

Timothy M. Stearns
Coleman Foundation Chair in Entrepreneurial Studies
Director, Lyles Center for Innovation and Entrepreneurship
California State University, Fresno
February 2005

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Professional Objectives

Research, teaching, and service in the areas of entrepreneurship, venture capital, and technology commercialization. Leadership in facilitating institutional achievements.

Education

D.B.A., Indiana University (Management/Sociology), 1983
M.B.A., Indiana University (Management), 1980
B.S., San Jose State University (Sociology), 1973

Doctoral Dissertation

"A Longitudinal Examination of Performance and Change in the Television Station Industry." School of Business, Indiana University, January, 1983.

Full-time Teaching

1/04 - Professor, College of Innovation
 High Technology Entrepreneurship*
 Urban Entrepreneurship*

- 1/00 - Professor and Coleman Foundation Chair in Entrepreneurial Studies, Craig School of Business, California State University, Fresno
 Introduction to Entrepreneurship*
 New Venture Lab*
 Seminar in Managing and Growing New Ventures**
 Seminar in New Business Ventures**
 Seminar in New Venture Creation**
 Seminar in Business Policy and Strategy***
- 7/99 - Professor and Director of Entrepreneurship Programs, Craig School of Business, California State University, Fresno
 Introduction to Entrepreneurship*
 Seminar in New Venture Management**
- 8/94 - 6/99 Professor and Edward M. Reighard Chairholder in Entrepreneurship, Craig School of Business, California State University, Fresno
 Administration and Organizational Behavior*
 Introduction to Entrepreneurship*
 New Venture Lab*
 Seminar in Business Strategy*
 Seminar in Family Business Management*
 Seminar in Business Policy and Strategy**
 Seminar in New Venture Management**
- 1/88 - 8/94 Assistant Professor, College of Business Administration, Marquette University
 Business Policies*
 Administrative Policies**
 Organization and Management Processes*
 Organization Design**
- 1/83 - 12/87 Assistant Professor, Graduate School of Business, and Participating Faculty, Industrial Relations Research Institute, University of Wisconsin-Madison
 Administrative Policy*
 Organization and Management Processes***
 Organizational Structure and Function**
 Program Planning and Management**
 Seminar in Organization Theory (doctoral)

8/81 - 12/82 Instructor, Graduate School of Business, University of Wisconsin
Organization and Management Processes***

Other Teaching

6/04-7/04 Professor, Inter-University Institute of Macau, Macau
Entrepreneurship and Innovation**

6/03-7/03 Professor, Inter-University Institute of Macau, Macau
Entrepreneurship and Innovation**

6/02 Professor, University of Hawaii, Manoa
Perspectives on 21st Century Entrepreneurship
Finding Market Opportunities and Developing
Creative Business Concepts

5/01-7/01 Professor, University of Hawaii, Manoa
Seminar in Entrepreneurship**

3/01-4/01 Professor, Inter-University Institute of Macau, Macau
Entrepreneurship and Innovation**

9/99 Professor, The Center for Advanced Studies, Kanda
University, Tokyo, Japan
Introduction to Entrepreneurship*

9/99-10/99 Professor, Jonkoping University, Jonkoping Sweden
Guest Lecturer in Entrepreneurship

1/97, 1/98 Professor, Zhambyl Irrigation, Land Reclamation and Civil
Engineering Institute, Zhambyl, Kazakhstan
Entrepreneurship****
Managing the Firm Smarter****
Strategic Planning and Competitive Advantage****

1/95, 1/96 Professor, Wyzsza Szkola Biznesu University, Nowy Sacz,
Poland
Entrepreneurship*

10/93 - 12/93 Professor, Sasin Graduate Institute of Business
Administration at Chulalongkorn University, Bangkok,

Thailand (a joint program run by Northwestern University
and the Wharton School, University of Pennsylvania)
Designing Organizational Systems**
Designing Organizational Systems****

*Undergraduate level

**Graduate level

***Undergraduate and graduate level

****Executive Management

Administrative

Director, Lyles Center for Innovation and Entrepreneurship, February
2003 – www.lylescenter.org

Member and Co-Founder, Coleman Council for Entrepreneurial
Awareness and Education, July 2000 - www.colemanchairs.org

Interim Director, Central Valley Business Incubator, November 1999 –
February 2000 www.cvbi.org

Director of Entrepreneurship Programs, July 1999 –

Interim Director, Entrepreneurial Resource Center, July 1999 -
September 1999

President, Central Valley Business Incubator, October 1998 –

Coordinator, Undergraduate Entrepreneurship Option, August 1998 –

Director and Founder of the Institute for Developing Entrepreneurial
Action (IDEA), July 1996 – February 2003 (became Lyles Center)

Research

1. Published Writings

- a. "Competitive Strategy", Timothy M. Stearns and Nancy Carter.
Panel Study of Entrepreneurial Dynamics Handbook, Sage
Publications (forthcoming 2005).
- b. "Technology Entrepreneurs, Kathleen Allen and Timothy M. Stearns.
Panel Study of Entrepreneurial Dynamics Handbook, Sage
Publications (forthcoming 2005).
- c. "Nascent High Tech Entrepreneurs: The Who, Where, When, and
Why," Kathleen R. Allen and Timothy M. Stearns. JAI Press
(forthcoming, 2005).
- d. "High Tech Entrepreneurs: Who Are They and How Have They Done
One Year Later?" Kathleen R. Allen and Timothy M. Stearns.

