

# DR. RYAN S. COLES

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## ACADEMIC APPOINTMENTS

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<b>Assistant Professor of Strategy &amp; Entrepreneurship</b> <i>School of Business   University of Connecticut</i>	2020-present
<b>Founder &amp; Chief Venturer at CASA</b> <i>Werth Institute   University of Connecticut</i>	2025-present
<b>Founder &amp; P.I. at Daigle Labs</b> <i>School of Business   University of Connecticut</i>	2022-present
<b>Lead Faculty Coordinator of The Lieberman Program</b> <i>Global Affairs   University of Connecticut</i>	2022-2024
<b>Affiliate Assistant Professor</b> <i>Sustainable Global Cities Initiative   University of Connecticut</i>	2020-present

## EDUCATION

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<b>PhD</b>	<b>Cornell U., Organizational Behavior</b> <i>Committee:</i> Pamela Tolbert (chair), Wesley Sine (co-chair), Shon Hiatt, Thomas DiCiccio <i>Specializations:</i> Organizational Sociology <i>Minor:</i> Statistics	2020
<b>MS</b>	<b>Cornell U., Organizational Behavior</b> <i>Advisor:</i> Pamela Tolbert <i>Specializations:</i> Organizational Sociology	2016
<b>MS</b>	<b>Brigham Young U., Sociology</b> <i>Advisor:</i> Carol Ward <i>Specializations:</i> Organizational Sociology, Race & Ethnicity, Applied Research Methods	2014
<b>BS</b>	<b>Brigham Young U., Middle East Studies/Arabic</b> Studied Arabic at the <i>Hadayet Institute for Arabic Learning</i> in Cairo, Egypt (2010)	2011

## RESEARCH AREAS

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Entrepreneurship, Technology Commercialization, Emerging Markets & Technologies,  
Firm Internationalization, Machine Learning / A.I., Institutional Theory, Economic Inequality

## PUBLICATIONS

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### *Articles (9)*

2022 Sine, W.D., A. Cordero, and R. Coles. Institutions and Entrepreneurship: Entrepreneurship through a Unified Institutional Lens. *Organization Sci.*, 33(4):1675-1699.

2023 Lu, X., H. Lee, and R. Coles. Should firms accelerate product development during market emergence? *Strategy Science*, 8(4):484-507

2024 W. Wang, X. Yin, R. Coles, and J. Chen. The More the Better? External Knowledge Search and Innovation: The Moderating Role of Knowledge Breadth and Depth. *Management Decision*, 62(5):1576-1597

2024 Raines, G., P. Polhil, R. Coles, and S. Hiatt. Cultural Norms and the Gendered Impact of Entrepreneurship Policy in Mexico. *Administrative Science Quarterly*, 69(4):1006-1043

- Awarded “Recent Top Paper” by SSRN on 2/3/25

2025 Coles, R., S. Hiatt, G. Raines, and W. Sine. Refugees at the Door: Funding Partner Logics and New Venture Failure. *Strategic Management Journal*

2025 Newman, A., A. Lewis, R. Coles. “Fight the power”: Emancipatory Entrepreneurship in Postcolonial Economies. *Journal of Business Venturing*

2025. Coles, R., W. Sine, C. Carlos, and K. Patterson. From Policy to Profits: Variance in University Entrepreneurialism Following the Bayh-Dole Act. *Academy of Management Perspectives*

2025 Su, Y., X. Yin, J. Li, R. Coles, and W.D. Sine. A Mixed Blessing? The Curvilinear Impact of Institutional Investors on Corporate Innovation in Transitional Economy. *Financial Innovation*

2025 Yin, X., Z. Wang, and R. Coles. Barbarians at the Gate? Institutional Investors and Firm Innovation Investment: The Moderating Role of Female Executives. *Technovation*

### *Book Chapters (3)*

2022 Coles, R., SR Hiatt, and WD Sine. Revisiting the relationship between income inequality and entrepreneurship: A social trust perspective. In Robert Eberhart and Michael Lounsbury (eds.), *Entrepreneurship and Society (Research in the Sociology of Organizations)*, Bradford, UK: Emerald Insight.

2022 Yin, X., R. Coles, and J. Chen. Let’s Bring Innovation to the Bottom of the Pyramid Together: Introducing the Anti-Poverty Innovation Approach. In Mark Gideon (ed.) *World Scientific Encyclopedia of Business Sustainability, Ethics & Entrepreneurship*, Singapore: World Scientific Publishing.

