

VITA

Bruce H. Kemelgor

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EDUCATIONAL BACKGROUND:

Doctor of Philosophy: University of Illinois (Urbana) 1969-72
Organizational/Occupational Behavior -
Industrial Psychology

Master of Science: North Carolina State University (Raleigh)
1965-1967 Industrial Psychology - Statistics

Bachelor of Science: Iowa State University (Ames) 1961-1963
Industrial Engineering
University of Maine (Orono) 1963-1965
Psychology

PROFESSIONAL WORK EXPERIENCE:

Associate Professor of Management - University of Louisville, College of Business
July 1981 - Present

Minority owner, Indiana Sports Complex, 52,000 square ft. indoor recreation center
focused on basketball and volleyball. Employs 2 full-time and 7 part-time people, 1997-
present

Visiting Professor, University of The Hague, Netherlands, February - June 1997

Owner and General Manager, Highlander Youth Sports
Provides youth recreation in football and basketball to over 500 youth annually, 1984-
present

Chairman, Department of Management, University of Louisville, College of Business,
July 1982 - June 1985

Coordinator, Graduate Council, University of Louisville, College of Business, July 1996 -
July 2001

Director, Internship Program, University of Louisville, College of Business, June 1990 - July 1994

Director, Small Business Institute, University of Louisville, College of Business, July 1980 - Present

Co-owner and Partner, Sports Marketing Associates, 1978 - 1986, (sold firm to Pro-Sports, California). Employed six people; company was developed to provide management and marketing assistance initially to the U.S. Olympic Committee in its establishment of Colorado Springs Training Center. Efforts were then directed at consulting with professional sports leagues (MISL, NBA, NHL, USFL), professional teams and University athletic departments.

Assistant Professor of Management - University of Louisville, College of Business, July 1979 - June 1981

Director - Research in Business Program [499] (Unique senior-level field research program), College of Business, Western Michigan University, September, 1975 - May 1979. (Became affiliated with the S.B.I. program in 1977.)

Assistant Professor of Management - Western Michigan University, July 1, 1974 - May 30, 1979

Director - Management and Supervisory Development Program, School of Business, Rider University, September 1972 - June 1974

Coordinator - Internship Programs, School of Business, Rider University, 1972 - 1974

Assistant Professor of Organizational Behavior and Management - Rider University (N.J.), February 1, 1972 - June 30, 1974

Instructor - Industrial-Occupational Psychology, Parkland College (Illinois), June 1971 - January 1972

Doctoral Student Co-Op: 1971 - United Airlines - training and development; 1970 - General Motors Corporation - workflow processes; 1969 - Chrysler Corporation - worker satisfaction.

Research Administrator - Achievement Measures Project, U.S.O.E. Grant 2-6-000517-0585; Center for Occupational Research and Education, North Carolina State University and University of Illinois, 1967-1969

Duties: Direct and coordinate test development validation; supervise and conduct field research in eastern U.S.

SELECTED CONSULTING EXPERIENCES:

The World Bank (IFC Division) - economic development w/ small & medium enterprises

The John Conti Coffee Company – management training

Groupo Roble – small business growth & sustainability; employee retention

Health Resources Network (Division of Greater Louisville, Inc. – the Chamber of Commerce) – entrepreneurship within healthcare firms

Down River Forest Products - employee satisfaction; teamwork

Louisville Public Warehouse/MDI - reorganization; teamwork; TQM

United Electric - reorganization; teamwork; TQM

C & I Engineering - teamwork; team-building; customer service

University of Louisville - TQM team-building: Student Services; Info-technology; Libraries

Bell Labs - Long-lines division (NJ) team building; reorganization

Monsanto Chemical Company (South Carolina) - employee evaluation and training

Intecon Corp. (Kentucky) - work assessment, departmental reorganization, team building

University of Louisville - assessment of operations and reorganization of the Office of the Vice President for Academic Affairs; Postal Services; and Office for Computing and Information Services

International Harvester - development of quality circles

Jewish Hospital (Louisville, KY) - departmental reorganization; team building

American Telephone and Telegraph (Long Lines Division) - management development; job analyses

Hardin Memorial Hospital (KY) – team-building

Upjohn Pharmaceutical Company - job analyses, work-flow design for Data Processing Department

Corhart Refractories, Division of Corning Glass - team building

Veterans Administration Hospital (Battle Creek, MI) - management reorganization

Approximately six to eight professional development workshops and seminars are presented annually.

