

Curriculum Vitae

Ken Colwell, Ph.D.

School of Business, Public Administration, and Information Sciences

LIU Brooklyn

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Professional Profile

- Over 25 years experience spanning both academia and industry managing people, projects, and academic programs
- Experienced educator specializing in program development that integrates theory and practice (see my personal web site at <http://www.ken-colwell.com> for more information about my perspective and experience)
- Seasoned, mature leader with a strong grasp of strategic and operational issues related to higher education
- Extensive experience consulting with entrepreneurs and students who are interested in starting a business
- Founder of Colwell Enterprises, a consulting firm specializing in helping entrepreneurial firms reach their full potential

Education

⇒ **Ph.D. 1999-2003.** University of Oregon, Eugene, Oregon

- Management Major. Emphasis in Strategic Management and Entrepreneurship.
- **Dissertation:** The Structure of Alliance Networks in Nascent Organizational Fields: The Case of Nanotechnology

- **Dissertation Committee:** Alan D. Meyer (chair), Richard T. Mowday, Michael V. Russo, Holly Arrow
- ⇒ **MBA. 1999.** San Francisco State University, San Francisco, California
 - Management Concentration. Graduated with Distinguished Honors
- ⇒ **B.Sc. 1987.** McGill University, Montreal, Quebec, Canada
 - Biology Major. Concentration in Evolution, Behavior and Ecology

Academic Positions

LIU Brooklyn 2013 – present

Associate Professor and Dean of the School of Business, Public Administration, and Information Sciences – Academic and administrative head of a professional school with approximately 1000 degree-seeking students, 22 full time faculty, 15 graduate and undergraduate academic programs, and a budget of \$5.5 million/year.

- **Enrollment** - Increased enrollment 5% year-on-year at a time when overall university enrollment was declining. Worked with admissions group on outreach initiatives to local high schools. Renegotiated articulation agreements with local 2-year colleges.
- **Strategic Planning** – Created a task force to develop a new mission and vision for the School as well as actionable and achievable goals and objectives for the next three years. Tied this plan to the University's institutional effectiveness initiative. Sat on university strategic planning subcommittee.
- **New Program Development** – Developed new programs in Entrepreneurship (BS, MBA), Technology Management, Healthcare Management, Sport Management, Human Resource Management, and Fashion Merchandising (BS and Minors), and blended/accelerated Accounting for Career Switchers (BS/MS). Revamped MBA curriculum to streamline and update curriculum, developed new blended/accelerated one-year MBA program. We currently have another 10 new programs in the development phase.

- **External Outreach** – Formed relationships within the local business community, including the Brooklyn Chamber of Commerce and the Brooklyn Technology Triangle. Worked with alumni relations group to establish and maintain good relationships with prominent alumni. Formed external Board of Advisors. Hosted receptions and events for local alumni.
- **Assessment of Learning** – Worked with faculty to rethink and update the School's assessment of learning program. Ensured that all faculty including adjuncts participate fully in student outcomes assessment and provide learning objectives and measurement rubrics in their syllabi. Developed and reinforced a strong culture of faculty accountability for student learning outcomes.
- **Accreditation** – Participated in the University's preparation for its decennial reaccreditation process with the Middle States Commission on Higher Education. Worked with Academic Affairs staff to help prepare the reaccreditation self-study report. Met with the reaccreditation site visit team several times in March 2013. Worked with Public Administration faculty to prepare for their upcoming reaccreditation process with NASPAA. Explored different accreditation options for the business program, including AACSB, ACBSP, and IACBE.
- **Organization and Management** – Reorganized School into three Departments and one autonomous program (MPA) to better distribute faculty talent and emphasize strategic priorities of the School. Appointed new Department and Program heads. Reviewed and made recommendations for faculty tenure and promotion. Hired new faculty and staff. Reviewed all adjunct faculty to ensure competence and quality of instruction. Ensured that all faculty received training in online instruction and use of educational technology. Member of search committee for Dean of the College of Pharmacy.