- Frontiers of Entrepreneurship Research 2002***. Waltham, Ma: P&R Publications 2002.
- e. The Foundations of High Technology Start-Ups: The Who, Where, When, and Why, Timothy M. Stearns and Kathleen R. Allen.
Frontiers of Entrepreneurship Research 2000. Waltham, Ma: P&R Publications 2000.
 - f. "The Effects of Managerial Problems on New Venture Start-Ups," Timothy M. Stearns, Diana Gilbertson, and Paul Reynolds.
Frontiers of Entrepreneurship Research 1997. Waltham, Ma: P&R Publications: pp288-302.
 - g. "Strategic Alliances and Performance of High Technology New Firms." ***Frontiers of Entrepreneurship Research 1996***. Waltham, Ma: P&R Publications, 1996: 268-281.
 - h. "Entrepreneurship and New Firm Development: A Definitional Introduction," Timothy M. Stearns and Gerald E. Hills in Special Issue: Entrepreneurship and New Firm Development, Timothy M. Stearns and Gerald E. Hills (co-editors) ***Journal of Business Research***, Vol. 36, No. 1, April 1996: 1-4.
 - i. "New Firm Survival: Industry, Strategy, and Location," Timothy M. Stearns, Nancy M. Carter, Paul D. Reynolds, and Mary L. Williams. ***Journal of Business Venturing***, Vol. 10, No.1, January 1995: 23-42.
 - j. "New Venture Strategies: Theory Development with an Empirical Base," Nancy M. Carter, Timothy M. Stearns, Paul D. Reynolds, and Brenda Miller. ***Strategic Management Journal***, Vol. 15, 1994: 21-41.
 - k. "Heterogeneity In Core Technology: Variation in Environment-Success Models Across Industry and Strategy for New Firms," Timothy M. Stearns, Nancy N. Carter, and Paul D. Reynolds. Chapter in Sue Birley and I. MacMillan (eds) ***Entrepreneurship Research: Global Perspectives***. Elsevier, 1993: 481-512.
 - l. "New Venture Strategies: Generic or Industry Specific," Nancy Carter, Timothy M. Stearns, Paul D. Reynolds, and Brenda A. Miller. Chapter in S. Birley and I.C. MacMillan, ***International Perspectives on Entrepreneurship Research***. Elsevier, 1992: 151-168.
 - m. "A critique of "Soviet State Firms Facing Transition: Towards a New Entrepreneurial System", in S. Birley and I. C. MacMillan, ***International Perspectives on Entrepreneurship Research***. Elsevier, June 1992: 104-105.
 - n. "Agency Directors and Network Centrality: An Examination of Resource Dependencies," Charles B. Shrader, Alan N. Hoffman and Timothy M. Stearns, ***Journal of Management Issues***, Vol. 3, No. 1, Spring 1991:46-61.

- o. "Interorganizational Linkages and Population Dynamics: Buffering and Transformational Shields," Anne Miner, Terry Amburgey, and Timothy M. Stearns, *Administrative Science Quarterly*, Vol. 35, December 1990: 689-713.
- p. "Structure, Context, and Centrality in Interorganizational Networks," Alan N. Hoffman, Timothy M. Stearns, and Charles B. Shrader, *Journal of Business Research*, Vol. 20, June 1990: 333-347.
- q. "Issues in Research Methodology," Ramon J. Aldag and Timothy M. Stearns, *Journal of Management*, Vol. 14, No. 2, Summer 1988: 253-276.
- r. "Performance of Commercial Television Stations as an Outcome of Interorganizational Linkages and Environmental Conditions," Timothy M. Stearns, Alan N. Hoffman, and Jan Heide, *Academy of Management Journal*, Vol. 30, No.1, March 1987: 71-90.
- s. "Class, Party, and Electoral Mobilization: A Reappraisal of the British Experience," Joel Devine and Timothy M. Stearns, *Social Science Quarterly*, Vol. 66, No.1, March 1985: 90-104.

2. Books

- a. *Business Plan Start-Up Guide*, Timothy M. Stearns (ed). Institute for Developing Entrepreneurial Action, 1998, 1999, 2000.
- b. *Management*, Ramon J. Aldag and Timothy M. Stearns. South-Western Publishing Company, 1987, 1991.
- c. *Cases, Readings, and Special Topics in Management*, Ramon J. Aldag and Timothy M. Stearns. South-Western Publishing Company, February, 1987.
- d. *A Study Guide for Sociology S309: The Community*. Indiana University, School of Continuing Studies, April, 1979.

3. Other Publications

- a. "Why Leave Fresno? A Survey of Young Professionals and Ways to Retain Them in the Valley," Timothy M. Stearns and James Wright. Published by the Lyles Center for Innovation and Entrepreneurship. Forthcoming January 2005.
- b. "Fresno County Minority Business and Emerging Markets Report," Timothy M. Stearns, James Wright, and LoXing Kiatoukaysi. Published by the Lyles Center for Innovation and Entrepreneurship. Fall 2003.

