Elena Dowin Kennedy

Doherty Emerging Professor of Entrepreneurship

Associate Professor of Entrepreneurship

Love School of Business, Elon University

Campus Box 2078, Elon, NC 27244

EKennedy9@Elon.Edu

Ph: 336-278-5929

Academic Appointments

**2025- Present Faculty Fellow for Community-Based Learning**

 Elon University—Elon, NC

**2022-Present Associate Professor of Entrepreneurship,** Love School of Business

 Elon University—Elon, NC

**2020-2025 Doherty Emerging Professor of Entrepreneurial Leadership**

 Elon University—Elon, NC

2016-2022 Assistant Professor of Entrepreneurship, Love School of Business

 Elon University—Elon, NC

**2012-2016 Research Assistant, College of Management**

University of Massachusetts-Boston—Boston, MA

2014-2015 Adjunct Professor, College of Management

University of Massachusetts-Boston—Boston, MA

**2015 Special Lecturer,** School of Business

 Providence College—Providence, RI

Education

2016 Ph.D. in Business Administration

Organizations and Social Change, College of Management, UMass-Boston

Dissertation: “Positioning the beneficiary: The role of entwinement in social enterprise impact and performance management”

 Dissertation Committee: Nardia Haigh (UMass-Boston), Maureen Scully (UMass-Boston), Sandra Waddock (Boston College)

2011 Masters of Education

 College of Education and Human Sciences, Delta State University

2009 Bachelors of Science in Business Administration

 School of Business and Economics & Honors College, College of Charleston

Baccalaureate Thesis: “Growing Up: Guiding the Evolution of Corporate Social Responsibility Through Consumer Responsibility”

Research Interests

* Social value creation in social entrepreneurship and mission driven organizations.
* Strategic decision making in mission driven organizations.
* Entrepreneurial community formation.
* Entrepreneurship education.

Peer-Reviewed and Refereed Publications

**Dowin Kennedy, E.** Forthcoming.Burlington Beer Works: Balancing Cooperative Ideals with Financial Realities. Kucher, J (ed). *Cases on Social Entrepreneurship in the United States.* Edward Elgar. Book submitted to the publisher 11/7/2024. Publication anticipated 2025.

**Dowin Kennedy, E.** 2025. Leveraging marquee businesses and community events in entrepreneurial community development. *Journal of Business Venturing Insights.* 23. <https://doi.org/10.1016/j.jbvi.2025.e00524>

*A on ABDC. Based off data collected with student Ethan Kaufmann class of 2020.*

**Dowin Kennedy, E**., Brannon, D., Henshaw, G., Powell, K. 2025. What happens after entrepreneurship students graduate? Exploring the early career outcomes of graduates. Santos, S.C. & Simmons, S. (eds) *Annals of Entrepreneurship Education & Pedagogy 2025.* Edward Elgar.

*1 citation*

McMahon, S., Henshaw, G., **Dowin Kennedy, E.,** Brannon, D., Obedkova, A., Powell, K. 2024. No (Startup) Experience Required: Early Career Effectiveness of Entrepreneurship Graduates. *Entrepreneurship Education & Pedagogy.* <https://doi.org/10.1177/25151274241292282>

 *2 citations*

**Dowin Kennedy, E.,** Brannon, D., Powell, K., McMahon, S., Obedkova, A., Henshaw, G. 2023. Beyond the tip of the Iceberg: Measuring efficacy of entrepreneurship education in outcomes beyond start-ups. *Global Journal of Business Pedagogy. 7(1)*: 144-163. [https://www.igbr.org/wp-content/Journals/2023/GJBP\_Vol\_7\_No\_1\_2023.pdf](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.igbr.org%2Fwp-content%2FJournals%2F2023%2FGJBP_Vol_7_No_1_2023.pdf&data=05%7C01%7Cekennedy9%40elon.edu%7Cae99c30c651d4345ab8e08dbeeef58b4%7Cba18326d711f4ae286816115493a7a53%7C0%7C0%7C638366483988382686%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=YmclZ%2BC%2FfenrV6Sl0yJkuS3XU0Nfbz12Qk9b3jU2pzU%3D&reserved=0)

