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RESEARCH AND TEACHING INTERESTS

Research Interests:

- Early-stage Venture Growth
- Entrepreneurial Networks
- Entrepreneur's Knowledge
- Gender and Entrepreneurship

Teaching Interests:

- Entrepreneurship
- Strategic Management
- Organizational Behavior

EDUCATION

- | | |
|----------------|--|
| Ph.D., 2006 | University of Central Florida
<i>Major:</i> Management, Strategy/Entrepreneurship
<i>Minor:</i> Industrial and Organizational Psychology |
| M.B.A., 2001 | University of Central Florida
<i>Specialization:</i> Management |
| B.S.B.A., 1997 | University of Central Florida
<i>Majors:</i> Marketing and General Business Administration |

PROFESSIONAL EXPERIENCE

- | | |
|-----------------|---|
| 08/2012-present | Associate Professor, Department of Management and Marketing
University of Dayton, Dayton, Ohio 45469 |
| 08/06-8/2012 | Assistant Professor, Department of Management and Marketing
University of Dayton, Dayton, Ohio 45469 |
| 1998-2001 | Cataloging Specialist, Cataloging Department, Olin Library
Rollins College, Winter Park, Florida 32789 |

TEACHING EXPERIENCE

Undergraduate

Business Plans for Emerging Firms

Undergraduate course in business planning

Managing the Enterprise (“The Capstone Course”)

Undergraduate capstone course in strategic management

New Venture Creation Course

Undergraduate course covering the new venture creation process

New Venture Creation for non-entrepreneurship majors

Undergraduate course for non-business majors covering the new venture creation process

Introductory Management (“The Cornerstone Course”)

Undergraduate course covering basic management and human relations skills

Strategic Management (“The Capstone Course”)

Undergraduate course in strategic management

Entrepreneurship Course

Undergraduate course covering entrepreneurship

Large Lecture Strategic Management Course

Guest lecturer in large lecture sections (300+ students)

Organizational Behavior Course

Substitute lecturer in undergraduate organizational behavior course

Graduate

MBA New Venture Management Course

Graduate-level course covering the new venture creation and management process

MBA Entrepreneurship Course

Substitute lecturer in MBA entrepreneurship course

PUBLICATIONS: JOURNAL ARTICLES, BOOKS & CHAPTERS

¹Marvel, M. Sullivan, D.M. & Wolfe, M. (forthcoming). Accelerating sales in startups: A domain planning, network reliance, and resource complementary perspective. *Journal of Small Business Management*.

Sullivan, D.M. (2015). Are entrepreneurs’ networks dynamic? A replication study testing changes in entrepreneurs’ networks during new venture development. *Journal of Developmental Entrepreneurship*, 20(3), 1-17.

¹ Authors contributed equally to the development of this work. Authors are listed alphabetically.

- Meek, W.R., Sullivan, D.M. & Mueller, J. (2014). Gender differences in entrepreneurial relationships with the franchise context. *Journal of Developmental Entrepreneurship*, 19(4), 1-22.
- Sullivan, D.M. & Ford, C.M. (2014). How and entrepreneur's network ties change during early venture development. *Entrepreneurship, Theory & Practice*, 38(3), 551-574.
- Sullivan, D.M. & Meek, W.R. (2012). Gender and entrepreneurship: A review and process model. *Journal of Managerial Psychology*, 27(5), 428-458.
- Sullivan, D.M. (2012). Network Ties. In M. Marvel & J.G. Golson [Eds.], *Encyclopedia of New Venture Management*. Sage Publications.
- Sullivan, D.M. & Marvel, M.R. (2011). Knowledge acquisition, network reliance, and early-stage technology venture outcomes. *Journal of Management Studies*, 48(6), 1169-1193.
- Sullivan, D.M. (2011). Egg-drop exercise revisited: An in-class entrepreneurship exercise. *Journal of Entrepreneurship Education*, 14, 49-73.
- Sullivan, D. & Marvel, M. (2011). How entrepreneurs' knowledge and network ties relate to the number of employees in new SMEs. *Journal of Small Business Management*, 49(2), 185-206.
- Ford, C.M., O'Neal, T. & Sullivan, D.M. (2010). Promoting regional entrepreneurship through university, government, and industry alliances: Initiatives from Florida's High Tech Corridor. *Journal of Small Business and Entrepreneurship*, 23, 691-708.
- ² Sullivan, D.M. & Ford, C.M. (2010). The alignment of measures and constructs in organizational research: The case of testing measurement models of creativity. *Journal of Business and Psychology*, 25(3), 505-521.
- Sullivan, D.M. (2010). The New Movers and Shakers: Factors Contributing to Hispanic Migration Decisions and the Pursuit of Entrepreneurial Endeavors. *Business Journal of Hispanic Research*, 4(1), 76-83.
- Ford, C.M. & Sullivan, D.M. (2008). Recursive links affecting the dynamics of new venture emergence. In Mumford, M., Hunter, S. & Bedell-Avers, K. (Eds.) *Multi-level issues in Creativity and Innovation (Vol. 7 of Research in Multi-level Issues)* (pp. 493-499). Oxford, UK: Elsevier Science.
- Ford, C.M. & Sullivan, D.M. (2008). A Multi-level process view of new venture emergence. In Mumford, M. (Ed.) *Multi-level Issues in Creativity and Innovation (Vol. 7 of Research in Multi-level Issues)* (pp. 423-470). Oxford, UK: Elsevier Science.

