

ROBERT D. NIXON, Ph.D.
Fischer Family Chair in Family Entrepreneurship
Associate Professor of Management
Department of Management
College of Business and Public Administration
University of Louisville
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(Revised June 2006)

EDUCATION:

- 1995 Ph.D. TEXAS A & M UNIVERSITY, College Station, Texas.
Major: Strategic Management
Minor: Systems Engineering
- 1975 B.S. BRIGHAM YOUNG UNIVERSITY, Provo, Utah.
Major: Manufacturing Engineering

RESEARCH INTERESTS:

Strategic management and organizational restructuring, entrepreneurship/small & family business management, and project management processes.

TEACHING INTERESTS:

Strategy, Entrepreneurship, and Project & General Management.

PUBLICATIONS:

- “Prior Knowledge and Entrepreneurial Discovery: A Classroom Methodology for Idea Discovery.”* with Bishop, K., Clouse, V. & Kemelgor, B. (2006) International Journal of Entrepreneurship Education (in press).
- “Entrepreneurial Discovery by the working poor.”* with Fiet, J.O., Gupta, M. & Patel, P. (2006). Journal of Developmental Entrepreneurship (in press).
- “Venture opportunity evaluations: Comparisons between venture capitalists and inexperienced pre-nascent entrepreneurs.”* With Bishop, K. (2006). Journal of Developmental Entrepreneurship 11(1):19-33.

“Market reactions to announcements of corporate downsizing actions and implementation strategies.” with Hitt, M.A., Lee, H. & Jeong, E. (2004). Strategic Management Journal, 25(11):1121-1129.

Creating Value: Winners in the New Business Environment. with Hitt, M.A., Amit, R., & Lucier, C. (Eds.) (2002). Oxford, UK: Blackwell Publishers.

“Strategies for the entrepreneurial millennium.” with Amit, R., Lucier, C. & Hitt, M.A. (2002). In Hitt, Amit, Lucier & Nixon (Eds.) Creating Value: Winners in the New Business Environment. Oxford, UK: Blackwell Publishers:1-12.

Winning Strategies in a Deconstructing World. with Bresser, R., Hitt, M.A. & Heuskel, D., (Eds.) (2000). London: Wiley & Sons, Inc.

“The deconstruction of integrated value chains: Practical and conceptual challenges.” with Bresser, R.K.F. & Heuskel, D (2000). In Bresser, Hitt, Nixon & Heuskel (Eds.) Winning Strategies in a Deconstructing World. London: Wiley & Sons, Inc.: 1-21.

“Corporate entrepreneurship and cross-functional fertilization: Activation, process and disintegration of a new product design team.” with Hitt, M.A., Hoskisson, R.E. & Kochhar, R., (1999). Entrepreneurship Theory and Practice, Special Issue on Corporate Entrepreneurship (Spring) Vol. 23(3): 145-167.

Dynamic Strategic Resources: Development, Diffusion and Integration. with Hitt, M.A., Clifford, P. & Coyne, K. (Eds.) (1999). London: Wiley & Sons, Inc.

“The development and use of strategic resources.” with Hitt, M.A., Clifford, P. & Coyne, K., (1999). In Hitt, Clifford, Nixon & Coyne (Eds.), Dynamic Strategic Resources: Development, Diffusion and Integration. London: Wiley & Sons, Inc.: 1-14.

New Managerial Mindsets: Organizational Transformation and Strategy Implementation. with Hitt, M.A. & Ricart, J.E., (Eds.) (1998). London: Wiley & Sons, Inc.

“New managerial mindsets and strategic change in the new frontier.” with Hitt, M.A. & Ricart, J.E., (1998). In Hitt, Ricart & Nixon (Eds.), New Managerial Mindsets: Organizational Transformation and Strategy Implementation. Wiley & Sons, Inc; London: 1-12.

Managing Strategically In An Interconnected World. with Hitt, M.A. & Ricart, J.E.,(Eds.) (1998). London: Wiley & Sons, Inc.

“The new frontier.” with Hitt, M.A. & Ricart, J.E., (1998). In Hitt, Ricart & Nixon (Eds.),

Managing Strategically In An Interconnected World. Wiley & Sons, Inc; London: 1-12.