2018 Tolbert, P. and R. Coles. Studying Entrepreneurship as an Institution. In Johannes Glueckler and Roy Suddaby (eds.), *Knowledge and Institutions*, Heidelberg: Springer-Verlag Publishing.

### ***Working Papers (8)***

(Circulating Friendly-Review: 8)

Foley, A., R. Coles, W.D. Sine. Formalization across Family and Non-Family Firms.

Coles, R., W.D. Sine, J. Brewer, M. Maldonado. Explaining how Firm Size Moderates the Impact of Formalization on New Firm Growth in Dynamic Contexts. *Submitting to AMJ*

Coles, R., W.D. Sine, S. Hiatt, and A. Foley. Equality and the Spirit of Capitalism: The Impact of Income Equality on Entrepreneurship. *Submitting to AMJ*

Coles, R., S. Hiatt, W. Sine. Stigma and Immigrant Entrepreneurship: Black September, Ethnic Enclaves, and New Venture Performance in Jordan. *Submitting to ASQ*

Coles, R., J. Brewer, M. Maldonado. Formalization and competitive advantage amongst young, adolescent, and older firms in dynamic contexts. *Submitting to Strategy Science*

Coles, R. and A. Newman. From rates to traits: Revisiting the literature on personality traits and entrepreneurship. *Submitting to AMR*

Yin, X., Y. Su, and R. Coles. Double-Edged Sword of Institutional Investors on Corporate Innovation: Executive Remuneration and Market Competition as Key Contingencies.

Coles, R. and X. Yin. "I solemnly swear that I am up to no good": The Impact of Social Deviance on Entrepreneurship.

### ***Other Projects (5)***

Coles, R., W. Sine, and M. Maldonado. The Impact of Formalization on SME energy intensity.

Nwankwo, D. and R. Coles. Online Learning of Optimal Hyperparameter for the Trend-Following Strategy via Machine Learning.

Coles, R., D. Noble, C. Jones, U. Javaid, and S. Schepis. A.I. Driven Customer Service Chatbots & Brand Entrepreneur Productivity.

L. Rich, R. Coles, E. Boarey. The Impact of the Arab Spring on Female Entrepreneurial Activity.

Coles, R. and V. Kuppuswamy. Ethnography of an Entrepreneur.

### **CONFERENCE PARTICIPATION**

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2025

***Academy of Management Conference  
Copenhagen, Denmark  
TIM Doctoral Consortium***

2025

***EGOS***

*Athens, Greece*

**Paper Presentation:** From incentives to impediments: Social capital and the curvilinear impact of income distribution on entrepreneurship

2025

***Alberta Institutions Conference***

*Banff, Canada*

**Paper Presentation:** Formalization across Family and Non-Family Firms

2025

***Emerging Markets Conference***

*Toronto, Canada*

**Paper Presentation:** Inequality, Social Capital, & Entrepreneurship

2024

***Entrepreneurship & Society Conference (co-sponsored by UConn Daigle Labs)***

*Denver, CO*

**Paper Presentation:** Exploiting Counter-normative Entrepreneurial Opportunities

2024

***EGOS***

*Milan, Italy*

**Paper Presentation:** The Gender Gap and Entrepreneurial Barriers to Entry in Mexico

2024

***EGOS***

*Milan, Italy*

**Paper Presentation:** Formalization across Family and Non-Family Firms.

2024

***Academy of Management Conference***

*Chicago, IL*

**Symposium Presentation:** Stigma and Immigrant Entrepreneurship: Black September, Ethnic Enclaves, and New Venture Performance.

2023

***Academy of Management Conference***

*Boston, MA*

**Paper Presentation:** Size Matters: The Moderating Impact of Firm Size on Formalization and Performance for New Firms.

- Designated “*Proceedings Best Paper*” in the Entrepreneurship Division

2023

*Academy of Management Conference*  
*Boston, MA*

**Paper Presentation:** Legacies, Imprinting, and Rectification: Evidence from Private Schools in the U.S.

2023

*Academy of Management Conference*  
*Boston, MA*

**Symposium Presentation:** The Impact of the Arab Spring on Female Entrepreneurial Activity.

2023

*EGOS*  
*Cagliari, Italy*

**Paper Presentation:** The Gender Gap and Entrepreneurial Barriers to Entry in Mexico

2023

*Entrepreneurship & Society Conference (co-sponsored by UConn Daigle Labs)*  
*Tahoe, CA*

**Paper Presentation:** Bohemian Rhapsody: Extending the Institutional Approach of Entrepreneurship to Explain Opportunity Exploitation.

