

## **EDUCATION:**

Ph.D., Public Policy Analysis, University of Illinois at Chicago, Specialization: Procurement Policy, Small Business, Privatization, Distributive Politics, 1997.

MBA, DePaul University, Marketing, 1982.

Architectural and Structural Engineering, Milwaukee School of Engineering, Associate Degree with honors, 1972.

BA, Marquette University, Journalism, Philosophy minor, December 1970.

## **PUBLICATIONS**

*"Do Entrepreneurial Inclined Students Learn More from Simulations?,"* 20th Annual Conference of the United States Association for Small Business and Entrepreneurship, Tucson, AZ, January, 2006.

*"Business Plan or Business Simulation for Entrepreneurship Education?"* Conference Proceedings, 2005 Annual National Conference Proceedings for the United States Association for Small Business and Entrepreneurship, Indian Wells, California, January 2005.

*"Moving Beyond Disparity Studies: A Decision Support Model,"* Conference Proceedings, 2004 Annual National Conference Proceedings for the United States Association for Small Business and Entrepreneurship, Dallas, TX, January 2004. Co-authored with Ben Medina.

*"Immigrant and Ethnic Entrepreneurship: A US Perspective,"* in Entrepreneurship: The Way Ahead, Harold Welsch (ed.), 2003, Routledge.

*"Identifying Boundaries: Delineating Overlaps in Teaching Small Business Management and Entrepreneurship Courses,"* Conference Proceedings, 2002 United States Association for Small Business and Entrepreneurship National Conference, Reno, Nevada, January 2002. Co-authored with Fred Fry.

*"Government Purchasing and Disadvantaged Business Enterprises: Are Competitive Disparities Being Reduced?,"* Journal of Development Entrepreneurship, Spring/Summer, 1999.

*"Political Influence and Bureaucratic Discretion in Contracting with Minority-Owned Businesses,"* Conference Proceedings, 13th Annual National Conference Proceedings for the United States Association for Small Business and Entrepreneurship, San Diego, CA, January 1999.

*"Flood Plain Survey Report,"* The Des Plaines Civic Association News Release, November 19, 1999.

*"Economic Disparity Between DBE and Non-DBE Contractors in Competition for Government Contracts,"* Conference Proceedings, 12th Annual National Conference for the United States Association for Small Business and Entrepreneurship, Clearwater Beach, Florida, January 1998.

*"Private/Public Partnership Ventures: A Gap Between Processes and Objectives,"* Conference Proceedings, 33rd World Conference of the International Council for Small Business, Boston, MA, June 1988.

*"SCORE Consultation: Client Profile and Client's Evaluation,"* Conference Proceedings, National Conference, Small Business Institute Director's Association, San Antonio, Texas, June 1987.

*"Production Capacity, Competition and Profit Margins as Perceived by Principals of Small and Mature Manufacturing Firms,"* Conference Proceedings, Region Conference, Small Business Institute Director's Association, Chicago, Illinois, October 1986.

*"Characteristics of Firms that have Reached Maturity,"* Conference Proceedings, National Conference for the United States Association for Small Business and Entrepreneurship, Orlando, Florida, Oct. 1985.

## **PRESENTATIONS**

*"How Can Centers Build their Academic Legitimacy?"* 2007 Conference, National Consortium of Entrepreneurship Centers, Syracuse, NY, October, 2007.

*"The Business of Supply and Demand for Digital Literacy: Communicating a Community Enterprise's Metamessage and Leadership Products,"* 42nd Annual International Conference, Chicago, IL, March, 2006.

*"Effective Purchasing Management System for the Small Business,"* ICSB 34<sup>th</sup> International Conference, Quebec, Canada, June, 1989.

*"Private/Public Partnership Ventures: A Gap between Processes and Objectives,"* 33<sup>rd</sup> Annual World Conference of International Council for Small Business, Boston, MA, June, 1988.

*"Realities of Starting and Maintaining a Small Business,"* 1987, presented as part of "Invest-in-America Summer Institute for High School Teachers, DePaul University, Center for Economic Education.

*"Developing a Comprehensive City Plan,"* 1987, presented to a joint meeting of Des Plaines City Aldermen and Des Plaines Chamber of Commerce.

