

## Resume/Vita

**RICHARD N. DINO**

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### **Executive Summary:**

Tenured member (Retired, July 1, 2020) of the Management Department at the University of Connecticut, School of Business; Recently, Director of the University's Innovation Quest Program and currently, Adjunct Faculty member.

Formerly, Founding Executive Director, Connecticut Center for Entrepreneurship and Innovation (CCEI), with leadership responsibilities for developing and implementing the Business School's strategy in the field of Entrepreneurship; developed the CCEI, secured funding (with others) from State legislature (\$2 million per year permanent funding), launched the CCEI and its Innovation Accelerator (IA); served as Co-Director, Innovation Research Experience for Undergraduates (iREU) Program in the Chemical and Biomolecular Engineering Department in the School of Engineering, Co-Director, Entrepreneurial Senior Design Program (ESDP) in the School of Engineering, and Founding Director and Faculty Chair, Family Business Program (School of Business).

Previously, Associate Dean for Graduate Programs, Business Partnering, and External Alliances; developed and led the implementation of the Business School's strategic thrust in high impact experiential learning; principal architect of the School's strategy and tactics to move from regional dominance to national platform rankings; had oversight responsibilities for all graduate programs, regional campuses (business school administration), the Business School's operating budget, finance staff, business placement and career services, information technology services, executive education, School-wide marketing and brand development, the Business School's experiential learning initiatives (co-developed edgelab, developed and built the SS&C Technologies Financial Accelerator and the Graduate Business Learning Center -- \$20 million turnkey facilities) and for forming externally oriented alliances and partnerships -- with a leadership role on the School's development, alumni outreach, and fund raising team; formerly Executive Director of the Institute for Developing Entrepreneurial Advantage.

Research stream focused on small to medium-sized, closely-held businesses, Angel Investing and Founder-CEOs. Sample publications include: Crossing boundaries: Toward integrating creativity, innovation, and entrepreneurship research through practice, *Psychology of Aesthetics, Creativity, and the Arts* (2015); Research on angel investing: A multilevel framework for an emerging domain of inquiry with Florin, Juan, and Huvaj, Nesij, *Venture Capital – An International Journal of Entrepreneurial Finance* (2013); In search of research excellence: Exemplars in entrepreneurship, with Mitchell, R. K., Northampton, MA, Edward Elgar (2011); The role of an entrepreneurially alert information system in promoting corporate entrepreneurship, with Simsek, Z., Lubatkin, M. H. and Veiga, J. F., *The Journal of Business Research* (2009); The impact of professional isolation on Teleworker Job Performance and Turnover Intentions: Does Time Spent Teleworking, Interacting Face-to Face, or Having Access to Communication-Enhancing Technology Matter? with Golden T. D., and Veiga, J. F., *Journal of Applied Psychology* (2008); Modeling the multilevel determinants of top management team behavioral integration, with Simsek, Z., Lubatkin, M., and Veiga, J., *Academy of Management Journal* (2005); The effects of parental altruism on the governance of family-managed firms, with Lubatkin, M., Schulze, W. S., and Ling, Y., *Journal of Organizational Behavior* (2005).

Before joining the University of Connecticut in 1995, spent more than two decades in the business world, working for several firms including Eastman Kodak, Corning, Inc. and Xerox; extensive experience as an entrepreneur having started four enterprises; expert in relating the overall external environment to its implications for tactical and strategic decision-making and in integrating forecasting systems for products, markets and industries at various stages of maturity; served on numerous Advisory Boards.

Earned B.S. at the Pennsylvania State University (1972, with High Distinction), and M.A. (1975) and Ph.D. (1977) in economics at the State University of New York at Buffalo.

**University of Connecticut, School of Business**  
**January, 1995 to Present**

- August 2020 to Present: Adjunct Faculty, UConn School of Business
- December 2012 to December 2023: Director, UConn's Innovative Quest Program;
- Spring 2012 to Spring 2015: Co-Director, Innovation Research Experience for Undergraduates (NSF sponsored (iREU) program), School of Engineering
- Fall, 2011 to Fall, 2013: Interim Director, Wolff Family Program in Entrepreneurship
- Spring, 2007 to Spring, 2012: Co-Director, Entrepreneurial Senior Design Program (ESDP), School of Engineering
- Fall, 2002 to Spring, 2011: Northeast Utilities Scholar in Technological Entrepreneurship
- Fall, 1996 to August, 2010: Founding Executive Director, Connecticut Center for Entrepreneurship and Innovation (CCEI) -- formerly, the Institute for Developing Entrepreneurial Advantage (IDEA)
- Fall, 1997 to August, 2010: Faculty Chair, Family Business Program
- Fall, 2006 to June, 2007: Executive Director, Experiential Learning
- Fall, 1998 to August, 2006: Associate Dean – Graduate Programs, Business Partnering and External Alliances, School of Business
- January, 1995 to August, 1997: Founding Director, Family Business Program

**Current/Previous Appointments:**

***Director (December 2012 to December 2023), UConn's Innovative Quest (iQ) Program***

The iQ Program is a university-wide innovation competition and startup incubator, designated specifically to help students with great ideas solve business and societal problems and build companies. Its vision is to foster student creativity, innovation, and entrepreneurship, with the mission of creating jobs and companies by teaching students what it takes to develop a sustainable solution to a societal need or market problem and, in turn, launch a company. Since 2012, nearly 1900 students (1873) across 573 teams have participated. Interestingly, they were from 82 different majors from all of UConn's Schools and Colleges Undergraduate, Master's and Ph.D. programs. In 2020, despite the Covid19 pandemic, 58 teams comprised of 250+students competed in the program.

