

RESUME

Dr. Jeffrey R. Cornwall

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The College of Business Administration
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Education

D.B.A.: University of Kentucky, 1983
Major: Management and Organization

M.B.A.: University of Kentucky, 1980
Concentration: Finance

B.S.: University of Wisconsin Stevens Point, 1979
Major: Business Administration
Minor: Economics

Employment

2003 - present Belmont University, Nashville, TN

Jack C. Massey Chair in Entrepreneurship
Professor of Entrepreneurship
Director, Center for Entrepreneurship

1997 - 2003 University of St. Thomas, St. Paul, MN

Sandra Schulze Chair in Entrepreneurship
Professor of Entrepreneurship
Chair, Department of Entrepreneurship (Founding Chair), 2000 – present.
Program Director of Undergraduate Entrepreneurship Program, 1997 – 2000.

1988 - 1997 Atlantic Behavioral Health Systems, Inc., Raleigh, NC

President/CEO, Chairman of the Board and Co-founder.

Company began as a series of start-up ventures that were merged into this holding company. Responsible for overall executive management of the company. Business operated a full continuum of behavioral health programs, including outpatient clinics, community based services, and residential facilities throughout North Carolina.

- Grew from seven to over 300 employees.
- Revenues over \$12 million.
- Raised over \$5 million in debt and equity financing to fund growth.
- Negotiated successful sale of majority of business holdings in 1996, remainder of business sold in 1998.

1983 - 1988 University of Wisconsin Oshkosh

Associate Professor in College of Business Administration, 1988.

Co-director of Office of Entrepreneurship, 1986 – 1988.

Assistant Professor in College of Business Administration, 1983 – 1988.

1979 - 1983 University of Kentucky

Instructor in Department of Management, 1982 – 1983.

Research Assistant and Part-time Instructor in Management, 1981 – 1982.

Academic Fellow, 1979 – 1981.

Publications

Books

Cornwall, J., Vang, D., and Hartman, J. Entrepreneurial Financial Management. Englewood Cliffs, NJ: Prentice-Hall, 2004.

Cornwall, J. From the Ground Up: Entrepreneurial School Leadership. Lanham, MD: Scarecrow Press, 2003.

Brown, R. and Cornwall, J. The Entrepreneurial Educator. Lanham, MD: Scarecrow Press, 2000.

Cornwall, J. and Perlman, B. Organizational Entrepreneurship. Homewood, IL: Irwin, 1990.

Journal Publications

- Naughton, M. and Cornwall, J. "The Virtue of Courage in Entrepreneurship: Engaging the Catholic Social Tradition and the Life-Cycle of the Business." Business Ethics Quarterly, 2006, 16, 71-95.
- Cornwall, J. and Naughton, M. "Creating an Integrating Capstone for Entrepreneurship Students." Journal of the Academy of Business Education, 2003, 4 (Fall), 62-67.
- Cornwall, J. and Naughton, M. "Who is the Good Entrepreneur? An Exploration within the Catholic Social Tradition." Journal of Business Ethics, 2003, 44 (1), 61-75.
- Cornwall, J.R. "The Entrepreneur as a Building Block for Community." Journal of Developmental Entrepreneurship, 1998, 3, 141-148.
- Sebora, T.C. and Cornwall, J.R. "Competitive Context and Adaptation: An Investigation of Specialists in Small Business." Academy of Entrepreneurship Journal, 1998, 4 (2), 31-44.
- Sebora, T.C. and Cornwall, J.R. "Expected Utility Theory: Implications for Strategic Decision Makers." Journal of Managerial Issues, 1995, 7 (1), 41-61.
- Cornwall, J.R. "The Road to Empowerment in Mental Health Organizations: Speed Bumps, Detours, and Road Blocks." Administration and Policy in Mental Health, 1994, 22(1), 19-25.
- Tower, C.B., Sebora, T.C., Hartman, E.A. and Cornwall, J.R. "Measurement of Organizational Innovation: A Process Approach." Journal of Business and Entrepreneurship, 1993, 5(2), 23-26.
- Cornwall, J.R. and Grimes, A.J. "Cosmopolitan-Local: A Cross-lagged Correlation Analysis of the Relationship between Professional Role Orientations and Behaviors in an Academic Organization." Human Relations, 1987, 40, 281-298.
- Grimes, A.J. and Cornwall, J.R. "The Disintegration of an Organization: A Dialectical Analysis." Journal of Management, 1987, 13, 69-86.

