



## **Phillip E. Davis, Ph.D.**

Dr. Phillip E. Davis is Associate Dean for Faculty Success and Research and Associate Professor of Management in the McCoy College of Business at Texas State University. A seasoned academic leader, scholar, corporate executive, and elected public servant, he brings more than twenty-five years of leadership experience spanning higher education, Fortune 100 industry, and public governance.

As Associate Dean, Dr. Davis provides strategic leadership for faculty development, research excellence, academic policy, and resource allocation across a business school serving more than 6,200 students, 180 faculty members, and fourteen undergraduate and graduate degree programs. He works closely with department chairs, faculty, and university leadership to advance student success, strengthen academic quality, and support institutional priorities. His leadership has contributed to significant growth in faculty research productivity, expanded investment in faculty development, and strengthened alignment between academic programs and workforce needs.

Prior to his current role, Dr. Davis served as Assistant Chair and Associate Professor in the Department of Management at Texas State University, where he led departmental operations, faculty development, strategic planning, and student support initiatives. His academic career includes a faculty appointment at East Carolina University and extensive contributions to curriculum innovation, AACSB accreditation, assessment, and continuous improvement.

Before entering academia, Dr. Davis built a distinguished corporate career with Bank of America, where he served as Senior Vice President and Supplier Management Executive. In this role, he led a \$1.3 billion global supplier management operation and directed enterprise-wide strategic partnerships supporting technology, operations, and customer service functions. His professional experience also includes leadership positions with Ingersoll Rand, UPS, and Eaton Corporation, providing him with a deep understanding of organizational strategy, operational excellence, and industry engagement.

Dr. Davis is also an elected Trustee and current Vice President of the Lake Travis Independent School District Board of Trustees in Texas, where he helps provide governance and strategic oversight for a district serving more than 11,000 students and managing an annual budget exceeding \$160 million. This experience has strengthened his commitment to public service, stakeholder engagement, fiscal stewardship, and student achievement.

An active scholar, Dr. Davis's research focuses on entrepreneurship, strategy, and organizational performance. His work has appeared in respected peer-reviewed journals including the *Journal of Business Research*, *Journal of Small Business Management*, *Review of Managerial Science*, and *Management Decision*. He serves on editorial and review boards for several academic journals and has received multiple awards recognizing excellence in scholarship and teaching.

Dr. Davis holds a Ph.D. in Management from the University of North Texas, an MBA and a Bachelor of Science in Industrial Engineering from Clemson University. His leadership philosophy centers on collaboration, accountability, innovation, and student success. Throughout his career, he has demonstrated a unique ability to bridge academia, industry, and community engagement to advance institutional excellence and prepare students for meaningful careers and leadership roles.

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Associate Dean & Associate Professor, Faculty Success and Research, McCoy College of Business  
Texas State University  
7116 Jument Drive, Austin, TX 78738  
[phillipedavis06@gmail.com](mailto:phillipedavis06@gmail.com) | 704.607.4687

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### **EDUCATION**

- Ph.D. University of North Texas, Denton, TX, Management (Strategic Management), 2014
  - Dissertation: Explicating the managerial processes of dynamic capabilities and investigating how the reconceptualized construct influences the alignment of ordinary capabilities
- M.B.A. Clemson University, Clemson, SC, Business Administration (Operations), 2000
- B.S. Clemson University, Clemson, SC, Industrial Engineering (Quality), 1997

### **ACADEMIC EXPERIENCE**

- Associate Dean for Faculty Success and Research, McCoy College of Business, Texas State University (2024 – present)
  - Provide leadership and direction for all matters related to faculty development, including the establishing of governance policies and practices to support all faculty across all career stages in their academic roles; scope includes five department chairs, 180+ faculty members who serves 6200+ students across fourteen degree programs at the undergraduate and masters level; serve as the champion and chief steward of the college's research enterprise as the university pursues an R1 Carnegie Research classification
  - Guide the integration of the college's mission and vision to drive research excellence and faculty success
  - Advise the dean on all matters relating to faculty rank, tenure and promotion, and individual actions and decisions concerning faculty
  - Partner with the Division of Research, Texas State Global (Enrollment and Growth), and the Division of Academic Affairs on all matters relating to faculty affairs and faculty research
  - Increase research and faculty development expenditures and allocations by 54% (08/23 to 01/26)
  - Develop and implement faculty workload policies to increase research productivity yielding 58% of all faculty produced publications rated as A\* or A in the Australian Business Dean Council's (ABDC) quality system (2024)
  - Conduct Annual Performance Reviews for all Endowed Faculty to provide constructive insights to improve the faculty member's overall impact and performance across teaching, research, and service
  - Serve as the leader of the College of Business Administration Council, consisting of department chairs, associate deans, assistant deans, and the dean
  - Create and oversee budgets for faculty hiring, faculty development, and faculty research expenditures to ensure efficient allocation of constrained resources

