

James O. Fiet

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EDUCATION

- Post-doctoral research: (strategy, entrepreneurship and management of technology) Texas A&M University, 1992.
PhD: (entrepreneurship & strategic Management) Texas A&M University, 1991.
MBA: (entrepreneurship and enterprise development) University of Southern California, 1974.
BA: (English) Brigham Young University, 1972.

UNIVERSITY AFFILIATIONS

- University of Louisville* (2000—2004)
Brown-Forman Chair in Entrepreneurship
Professor of Management
Director, Institute for Entrepreneurial Research
Director, PhD program in entrepreneurship
Associate Dean for Research
Research Affiliate, Jonkoping International Business School
- Jonkoping University* (1999—2000)
Professor of Entrepreneurship
- University of the Pacific* (1996—1999)
Fletcher Jones Chairholder in Entrepreneurship
Director of Entrepreneurial Programs
Professor
- Clemson University* (1992—1996)
Associate Professor
Assistant Professor
Visiting Assistant Professor
- Texas A&M University* (1988-1992)
Lecturer
Graduate Assistant

Courses Taught

Research Design Seminar (doctoral)
Advanced Multivariate Techniques (doctoral)
Strategic Management (undergraduate, honors, masters, doctoral and executive education; overseas locations include Athens and Singapore)
Corporate Entrepreneurship and Global Strategy (masters)
Entrepreneurship, Innovation & International Competitiveness (masters)
New Venture Creation (undergraduate)
Entrepreneurial Finance (masters, Jonkoping, Sweden)
Entrepreneurship (undergraduate, masters, doctoral and executive education)

OTHER AFFILIATIONS¹

CompuNet, Inc. (Founder and President, 1986 to 1987)
Foothill Properties, Inc. (Founder and President, 1975 to 1986)
Savell Building Systems, Inc. (Founder and Vice President, 1983-1986)
Burroughs Corporation (sales, 1974 to 1975)

SCHOLARSHIP

Journal Articles

- Fiet, J.O., Piskounov, & Patel, P.C. In press. Still searching (systematically) for entrepreneurial discoveries. *Small Business Economics*.
- Busenitz, L.W., Fiet, J.O. & Moesel, D. 2004. Signaling in venture capitalist-new venture team funding decisions: Does it indicate long-term venture outcomes? *Entrepreneurship Theory and Practice* 29 (1) 1-12.
- Busenitz, L.W., Fiet, J.O. & Moesel, D. 2004. Reconsidering the venture capitalists' "value added proposition": An interorganizational learning perspective. *Journal of Business Venturing* 19: 787-807.
- Moesel, D., & Fiet, J.O. In press. Embedded fitness landscapes—part 1: How a venture capitalist maps highly subjective risk. *Venture Capital Journal*.
- Moesel, D., & Fiet, J.O. In press. Embedded fitness landscapes—part 2: Cognitive representation by venture capitalists. *Venture Capital Journal*.
- Moesel, D., & Fiet, J.O. In press. Embedded fitness landscapes—part 3: Action-driven sensemaking by venture capitalists. *Venture Capital Journal*.

¹ Refer to the addendum for more detailed information about these ventures.

- Fiet, J.O. 2001. The pedagogical side of entrepreneurship theory. *Journal of Business Venturing*, 16: 101-117. This article and the one that follows report the substance of research conducted by Dr. Fiet for which he was nominated as one of two national finalists for the 1999 Pedagogical Innovation Award by the United States Association of Small Business and Entrepreneurship.
- Fiet, J.O. 2001. The theoretical side of teaching entrepreneurship. *Journal of Business Venturing*, 16: 1-24.
- St. John, C., Balakrishnan, N., & Fiet, J.O. 2000. Modeling the relationship between corporate strategy and wealth creation using neural network analysis. *Computers and Operations Research*, Sept-Oct (27): 1077-1092. In addition, this article won the best interdisciplinary paper award at the 1999 annual meeting of Decision Science Institute.
- Harrison, J.S., & Fiet, J.O. 1999. New CEOs pursue their own self-interests by sacrificing shareholder value. *Journal of Business Ethics* 19 (3) 301-308. In addition, findings of article were discussed in *Stockton Record* article, "Professors figure out secrets of new CEOs," November 2, 1997.
- Busenitz, L.W., Moesel, D.D., Fiet, J.O., & Barney, J.B. 1997. The framing of perceptions of fairness in the venture capitalist/new venture team relationship. *Entrepreneurship: Theory & Practice*, 21 (5): 5-22.
- Fiet, J.O., Busenitz, L.W., Moesel, D.D., & Barney, J.B. 1997. Complementary perspectives on the dismissal of new venture team members. *Journal of Business Venturing*, 12 (5): 347-365.
- Busenitz, L.W., & Fiet, J.O. 1996. The effects of early stage venture capitalist actions on eventual venture disposition. *Journal of Entrepreneurial and Small Business Finance*, 5 (2): 97-114.
- Fiet, J.O. 1996. Fragmentation in the market for venture capital. *Entrepreneurship Theory and Practice*, 21 (2): 5-20.
- Barney, J.B., Busenitz, L.W., Fiet, J.O., & Moesel, D.D. 1996. New venture teams' assessment of learning assistance from venture capital firms. *Journal of Business Venturing*, 11(4): 257-272.
- Fiet, J.O. 1996. The informational basis of entrepreneurial discovery. *Small Business Economics Journal*, 8 (6): 419-430.
- Barney, J.B., Fiet, J.O., Busenitz, L.W., Moesel, D.D. 1996. The substitution of bonding for monitoring in venture capitalist relations with high technology enterprises. *Journal of High Technology Management Research*, 7 (1): 91-105.