*4 citations*

**Dowin Kennedy, E.** Horky, A.B., Kaufmann, E. 2023. Ties that Bind: Leveraging Horizontal and Vertical Ties within an Entrepreneurial Community in Cross-Promotional Social Media Marketing. *Journal of Research in Marketing and Entrepreneurship.* 25(2): 310-327. *Doi:* 10.1108/JRME-01-2021-0010

*B on ABDC. 14 citations. Ethan Kaufmann is a 2020 alum.*

**Dowin Kennedy, E.** 2021. Creating community: The process of entrepreneurial community building for civic wealth creation. *Entrepreneurship & Regional Development.* 33(9-10): 86-836. Doi: 10.1080/08985626.2021.1964612

*A journal on ABDC. 22 citations*

Beaton, E. & **Dowin Kennedy, E.** 2021.Responding to Failure: The Promise of Social Enterprises as Market Menders. *Public Management Review. 23:5:* 641-664*.* doi: 10.1080/14719037.2020.1865438

*A journal on ABDC. 43 citations.*

**Dowin Kennedy, E.**, McMahon, S.R., Reis, D. 2020. Independence in the making: Using makerspace experiences to build foundational entrepreneurial competencies. *Entrepreneurship Education and Pedagogy. 4(3): 549-563.* Doi: 10.1177/2515127420946036.

*15 citations*

Ghosh-Moulick, A., Alexiou, K., **Dowin** **Kennedy, E.,** & Parris, D. 2020. A total eclipse of the heart: compensation strategy in entrepreneurial nonprofits. *Journal of Business Venturing.* 35(4): 1-18.[doi: 10.1016/j.jbusvent.2019.105950](https://doi.org/10.1016/j.jbusvent.2019.105950)

*A\* journal on ABDC. 17 citations.*

**Dowin Kennedy, E**, Beaton, E.,& Haigh, N.L. 2020. Increasing social impact among social enterprises and traditional firms. Bills, D. & Rochester, C. (eds.). *Handbook on Hybrid Organizations*. Edward Elgar. Doi: 10.4337/9781785366116.00024

8 *citations.*

**Dowin Kennedy, E.** & Haigh, N. 2019. Forging ahead or grasping at straws? Legal structure change in social enterprises and its outcomes. *Journal of Social Entrepreneurship.* 10(1):30-54. Doi: 10.1080/19420676.2018.1541002

*B journal on ABDC. 9 citations.*

Parris, D., Alexiou, K., **Dowin Kennedy, E.,** Linnane, M. 2018. Start with what you have: A leader’s path to innovation. *Organizational Dynamics.* 47(4): 219-228. Doi: 10.1016/j.orgdyn.2018.04.002

*A journal on ABDC. 5 citations*

Haigh, N.L., **Dowin Kennedy, E**. & Walker, J. 2015. Hybrid Organizations as Shape-Shifters: Altering Legal Structure for Strategic Gain. *California Management Review*. 57 (3): 59-82.

*A journal on ABDC. 143 citations.*

Work in Progress

**Dowin Kennedy, E.** & Horky, A. and student research team. Comparing cross-promotional support across entrepreneurial communities. Data analysis in progress.

**Dowin Kennedy, E.** Expanding the viewfinder: Exploring positionality in entrepreneurial ecosystem perspectives in Alamance County. Data collection in progress.

Peer Reviewed Conference Presentations (Full Manuscripts reviewed)

McMahon, S., Obedkova, A., Henshaw, G., **Dowin Kennedy, E.**, Brannon, D., & Powell, K. 2024. Early career outcomes of entrepreneurship graduates. *USASBE annual meeting*. Birmingham, Alabama. January 12.

 *This paper was awarded “Best Empirical Paper” and “Best Overall Research Paper” at the conference*

McMahon S. & **Dowin Kennedy, E.** 2023. The Inside Pitch: Entrepreneurial Competencies Through Student-Centered, Experiential Learning. *Academy of Management Annual Meeting.* Boston, MA. August 4-8.

**Dowin Kennedy, E.** 2021. Entrepreneurial community development: Longitudinal SNA of cross-promotional behavior. *Academy of Management Annual Meeting*. Virtual.

