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I study and build profitable, scalable entrepreneurial enterprises, and give others the tools to do the same. I conduct research, write, teach, and advise entrepreneurs and CEOs of \$10 to \$50 million businesses on achieving structured, rapid growth.

I currently serve as assistant professor of entrepreneurship and innovation at Old Dominion University where my research focuses on the transformation of *small ventures into fast-growing, value-creating companies* and *regions into entrepreneurial economies*. My focus spans the roles of international strategy, institutional forces, and competitive dynamics on the sustainable growth of small, high-impact ventures. I teach graduate and undergraduate courses on strategy, organization theory, and entrepreneurship.

Previously, I held academic positions with the University of Richmond, George Mason University, and the University of Maryland. Prior to this, I served for more than fifteen years as a founder of, in management roles with, or as an advisor to several emerging ventures and established companies from information technology, biotechnology, and technology investment sectors. These companies included Viaken Systems (a biotechnology concern), US Interactive, CBS/Westinghouse, Imperative! Software, and the Ben Franklin Partnership, an early-stage venture capital firm.

I hold a Ph.D. in entrepreneurship and innovation from the George Washington University, an M.B.A. from Smeal College of Business at the Pennsylvania State University, and a B.S. in management science from the Sloan School of Management at MIT.

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