- Fiet, J.O., & Hellriegel, D. 1995. Post contractual safeguards against venture capital risk. *Entrepreneurship, Innovation & Change*, 4 (1): 23-42.
- Fiet, J.O. 1995. Risk avoidance strategies in venture capital markets. *Journal of Management Studies*, 32 (4): 551-573. In addition, article was published as a chapter in *Venture Capital*, a volume of *The International Library of Management*. Dartmouth Publishing: United Kingdom.
- Fiet, J.O. 1995. Reliance upon informants in the venture capital industry. *Journal of Business Venturing*, 10 (3): 195-223.
- Fiet, J.O., & Kosnik, R. 1995. Antecedents of executive compensation: The use of covariance structure modeling. *Journal of Managerial Finance*, 21 (2): 44-59.
- Fiet, J.O., & Fraser, D. 1994. Bank entry into the venture capital industry. *Journal of Managerial Finance*, 20 (1): 31-42.
- Barney, J.B. Busenitz, L.W., Fiet, J.O., & Moesel, D.D. 1994. The relationship between venture capitalists and managers in new firms: Determinants of contractual covenants. *Journal of Managerial Finance*, 20 (1): 19-30.

Other Refereed Publications

- Fiet, J.O., Patel, P., & Mainprize, B. 2004. Evaluating the Wealth Creating Potential of Business Plans. Summary printed in *Frontiers of Entrepreneurship Research*, Babson College, Wellesley, MA
- Fiet, J.O., & Migliore, P. 2001. The testing of a model of entrepreneurial discovery by aspiring entrepreneurs. W.D. Bygrave, E. Autio, CG. Brush, P. Davidsson, P.G. Green, P.D. Reynolds, H.J. Sapienza (Eds.) *Frontiers of Entrepreneurship Research*, Babson College, Wellesley, MA. p. 1-12.
- Fiet, J.O., & Piskounov, A. In press. The deliberate search for entrepreneurial discoveries. Proceedings of the annual meeting of Decision Sciences Institute, San Francisco, CA, 2001.
- Fiet, J.O., & Samuelsson, M. In press. Knowledge-based competencies as a platform for firm formation. *Frontiers of Entrepreneurship Research*, Babson College, Wellesley, MA.
- Busenitz, L.W. & Fiet, J.O. In press. Venture capital firm resources and their long-term effect on venture disposition. *Frontiers of Entrepreneurship Research*, Babson College, Wellesley, MA.

- Busenitz, L.W., Fiet, J.O., & Moesel, D.D. In press. Predicting the nature of the venture capitalist coinvestment syndicate and understanding the effects of syndicate type on the funded venture. *Frontiers of Entrepreneurship Research*, Babson College, Wellesley, MA.
- Moesel, D.D., Fiet, J.O., Busenitz, L., & Barney, J.B. In press. Factors underlying changes in risk perceptions of new ventures by venture capitalists. *Frontiers of Entrepreneurship Research*, Babson College, Wellesley, MA.
- Moesel, D., Fiet, J.O., & Busenitz, L. 2000. Venture capitalist tactics for managing high technology risk. Proceedings of the annual meeting of the United States Association of Small Business and Entrepreneurship, San Antonio, TX, pp. 136-139.
- Fiet, J.O. 1997. Education for entrepreneurial competency: A theory-based activity approach. *Proceedings of IntEnt97*, International Conference on Entrepreneurship Education, Monterey, California.
- Barney, J.B., Busenitz, L.W., Fiet, J.O., & Moesel, D.D. 1994. Determinants of a new venture team's receptivity to advice from venture capitalists. *Frontiers of Entrepreneurship Research*, Babson College: 321-335. Wellesley, MA.
- Fiet, J.O., & Hellriegel, D. 1993. Risk management by venture capital investors. *Best Articles Proceedings*, annual meeting of the Academy of Management, Atlanta, Georgia
- Fiet, J.O. 1991. Network reliance by venture capital firms and business angels: An empirical and theoretical test. *Frontiers of Entrepreneurship Research*, Babson College: 445-455.
- Fiet, J.O. 1991. Venture capital risk assessment: An empirical test comparing business angels and venture capital firms. *Best Articles Proceedings*, annual meeting of the Academy of Management, Miami Beach, Florida: 73-77.
- Barney, J.B., Busenitz, L.W., Fiet, J.O., & Moesel, D.D. 1989. The structure of venture capital governance: An organizational economic analysis of the relations between venture capital firms and new ventures. *Best Articles Proceedings*, annual meeting of the Academy of Management, Washington, DC: 64-68.

Books

- Fiet, J.O. 2002. *The Systematic Search for Entrepreneurial Discoveries*. Praeger Press. Westport, CN. Reviewed in Academy of Management, Learning and Education Journal by Connie Marie Gaglio, September 2004.