**Dowin Kennedy, E,** Kaufmann, E. & Horky, A. 2020. Cross-promotional strategies in SMEs within an entrepreneurial community. S*ociety for Marketing Advances.* Virtual. November 4-7.

**Dowin Kennedy, E**. 2020. The Relationship Between Beneficiary Positioning in Social Enterprises and Depth of Impacts Created. *Academy of Management Virtual Annual Meeting.* August 9-11.

**Dowin Kennedy, E.** 2018. Creating community: Understanding the development of a locally oriented entrepreneurial community. *Academy of Management Annual Meeting*, Chicago, IL. 10-14 August

Alexiou, K. Moulick A., **Dowin Kennedy, E**., Parris D. 2018. Strategic social venturing: Examining employee compensation within enterprising nonprofits. *Academy of Management Annual Meeting*, Chicago, IL. 10-14 August

**Dowin Kennedy, E.** 2016. Navigating logics: Measuring performance in social enterprises. *Academy of Management Annual Meeting,* Anaheim, CA. 5-9 August.

**Dowin Kennedy, E.** & Haigh, N.L. 2016. Business model innovation for simultaneously creating social value and capturing economic value. *Academy of Management Annual Meeting,* Anaheim, CA. 5-9 August.

**Dowin Kennedy, E.** 2015. Positioning the Beneficiary: The Role of Entwinement in Social Enterprise Impact. *Academy of Management Annual Meeting*, Vancouver, British Columbia. 9-11 August.

**Dowin Kennedy, E.** & Haigh, N.L. 2014. The Role of Beneficiary Engagement in Performance and Impact Measurement in Social Enterprises. *Academy of Management Annual Meeting*, Philadelphia, PA. 2-5 August.

Peer Reviewed Conference Presentations (Extended Abstracts reviewed)

**Dowin Kennedy, E.** 2023**.** Bringing the venture to life. *North Carolina Entrepreneurship Educator’s Conference*. Wilmington, NC. 21 April.

Lumpkin, T., Bacq, S., Bailey, R., **Dowin Kennedy, E.**, Melendez, E., Rocchino, R. 2023. Researching Civic Wealth Creation: Insights from Qualitative and Quantitative Studies Across Contexts**.** *Sustainability, Ethics, and Entrepreneurship Conference.* San Juan, Puerto Rico. 3-5 March.

**Dowin Kennedy, E.** & Horky, A.B. 2023. Turning inward: The effect of crisis on social media cross-promotion in entrepreneurial communities. *United States Association for Small Businesses and Entrepreneurship (USASBE) Annual Conference.* Tallahassee, FL. 18-22 January.

**Dowin Kennedy, E.** & McMahon, S. 2022. Evaluating a curriculum: Proposing and Measuring Outcomes of Entrepreneurial Education. *North Carolina Entrepreneurship Educator’s Conference.* Wake Forest, NC. 8 April.

**Dowin Kennedy, E.** et al. 2022.Evaluating a curriculum: Proposing and Measuring Outcomes of Entrepreneurial Education. *United States Association for Small Business and Entrepreneurship* (*USASBE) Annual Conference.* Raleigh, NC. 6-8 January.

**Dowin Kennedy, E.**2020. Creating community: Longitudinal social network analysis of a locally oriented entrepreneurial community. *The 17th Annual Social Entrepreneurship Conference*

**Dowin Kennedy, E.** McMahon, S. & Reis, D. 2020. Independence in the making: Using makerspace experiences to build independent innovators. *United States Association for Small Business and Entrepreneurship* (*USASBE) Annual Conference.* New Orleans, LA. 3-7 January.

**Dowin Kennedy, E.,** Parris, D., Alexiou K. 2019. Navigating investment and compensation decision making in strategic social entrepreneurship. *United States Association for Small Business and Entrepreneurship* (*USASBE) Annual Conference.* St. Petes, FL. 22-27 January.

**Dowin Kennedy, E**., McMahon, S. 2018. Evaluating a curriculum: How can we know what our students are really learning? *Management and Organizational Behavior Teaching Society 2018 Conference.* Myrtle Beach, SC. 7-9 June.