*"Production Capacity, Competition and Profit Margin as Perceived by Principals for Small and Mature Manufacturing Firms,"* SBIDA RegionV Conference, Chicago, IL, October 1986.

“Opportunities in Retailing,” CBS: Objective Jobs, half-hour television talk show aired on Channel 2, April 1985. Member of a three-person panel interviewed by show host.

“Selling to Local Government Organizations,” 1984-86, presented at seminars sponsored by DePaul University.

“Purchasing Decisions: How to be a More Effective Buyer for Your Goods and Services,” 1984-86, presented at seminars sponsored by DePaul University.

“Location: Locating the Premier Sites to Your Advantage,” 1984-86, presented at seminars sponsored by DePaul University.

"DePaul University's Graduate School Entrepreneurship Program," presented to DePaul University's Alumni Association Board, October 1985.

"Product Test on Strobeflash IV," Equipment and Supplies Report, Wedding Photographers International, 1978.

"What Will Happen to Your Files?," a value analysis of files and records upon the death of a business owner, published in four parts, May to August issues, The Rangefinder, 1976.

"Gates of Opportunity Are Still Obstructed for America's Poor," The Marquette Tribune, October 10, 1969.

1969 Hilltop, Marquette University Yearbook, Design Editor.

Audio-visual presentations written, produced, and presented: Chemetron Corporation, Welding Products Division – 1972; Chicago Transit Board, Inspecting Manufacturing Process – 1977; ICSB International, Chicago Highlights - 1983.

## **DISCUSSANT, PAPER REVIEWING, AND WORKSHOP ACTIVITIES**

Discussant: "Financial Structuring for New Ventures and Small Businesses," International Council for Small Business 35<sup>th</sup> Annual World Conference, 1990.

Discussant: "Framework for Understanding Processes and Determinants of Public/Private Partnership Ventures," 1988 National Conference of United States Association for Small Business and Entrepreneurship, Monterey, CA, October, 1988.

Discussant: "Integrated Business Training for DBE/WBE firms: Providing Procurement Assistance to the Minority Firm," Midwest Purchasing Management Conference, Des Plaines, IL, May 1988.

Discussant: “Marketing Issues,” Second National Conference, United States Association for Small Business and Entrepreneurship, Milwaukee, Wisconsin, October 1987.

Discussant: “Strategy Formulation and Implementation,” 31<sup>st</sup> Annual World Conference, International Council for Small Business, Denver, Colorado, June 1986.

Discussant: “New Approaches to Small Business Assistance II,” 29<sup>th</sup> Annual World Conference, International Council for Small Business, Chicago, Illinois, June 1984.

“Public Policy, Private Practices: What’s next for minority and women’s entrepreneurship?” Workshop proposal submitted to USASBE’s 2009 National Conference. Co-panelists: Julie Weeks, President and CEO, Womenable and Bruce Phillips, Senior Fellow, NFIB Research Foundation.

“Cuban Entrepreneurs: Venturing in a Transitional Economy.” Workshop proposal submitted to USASBE’s 2009 National Conference. Co-panelists: Margaret Buckets and Sonya Kuki of the Democracy Council.

Created a new course for UIC’s Summer 2008 Interdisciplinary Seminars: “Policy, Politics, and Procurement for the Social Entrepreneur.”

“Town Hall” workshop to discuss future directions for the study of individual entrepreneurship, USASBE 2008 National Conference.

“Entrepreneurship in Low- and Moderate- Income Communities,” sponsored by the Ewing Marion Kauffman Foundation and the Federal Reserve Bank of Kansas City, Kansas City, MO, November, 2005.

Developed and chaired panel on “White House Conference Issues - Employee Benefits and Government Procurement,” 1987, USASBE National Conference, Milwaukee, Wisconsin.

“Marketing and the Business Life Cycle/Firm Size,” 1987, ICSB 32<sup>nd</sup> World Conference, Vancouver, Canada.

“Professional Development District Workshop,” National Association for Purchasing Management, 1986 and 1987, Rockford, Illinois.

Reviewer for the Third Annual Business Plan competition, The Franklin P. Perdue School of Business, Salisbury State College, 1988.

## **BOOK REVIEWING ACTIVITIES**

Entrepreneurship book (as yet to be titled), written by Marc Dollinger, to be published by Marsh Publications in 2007.