Fiet, J.O. 1995. An analysis of capital availability to new and growing South Carolina businesses. This 200-page study reported on users of capital, venture capital firms, business angels, banks, non-bank lenders, government guaranteed loan programs, both private and public pension funds, and insurance companies. Although not widely disseminated, this study resulted in policy and action initiatives for government and university programs.

Fiet, J.O. 1991. Managing investments in specific information: A comparison of business angels and venture capital firms. Dissertation, Texas A&M University, College Station, Texas

Edited Books

Bygraves, W.D., Brush, C.G., Davidsson, P., Fiet, J., Greene, P.G., Harrison, R.T., Lerner, M., Meyer, G. D., Sohl, J., & Zacharakis, A. (Eds.) *Frontiers of Entrepreneurship Research 2002*. Wellesley, MA: Babson College.

Bygraves, W.D., Brush, C.G., Davidsson, P., Fiet, J., Greene, P.G., Harrison, R.T., Lerner, M., Meyer, G. D., Sohl, J., & Zacharakis, A. (Eds.) *Frontiers of Entrepreneurship Research 2003*. Wellesley, MA: Babson College.

Bygraves, W.D., Brush, C.G., Davidsson, P., Fiet, J., Greene, P.G., Harrison, R.T., Lerner, M., Meyer, G. D., Sohl, J., & Zacharakis, A. (Eds.) *Frontiers of Entrepreneurship Research 2004*. (in press) Wellesley, MA: Babson College.

Book Chapters

Fiet, J.O., Clouse, V.G.H, & Norton, W.I., Jr. (2004) Systematic search by repeat entrepreneurs. In (John Butler, Ed.) *Research in Entrepreneurship and Management, Volume 4*. Greenwich, CT: Information Age Publishing, pages 1 – 27..

Busenitz, L. W., Moesel, D. D., Fiet, J. O., & Barney, J.B. 2003. The framing of perceptions of fairness in the relationship between venture capitalists and new venture teams. (Ed. Wright, M., Sapienza, H. J., & Busenitz, L. W.) *Venture Capital* Volume III. (An Elgar Reference Collection) Northampton, MA: Edward Elgar Publishing, Inc.

Fiet, J. O. 2003. Reliance on Informants in the Venture Capital Industry. (Eds., L. Busenitz, H. J. Sapienza & M. Wright). *Venture Capital*, vol. III: 44-72 (An Elgar Reference Collection) Northampton, MA: Edward Elgar Publishing, Inc.

Fiet, J. O., Busenitz, L., Moesel, D. & Barney, J. 2003 Complementary theoretical perspectives on the dismissal of new venture teams. (Eds., L. Busenitz, H. J. Sapienza & M. Wright). *Venture Capital*, vol

III: 224-243 (An Elgar Reference Collection) Northampton, MA: Edward Elgar Publishing, Inc.

St. John, C.H., Balakrishnan, N., Fiet, J.O. 2002. Corporate Strategy and Wealth Creation: An Application of Neural Network Analysis. *Neural Networks for Business: Techniques and Applications*, edited by Kate A. Smith and Jatinder N. D. Gupta. Hershey, PA: Idea Group Publishing, p. 124- 139.

Fiet, J.O. 2001. Education for entrepreneurial competency: A theory-based activity approach. *Entrepreneurship Education: A Global View*, edited by Robert H. Brockhaus, Gerlad E. Hills, Heinz Klandt and Harold P. Welsch. Aldershot, England: Ashgate Publishing Limited, p. 78 – 93.

Fiet, J.O. 1996. Risk avoidance strategies in venture capital markets. *Venture Capital*, a volume of *The International Library of Management*. Dartmouth Publishing: United Kingdom.

Articles under Review for Journal Publication

Fiet, J.O., Nixon, R. & Gupta, M. Entrepreneurial discovery by the working poor. This article is under revision for possible publication at *Journal of Small Business Management*.

Fiet, J.O., Clouse, V.G.H. Constrained, systematic search by repeat entrepreneurs. This article is under review at *Journal of Management Studies*.

Fiet, J.O., Norton, B. & Clouse, V. Entrepreneurial discovery by technically trained employees. This article is under review for possible publication by *Journal of Business Venturing*.

Fiet, J.O. Entrepreneurial discovery as constrained, systematic search. This article is under review for possible publication at the *Small Business Economics*.

Articles under Peer Review Prior to Journal Submission

Fiet, J.O. Discovery and exploitation as complementary informational challenges in the teaching of entrepreneurship. This article is under review for possible publication at the *Academy of Management Review*.

Fiet, J.O., Patel, P., & Mainprize, B. Evaluating the wealth creating potential of business plans. This article is undergoing final revisions prior to submission to *Journal of Business Venturing*.

Fiet, J.O., & Samuelsson, M. Knowledge-based competencies as a platform for firm formation. This article is undergoing final revisions prior to submission to *Journal of Business Venturing*.

Kulkarni, S., & Fiet, J.O. A transaction cost analysis of restructuring modes. This article is ready to submit to a journal.

On-going Research Projects

Fiet, J.O. & Busenitz, L.W. The effects of covenants on the governance of the venture capitalist/new venture team relationship. Data was gathered longitudinally for 7 years.

Trade Book under Development

Fiet, J.O. & Sussman, L. Planned for 2006. *Systematic Search*. This will be a non-technical presentation for aspiring entrepreneurs who may not be interested in theory.