2023

*INSEAD Entrepreneurship Conference*  
*Singapore*

**Paper Presentation:** The Gender Gap and Entrepreneurial Barriers to Entry in Mexico

2022

*NYU Racial Equity in Technology Entrepreneurship Workshop*  
*New York City, NY*

**Paper Presentation:** Spatial Geography, Imprinting, and Organizational Reactions to Changes in Racial Policy

2022

*Strategic Management Society Conference*  
*London, UK*

**Paper Presentation:** Spatial Geography, Imprinting, and Organizational Reactions to Changes in Racial Policy

2022

*Entrepreneurship and Society Conference*  
*Lake Tahoe, CA*

**Paper Presentation:** Islamic Ideologies and Differing Entrepreneurial Processes for Male and Female Founders

2022

*Academy of Management Conference  
Seattle, WA*

**Paper Presentation:** Stigma and Immigrant Entrepreneurship: Black September, Ethnic Enclaves, and New Venture Performance.

- Designated “*Proceedings Best Paper*” in the Entrepreneurship Division 2022

*Academy of Management Conference  
Seattle, WA*

**PDW Presenter:** Organizational Age, Opportunity Exploitation, and Industry Norms.

2022

*Academy of Management Conference  
Seattle, WA*

**Symposium Presenter:** Governance Failure and New Venture Survival in Emerging Markets.

2022

*Academy of Management Conference  
Seattle, WA*

**Paper Presentation:** Digital commitment, investment, and firm innovation: The moderating role of market dynamics.

2022

*Academy of Management Conference  
Seattle, WA*

**Paper Presentation:** Double-Edged Sword of Institutional Investors on Corporate Innovation: Executive Remuneration and Market Competition as Key Contingencies.

2022

*Academy of Management Conference  
Seattle, WA*

**Paper Presentation:** When Symbols Matter: Uncertainty, Firm Names, and Firm Performance in Mexico.

2022

*Academy of Management Conference  
Seattle, WA*

**Paper Presentation:** The Impact of Local Deviance from National-Level Norms on a Community's Entrepreneurial Activity.

2021

*Entrepreneurship and Society Conference  
Lake Tahoe, CA*

**Paper Presentation:** The impact of income inequality on the accessibility of entrepreneurship

2021

*Academy of Management Conference*

*Virtual*

**Paper Presentation:** “I solemnly swear that I am up to no good”: The Deviant Origins of Valuing Entrepreneurship

2021

*Academy of Management Conference*

*Virtual*

**Paper Presentation:** “Cage the Songbird”: An experiment testing the impact of formalization on firm performance.

2020

*Entrepreneurship and Society Conference*

*Lake Tahoe, CA*

**Paper Presentation:** Break the Bank: The impact of Income inequality on Entrepreneurship.

2019

*Entrepreneurship and Society Conference*

*Lake Tahoe, CA*

**Paper Presentation:** “Give me your huddled masses”: How Immigration Influences the Impact of Internationalization on Firm Failure.

2019

*Association for Studies in Innovation, Science, and Technology Annual Conference*

*Manchester, UK*

**Paper Presentation:** Anti-Poverty Innovation: Towards a Holistic View to Deal with the Prosperity Paradox

2019

*Academy of Management Conference*

*Boston, USA*

**Paper Presentation:** Equality and the Spirit of Capitalism: Income Equality and Entrepreneurship in Emerging Markets

2019

*Academy of Management Conference*

*Boston, USA*

**Symposium Presentation:** “I solemnly swear that I am up to no good”: The Impact of Deviance in Emerging Market Communities on High Technology Entrepreneurship

2019

*Academy of Management Conference*

*Boston, USA*

**PDW Presentation:** “Give me your huddled masses”: How Immigration Influences the Impact of Internationalization on Firm Failure