- Work directly with program stakeholders (associate deans) and program owners (department chairs) to ensure new and existing academic programs are allocated the necessary resources to ensure student success
- Support student success through creative objectives and incentive alignment to drive faculty engagement and leadership
- Consult and advise department chairs and faculty on matters relating to human resources and personnel management
- Partner with department chairs to ensure faculty salaries are competitive and reflective of market conditions
- Interview promotion eligible faculty candidates (tenured, tenure-track, and instructional) and provide feedback to chair and search committees regarding the candidate's viability
- Mentor and coach junior faculty to ensure appropriate progress towards tenure and promotion is sustained
- Develop and lead new faculty orientations
- Oversee and drive the application, review process, and selection processes for faculty development grants, endowed professorships, and faculty fellowship awards
- Orchestrate resources to support year-over-year double digit growth in student enrollments in both undergraduate and graduate programs
- Director, McCoy College of Business Foundation, Texas State University (2024 – present)
  - Work as one of 10 directors on the \$90M McCoy College of Business Foundation; provide strategic and operational guidance to ensure the foundation follows university policies; offer managerial insights into how the college utilizes allocations from the foundation to inform decisions concerning annual budgets from the foundation to the college that support faculty research and development and student scholarships
- Assistant Chair and Associate Professor, Department of Management, Texas State University (2022 – 2023)
  - Served as the administrative and operations leader for the department; accountable for departmental scheduling, student conflict resolution, faculty coaching and development, and office administration for 40+ faculty members, 1100+ students, and two programs at the undergraduate and master's level
  - Led the process of scheduling all departmental course offerings
  - Partnered with the Registrar's Office to resolve scheduling issues and room resource issues
  - Drove and facilitated the recruiting and hiring processes for non-tenure line faculty for the department
  - Advised the department chair on all personnel matters
  - In conjunction with the department chair, devised a strategic plan for the department
  - Provide mentorship and guidance to faculty regarding instructional, professional, and student-oriented issues
  - In the absence of the department chair, carryout all department chair responsibilities
  - Coached faculty members to improve course delivery and improve overall professional performance
  - Worked with department chair and other administrators to ensure efficient use of summer resources
- Trustee, Place 1, Lake Travis Independent School District (LTISD) (2021 – present)

- Provide leadership and supervision to the district's Superintendent on strategic and budgetary matters for a school district with 11 campuses, 11,000+ students, 1200+ staff, and a \$160M budget; Maintain accountability for academic outcomes
- Associate Professor, Department of Management, Texas State University (2021 – present)
- Assistant Professor, Department of Management, Texas State University (2016 – 2021)
- Assistant Professor, Department of Management, East Carolina University (2014 – 2016)
- Teaching Fellow and Research Assistant, Department of Management, University of North Texas (2010 – 2014)