University of Miami School of Business Administration 2009 - 2013

Director of Entrepreneurship Programs – responsible for coordinating and overseeing all entrepreneurship activities within the School of Business Administration (SBA):

- Maintained full budgetary responsibility for entrepreneurship program, business plan competition, and entrepreneurial fellowships
- Identified and engaged potential donors and program supporters along with the Dean and Development Group
- Formed external Board of Advisors and recruited successful entrepreneurs to join
- Organized and coordinated annual University of Miami Business Plan Competition
- Planned and organized all SBA entrepreneurship events and speakers throughout the year
- Acted as faculty advisor for graduate and undergraduate entrepreneurship clubs
- Developed Entrepreneur in Residence program and recruited first participant
- Developed mentoring program to provide entrepreneurial mentors for student business plan teams
- Formed formal partnership with external groups including Network for Teaching Entrepreneurship, Young Presidents Organization, and the Entrepreneurs Organization
- Led entrepreneurship curriculum development
- Completely revamped capstone undergraduate entrepreneurship courses – New Venture Planning and Entrepreneurial Consulting
- Recruited over 20 local firms per year to sponsor Entrepreneurial Consulting course
- Worked with faculty to revamp Introduction to Entrepreneurship course
- Worked across department boundaries to develop new Entrepreneurial Finance course
- Participated in AACSB reaccreditation process

Drexel University LeBow College of Business/ Baiada Center for Entrepreneurship 2003 - 2009

Assistant Professor of Strategy and Entrepreneurship

- Member, LeBow College of Business Academic Standing Committee, 2007 - 2009. Heard appeals from student who have been dismissed from the college for academic performance.
- Co-chair, Management Department Recruiting Committee, 2006, 2007. Led searches for new hires in strategy/entrepreneurship.
- Member, Management Department Curriculum Committee, Fall 2004 - 2008. Assisted Department Head in the development of entrepreneurship concentration programs for MBA's, Undergraduate Business Majors and Undergraduate Business Minors.
- Faculty Advisor for numerous graduate business plan teams in internal and national Business Plan Competitions.
- Participated in AACSB reaccreditation process

University of Oregon Lundquist College of Business/ Lundquist Center for Entrepreneurship 1999 - 2003

Doctoral Student and Graduate Teaching Fellow

- Faculty Advisor, finalists at the 2002 Ball State University Enterprise Creation Competition (national undergraduate business plan competition)
- Moderator and first round judge, University of Oregon New Venture Championship (National MBA business plan competition), 2001, 2002, 2003.
- Faculty Advisor, Quest for AdVenture (University of Oregon internal business plan competition), undergraduate track, 2002, 2003.
- Manager of the Lundquist Center for Entrepreneurship Student Business Incubator, 2000 – 2001.

Industry Positions

Charles Schwab & Co., Inc.

- **Director, 1998-1999.** Enterprise Recovery Coordinator responsible for emergency contingency planning for Schwab's retail enterprise.
- **Senior Project Manager, 1997-1998.** Project manager working on a multiyear project to design and implement a five million record database of Schwab's security master.
- **Manager - Fixed Income Operations, 1995 – 1997.** Department manager with responsibility for fixed income custodial functions. Managed 15 employees in two self-directed cross-functional teams.
- **Branch Supervisor, 1993 – 1995.** Supervised staff of nine registered brokers and operations personnel in a branch office with assets under management of over \$750 million and yearly sales of \$4 million.
- **Registered Representative, 1991 – 1993.** Retail broker in a branch office.

Dean Witter Reynolds. Account Executive, 1990 – 1991. Retail broker in a branch office

Roy F. Weston, Inc. Financial Analyst, 1987 – 1990

Research

⇒ **Refereed Journal Articles**

- Saporito, P. & Colwell, K. 2010. Firm size, bank relational strategy and credit: the mediating role of bank knowledge in small firm access to debt finance. *International Journal of Entrepreneurial Venturing* 2(1): 40 – 55.
- Colwell, K. & Narayanan, V.K. 2010. Foresight in Economic Development Policy: Shaping the Institutional Context for Entrepreneurial Innovation. *Futures* 42(4): 295 – 303.
- Saporito, P. & Colwell, K. 2010. Trust's Multidimensional Form and Role in the Small Capitalisation Debt Finance Market. *International Journal of Entrepreneurship and Innovation Special Issue on Cooperation and Trust* 11(2): 151 – 160.