2019

***The International Conference on Innovation Studies***

*Tsinghua University, China*

**Presentation:** “Make me a Believer”: When normative institutions encourage entrepreneurial activity

2018

***IDEC Doriot Entrepreneurship Conference***

*INSEAD, France*

**Presentation:** Refugees at the Door: Funding Partner Logics and New Venture Survival in Disrupted Markets

2018

***Academy of Management Conference***

*Chicago, USA*

**Symposium Organizer:** The Influence of Local Communities on Entrepreneurship in a Globalized World

- *Runner-up* for Best Symposium in the OMT Division

2018

***Academy of Management Conference***

*Chicago, USA*

**Symposium Presentation:** Understanding Economic Inequality and Entrepreneurship in Emerging Market Communities

2018

***Academy of Management Conference***

*Chicago, USA*

**Symposium Presentation:** Community Identity and the Emergence of Entrepreneurial Opportunity from Regulatory Change

2017

***Academy of Management Conference***

*Atlanta, USA*

**Symposium Organizer:** Applications of the Institutional Approach to Entrepreneurship across Global Contexts

2017

***Academy of Management Conference***

*Atlanta, USA*

**Paper Presentation:** Responses to Institutional Complexity: Veiled vs. Visible Implementations of Contested Practices.

2017

***Academy of Management Conference***

*Atlanta, USA*

**Symposium Presentation:** God and Caesar: Comparing the Moderating Effects of Political and Religious Social Cohesion on Negative Impacts of Violence on Entrepreneurship



2017

*Academy of Management Conference*  
*Atlanta, USA*

**Paper Presentation:** When does Family Matter? Funding Partner Logics and New Venture Survival across Economic and Social Jolts.

2016

*Academy of Management Conference*  
*Anaheim, USA*

**Symposium Organizer:** Entrepreneurship in Global Contexts

2016

*Academy of Management Conference*  
*Anaheim, USA*

**Symposium Presentation:** “Weapons of the Weak”: Mitigating the negative impact of violence on firm foundings and firm survival.

2016

*Academy of Management Conference*  
*Anaheim, USA*

**Symposium Presentation:** New Venture Failure and Variations in Modes of Finance in the Middle East

2014

*Academy of Management Conference*  
*Philadelphia, USA*

**Paper Presentation:** What, Really, Constitutes a Theoretical Contribution?

2014

*Pacific Sociological Association Conference*  
*Portland, USA*

**Paper Presentation:** Religious-based Support in the Entrepreneurial Process

2013

*Leadership for Peace and Prosperity Conference*  
*San Diego, USA*

**Paper Presentation:** Blessed are the Peacemakers: A National Competitive Advantage Case Study on the Hashemite Kingdom of Jordan

2013

*European Sociological Association Conference*  
*Turin, Italy*

**Paper Presentation:** Sunnah and the Spirit of Capitalism: An Islamic-based Theory for the Origins of Modern Capitalism.

## INVITED TALKS

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2025

**Constellation Energy**

*“Strategic Planning in Uncertain Political Environments”*

2025

**Global Family Office Summit**

*“Family Offices and Technology Startup Investments”*

2024

**King Abdullah University of Science & Technology (KAUST)**

*“Accelerating Business Startup using Artificial Intelligence”*

2024

**MITRE**

*“Organizational Design and Technology Commercialization”*

2024

**NATO DIANA Entrepreneurship Summit**

*“Networks and Technology Commercialization”*

2024

**Ukrainian Catholic University**

*“Technology Commercialization via Startup Internationalization”*

2024

**Cornell University**

*“The Family that Builds the Iron Cage Together, Stays Together... or Does It? An Intervention Assessing the Impact of Formal Structure on Family Ventures in Peru”*

2024

**Stony Brook University**

*“Organizational Design and Firm Performance Across Family & Non-Family Firms.”*

2024

**Beijing Institute of Technology**

*“Organizational Design and Firm Carbon Footprint.”*

2024

**Tsinghua University**

*“Organizational Design and Firm Carbon Footprint.”*

2023

**University of Utah**

*“Organizational Design and Firm Performance Across Family & Non-Family Firms.”*

2023

**Ukrainian Catholic University**

*“Organizing for Resilience: Building Businesses that Grow during Periods of Terrorism and Violence.”*