***Associate Professor (Tenured) Management Department – Retired, July 1, 2020***

***Co-Director (Spring 2012 to Spring 2015), Innovation Research Experience for Undergraduates (NSF sponsored iREU program), Chemical and Biomolecular Engineering Department, School of Engineering***

National Science Foundation sponsored REU emphasizing innovation and entrepreneurship. Undergraduate centered research program referred to as an *iREU (Innovation Research Experience for Undergraduates)* where students participate in independent research projects focused on fundamental science, while working closely with a faculty mentor, other students and post-docs in the laboratory. Each project has a commercial partner that acts as an industrial mentor. Students participate in a business seminar series focused on identifying and evaluating market opportunities linked to their research.

## **Previous Appointments/Positions**

**Co-Director (Spring 2007 – Spring 2012), Entrepreneurial Senior Design Program (ESDP), School of Engineering**

Prototype Program that added business tools to the undergraduate engineering tool belt. The program involved coursework with business students in entrepreneurship and innovation and a culminating senior design project that was the centerpiece solution for a commercialization strategy developed by the student multidisciplinary team.

**Founding Executive Director (2007–August, 2010), Connecticut Center for Entrepreneurship and Innovation (CCEI), [formerly (1996-2006), The Institute for Developing Entrepreneurial Advantage - IDEA]**

Leadership responsibilities for visioning and implementing the School's strategy in the field of Entrepreneurship, including enabling the research agenda, facilitating curriculum expansion, and developing the CCEI and its *Innovation Accelerator*. Currently, the CCEI served as the home of several self-funded, revenue-generating initiatives including the *Family Business Program*, the *Wolff Program in Entrepreneurship*, the *Northeast Utilities Fund for Enterprise Development*; the *Venture Consulting Initiative*; and the *Entrepreneur Internship Program*.

**Faculty Chair, Family Business Program (1998 – August, 2010)**

Oversight responsibilities for the Family Business Program

## **Selected Accomplishments as Founding Executive Director, CCEI**

- Successfully completed multi-year effort (in partnership with the Director of the UConn Office of Technology Commercialization) in visioning a “new” Center for Entrepreneurship at UConn resulting in \$2 million permanent increase in the university’s annual block grant to the support the Center. Testified in front of Commerce Committee of State Legislature; coordinated letter writing campaigns (2) by technology based entrepreneurial firms.
- Chaired, Entrepreneurship Curriculum Development Committee (Undergraduate, MBA, and PhD level); facilitated faculty discussions and re-engineered entrepreneurship curricula; developed documents and motions; coordinated final departmental approval; and orchestrated movement through School's undergraduate, Master's, and PhD curriculum committees with successful vote of the School's faculty.
- Orchestrated successful launch of CCEI's Innovation Accelerator (IA); nationally recruited Director and IA faculty, companies, and participating university-wide, multi-disciplinary students participants
- Provided \$650,000 (2008-2010) in faculty support for Entrepreneurship and Innovation research
- Co-developed the Entrepreneurship Research Excellence Initiative (EREI) in partnership with the Academy of Management Entrepreneurship Division (Academy of Management Best Practices Award)
- Co-developed the Entrepreneurship Research Exemplars Conference (a program of the EREI); conference now an annual event of the entrepreneurship division of the Academy of Management; 2009 at UConn; 2010 at UConn; 2011 at The Ohio State University; 2012 at the University of Virginia, Darden; 2013 at the University of Catania, Italy; and 2014 at the University of Denver.

- Co-Chaired the IDEA Awards honoring Entrepreneurship Research Excellence -- a program of the Academy of Management's Entrepreneurship Research Excellence Initiative
- Academy of Management Board of Governors Best Practices Award; co-recipient with Ronald K. Mitchell for Entrepreneurship Research Excellence Initiative – August, 2009
- MBA Teacher of the Year (4) – Management, (2007-2008), Venture Consulting (2008-2009), Venture Consulting (2009-2010) and Management (2012-2013)
- First place -- Graduate Level: New Venture Enterprise: Optimal Software Solutions, 2008 Statewide Business Plan Competition for Connecticut Universities, Faculty Mentor.
- First place -- Graduate Level: New Personal Business: ETG Hardware; 2008 Statewide Business Plan Competition for Connecticut Universities, Faculty Mentor.
- First-Runner Up Overall – GoMotion (team of engineers and MBAs); 2009 Statewide Business Plan Competition for Connecticut Universities, Faculty Mentor.
- First Place – 2009 Elevator Pitch Competition for Connecticut Universities – Go Motion Team, Faculty mentor.
- First Place – Venture Enterprise: Shizzlr, 2010 Statewide Business Plan Competition for Connecticut Universities, Faculty Mentor.
- Co-developed (in partnership with the School of Engineering), the Entrepreneurial Senior Design Program. The ESDP program nurtures engineering and MBA students working together in cross disciplinary teams to capturing business opportunities.
- Conducted university-wide Husky Innovation Challenge, 2007-2008

### **Prior Appointments (Highlights):**

#### **Associate Dean for Graduate Programs, Business Partnering, and External Alliances (1998 – 2006)**

Oversight responsibilities for:

- School of Business Graduate Programs [5 Ph.D., 6 MBA, and M.S. Accounting (on-line)] – totaling 1300+ students
- School of Business Regional Campus Administration [Stamford and Tri-Campus (Hartford, Waterbury, Torrington)]
- Ph.D. Program Faculty Committee
- Master's Program Faculty Committee
- School's Operating Budget
- Finance Staff
- Business Placement and Career Services
- Information Technology Services
- Executive Education
- School-wide Marketing and Brand Development
- Business School's Experiential Learning Initiatives [*edgelab*, the SS&C Technologies Financial Accelerator, the Student Managed Investment Fund, and the Connecticut Information Technology Institute (CITI)]

- Forming externally oriented alliances and partnerships, with a leadership role on the School's development, alumni outreach, and fund raising team

### **Selected Strategic Accomplishments as Associate Dean**

- **School of Business Strategy:** Principal architect of School's strategy to move from a regionally dominant player to the national platform -- "Sold" the strategy across constituencies; created alignment and commitment from key players; teamed to implement
  - **Results:** In 1998, the School was off of the national radar screen (ranked around 75<sup>th</sup>); since then, the School has received ever increasing national graduate rankings and third party validation in multiple media outlets including *BusinessWeek*, *US News & World Report*, *Forbes*, *Princeton Review*, *the Wall Street Journal*, and *Computer World*. Outcomes include rankings in Top 50 (overall), Top 25 (publics), and Top 10 for ROI.