- Narayanan, V.K., Colwell, K. & Douglas, F.L. 2009. Building Organizational and Scientific Platforms in the Pharmaceutical Industry: A Process Perspective on the Development of Dynamic Capabilities. *British Journal of Management* 20(s1): s25 – s40.
- Meyer, A., Gaba, V. & Colwell, K. 2005. Organizing Far From Equilibrium: Non-Linear Change in Organizational Fields. *Organization Science* 16: 456 – 473.
- Colwell, K. & Mowday, R. 2002. Escalation of Commitment in Investment Decisions: The Case of Venture Capitalists. *Journal of Applied Management and Entrepreneurship* 7(3): 3 - 26.

⇒ **Other Publications**

- Colwell, K. & DeCarolis, D.M. 2009. Business-University Alliances and Innovation in New and Adolescent Technology Ventures. In *New Frontiers in Entrepreneurship: Recognizing, Seizing and Executing Opportunities*. D. Audretsch, G. Dagnino, R. Faraci & B. Hoskisson eds. (Springer).
- Saporito, P. & Colwell, K. 2007. The Mediating Role of Bank Knowledge in Small and New Firm Access to Debt Finance. Academy of Management Annual Conference *Best Paper Proceedings*, Philadelphia, PA.
- Mowday, R. & Colwell, K. 2003. Equity Theory Predictions of Behavior in Organizations. In *Motivation and Work Behavior*. 7th Edition. G. Bigley, L. Porter & R. Steers eds. (New York: Irwin-McGraw Hill).
- Colwell, K. 2002. Testing the Effectiveness of University Technology Transfer Programs: An Innovation Life Cycle Model. Academy of Management Annual Conference *Best Paper Proceedings*, Denver, CO.
- Bryant, S. & Colwell, K. 2002. Strategic Knowledge Management in SMEs: Managing Knowledge Throughout the Organizational Life Cycle. 16th Annual USASBE National Conference *Proceedings*.

⇒ **Manuscripts**

- Colwell, K. *Field Guide to Writing a Business Plan* (with accompanying pro forma financial spreadsheets). Status: Complete. Seeking a publisher.

⇒ **Conference Papers**

- Colwell, K. & Saporito, P. 2010. Networking in Nanotech: Partner Selection and Network Resources in the Field of Nanotechnology. Presented at the Commercialization of Micro-Nano Conference. Albuquerque, NM.
- Colwell, K. & Narayanan, V.K. 2007. The Institutional Context of Entrepreneurial Innovation: “Transformative” vs “Ameliorative” Entrepreneurial Policies. Presented at the World University Network Inspiring and Developing Enterprising People: Entrepreneurship and Global Impact Conference, Chicago, IL.
- Colwell, K. & Narayanan, V.K. 2007. *Dynamic Capitalism and the Social Construction of Markets: The Institutional Context of Entrepreneurial Innovation*. Presented at the Foresight: Learning the Future Faster Conference, University of Strathclyde, Glasgow, Scotland, UK.
- Saporito, P. & Colwell, K. 2007. *The Mediating Role of Bank Knowledge in Small and New Firm Access to Debt Finance*. Presented at the Academy of Management Annual Conference, Philadelphia, PA.
- Narayanan, V.K. & Colwell, K. 2007. *Developing New Organizational Capabilities: Managerial Action and Institutional Entrepreneurship in the Pharmaceutical Industry*. Presented at the Organization Science Winter Conference, Steamboat Springs, CO.
- Colwell, K., Narayanan, V.K. & Napshin, S. 2006. *Dynamic Capabilities Theory in Strategic Management Research: An Analysis of a Scholarly “Argument.”* Presented at the Annual Meeting of the Academy of Management. Atlanta, GA.
- Day, D. & Colwell, K. 2006. *The Monsanto Paradox: Incumbent Transformation through Innovation of a New Organizational Form*. Presented at the Annual Meeting of the Academy of Management. Atlanta, GA.
- Narayanan, V.K., Colwell, K. & Douglas, F. 2006. *Building Organizational and Scientific Platforms in the Pharmaceutical Industry: A Process Perspective on the Development of Dynamic Capabilities*. Presented at the Workshop on the Practice of Dynamic Capabilities. Lancaster, UK.
- Colwell, K. & Narayanan, V.K. 2005. *Uncovering the Underlying Assumptions of Strategic Management Research: A Toulmin Analysis of Dynamic Capabilities Theory*. Presented at the Annual Meeting of the British Academy of Management. Oxford, UK.