Moulick, A., Parris, D., Alexiou, K., **Dowin** **Kennedy, E.** 2017. Strategic Social Venturing: Presentation at Decision Sciences Institute (DSI). Washington, D.C. 18-20 November.

Moulick, A.G, Parris, D., Alexiou, K., **Dowin Kennedy, E.** 2017. Strategic Social Venturing. *Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference.* Grand Rapids, MI, 16-18 November.

Parris, D., Alexiou, K., **Dowin Kennedy, E.,** Linnane, M.2017. Unintended Consequences of a Charity Mindset: Exploring Strategic Social Entrepreneurship as a New Revenue Model for Social Ventures. *Sustainability, Ethics, & Entrepreneurship Conference*. San Juan, Puerto Rico. 27 Feb-2 Mar.

**Dowin Kennedy, E.** & Haigh, N.L. 2015. Mixing and Matching: Business Model Innovation for Social and Economic Value Creation. *12th Annual Social Entrepreneurship Conference*, New York, NY. 4-6 November.

**Dowin Kennedy, E.,** Mooney, E.2015. Elements of a social enterprise ecosystem: The role of experiential learning. *Academy of Management Annual Meeting*, Vancouver, British Columbia. 9-11 August.

**Dowin Kennedy, E.,** Poirier M., Williams, K. & Warren, M. 2014. Creating our own history: Youth Power and Leadership in the Boston Youth Justice Movement. *Northeastern Political Science Association,* Boston, MA. 12-14 November.

**Dowin Kennedy, E.** 2014. Positioning the Beneficiary: Entwinement in Social Enterprises. *11th Annual Social Entrepreneurship Conference*, Boston, MA. 5-7 November.

**Dowin Kennedy, E.**, Meros, J. & Mooney, E. 2014**.** Elements of a Social Enterprise Ecosystem: The Role of Experiential Learning. *11th Annual Social Entrepreneurship Conference*, Boston, MA. 5-7 November.

**Dowin Kennedy, E.** 2014. Social Enterprise and Beneficiary Relationships: Creating and Measuring Impact. *International Doctoral Consortium*, Halifax, Nova Scotia. 6-9 June.

**Dowin Kennedy, E.** & Haigh, N.L. 2013. Path Creation/Dependence and the Hybrid Organization. *NYU Stern Social Entrepreneurship Conference*. New York, NY. 5-8 November.

Haigh, N.L. & Walker, J. & **Dowin** **Kennedy, E. 2013.** The Path to Hybrid: Final Results. *Community of Social Innovation Workshop.* Toronto, Ontario. 10-11 May.

Invited Presentations­­­­ and Panel Participation

Longmire-Avital, B. Fullwood, C., Munoz, S., **Dowin Kennedy, E.** Payne, D. 2024. Opening panel: Elon Mentoring Initiatives Design Team Implementation of Pilot Programs. *2024 Mentoring in Meaningful Relationships Summit.* Elon University, 24 June.

**Dowin Kennedy, E.** 2024. Building confidence through purpose. *Women Adding Value at Eaton International Women’s Day Speaker.* Raleigh, 6 March.

**Dowin Kennedy, E.,** Bernaciak, J., Ducharme, J., Kim, E., Perry, L. & Raible, S. 2024. Around the world in 50 minutes: Social Entrepreneurship Study Abroad Experiences. *USASBE annual meeting.* Birmingham, Alabama. 12January.

**Dowin Kennedy, E.** 2022**.** Creating Community-Understanding how entrepreneurial communities form to create value. *Elon Acorn Talks.* October 1.

**Dowin Kennedy, E**. & Reis, D. 2021. The doer/maker mindset for professional, personal, and civic projects. *Elon Center for Design Thinking (Re)Place: Remaking places and spaces together speaker series.* March 2.

**Dowin Kennedy, E.** 2020. Social entrepreneurship. *Elon Acorn Talks.* October 26.

Reis, D. & **Dowin Kennedy, E.** 2020. Tinkering and drinkering: The doer-maker mindset for professional projects. *Elon Center for Design Thinking Happy Hour Innovations in Living Learning Series.* 24 February.

**Dowin Kennedy, E.** 2018. Creating community: Understanding the development of Saxapahaw as a locally oriented entrepreneurial community. *Elon Sustainability Lunch and Learn,* Elon, NC. 12 August.