“*The birth, life, and death of a cross-functional new product design team.*” with Hitt, M.A., Hoskisson, R.E. & Kochhar, R., (1996). Marketing Science Institute, #96-111. July: 3-40.

“*Rightsizing: Building and maintaining strategic leadership and long-term competitiveness.*” with Hitt, M.A., Keats, B.W. & Harback, H.F., (1994). Organizational Dynamics, Vol. 23(2), Autumn: 18-32.

“*A mid-range theory of interfunctional integration, its antecedents and outcomes.*” with Hitt, M.A. & Hoskisson, R.E., (1993). Journal of Engineering and Technology Management, 10:161-185.

WORK UNDER REVIEW & IN PROGRESS:

“*Navy stories: The inappropriate use of control systems and the resultant effect on organizational effectiveness.*” with Rowe, G. Under first review at Journal of Management Studies.

“*Restructuring via spin-offs: Downscaling vs. Downscoping and parent, subsidiary and proforma performance.*” with Desai, H. & Wiggins, R. Under first review at Journal of Management Studies.

“*An Individual Knowledge-Based Theory of Entrepreneurship*” with Bishop, K. For review at Entrepreneurship Theory & Practice.

“*Corporate Social Responsibility: The Effects of Family*” with Salmeh, C. For review at Family Business Review.

“*Entrepreneurial Knowledge and Opportunity Discovery: Comparisons Between Experimental Results and the Entrepreneurship Classroom.*” with Bishop, K., Clouse, V. & Kemelgor, B. For review at Journal of Management Education.

“*Does Fear of Failure Contribute to the Persistence of a Family Firm Despite Poor Performance*” with Salemeh, C. For review at: Family Business Review.

“*One leader or two: Which is better for self-managed student team performance?*” with Rowe, W.G. & Nixon, M.R. For review at: Academy of Management Learning and Education.

“*Allowing students to choose their own grade profile: What can we learn as teachers?*” with Rowe, W.G. target: Journal of Management Education.

PUBLICATIONS IN PEER-REVIEWED PROCEEDINGS:

- “*Systematic Search: Idea Generation in Undergraduate Entrepreneurship Courses*” with Bishop, K. & Clouse, V.G.H. (2005). Proceedings of International Council on Entrepreneurship Education Annual Conference, Surrey, U.K., Track 1:1-10.
- “*From Experiment to Entrepreneurial Education: Prior Knowledge and Entrepreneurial Discovery*” with Bishop, K., Clouse, V.G.H. & Kemelgor, B. (2003). Proceedings of International Council for Small Business Annual Conference, Belfast, U.K. A-11:1-18.
- “*Venture Opportunity Evaluations: Comparisons between Venture Capitalists and Nascent Entrepreneurs.*” with Bishop, K. (2002). Best Paper Proceedings of the Southern Management Association Annual Meetings, Atlanta, GA.:182-188.
- “*Downscoping vs. Downscaling Spin-offs: Parent, Subsidiary and Proforma Performance.*” with Desai, H. & Wiggins, R.R. (1999). Best Paper Proceedings of the Academy of Management Annual Meetings, Chicago, IL., BPS:F1-F5.
- “*One leader or two: Which is better for self-managed student team performance?*” with Rowe, W.G. & Nixon, M.R., (1997). Proceedings of the Administrative Sciences Association of Canada, Management Education Division, Vol.18(10):62-67.
- “*Allowing students to choose their own grade-profiles: The impact of expectation on performance.*” with Rowe, W.G., (1995). Proceedings of the Administrative Sciences Association of Canada, Management Education Division, Vol.16(10):51-55.
- “*Rightsizing: Building and maintaining strategic leadership and long-term competitiveness.*” with Hitt, M.A., Keats, B.W. & Harback, H.F., (1994). Proceedings of the Fifteenth Annual Southern Industrial Relations & Human Resources Conference, West Virginia University, Morgantown, WV. October, Vol.15: 111-113.
- “*Leadership, team cohesiveness, and technical ability: Determinants of project team effectiveness.*” with Rowe, W.G. & Chamberlain, H., (1994). Proceedings of the Project Management Institute Seminar/Symposium, Vol (25), October: 782-787.
- “*Integrated project management education.*” with Chamberlain, H. & Rowe, W.G. (1993). Proceedings of the Project Management Institute Seminar/Symposium, Vol (24), October: 460-464.