- Narayanan, V.K. & Colwell, K. 2005. *The Temporal Dimension in Theory Building: The Case of Resource-Based Theory in Strategic Management*. Presented at the Annual Meeting of the British Academy of Management. Oxford, UK.
- Colwell, K. 2004. *Partner Selection and Network Resources: How Firms Use Alliance Networks to Gain Competitive Advantage*. Presented at Organization Science Conference on Competitive Heterogeneity, Hanover, NH.
- DeCarolis, D. & Colwell, K. 2004. *Strategic Posture and University Alliances in Technology Intensive Industries*. Presented at Strategic Management Society Annual Conference, San Juan, Puerto Rico.
- Meyer, A.D., Gaba, V. & Colwell, K. 2003 *Organizing Far From Equilibrium: Non-Linear Change in Organizational Fields*. Presented at Organization Science/NSF Conference on New Frontiers in Organization Science. Laguna Beach, CA.
- Colwell, K. & Meyer, A.D. 2003. *Fractal Dimensions in Interorganizational Alliance Networks..* Presented at Society for Chaos Theory in Psychology & Life Sciences Annual Conference, Boston, MA.
- Colwell, K. 2003. *The Structure of Alliance Networks in New Organizational Fields: The Case of Nanotechnology*. Presented at Academy of Management Annual Conference, Seattle, WA.
- Colwell, K. 2002. *Testing the Effectiveness of University Technology Transfer Programs: An Innovation Life Cycle Model*. Presented at Academy of Management Annual Conference, Denver, CO.
- Colwell, K. & Mowday, R. 2002. *Foresight or Folly? Escalation of Commitment and the Venture Capital Decision Making Process*. Presented at Western Academy of Management Annual Conference. Santa Fe, NM.
- Bryant, S. & Colwell, K. 2002. *Strategic Knowledge Management in SMEs: Managing Knowledge Throughout the Organizational Life Cycle*. Presented at 16th Annual USASBE National Conference. Reno, NV.

⇒ **Panels, Symposia, and Invited Presentations**

- Featured Keynote Speaker – *The Entrepreneurship Economy: Thoughts on the Role of Entrepreneurship in Job Creation and Economic*

Development. E3 (Education, Entrepreneurship, and Exports) Summit of the Americas. Puerto Rico Chamber of Commerce, April 2011

- Refereed Workshop Panelist - *Assessment of Business Plan Competitions: A Search for Quality Measures*. Annual Meeting of the U.S. Association for Small Business and Entrepreneurship, January 2011
- Organizer and Sponsor, *Commercializing Medical Devices: A View From the Trenches*. Panel session for the 2011 Global Business Forum, University of Miami, January 2011
- Moderator - *The Tough Get Growing: How to Succeed in a Down Economy*, MIT Enterprise Forum panel discussion, October 2009
- Panelist – *Scalability Dynamics Panel Discussion*, 2008 Organization Science Winter Conference, February 2008
- Discussant – Complexity Leadership Panel, 2008 Organization Science Winter Conference, February 2008
- Presenter – *Nanotechnology Field Emergence and Evolution: Institutions, Networks, Actors and Infrastructure*. Symposium at the Annual Meeting of the Academy of Management. August 2006
- Presenter – *University Business Schools as Regional Economic Engines* (with Donna DeCarolis). Creating Pennsylvania's Future Conference. Pennsylvania State University. December 2005
- Panelist – *Workshop on Leadership and Complexity*. Leadership and Complexity Conference, George Washington University. November 2005
- Panelist – *Serial Entrepreneurship – Trends, Directions and Demographics*. Laurence A. Baiada Center's Entrepreneurial Breakfast Series. Drexel University, March 2005
- Interviewed & cited as an academic expert for *The CEO's Nanotechnology Playbook*, a market research report published by Lux Research, Inc., December, 2004