Scholarly Presentations at Conferences

Fiet, J.O., Patel, P., & Mainprize, B. Evaluating the Wealth Creating Potential of Business Plans. Presented at the annual meeting of the entrepreneurship division of the Academy of Management, New Orleans, August 2004.

Fiet, J.O. Discussant at doctoral consortium at entrepreneurship division of the Academy of Management, New Orleans, August 2004.

Fiet, J.O. Discussant at new faculty consortium at entrepreneurship division of the Academy of Management, New Orleans, August 2004.

Fiet, J.O. Round table discussant of the resource-based theory of the firm and entrepreneurship at the entrepreneurship division of the Academy of Management, New Orleans, August 2004.

Fiet, J.O., Patel, P., & Mainprize, B. Evaluating the Wealth Creating Potential of Business Plans. Presented at the Babson-Kaufman Entrepreneurship Research Conference, Glasgow, Scotland, June 2004.

Fiet, J.O, Gupta, M., Zurada, J. Evaluating the Wealth Creating Potential of Venture Ideas. Presented at the Babson-Kaufman Entrepreneurship Research Conference, June 2003.

Fiet, J.O., Clouse, V.G.H., & Norton, W.I. An Examination of Constrained, Systematic Search by Serial Entrepreneurs. Presented at the Babson-Kaufman Entrepreneurship Research Conference, June 2003.

Fiet, J.O. & Piskounov, A. The Possibility of Systematic Search. Presented at the 2003 annual meeting of the Academy of Management, Seattle, Washington.

- Fiet, J.O., Nixon, Gupta, M. 2002. A test of a model of discovery by the working poor. Babson Kaufman Entrepreneurship Research Conference, Boulder, CO.
- Fiet, J.O., Norton, B., & Clouse, V. 2002. A test of a model of discovery by technically trained employees. Babson Kaufman Entrepreneurship Research Conference, Boulder, CO.
- Fiet, J.O., & Piskounov, A. The Deliberate search for information. Presented at 2001 Decision Science Institute, San Francisco, CA.
- Fiet, J.O. Evaluating the economic potential of biomedical discoveries. Presented at 2001 Research Louisville Conference.
- Fiet, J.O. Strategic competence as knowledge. Presented at the 2001 annual meeting of the Strategic Management Society, San Francisco, California.
- Busenitz, L., Moesel, D., & Fiet, J.O. Signaling theory and new venture evaluations. Babson Kaufman Entrepreneurship Conference, Jonkoping Sweden, June 2001.
- Fiet, J.O. The testing of a model of entrepreneurial discovery by aspiring entrepreneurs. Babson Kaufman Entrepreneurship Conference, Jonkoping, Sweden, June 2001.
- Moesel, D.D., Fiet, J.O. & Busenitz, L.W. Fiet, J.O. Defining a research agenda for venture capital risk management. Jonkoping International Conference on Entrepreneurial Finance, December 2000.
- Fiet, J.O., & Busenitz, L.W. Competencies and their influence on wealth creation in the venture capital industry. Article was presented at the 2000 annual meeting of the Strategic Management Society in Vancouver, British Columbia.
- Fiet, J.O. Discovery or lucky accident: The influence of industry structure. This article was presented at the annual meeting of Entrepreneurship Division of the Academy of Management, August 2000, Toronto.
- Fiet, J.O. Entrepreneurial competence as knowledge. This article was presented at the annual meeting of Entrepreneurship Division of the Academy of Management, August 2000, Toronto
- Fiet, J.O., Piskounov, A., & Gustavsson, V. How to decide how to search for entrepreneurial discoveries. This article was presented at the Babson/Kaufman Research Conference. June 2000, Wellesley, MA.
- Fiet, J.O., & Samuelsson, M. Knowledge-based competencies as a platform for firm formation. This article was presented at the Babson/Kaufman Research Conference. June 2000, Wellesley, MA.

- Moesel, D., Fiet, J.O., & Busenitz, L. Venture capitalist tactics for managing high technology risk. Presented at the annual meeting of the United States Association of Small Business and Entrepreneurship. February 2000, San Antonio, TX.
- Fiet, J.O. The impact of industrial structure on entrepreneurial discovery. Presented at the Jonkoping International Workshop on Institutions, Entrepreneurship and Firm Growth. January 2000.
- St. John, C., Baliskrisnan, R., & Fiet, J.O. Using neural networks to predict the wealth effects of corporate strategy decisions. Article was presented at the 1999 annual meeting of the Decision Sciences Institute. It was selected as the best interdisciplinary article presented at the annual meeting of the Decision Sciences Institute for 1999. New Orleans.
- Busenitz, L.W. & Fiet, J.O. 1999. Venture capital firm resources and their long-term effect on venture disposition. Article was presented at 1999 Kaufman/Babson Research Conference, Columbia, South Carolina.
- Fiet, J.O. 1999. Participatory excursions within the distinctive domain of entrepreneurship. Invited workshop at the annual meeting of the United States Association of Entrepreneurship and Small Business, San Diego, California. Invitation was extended as part of nomination to be one of two national finalists for 1999 Outstanding Entrepreneurship Pedagogy Award.
- Wheeler, S. Fiet, J.O., & Violette, G. A survey of the accounting skills needed by successful entrepreneurs vs. those provided by current accounting curricula. Workshop was presented at annual meeting of the United States Association of Entrepreneurship and Small Business, San Diego, California. Workshop was selected as the outstanding conference session, which included \$500 prize.
- Fiet, J.O. Toward a unified theory of entrepreneurship—Intellectual clutter or distinctions with a difference? 1998 annual meeting of the Academy of Management, San Diego, California.
- Fiet, J.O. 1998. What we teach and how we should teach it. Presented at the Rennselear Entrepreneurship Retreat, Lennox, Massachusetts.
- Harrison, J.S., & Fiet, J.O. 1997. Are the profit producing tactics of new CEOs evidence of an agency problem? Presented at the annual meeting of the Academy of Management, Boston, Massachusetts.
- Fiet, J.O. 1997. Education for entrepreneurial competency: A theory-based activity approach. Presented at the *IntEnt97*, International Conference on Entrepreneurship Education, Monterey, California.