OTHER PUBLICATIONS:

- Annotation of Instructor's Edition of Strategic Management: Competitiveness & Globalization, 2nd Edition, (1996) by Hitt, M.A., Ireland, R.D. & Hoskisson, R.E. West Publishing: New York.
- “*Corporate downsizing: The effect of implementation strategies on firm performance.*” (1995). Doctoral Dissertation. College Station, TX: Texas A&M University Press.
- Annotation of Instructor's Edition of Strategic Management: Competitiveness & Globalization, (1995) by Hitt, M.A., Ireland, R.D. & Hoskisson, R.E. West

Publishing: New York.

PEER-REVIEWED CONFERENCE PRESENTATIONS:

- “Does Fear of Failure Contribute to the Persistence of a Family Firm Despite Poor Performance”* with Saleme, C. (2006). Presented at the 2006 Family Enterprise Research Conference, Niagara, Ontario, Canada.
- “Systematic Search: Idea Generation in Undergraduate Entrepreneurship Courses”* with Bishop, K. & Clouse, V.G.H. (2005). Presented at the 2005 International Entrepreneurship Education Annual Conference, Surrey, U.K.
- “An Individual Knowledge-Based Theory of Entrepreneurship”* with Bishop, K. Presented at the 2004 Society of Entrepreneurship Scholars Conference, Columbus, Ohio.
- “From Experiment to Entrepreneurial Education: Prior Knowledge and Entrepreneurial Discovery”* with Bishop, K., Clouse, V.G.H. & Kemelgor, B. Presented at the 2003 International Council for Small Business Annual Conference (Entrepreneurship Education Division), Belfast, U.K.
- “Venture Opportunity Evaluations: Comparisons between Venture Capitalists and Nascent Entrepreneurs.”* with Bishop, K. Presented at the 2002 Southern Management Association Annual Meetings (OB Division), Atlanta, GA. Also presented at the 2005 Lally-Darden-Fisher Entrepreneurship Research Retreat, Rockbridge, OH.
- “Discovering venture ideas by inner-city residents that can be exploited to create new wealth.”* with Fiet, J.O. & Gupta, M. Presented at the 2002 Babson Entrepreneurship Conference, Boulder, CO.
- “Downscoping vs. Downscaling Spin-offs: Parent, Subsidiary and Proforma Performance.”* with Desai, H. & Wiggins, R.R. Presented at the 1999 Academy of Management Annual Meetings (Business Policy and Strategy Division), Chicago, IL.
- “Corporate downsizing: Effects of implementation strategies on firm performance”* Presented at the 1998 Academy of Management Annual Meetings (Organization and Management Theory Division), San Diego, CA.
- “Toward an understanding of effective teaching at the doctoral level: A test of competing propositions.”* with Morrow, L.J. & Rowe, W.G. Presented at the 1997 Academy of Management Annual Meetings (Management Education Division), Boston, MA.
- “The effects of organizational context on the effectiveness of cross functional teams.”* with Hitt, M.A. Presented at the 1997 American Marketing Association Annual Meetings, Summer, Chicago, IL.
- “One leader or two: Which is better for self-managed student team performance?”* with Rowe, W.G. & Nixon, M.R. Presented at the 1997 Administrative Sciences Association of Canada Annual Meetings (Management Education Division), St. John’s, Newfoundland, Canada, June.
- “The birth, life, and death of a cross-functional new product design team.”* with Hitt, M.A., Hoskisson, R.E. & Kochhar, R. Presented at the 1996 Academy of Management Annual Meetings (Technology and Innovation Management Division), Cincinnati, OH, August. Also presented at the 1995 Marketing Science Institute Conference on Organizational Innovation for Effective New Product Development, Boston, MA,

September.