## **PROFESSIONAL EXPERIENCE**

- Senior Vice President, Supplier Management Executive of Vendor Management, Bank of America (2007 – 2010)
  - Devised and implemented enterprise-wide strategies with critical outsourcing partners for global technology and operations to support the consumer bank and merchant services
  - Led and directed a team responsible for the management of a \$1.3B global supply chain
  - Managed a team of 4 managers and 22 professional associates with an annual operational budget of \$4.5 million
  - Developed and executed strategies to ensure the delivery of products and services that enabled banking center operations, statement fulfillment, transportation, payments processing, and ATM network operations
  - Generated benefits of \$7.7M in 2007, \$6.0M in 2008, \$7.1M in 2009, and \$9.4M in 2010
  - Reduced the number of supplier risk related events by 47% in 2007, 52% in 2008, 38% 2009, and 62% in 2010.
- 2006 - 2007 Vice President, Manager, Vendor Management, Bank of America (2006 – 2007)
  - Led, directed, and managed a team of supplier managers who managed 40+ technology and services suppliers with \$100M in spend
- Vice President, Sourcing Manager, Bank of America (2005 – 2006)
  - Developed and executed strategic and tactical supply chain plans to optimize the total cost of ownership of software, technology, and equipment used in improving productivity in banking centers.
- Assistant Vice President, Sourcing Lead, Bank of America, (2004 – 2005)
  - Created and implemented strategic sourcing plans to aid in the build-out of the internal infrastructure needed to be compliant with Check 21 (image enablement) legislation
  - Devised strategies which yielded \$7.9M in savings.
- Marketing Manager, Ingersoll-Rand Company, (2004)
  - Provided global marketing and sales direction for all channels served by the Global Competitive Aftermarket group (GCA)
  - Created customer value propositions to drive sales for new and existing products
  - Devised and implemented sales plans to increase revenues by 18% in 2004
- Sourcing Manager, Ingersoll-Rand Company, (2002 – 2004)
  - Managed key Supply Chain activities such as materials planning, scheduling and ordering associated with the delivery of products & services
  - Led key cost reductions in three global locations
  - Managed projects resulting in savings of \$192K in 2002 and \$216K in 2003
  - Improved service levels by 35% by optimizing inventory levels
- Leadership Development Program, Ingersoll-Rand Company (2000 – 2002)

- Rotational Assignments: Buyer, Sourcing Consultant, Supply Chain Analyst, and Strategic Sourcing Specialist
- Industrial Engineering Consultant, United Parcel Service (*UPS*), (1999 – 2000)
- Quality Engineer/Supervisor, Chicago Rawhide, (1998)
- Material Planner/Buyer, Cutler Hammer, Eaton Corporation (1997 – 1998)
- Manufacturing Engineering CO-OP, Cutler Hammer, Eaton Corporation (1993 – 1997)

## SCHOLARSHIP

### Journal Articles

- Waddingham, J.A., Osias, D., & **Davis, P.E.** (2025). The effect of maker entrepreneur's agency and communion language on stakeholder engagement. *Journal of Business Venturing Insights*, 24, e00569.
- Fox, C., Muldoon, J., & **Davis P.E.** (2023). Social entrepreneurial intention: Examining the impacts of social and institutional support. *Journal of Business Research*, 164, 2023, 114036.
- Muldoon, J., **Davis P.E.**, Bendickson, J.S., McDowell, W.C., Liguori, E.W. (2022). Paved with good intentions: Moral disengagement and social entrepreneurship. *Journal of Knowledge & Innovation*, 7(4), 100237.
- **Davis, P. E.**, Bendickson, J. S., Muldoon, J., & McDowell, W. (2021). Utility weaknesses of agency theory in explaining social entrepreneurship: Issues of identity and role conflict. *Review of Managerial Science*, 15, 2299-2318.
- Pittz, T. G., Bendickson, J., Cowden, B. J., & **Davis, P. E.** (2021). Sport business models: A stakeholder optimization approach. *Journal of Small Business and Enterprise Development*, 28(1), 131-147.
- **Davis, P. E.**, Fox, C. J., DeBode, J., & Peterson, L. T. (2021). Is avoiding the appearance of incompetence the key to success? An examination of team goal orientation and performance in a simulation environment. *Journal of Educational Computing Research*, 58(8), 1562-1585.
- **Davis, P.E.** & Bendickson, J. (2021). Strategic antecedents of innovation: Variance between small and large firms. *Journal of Small Business Management*, 59(1), 47-72.
- Fox, C. J., **Davis, P. E.**, & Baucus, M. (2020). Corporate social responsibility during unprecedented crises: the role of authentic leadership and business model flexibility. *Management Decision*, 58(10), 2213-2233.
- Bendickson, J., Muldoon, J., Liguori, E.W., & **Davis, P.E.** (2016). Agency theory: background and epistemology. *Journal of Management History*, 22(4), 437-449.
- Bendickson, J., **Davis, P.E.**, & Midgett, C. (2016). Improv pitch: Using shark tank for business pitches and comparison discussion. *Experiential Entrepreneurship Exercises Journal*, 2(2), 18-24.
- Maurer, J.D., **Davis, P.E.**, & Bendickson, J. (2016). The knowledge of outsourcing: A knowledge-based view perspective, *Journal of Marketing and Strategic Management*, 10, 75-95.
- Bendickson, J, Muldoon, J., Liguori, E., & **Davis P.E.** (2016). Agency theory: The times, they are a-changin'. *Management Decision*, 54(1), 174-193.
- Peake, W.O., McDowell, W., Harris, M., & **Davis, P.E.** (2015). Get What You Give? An Examination of Enlightened Self-Interest, Philanthropic Intent, and Engagement in Philanthropy for Small Firm Owners. *Journal of Small Business Strategy*, 25(2), 79-96.