#### *Sample of Initial Rankings:*

- "Best Business School" Rankings and #1 public business school in New England - *Business Week (2004)* – (inaugural recognition)
  - 26th among public graduate business schools, and 51st overall - *U.S. News & World Report (2005)*
  - 27th for graduate Information Systems specialty - *U.S. News & World Report (2005)*
  - 28th among Management Departments - *U.S. News & World Report (2004)*
  - 8<sup>th</sup> (of 143 Schools) and 10<sup>th</sup> (of 237 Schools) for "Best Facilities" - *Princeton Review (2004 and 2005)*
  - 7th among Operations and Information Management departments in terms of research productivity – *OR/MS Today*
  - "A Top Business School" for 2003 & 2004 - *The Wall Street Journal (2002, 2003 Ranking Issues)*
  - 23<sup>rd</sup> in Nation among Best Techno-MBA Programs – *Computerworld (1999)*
- **Experiential Learning:** Developed and championed the School's market niche in high impact experiential learning. Includes the build-out and resourcing of two cutting-edge, business solution centers and associated learning accelerator programs. Currently, coupled with globalization, high-impact experiential learning remains the School's strategic focus.

*These initiatives co-locate and team multidisciplinary students, faculty, and executives to innovatively solve partners' complex business problems and provide School with beneficial feedback loops through cutting-edge research, curricula development, and renewed investment -- and MBA and undergraduate students with a significantly differentiated business education.*

- Developed the vision and led the design, resourcing, build-out, and operational implementation of the SS&C Technologies Financial Accelerator and the School's Graduate Business Learning Center

*As an innovative business solution center, the SS&C Technologies Financial Accelerator operates at the intersection of the financial services, insurance, and technology industries. The Graduate Business Learning Center (GBLC) consolidated the School's Metro Hartford Graduate MBA Programs. Collateral gains in enrollments continue to accrue to the School, including significantly increased market share of the Part-time MBA population pool – in the first 18 months of operations, a declining MBA enrollment trend was reversed, with enrollments up nearly 100% from when the facility came on-line. The GBLC also serves as a state-of-the-art Meeting and Conference Center.*

- Built partnerships that resulted in a \$20+ million, 40,000 square feet, privately financed, technology center
- Designed and implemented the business model to support on-going Operations
- Co-led design, development, and implementation of *edgelab*, a School of Business partnership with the General Electric Company, which served as GE's premier academic research lab. Resulted in more than \$15 million investment in the program by GE.

*edgelab leveraged the expertise and research backgrounds of UConn School of Business faculty and students from across the University (Graduate and Undergraduate level) to provide unbiased perspective and strategic insights to GE businesses. Working in teams, students, faculty, and GE executives tackled challenging and complex business problems and provided fresh innovative solutions that result from a unique blend of theoretical vision, experiential know-how, and creative "out of the box" thinking. Edgelab was located at the UConn campus in Stamford, Connecticut from 2000 to 2011.*

- **MBA Programs:**

- Led revision of full-time MBA curriculum; championed integration of IT across disciplines with re-focus to market-driven concentrations, including a track in business-focused IT.
- Raised recruiting bar and significantly improved quality of full-time MBA students. GMAT scores up from low 500s to low/mid 600s; GPA up from 3.1 to 3.5; Work Experience up from 2 years to 6+ years; with both acceptance and yield rate improvement. Early-on, MBA incoming class size fell by as much as 50% (difficult to capture the higher quality applicant), but with the School's continued brand improvement from implementation of national prominence strategy and successful execution of enhanced and continuously refined recruiting tactics, class size first stabilized and then increased. Fall, 2006 first-year class size at highest level in ten years (90).
- Instituted "live" semester-long, credit bearing, integration project as part of MBA core curriculum -- combines traditional classroom with experiential learning and high stakes real-time challenges from corporate partner; additional benefits accrue to productivity of Business Placement and Career Services and stewardship of relationship with corporate partners.
- Re-designed MBA orientation aligning expectations/responsibilities of students/faculty

- Secured funding to more than double the number of MBA Graduate Assistantships used for recruiting new classes (total of 60 Graduate Assistantships for 1<sup>st</sup> and 2<sup>nd</sup> year cohorts)
- Designed aggressive multi-media marketing communications and brand enhancement campaign with dramatic improvements in MBA student inquiries, applications, and enrollments
- Led curriculum development team for a “first in nation” Executive MBA, designed to educate IT-proficient leaders for e-Business transformation -- used IT as strategic lens (Perfect timing? – in place for dot-com crash); engendered development of revenue-producing Advanced Business Certificate (sequence of 4 MBA-level courses) in Information Technology.
- **Ph.D. Programs:** re-allocated internal resources and combined with private funding to significantly expand graduate assistantship program and faculty research support; worked with PhD Program Director (Direct Report) and PhD Program Committee to implement program designed to increase the quality of student recruitment and national placements
- **Successful Development efforts:** includes capture of shortfall funds for a new School of Business building (Storrs), endowed chairs and professorships, student scholarships, sponsored programs, and two major corporate investments (\$12 million and \$20+ million) in the Business School; raised significant revenue streams to finance myriad business school initiatives; Principal Investigator on three grants from the U.S. Department of Defense -- \$1,400,000 in 1998-1999, \$775,000 in 1999-2000 and \$925,000 in 2000-2001.