SELECTED ARTICLE PUBLICATIONS:

D'Souza, Rodney and Kemelgor, B.H. (2009) "The Role and Effects of Prior Knowledge on Entrepreneurial Entry and Firm Performance of Expert Entrepreneurs" *Journal of Small Business Strategy*, Vol. 19 (2), 69-87.

Kemelgor, B.H. and Meek, William (2008) "Retention Issues in Growth Oriented Entrepreneurial Firms: An Exploratory Study" *Journal of Small Business Strategy*, 19 (1), 81-95.

Kemelgor, B. H., Sussman, L., Klein, J. and Zurada, J. (2007) "The Difficult Employee: A Profile and Prognosis" *Journal of Business and Economic Research*, 10 (5), 47-63.

Nixon, R.D., Bishop, K., Clouse, V.G.H. and Kemelgor, B. (2006) "From Experiment to Entrepreneurial Education: Prior Knowledge and Entrepreneurial Discovery" *International Journal of Entrepreneurship Education*,.

Kemelgor, B. H. (2002) "A Comparative Analysis of Corporate Entrepreneurial Orientation between Selected Firms in the Netherlands and the United States," *Entrepreneurship and Regional Development*, 14(1), 67-87.

Kemelgor, B. H. (2000) "The Impact of Empowerment in Small Manufacturing Firms," *Journal of Small Business Strategy*, 11(1), 39-50.

Srinivasan, S., Kemelgor, B. H. & Johnson, S. D. (2000) "The Future of Business School Scholarship: An Empirical Assessment of the Boyer Framework by Business School Deans," *Journal of Education for Business*, 76(2), 75-80.

Kemelgor, B. H., Johnson, S. D., & Srinivasan, S. (2000) "Forces Driving Organizational Change: A Business School Perspective," *Journal of Education for Business*, 75(3), 133-38.

Kemelgor, B. H., Johnson, Scott, & Srinivasan, S. (1998) "Organizational Structure and the Role of Empowered Teams in U.S. Business Schools: An Empirical Assessment," *Journal of Education for Business*, 73(5), 280-84.

Kemelgor, B. H. & Mears, P. (1995) "HR's Role in Continuous Quality Improvement", *Journal for Quality and Participation*, 18(6), 66-72.

Kemelgor, B. H. & Mears, P. (1995) "Service Teams -- They're NOT 'Outsiders', " *R & D Innovator*, 4(4), 6-8.

Kemelgor, B. H. (1994) "A Systematic Process for Identifying Goals to Achieve Continuous Quality Improvement", *Journal for Quality and Participation*, 17(7), 40-44.

Kemelgor, B. H. (1987) "A Longitudinal Analysis of the Transition From Organization Man to Entrepreneur," *Journal of Private Enterprise*, Fall, 3(1), 137-145.

Kelley, A., Kemelgor, B. H., & Johnson, K. (1985) "Social policy research as a Catalyst for Strengthening University-Community Relations," *Urban Resource Journal*, 2(2), 16-20.

Kemelgor, B. H. (1982) "Job Satisfaction as mediated by the Value Congruity of Supervisors and their Subordinates," *Journal of Occupational Behavior*, 2(4), 147-160.

Mears, P. & Kemelgor, B. H. (1982) "A Forgotten Executive: The Bank Trust Officer," *Journal of Bank Marketing*, 12(9), 8-11.

Kemelgor, B. H. (1978) "Some Effects of Information on the Expectations and Performance of Subject in an Experiential Learning Paradigm," *Exchange: The Organizational Behavior Teaching Journal*, 3(3), 25-29.

Kemelgor, B. H. (1986) "Power and Power Processes: Linkage Concepts," *The Academy of Management Review*, 2(1), 143-149.

Kemelgor, B. H. (1975) "*Management Problems: A Manual for Business Research and Problem Solving*," Western Michigan University Press.

Kemelgor, B. H. (1972) "Organizational Behavior: A Review and Preview," *Directions*, 12(3), 10-12.

Leventhal, G. S., Kemelgor, B. H., & Allen, J. A. (1969) "Reducing Inequity by Reallocating Rewards," *Psychonomic Science*, 14(6).

BOOKS IN PRINT:

Kemelgor, B. H. (1995) Instructors Manual to Accompany *Managing Organizations in an Era of Change*. Fort Worth, TX: Dryden Press.

Kemelgor, B. H. (1994) *Learning Guide to Organizational Behavior*, 3e. Hinsdale, Ill: Dryden Press.

Kemelgor, B. H. (1991) *Learning Guide to Organizational Behavior*, 2e. Hinsdale, Ill: Dryden Press.

Kemelgor, B. H. (1988) *Learning Guide to Organizational Behavior*. Hinsdale, Ill: Dryden Press.