- c. "Fresno County Regional Job Initiative: Community Innovation," Timothy M. Stearns. Published by the Central Valley Futures Institute, fall 2003.
- d. "FresnoWorks Performance Satisfaction and Outcome Survey," Timothy M. Stearns and Edward M. Nelson. Published by the University Business Center, California State University, Fresno, fall 1999.
- e. "Survey of Agricultural Cluster Businesses in the I-5 Business Development Corridor." (Contributor). Published by Applied Development Economics. September 1999."
- f. "Labor Market Information Survey", John Wetzel, Timothy M. Stearns, and Joseph Penbera. Published by the Central Valley Futures Institute, California State University, Fresno, July 1999.
- g. "Skill Set Survey of Frequently Hired Positions in Fresno County," Timothy M. Stearns, Joseph Penbera, and John Wetzel. Published by the Central California Futures Institute, California State University, Fresno, May 1999.
- h. "I5 Business Corridor Study: The Impact of a Proposed Prison Facility on Entrepreneurship and Small Business Development," Timothy M. Stearns, Edward M. Nelson, and Scott Hauser. Published by the University Business Center, California State University, Fresno, January, 1999.
- i. "Fresno County Labor Market Information Survey," Timothy M. Stearns, Joseph Penbera, and John Wetzel. Published by the Central California Futures Institute, California State University, Fresno, September, 1998.
- j. "Satisfaction Performance Surveys of FresnoWorks," Timothy M. Stearns and Edward M. Nelson. Published by the University Business Center, California State University, Fresno, September, 1998.
- k. "A Configurational Approach to Strategic Change," *Advances in Management Science*. Beijing, China: International Academic Publishers, 1994: 82-99.
- l. "High Technology Entrepreneurship," chapter in Paul Reynolds and Sammis White (eds) Wisconsin's Entrepreneurial Climate Study, a report submitted to the Wisconsin Innovation Network, Inc. and Wisconsin Housing and Economic Development Authority, May 1993.
- m. "Competitive Dynamics and Organizational Diversity: Strategic Interactions in Semiconductor Components," Jack W. Brittain and Timothy M. Stearns. Published in the *Proceedings of the Southeastern Academy of Management*. March 1985, New Orleans.

- n. "The Effects of Market Conditions on FM Station Strategy and Performance", *Research News and Notes*, March 1984. Published by the National Association of Broadcasters.

Grants

1. Economic Development Administration, "Technology-Based Economic Development," Joint Proposal with National Institute for Strategic Technology Acquisition and Commercialization, 2004: \$3,000,000 (under review).
2. Coleman Foundation, "Cross Campus Curriculum Development," 2005: \$365,000 (under review).
3. Coleman Foundation, "Entrepreneurship Program Support," Program Director, 2004: \$58,000.
4. National Collegiate Inventors and Innovators Alliance, "Commercializing Maglev Train Technology," 2004: \$20,000.
5. Center for Commercialization of Advanced Technology, "Trident and UltraSeep Market Feasibility Study," Principal Investigator, 2003-04: \$10,000.
6. National Science Foundation, "N2TEC: Partnerships for Innovation," Co-Partner, 2001-2003: \$600,000. www.n2tec.org
7. Kauffman Foundation, "Kauffman Entrepreneur Internship Program". Director, 2002: \$10,000.
8. Coleman Foundation, "Coleman Entrepreneurship and Awareness Grant," Co-Program Director, 2000-2003: \$4,000,000.
9. Kauffman Foundation, "Kauffman Entrepreneur Internship Program". Director, 2001: \$10,000.
10. Coleman Foundation, "High School Entrepreneurship Program," Program Director, 1999-00: \$25,000.
11. Coleman Foundation, "Venture Lab Capital," Program Director, 2000: \$10,000.
12. Workforce Development Board, "FresnoWorks: System, Outcomes, and Performance Evaluations of Jobs to Work Training" (renewal). Project Coordinator, 1999-00: \$285,000.
13. Workforce Development Board, "Entrepreneurial Resource Center". Program coordinator, 1999-00: \$962,000.
14. National Science Foundation, "Comparisons of a Subsample of Minority and Women Entrepreneurs," Co-principal Investigator, 1999-2001: \$210,000.
15. Workforce Development Board, "Outsourcing Data Bank". Principal Investigator, 1999-2000: \$200,000.
16. Workforce Development Board, "Incubator Development Grant," Project Director, 1999-00: \$255,000.