### **Committees, Task Forces, & Advisory Boards History** (Sampling)

- Academic Hearing Officer, MBA Program
- Academic Misconduct Hearing Board (University)
- Advisory Council, University of Connecticut Center for International Business, Education and Research (CIBER)
- Assessment, Continuous Improvement and Long Range Planning Committee
- Assessment and Accreditation Committee
- Board of Advisors, UConn Center for Science and Technology Commercialization
- Board of Advisors, Teenage Minority Entrepreneurship Program
- Center for Entrepreneurship and Innovation Accelerator Committee - Chair
- Dean’s Council/Executive Committee – School of Business
- Entrepreneurial Senior Design Program (ESDP) with School of Engineering
- Executive MBA Program Curriculum Committee
- Faculty Search Committees (Chair/Member)
- Marketing Communications Task Force
- President’s (UCONN) Internal Committee on Commercialization
- Process/Reengineering Task Force
- School of Business Board of Advisors: Strategy, Resource Development, and Program Curriculum Committees
- School of Business Development Campaign SWAT Team
- Steering Committee: Connecticut Information Technology Institute (CITI)
- Steering Committee: *edgelab*
- Steering Committee: SS&C Technologies Financial Accelerator
- Steering Committee: Student Managed Investment Fund (Co-Chair)

- Student Academic Conduct Committee - Chair
- Teaching and Learning Enhancement Committee
- Technology Development and Utilization Committee
- Third Bridge Grant Board Member

### **Professional Memberships**

- Academy of Management
- Family Firm Institute
- Southern Management Association
- Strategic Management Society
- United States Association of Small Business and Entrepreneurship

### **Professional Activities History** (Sampling)

- Academy of Management, Co-Chair, Entrepreneurship Research Excellence Initiative, Co-Chair Entrepreneurship Research Exemplars Conference, Co-Chair, IDEA Awards
- Advisory Council, Consortium of Universities for International Business Studies, Asolo, Italy
- Board of Advisors, Shizzlr, Inc.
- Board of Advisors, Stamford Center for Economic Education
- Board of Advisors, State Street Corporation -- Connecticut
- Board of Directors, Printmark Industries Inc., Hazleton, PA
- Board of Directors, United States Association for Small Business and Entrepreneurship (USASBE); Vice President (Division Executive) Family Business Division
- Connecticut Innovations/Yankee Ingenuity Critical Technologies Program Grant Review Panel
- Connecticut Public Television, Fairfield County Business Report, Economic Panel
- Economic Club of Connecticut (National Association of Business Economists, CT Chapter), President
- Editorial Board, *Journal of Business and Economic Perspectives*
- Investment Advisory Board, Next Generation Ventures LLC (Venture Capital firm)
- Social Science Review Panel for Large Grants

### **Research In Progress**

- Dino, R. N., McKay, A., Kaufman, J. C. An examination of entrepreneurial project raters across a 10-year span (working title)
- Dino Richard N., Veiga, John F., and Mathieu, John. Founder-CEO Loss Aversion and Its Impact on Firm Performance.
- Dino Richard N., Veiga, John F., and Mathieu, John. A longitudinal study of the impact of founder-CEO core self-evaluation on firm performance pre-, during, and post the great recession
- Dino Richard N., Veiga, John F., and Mathieu, John. A comparative analysis of casualty and survivor firms of the great recession: did their founder/ceos matter?



## **Research Activity**

- Dino, Richard N. Connected but different: Comparing and contrasting creativity, innovation and entrepreneurship. Book Chapter in Jonathan Plucker, *Creativity and innovation: Theory, research, and Practice in Creativity and Innovation: Theory, Research, and Practice* (Jonathan Plucker), Prufrock Press: Waco, TX: (2016).
- Dino, Richard N. Crossing boundaries: Toward integrating creativity, innovation, and entrepreneurship research through practice. Psychology of Aesthetics, Creativity, and the Arts (Volume 9, No. 2, 2015).
- Florin, Juan, Dino, Richard N., and Huvaj, Nesij. Research on angel investing: A multilevel framework for an emerging domain of inquiry. Venture Capital – An International Journal of Entrepreneurial Finance (Volume 15, Issue 1, 2013).
- Mitchell, R. K. & Dino, R. N. (March 2011). In search of research excellence: Exemplars in entrepreneurship, Northhampton MA: Edward Elgar
- Mitchell, R. K., Brigham, K. H., Walker, H. J. and Dino, R.N. (March 2011). In search of entrepreneurship research excellence: A person-environment fit approach. Book Chapter in Ronald K. Mitchell & Richard N. Dino, *In search of research excellence: Exemplars in entrepreneurship*, Northhampton MA: Edward Elgar.
- Simsek, Z., Lubatkin, M., Veiga, J., and Dino, R. The role of an entrepreneurially alert information system in promoting corporate entrepreneurship. Journal of Business Research (2009).
- Golden, T. D., Veiga, J., and Dino, R. The impact of professional isolation on the performance and turnover intentions of teleworkers: does time spent teleworking, interacting face-to-face, or having access to communication-enhancing technology matter? Journal of Applied Psychology (2008).
- Schulze, W. S., Lubatkin, M. H., and Dino, R. Exploring the agency consequences of ownership dispersion among the directors of private family firms. In “Family Business” edited by Joseph H. Astrachan, Torsten M. Pieper, and Peter Jaskiewicz. Edward Elgar Publishing Ltd, Glensanda House, Montpellier Parade (2008).
- Simsek, Z., Veiga, J., Lubatkin, M. and Dino, R. Modeling the multilevel determinants of top management team behavioral integration. Academy of Management Journal, 2005.
- Lubatkin, M., Schulze, W. S., Ling, Y, and Dino, R. The effects of parental altruism on the governance of family-managed firms. Journal of Organizational Behavior, 2005.
- Schulze, W.S., Lubatkin, M, and Dino, R. Agency relationships in family firms, Book chapter in Edward Elgar Publishing Ltd.: UK. Corporate Governance in the New Global Economy. Edited by R. Watson, K. Keasey, S. Thomson, and M. Wright, 2005.
- Veiga, J.F., Dino, R. Thompson, J., Chow, I, O’Higgins, E., and Al Khalifa, A. The ethics of cyberveillance in a global context. The Review of Business Information Systems, 2004.
- Schulze, W. S., Lubatkin, M.H., and Dino, R. Exploring the agency consequences of ownership dispersion among inside directors at family firms. Academy of Management Journal, 2003.