² Authors contributed equally to the development of this work.

- Sullivan, D.M. (2007). Minority Entrepreneurs: More Likely to Try, but Less Likely to Succeed? *Academy of Management Perspectives*, 21(1), 78-79. (Invited Research Brief).
- Sullivan, D.M. (2007). Stimulating Social Entrepreneurship: Can Support From Cities Make a Difference? *Academy of Management Perspectives*, 21(1), 77-78. (Invited Research Brief).
- Sullivan, D.M. & Ford, C. (2005). The relationship between novelty and value in the assessment of organizational creativity. *Korean Journal of Thinking and Problem Solving*, 15(2), 117-131.
- Ford, C.M. & Sullivan, D.M. (2005). Creating and organizing processes in the business domain. In J. Kaufman & J. Baer (Eds.) *Creativity across Domains: Faces of the Muse* (pp. 245-260). New Jersey: Lawrence Erlbaum.
- Ford, C. & Sullivan, D.M. (2004). A time for everything: How the timing of novel contributions influences project team outcomes. *Journal of Organizational Behavior*, 25(2), 279-292.
- Sullivan, D., Mitchell, M., & Uhl-Bien, M. (2003). The new conduct of business: How LMX can help capitalize on diversity. In G. Graen (Ed.), *Dealing with Diversity: LMX, The Series* (pp. 183-218). Greenwich, CT: IAP.

PUBLICATIONS: PROCEEDINGS

- Ford, C.M. & Sullivan, D.M. (2003). A Time for Everything: How the Timing of Novel Contributions Influences Project Team Outcomes. Proceedings of the Southern Management Association Research, Clearwater, Florida.
- Sullivan, D.M., Neubaum, D.O., & Barringer, B. (2003). Organizational Citizenship Behaviors in Rapid and Non-Rapid Growth Firms. Proceedings of the Babson-Kauffman Entrepreneurship Research Conference, Babson Park, Massachusetts. (Paper printed in full)

PAPER PRESENTATIONS

- Bendell, B. & Sullivan, D.M. Emotional Outcomes of Incubator Gender Dynamics. Presented at the 2017 Babson College Entrepreneurship Research Conference, Norman, Oklahoma.
- Bendell, B. & Sullivan, D.M. Masculine Incubators? (2016). Presented at the 2016 Diana International Research Conference, Bodø, Norway.
- Marvel, M., Sullivan, D.M. & Wolfe, M. (2016). Linking a Multidimensional Business Planning Approach to Venture Sales. Presented at the 2016 Babson College Entrepreneurship Research Conference, Bodø, Norway.