“The inappropriate use of control systems and the resultant effect on organizational effectiveness.” with Rowe, W.G. Presented at the 1996 Academy of Management Annual Meetings (Organization and Management Theory Division), Cincinnati, OH, August.

“Allowing students to choose their own grade-profile: The impact of expectation on performance.” with Rowe, W.G. Presented at the 1995 Administrative Sciences Association of Canada Annual Meetings (Management Education Division), Windsor, Ontario, Canada, June.

“Rightsizing: Building and maintaining strategic leadership and long-term competitiveness.” with Hitt, M.A., Keats, B.W. &, Harback, H.F. Presented at the 1994 Fifteenth Annual Southern Industrial Relations & Human Resources Conference, West Virginia University, Morgantown, WV., October.

“Leadership, team cohesiveness, and technical ability: Determinants of project team effectiveness.” with Rowe, W.G. & Chamberlain, H. Presented at the 1994 Project Management Institute Seminar/Symposium, Vancouver, B.C., Canada.

“Cross-functional development teams: The bumpy road to a common vision.” with Hitt, M.A. & Hoskisson, R.E. Presented at the 1993 Marketing Science Institute Conference on Strategic Issues in Marketing, Atlanta, GA.

“Integrated project management education.” with Chamberlain, H. & Rowe, W.G. Presented at the 1993 Project Management Institute Seminar/Symposium, San Diego, CA.

INVITED PRESENTATIONS/COLLOQUIA:

“Why Join the Family Business: Commitment and Consequences.” Presented March 2005 at the Family Business Center Affinity Group, CBPA, University of Louisville.

“Transferring Human, Social & Intellectual Family Wealth.” Presented in 2003 at the Family Business Center Forum (Spring), CBPA, University of Louisville.

“Transferring the Other Family Wealth.” Presented in 2002 at the Family Business Center Forum (Fall), CBPA, University of Louisville.

“Downscoping vs. Downscaling Spin-offs: Parent, Subsidiary and Proforma Performance.” with Desai, H. & Wiggins, R.R. Presented in 2001 at University of Western Ontario and Bentley College.

“Downscoping vs. Downscaling Spin-offs: Parent, Subsidiary and Proforma Performance.” with Desai, H. & Wiggins, R.R. Presented in 2000 at Penn State University, University of Louisville, Pepperdine University.

“Organizational downsizing: Practices and performance.” Presented at the University de Los Andes, School of Business, Bogota, Columbia, April 1997.

“The effects of organizational context on the effectiveness of cross-functional teams.” With Hitt, M.A. Presented at the 1997 American Marketing Association Annual Meetings, Chicago.

“Corporate downsizing: The effect of implementation strategies on firm performance.” Presented in 1994-1995 at Tulane University, Syracuse University, Ohio University, Kansas State University, Texas Christian University, University of Hartford, Appalachian State University, Wichita State University, University of Manitoba, Rensselaer Polytechnic Institute.

RESEARCH HONORS/AWARDS:

Selected for 2005 Proceedings of International Council on Entrepreneurship Education Annual Conference, Surrey, U.K., *“Systematic Search: Idea Generation in Undergraduate Entrepreneurship Courses”* with Bishop, K. & Clouse, V.G.H.

Appointed as Fischer Family Chair in Family Entrepreneurship, College of Business and Public Administration, University of Louisville 2001 to present.

Selected for 2003 Proceedings of the International Council for Small Business Conference, Belfast, UK, *“From Experiment to Entrepreneurial Education: Prior Knowledge and Entrepreneurial Discovery”* with Bishop, K., Clouse, V.G.H. & Kemelgor, B.

Selected for Coleman Foundation Scholarship to United States Association of Small Business & Entrepreneurship Conference, 2003, Hilton Head, NC.

Selected for 2002 Best Paper Proceedings of the Southern Management Association Annual Meetings, Atlanta, GA. *“Venture Opportunity Evaluations: Comparisons between Venture Capitalists and Nascent Entrepreneurs.”* with Bishop, K.

Selected for Coleman Foundation Scholarship to United States Association of Small Business & Entrepreneurship Conference, 2002, Reno, NV.