- Schulze, W. S., Lubatkin, M.H., and Dino R. Toward a theory of agency and altruism in family firms. Journal of Business Venturing, 2003.
- Schulze, W.S., and Lubatkin, M., and Dino, R. Altruism, agency, and the competitiveness of family firms. Managerial and Decision Economics, 2002.
- Schulze, W., Lubatkin, M., Dino, R. and Buchholtz, A.K. Agency relationships in family firms: theory and evidence. Organization Science, 2001.
- Dino, R., Dreux, D.R. IV, and Schulze, W.S. Family business at the millennium: Understanding the challenges of mom and pop, Trusts and Investments, March-April, 1998.
- Dino, R., and Schulze, W.S. The Living Company: Habits for Survival in a Turbulent Business Environment, Arie De Geus. Boston. Invited Book Review: Harvard Business School Press, 1997. Family Business Review, 1997.
- Dino, R. and Yatrakis, P. The information technology industry data book, 1960-1988. Computer & Business Equipment Manufacturer's Association, 1989 (0-912797-23-1).
- Dino, R. Price forecasting using experience curves and the product life-cycle concept. Book chapter in The Handbook of Forecasting: A Manager's Guide, Second Edition, John Wiley and Sons, Inc., New York, New York, 1987.
- Dino, R. and Yatrakis, P. The computer, business equipment, software & services, and telecommunications industry, 1960-1996. Computer and Business Equipment Industry Association, 1987 (0-912-797-5-3).
- Dino, R. and Yatrakis, P. The computer, business equipment, software & services, and telecommunications industry, 1960-1995. Computer and Business Equipment Manufacturers Association, 1986 (C-912797-04-5).
- Dino, R. and Yatrakis, P. The stamford labor market, 1985-1995. Stamford Economic Assistance Corporation, 1985
- Dino, R. Forecasting the price evolution of new electronic products. Journal of Forecasting, 1985.
- Dino, R. and Yatrakis, P. The computer and business equipment industry marketing data book. Computer & Business Equipment Manufacturer's Association, 1983 (0-912797-02-9).
- Dino, R., Riley, D.E., and Yatrakis, P.G. The role of forecasting in corporate strategy: The Xerox experience. Journal of Forecasting, 1982.
- Yatrakis, P., and Dino, R. Supply-Side demographics, labor force growth in the late 1980's and its impact on american business. Thrust, 1980-1981, Fall-Winter Issue.
- Dino, R. and Dino, L.W. A sure-fired method to improve budget cycling. Management Accounting, 1980.
- Mullick, Satinder K., and Dino R. Complex econometric models, poor forecasts - A word from the manufacturing sector. Business Economics, January, 1979.

- Mullick, Satinder K., and Dino R. Econometrics? Our sales patterns were a better guide. Euromoney, August, 1978.
- Mullick, Satinder K., and Dino R. Big Econometric models predict real GNP well, factory output badly. The Money Manager, April, 1978.

### **Conference Proceedings**

- TMT Behavioral integration, diversity and size: Implications for firm performance, with Simsek, Z., Lubatkin, M.H., and Veiga, J.F. Proceedings of the Eastern Academy of Management, New Haven, CT, May, 2002.
- The ethics of cyberveillance in a global context, with Veiga, J. F., Thompson, J., Chow, I., O'Higgins, E. and Al Khalifa, A. Proceedings of the Eastern Academy of Management International, San Jose, Costa Rica, June, 2001.
- Altruism and agency in family firms, with Schulze, W.S., and Lubatkin, M.H. Best Paper Proceedings of the 60<sup>th</sup> Annual Meeting of the Academy of Management, Toronto, Ontario, Canada, 2000.
- Toward a model of the family firm, with Schulze, W. S., and Lubatkin, M.H. In Frontiers in Entrepreneurial Research, Proceedings of the Babson-Kaufman Entrepreneurship Research Conference, Columbia, SC, 1999.
- The impact of distribution of ownership on the use of financial leverage in family firms, with Schulze, W.S. Proceedings of the 12<sup>th</sup> Annual Conference of the United States Association for Small Business and Entrepreneurship, Clearwater, FL, 1998.
- Institutionalization, formalization, and the performance of the family firm, with Schulze, W.S. Presented at the 17<sup>th</sup> Annual Strategic Management Society, Barcelona, Spain, 1997. Nominated for the *Proceedings* (excluded due to space limitations).
- Different strokes for different folks: The effect of incentives on psychological contracts in the family firm, with Buchholtz, A. and Schulze, W.S. Proceedings of the International Family Business Program Association Conference, Northhampton, MA, 1997.
- Agency relationships in very closely-held owner-managed firms: Theory and evidence, with Schulze, W.S., Lubatkin, M.H., and Buchholtz, A.K. Proceedings of the International Family Business Program Association Conference, Northhampton, MA, 1997.
- From patriarchy to hierarchy: patterns of change in the governance of family business, with Schulze, W.S. Proceedings of the International Division of the Eastern Academy of Management, Dublin, Ireland, 1997.
- Survival of the family business, with Schulze, W.S. Proceedings of the 41st International Council for Small Business, Stockholm, Sweden, 1996.