- Meek, W.R. & Sullivan, D.M. (2015). “Kickstarting” New Businesses: Exploring the Dynamics of Gender and Crowdfunding. Presented at the Diana International Research Conference, Wellesley, Massachusetts.
- Meek, W.R. & Sullivan, D.M. (2015). Sowing the Seeds to Solve a “Wicked Problem”: Examining How Women and Men Entrepreneurs in the U.S. Sustainable Agriculture Industry Differ in Their Efforts to Combat Food-related Social Injustice. Presented at the Babson College Entrepreneurship Research Conference, Wellesley, Massachusetts.
- Sullivan, D.M., Meek, W.R., & Ford, C.M. (2013). How entrepreneurs’ knowledge and reliance on network ties relate to startup performance. Presented at the Babson College Entrepreneurship Research Conference, Lyon, France.
- Meek, W.R. & Sullivan, D.M. (2013). Gender differences in entrepreneurship: Assessing perceptions of entrepreneurial outcomes among men and women entrepreneurs. Presented at the Babson College Entrepreneurship Research Conference, Lyon, France.
- Meek, W.R. & Sullivan, D.M. (2012). The influence of gender and self-identity on environmental sustainability orientation - evidence from existing entrepreneurs. Presented at the Babson College Entrepreneurship Research Conference, Forth Worth, Texas.
- Hansen, D. & Sullivan, D.M. (2012). Extending research in opportunity recognition: Assessing divergent thinking, evaluation and elaboration abilities. Presented at the Babson College Entrepreneurship Research Conference, Forth Worth, Texas.
- Sullivan, D.M., Ford, C.M. & Janney, J.J. (2009). Network dynamics in early-stage entrepreneurship: A panel study of how entrepreneurs’ networks change during early venture development. Presented at the Babson College Entrepreneurship Research Conference, Wellesley, Massachusetts.
- ³Marvel, M., & Sullivan, D.M (2008). Knowledge acquisition, network reliance, and technology venture outcomes. Presented at the Babson College Entrepreneurship Research Conference, Chapel Hill, North Carolina.
- Sullivan, D.M. (2007). Dynamic entrepreneurial networks: A study of entrepreneurs, new ventures, and their networks. Presented at the Academy of Management Conference, Philadelphia, Pennsylvania.
- Monllor, J., Hansen, D., Sullivan, D.M., & Shaver, K. (2007). The effect of regulatory focus on opportunity recognition. Presented at the Babson-Kauffman Entrepreneurship Research Conference, Madrid, Spain.
- Sullivan, D.M. (2005). An integrative model of entrepreneurial opportunity recognition. Presented at the Academy of Management Conference, Honolulu, Hawaii.

³ Authors contributed equally to the development of this work. Authors are listed alphabetically.

- Sullivan, D.M. Ford, C.M. (2005). Novelty and value as distinct facets of creativity: An empirical study of assessments and assessors. Presented at the Academy of Management Conference, Honolulu, Hawaii.
- Sullivan, D.M., Ford, C.M. (2004). Creative differences? Assessing the correspondence between conceptions and measures of creativity in entrepreneurship, advertising, and the arts. Presented at the Academy of Management Conference, New Orleans, Louisiana.
- Ford, C. M., & Sullivan, D. M. (2003). A time for everything: How the timing of novel contributions influences project team outcomes. Presented at the annual meeting of the Southern Management Association, Clearwater Beach, Florida.
- Sullivan, D.M., Neubaum, D.O., & Barringer, B. (2003). Organizational Citizenship Behaviors in Rapid and Non-Rapid Growth Firms. Presented at the Babson-Kauffman Entrepreneurship Research Conference, Babson Park, Massachusetts.
- Mitchell, M.S., Sullivan, D.M., & Uhl-Bien, M. (2002). Integrating commitment, perceived organizational support, and leader-member exchange: A further understanding of affective commitment in organizations. Presented at the annual meeting of the Southern Management Association, Atlanta, Georgia. *Nominated for Best Doctoral Student Paper Award.*

SELECTED WORKS IN PROGRESS

- Sullivan, D.M. & Marvel, M., Wolfe, M. With a little help from my friends: How founder ties and planning impact startup performance.
 Status: Under review.
 Journal: *Strategic Entrepreneurship Journal*
- ⁴Marvel, M. Sullivan, D.M. & Wolfe, M. A Domain Approach to Venture Planning: Scale Development and Validation
 Status: Preparing for submission.
 Journal: *Entrepreneurship, Theory & Practice*
- ⁵Bendell, B. & Sullivan, D.M. How work experiences of male and female incubator tenants vary.
 Status: Data collection in process.
 Target: *Academy of Management Journal*

⁴ Authors contributed equally to the development of this work. Authors are listed alphabetically.

⁵ Authors contributed equally to the development of this work. Authors are listed alphabetically.