“The Ten Faces of Innovation,” Tom Kelley with Jonathan Littman, *Journal of Small Business Strategy*, Winter, 2005-2006.

“Entrepreneurship Successfully Launching New Ventures,” Bruce Barringer and R. Duane Ireland, Prentice Hall, 2005.

“Online Business Research,” Prentice Hall, June 2003

“Entrepreneurship: Strategies and Resources,” (3<sup>rd</sup> ed.) Prentice Hall, 2002.

“Managing Productivity by Objectives,” Dartnell, 1989.

## **EDITORIAL/ACADEMIC ACTIVITIES**

USASBE, Vice-President, Individual Entrepreneurship Division, 2007 – 2008.

Editorial Review Board, *Journal of Small Business Strategy*, 2006-present.

Editorial Review Board, *Journal of Developmental Entrepreneurship*, 2001-Present.

Competitive paper reviewer, USASBE National Conference Proceedings, 2000 – present.

Co-Chair, International Council for Small Business 50<sup>th</sup> World Conference, Entrepreneurship and Economic Development Division, October 2004 – June 2005.

USASBE, Program Chair, Individual Entrepreneurship Division, 2005-06

USASBE, V.P. of Minority and Women Entrepreneurship Division, 2003-2004

USASBE, Program Chair, Minority and Women Entrepreneurship Division 2002-2003

USASBE V.P. of Finance, 1983-1991

## **GRANTS & CONSULTING WORK**

UIC Institute for Policy and Civic Engagement, Engaging Discussions Regarding the Emerging Digital Library, \$20,000, awarded October 14, 2011.

Chicago Transit Authority Disadvantaged Business Enterprises' Business Development Program, February, 2006, for assessment of Minority Consulting Services, \$10,000.

Audio Visual Institute of DuPage County, October, 2004, AVID Strategic Planning, \$2,400.

United States Association for Small Business and Entrepreneurship, February, 2005, for bibliography development appearing on the USASBE web site, \$2,250.

The Illinois Community Technology Fund, May 2002, awarded a three-year grant for "Bridging the Digital Divide for Low Income and Rural Residents in Illinois," \$1.3 million.

U.S. Department of Commerce, Full Circle Community Mapping and Planning Project, for "Technology Opportunity Program", September 2003. Awarded to Northern Illinois Planning Commission (NIPC); full grant approximately \$800,000. Subcontract work \$7,500.

Coca-Cola, June 2003. Provided professional services to assist Coca-Cola in its preparation of a proposal in response to CTA's RFP for soft drink vending service for all rapid transit stations, bus turnaround and other CTA locations.

Workforce Development, Inc, April 2003. Provided services for assistance in analysis of legal structures and publicly-regulated administrative procedures in contracting with public and public/private entities.

Chicago Transit Authority, 1999-2000. Provided consulting assistance to help CTA develop and implement race and gender neutral programs in CTA's relevant market area so as to enhance the economic development within the State.

Department of Transportation, Small Business Innovation Program, April 1985, Principal Organization: Coin Systems, Inc., \$50,000 for "Revenue Collection, Audit and Data Distribution System".

U.S. Small Business Administration, January 1986, Principal Organization: University of Illinois at Chicago, \$5,000 for "Evaluation of SCORE's Consulting Performance with Small Entrepreneurial Businesses".

## **PUBLIC SERVICE ACTIVITIES (unfunded grant and contract proposals)**

Proposal to provide management assistance to certified minority- and women-owned firms in the areas of business process analysis, marketing, business planning, finance, and project management, 2008, \$200,000 (approx).

Proposal to conduct a disparity study to analyze both historical and current data relating to minorities, females, and persons with disabilities' business participation in government contracts, 2008, \$900,00 (approx).

Proposal to provide consulting service to determine the minimum level of ADA services the Regional Transportation Authority must provide in its service area, 2008, \$150,000 (approx).

Grant proposal to develop a model business development program to assist minority-owned enterprises grow beyond government contracts, 2007, \$50,000 (approx).

Proposal to provide consulting services to establish an ADA Para-transit funding planning for the Regional Transportation Authority, 2006, \$200,000 (approx).

Grant proposed to provide consulting services for the Illinois Bill of Health Initiative. Proposed value: \$300,000 (approx.)