### **Research Presentations**

- Publishing in the Top Tier, with Ronald K. Mitchell; 2011 Academy of Management Meetings, San Antonio

- Business Angels: Toward Specifying a Multilevel Theory and Domain, with Florin, Juan, and Huvaj, Nesij; 2010 Academy of Management Meetings, Montreal.
- Multi-level interdisciplinary perspectives on Angel Investing, with Florin, Juan and Simsek, Zeki; 2009 Academy of Management Meetings, Chicago.
- Enabling Entrepreneurship Research Excellence: A Hand's-on approach, with Mitchell, Ron, and Morris, Michael, 2009 USASBE Annual Meetings, Anaheim.
- Understanding the Impact of Teleworker's Professional Isolation on Performance and Turnover, with Golden, T. D., and Veiga, J. 2007 Academy of Management Meetings, Philadelphia.
- e-Business transformation as strategy process: perspectives from As, Bs, and Cs, with Lechner, C., Martins, L., Mathieu, J., Floyd, R. Mosquet, X., Stout, M., and Wobking, F. The 22<sup>nd</sup> Annual International Conference of the Strategic Management Society. Paris, France, September 22-25, 2002.
- TMT behavioral integration, diversity, and size: implications for firm performance, with Simsek, Z., Lubatkin, M., and Veiga, J.F. Sub-theme 7, Organizational Elites -- Theory, Action and Context at the European Group and Organizational Studies (EGOS) Colloquium in Barcelona, Spain, 2002.
- TMT behavioral integration, diversity, and size: implications for firm performance, with Simsek, Z., Lubatkin, M., and Veiga, J.F. 39<sup>th</sup> Annual Meeting of the Eastern Academy of Management, New Haven, CT, May 1 - 4, 2002.
- For love and money: Agency in private and family managed firms, with Schulze, W.S., Lubatkin, M., and Ling, Y. Academy of Management Meetings, Denver, CO, 2002.
- TMT behavioral integration, diversity, and size: implications for firm performance, with Simsek, Z., Lubatkin, M., and Veiga, J.F. Academy of Management Meetings, Denver, CO, 2002.
- Top management cognitive diversity, team-member exchange, and firm performance, Simsek, Z., Lubatkin, M., and Veiga, Academy of Management Meetings, Washington, D.C, 2001.
- Altruism and compensation in family firms, with Schulze, W.S., and Lubatkin, M.H. European Group and Organizational Studies (EGOS) Conference, Lyon, France, 2001.
- The ethics of cyberveillance in a global context, with Veiga, J.F., Thompson, J., Chow, I.H.S., O'Higgins, E., and Al Khalifa, A. Eastern Academy of Management International Meeting, Managing in a Global Economy IX, San Jose, Costa Rica, June 17-21, 2001.
- Altruism and agency in family firms, with Schulze, W.S., and Lubatkin, M.H. The 60<sup>th</sup> Annual Meeting of the Academy of Management, Toronto, Ontario, Canada, 2000
- The organizational consequences of altruism, with Schulze, W.S., and Lubatkin, M. L. The 19<sup>th</sup> Annual International Conference of the Strategic Management Society – Winning Strategies in a Deconstructing World, Berlin, 1999
- The organizational consequences of altruism in family firms: Theory and evidence, with Schulze, W. Babson College-Kauffman Foundation Entrepreneurship Research Conference, Columbia, SC, May, 1999.

- Consolidation in fragmented industries: Implications and antidotes for family businesses. The Business of Family Business: An International Research and Education Conference on Family and Closely-held businesses. The Family Firm Institute and Anderson School at UCLA, March, 1999.
- Global entropy, the natural laws of commercial predation and the observable antidotes thereto, or the case for family business corporate finance, with Dreux, IV, Dirk, and Narva, Richard. The U.S. Association for Small Business and Entrepreneurship (USASBE) Annual Conference, San Diego, CA, January, 1999.
- Been there, done that: What can mature programs do to keep their members interested?, with Bryck, Ira. The U.S. Association for Small Business and Entrepreneurship (USASBE) Annual Conference, San Diego, CA. January, 1999.
- The impact of distribution of ownership on risk-taking in family firms, with Schulze, W. S. The 18<sup>th</sup> Annual Meeting of the Strategic Management Society, Orlando, FL, November, 1998.
- Agency relationships in family firms: Theory and evidence, with Schulze, W., and Lubatkin, M. Academy of Management Meetings, San Diego, CA, 1998.
- Distribution of ownership, risk, and the strategic conduct of family firms, with Schulze, W. S. Academy of Management Meetings, San Diego, CA, 1998.
- An organizational governance view of family business survival, with Schulze, W. S. International Family Business Program Association Conference, San Antonio, TX, July, 1998.
- Institutional processes within family firms, with Schulze, W. S. International Family Business Program Association Conference, San Antonio, TX, July, 1998.
- Concentration of ownership and risk-taking in family firms, with Schulze, W. S. International Family Business Program Association Conference, San Antonio, TX, July, 1998. Best of Conference Research Paper Award.
- The impact of distribution of ownership on the use of financial leverage in family firms, with Schulze W. S. The 12<sup>th</sup> Annual USASBE conference, Clearwater, FL. January, 1998.
- Where's the family in family business, with Dreux, IV, D., Schulze, W.S., and Davidow, T. Symposium at the 12<sup>th</sup> Annual USASBE conference, Clearwater, FL. January, 1998.
- State of the art in family business research, teaching and outreach, with Upton, Nancy, Heck, Ramona, and Narva, Richard. Symposium at the 12<sup>th</sup> Annual USASBE conference, Clearwater, FL. January, 1998.
- Coleman Foundation Invited Panel: Establishing an "E" center or institute, with Morse Kenneth, and Crotts, John. Symposium at the 12<sup>th</sup> Annual USASBE conference, Clearwater, FL. January, 1998.
- Institutionalization, formalization, and the performance of the family firm, with Schulze, W.S. The 17<sup>th</sup> Annual Strategic Management Society, Barcelona, Spain, October, 1997.
- From patriarchy to hierarchy: Patterns of change in the governance of the family firm, with Schulze, W.S. The 1997 International Meeting of the Eastern Academy of Management,