- Busenitz, L.W., Fiet, J.O., & Moesel, D.D. 1997. Long-term venture performance implications associated with initial venture capitalist investment strategies. Presented at the annual meeting of the Academy of Management, Boston, Massachusetts.
- Busenitz, L.W., Fiet, J.O., & Moesel, D.D. 1997. Venture firm prosperity: The impact of environmental heterogeneity and learning assistance from venture capital firms." Presented at the Babson/Kaufman Entrepreneurship Research Conference, Wellesley, MA.
- Fiet, J.O., Busenitz, L., Moesel, D.D., & Barney, J.B., 1996. Complementary perspectives on the dismissal of new venture team members. Presented at the Entrepreneurship Division of the Academy of Management, Cincinnati, Ohio.
- Fiet, J.O., & Harrison, J.S. 1994. Agency failure associated with CEO succession. Presented at the Conference on Strategic Management, University of Georgia, Athens, Georgia.
- Barney, J.B., Busenitz, L.W., Fiet, J.O., & Moesel, D.D. 1994. Determinants of venture management's receptivity to advice from venture capitalists. Presented at the Babson/Kaufman Entrepreneurship Research Conference, Wellesley, MA.
- Fiet, J.O. 1993. Co-investor networks as a basis for separate pools of risk capital. Presented at the annual meeting of the Academy of Management, Atlanta, Georgia.
- Barney, J.B., Busenitz, L.W., Fiet, J.O., & Moesel, D.D. 1993. Do venture capitalists value their own advice? Presented at the annual meeting of the Academy of Management, Atlanta, Georgia.
- Barney, J.B., Busenitz, L.W., Fiet, J.O., & Moesel, D.D. 1992. The Relationship between venture capitalists and managers in new firms: Determinants of contractual covenants. Presented at the 1992 annual meeting of the Academy of Management, Las Vegas, Nevada.
- Fiet, J.O. 1991. Network reliance by venture capital firms and business angels: An empirical and theoretical test. Presented at the Babson Entrepreneurship Research Conference in Pittsburgh, Pennsylvania.
- Fiet, J.O. 1991. Venture capital risk assessment: An empirical test comparing business angels and venture capital firms. Presented at the annual meeting of the Academy of Management, Miami, Florida.
- Fiet, J.O. 1989. Methodological differences in two explanations of the relationship between market share and profitability. Presented at the annual meeting of the Academy of Management, Washington, DC.
- Barney, J.B., Busenitz, L.W., Fiet, J.O., & Moesel, D.D. 1989. The structure of venture capital governance: An organizational economic analysis of

relations between venture capital firms and new ventures Presented at the annual meeting of the Academy of Management, Washington, DC.

Barney, J.B., Busenitz, L.W., Fiet, J.O., & Moesel, D.D. 1989. The structure of venture capital governance: An organizational economic analysis of relations between venture capital firms and new ventures. Presented at the Texas Conference on Organizations, Austin, TX.

Entrepreneurship Research Consortium (Later Known as the Panel Study of Entrepreneurial Dynamics)

Served as track chair for business angel / financing study group of Entrepreneurship Research Consortium, which group of 25+ universities that have pooled more than \$600,000 to collect longitudinal, representative data from 25,000 households about their entrepreneurial activities. This is two-year appointment.

Serves as a research affiliate of the Jonkoping International Business School's Swedish component of the Entrepreneurship Research Consortium. This effort is a longitudinal study of Swedish SMEs and business start-up. Specific research is the search for entrepreneurial discoveries.

Teaching Compendium

Launched and coordinated the compilation of theory-based teaching activities by 30 entrepreneurship scholars nationwide. Result of effort was to create a compendium that created considerable recognition for the Pacific Entrepreneurship Center as a place where excellence in teaching is pursued. Compilation will remain unpublished.

Contracted Research and Teaching Publications

Fiet, J.O. 1996. Risk avoidance strategies in venture capital markets. In *Venture Capital*, volume of *The International Library of Management*. Dartmouth Publishing: United Kingdom.

Fiet, J.O. 1995. Transparency masters to accompany *Strategic Management: Competitiveness and Globalization* by Michael A. Hitt, R. Duane Ireland and Robert E. Hoskisson. Minneapolis: West Publishing Co.