Articles Published in Proceedings

- Cornwall, J. "TAG." United States Association for Small Business and Entrepreneurship, Proceedings, 2006.
- Cornwall, J. "Bongo Bob." United States Association for Small Business and Entrepreneurship, Proceedings, 2006.
- Cornwall, J. and Naughton, M. "Integrating Entrepreneurship with the Liberal Arts: Theology for Entrepreneurship Students." Academy of Business Education, Proceedings, 2002.
- Naughton, M. and Cornwall, J. "The Good Entrepreneur and the Role of Virtue." 11th International Symposium on Ethics, Business and Society, Proceedings, 2001.
- Cornwall, J., Rexeisen, R., Mason, T., Wilson, G. "Reflections on the Collaborative Development of an Introduction to Business Course." Academy of Business Education, Proceedings, 2000.
- Cornwall, J. "A Communitarian Perspective of the Responsibilities of Entrepreneurs and Small Businesses." Allied Academies, Proceedings, 1998.
- Sebora, T. and Cornwall, J. "Competitive Context and Innovation: An Investigation of Specialists in Small Business." Allied Academies, Proceedings, 1998.
- Sebora, T.C., Hartman, E.A., Tower, C.B. and Cornwall, J.R. "Organizational Entrepreneurship in Context: A Multi-measurement Approach to the Innovation Process." Association of Management, Proceedings, 1992.
- Hartman, E.A., Sebora, T.C., Tower, C.B. and Cornwall, J.R. "Organizational Entrepreneurship in Small Business: Measurement of the Innovation Process." United States Association for Small Business and Entrepreneurship, Proceedings, 1991 (paper was nominated for best competitive paper).
- Cornwall, J.R. and Hartman, E.A. "A Model of Organizational Entrepreneurship." World Conference International Council for Small Business, Proceedings, 1988.
- Cornwall, J.R. and Gudmundson, D. "Business Ethics and Decision Making: The Differences Between Small and Large Businesses." World Conference International Council for Small Business, Proceedings, 1988.

Cornwall, J.R. "The Process of Corporate Decision Making and Social Responsiveness: Ethics versus Dependence." *Midwest Academy of Management Proceedings*, 1987.

Cornwall, J.R. "Dialectics and Strategy: An Issue of Level of Analysis." *Midwest Academy of Management Proceedings*, 1986.

Hartman, E.A., Cornwall, J.R., and Perlman, B. "A Cross-lagged Correlation Analysis of Multidimensional Work and Nonwork Satisfaction." *Midwest Academy of Management Proceedings*, 1985.

Cornwall, J.R. "Interorganizational Analysis: An Examination of a Dialectic Ethnomethodological Approach." *Southern Management Association Proceedings*, 1983.

Papers Given at Professional Meetings

Naughton, M. and Cornwall, J. "The Virtue of Courage in the Risk-taking World of Entrepreneurship." Presented to the Conference on 'New' New Things at the University of Notre Dame, April 2002, South Bend, IN.

Cornwall, J., and Hartman, J. "Integrating Entrepreneurship and Accounting Curricula in Business Education." Presented to the Annual Meeting of the United States Association of Small Business and Entrepreneurship, February 2001, Orlando, FL.

Rexeisen, R., Cornwall, J., Mason, T., and Wilson, G. "The Design and Implementation of a New Business Core Curriculum." Presented to the Annual Meeting of the Association of Private Enterprise Education, April 2000, La Vegas, NV.

Cornwall, J.R. "South Coast." Case presented to the Annual Academy of Management meetings, August 1998, San Diego, California.

Cornwall, J.R., and Sebor, T. "A Laboratory Study of the Appropriateness of Expected Utility Theory as a Descriptive Model for the Process of Strategic Decision Making." Presented to the Annual Academy of Management meetings, August 1988, Anaheim, California.

Cornwall, J.R. and Totten, J. "Wisconsin Sealcoating." Presented to the Midwest Society for Case Research Workshop, 1988.