2023

**Virtual Seminar: Entrepreneurship & Innovation Policy**

*“The Gender Gap and Entrepreneurial Barriers to Entry in Mexico”*

2023

**Connecticut Nursery and Landscapers Association**

*“Entrepreneurship in Green Industries.”*

2022

**Northeastern University, Innovation and Strategy Department**

*“Size Matters: The Moderating Impact of Firm Size on Formalization and New Firm Performance.”*

2022

**University of Connecticut, Institute and Center Directors’ Retreat**

*“Entrepreneurship and Innovation”*

2022

**University of Texas, San Antonio**

*“‘Fight the power’: Acquiring Business Legitimacy through Defiance”*

2022

**University of Connecticut, Business and Human Rights Initiative**

*“Stigma and Immigrant Entrepreneurship in Jordan”*

2021

**University of Texas, San Antonio**

*“Stigma and Immigrant Entrepreneurship in Jordan”*

2021

**Tecnologico Universitario Espiritu Santo, Ecuador**

*“Improving the Innovativeness of SMEs in Emerging Markets”*

2021

**Trinity College**

*“The Sociology of Entrepreneurship”*

2021

**Stamford Innovation Week**

*“It Takes a Village: The Community Characteristics that Foster Entrepreneurship”*

2021

**Recyclops**

*“Incentive Structures in High-Growth Startups”*

2020

**University of Connecticut, School of Business**

***“A Randomized Control Trial Testing the Effect of Formalization on Firm Performance”***

2020

**University of Connecticut, Communications Department**

***“Recent Insights on Opportunity Recognition”***

2020

**Elevate Global**

***“Organization Design across the Business Lifecycle”***

2020

**Wesleyan University**

***“Entrepreneurship and Democratization”***

2018

**Utah State University**

***“Integrating Arab American and Muslim Refugees into American Communities”***

2017

**Instituto Politecnico Nacional, Mexico City**

***“Communities and Entrepreneurship”***

2014

**Columbia University’s Middle Eastern Research Center**

***“Monitoring and Evaluating the Performance of Social Organizations”***

## **TEACHING EXPERIENCE**

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2024-Present

***Agile Innovation (Median: 5.0/5.0)***

***School of Business, U. of Connecticut***

Newly launched course at the School of Business that I spearheaded. The class helps students learn how to build teams with high creative potential, manage team creativity, and how to increase their own individual creativity. The highlight of the class is a hack-a-thon in NYC with Cornell University where students gain real experience in agile innovation principles.

2020-Present

***The Entrepreneurial Journey (Median: 5.0/5.0)***

***School of Business, U. of Connecticut***

This course covers the essential information, frameworks, and skills involved with managing the creation and growth of new business enterprises. Accordingly, we will address two important areas related to new ventures: Business Model Development and Critical Entrepreneurial Management Skills.

2014-2015

***Introduction to Organizational Behavior (Median: 4.5/5.0)***

***ILR School, Cornell University***

I was a teaching assistant for the class for three semesters. I was responsible for teaching up to three sections of the class and was independently rated by students. The class covered a variety of topics including team management, organizational design, organizational culture, and strategy. To cover these topics, I used case studies, relevant readings, and other in class activities. The score reflects student rating of my teaching independent of the professor.

2018

***Strategic Management of Innovation***

***Johnson Graduate School of Business, Cornell University***

I was a teaching assistant for the class, and I was responsible for coordinating guest speakers, support in lecturing, helping MBA students understand the material, and grading. The class highlights organizational and team level systems for managing the production and diffusion of innovations, bringing in guest speakers from Google, Amazon, and others.

2015-2018

***Commercializing Technology***

***Johnson Graduate School of Business, Cornell University***

I was a teaching assistant for the class, and I was responsible for coordinating guest speakers, support in lecturing, helping MBA and other graduate students understand the material, and grading. The class helps students acquire a basic understanding of US Intellectual Property laws, skills for searching out viable commercial applications of new technologies, and skills for managing an entrepreneurial team.

2015-2017

***Global Innovation Trends***

***Johnson Graduate School of Business, Cornell University***

I was a teaching assistant for the class, and I was responsible for coordinating guest speakers, support in lecturing, helping MBA students understand the material, and grading. The class highlights emerging trends in innovation across the world, and helps students assess the entrepreneurial opportunities related to them.