Dublin, Ireland., September, 1997.

- From patriarchy to hierarchy: The institutionalization of structure within family firms, with Schulze, W.S. Academy of Management Meetings, Boston, MA, 1997.
- Different strokes for different folks: The effect of incentives on psychological contracts in the family firm, with Buchholtz, A. and Schulze, W. Academy of Management Meetings, Boston, MA, 1997.
- State of the art in family business research: Examples from three on-going research projects, with Schulze, W. S. The 1997 Meeting of the International Family Business Association. Northampton, MA., July, 1997.
- The performance impact of agency costs in closely-held firms, with Schulze, W., and Buchholtz, A. The Academy of Management Journal Special Issue Conference on Performance-Based Compensation, Tillberg, Netherlands, June 1996.
- Survival of the family business, with Schulze, W.S. The 41st International Council for Small Business, Stockholm, Sweden. June, 1996.

### **Professional Presentations, Panels, Interviews, Pitches, Etc.**

- List (excluded) includes boardrooms, conference keynotes, plenary and concurrent sessions across professional organizations, corporations, entrepreneurial firms, TV, newspapers, business journals, and magazines

### **Grants**

- Co-Principal Investigator, National Science Foundation sponsored REU (Research Experience for Undergraduates. (Chemical, Materials, and Biomolecular Engineering Department, School of Engineering, UConn) emphasizing innovation and entrepreneurship (2012-2014) – \$338,819
- Principal Investigator, U.S. Department of Defense, Defense, Leadership and Management Program Grant (2000-2001) -- \$925,000
- Principal Investigator, U.S. Department of Defense, Defense, Leadership and Management Program Grant(1999-2000) -- \$775,000
- Principal Investigator, U.S. Department of Defense, Defense, Leadership and Management Program Grant (1998-1999) -- \$1,400,000

### **Awards**

- Academy of Management Board of Governors Best Practices Award; co-recipient with Ronald K. Mitchell for Entrepreneurship Research Excellence Initiative – 2009
- MBA Teacher of the Year – Management, 2012-2013
- MBA Teacher of the Year – Venture Consulting, 2009-2010

- MBA Teacher of the Year – Venture Consulting, 2008-2009
- MBA Teacher of the Year – Management, 2007-2008
- 2010 Connecticut Business Plan Competition – 1<sup>st</sup> Place, Venture Enterprise, Combined Undergraduate and Graduate Divisions, *Shizzlr* Faculty Mentor
- 2009 Connecticut Business Plan Competition – 1<sup>st</sup> Runner-Up, Venture Enterprise, Combined Undergraduate and Graduate Divisions, *GoMotion* Faculty Mentor
- 2009 Connecticut Elevator Pitch Olympics – 1<sup>st</sup> Place, Combined Undergraduate and Graduate Divisions, *GoMotion* Faculty Mentor
- 2008 Connecticut Business Plan Competition – 1<sup>st</sup> Place, Graduate Level New Venture Enterprise Division, *Optimal Software Solutions* Faculty Mentor
- 2008 Connecticut Business Plan Competition – 1<sup>st</sup> Place, Graduate Level Personal Business, *ETG Hardware* Faculty Mentor
- “Innovation in Teaching Award” for the development of Entrepreneur Internship course (1999-2000); School of Business
- “Most Innovative Family Business Program” (1997); International Family Business Program Association
- “Most Comprehensive Family Business Program” (1997); International Family Business Program Association
- “Family Business Program of the Year, First Runner-Up” (1996); International Family Business Program Association

***For the SS&C Technologies Financial Accelerator/Graduate Business Learning Center:***

- Associated Builders and Contractors Award – Excellence in Construction 30 year award – Best Educational Project in Past 30 Years (2006)
- New York Construction News – Institutional Category - Best Higher Educational Project NY, NJ, & CT (2005)
- *ARCHI-TECH Magazine* – AV Award – Best Educational Facility (2005)
- Connecticut Real Estate Exchange – Blue Ribbon Award – Institutional Category (2005)
- CBC Project Team Award for Major Renovation/Expansion -- First Place, Connecticut Building Congress (2005)

***For edgelab:***

- “Team Connecticut People’s Choice Award,” for Best Overall Initiative over nine year history of Eddy Awards (2005); Co-recipient/Team honor awarded by the Connecticut Economic Resource Center and the Connecticut Economic Development Association

- “Silver CQIA Innovation Prize” (2002); Co-recipient/Team Award, The Connecticut Quality Improvement Partnership
- “Chancellor’s Information Technology Award” (2001-2002); Co-recipient/Team Award, University of Connecticut
- “Team Connecticut Program Award” (2001-2002); Co-recipient/Team honor awarded by the Connecticut Economic Resource Center and the Connecticut Economic Development Association
- “Service/Outreach Award” for role in the establishment of *edgelab (2001)*; Co-recipient/Team Award, School of Business

**Entrepreneurial, Managerial And Professional History**

***Cyclical Management Associates***

Stamford, CT  
7/90 to 12/94  
Managing Partner

***DnF Management***

New York, NY  
1/85 to 12/94  
Managing Partner

***Rory's Downtown, Inc.***

Stamford, CT  
12/93 to 12/94  
Managing Partner

Responsibilities in these interrelated, privately-held, entrepreneurial ventures encompassed general management of the day-to-day operations, project and program funding, profit-center management, operating budgets, contract negotiation, vendor relations, personnel development, financial reporting, cash flow management, inventory management, operating controls, cost reduction, product launch, product costing, product pricing, marketing strategies and promotion, market positioning, and partnership liaison.