Hill, G.R., & Fiet, J.O. 1989. The Greyhound Corporation (includes a teaching note). In Charles W.L. Hill and Gareth R. Jones' *Strategic Management: An Integrated Approach*. New York: Houghton Mifflin: 691-722.

University Colloquia

Purdue University, 2002. The Systematic Search for Entrepreneurial Discoveries. Invited scholar at faculty research forum.

University of Louisville, 2001. Research at the University of Louisville within the distinctive domain of entrepreneurship. The purpose of this colloquium was to launch a college-wide Institute for Entrepreneurial Research.

University of Louisville, 2000. Entrepreneurial competence and the search for discoveries. This colloquium was presented twice—once to the National Visiting Committee for the College of Business and Public Administration and once to the faculty of the College.

University of Louisville, 2000. Venture capital firm competence and its effect on wealth creation, including an overview of research within the distinctive domain of entrepreneurship.

Texas A&M University, 2000. Entrepreneurial competence as knowledge.

University of Massachusetts, 1999. A vision for the future: Program recommendations for developing a center for excellence in entrepreneurship, innovation and management of technology.

Jonkoping International Business School, 1999. Research in entrepreneurship, and growth in small and medium sized businesses.

John Carroll University, 1999. The eventual effects of mutual cooperation between venture capitalists and new venture team members on deal exits.

St. Cloud State University, 1999. Critical challenges and opportunities for entrepreneurship programs and educators.

California State University, Fresno, 1999. Critical challenges and opportunities for entrepreneurship programs and educators.

Case Western Reserve University, 1999. The eventual effects of mutual cooperation between venture capitalists and new venture team members on deal exits.

Boston University, 1998. Building theory within the distinctive domain of entrepreneurship.

University of Iowa, 1998. Building theory within the distinctive domain of entrepreneurship.

Brigham Young University, 1998. Critical challenges facing the field of entrepreneurship education.

University of Central Florida, 1998. Critical challenges facing the field of entrepreneurship education.

Indiana University, 1998. The Field of Entrepreneurship—Where is it going? How can we get there? How can we lead the field into the future?

University of the Pacific, 1996. Program recommendations to build an entrepreneurship center.

Colorado State University, 1996. Complementary theoretical perspectives on the dismissal of new venture team members.

Temple University, 1993. Risk avoidance strategies in venture capital markets.

George Mason University, 1993. Risk avoidance strategies in venture capital Markets.

Louisiana State University, 1992. Managing investments in specific information: A comparison of business angels and venture capital firms.

Rutgers, The State University of New Jersey, 1992. Risk avoidance strategies in venture capital Markets.

Southern Illinois University at Edwardsville, 1992. Managing investments in specific information: A comparison of business angels and venture capital firms.

New Jersey Institute of Technology, 1992. Risk avoidance strategies in venture capital markets.

Ohio State University, 1991: Managing investments in specific information: A comparison of business angels and venture capital firms.

University of Georgia, 1991: Managing investments in specific information: A comparison of business angels and venture capital firms.

Georgia State University, 1991: Managing investments in specific information: A comparison of business angels and venture capital firms.

University of North Carolina at Wilmington, 1991, Venture capital risk assessment: An empirical and theoretical test.

American University at Washington DC, 1991: Network reliance by venture capital firms.

University of Michigan, 1990: Managing investments in specific information: A comparison of business angels and venture capital firms.

University of Pennsylvania, 1990: Managing investments in specific information: A comparison of business angels and venture capital firms.

University of Calgary, 1990: Venture capital risk assessment: An empirical test comparing business angels and venture capital firms.

Arizona State University, 1990: Network reliance by venture capital firms and business angels: An empirical and theoretical test.

AWARDS

Awarded faculty excellence award for 2003, which is only given to one faculty member annually in the College of Business and Public Administration. It recognizes achievement in research, teaching and service. The award comes with an honorarium and plaque, which is displayed in the dean's office.

Awarded top research award for 2001 in College of Business and Public Administration at the University of Louisville, which was accompanied by a \$1000 honorarium

Award-winning faculty member of 2001 National Model MBA Program in Entrepreneurship: The entire MBA Entrepreneurship Program (Integrative MBA, International MBA Programs in Athens, Hong Kong, and Singapore, and the Entrepreneurship Concentration in the Traditional MBA) at the University of Louisville was recognized for this award by the United States Association for Small Business and Entrepreneurship (USASBE).

Awarded first place for developing the best interdisciplinary article for the 1999 annual meeting of Decision Sciences Institute. The title of the article was: Using neural networks to predict the wealth effects of corporate strategy decisions. Co-authors on the article were Caron St. John and Raju Baliskrisnan.

Awarded second place for the 1999 Outstanding Entrepreneurship Pedagogy Award from the United States Association of Small Business and Entrepreneurship (USASBE). The award was for a requested submission titled, "Participatory excursions within the distinctive domain of entrepreneurship." Award was significant because a national association presented it as recognition for individual work, rather than for teamwork.

Awarded first place, which included \$500 prize, for presenting the outstanding session at the 1999 annual meeting of the United States Association of Small Business and Entrepreneurship. The session was titled "A survey of the accounting skills needed by successful entrepreneurs vs. those provided by current accounting curricula. Session was presented with Stephen Wheeler and George Violette.