17. Kauffman Foundation, "Kauffman Entrepreneur Internship Program". Director 1999-2000. \$38,000.
18. National Collegiate Inventors and Innovators Alliance, "Invention and Entrepreneurship: Patents". Principal Investigator 1999: \$7,100.
19. Workforce Development Board, "Agriculture Industry Cluster Survey". Consultant, 1999: \$45,000.
20. Workforce Development Board, "FresnoWorks: System, Outcomes, and Performance Evaluations of Jobs to Work Training" (renewal). Project Coordinator, 1998-99: \$285,000.
21. Workforce Development Board, "Incubator Development Grant," Project Director, 1998-99: \$140,000.
22. Workforce Development Board, "Entrepreneurial Training Program". Principal co-coordinator, 1998-99: \$275,000.
23. Coleman Foundation, "High School Entrepreneurship Program," Program Director, 1998-99: \$13,000.
24. Workforce Development Board, "I5 Feasibility Study." Project Director, 1998: \$90,000.
25. Sid Craig School of Business, California State University, Fresno, "Entrepreneurial Training Program Evaluation". Principal Investigator, 1998: \$1,500.
26. California State University, Fresno, "Survey of Entrepreneur Training Program Graduates". Principal Investigator, 1998: \$5,000.
27. Central California Futures Institute, "Rapid Response Survey." Research Fellow, 1997-98: \$14,985.
28. Private Industry Council, "FresnoWorks: System, Outcomes, and Performance Evaluations of Jobs to Work Training". Project Coordinator, 1997-98: \$285,000.
29. Coleman Foundation, "Rural High School Entrepreneurship Program". Program Director, 1997-98: \$25,000.
30. Private Industry Council, "Entrepreneurial Training Program". Principal coordinator, 1997-98: \$117,000.
31. California State University, "Assessing Small Business Practices in Rural Locations". Principal Investigator, 1997-98: \$3495.
32. United States Department of Agriculture, "Rural Business Enterprise Grant". Principal Investigator, 1996-97: \$14,000.
33. Private Industry Council, "Entrepreneurial Training Program". Principal co-ordinator, 1996-97: \$45,000.
34. Coleman Foundation, "Central Valley Entrepreneurial Outreach Project". Program Director, 1996-97: \$25,000.
35. Entrepreneurial Research Consortium. An international affiliation of universities and public/private agencies pooling funds to launch annual studies of individuals engaged in the entrepreneurial process. Topic coordinator.

36. National Collegiate Inventors and Innovators Alliance, "Invention and Entrepreneurship: Toys". Principal Investigator 1996: \$11,730.
37. Private Industry Council, "Entrepreneurial Training Program". Principal co-ordinator, 1996: \$15,000.
38. Sid Craig School of Business, California State University, Fresno, "Rural Hispanic Focus Groups". Principal Investigator, 1995: \$2,500.
39. United States Economic Development Administration and the Milwaukee Technology Consortium, "A High Tech Subsample". Principal Investigator 1994: \$37,333.
40. Graduate School, Marquette University, "High Technology in Wisconsin," Principal Investigator, 1993.
41. Wisconsin Innovation Network, Inc. and Wisconsin Housing and Economic Development Authority, "Wisconsin Entrepreneurial Climate Study", Center for the Study of Entrepreneurship. Co-principal Investigator, 1992-93: \$250,000.
42. Center for International Studies, Marquette University, "International Faculty Grant". March 1992: \$1500.
43. College of Business Administration, Marquette University, "Effective New Firm Strategies: Industry and Local Conditions Contributing to Success." Principal Investigator, 1992: \$10,000.
44. Distinguished Scholar, Marquette University, March 1991.
45. College of Business Administration, Marquette University. "Strategies in Local Economic Development Groups." Principal Investigator, 1990: \$10,000.
46. Graduate School of Business, University of Wisconsin-Madison. "Ecological Processes in the Television Industry." Principal Investigator, 1984-1985: \$9,000.
47. National Science Foundation: Division of Industrial Science and Technological Innovation. "Industry/University Cooperative Research Centers in Biogenetics." Program Evaluator, 1982-1984: \$20,000.
48. Graduate School, University of Wisconsin-Madison. "An Ecological Examination of Organizational Creation, Change, and Performance." Principal Investigator, 1982-1983: \$9,000.
49. National Association of Broadcasters. "The Effects of Market Conditions on FM Station Strategy and Performance." Principal Investigator, 1982-83: \$1800.

Paper Presentations

1. "Workshop: Supporting Cross-School Collaboration for Technology Commercialization Using the N2TEC Network," with Kathleen Allen

- and Cyrus Taylor. National Collegiate Inventors and Innovators Alliance, San Jose, Ca March 2004.
2. "Fresno County Minority Businesses and Emerging Markets Final Report," with James Wright and LoXing Kiatoukaysi. United States Association for Small Business and Entrepreneurship, Dallas, Tx. January 2004.
 3. "What is Going on With E-Education in Secondary Schools". Panelist, United States Association for Small Business and Entrepreneurship, Dallas, Tx. January 2004.
 4. "Nascent High Tech Entrepreneurs: Who Are They and How Do They Compare With No-Technology Entrepreneurs," Kathleen R. Allen and Timothy M. Stearns. Paper presented at the 2002 Babson College-Kauffman Foundation Entrepreneurship Research Conference, Denver Colorado, June 2002.
 5. "National Network for Technology Entrepreneurship and Commercialization," (multiple presenters). NCIIA Conference, Washington DC March 2002.
 6. "Virtual Incubators: The Missing Link in the Tech Commercialization Process," (session organizer). United States Association for Small Business and Entrepreneurship, Reno, Nv. January 2002.
 7. "Building Venture Capital Funds on the University Campus," (session organizer). United States Association for Small Business and Entrepreneurship, Reno, Nv. January 2002.
 8. "Using Agriculture as an Economic Development Building Block," Great Valley Center 2001 Central Valley Conference, Sacramento, Ca. May 2001.
 9. "University-Based Seed Funds," United States Association for Small Business and Entrepreneurship, Orlando, Fl. February 2001.
 10. "The Foundations of High Technology Start-Ups: The Who, Where, When, and Why," Timothy M. Stearns and Kathleen R. Allen. Paper presented at the 2000 Babson College-Kauffman Foundation Entrepreneurship Research Conference, Boston Massachusetts, April 2000.
 11. "Supporting Technological Innovation and Entrepreneurship," United States Association for Small Business and Entrepreneurship, Orlando, Fl. February 2001.
 12. "Practitioner Community Outreach Programs," United States Association for Small Business and Entrepreneurship, San Antonio, Tx. February 2000.
 13. "Academic Community Outreach Programs," United States Association for Small Business and Entrepreneurship, San Antonio, Tx. February 2000.
 14. "Matching Entrepreneurship Centers to Community Needs: Best Practices," Timothy M. Stearns. Presentation at the United States