Kemelgor, B. H. (1987) *A Guide to Locating and Selecting Professionals Offering For-Profit Services to Small Businesses*. University of Kentucky Press.

Baldwin, T.S. & Kemelgor, B. H. (1971) "Evaluation of Learning in Industrial Education," in *Handbook of Formative and Summative Evaluation of Student Learning*, Bloom, Hastings, and Madaus (eds.) New York: McGraw-Hill.

SELECTED PAPER PRESENTATIONS:

"Entrepreneurial Experience: Differential Effects of Start-up Specific Knowledge vs. Industry Specific Knowledge", 27th Annual Babson Research Conference, Chapel Hill, June, 2008.

"Best Practices to enhance sustainability in small start-up firms" Small Business Institute Annual Meeting, San Diego, February, 2008.

"Retention Issues in Growth-Oriented Firms," International Council of Small Business Annual Conference, Turku, Finland, June 2007.

"Developing a Model of Entrepreneurship Theory for Educators, Entrepreneurs, Business Leaders and Communities" Annual Meeting of the Academy of Management, Atlanta, August, 2006.

"Understanding Differences Between First and Second Career Entrepreneurs", 25th Annual Babson Research Conference, Boston, June 2005.

"The Difficult Employee: A Profile and Perspective", Annual Meeting of the Academy of Management, Seattle, August 2003.

"Bridging the Digital Divide with Small Business Owners," National Conference for the Institute for a Competitive Inner City, Boston, April 2001.

"Enhancing Microenterprise Development," National Conference for the Institute for a Competitive Inner City, Boston, April 2001.

"Empowerment in Small Manufacturing Firms -- A Key to Growth and Survival," National Small Business Institute Directors Annual Conference, February 1997.

"Service Quality for Small Firms," National Small Business Institute Directors Annual Conference, February 1996.

"A Longitudinal Analysis of the Transition from Organization Man to Entrepreneur," National Academy of Management, August 1985. (Outstanding Paper Award – Entrepreneurship Division).

"Breakthrough in Values Research: The Use of Logit Analysis," National Academy of Management, August 1984.

"Critical Issues in Task Group Evolution: Structure, Power and Process," National Academy of Management, August 1982.

"Using Communication to Objectively Assess Power Dynamics in Small Groups," National Academy of Management, August 1981.

OTHER PROFESSIONAL ACTIVITY:

Grant writer with staff in Daniel Hall's Office: "Business Opportunity and Workforce Development Center" \$2 million dollars for two year pilot project; September 2007 through August 2009. Enhance minority contractor firms' business sustainability plus training program [through U of L Labor-Mgmt. Center].

Writer/Development, "Monday Evenings with an Entrepreneur," six-part television series broadcast on KET, January - February 2002. Each 90-minute program was scripted and presented to live audiences as well as T.V.

Project Administrator, Overcoming the Digital Divide, \$50,000 grant from the Benton Foundation. September 2000 - June 2001. Studied ways to bring the Internet to the economically disadvantaged.

WORK IN PROCESS:

Kemelgor, B.H., Henley, G. and D'Souza, R. "Understanding Differences Between First and Second Career Entrepreneurs", targeted to Entrepreneurship Theory & Practice.

"Small Retailers' Perceptions of Switching Costs as a Determinant of Manufacturers Loyalty" with Beth Davis [targeted to Journal of Small Business Management]

"An Expectancy Theory Model of Initial Public Offerings" with Jay Brandi to be submitted to the *Journal of Behavioral Finance*.

"Enhancing Microenterprise Development", To be submitted to the *Journal of Developmental Entrepreneurship*.

"Using Group Dynamics to Facilitate Small Firm Network Development," to be resubmitted to the *Academy of Management Review*.

“The Myth of the Solitary Eagle,” to be submitted to either *Academy of Management Executive* or *Entrepreneurship Theory & Practice*.

PROFESSIONAL AND SERVICE ACTIVITIES:

President, National Small Business Institute Directors Association, February 2008 –

Co-Program Chair, United States Association for Small Business and Entrepreneurship 2007 Conference

Vice President for Programs, National Small Business Directors Association, February 2005 – 2007.

Vice President for Quality Assurance, National Small Business Directors Association, February 2002 - 2005.

Vice President for Development, National Small Business Directors Association, February 1999 - 2002.

Certified Small Business Counselor, Small Business Institute Directors Association

Certified Team Trainer, Association for Quality and Participation

Director of Placement, National Academy of Management 1989-1993

Associate Director of Placement, National Academy of Management, 1983-89 (Aug.)