**Dowin Kennedy, E.** & Eric Henry. 2017. Adding to the Bottom Line. *The CoOperative Speaker Series,* Graham, CA. 25 March.

**Dowin Kennedy, E.** 2017. Social Enterprise and Human Centered Design. *Colonial Academic Alliance Undergraduate Research Conference.* Elon, NC. 30 March.

**Dowin Kennedy, E.** 2015. Entwined Beneficiaries: Developing a Typology of Enterprise-Beneficiary Relationships in Social Entrepreneurship. *Northeastern University Featured Speaker in Social Entrepreneurship*, Boston, MA. 24 November.

**Dowin Kennedy, E.** 2015. Positioning the Beneficiary: Developing a Typology of Enterprise-Beneficiary Relationships. *Research Colloquium: Accelerating and Incubating Early-Stage Entrepreneurs,* Emory University, Aspen Institute and Kauffman Foundation. Atlanta, GA. 22 May.

Bull, C., DiCarlo, L., Turell, Y., **Dowin Kennedy, E.**, Blitz, A., Kiser, C. 2014. Peer-learning Conversations: Academics. *Social Enterprise Ecosystem and Economic Development*, Providence, RI.

Invited Workshop Participation/Facilitation

2023 **Module Facilitator** Elon LSB Graduate Student Orientation—Mentoring in Meaningful Relationships

2024 *Elon Center for Design Thinking Community of Practice*

2024 **Module Facilitator** *USASBE Social Entrepreneurship Certificate Program*—Financing Social Ventures, Birmingham Alabama

2024 **Facilitator** *USASBE Learning Journey—*Social Entrepreneurship Walking Tour: Walking Tour of Woodlawn. Birmingham Alabama

2023 **Facilitator** *Happier Hour LSB Summer Community of Practice*

2023 **Module Facilitator** Elon Law/LSB Graduate Student Orientation—Mentoring in Meaningful Relationships

2023 **Module Facilitator** *USASBE Social Entrepreneurship Certificate Program*—Financing Social Ventures, Virtual Session

2023 *Elon Center for Design Thinking Community of Practice*

2022 **Co-Facilitator** *The educator you mean to be LSB Summer Community of Practice*

2020-2021 **Facilitator** Leadership Education Faculty Scholars Program

2018 *ENT Paper Development Workshop.* Academy of Management Annual Meeting. Chicago, IL.

2017 *OBTC Early Educator Institute*. Organizational Behavior Teaching Conference. Providence, RI.

2016 *SIM/ONE Junior Faculty Consortium*. Academy of Management Annual Meeting. Anaheim, California.

2015 *Entrepreneurship Division Doctoral Consortium*. Academy of Management Annual Meeting. Vancouver, BC, Canada.

2015 *Research Colloquium: Accelerating and Incubating Early-Stage Entrepreneurs*.Emory University, Aspen Institute, and Kauffman Foundation. Atlanta, GA.

2015 *Community of Social Innovation Workshop*. University of Michigan, Ann Arbor, MI

2015 *oikos 2015 Young Scholars Entrepreneurship Academy*. St. Gallen, Switzerland.

2014 *Syracuse University and Villanova University Social Entrepreneurship Seminar.* Villanova University, Philadelphia, Pennsylvania.

2014 *National Organizing Workshop*. Leadership for Education Equity, Las Vegas, Nevada.

2014 *Community of Social Innovation Workshop*. Queens College, Toronto, Ontario.

2013 *Community of Social Innovation Workshop*. Queens College, Toronto, Ontario.