CONFERENCE ACTIVITIES

Reviewer

- Entrepreneurship Division. Academy of Management, Atlanta, Georgia (2017)
- Entrepreneurship Division. Academy of Management, Montreal, Quebec, Canada (2010)
- Entrepreneurship Division. Academy of Management, Chicago, IL (2009)
- Entrepreneurship Division. Academy of Management, Anaheim, CA (2008) (*won second best reviewer award*)
- Entrepreneurship Division. Academy of Management, Philadelphia, PA (2007)
- Entrepreneurship Division. Academy of Management, Honolulu, HI (2005)
- Entrepreneurship Division. Academy of Management, New Orleans, LA (2004) (*won best reviewer award*)
- OB/OT/OD Division, Southern Management Association annual meeting, Clearwater, FL (2003)

Session Chair

- Babson College Entrepreneurship Research Conference, Bodø, Norway (2016)
- OB Division, Academy of Management, Honolulu, HI (2005)
- OB/OT/OD Division, Southern Management Association, Atlanta, GA (2002)

Discussant

- OB/OT/OD Division, Southern Management Association, Clearwater, FL (2003)
- OB/OT/OD Division, Southern Management Association, Atlanta, GA (2002)

Consortia

- Entrepreneurship Division Doctoral Consortium. Academy of Management, Honolulu, HI (2005)
- Doctoral Consortium. Southern Management Association, Clearwater, FL (2003)
- Organizational Behavior Doctoral Consortium. Academy of Management, Seattle, WA (2003)
- New Doctoral Consortium. Academy of Management, Boulder, CO (2002)

UNIVERSITY OF DAYTON SERVICE ACTIVITIES

2016. New Faculty Member Search Committee (Lewis, Meek, Sweeney, Sullivan)
Participated as a member of the new faculty search committee charged with recruiting new entrepreneurship faculty member.

2014-Present. Member, University of Dayton, School of Business Administration Promotion and Tenure Committee.

2014-2016. Co-writer CAP (Common Academic Plan) course proposals for MGT 490 and MGT 430.

2014-2015. New Faculty Member Search Committee (Kiewitz, Lau, Pan, Sullivan, Sweeney)
Member of the new faculty search committee charged with recruiting new international business faculty member.

2014. Management Lecturer Search Committee (Lau, Sullivan, Sweeney)
Member of the new faculty search committee charged with recruiting new international business faculty member.

2010-2011. New Faculty Member Search Committee (Lau, McFarlin, Meek, Siemens, Sullivan)
Participated as a member of the new faculty search committee charged with recruiting new entrepreneurship faculty member.

2008-2009. New Faculty Member Search Committee (Chelle, Janney, Lau, McFarlin, Pan, Sullivan, Sweeney)
Participated as a member of the new faculty search committee charged with recruiting new entrepreneurship faculty member.

Independent Study Faculty Advisor.

Summer 2008. Served as the faculty advisor for MBA student Amber Peterink in an independent study undertaken on the topic of entrepreneurship and ethics.

Crotty Advisory Council (UD Entrepreneurship Program Advisory Board)

2006-2013. Member Crotty Advisory Council, University of Dayton.

2015-present Member Crotty Advisory Council, University of Dayton.

UD Entrepreneurship-Engineering Partnership

2009-present: Lectured on business plans for engineering courses.

2008-2009 duties: Lead entrepreneurship student recruitment efforts; lectured on business plans for engineering courses.

2007-2008 duties: Lead entrepreneurship student mentor recruitment efforts; Established entrepreneurship-engineering student collaborative teams; Served as a faculty mentor to entrepreneurship-engineering student teams

University of Dayton Business Plan Competition (UD BPC)

2015-2016. UD BPC Elevator Pitch Round team mentor.

2014-2015. UD BPC Faculty Mentor/Advisor May 2013-May 2014

2011-2014. UD BPC Coordinator responsible for coordinating all UD BPC activities from June 2011-April 2012, May 2012-April 2013, and May 2013-May 2014

2010-2011. UD BPC Entry Review Committee; Competition score keeper; Entrant recruiting; Kickoff/informational meeting participant; Mentor at elevator pitch dress rehearsal.

2009-2010. UD BPC Entry Review Committee; Competition score keeper; Advisor to finalist teams.

2008-2009. Business Plan Competition stand-in elevator pitch judge.

2007-2008. Business Plan Competition judge.

2006-2007. Provided writing/grammar assistance to Business Plan Competition participants.

2006-2007. Assisted finalists with their business plan competition presentation preparation and evaluated and provided feedback during pre-competition presentation dry-runs.

Other Miscellaneous Service Activities

2016. Assisted in recruitment activities for a Marketing faculty search via attending meals, presentations, meeting and providing transportation to candidates.

2016. SBA Faculty Affairs Committee stand-in. Temporarily joined the Faculty Affairs Committee to review and select recipients of the 2017 SBA summer research grants.