Selected for 1999 Best Paper Proceedings of the Academy of Management Annual Meetings, Chicago, IL., *“Downscoping vs. Downscaling Spin-offs: Parent, Subsidiary and Proforma Performance.”* with Desai, H. & Wiggins, R.R.

Appointed as Freeman Faculty Fellow, A.B. Freeman School of Business, Tulane University 2000-2001.

Appointed as Freeman Faculty Fellow, A.B. Freeman School of Business, Tulane University 1999-2000.

Appointed as J.F., Jr. & Kessie Lee Seinsheimer Research Fellow, A.B. Freeman School of Business, Tulane University, 1998/1999.

Appointed as J.F., Jr. & Kessie Lee Seinsheimer Research Fellow, A.B. Freeman School of Business, Tulane University, 1997/1998.

Honorable Mention Award, 1993 Competition on Enhancing the New Product Development Process, Marketing Science Institute, for *“Cross-functional development teams: The bumpy road to a common vision.”* with Hitt, M.A. & Hoskisson, R.E.

EXECUTIVE EDUCATION/SEMINAR PRESENTATIONS:

- “Business Strategy”* Executive MBA at Universidad de Chile, Santiago, Chile, 6-day seminar, August/September 2006.
- “Project Management”* Stewart Center for Executive Education, Tulane University-Houston, 6-day seminar, January/February 2006.
- “Project Management”* Stewart Center for Executive Education, Tulane University-Houston, 6-day seminar, November/December 2005.
- “Strategy Implementation”* Executive MBA at Universidad de Chile, Santiago, Chile, 6-day seminar, June 2005.
- “Strategy Innovation”* Center for Executive Education, CBPA, University of Louisville, 1-day seminar, February 2005.
- “Project Management”* Stewart Center for Executive Education, Tulane University, 6-day seminar, November/December 2004
- “Strategy Formulation”* Stewart Center for Executive Education, Tulane University, 6-day seminar, October 2004.
- “Strategy Implementation”* Executive MBA at Universidad de Chile, Santiago, Chile, 6-day seminar, August/September 2004.
- “Strategy Formulation”* Stewart Center for Executive Education, Tulane University, 6-day seminar, March/April 2004.
- “Strategy Formulation”* Executive MBA at Universidad de Carmen, Mexico, 4-day seminar, February 2004.
- “Strategy Implementation”* Executive MBA at Universidad de Chile, Santiago, Chile, 6-day seminar, October/November 2003.
- “Strategy Formulation”* Executive MBA at Universidad de Carmen, Mexico, 4-day seminar, April/May 2001.
- “Strategy Implementation”* Executive MBA at Universidad de Chile, Santiago, Chile, 6-day seminar, March/April 2001.
- “Strategy Implementation”* Executive MBA at ESPOL University, Guayaquil, Ecuador, 6-day seminar, January/February 2000.
- “Strategy Formulation”* Executive MBA at ESPOL University, Guayaquil, Ecuador, 6-day seminar, September 1999.
- “Strategy Implementation”* Executive MBA at Universidad de Chile, Santiago, Chile, 6-day seminar, June/July 1999.
- “Strategic Management”* Presented at Southwest Louisiana Electric Membership Corporation, Lafayette, LA, 3-day seminar, April 1999.
- “Team Goal Setting”* Presented at Tulane University, New Orleans, LA (Development Office Staff), 1-day seminar, July 1998.
- “Strategic Management”* Executive MBA at the University of Carmen, Carmen, Mexico, 3-day seminar, May 1998.
- “Project Management”* Presented at The Bromley Companies, New Orleans, LA. 2-day seminar November 1997.
- “Project Management”* Presented at Petroleum Helicopters, Inc., Lafayette, LA. 2-day seminar April 1996; April 1996; May 1996.

“*Project Management*” with Rowe, W.G. Executive MBA at the CMD, Memorial University of Newfoundland, St. John’s Newfoundland, Canada, 2-day seminar, March 1996.

“*Principles of Project Planning*” Presented at H.B. Zachry Company-Power Division, San Antonio, TX, 2-day seminar, January 1994.

“*Project Planning*” Presented at H.B. Zachry Company-Process Division, New Orleans, LA., 2-day seminar, February 1993; March 1993.