Hartman, E.A., Mumford, M.D., Mueller, S.W., Cornwall, J.R., and Feinauer, D.M. "Robustness of Job Classification Systems: An Examination of Alternative Indicators." Presented to the Annual American Psychological Association Convention, Division 14, August 1987, New York.

Cornwall, J.R. and Grimes, A.J. "Cosmopolitan-Local: A Cross-lagged Correlation Analysis of the Relationship Between Professional Role Orientations in an Academic Organization." Presented to the Annual Academy of Management meetings, August 1984, Boston.

Grimes, A.J. and Cornwall, J.R. "Disintegration of an Organization: A Dialectic Analysis." Presented to the Annual Academy of Management meetings, August 1984, Boston.

Cornwall, J.R. and Grimes, A.J. "Organizational Technology: An Assessment of a Shift in Paradigms." Presented to the Annual Academy of Management meetings, August 1982, New York.

Workshops, Paper Presentations, and Panels

Cornwall, J., et al. "Panel: Coleman Symposium Session," United States Association of Small Business and Entrepreneurship, Tucson, AZ, January 2006.

Cornwall, J., et al. "Panel: Common Challenges for Entrepreneurship at Teaching Colleges," United States Association of Small Business and Entrepreneurship, Indian Wells, CA, January 2005.

Cornwall, J., et al. "Towards University-wide Entrepreneurship: Unique Obstacles, Creative Approaches and Sustainable Models," United States Association of Small Business and Entrepreneurship, Dallas, TX, January 2004.

Cornwall, J., & Naughton, M. 2002 USASBE Outstanding Entrepreneurship Course Award: Second Year Update to USASBE annual meeting, Hilton Head, SC, January 2003.

Cornwall J., Brown, R., & Perlman, B. Competitive Workshop: "Moving Entrepreneurship Beyond Traditional Settings: Educating Educators on Entrepreneurial Management Skills," United States Association of Small Business and Entrepreneurship, Reno, NV, January 2002.

Cornwall, J. 2000 USASBE Model Undergraduate Program: Second Year Update to USASBE annual meeting, Orlando, FL, February 2001.

Cornwall, J. Panelist for "Entrepreneurship Teaching: Sharing Good Ideas", Collegiate Entrepreneur Organization, Chicago, IL, November 2000.

Cornwall, J. Panelist for Workshop: "Using Web-CT and WebBoard to create a Web-aided course" at ACTC's Classrooms of the Future VI conference, St. Paul, May 2000.

Cornwall, J. Panelist for "Introduction/Orientation to the Field of Entrepreneurship," United States Association of Small Business and Entrepreneurship, San Antonio, TX, February 2000.

Cornwall, J. 1999 Model Undergraduate Entrepreneurship Program Update presentation to United States Association of Small Business and Entrepreneurship, San Antonio, TX, February 2000.

Carlock, R. and Cornwall, J. Professional Development Workshop: "Developing Practitioners for Teaching in the Entrepreneurship Classroom: Issues and Recommendations" at the Academy of Management meetings, Chicago, IL, August 1999.

Brown, R. and Cornwall, J. "Entrepreneurial Principal", National Association of Secondary School Principals annual meeting, New Orleans, LA, March 1999.

Cornwall, J. Panelist for "Best Practices in Entrepreneurship Education", American Association for Collegiate Schools of Business (AACSB) annual meeting, Atlanta, GA, April 1999.

Cornwall, J. Model Undergraduate Entrepreneurship Program presentation to United States Association of Small Business and Entrepreneurship, San Diego, CA, January 1999 (UST won this national award).

Cornwall, J. Invited Panelist "Innovations and Issues in Entrepreneurship Education," Collegiate Entrepreneur Organization, 1999 annual meetings.

Cornwall, J. Invited Panelist "Innovations and Issues in Entrepreneurship Education," Collegiate Entrepreneur Organization, 1998 annual meetings.

Cornwall, J. Invited Panelist "Non-Business Entrepreneurship Training/Education", United States Association of Small Business and Entrepreneurship, 1998 annual meetings.

Cornwall, J. Invited Panelist "Beyond Guest Speakers: Connecting Students to the Entrepreneurial Community", Collegiate Entrepreneur Organization, 1997 annual meetings.