2014. Princeton Review/Entrepreneur Magazine Entrepreneurship Program Ranking Co-Survey Respondent

2013-present. Mgt/Mkt Department Journal Quality Heuristics Committee.

2013. Princeton Review/Entrepreneur Magazine Entrepreneurship Program Ranking Survey Respondent.

2013. Entrepreneurship Program annual banquet facilitation activities.

2013. LTC Inside the Studio Presenter/Facilitator

2013. Assisted in recruitment activities for a Marketing faculty search via attending meals, presentations, meeting and providing transportation to candidates.

2012-present. Member Mgt/Mkt Department Promotion and Tenure Committee.

2011. Met with prospective entrepreneurship program students and their families.

2011. Assisted in recruitment activities for two Marketing faculty searches via attending meals, presentations, meeting and providing transportation to candidates.

2008. Assisted in UD Development activities directed at targets interested in Entrepreneurship (e.g., Joan Gruber-Ridley, Ron McDaniel) and other Entrepreneurship-related fund-raising initiatives (e.g., Richard Jackim Exit Planning Institute initiatives).

2008. Met with representatives from other universities interested in learning about the UD Entrepreneurship program (e.g., Mike O'Neill).

2007-present. Participated in multiple presentations to UD Freshmen for purposes of marketing and recruiting new Entrepreneurship Program applicants.

2007-2008. Attended Dayton-area community professional meetings (e.g., Dayton Development Coalition and the Entrepreneurial Development Network) to help market entrepreneurship program.

2007-2008. UD Institutional Review Board for the Protection of Human Subjects in Research (UDIRB): Volunteered to be an ad hoc, expertise-specific, member of the UDIRB.

2007-2008. Community Outreach

Established contact with local networking organization (eWomenNetwork in Cincinnati) with the intent of developing a collaborative relationship with the University of Dayton's School of Business in general and the Entrepreneurship program in particular.

ACADEMIC PROFESSIONAL ACTIVITIES AND SERVICE

Journal Editorial Review Boards:

Journal of Small Business Management

Ad Hoc Reviewer for the following journals:

Entrepreneurship, Theory and Practice

Entrepreneurship and Regional Development

International Small Business Journal

Journal of Developmental Entrepreneurship

Journal of Small Business Management

Journal of Management Studies

Journal of Business Research

Journal of Managerial Psychology

Journal of Small Business and Entrepreneurship

The DATA BASE for Advances in Information Systems

Strategic Entrepreneurship Journal

Member. Member Relations Committee, HR Division, 2004 Annual Academy of Management Conference

Member. Member Relations Committee, HR Division, 2003 Annual Academy of Management Conference

ACADEMY OF MANAGEMENT ADMINISTRATIVE SERVICE

Secretary, Entrepreneurship Division, Academy of Management
Executive Committee Officer, three-year appointment (2016-2019)

Editorial Assistant, *Academy of Management Journal*
Assistant to Associate Editor, Marshall Schminke (2003-2005)

Program Assistant, Organizational Behavior Division, Academy of Management, Honolulu, HI
Assistant to Organizational Behavior Division Program Chair, Maureen L. Ambrose
(2005)

COMMUNITY SERVICE

(2007) Fund Raising Event Volunteer. Epilepsy Foundation of Western Ohio.

HONORS AND AWARDS

(2013) University of Dayton STARS Honoree (University research honor).

(2009) SBA Summer Research Grant. Recipient of 2009 SBA summer research grant.

(2008) Entrepreneurship Division Second Best Reviewer Award (out of 600 reviewers).
Academy of Management, Anaheim, CA.

(2005-2006) \$25,000.00 entrepreneurship dissertation research grant from the Florida High Tech
Corridor and the UCF Office of Research and Commercialization.

(2005) Kauffman Scholarship. Entrepreneurship Division Kauffman scholarship for Academy of
Management Conference expenses and Doctoral Consortium Attendance.

(2004) Entrepreneurship Division Best Reviewer Award. Academy of Management, New
Orleans, LA.

(2004) *Graduate Student Travel Fellowship Award*, University of Central Florida.

(2003) *Ph.D. Research Award, College of Business Administration*, University of Central
Florida.
(To signify highest research productivity across all College of Business doctoral students)

(2002) *Graduate Student Travel Fellowship Award*, University of Central Florida.

PROFESSIONAL ORGANIZATION MEMBERSHIPS

Academy of Management
Entrepreneurship Division (primary), *Strategy Division*