GRANTS:

Four year (2003-2006) grant from Commonwealth Industries, Inc. to support Internal Business Plan Competition at College of Business, University of Louisville (\$100,000).

“*SuperProject 5.0*” (2000) Procured grant of site software license for Tulane University from Computer Associates for SuperProject 5.0. general project management application software for 100 users (\$50,000).

“*Cross-Functional Team Integration*” with Hitt, M.A. & Hoskisson, R.E. (1992) Marketing Science Institute (\$12,000).

TEACHING EXPERIENCE:

July 2001 to Present:

UNIVERSITY of LOUISVILLE, Fischer Family Chair in Family Entrepreneurship and Associate Professor of Management, College of Business

MBA655 - Strategic Management (MBA)

GMGT 690 – Corporate Entrepreneurship and Global Strategy (MBA)

GMGT 441 – Business Strategy and Policy (Undergraduate)

July 1994 to June 2001:

TULANE UNIVERSITY, Assistant Professor, A.B. Freeman School of Business & Member of Graduate School Faculty

BUSN 781 - Strategic Management (Ph.D.)

GMGT 734 - Organization Theory (Ph.D.)

GMGT 765 - Global Strategic Management (Ph.D.)

EMBA 715 - Strategic Management (EMBA)

EMBA 716 - Strategy Formulation (EMBA)

EMBA 717 - Strategy Implementation (EMBA)

GMGT 729 - Project Management (MBA)

GMGT 415 - Management Policy/Strategy (Undergraduate)

GMGT 421 - Project Management (Undergraduate)

January 1991 to July 1994:

TEXAS A & M UNIVERSITY, Instructor, College of Business Administration and Graduate School of Business.

MGMT 466 - Strategic Management (Undergraduate)

MGMT 460 - Project Management (Undergraduate)

TEACHING HONORS/AWARDS:

2005, College of Business Award for Graduate Teaching, University of Louisville.

2000, Dean's Teaching Award for Executive MBA Teaching, A.B. Freeman School of Business, Tulane University.

1999, Dean's Teaching Award for Undergraduate Teaching, A.B. Freeman School of Business, Tulane University.

1995, Dean's Teaching Award for Graduate Teaching, A.B. Freeman School of Business, Tulane University.

1994, Dean's Teaching Award for Undergraduate Teaching, A.B. Freeman School of Business, Tulane University.

OTHER HONORS/AWARDS:

Selected for New Faculty Consortium, Academy of Management Meetings (Business Policy/Strategy Division), San Diego, CA, 1998.

Selected to Beta Gamma Sigma, National Business Honor Society, Texas A&M University, 1996.

Selected for Doctoral Consortium, Technology & Innovation Management Division, Academy of Management National Meetings, 1993.

Selected for Academic & Leadership Scholarship, Brigham Young University, 1968.

PROFESSIONAL SERVICE AND AFFILIATIONS:

Member, 2002 Best Dissertation Award Committee, Family Firm Institute.

Advisory Board Member, Family Business Center, College of Business and Public Administration, University of Louisville.

Faculty Advisory Board, Levy-Rosenblum Institute, A.B. Freeman School of Business, Tulane University.

Faculty Advisor for Entrepreneurship Club, A.B. Freeman School of Business, Tulane University.

Faculty Member, Tulane University Student Leadership Advisory Committee.

Ad-hoc Reviewer, Academy of Management Journal

Ad-hoc Reviewer, Academy of Management Review

Ad-hoc Reviewer, Strategic Management Journal

Ad-hoc Reviewer, Journal of Business Venturing

Ad-hoc Reviewer, Journal of Engineering and Technology Management
Ad-hoc Reviewer, Journal of Management Studies
Ad-hoc Reviewer, International Journal of Production Research
Ad-hoc Reviewer, Oxford University Press
Ad-hoc Reviewer, John Wiley & Sons Publishing
Best Paper Selection Committee, 2001 Strategic Management Society Annual Meetings
Best Paper Selection Committee, 2002 Strategic Management Society Annual Meetings
Best Paper Selection Committee, 2003 Strategic Management Society Annual Meetings
Best Paper Selection Committee, 2005 Strategic Management Society Annual Meetings
Best Paper Selection Committee, 2006 Strategic Management Society Annual Meetings
Reviewer, 2002 Academy of Management Annual Meetings (ENT Division)
Reviewer, 1997 Academy of Management Annual Meetings (BPS Division)
Reviewer, 1997 Administrative Sciences Association of Canada Meetings (BPS Division)
Reviewer, 1996 Academy of Management Annual Meetings (BPS Division)
Session Chair, 1995 Academy of Management Annual Meetings
Member Academy of Management
Member Strategic Management Society
Member Institute of Management Science