Grant proposed to provide diversity and conflict management training services to Metra employees, Chicago, IL. Proposed value: \$150,000 (approx.)

Grant proposed to provide training and support services to community-based technology centers in the Chicago area and across Illinois. Proposed amount: \$49,500.

Grant proposed to the Transportation Research Board, NAS-NRC for the establishment of benchmarks in the areas of racial and gender diversity in State Departments of Transportation and Transit Agencies, December, 2004. Proposed value: \$49,700.

Grant proposed to the Joyce Foundation to support a policy analysis consortium consisting of a national and several state-based organizations in Illinois, Ohio, Michigan, and Minnesota. The consortium proposes to examine initiatives and policies to reduce the digital divide in the four states. October, 2004. Proposed value: \$275,000.

Grant proposed to the City of Countryside for a marketing plan for their city. May, 2004. Proposed value: \$52,750.

Grant proposed to the Department of Commerce to link adult and at-risk youth participants from five model job programs through the adaptation of a leading-edge business-sector social network tool application.

Grant proposed to the Small Business Administration for their executive training program for (8)a business owners and other eligibles. Proposed value: \$50,000.

## **TEACHING ACTIVITIES**

### **Graduate School Courses:**

Policy, Politics, and Procurement for the Social Entrepreneur, UIC, 2008  
Management of Small Business: Theory and Application, Management 521, DePaul University (DePaul), 1983 to 1991  
Entrepreneurship: New Venture Creation, Marketing 555, University of Illinois at Chicago (UIC), 1987-present  
Marketing for Not-For-Profit Organizations, MPS 524, DePaul; Public Service Program, 1997  
Corporate Ventures: Intrapreneurship, Management 572, DePaul, 1987-1991  
Product Management, Marketing 574, UIC, 1996-2000  
Government Contracts, MBA 590 Spring 2006

### **Undergraduate School Courses:**

Small Business Consulting, Marketing 464, UIC, 1983 to present  
Entrepreneurship: New Venture Creation, Marketing 454, UIC, 1983 to present  
Consumer Behavior, Marketing 461, University of Illinois at Chicago, 1998-present  
Microeconomics, Econ 294, Columbia College, 1998-2002  
Macroeconomics, Econ 293, Columbia College, 1998-2002  
Commercial Banking, Finance 395, Columbia College, 1998-99  
Marketing Research, Marketing 462, UIC, 2002 to present  
Personal Sales, Marketing 473, UIC, 2002 - present  
Global Marketing 469, UIC, 2000 - present  
B2B Marketing, Marketing 476, UIC, 2004 to present  
Product Management 475, UIC, 1999 - 2000

### **COMMUNITY SERVICE**

Faculty participant in USASBE's Doctorium Forum for PhD students in entrepreneurship at USASBE's 2008 National Conference.

Administrative agent for a statewide consortium entitled the Illinois Community Technology Consortium, 2005-2007.

Faculty mentor for two students from the Illinois Mathematics and Science Academy as they worked on a project to study minority-owned businesses, 2005 – 2006.

Senior advisor to University of Illinois-Chicago student-led teams providing consulting services to small and entrepreneurial businesses in the Chicago area, 1983 to present.

Illinois Center for Rehabilitation and Education. Worked to develop a business for their students who have severe physical disabilities and health-related issues. This venture was called "Wheels of



Dreams” and follow-up support was provided by a student consulting team from University of Illinois-Chicago. Fall, 2004.

Civil Service Commissioner, City of Des Plaines. 1989-92 and 2000-2003.

Member of Task Force, The City of Des Plaines, Des Plaines Chamber of Commerce and Industry, 1986.

## WORK EXPERIENCE

University of Illinois at Chicago, Clinical Associate Professor of Marketing, 2004- present; Lecturer, 2000-04; adjunct professor, 1983 to 2000.

Co-founder and President, Midwest Technology Access Group, Inc., a non-profit, 501(c)3, public policy analysis group, 1992 to present

Administrative Agent for the Illinois Community Technology Consortium, 2001 to present.