Pacific Entrepreneurship Club Award (Honored by students for “vision and commitment in establishing the most enterprising group on campus”), 1997

Highest Quality Rating by Anbar Electronic Intelligence for the following “internationally recognized contribution to the literature and body of knowledge”: Fiet, J.O., (1996) *Joint Author* “New venture teams’ assessment of learning assistance from venture capital firms” *Journal of Business Venturing* Jul 11/4

Colhoun Honors College at Clemson University (Recognized for teaching effectiveness), 1995

Texas A&M University Regents fellowship for dissertation support, 1991

Texas A&M University College of Business and Graduate School of Business grant for dissertation research, 1991

Babson College awarded fellowship to support participation in doctoral consortium on entrepreneurship research, 1990

Brigham Young University academic scholarship while playing intercollegiate tennis, 1972

FUND RAISING

Awarded \$600,000 as a co-principal investigator on a multi-disciplinary project to train medical and engineering researchers to recognized patentable ideas that have commercial potential. Funding will be utilized to support entrepreneurship student travel to conferences.

Awarded \$50,000 to organize international forum on entrepreneurial finance. Invited participants were prominent researchers who wrote a designated book chapter. A book to be compiled from invited submissions will provide a current treatment of the theoretical basis of entrepreneurial finance. Related conference is planned for Jonkoping in November 2000.

Enterprise Development, Inc. provided \$50,000 + to study capital formation in South Carolina

European agency awarded \$100,000 to a research team of which I am member to compare the use of information channels by habitual entrepreneurs in France, England and the United States. Other team members are M. Wright and D. Muzyka.

A grant from National Science Foundation’s Decision, Risk and Management Science program provided total funding for dissertation research. In addition, a Texas A&M University Office of Graduate Studies grant provided an honorarium in recognition of the value of dissertation research. Dissertation has subsequently resulted in multiple publications. These awards totaled more than \$11,000.

Raised \$30,000 from internal sources to support the participation of Clemson University and the University of the Pacific in the Entrepreneurship Research Consortium, which a collaborative, international research effort to collect representative panel data.

PROFESSIONAL MEMBERSHIPS

Entrepreneurship Division of Academy of Management

Business Policy and Strategy Division of the Academy of Management

Strategic Management Society

United States Association for Small Business and Entrepreneurship

Entrepreneurship Research Consortium

International Council of Small Business

Council of Entrepreneurship Chairs

PROFESSIONAL SERVICE

Editorial Boards

Journal of Business Venturing

Venture Capital—An International Journal of Entrepreneurial Finance

Journal of Small Business Management

Entrepreneurship Theory and Practice

Reviewer

Academy of Management Journal

Academy of Management Review

Strategic Management Journal

Organization Science

Management Science

Journal of Business Venturing

Journal of Management

Human Relations

Asia Pacific Management Journal

European Journal of Operational Research

Entrepreneurship Division of Academy of Management

Business Policy and Strategy Division of Academy of Management

Discussant

Entrepreneurship Division of Academy of Management

Babson/Kaufman Entrepreneurship Research Conference

International Conference on Institutions, Entrepreneurship and Firm Growth

Served as senior faculty advisor and discussant for junior faculty members of the Entrepreneurship Division of Academy of Management at its annual meeting, August 2004.

Other

Member, Board of Directors, Council of Entrepreneurship Chairs.

Former Western United States liaison for Entrepreneurship Division of Academy of Management.

COMMUNITY SERVICE

Guest Lectures

University of Louisville. 2002. Executive Breakfast Series. Fundamentals of the Innovation process.

University of the Pacific. 1997. Alternative sources of financing for start-up companies. Entrepreneurial Finance course.

University of the Pacific. 1997. Entrepreneurship as a career option. Sports Management course.

University of the Pacific, 1997. Can you Make money on the Internet even if it does not provide by itself a means for achieving a sustainable competitive advantage? Also, Information Super Highway--Past to Present.

Community Outreach

Radio program guest on “Big Talk on Small Business” and “State of Affairs” to discuss the opportunities provided to the community with the advent of an entrepreneurship PhD program.

Presented senior-level course in strategic management to students at the California State University, Stanislaus during spring 1999. Effort was intended to help launch new multi-campus regional center in Stockton, California

Developed extensive contacts with local business and political leaders to create exchange opportunities for students and community.

Organized Symposium for alumni and local business leaders. Presentation treated mission and role of Pacific Entrepreneurship Center. Symposium was part of Fall Festival, 1996.

Made presentations during 1996 to Rotary and Kiwanis Clubs in Stockton, California. Purpose of presentations was to inform local business leaders about the purpose of the Pacific Entrepreneurship Center.

Organized Community Entrepreneurship Speakers Series, which presents three lectures annually. The first lecture was, Can you make money on the Internet, which was presented jointly with Kathy Shuler.

Presented all-day seminar to 48 public sector managers. Topic of seminar was The Public Manager as Entrepreneur. Gary Podesto, Mayor of Stockton, was an invited participant and shared his views on competition from the private sector with seminar participants.

Addressed Central California Chapter of International Personnel the Public Sector. The topic was “Recreating the Magic” and addressed issues related to privatization in the public sector.

UNIVERSITY SERVICE

University of Louisville

Served as associate dean for research.