CORPORATE CONSULTING & TRAINING EXPERIENCE:

SHE of Louisville, Louisville, KY
Bleamer Foods, Inc., Louisville, KY
Connemara Communications, LLC-Louisville, KY
Zollar Pumps, Louisville, KY
Commonwealth Industries, Inc. – Louisville, KY
Southwest Louisiana Electric – Lafayette, LA
The Bromley Companies, New York, NY
Petroleum Helicopters, Inc., Lafayette, LA.
H.B. Zachry Company - San Antonio, TX

WORK EXPERIENCE:

April 2002 to Present:

THE GENLYTE GROUP, Louisville, KY. (NASDAQ-GLYT), Member, Board of Directors; Member, Board Audit Committee; Chair, Board Compensation Committee.

July 2001 to Present:

UNIVERSITY OF LOUISVILLE, Louisville, KY. Fischer Family Chair in Family Entrepreneurship and Associate Professor of Management, College of Business and Public Administration

July 1994 to June 2001:

TULANE UNIVERSITY, New Orleans, LA. Assistant Professor of Strategic Management, A.B. Freeman School of Business.

January 1990 to July 1994:

TEXAS A & M UNIVERSITY, College Station, TX. Graduate instructor/research assistant, College of Business Administration and Graduate School of Business, Department of Management.

August 1988 to May 1989:

ICON INTERNATIONAL of SANYO ELECTRIC, Senior Executive Manager. Manufacturer of advanced, super mini-computers. Managed departments responsible for: Technical Sales Administration (evaluation/acceptance of sales, scheduling and processing to manufacturing); Sales Finance (product leasing/financing, credit and collection, sales commission); and Auxiliary Administration (personnel pool, travel).

From August 1977 to August 1988: Founded and/or managed twelve (12) entrepreneurial family business corporations/partnerships/DBAs in various industries, including:

April 1987 to August 1988:

FIRST CHARTER MORTGAGE, Co-founder and Managing Director. Responsible for government, broker and vendor relations; funding, processing, underwriting and closing of loans.

December 1982 to June 1987:

TELNET TELECOMMUNICATIONS, Co-founder and President. Regional long-distance telephone company. Supervised technical installation and support of call-switching computers, operations, network configurations and physical facilities. Managed governmental, regulatory, credit and telephone company relations. Sold firm to Sprint in June 1987.

December 1982 to June 1987:

ALUMINUM RECYCLING COMPANY, Co-founder and Managing General Partner. Responsible for physical facilities, including purchase, installation and operational support of automated, reverse-vending aluminum recycling operation. Second largest operation in U.S. at the time. Sold to Philadelphia Recycling Company in June 1987.

August 1977 to December 1982:

WINCOR DEVELOPMENT, INC., President (Purchasing Mgr., 1977; General Mgr., 1978)
Direct supervision over: engineering and construction of residential subdivisions; design and construction of commercial and residential projects; specification, selection, & acquisition of materials and subcontractors; financing/closing of sales.

May 1975 to August 1977:

JOHNSON CONTROLS, Inc., Sales Engineer.
Responsible for the bidding, design, installation and service of building automation systems for new construction and upgrade renovations on large industrial, municipal and institutional projects.

LICENSES: Licensed General Contractor
Licensed Private Pilot

COMMUNITY SERVICE: Former and Founding Mayor, City of Cedar Hills, Utah
Former Chair, Planning & Zoning Commission, Cedar Hills, Utah
Former Organizational Executive, Boy Scouts of America

REFERENCES: Available on request