***The Center For Economic Analysis, Inc.,*** Stamford, CT

December, 1982 to June, 1990, Senior Partner

***Sampling of Client Projects***

- For a multinational U.S. corporation, projected conditions in the economic environment, for example, market growth, inflation, interest and exchange rates, and other key indicators, across twenty-five international markets in Europe, Asia, and the Americas. These inputs formed the basis for a consistent strategic plan throughout the corporation's operating divisions.
- For several U.S. manufacturers of computers and office equipment, projected growth rates of major product markets consistent with corporate assumptions about economic conditions, competitive entries, price evolution, and other external and internal factors. The rigorous and reproducible methodology used in the development of these projections forged the link between the corporations' planning assumptions and the impact of these assumptions on the companies' strategic plans.
- For a manufacturer of high technology equipment, assessed product price trends and market growth mapped to the stage of the products' life cycles and the stage of the industry's experience curve. The client used the resulting projections of industry prices and unit sales as inputs to strategic decisions regarding the company's participation in several new and existing markets.
- For a multinational manufacturer of office equipment, developed projections of unit manufacturing costs at several alternative sites, based on macroeconomic factors such as



wage and raw material costs, relative productivity rates, overhead and exchange rates. The client used the results to optimize multinational manufacturing and sourcing of components and raw materials.

- For several high technology companies, developed short-term projections of demand and market prices. Several forecasting methodologies were applied concurrently to ensure maximum accuracy of the results. These projections were used in short-term financial planning and pricing strategy, allocation of marketing and advertising resources, and establishment of sales targets for products and operating divisions.
- For a trade association, created an international database covering markets, products, pricing and international trade; evaluated demand and price trends; developed projections of prices and market demand in thirty major product areas. This information formed the basis of market analysis and strategic planning of the association's members.
- For a regional development group, assessed and projected the demand and supply of labor across 350 occupational and demographic categories, pinpointed potential imbalances and developed recommendations for addressing resulting problems. This study was a major input to the planning of high-technology industrial development in the area, as well as to corporate decisions regarding relocation, salary policy, and facilities planning.

***Xerox Corporation***, Stamford, Connecticut

August, 1979 to November, 1982, Economic and Market Forecasting Manager

- Developed worldwide tracking systems and activity forecasts of the macroeconomic environment, the Electronic Information Industry and Xerox products; projected industry prices and raw material and product costs.
- Interpreted the effects of the external environment on Xerox sales and profits and effectively communicated findings and recommendations to top management in both tactical and strategic decision-making frameworks.
- Developed new forecasting methodologies and systems and upgraded company-wide planning by implementing these systems at both corporate and operating company levels.
- Acted as corporate interface between external forecasting and planning consultants and the Xerox operating groups.
- Conducted and managed special research projects for top management.
- Managed the work and developed the analytical skills of contract employees as well as in-house MBA-level research and planning analysts.

***Corning Incorporated***, Corning, New York

September, 1978 to July, 1979, Supervisor of Market Development: -- Automotive Lighting

- Developed a worldwide marketing information system for automotive lighting which provided accurate market share analysis, identification of worldwide product flows and channels of distribution, accurate price projections, identification of market trends, product line forecasting, and customer, as well as Corning's inventory management.
- Identified areas of opportunity for Corning's global automotive headlight business .

- Identified the timing required to implement process/product programs for technological innovation based on worldwide market trends.
- Participated in the development of operating budgets and long-range plans.

***Corning Incorporated***, Corning, New York

September, 1976 to August, 1978, Corporate Economist -- U.S. Businesses

- Implemented the concept of cyclical management and analyzed the effects of the economic environment on Corning's domestic businesses.
- Translated macroeconomic forecasts into their implications for Corning's product lines and related markets.
- Supplied inputs to Corning's top management such as sales, operating expense, fixed cost, and margin forecasts, the timing of business cycle and product line turning points, and the cycling of budgets.
- Consulted on an on-going basis in product areas for health and medicine, the home, food service, manufacturing, science, transportation, lighting, refractory uses, process industries, communications and electronics.

***Eastman Kodak Company***, Rochester, New York

April, 1972 to August, 1973, International Economic Analyst

- Provided analytical assistance to the Senior Supervising Economist by keeping abreast and making studies of the worldwide economic environment.
- Prepared numerous reports concerning economic indicators and developed forecasts on economic conditions.
- Assisted in the preparation and presentation of both short and long run business assumptions; performed special project studies.

***State University of New York At Buffalo***, Buffalo, New York

September, 1973 to August, 1976, Graduate Student, Ph.D. Program (Economics)

Instructor, Department of Economics

**Education**

***Ph.D., The State University of New York at Buffalo, February, 1977***

International Economics, Econometrics

**Dissertation:** An econometric test of the purchasing power parity theory: Canada, 1970-1975.

***Master of Arts, The State University of New York at Buffalo, September, 1975***

Economics

***Bachelor of Science With High Distinction, The Pennsylvania State University, March, 1972***

Business Economics