

# Contributors

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**David Balkin** is Professor of Management at the Leeds School of Business, University of Colorado at Boulder, USA. He received a PhD in Human Resource Management and Industrial Relations from the University of Minnesota. Prior to joining the University of Colorado, he served on the faculties of Louisiana State University and Northeastern University. He has published over 60 journal articles. His current research focuses on the management of knowledge and innovation and the management of reward systems. One of his publications (co-authored with Luis R. Gomez-Mejia) was selected as the best article published in the *Academy of Management Journal*. Balkin is co-author of several leading texts on management and human resources that include *Management: People, Performance and Change* (2012) and *Managing Human Resources* (7th edition, 2012). He has served as Chair of the Management Department at the University of Colorado and also on advisory boards of non-profit organizations. Balkin serves as the associate editor for *Human Resource Management Review* and has previously served on the editorial boards of the *Academy of Management Journal* and the *Journal of Management*. He has served as an expert witness on cases dealing with employment and pay discrimination. Balkin has extensive international experience as a scholar and teacher and has been a Visiting Professor at the University of Toulouse (France), Copenhagen Business School (Denmark), Helsinki University of Technology (Finland), University of Regensburg (Germany), ESADE Business School (Spain), National University of Singapore, Hong Kong University of Science and Technology, HEC Montreal (Canada) and the Indian School of Business (India).

**Skyler Berry** graduated with a degree in Marketing and Supply Chain Management from the College of Business Administration at the University of Pittsburgh, USA. While at Pitt Business, he completed the Certificate Program in Leadership and Ethics (CPL) and served as a member of the Allocations Committee on the Student Government Board.

**Adam J. Bock** is Senior Lecturer in Entrepreneurship at the University of Edinburgh Business School, UK. He studies entrepreneurial activity in uncertain contexts to explain why entrepreneurs commercialize

new technologies and how they develop innovative business models. He has explored the motivations of academic scientists who become inventing entrepreneurs and the unique narrative capabilities of founder-entrepreneurs in technology-intensive industries. Bock is the co-author (with Gerry George) of *Inventing Entrepreneurs* (2008) and *Models of Opportunity* (2012), and has published articles in *Entrepreneurship Theory and Practice* and *Journal of Management Studies*. He is a fellow of the UK Higher Education Academy and a Member of the Royal Society of Edinburgh Young Academy. He co-authored *Entrepreneurship in the Research Context*, an online course for research scientists produced by Epigeum Ltd. Bock is the Co-founder of three university spin-out companies and has managed multiple angel networks. He mentors technology and social entrepreneurs around the world, and was the lead Advisory Board member for Power of Youth (Scotland). Bock has been a Visiting Scholar at the University of Wisconsin-Madison, Adjunct Professor of Entrepreneurship at Skolkovo Institute of Science and Technology (Moscow) and a visiting fellow at Imperial College London.

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**Rachel Cawley** graduated from the College of Business Administration at the University of Pittsburgh, USA with a Bachelor of Science in Business Administration. While attending Pitt Business, she concentrated on marketing studies while also completing the Certificate Program in Leadership and Ethics (CPLÉ). The CPLÉ allowed Cawley to serve different consulting roles, including as a commercialization consultant where she explored different ways to bring a product to market. In addition to her work through the CPLÉ, she studied and worked abroad to complete her Certificate Program for International Business (CPIB). She spent a semester in Spain, taking classes and working with locals at the Salamanca Chamber of Commerce Gastronomic Innovation Center. Cawley is also the proud recipient of a 2014 David Berg Center Endowment grant.

**Brian Chatot** graduated with an Accounting degree from the College of Business Administration at the University of Pittsburgh, USA. While attending Pitt Business he completed the Certificate Program in Leadership and Ethics (CPLÉ). After graduating he is attending Katz Graduate School at the University of Pittsburgh to earn his Masters in Accounting. He is also pursuing his Certified Public Accountant (CPA) title.

**James A. Cunningham** graduated from J.E. Cairnes School of Business & Economics and the Whitaker Institute, National University of Ireland, Ireland. He is Professor of Strategic Management at Newcastle Business School at Northumbria University, UK. His research intersects the fields of strategic management, innovation and entrepreneurship and focuses on strategy issues with respect to principal investigators as scientific entrepreneurs and market shapers, university technology transfer commercialization, academic and technology entrepreneurship and entrepreneurial universities. His papers have been published in leading international journals. Cunningham has published seven books on the themes of strategy, entrepreneurship, technology transfer and technology entrepreneurship. His co-authored case studies have won international case writing competitions. He has completed several commissioned research reports, acted as mentor for start-up businesses and been a principal investigator on a range of national and international publicly funded projects including the Creative Edge funded by the Northern Peripheries Programme. He is currently a member of the editorial board of the *Journal of Technology Transfer* and member of the Academic Board for the University Industry Innovation Network. He led the establishment of TOPIK (Translation of Principal Investigator Knowledge), an online resource and community for scientists as principal investigators ([www.topik.ie](http://www.topik.ie)).

