assistant Professor of Management (Jul 1999 – Jul 2004)
Air Force Institute of Technology, Wright-Patterson AFB, Ohio**

Developed and taught courses, accredited for master's students in a number of degree programs that include information resource management, engineering management, logistics management, and cost analysis. Conducted original research, directed student research, and provided consulting services for Air Force and Department of Defense organizations.

**Ph.D. Student (Jan 1996 – Jul 1999)
Auburn University, Alabama**

Completed course work and comprehensive exams in pursuit of a doctorate (Ph.D.) degree after being competitively selected to do so under U.S. Air Force sponsorship. Studies were

focused in the areas of organizational change, the analysis of organizational issues, human resource management, and organizational behavior. Assisted faculty with research, conducted original research, and provided consulting services for public and private sector organizations.

M.S. Student (Apr 1994 – Dec 1995)

Air Force Institute of Technology, Wright-Patterson AFB, Ohio

Earned Master's of Science degree in Engineering and Environmental Management after being competitively selected to do so under U.S. Air Force sponsorship. Completed course work and conducted original research, exploring the relationships between environmental attitudes and environmental behaviors among Air Force members.

Project Engineer (Dec 1992 – Apr 1994)

Osan Air Base, Republic of Korea (ROK)

Managed all areas, such as design, schedule, budget, supplies, equipment, and personnel issues, of heavy construction projects that were executed throughout Asia (Hickam AFB, HI; Misawa AB, Japan; Osan AB, Camp Humphries & Camp Casey, ROK).

Design Engineer (Mar 1990 – Dec 1992)

Myrtle Beach AFB, Myrtle Beach, South Carolina

Designed electrical systems and developed contract specifications for new construction and facility renovations at Myrtle Beach AFB, SC; Soto Cano AB, Honduras; and Barnes Air National Guard Base, MA.

HONORS & AWARDS

Scholarly Honors & Awards

2017 *Family Business Review* Best Article Award (Holt et al., 2017, Variance in family members' assessments: The importance of dispersion modeling in family firm research)

Outstanding Reviewer 2015 – 2016 of *Group and Organization Management* (GOM).

Family-Owned Business Institute, Scholar-in-residence (2016 – 2017), Grand Valley State University, Grand Rapids, Michigan.

Richard Adkerson & Lee Miller Notable Scholar (2013), College of Business, Mississippi State University, Mississippi State, Mississippi.

Excellent Reviewer of 2013, *Family Business Review* (one of 15 reviewers recognized for providing reviews that significantly helped in the development of manuscripts, 2013).

Best Reviewer 2013 of Entrepreneurship & Innovation, Information Technology Track, Southern Management Association annual conference.

Outstanding Reviewer 2013 of *South Asian Journal of Global Business Research*.

Excellent Reviewer of 2012, *Family Business Review* (one of 10 reviewers recognized for providing reviews that significantly helped in the development of manuscripts, 2012).

Excellent Reviewer of 2011, *Family Business Review* (one of 10 reviewers recognized for providing reviews that significantly helped in the development of manuscripts, 2011).

Excellent Reviewer of 2010, *Family Business Review* (one of 10 reviewers recognized for providing reviews that significantly helped in the development of manuscripts, 2010).

Awarded US Association of Small Business & Entrepreneurship Scholarship for Oklahoma State University's Experiential Classroom XII: Becoming a Great Entrepreneurship Educator, Tulsa, Oklahoma, 22-25 September 2011.

Family-Owned Business Institute Research Scholar 2011-2012, \$5000.00 awarded by the Grand Valley State University, with Allison W. Pearson and Jon C. Carr.

Outstanding Reviewer for three tracks at the 2011 US Association of Small Business & Entrepreneurship's annual conference (Cross-campus Entrepreneurship Track; Minority and International Issues in Small Business and Entrepreneurship Track; and New Venture Creation and Venture Financing Track)

Contributing author to the Handbook of Military Industrial Engineering (A. B. Badiru & M. U. Thomas, Editors) which was recognized as the 2010 Institute of Industrial Engineers (IIE)/Joint Publishers Book-of-the-Year Award.

US Air Force Academy with the Robert L. Taylor Research Award for 2009 (Heilmann, Holt, Phelps, & Leach, 2008, Moderating effects of perceived organizational support on the relationship between job satisfaction and turnover intentions for recently retrained USAF enlisted members. Effects of career plateauing on turnover: A test of a model).