Chicago Transit Authority, Purchasing Department, 1973 to 1999, retired. Four major projects successfully completed:

- ***Automatic Fare Collection System*** - Contract officer for a \$60 million negotiated procurement and chair of a 16-member negotiating team. The AFC system is the first fully integrated bus and rail electronic fare collection system installed in the U.S.
- ***New Bus Radio Communications System*** - Contract officer for a \$30 million negotiated procurement and chair of a 7-member negotiating team. Successfully negotiated with the only bidder to reduce their initial price by \$8 million
- ***International Procurement*** - Contract officer for a \$7 million negotiated procurement of railroad ties from West Africa. Contract administration included plant inspection and monitoring all aspects of the production, shipping, and receipt of material.
- ***\$300 Million Transit Line Reconstruction Project*** - Contract Officer for approximately \$50 Million of the Green Line Contracts including cleaning and repainting work, construction of new electrical substations, renovation of rail stations and construction of new rail stations, track replacement, and materials.

Chemetron Corporation, Chicago, IL, 1972-1974.

Technical Writer, Photographer: responsible for writing industrial catalogs, technical bulletins and field reports. Worked with product managers and research and development engineers.

## PROFESSIONAL ACTIVITIES

2008-present                      Chairperson, Audit Committee for the United States Association for Small

	Business and Entrepreneurship.
2008	Member, UIC CBA's Entrepreneurship Curriculum Committee.
1985-Present	Consulting, fee-based: various small businesses with sales less than 1 million
2005	Member, UIC CBA's Marketing Curriculum Committee.
1983 to 2000	Lecturer, University of Illinois at Chicago and Small Business Institute Director
1983 to 1991	Lecturer, DePaul University, Graduate School of Business
1987	Created a new course for DePaul University Graduate School of Business for Corporate Entrepreneurship. DePaul's academic committee gave it a permanent course number based on my proposal
1984	Lecturer, Oakton Community College
1984-1985	Co-developer of the MBA Concentration in Entrepreneurship, DePaul University
1985-1986	Acting Director of Entrepreneurial Studies at DePaul University
1985-1986	Faculty Moderator for DePaul University's Collegiate Entrepreneurship Club
1983-1991	Vice President for Finance, United States Association for Entrepreneurship and Small Business
1984-1990	Purchasing Management Association of Chicago, Member: Minority Purchasing Committee, 1984-1985 Member: Small Business Purchasing Department Committee, 1985-1986 Co-Chairman: Professional Development Committee, 1987-1988 Chairman: Professional Development Committee, 1988-1990
1987-1988	National Association of Purchasing Management Member: Minority Business Development Group
1986-1987	Program Developer, Certificate in Purchasing Management offered by DePaul University and co-sponsored by PMAC
1969-1987	Owned and operated a home-based photography business employing two permanent part-time employees and two associate photographers
1987	Faculty advisor to the first Midwest Collegiate Entrepreneurship Conference.

## **EVENT ORGANIZATION ACTIVITIES**

Principal co-organizer, iCTC's First Annual Illinois Community Technology Conference, September 23-24, 2004, Chicago, Illinois, Theme: "Building Connected Communities in Illinois."

Exposition Chair for IAPPO's "Technology Exposition: Making E-Commerce A Success", May 2001.

A principal organizer for the following seminars and conferences (1983-1985):

1. Management Assistance Conference
2. Successful Marketing Strategies for the Independent Retailer
3. Microcomputers and Electronic Spreadsheets
4. Starting Your Own Business
5. Financing for the Independent Business

Member of the Local Arrangements Committee for the 29<sup>th</sup> World Conference sponsored by the International Council for Small Business, Chicago, IL, June 1985.

Principal faculty coordinator for the Midwest's first collegiate Entrepreneurship Conference sponsored by the University of Illinois at Chicago and DePaul, Chicago, IL, 1985.

## **CERTIFICATION, SCHOLARSHIPS, AND HONORS**

Recognition for outstanding paper reviewing, USASBE 2008 National Conference.

Outstanding Employee Award for outstanding job performance and dedication to the goals and objectives of the Chicago Transit Authority's Material & Information Management Group, 1994.

USASBE Fellow in recognition of meritorious service to the United States Association for Small Business and Entrepreneurship, 1987.

Symposium for Entrepreneurship Educators at Babson College, June 1987.

Certified Purchasing Manager, C.P.M. - Professional certification of the National Association of Purchasing Management, 1986, renewed 1991, Lifetime Certification 1997.

Illinois Association of Public Procurement Officials, IAPPO, Lifetime Membership, 1999.