**Samuel Deely** graduated with a Bachelor's degree from the College of Business Administration at the University of Pittsburgh, USA. While at Pitt Business, he completed two majors in Marketing and Supply Chain Management, a Certificate in Leadership and Ethics and spent a semester in London. He begins his professional career in the Merchandising Trainee Program at Dick's Sporting Goods.

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**G. Reza Djavanshir** is Associate Professor at the Johns Hopkins Carey Business School in Baltimore, USA. He is a Doctor of Science in Systems Engineering and Engineering Management with expertise in the areas of global sourcing and supply chains, technology transfer and strategic planning, technology institutionalization, auto-poetic meta-systems design and systems integration strategies. He serves on the editorial review boards of *IEEE Technology & Society*, *IEEE IT Professional* and the *Scientific Journal of Administrative Development*. He has published in such journals as *IEEE Computer Society*, *IT Pro.*, *IEEE Transaction on Engineering Management* and the *Journal of Telematics and Informatics*. Djavanshir teaches in the areas of strategy architecture, systems designs and integration, global-sourcing strategy and telecommunication networks and systems.

**Allison Dobos** graduated with a Bachelor of Science in Business Administration degree with majors in Marketing and Finance from the College of Business Administration at the University of Pittsburgh, USA. While at Pitt Business, she completed the Certificate Program in Leadership and Ethics (CPLE) and was an active member of the business organization Phi Beta Lambda.

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**Katelyn Hazelbach** graduated with a Marketing degree from the College of Business Administration at the University of Pittsburgh, USA. While at Pitt Business, she completed the Certificate Program in Leadership and Ethics and an additional certificate in Corporate and Community Relations. Upon graduation, she is attending the University of South Florida to complete an MBA and an MS in Sport and Entertainment Management.

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**Ha Hoang** is Professor at ESSEC Business School, France. She received a PhD from the University of California-Berkeley, USA. Her research is focused on the dynamics of R&D alliance activity in the biotechnology industry, network-based research in entrepreneurship and entrepreneurial identity. Her work has been published in leading journals including *Administrative Science Quarterly*, *Academy of Management Journal*, *Strategic Management Journal* and *Journal of Business Venturing*.

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**David Johnson** is a Doctoral Candidate at the University of Edinburgh Business School, UK. His research focuses on regenerative medicine venturing, where he explores entrepreneurial coping strategies, sense-making and entrepreneurial ecosystem development under uncertainty. Johnson's academic studies began in science and included research at the Roslin Institute into immunogenetics and disease resistance. Prior to his doctoral studies, he spent several years working for global pharmaceutical companies and during this time he obtained an MBA. He is especially interested in university technology transfer, in particular, university spin-out ventures. This interest has resulted in him reaching the semi-final of the world's largest biotechnology business plan accelerator program with an innovative life science diagnostic tool. During his doctoral research, Johnson has been a Visiting Scholar at the Wisconsin School of Business at the University of Wisconsin-Madison, USA.

**Meredith Kearns** graduated with a Bachelor's degree in Business Administration from the College of Business Administration at the University of Pittsburgh, USA. While at Pitt Business, she studied General Management focusing on Marketing and Human Resources as well as

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Institute, and the Bosch Foundation Public Policy Fellow at the American Academy in Berlin. Phan's research focuses on the governance of innovation in technology, healthcare services and biomedical science. His current work focuses on technology-mediated innovation in transitions of inpatient care and patient discharge planning conducted at the Johns Hopkins Hospital and the Singapore National University Healthcare System. He has published more than 90 peer-reviewed research articles in leading journals. He is co-editor of the *Academy of Management Perspectives*, senior editor of the *Journal of Business Venturing* and associate editor of the *Journal of Technology Transfer*. He has presented his healthcare services research at the Academy of Management, the Society for General Internal Medicine, the American College of Neuropsychopharmacology, Alliance for Academic Internal Medicine.

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**Rebekah Strouse** graduated with a Finance and Human Resources degree from the College of Business Administration at the University of Pittsburgh, USA. While at Pitt Business, she completed the Certificate Program in Leadership and Ethics (CPLÉ). After graduation, she works as a Human Resource Generalist with a focus on compensation.

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**Carolyn Weber** is a Technology Marketing Associate at the Office of Technology Management, University of Pittsburgh, USA. She has been with the office since 2000, first accepting the Katz Tech Fellowship position, sponsored by the Heinz Foundation, after graduating from the Joseph M. Katz Graduate School of Business at the University of Pittsburgh. Prior to joining the University of Pittsburgh, Weber worked in the retail pharmacy area as a Pharmacist/Manager for Thrift Drug Store for 18 years. She received a BS in Pharmacy from the University of Pittsburgh in 1980 and MBA from the Katz Graduate School of Business in 2000.

**Jingzi Yang** is a graduate student from the College of Business Administration at the University of Pittsburgh, USA. While at Pitt Business, she completed a double major in Accounting and Finance with an Economics minor, as well as the Certificate Program in Leadership and Ethics (CPLE). After graduation, she will pursue her Certified Public Accountant (CPA) title.