US Air Force Academy with the Robert L. Taylor Research Award for 2008 (Heilmann, Holt, & Rilovick, 2008, Effects of career plateauing on turnover: A test of a model).

Honorable Mention for the 2007 Douglass McGregor Memorial Award, *Journal of Applied Behavioral Science* as best paper of the year (1 of 2 manuscripts designated Honorable Mention, Holt et al., 2007, Readiness for organizational change: The systematic development of a scale).

Southern Management Association's Junior Faculty Consortium (Nov 2003)

Top Ten Doctoral Students of Auburn University, Auburn, AL, 1997-1998

William Holley Outstanding Doctoral Student of Department of Management, Auburn University, Auburn, AL 1998

Sigma Iota Epsilon, Honorary and Professional Fraternity (Management)

Tau Beta Pi, Honorary Fraternity (Engineering)

Phi Kappa Phi, Honorary Fraternity (Multi-disciplinary)

Leadership Honors & Awards

Honored by the Air Force Institute of Technology's leadership as the military officer of the year for 2006 (#1 officer of 86 in the Institute)

Honored by the Graduate School of Engineering & Management's leadership as the military officer of the year for 2006 (#1 officer of 58 in the Graduate School)

Honored by the Air Force Institute of Technology's leadership as the officer of the quarter for July – September 2006 (#1 officer of 86)

MILITARY DECORATIONS

Bronze Star Medal

Meritorious Service Medal

Air Force Commendation Medal (one oak leaf cluster)

Army Commendation Medal

Joint Service Achievement Medal

Air Force Achievement Medal

National Defense Service Medal

Global War on Terrorism Medal

Korean Defense Service Medal

PROFESSIONAL SERVICE

Associate Editor

Family Business Review (2015-Present; Editorial Board Member 2010-2015)

Co-Editor Special Issues

Family Business Review (Issues dedicated to reviews, published issues in 2018 and 2020)

Journal of Change Management (Issue dedicated to readiness for change, published 2013)

Editorial Board Membership

Group & Organizational Management (Serving from 2013-Present)

Journal of Change Management (Serving from 2013-Present)

International Journal of Knowledge Based Organizations (Serving from 2009-2013)

Journal of Ethics and Entrepreneurship (Serving from 2010-2013)

Ad hoc Journal Reviewer

Academy of Management Learning & Education

Case Research Journal

Entrepreneurship: Theory & Practice

Human Resource Management

Journal of Applied Behavioral Science

Journal of Applied Social Psychology

Journal of Business Venturing

Journal of Management Studies
Journal of Small Business Management
Psychological Reports
BMC Medical Journal
Computers and Education
Education Research and Reviews
Family Relations
Implementation Science
International Entrepreneurship and Management Journal
International Journal of Innovation and Technology Management
Journal of Change Management
Journal of Entrepreneurship & Public Policy
Journal of Environmental Management
Journal of Family Business Management
Journal of Organizational and Occupational Psychology
South Asian Journal of Global Business Research

Leadership in Professional Societies

Planning Committee Member, Family Enterprise Research Conference, 2021 (Virtual conference).

Planning Committee Member, Family Enterprise Research Conference, 2020 (Florida Atlantic University, Boca Raton, FL, cancelled due to the COVID-19 pandemic).

Planning Committee Member, Family Enterprise Research Conference, 2019 (University of Vermont, Burlington, VT).

Track Chair for the Entrepreneurship, Family Business, Innovation, and Technology Track for the Southern Management Association's Annual Conference, 2016.

Co-coordinator for the Doctoral Consortium for the US Association of Small Business and Entrepreneurship (USASBE) Conference, 2016 & 2017.

Track Chair for the Small and Family Business Track for the US Association of Small Business and Entrepreneurship (USASBE) Conference, 2015.

Track Chair for the Human Resources & Career Track for the Southern Management Association's Annual Conference, 2011.

Competitive Papers Chairman of the US Association of Small Business and Entrepreneurship (USASBE) Conference, 2011.

Track Chair for the Corporate Entrepreneurship & Innovation Track for the US Association of Small Business and Entrepreneurship (USASBE) Conference, 2010.