Recipient of the "4-H Award of the Silver Clover", in recognition of service to 4-H as a volunteer leader, US Department of Agriculture, 1988.

## CITATIONS

“Ethnic Entrepreneurship: A theoretical framework,” Thierry Volery: Handbook of Research on Ethnic Minority Entrepreneurship: A Co-evolutionary View on Resource Management, edited by Leo-Paul Dana, Edgar Elgar Publishing, 2008.

“Entrepreneurship Training Curriculum Assessment: The case of new venture creation learnerships,” Marius Pretorius and Thomasz Wlodarczyk, South African Journal of Economic and Management Sciences, Dec 2007, Vol. 10, no. 4. pp. 504-29.

“Supplier diversity and minority business enterprise development: case study experiences of three US multinationals,” Mayank Shah and Monder Ram, Supply Chain Management, 2006, Volume 11, Number 1, pp 75-81.

“An Entrepreneurial Approach to Entrepreneurship Education: Active Teaching,” Gordon E. Haym, USASBE 2008 National Conference Proceedings.

Listed in “Who’s Who in Finance and Business,” 36<sup>th</sup> Edition.

Listed in “Who’s Who in American Education,” 2007 – 2008 Edition.

“Drawing parallels: Design Pedagogies and Entrepreneurship Education,” Andrew Penaluna, working paper, Entrepreneurship, Design, and Management, 2007 (online at [www.elia-artschools.org/\\_downloads/activities/trigger\\_ta/A1\\_full.pdf](http://www.elia-artschools.org/_downloads/activities/trigger_ta/A1_full.pdf)).

Quoted in a ***Chicago Tribute*** article written by Ann Meyer, April 2, 2007, “*Minority Businesses leery of Label: Designation opens doors to work but can imply limitations.*”

Quoted in a ***Chicago Tribute*** article written by Ann Meyer, January 29, 2007. “*Sales SWAT Team to the Rescue.*”

“An Entrepreneurial Approach to Entrepreneurship Education: Active Teaching,” Gordon E. Haym, USASBE/SBI Conference Proceedings, 2006.

“Business Paradigms in Einstellung: Entrepreneurship Education, A Creative Industries Perspective,” Andrew Penaluna and Kathryn Penaluna, working paper, National Council for Graduate Entrepreneurship, August, 2006.

Quoted in a ***Chicago Tribute*** article written by Ann Meyer, May 16, 2006, “*Taking on Giants: The Small Shop that Fought Back.*”

“*Ethnic Entrepreneurship: The Paradox of Cultural Embeddedness*,” Ethel Brundin, Eslyn Isaacs, Kobus Visser, and Carolyn Wigren, Conference Proceedings, 1<sup>st</sup> International Conference on Environmental, Cultural, Economic and Social Sustainability, Island of Oahu, Hawaii, February, 2005 (online at [http://s05.cgpublisher.com/session\\_descriptions.html](http://s05.cgpublisher.com/session_descriptions.html)).

Quoted in a ***Chicago Tribune*** article written by Ann Meyer, September 20, 2004, titled, “*Bank uses*

*research, training to 'wow' clients with service."*

Quoted in a ***Chicago Tribune*** article written by Ann Meyer, August 30, 2004, titled, "*Client-focused companies learn to grow with the flow.*"

Quoted in a ***Chicago Tribune*** article written by Ann Meyer, August 23, 2004, titled, "*Companies focus on extra service to brighten up sales.*"

Listed in Who's Who in the Midwest, 2004-2005 Edition.

Listed in Who's Who in the Midwest, 21<sup>st</sup> Edition.

Listed in Who's Who in the Midwest, 3<sup>rd</sup> Edition.

Quoted in a ***Chicago Tribune*** article written by Pamela Dittmer McKuen, January 24, 2003, titled "*When contract issues make a bid for your attention.*"

Rasheed, Howard S. "*Capital Access Barriers to Public Procurement Performance: The Moderating Effects of Ethnicity, Gender, and Education,*" Journal of Entrepreneurial Development.

"Ask for More Study of DP Panel Memberships," (2003), the Journal & Topics Newspapers Online.

Quoted in a ***Daily Herald*** article written by Katja Schupp, November 8, 2000, titled, "*Entrepreneurial Spirit Reigns at Navy Pier.*"