Funding, Awards and Distinctions

2024 *Faculty Research and Development Summer Fellowship*: ”Expanding the viewfinder: Exploring positionality in entrepreneurial ecosystem perspectives in Alamance County”—Elon University ($8,750)

2024 *Best Overall Research Paper*—US Association for Small Business and Entrepreneurship, “Early Career Outcomes of Entrepreneurship Graduates”

2024 *Best Empirical Research Paper—*US Association for Small Business and Entrepreneurship, “Early Career Outcomes of Entrepreneurship Graduates”

2021 *Social Entrepreneurship SIG Excellence in Teaching­*—US Association for Small Business and Entrepreneurship

2020-present *Doherty Emerging Professor of Entrepreneurship*—Elon University

2020-2021 *Interim Faculty Fellow for Leadership Education*—Elon University

2020 *Dean’s Award for Exemplary Service*—Elon University, Love School of Business

2020-2022 *IN/CO Round Two Grant*—Project Lead: ”Outcomes of entrepreneurial education: Perceptions of career readiness”—Colonial Academic Alliance ($40,000) and Elon University ($26,000)

2020 *Excellence in Pedagogical Innovation Award—*“ENT250: Introduction to the Doer/Maker Mindset”—US Association for Small Business and Entrepreneurship

2019-2020 *Faculty Fellow in Social Entrepreneurship*—Sullivan Family Foundation

2019-2020 *Sustainability Faculty Scholar*—Elon University

2019-2020 *Leadership Education Faculty Scholar*—Elon University

2018-2019 *Academic Service-Learning Faculty Scholar*—Elon University

2018 *Faculty Research and Development Summer Fellowship*. ”Creating community: Utilizing Social Network Analysis to identify key events in entrepreneurial community formation”—Elon University ($8,750)

2017 Scholarship to *OBTC Early Educator Institute*—Organizational Behavior Teaching Society ($1,150)

2016 *Hultquist Award for Summer Research*. “Creating community: Understanding the development of a locally oriented entrepreneurial community”—Elon University ($2,000)

2014 *Doctoral Student Achievement Award*, UMB College of Management

Teaching Experience

*Higher Education:*

Elon University, Department of Management and Entrepreneurship

**ENT2500- Creativity and the Doer/Maker Mindset**

**ENT3400- Entrepreneurial Finance**

**ENT3550- Entrepreneurship for the Greater Good**

**ENT4380 (now ENT3440)- Innovation Dynamics**

**ENT4600- Bringing the Venture to Life**

**BUS4970- Strategic Management**

**MBA/MSBA 6100-Business for the Greater Good**

**MBA6380—Entrepreneurship 1**

**MBA6991—Venture Design (Independent Study)**

**ENT4999 Undergraduate Research Projects Supervised:**

Spring 2018—*Entrepreneurial Failure: Reasons, lessons learned and the case for re-purposing failed start-up ideas*—Basile Terrier (International dual degree student), SURF poster

Fall 2019-Spring 2020—*Looking at entrepreneurial success through a gendered lens*—Kathryn Robbins

Spring 2020—*Understanding cross promotion in an entrepreneurial community*—Ethan Kaufmann, co-authored JORME article, presented at Society for Marketing Advances.

Spring 2021—*Examining small business use of social media and marketing strategies in Burlington, NC*—Grace Granger, SURF poster

Spring 2021—*Examining business and use of social media in entrepreneurial ecosystems in Graham, NC—*Ben House, SURF poster

Spring 2021—*Examining small business and use of social media and customer engagement in Saxapahaw, NC*—Nia Griffin, SURF poster

Spring 2024—*Understanding entrepreneurial competencies*—Tejus Pyati

Fall 2024—*Understanding entrepreneurial competencies*—Claire Mapes, NCUR poster presentation

Fall 2024—*Local entrepreneurial ecosystems*—Nathaniel Mills

Fall 2024—*Wellbeing in female entrepreneurs*—Taylor Sluss, Honors class of 2026

Fall 2022-Present **Associate Professor**

Fall 2016-2022 **Assistant Professor**

University of Massachusetts-Boston, Department of Management and Marketing, College of Management

Fall 2014-Fall 2015 **Adjunct Professor: MGT 303—Managing Organizations** (OB/OT Core)

Fall 2014 **Teaching Assistant: MBAMGT689—Strategic Management**

Providence College, Department of Management, School of Business

Spring 2014 **Special Lecturer: MGT 320—Human Resources Management**

*Other Teaching Experience:*

Ruleville Middle School, Sunflower County Public Schools, Mississippi

2009 – 2011 Prealgebra

**6th Grade Mathematics**

Teach for America

2011 Middle School Math Corps Member Advisor Mississippi Delta Summer Institute. Facilitated learning for 12 college graduates earned 9 graduate credit hours during summer training prior to beginning teaching.