Chairman of the Corporate Entrepreneurship and Innovation Special Interest Group of the US Association of Small Business and Entrepreneurship (USASBE), 2010 – 2012.

Vice Chairman of the Corporate Entrepreneurship and Innovation Track of the US Association of Small Business and Entrepreneurship (USASBE), 2009.

Professional Society Reviewer & Contributor Roles (discussant, session chair, best paper selection committees)

Academy of Management's Annual Conference

Family Enterprise Research Conference
International Family Enterprise Research Academy
US Association of Small Business & Entrepreneurship Annual Conference
Southern Management Association's Annual Conference
Ad hoc reviewer for research proposals for the Icelandic Research Fund, Postdoctoral Fellowship Grant
Ad hoc reviewer for research proposals for the Netherlands Organization for Scientific Research, Social Sciences

INSTITUTIONAL SERVICE

University of Louisville

Serve as the Director of the PhD Program in Entrepreneurship and Innovation and Innovation MBA Program (2021 – Present)

- Work collaboratively with program faculty to oversee the curriculum and manage necessary curricular revisions
- Monitor quality (and manage necessary adjustments) across the program (e.g., teaching quality, co-curricular experiences, admissions/recruiting)
- Manage the scheduling of required and elective courses in the program
- Assess program outcomes and effectiveness (e.g., Student Learning Outcome reports, Assurance of Learning)
- Resolve issues that arise (e.g., student concerns, faculty issues, and Delphi Center problems)
- Work with appropriate College of Business staff, participating in student recruitment, marketing, and program promotions to ensure enrollment targets are met

Louisiana State University

Served as member of Louisiana State University's Integrated Learning Core Committee (2019 – 2021)

- Met bi-monthly to evaluate requests for courses to be considered for the University's integrated learning core (replacement for the general education core)

Served as member of E.J. Ourso College of Business Curriculum Committee (2020 – 2021)

- Met monthly to evaluate Departmental requests for undergraduate course and program changes

Served as member of E.J. Ourso College of Business Graduate Program Committee (2020 – 2021)

- Met monthly to evaluate Departmental requests for graduate course and program changes

Mississippi State University

Served as member of Mississippi State University's Entrepreneurship Center Advisory Board (2010 – 2019)

- Met monthly with faculty and student startup businesses to help founders overcome challenges and evaluate requests for financial support

Served as member of Mississippi State University's Veteran's Business Outreach Center Advisory Board (2015 – 2019)

- Co-principal investigator for the award of a Small Business Administration grant (\$550,000) that established a Veteran's Business Outreach Center at Mississippi State University (1 of 22 nationwide)

Served as member of the College of Business Continuous Improvement committee (Jan 2010 in preparation for AACSB evaluation)

Department of Management & Information Systems, Mississippi State University

Served as member of ad hoc committee to review the roles of degree program coordinators (Fall 2012)

Air Force Institute of Technology

Elected by peers as first-ever Military Member-at-large to the Air Force Institute Technology's Faculty Council Executive Committee (Academic Year 2008-2009).

Member, Air Force Institute Technology's committee to review human subject research

Member, Air Force Institute Technology's committee to develop curriculum for senior-level military leadership program

Faculty advisor, Air Force Institute of Technology's Sigma Iota Epsilon Chapter (Jan 2006 – Mar 2010)

Member, Search committee for Head of the Department of Systems & Engineering Management

Member, Air Force Institute Technology's Academic review committee (2003 – 2004)

PROFESSIONAL MILITARY EDUCATION

Executive-level Military Leadership School (Air War College, April 2008)

Senior-level Military Leadership School (Air Command & Staff College, August 2001)

Intermediate-level Military Leadership School (Squadron Officer's School, April 1995)

PROFESSIONAL MEMBERSHIPS & AFFILIATIONS

Member, Academy of Management

Member, Southern Management Association

Member, US Association for Small Business and Entrepreneurship

Member, American Psychological Association

Member, Military Psychology Division of the American Psychological Association

Member, Society of American Military Engineers

REFERENCES

Dr. Pramodita Sharma

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Oklahoma State University
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Dr. Jeffrey S. Hornsby

Interim Regnier Institute Director
Department Chair
Henry W. Bloch/Missouri Endowed Chair of Entrepreneurship
Henry W. Bloch School of Management
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