- Bendickson, J., **Davis, P.E.**, Cowden, B., & Liguori, E. (2015). Why Small Firms are Different: Addressing Varying Needs from Boards of Directors. *Journal of Small Business Strategy*, 25(2), 41-58.
- Peake, W.O., **Davis, P.E.**, & Cox, M.C. (2015). Being Good for Goodness Sake: The Influence of Family Involvement on Motivations to Engage in Small Business Social Responsibility. *Journal of Small Business Strategy*, 25(1), 1-25.
- **Davis, P.E.** & Peake, W.O. (2014). The Influence of Political Skill and Emotional Intelligence on Student Entrepreneurial Intentions: An Empirical Analysis. *Small Business Institute Journal*, 10(2), 19-34.
- Carter, W., **Davis, P.E.**, Herchen, J., & Chandra, V. (2013). Pitfalls and Paradoxes: Coping with the Capabilities-Rigidities Dilemma in Whole Networks. *Journal of Business Strategies*, 30(2), 97-121.

### Book Chapters

- Peake W.O., McDowell W.C., Harris M.L., & **Davis P.E.** (2018). Can Women Entrepreneurs Plan to Prosper? Exploring the Role of Gender as a Moderator of the Planning-Performance Relationship. In: Tur Porcar A., Ribeiro Soriano D. (eds) *Inside the Mind of the Entrepreneur*. Springer, Cham.

### Dissertation

- **Davis, Phillip E.** 2014. Explicating the managerial processes of dynamic capabilities and investigating how the reconceptualized construct influences the alignment of ordinary capabilities, Ph.D. Dissertation, University of North Texas

### Working Papers

- **Davis, P.E.**, Slatten, L.A., & Bendickson. *Innovation and its role in economic change: The life-blood of entrepreneurship and small business creation*. [Methodology development stage. Target Journal: *Strategic Entrepreneurship Journal*]
- Muldoon, J., Fox, C, Jia, Y., & **Davis, P.E.** *Symbolic and substantive CSR attributions at work: Examining their impact on social entrepreneurial intentions*. [Final Writing development stage. Target Journal: *Journal of Small Business Management*]
- Muldoon, J., McDowell, W., & **Davis, P.E.** *The effects of moral licensing on social entrepreneurship*. [Under Review]

### Presentations of Refereed Papers

- Waddingham, J.A., Osias, D., & **Davis, P.E.** (2025). The effect of maker entrepreneur's agency and communion language on stakeholder engagement. *Southern Management Association (SMA)*, Greenville, SC.
- Muldoon, J., **Davis, P.E.**, Matricano, D., & McDowell, W. (2025). Distinctive views on social entrepreneurship: A taxonomy and some theoretical propositions rooted in moral licensing. *Small Business Institute (SBI)*, New Orleans, LA.
- Muldoon, J., Jia, Y, Fox, C., & **Davis, P.E.** (2024). Symbolic and substantive CSR attributions at work: Examining their impact on social entrepreneurial intentions. *Small Business Institute (SBI)*, Orlando, FL.