2015-2019

***Agile Innovation***

***Johnson Graduate School of Business, Cornell University***

I was a teaching assistant for the class, and I was responsible for coordinating guest speakers, support in lecturing, helping MBA and other graduate students understand the material, and grading. The class helps students learn how to build teams with high creative potential, manage team creativity, and how to increase their own individual creativity. The highlight of the class is a hack-a-thon where students gain real experience in agile innovation principles.

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**PROFESSIONAL SERVICE**

**Reviewer for:**

- Administrative Science Quarterly
- Organization Science

- American Journal of Sociology
- Academy of Management Review
- Strategic Entrepreneurship Journal
- Journal of Business Venturing
- Academy of Management Conference
- Strategy Science

**Editorial Board for:**

- Strategy Science

**University Level Service**

- Appointed to Provost Committee for Entrepreneurship & Innovation (2025)

**PRACTICE**

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2025-Present

***Chief Executive Officer / Co-founder***  
*Pantera*

2025-Present

***Chief Strategy Officer***  
*Nomyx*

2023-2025

***Chief Operating Officer***  
*Nomyx*

2023-Present

***Advisory Board***  
*UNIPLAT*

2023-Present

***Chief Strategy Officer / Co-founder***  
*PatentPlus A.I.*

2025-Present

***Board Member / Co-founder***  
*Pices Atlantic*

2021-2023

***Top Management Team Advisor***  
*Recyclops*

2020-2024

***Advisory Board Member***  
*Old Silver Venture Capital*

2020-2023  
**Chief Science Officer**  
*Human Wealth*

2021-2022  
**Committee Member**  
*Tolland Economic Development Commission*

2011-2016  
**Program Director**  
Zaytoon

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#### GRANTS, FELLOWSHIPS, SCHOLARSHIPS, AND AWARDS

2025  
**The Boucher Department Endowment / UConn**  
\$100,000 to support the Daigle Labs STEM Startup Foundry

2024  
**The Boucher Department Endowment / UConn**  
\$251,000 to support the Daigle Labs STEM Startup Foundry

2024  
**The Lieberman Program / UConn**  
\$70,000 to support a field experiment on organization structure and SME carbon footprint in Jordan & the Palestinian Territories.

2024  
**Daigle Labs Donors / UConn**  
\$5000 to support a research program analyzing entrepreneurship in the MENA region.

2024  
**Werth Institute / UConn**  
\$8500 to support a research program analyzing entrepreneurship in the MENA region.

2023  
**Human Entrepreneurs Association / Jordan**  
\$157,428 to support a field experiment (N=200) on organization structure and performance of refugee-owned businesses in Jordan.

2023  
**Muezzein / Jordan**  
\$196,785 to support a field experiment (N=250) on organization structure and SME carbon footprint in Jordan

2023  
**The Boucher Department Endowment / UConn**  
\$125,500 to support the Daigle Labs STEM Startup Foundry

2023

***The Lieberman Program / UConn***

\$77,000 to support a field experiment (N=300) on organization structure and SME carbon footprint in Jordan & the Palestinian Territories.

2022

***The Daigle Family Foundation***

\$105,000 to support my research program and using insights from my studies to commercialize university science.

2022

***Office of the Provost / UConn***

\$150,000 to support a research program analyzing entrepreneurs' mental health.

2022

***The Lieberman Program / UConn***

\$10,000 to support a research program analyzing entrepreneurship in the MENA region.

2022

***MECP Co-Funding Program / UConn***

\$1000 to support a research program analyzing entrepreneurship in the MENA region.

2021

***Office for Research and Innovation / UConn***

\$2000 to support a research program analyzing entrepreneurship in the MENA region.

2021

***Global Affairs / UConn***

\$5500 to support a research program analyzing entrepreneurship in the MENA region.

2020

***Global Affairs / UConn***

\$5500 to support a research program analyzing entrepreneurship in the MENA region.

2020

***Werth Institute / UConn***

\$5000 to support a research program analyzing entrepreneurship in the MENA region.

2020

***IET Theme Project / Cornell U.***

\$9000 to support randomized control trials testing organizational design and entrepreneurship.

2019

***ILR Theme Project / Cornell U.***

\$2000 to investigate the impact of income inequality on entrepreneurship.



2016

***Family Business Grant / Cornell U.***

\$10,000 to investigate family business in the Middle East.

2015

***Institute of Social Sciences Grant / Cornell U.***

\$500 to investigate family business in the Middle East.