Teaching Experience

⇒ ***Undergraduate***

- Entrepreneurial Consulting, 6 sections through 2011 - 2012
- Business Policy & Social Responsibility, 10 sections through 2008 -2009
- Business Planning for Entrepreneurs, 10 sections through 2011 - 2012
- Introduction to Entrepreneurship, 3 sections through 2011 - 2012

⇒ ***MBA***

- Seminar in Entrepreneurship, 3 sections through 2004-2005
- New Venture Planning, 7 sections through 2006 -2007
- Strategic Management, 9 sections through 2008 -2009

⇒ ***Executive***

- Entrepreneurship, 2 section through 2011 - 2012
- Strategic Management, 1 section through 2007 – 2008
- Attended international residency with EMBA students May, 2008

⇒ ***Doctoral***

- Seminar in Strategic Management, Fall 2004

⇒ ***Dissertation Committees***

- Stuart Napshin – Defended proposal 6/08, graduated 6/09. Currently Assistant Professor of Entrepreneurship at Kennisaw State University

Examples of Consulting Work

⇒ ***African Diaspora Partnership for Empowerment and Development (ADPED)***

- Invited on a delegation to Nigeria as an entrepreneurship expert. Provided ongoing training to recipients of government funding to start businesses as part of a U.S. State Department-funded exchange program. July 2011.

⇒ ***HazMatIQ LLC***

- Developed and implemented operations plan for \$1 million revenue hazardous materials training firm. May - September 2010.

⇒ ***Memorial Healthcare Systems***

- Delivered 1-day workshop on “Developing an Entrepreneurial Mindset” during retreat for 300 top executives of the 5th largest public healthcare system in the US. September 2009.

Honors, Awards, and Affiliations

- Member, Brooklyn Chamber of Commerce, 2013 – present
- Member, Sigma Beta Delta Honor Society
- Educational Partner of the Year, Network for Teaching Entrepreneurship South Florida Chapter, 2011
- First Place Workshop Award, U.S. Association for Small Business and Entrepreneurship 2011 Annual Conference
- Member, Greater Miami Chamber of Commerce, 2010 - 2012
- Member, Academy of Management, 1999 -
- Member, U.S. Association for Small Business and Entrepreneurship, 2001 -
- Principal Investigator, National Collegiate Inventors and Innovators Alliance Advanced E-Team Grant for university technology commercialization. 2007 – 2008
- Member, Beta Gamma Sigma Honor Society: MBA, 1999; Faculty, 2007
- Teaching commendation, University of Oregon, Spring 2003
- 2002 Paul Hersey Best Paper Award – *Journal of Applied Management and Entrepreneurship*
- Recipient of \$14,000 Kauffman Center for Entrepreneurial Leadership Emerging Scholar grant. 2002
- Senior Researcher, "The Nanotechnology Investing Community and Corporate Venturing: Network Emergence and Evolution." National Science Foundation, Innovation and Organizational Change Program, Grant #6115508. Alan D. Meyer, Principal Investigator. 2002-2005
- Graduate Teaching Fellow, Management Department, University of Oregon, 1999 – 2003

- Graduate Fellow, Lundquist Center for Entrepreneurship, University of Oregon, 2000 – 2001

Academic Reviewing

- Ad hoc reviewer, *Organization Studies*, 2007 – 2009
- Ad hoc reviewer, *Organization Science*, 2002 - 2009
- Ad hoc reviewer, *Academy of Management Review*, 2002 – 2009
- Reviewer for *Leadership Quarterly*, Special Issue on Complexity Theory and Leadership, 2006.
- Reviewer for Academy of Management, Organization and Management Theory Division, 2006 Annual Meeting.
- Reviewer for Academy of Management, Entrepreneurship Division, 2005 Annual Meeting
- Reviewer for Academy of Management, Business Policy and Strategy Division, 2001- 2002 Annual Meetings
- Reviewer for Academy of Management, Organizational Design and Change Division, 1999-2000 Annual Meeting