- Association for Small Business and Entrepreneurship Annual meeting, San Diego, January 1999.
15. "Financial Problems of New Firms and Their Impact on Survival," Timothy M. Stearns, Nancy M. Carter, Paul D. Reynolds, and Amir Jassim. Paper presented at the Annual Academy of Management meeting, Boston, August 1997.
 16. "From Unemployed to Entrepreneur: How Government and University Partnerships Can Make It Happen," Timothy M. Stearns, Diane Threlkeld, and Abdrahaman Gamudi. Paper presented at the IntEnt97 Conference, Monterey, June 1997.
 17. "The Effects of Managerial Problems on New Venture Start-Ups," Timothy M. Stearns, Diana Gilbertson, and Paul Reynolds. Paper presented at the 1997 Babson College-Kauffman Foundation Entrepreneurship Research Conference, Boston Massachusetts, April 1997.
 18. "Enhancing Strategic Alliances Through High Technology Councils." Paper presented at the Twenty-Sixth Annual Western Decision Sciences Institute annual meeting, Kona Hawaii, March 1997.
 19. "Strategic Alliances and Performance of High Technology New Firms." Paper presented at the 1996 Babson College-Kauffman Foundation Entrepreneurship Research Conference, Seattle Washington, March 1996.
 20. "High Technology Start-Ups and Public Policy Analysis." Paper presented at Informs, New Orleans, October 1995.
 21. "Contextual Differences Between High Tech and Low Tech New Firms: An Examination of Performance," Timothy M. Stearns and Paul Reynolds. Paper presented at the 14th Annual Entrepreneurship Research Conference, Boston, June 1994.
 22. "Linking Government Action to High Technology New Venture Foundings," presentation at the Third Biennial High Technology Management Conference, Boulder, Colorado, June 1993.
 23. "The Nature of Industry, Strategy, and Environment on New Firm Success," Timothy M. Stearns, Nancy Carter, and Paul Reynolds. Paper presented at the Third Global Conference on Entrepreneurship Research, Lyons France March 1993.
 24. "Format Innovations in Lead Markets: A Study of Cultural Discontinuities in FM Broadcasting," with Yuwei Shi and Jack Brittain. TIMS/ORSA meeting, San Francisco, November, 1992.
 25. "Local Economic Development: Strategic Management and Political Realities," with Edward Ottensmeyer. TIMS/ORSA meeting, San Francisco, November, 1992.
 26. "Mimicry, Competition, and Strategic Choice: The Whether, When, Where, and Why of Organizational Change," Jack Brittain, Yuwei Shi,

- and Timothy M. Stearns. Paper presented at the Annual Academy of Management meeting, Las Vegas, August 1992.
27. "Managerial Experience, Strategic Continuity, and Business Failure: Accounting for the Liability of Newness and the Liability of Adolescence," Jack Brittain, Yuwei Shi, and Timothy M. Stearns. Paper presented at the Annual Academy of Management meetings, Las Vegas, August 1992.
 28. "Founding Conditions and New Firm Strategy," Nancy Carter, Timothy M. Stearns, Paul Reynolds, and Mary Williams. Paper presented at the 1992 Babson Entrepreneurship Research Conference, Fontainebleau, France, June 1992.
 29. "Heterogeneity In Core Technology: Variation in Environment-Success Models Across Industry and Strategy for New Firms," Timothy M. Stearns, Nancy Carter, and Paul Reynolds. Paper presented at the Second Global Conference on Entrepreneurship Research, London, England March 1992.
 30. "Applications of Population Ecology to Social Issues Research". Paper presented at the Annual Academy of Management meeting, Miami, August 1991.
 31. "Initial Firm Strategies and Founding Conditions: An International Perspective", Nancy Carter, Timothy M. Stearns, Paul Reynolds, and Brenda Miller. Paper presented at the Internationalising Entrepreneurship Education Training and Research Conference, Cambridge, England, July 1991.
 32. "Strategy-Environment Interaction Affecting New Firm Growth," Timothy M. Stearns, Nancy Carter, and Paul Reynolds. Paper presented at the Inaugural Global Conference on Entrepreneurship Research, London, England, February 1991.
 33. "Strategic and Initial Competencies: Achieving 'Fit' in New Ventures," Nancy Carter, Timothy M. Stearns, and Paul Reynolds. Paper presented at the Inaugural Global Conference on Entrepreneurship Research, London, England, February 1991.
 34. "Relational Signaling in International Markets: A Market Share Analysis of Integrated Circuit Manufacturing," Jack Brittain and Timothy M. Stearns. Paper presented at the Western Academy of Management First International Conference, Shizuoka, Japan, June 1990.
 35. "Partial Selection in Organizational Populations," Anne Miner, Terry Amburgey, and Timothy M. Stearns. Paper presented at the Annual Academy of Management meeting, Washington D.C., August 1989.
 36. "An Open-Systems Framework for Strategic Plant Location Decisions," Alan N. Hoffman, Timothy M. Stearns, Charles B. Shrader, and Jeffrey Armitage. Paper presented at the Strategic Management Society meeting, Boston, October 1987.