- **Davis, P.E.** (2022). Social Entrepreneurship: Exploring competitive rivalry and dynamics between social entities and incumbent institutions. *Small Business Institute (SBI)*, Charleston, SC.
- Muldoon, J., **Davis, P.E.**, & Fox, C. (2022). With help of my leader: LMX and social entrepreneurship. *United States Association for Small Business and Entrepreneurship (USASBE)*, Online/Raleigh, NC.
- Muldoon, J., **Davis, P.E.**, & Bendickson, J. (2021). Paved with good intentions: Moral disengagement and social entrepreneurship. *United States Association for Small Business and Entrepreneurship (USASBE)*, Online.
- **Davis, P. E.**, Bendickson, J. S., Muldoon, J., & McDowell, W. (2020). Examining social entrepreneurship via an agency theory lens: Issues of role duality. *Canadian Council for Small Business and Entrepreneurship (CCSBE)*, Online.
- **Davis, P.E.** & Bendickson, J. (2020). Social entrepreneurship: Implications from agency theory. *Small Business Institute (SBI)*, New Orleans, LA.
- **Davis, P. E.** & Bendickson, J. (2020). Aligning small firm innovation with customers: Applying strategy practices. *United States Association for Small Business and Entrepreneurship (USASBE)*, New Orleans, LA.
- **Davis, P.E.** & Bendickson, J. (2017). Strategic antecedents of innovation: Variance between small and large firms. *United States Association for Small Business and Entrepreneurship (USASBE)*, Philadelphia, PA.
- Bendickson, J., Muldoon, J., Liguori, E.W., & **Davis P.E.** (2016). Agency theory background and epistemology. *Academy of Management Conference*, Anaheim, CA.
- Peake, W.O., McDowell, W., Harris, M., & **Davis, P.E.** (2015). Can woman plan to prosper? Exploring the role of gender as a moderator of the planning-performance relationship in SMEs. *United States Association for Small Business and Entrepreneurship (USASBE)*, Tampa, FL.
- Peake, W.O., McDowell, W., Harris, M., & **Davis, P.E.** (2015). Get what you give? An examination of enlightened self-interest, philanthropic intent, and engagement in philanthropy for small firm owners. *This manuscript received the Best Empirical Paper Award at the Small Business Institute Conference*, Tampa, FL.
- **Davis, P.E.**, & D'Souza, D. (2013). Treating the malaise of dynamic capability research: Rejuvenation via deployment-based articulation. *Academy of Management Conference*. Lake Buena Vista, FL.
- **Davis, P.E.** & Peake, W. (2012). Should aspiring entrepreneurs take notes from politicians? Investigating the impact of attitudes, emotional intelligence, and political skills on undergraduate students' entrepreneurial intent. *This manuscript received the Best Doctoral Student Award. United States Association for Small Business and Entrepreneurship (USASBE)*. New Orleans, LA.
- Carter, W., **Davis, P.E.**, Herchen, J., & Chandra, V. (2012). **Coping** with the capabilities-rigidities dilemma in whole network organizations. *Southern Management Association Conference*. Ft. Lauderdale, FL.
- **Davis, P.**, Kuo, C., Lee, Z. (2012). Public Construction Projects: An Examination of Delivery Methods and Contract Types. *Decision Sciences Institute Annual Conference*. San Francisco, CA.
- Peake, W. & **Davis, P.** (2012). In pursuit of legitimacy: The validation of an instrument. *Babson Center for Entrepreneurial Research Conference (BCERC)*. Ft. Worth, TX.

- Peake, W. & **Davis, P.** (2012). The Clock is Ticking: An Exploration of Factors Impacting Students' Planned Time Horizon for Entrepreneurial Entry. *Babson Center for Entrepreneurial Research Conference (BCERC), Interactive Session*. Ft. Worth, TX.
- Cox, M., Daspit, J., Jones, R. & **Davis, P.** (2012). Increased firm homogeneity: An unintended consequence of industry deregulation. *Southwest Academy of Management Association Conference*. New Orleans, LA.

### **Invited Conference Presentations**

- **Davis, P.E.**, Bendickson, J. S., Muldoon, J., & McDowell, W. (2021). Agency Theory Utility & Social Entrepreneurship: Issues of Identity and Role Conflict. *Inn-eaux-vate: Entrepreneurship Education, Research, & Translation*. University of Louisiana Lafayette. Lafayette, LA.