Created proposal for and received approval to create a PhD program in entrepreneurship. Proposal included negotiating funding and expanding the scope and accessibility of courses offering from other colleges. Receiving approval also included testifying before numerous College and state-wide committee with oversight responsibility.

Served as the founding director of the PhD program in entrepreneurship, which included curriculum design, recruiting faculty, developing external publicity and admitting students into the program.

Launched Institute for Entrepreneurial Research, which is a college-wide collaborative effort to promote entrepreneurial research in a programmatic way that could be transferred directly into entrepreneurship courses. The collaboration is ongoing and involves 20 business school faculty affiliates.

Sought funding for Institute from the National Science Foundation.

Developed websites for the Institute for Entrepreneurial Research, the entrepreneurship PhD program and College's research.

Developed, funded and organized a two-day retreat for entrepreneurship faculty to consider curriculum issues.

Served on several search committees for entrepreneurship positions.

Assisted medical school faculty as a liaison from the business school in evaluating the feasibility for commercialization of various patents. Assignment is on-going and weekly.

Served on board of directors of a community organization that offers seed funding for new ventures.

Jonkoping International Business School

Collaborated with doctoral students and faculty to develop research streams in entrepreneurship. Projects include naturalistic decision making and simulations of entrepreneurial search, with Veronica Gustavsson; entrepreneurial competencies and their effects on firm formation with Mikael Samuelsson, and a comprehensive analysis of competency risk affecting venture capital risk, with Miriam Garvi.

Assisted Per Davidsson with the school's international program on entrepreneurship and growth with small and medium sized ventures.

Served as dissertation opponent for two entrepreneurship students in entrepreneurship.

Served as the outside reviewer for Simo Lehtonen's doctoral thesis at the Swedish School of Economics in Helsinki, Finland.

University of the Pacific

Led effort to review and develop undergraduate entrepreneurship curriculum as Director of Entrepreneurial Programs at Pacific Entrepreneurship Center.

Set up web site for Pacific Entrepreneurship Center, which included links to the Center's mission, background and programs. Programs included Business Development, Entrepreneurship Education, Institute for Family Business, and Entrepreneurship Research. Site also included links to the Fletcher Jones Chair, Pacific Entrepreneurship Club, Eberhardt School of

Business, the Entrepreneur in Residence, academic Articles, teaching philosophy, course syllabi, and classic Articles.

Founder and faculty advisor to Pacific Entrepreneurship Club.

Member of selection and recruiting committee for Director of the Family Business Institute.

Member of faculty research committee.

Coordinator of entrepreneurship interest group.

Provided financial support for participation in Entrepreneurial Research Consortium.

Committee to review patent applications of faculty for potential commercialization.

Coached student teams to compete in nation-wide business plan competitions and accompanied them as the faculty advisor.

Clemson University

Dissertation advisor for Subodh Kulkarni from spring, 1993 to November 1995 when he defended his dissertation titled, *Evaluation of Restructuring Alternatives: A Transaction Cost Approach*. He has since graduated and accepted position in strategic Management at Howard University.

Advisory committee to establish entrepreneurship center and supporting curriculum

Management Department's Honors and Awards Committee

Management Department's Ph.D. admissions committee since fall 1993

Dissertation committee for Kirk Heriot since spring 1993; he defended his dissertation

Advisor and lecturer to university athlete enrichment programs from spring 1993 to spring, 1996

Founder and advisor to entrepreneurship club.

Addendum Regarding University Duties and Business Affiliations

Director, Institute for Entrepreneurial Research (2001 to 2002)

There are 23 affiliated PhD qualified faculty in the Institute and I am responsible for coaching, mentoring and supervising all of them, as well as charting a course for the future of the Institute. Their affiliation with the Institute is completely voluntary, but there are benefits to being involved so they want to be involved, so it continues to be the largest known organization of its type. Although I founded the Institute, the affiliates elected me separately as its director because in their view I was the only one who could do it, even though there were three other faculty members (and Institute affiliates) in entrepreneurship with endowed chairs.

In addition, I have funding responsibility for the whole operation, which includes organizing conferences, funding external research affiliates, buying out faculty teaching and supporting PhD students.

Foothill Properties, Inc. (Founder and President, 1975 to 1986)

I founded Foothill Properties to develop real estate in Arizona. I raised money from limited partners, investors and others to develop subdivisions, luxury homes, industrial parks, condominiums, townhouses, golf courses and apartment projects. Its primary business activity was forming syndicates. Foothill Properties was also the general contractor for these projects, which exceeded \$20,000,000 a year.

CompuNet, Inc. (Founder and President, 1986 to 1987)

CompuNet provided project management, resource allocation and scheduling services to real estate developers, contractors and financial institutions. In its final year of operations, it managed more than \$150,000,000 in projects. I owned 50% of the stock in this corporation.

Savell Building Systems, Inc. (Founder and Vice President, 1983 to 1986)

Constructed passive solar building structures using a patented building process based on precast concrete insulated on the exterior of the building. Savell Building Systems, Inc. was the licensee for this process in Arizona and Utah. I owned 25% of the stock in this corporation.

Miscellaneous activities (1974 to 1986)

I operated other partnerships, sole proprietorships and corporations for specific business purposes. Often Foothill Properties, Inc. was the general partner with operational authority for these activities, most of which were put in place to develop real estate.