2011 **Mississippi Delta Course Leader: A Closer Look at The Achievement Gap.** Designed and facilitated monthly professional development for 25 second year teachers.

2010-2011 **Mississippi Delta Learning Team Leader: Middle School Mathematics**. Designed and facilitated monthly professional development for 55 first- and second-year teachers.

Service

2024-present Member—LSB Dean’s Search Committee

2024-present At Large Member—Graduate Council

2024-present **Co-coordinator**—LSB PoP Circle faculty mentoring pilot

2023-present Member—Honorary Degree Advisory Council

2022-present Member—Sustainable Development Minor Advisory Board

2022-present Member—LSB Diversity, Equity, Inclusion, and Belonging Committee

2020-present Member—Community Based Learning (formerly Academic Service-Learning) Advisory Council

2017-present Member—Elon Innovation Challenge Advisory Committee

2016-present Member—Council on Civic Engagement

2024 **Chair**—Director of Doherty Center Search Committee

2024 Mentor—Elon Innovation Challenge

2023-2024 **Co-chair—**Graduate Student Working Group of the Elon Mentoring Initiatives Design Team

2020-2024 Member—President’s Advisory Council on Inclusive Excellence

2023 **Chair—**Social Entrepreneurship SIG United States Association of Small Business and Entrepreneurship (USASBE)

2023 Member—Assistant Professor of Engineering Search Committee

2022 **Chair Elect—**Social Entrepreneurship SIG United States Association of Small Business and Entrepreneurship (USASBE)

2022 **Chair—**Visiting Assistant/Associate Professor in Strategy Search

2022 **Co-chair—**Cocurricular Subcommittee of the Elon Mentoring Initiatives Design Team

2019-2022 Member—Change Makers Scholars Advisory Committee

2020-2021 **Interim Faculty Fellow for Leadership Education**

2020-2021 Member—Elon Experiences Advisory Council

2019-2021 Team Coach—Elon Innovation Challenge

2019-2021 **Director**—LSB PRME Initiative

2020 Member—ENT/Strategy Search Committee

2019 Member—Greensboro Community Working Group: Elon Strategic Planning Committee

2019 Member—FR&D Reassign Time Subcommittee

2019 Member—Elon Coalition for Change (Ashoka Changemakers)

2017-2019 Member—Downtown Innovation Group

2018 Member—Sustainability Academic Reporting Group

2018 Team Mentor—Elon Innovation Challenge

2017 Member—Doherty Center for Entrepreneurial Leadership Program Manager Search Committee

2016-2017 **Organizer—**We Do! Women in Entrepreneurship Conference

2016 Member—OB/HR Search Committee

2014-2015 Member—Strategic Planning Committee (UMB College of Management Entrepreneurship Center)

2014 UMB Student Representative—Boston Area Doctoral Organization Consortium Student Research Event

**Periodic reviewing for journals:** California Management Review; Organizations & Environment; Public Management Review; Strategic Entrepreneurship Journal; Management Teaching Review; Journal of Research in Marketing and Entrepreneurship; Perspectives in Undergraduate Mentoring

**Periodic reviewing for conferences:** Academy of Management—Entrepreneurship Division, Management Education Division, and Social Issues in Management Division; Management and Organizational Behavior Teaching Conference; Southern Management Association; United States Association of Small Business and Entrepreneurship Annual Conference

Non-Academic Professional Appointments

2022-present Board of Directors Member

 Burlington Beer Works Cooperative

2017-2018 Advisory Board Member

 Teach for America-Piedmont Alumni Advisory Board

2014-2015 Strategy and Data Advisor

 Rhode Island is Ready, Providence, RI

2011-2012 Childcare Site Director

 MacColl Field YMCA, Lincoln Rhode Island

2010-2015  **Part Time Phone Interviewer**

Teach For America, New York, New York

2010-2011 **Learning Team Leader, Course Leader and Corps Member Advisor**

Teach For America, Cleveland, Mississippi

2009-2011 Middle School Math Teacher

Ruleville Middle School, Sunflower County School District, Ruleville, Mississippi

2007-2008 **Development Assistant**

Hollings Cancer Center, Charleston, South Carolina