### **Research Conference Symposiums**

- Minifie, J.R., **Davis, P.E.**, Richmond, P.A., & Daugherty, G. (2021). Online entrepreneurial training materials. *Small Business Institute Conference (SBI)*. Online.
- Cox, M., Daspit, J., Jones, R., Cole, B., & **Davis, P.** (2015). Exploring human resource issues in the family firm: Current research and future directions. *Symposium, Southern Management Association Conference*. Tampa, FL.
- Jones, R., Cox, M., & **Davis, P.** (2013). A Case of Think and Click: Technology's Role in the Advancement of Case-Based Pedagogy. *Symposium, Southern Management Association Annual Conference*. New Orleans, LA.
- Jones, R., Daspit, J., Cox, M., McLaughlin, E., **Davis, P.**, McKee, V., Ramachandran, I., & Rigsbee, C. (2011). Emerging paradigms: Evolution and future direction of strategic management. *Symposium, Southern Management Association Annual Conference*. Savannah, GA.

## **TEACHING**

### **Course Development and Delivery**

- Strategic Planning and Critical Thinking – Executive Education; Lead-off module for the Advanced Managerial and Leadership certificate program  
Spring 2019 – Face-to-Face
- Graduate Assistant Development (MGT 5301) Texas State University  
Fall 2023 – Hybrid Course
- Strategic Management – Capstone graduate course (MGT 5313) Texas State University  
Spring 2023 – Hybrid Course  
Fall 2022 – Hybrid Course
- Strategic Management – Capstone undergraduate course (MGT 4335) Texas State University  
Fall 2023 – Hybrid Course  
Summer 2023 – Hybrid Course  
Spring 2023 – Hybrid Course  
Fall 2022 – Hybrid Course  
Summer 2022 – Hybrid Course  
Spring 2022 – Hybrid Course

Fall 2021 – Hybrid Course  
Summer 2021 – Online Course  
Spring 2021 – Online Course  
Fall 2020 – Online Course  
Summer 2020 – Online Course  
Spring 2020 – Hybrid Course  
Fall 2019 – Hybrid Course  
Summer 2019 – Hybrid Course  
Spring 2019 – Hybrid Course  
Fall 2018 – Hybrid Course  
Summer 2018 – Hybrid Course  
Spring 2018 – Hybrid Course  
Fall 2017 – Hybrid Course  
Summer 2017 – Hybrid Course  
Spring 2017 – Hybrid Course and Face-to-Face  
Fall 2016 – Face-to-Face

- Strategic Management – Capstone undergraduate course (MGMT 4842) *East Carolina University*  
Fall 2015 – Blended Design (75% Face-to-Face, 25% Online)  
Spring 2015 – Face-to-Face  
Fall 2014 – Face-to-Face
- Family Business Management (MGMT 4272) *East Carolina University*  
Spring 2016 – Face-to-Face
- Business Policy - Strategic Business Integration Capstone (BUSI 4940) *University of North Texas*  
Fall 2013 – Face-to-Face  
Summer 2012 – Face-to-Face
- Entrepreneurship (MGMT 3850) *University of North Texas*  
Spring 2014 – Face-to-Face  
Summer 2013 – 100% Online
- Management Concepts (MGMT 3820) *University of North Texas*  
Spring 2013 – Face-to-Face  
Fall 2012 – 100% Online
- Operations Management (MGMT 3830) *University of North Texas*  
Spring 2012 – Blended Design (70% Face-to-Face, 30% Online)  
Fall 2011 – Face-to-Face

## **SERVICE ACTIVITIES**

### **Editorial Board (Journal)**

- Journal of Small Business Strategy (2020-Present)
- Journal of Leadership and Management (2015-2022)

### **Reviewer (Journals)**

- Journal of Business Research (2022 – Present)
- Journal of Educational Computing Research (2020 – Present)

- Journal of Small Business Management (2018 – Present)
- Journal of Technology and Engineering Management (2017 - 2018)
- Journal of Small Business Strategy (2015 - 2022)

#### **Reviewer (Conferences)**

- Academy of Management (2013, 2018)
- U.S. Association for Small Business and Entrepreneurship (2012-2015, 2017, 2023)
- Southern Management Association (2011-2012, 2014-2016, 2019)  
Session Facilitator (2015)
- Symposium Judge (2013). USASBE, San Francisco, CA.

#### **Reviewer (Book Chapters)**

- Springer, Cham (2017)

#### **Chair (Track)**

- Roundtables Chair, U.S. Association for Small Business and Entrepreneurship Annual Meeting, Tampa, FL, 2015.