2005

**Eagle Scout/ Scouts BSA**

Eagle Scout is the highest rank attainable in the Scouts BSA program. Since its inception in 1911, only four percent of Scouts have earned this rank.

## REFERENCES

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**Greg Reilly / U. Connecticut**

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Storrs, CT 06269

**Wesley Sine / Cornell U.**

607.254.1336

[wds4@cornell.edu](mailto:wds4@cornell.edu)

114 East Ave.

Ithaca, NY 14853

**Pamela Tolbert / Cornell U.**

607.255.9527

[pam.tolbert@cornell.edu](mailto:pam.tolbert@cornell.edu)

301 Tower Rd.

Ithaca, NY 14853

**Shon Hiatt / U. of Southern California**

213.740.5103

[shiatt@marshall.usc.edu](mailto:shiatt@marshall.usc.edu)

3670 Trousdale Parkway

Los Angeles, CA 90089

**David Whetten / Brigham Young U.**

801.360.4045

[postbyu@gmail.com](mailto:postbyu@gmail.com)

## LANGUAGES

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**English:** Native Language

**Spanish:** Superior Listener, Superior Speaker, Superior Reading and Writing

**Arabic:** Advanced Listener, Advanced Speaker, Intermediate Reading and Writing

## **VOLUNTEER WORK**

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### **UConn Men's Polo**

*Faculty Advisor / Storrs, CT (2024-Present)*

I help students develop their character and physical fitness through the sport of polo.

### **UConn Entrepreneurship & Innovation Society**

*Faculty Advisor / Storrs, CT (2023-Present)*

UConn E&I Society creates a setting where business minded students can connect and freely discuss startup idea.

### **UCG**

*Faculty Advisor / Storrs, CT (2022-Present)*

UConn Consulting Group develops UConn students' skills in management consulting.

### **UConn Powerlifting**

*Faculty Advisor / Storrs, CT (2023-Present)*

I help students develop their character and physical fitness through the sport of powerlifting.

### **UConn Wrestling**

*Faculty Advisor / Storrs, CT (2022-Present)*

I help students develop their character and physical fitness through the sport of wrestling.

### **UConn E-Commerce Entrepreneurs Club**

*Faculty Advisor / Storrs, CT (2023-2024)*

UConn EEC develops UConn students' skills in building e-commerce businesses.

### **Levo International**

*Advisory Board / Hartford, CT (2021-2022)*

I helped Levo with business development and new market entry.

### **Boy Scouts of America**

*Assistant Bear Den Leader/ Tolland, CT (2022-2023)*

I help kids develop their character and overall well-being through the Cub Scout program

### **Boy Scouts of America**

*Assistant Wolf Den Leader/ Tolland, CT (2021-2022)*

I help kids develop their character and overall well-being through the Cub Scout program

### **Boy Scouts of America**

*Assistant Tiger Den Leader/ Tolland, CT (2020-2021)*

I help kids develop their character and overall well-being through the Cub Scout program.

### **Delta Upsilon**

*Chapter Advisor/ Ithaca, NY (2016-2020)*

Primarily, my role as Chapter Adviser is to guide, teach, and support the chapter and its officers in carrying out their duties as members of the Greek community. In addition, I also serve as an additional liaison between current chapter members and the chapter's alumni association.

**Boy Scouts of America**

*Lion's Den Leader/ Ithaca, NY (2019-2020)*

I help kindergarten aged kids develop their character and overall well-being through the Lion Scout program.

**Church of Jesus Christ of Latter-day Saints**

*Seminary Teacher/ Ithaca, NY (2015-2018)*

During the week I taught courses on the Old Testament, New Testament, Book of Mormon, and the Doctrine & Covenants. I focused on helping students apply the teachings of Jesus Christ to their everyday lives and preparing them to serve in various ministerial roles within the Church.

**Church of Jesus Christ of Latter-day Saints**

*Full-time Missionary, Peru (2006-2008)*

As a Missionary in Peru, I helped to strengthen individuals and families by helping them live the Gospel of Jesus Christ. I managed the work of preaching the Gospel across various cities, and I had the opportunity to work with people of various nationalities.

**OTHER**

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**Interests/Hobbies:** Astrophysics, ecology, wrestling, weightlifting, wakeboarding, water skiing, snowboarding/skiing, trekking, and playing the piano