37. "The Effects of Director Contacts, Interlocking Directorates, Joint Programs, and Organization Size, on Resource Dependencies: An Interorganizational Network Analysis," Charles B. Shrader, Alan N. Hoffman, and Timothy M. Stearns. Paper presented at the Annual Academy of Management meeting, Chicago, August 1986.
38. "Consequences of Industry Change on Organizational Activities," Timothy M. Stearns, Terry Amburgey, and Anne Miner. Paper presented at the XXVII TIMS International Meeting, Brisbane, Australia, July 1986.
39. "Performance of Commercial Television Stations as an Outcome of Interorganizational Arrangements and Environmental Variations," Timothy M. Stearns, Alan N. Hoffman, and Jan Heide. Paper presented at the Annual Academy of Management meeting, San Diego, August 1985.
40. "Organization Context, Managerial Turnover, and Performance: A Study of the Television Station Industry". Paper presented at the Annual Academy of Management meeting, Boston, August 1984.
41. "Industry Life Cycle and R&D Strategy: A Comparative Study," Timothy M. Stearns, Edward Ottensmeyer, and James Peltier. Paper presented at the Annual Academy of Management meeting, Boston, August 1984.
42. "Managerial Reform In American Industry: An Analysis of the Taylor System and Its Modern Implications," Timothy M. Stearns, Alan Hoffman, and Ann Roberts. Paper presented at the Annual Academy of Management meeting, Dallas, August 1983.
43. "Environmental Variations and Strategic Behaviors: Conditions for Survival In the Television Station Industry". Paper presented at the Annual Academy of Management meeting, New York, August 1982.
44. "Symposium: Ecological Research on Strategy and Change: Three Empirical Studies". Presented at Annual Academy of Management meeting, New York, August 1982. Organizer and Chairman.

Professional Service

1. Department

- a. Chair, Promotion and Tenure Review Committee, 1998-2001.
- b. Entrepreneurship Option Coordinator, 1998-
- c. Chair, Department Peer Review Committee, 1997-98.
- d. Presenter, "Entrepreneurship Option," Management Department Teaching Colloquium, Sid Craig School of Business, California State University, Fresno, December, 1996.

- e. Member, Performance Salary Step Increase, Management Department, Sid Craig School of Business, California State University, Fresno, 1996.
- f. Chair, Promotion, Tenure, and Review Committee, Management Department, Sid Craig School of Business, California State University, Fresno, 1995-96.
- g. Coordinator, brown bag presentations, Management Department, College of Business Administration, Marquette University, 1990-92.
- h. Member, Faculty Recruiting Committee, Management Department, College of Business Administration, Marquette University, 1988-90.
- i. Member, Course Curriculum Committee, Management Department, Graduate School of Business, University of Wisconsin, 1981-86.
- j. Member, Recruitment Committee, Management Department, Graduate School of Business, University of Wisconsin, 1983-85.

2. School

- a. Vice-Chair, Faculty Executive Committee, Sid Craig School of Business, California State University, Fresno 2004-05.
- b. Chair, Dean Search Committee, Craig School of Business, California State University, Fresno 2003-2004.
- c. Chair, Faculty Executive Committee, Sid Craig School of Business, California State University, Fresno 2003-
- d. Vice-Chair, Faculty Executive Committee, Sid Craig School of Business, California State University, Fresno 2002-03.
- e. Member, Honors Program Committee, Sid Craig School of Business, California State University, Fresno 1998-
- f. Member, Undergraduate Committee, Sid Craig School of Business, California State University, Fresno 1997-1998
- g. Member, Performance Salary Step Increase, Marketing Department, Sid Craig School of Business, California State University, Fresno, 1997
- h. Chair, Board On Research, Sid Craig School of Business, California State University, Fresno 1996-97; 1998-99.
- i. Member, Faculty Executive Committee, Sid Craig School of Business, California State University, Fresno 1995-99.
- j. Chair, Ad Hoc Committee to Develop an Honors Program, Sid Craig School of Business, California State University, Fresno 1996-97.
- k. Presenter, "Strategic Alliances and New Firm Start-ups," Sid Craig School of Business Research Colloquium, California State University, Fresno, March, 1996.
- l. Member, Board On Research, Sid Craig School of Business, California State University, Fresno 1995-96; 1998-99.