#### **University Service**

- Director, McCoy College Foundation (2025 – present). Texas State University
- Faculty Development Committee Member (2024 – present). Texas State University
- Hearing Officer (2025 – present). Texas State University
- Graduate Council Thesis and Dissertation Research Fellowship Committee Member (2024 – present). Texas State University
- Ombudsperson Search Committee Member (2024). Texas State University
- Strategy Search Committee Member (2023). Texas State University
- Personnel Committee Chair (Fall 2023). Texas State University
- Chair – Subcommittee Professional Development, Undergraduate Curriculum Committee (UCC) (2023). Texas State University
- Undergraduate Curriculum Committee (UCC) (2021 – Present). Texas State University
- Assurance of Learning Committee (AOL) (2018 – 2022). Texas State University
- Management Department Chair Search Committee Member (2021 – Present). Texas State University
- Strategy Search Committee Member (2021). Texas State University
- Course Coordinator (2018 - Present). MGT 4335 Strategic Management Course. Texas State University
- Scholarship Committee Member (2017 - Present). Texas State University
- Veterans Alliance of Texas State Golf Tournament Participant (2018 - Present). Texas State University
- Entrepreneurship Search Committee Member (2017). Texas State University
- Faculty Externship Participant (2017). Texas State University
- Faculty Advisor Board for the Miller School of Entrepreneurship (2016). East Carolina University
- Advisor, Society for the Advancement of Management (2015-2016). East Carolina University
- Strategic Plan Advisor, Human Resources Department (2015). East Carolina University

- Library Committee (2014-2015). East Carolina University
- Faculty Judge, Strategic Management Case Competition (2014-2015). East Carolina University
- Graduate Student Representative, Dean of the Toulouse Graduate School Search Committee (2012 – 2013). University of North Texas
- Member, Beta Gamma Sigma Honor Society. (2011–Present). University of North Texas
- Vice President, MBA Student Council. (1999-2000). Clemson University
- Intra Fraternity Council (IFC), Representative for Kappa Alpha Psi Fraternity, Inc. (1994–1995). Clemson University

### **Community Service**

- Trustee – Place 1, Lake Travis Independent School District (LTISD) (2021 – Present); Vice President 2025 - 2026. Lake Travis ISD
- Small business advisor to select entrepreneurial ventures in the San Marcos and greater Austin area (2017 - present). Independent
- Sports Board Member – K-2 Commissioner (2019 – 2022). Lake Travis Youth Association (LYYA)
- Participant, Lake Travis CLASS (Community Leaders Advocating for Student Success). (2020 – 2021) Lake Travis ISD
- Youth Football Coach in the Lake Travis area (2016 – 2020, 2023). Lake Travis Youth Association (LYYA)

### **HONORS AND AWARDS**

- Best Theoretical Paper (2025). Small Business Institute Conference, New Orleans, LA
- Texas Academic Leadership Academy (TALA) Participant (2023 – 2024). Texas Council of Chief Academic Officers.
- Best Conceptual Paper (2021). United States Association for Small Business and Entrepreneurship Conference, Online.
- Top 100 Reviewers (2021). Journal of Small Business Management.
- College Teaching Excellence (2019). McCoy College of Business Administration, Texas State University
- Best Empirical Paper (2015). Small Business Institute Conference, Tampa, FL
- Best Reviewer in Track, Developmental Papers (2015). United States Association for Small Business and Entrepreneurship Conference, Tampa, FL
- Best Doctoral Student Paper (2012). United States Association for Small Business and Entrepreneurship Conference, New Orleans, LA; Award presented by the International Journal of Entrepreneurship and Innovation for the best paper submitted by a doctoral student. Received plaque and monetary award of \$500
- Scholarship Recipient (2012). Texas Business Hall of Fame; Scholarship in the amount of \$10,000 presented by the Texas Business Hall of Fame for the most promising student in entrepreneurship at the University of North Texas
- Graduate Assistantship (1998 - 2000). Clemson University, Two-year assistantship award given to the top 20% of incoming MBA students
- Graduate Tuition Scholarship (2010 - 2014). University of North Texas, Four-year full tuition scholarship offered to promising incoming doctoral students
- NationsBank Scholar (1992). Clemson University, Scholarship in the amount of \$5,000 awarded to the most promising student in business and computer sciences.