Past-President, Southeast Region, Small Business Directors Association

Member, Editorial Review Board, Southern Journal of Entrepreneurship

Member, Editorial Review Board, Journal of Small Business Strategy

Member, Editorial Review Board, Review of Business

State (KY) Coordinator, Small Business Institutes, 1984 - 2006

Area coordinator - Southwest Division, Academy of Management, 1980, 81(3), 82, 84
National Academy of Management, 1978
Midwest Division, Academy of Management, 1977
Small Business Institute – 00, 01, 03, 04, 06

Session

Chairperson - Babson College Entrepreneurship Research Conference – 07, 08

Small Business Institute Director’s Association - 1997, 98, 99, 01,

03, 05, 06, 07, 08

National Academy of Management - 1982, 83, 84, 95, 96, 03

Southwest Division Academy of Management - 1981, 83, 84, 85, 86

International Small Business Conference - 1984

Paper reviewer - Small Business Institute Directors Association-
1983, 84, 85, 89, 91, 93, 94, 95, 96, 97, 99, 00, 01, 03, 05, 06, 07
United States Association for Small Business & Entrepreneurship
2003, 04, 05, 06, 07
Southwest Division Academy of Management - 1979, 80, 82, 83,
84, 85, 90
Southern Division Academy of Management - 1980, 81, 91, 93(2)
National Academy of Management - 1984, 85, 88, 89, 90, 91, 93,
95, 96, 99, 00, 01, 03, 04, 06, 07, 08, 09

Paper discussant - Small Business Institute Directors Association - 1992, 94, 96, 97,
99, 00, 02, 03, 04, 06
Southern Division, Academy of Management - 1980, 82, 93
Southwest Division, Academy of Management - 1981, 82, 84
National Academy of Management - 1984, 85, 90, 94, 98, 02
Organizational Behavior Teaching Society, 1977, 1984, 1992

Chairman, Program Evaluation - Southwest Division, Academy of Management 1983

Chairman, North Region, Educational Advisory Council to Jefferson County (KY)
Schools, 1982 - 84

Member - Task-Force, Kentucky Education Reform Act, Schools of Business and
Education, University of Louisville, 1991 - 92

UNIVERSITY OF LOUISVILLE COMMITTEES AND PROGRAM TEAMS:

University - University Executive Committee, 2004 – present
University Signature Partnerships Board, 2005 – present
Quality Enhancement Board, 2006 - present
Faculty Senate, 1997- present
Chair, University Strategic Planning Committee, 1999-2001,
University Blue Ribbon Commission, 2000
Chair, Institutional Effectiveness and Assessment Committee,
1995-1998
University Athletic Board, 1998-2000; 2004 - present
Southern Association Accreditation Coordinating Committee
Academic Programs Review Committee (UARC) - Chair 1988-90;
1992-1995; Vice Chairman 1990 - 1992
Graduate Council, 1996-1998, 2001 - 2004

Graduate School Curriculum Committee, 1996-1998,
Chair, 2001 - 2004
Academic Program Committee, Athletic Board, 1998-2000; 2004 -
present

College of Business - Faculty Grievance Committee, 1996-2000
MBA Program Team 2000 – 2003; 2006 - present
IMBA Program Team, 1995-2001
Graduate Council (Chair, 1997-2001)
International Program Team - extensive teaching/consulting
experience in 23 Countries (member 1997-2005)
Entrepreneurship Team

HONORS, SOCIETIES, PROFESSIONAL ORGANIZATIONS:

College of Business, University of Louisville – Faculty Excellence Award, 2007
Small Business Institute Directors Association – National Mentor Award, 2005
Small Business Institute Directors Association - Program Director of the Year, 2002
Small Business Institute Directors Association - National Program of the Year, 2001
Small Business Institute Directors Association - Chairperson - National Student Case
Winner, 1992, 1994, 1995, 1999, 2002
Bell Award - WLKY-TV, Outstanding Community Service, 2000
Faculty Excellence Award, College of Business, 2008
Distinguished Service Award, College of Business and Public Administration, 1995
Distinguished Service Award, School of Business, 1987, 1989
Outstanding Service Award, Department of Management, 1987, 1988, 1989, 1990
Outstanding Faculty Member, School of Business, 1987-88
Outstanding Paper Entrepreneurship Division, National Academy of Management, 1985
Outstanding Teacher, School of Business, 1984
The National Academy of Management
Small Business Institute Directors' Association
Kappa Delta Pi - Educational Honorary
Phi Delta Kappa - Educational Honorary
Psi Chi - Psychology Honorary

Revised 2/09