- m. Member, Graduate Committee, Sid Craig School of Business, California State University, Fresno 1995-97; 1998-99.
- n. Faculty Adviser and Founder, Collegiate Entrepreneurship Club, California State University, Fresno 1997-.
- o. Faculty Adviser and Founder, Sigma Iota Epsilon Oricon (formerly Organization Management Society), Marquette University 1991-1994.
- p. Faculty Adviser, Administrative Management Society, University of Wisconsin 1981-1987.
- q. Member, Task Force for Integrating the Curriculum, College of Business Administration, Marquette University, 1992-93.
- r. Delegate, nominating convention, Committee on Faculty, College of Business Administration, Marquette University, 1990-93.
- s. Member, Graduate Committee, College of Business Administration, Marquette University, 1988-93.
- t. Organizer, Faculty Golf Outing, College of Business Administration, Marquette University, 1989-92.
- u. Member, Undergraduate Studies Committee, Graduate School of Business, University of Wisconsin, 1983-85.
- v. Member, Academic Planning Committee, Graduate School of Business, University of Wisconsin, 1984-85.
- w. Member, Graduate and Undergraduate Awards Committee, Graduate School of Business, University of Wisconsin, 1982.
- x. Member, Administrative Committee, Industrial Relations Research Institute, University of Wisconsin, 1984-87.
- y. Member, Financial Aid Committee, Industrial Relations Research Institute, University of Wisconsin, 1982-87.
- z. Member, Committee on Publications, Industrial Relations Research Institute, University of Wisconsin, 1982-84.

3. University

- a. Member, Bookstore Advisory Committee, California State University, Fresno, 1997-98.
- b. Member, Hiring Committee, Department of Athletics, California State University, Fresno, 1997-98.
- c. Member, Task Force: Linkages With the Community, California State University, Fresno, 1996-97.
- d. Member, Performance Salary Step Increase Appeals Committee, California State University, Fresno, 1996.
- e. Faculty Mentor, Robert E. McNair Undergraduate Research Program, "Women and Minorities in Entrepreneurship: Entrepreneurial Climate Study", Marquette University, Summer 1992, 1993.
- f. Senator, Faculty Senate, University of Wisconsin, 1984-86.

4. Professional

- a. Vice-Chair (elected) Entrepreneurship Division, Academy of Management, 2004-05.
- b. Vice President of Research (elected) United States Association of Small Business and Entrepreneurship, 2005-07.
- c. Program Chair (elected) Entrepreneurship Division, Academy of Management, 2003-04.
- d. Professional Development Workshop Coordinator (elected) Entrepreneurship Division, Academy of Management, 2002-03.
- e. Tenure Reviewer, University of Hawaii, 2001.
- f. Member, Academy of Management Conference Committee, 1998-99.
- g. Co-Chair, Doctoral Consortium, Entrepreneurship Division, Academy of Management, 1998-2000.
- h. Western Regional Liaison, Entrepreneurship Division, Academy of Management, 1998-
- i. Tenure Reviewer, University of Nebraska, 1997.
- j. Member, Best Paper in the Academy of Management Journal 1996 Committee, Academy of Management, 1996-97.
- k. Caucus Coordinator, Academy of Management, 1994-99.
- l. Member, Distinguished Chairs Committee, Entrepreneurship Division, Academy of Management, 1996-98.
- m. Editorial Board Member, Academy of Management Journal, 1996-.2002.
- n. Editorial Board Member, Journal of Small Business Management, 1997-.
- o. Editorial Board Member, Journal of Business Research, 1988-.
- p. Manuscript Reviewer, Organization and Management Theory Division, Academy of Management, 1983-.
- q. Manuscript Reviewer, Business Policy and Strategy Division, Academy of Management, 1989-.
- r. Manuscript Reviewer, Entrepreneurship Division, Academy of Management, 1996-.
- s. Ad hoc manuscript reviewer for Academy of Management Review, 1992-.
- t. Ad hoc manuscript reviewer for Academy of Management Journal, 1992-1996.
- u. Ad hoc manuscript reviewer for Journal of Management Issues, 1994-.
- v. Ad hoc manuscript reviewer for Small Business Economics, 1996-.
- w. Chairperson and Organizer, "The Management of Fun", Midwest Academy of Management, 1990.

- x. Chairperson and Organizer, "Entrepreneurship in a Mature Industry", Midwest Academy of Management, 1990.
- y. Chairperson, Invited Workshop: "Future directions in Organization Theory Research (participants: Robert Duncan, William Starbuck, Arthur Bedeian), Midwest Academy of Management, 1985.

5. Community

- a. Executive Committee, Regional Jobs Initiative, Fresno 2003 - www.fresnorji.org
- b. Executive Committee, Fresno Area Collaborative Regional Initiative, 2001 - www.fresnocri.org
- c. Co-Host, Valley Business Roundtable, KMPH 107.5, 9am-11am every Saturday.
- d. Member, National Selection Committee, National Toy Hall of Fame, Strong Museum, Rochester, New York, 2003- .
- e. Panelist, "The Future Role of Technology in the Central Valley", Division of Science, Technology and Innovation, California Technology, Trade and Commerce Agency, Fresno, Ca. April 2002.
- f. Member, Steering Committee. Selma, California Small Business Support Center, November 2001 - .
- g. Presenter, "Economic Empowerment through a Changing Economy," 1st Annual African-American Business Affairs Conference, Fresno, Ca. November 2001.
- h. Keynote Speaker, "Catching the Entrepreneurial Wave," Paul Chong Memorial Speech, Honolulu, Hi. June 2001.
- i. Presenter, "Using Agriculture as an Economic Development Building Block," Great Valley Center 2001 Central Valley Conference, Sacramento, Ca. May 2001.
- j. Presenter, "Regional Cooperation on Economic Development, " Leadership Fresno, April 2000.
- k. Presenter, "The Role of Education in the New Economy," Valley Regional Occupation Program, March 2000
- l. Presenter, "Entrepreneurship and Economic Development," Leadership Fresno, January 2000.
- m. Featured Speaker, "The Role of Entrepreneurs in the New Economy", The American Chamber of Commerce in Japan, January 2000.
- n. Keynote Speaker, "Entrepreneurial Leadership", Leadership Selma Graduation, April 1999.
- o. Featured Speaker, "Building Entrepreneurial Success", Valley Business Conference, February 1999.
- p. Columnist (monthly), **Venture Ink**, Fresno Business Journal, 1998-

- q. Presenter, "Educating the Next Generation of Entrepreneurs", Business Associates, The Sid Craig School of Business, California State University, Fresno, April 1998.
- r. Presenter, "Building Entrepreneurial Spirit in the Central Valley," Rotary Club of Selma, Selma, California, April 1998.
- s. Presenter, "Young Entrepreneurs," Statewide Workforce Preparation Conference, Palm Springs, California, March 1998.
- t. Keynote Speaker, "Tasting Entrepreneurial Success," Small Business Institute Directors Association, Santa Fe, New Mexico, February 1998.
- u. Presenter, "Economic Growth in the Valley Through Entrepreneurship," Institute of Management Accounts, Inc., Fresno, California, October 1997.
- v. Presenter, "Capturing the Entrepreneurial Spirit," Prison Industry Authority, Sacramento, California, July 1997.
- w. Co-founder, "Kids Invent Toys™", a summer camp for children aged 9-14 that teaches creativity, invention, and entrepreneurship (offered nationally), 1997-.
- x. Guest, "Voices and Viewpoints", KMPH-FM radio, July 14, 1997.
- y. Member, Board of Directors, Family Business Institute, University Business Center, 1997-2000.
- z. Presenter, "Strategic Mapping: How to Avoid Managing By Crisis", 8th Annual Family Business Conference, California State University, Fresno, December 1996.
- aa. Member, Advisory Committee, Fresno Private Industry Council's Entrepreneurial Program, 1996-.
- bb. Coordinator and Founder, Entrepreneurial Workshop, a monthly meeting of individuals in the community trying to start a business.
- cc. Presenter, "Managing Your Business", in the Entrepreneur Series "Basics for Budding Businesses", offered by the Central California Small business Development Center and the University Business Center, California State University, Fresno, 1995-96.
- dd. Presenter, "Managing Smarter", General Services Administration, County of Fresno, September 1995.
- ee. Lecturer, Executive Seminar, to over 40 Polish CEOs of major national industries in Bystre, Poland, January 1995, 1996.
- ff. Background source and on-camera interviewee for CBS Nightly News, June 19, 1993, "Harley-Davidson Corporate Turnaround."
- gg. Presentation before Sacred Heart School of Theology on "The Role of the Board of Directors," June 1992.
- hh. Presentation before the Architectural Woodwork Institute on "Strategies for Small Firms," April 1991.

- ii. Invited Lecturer, The School of Management, Shanghai Jiao Tong University, Shanghai, China, on "Linking Strategic Management to Organization Performance," June 1990.
- jj. Invited Lecturer, Department of Economic Management, Beijing University, Beijing, China, on "Linking Strategic Management to Organization Performance," June 1990.
- kk. Expert Witness, Financial Accounting and Standards Board, "Statement of Financial Accounting Standards No. 90, Regulated Enterprises -- Accounting for Abandonments and Disallowances of Plant Costs, An Amendment of Statement No. 71," Stamford, Connecticut, June 6, 1986.
- ll. Guest, WHA Radio (Madison, Wisconsin) call-in program, July 22, 1985.
- mm. Presentation before the Wisconsin Telephone Association on "Strategic Designs Under Changing Market Conditions," October 1984.
- nn. Quoted in and background source for Time magazine article titled "VCRs: Coming on Strong," December 24, 1984.
- oo. Board Member, Big Brothers/Big Sisters of Dane County, Wisconsin, 1983-86.
- pp. Consultant to numerous small to medium sized firms located in the Midwest through the Small Business Development Center, University of Wisconsin.

6. Professional Memberships

Academy of Management
 American Sociological Association
 The Institute of Management Science
 United States Association of Small Business and Entrepreneurship

References

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