Cornwall, J.R. "Innovation and Entrepreneurship in Established Mental Health Care Organizations." Presented to the Annual Association of Mental Health Administrators meetings, September 1990, New Orleans.

Chapters/Cases in Texts and Ancillaries

Naughton, M. and Cornwall, J. "The Virtue of Courage in Entrepreneurship: Of Risk and Character Development." In 'New' New Things in Catholic Social Teaching. South Bend, Indiana: The University of Notre Dame Press, 2004.

Totten, J. and Cornwall, J. "Wisconsin Sealcoating." In F.L. Fry, Entrepreneurship: A Planning Approach. Minneapolis/St. Paul, 1993.

Cornwall, J.R. "Critique of 'Work force reduction policy'." In J.M. Champion and J.H. James, Critical Incidents in Management (Sixth edition). Homewood, Illinois: Irwin, 1988.

Cornwall, J.R. "Business and Society Module: Social Responsibility and Strategic Planning." and "Business Ethics Module: Basic Views and Theories of Business Ethics." Part of ancillary to accompany Holt's Management: Principles and Practices, 1987.

Grants

\$49,500 grant from the Kauffman Foundation to help fund the expansion of our entrepreneurship internship program. The grant request was funded for 2000-2001.

\$24,750 grant from the Kauffman Foundation to help fund the expansion of our entrepreneurship internship program. The grant request was funded for 2002-2003.

Awards

Named **United States Association of Small Business and Entrepreneurship Fellow**, 2006.

Entrepreneur Magazine's Top 10 Entrepreneurship Emphasis Program 2005 national award to Belmont University.

Entrepreneur Magazine's Top 10 Entrepreneurship Emphasis Program 2004 national award to Belmont University for our newly developed program.

Outstanding Workshop of 2004 by the United States Association of Small Business and Entrepreneurship at its annual conference.

Course *Christian Faith and the Management Professions: An Entrepreneurial Perspective* team-taught with Michael Naughton named **Outstanding Entrepreneurship**

Course for 2002 by the United States Association of Small Business and Entrepreneurship.

Chaired review of undergraduate curriculum University of St. Thomas, 1998. Curriculum was named **National Model Undergraduate Entrepreneurship Program for 1999** by the United States Association of Small Business and Entrepreneurship.

Curriculum Development

Designed new major and new minor in Entrepreneurship at Belmont University, which included the development of new courses in Entrepreneurship, and redesigned one other.

Developed new advanced Entrepreneurship course for MBA program at Belmont University.

Created five new courses in Entrepreneurship at St. Thomas, and redesigned one other.

Served on curriculum committee that created new gateway course for business majors and served on initial teaching team.

Participated in review and redesign of MBA in New Venture Management curriculum University of St. Thomas.

Designed life long learning seminars for John M. Morrison Center for Entrepreneurship:

- Re-igniting the Entrepreneurial Fire (16 hour course)
- Beyond Start-up: The Transition to Successful Growth (40 hour course)
- Building Your Business (30 hour course)
- Pre-venture mini-courses (three, 2 hour courses)
- From Feasibility to Business Plan (9 hour course)

Developed undergraduate Entrepreneurship Concentration for University of Wisconsin Oshkosh. Developed specific courses for this curriculum.

Developed MBA Entrepreneurship course, Entrepreneurship and Venture Management for University of Wisconsin Oshkosh.

Courses Taught

Undergraduate:

Foundations in Entrepreneurship
 Entrepreneurship: Management and Strategies
 Launching a New Venture
 New Venture Strategies
 Entrepreneurship in Practice

Entrepreneurial Financial Resource Management
Ethics and Practice: Foundations in Business
Christian Faith and the Management Professions: An Entrepreneurial Perspective
Business Strategy and Policy
Organizational Behavior
Fundamentals of Management

Graduate:

The Entrepreneurial Challenge
New Venture Strategies
Organizational Theory
Organizations and Their Environments (Business & Society)

Professional Activities

Program organizer for the “Entrepreneurial Challenge” for National Meeting of Delta Epsilon Chi, 2005 – present.

Judge for Outstanding Entrepreneurship Programs Awards, United States Association for Small Business and Entrepreneurship, 2000 – present

Vice President for Special programs for United States Association for Small Business and Entrepreneurship, 2000 – present.

National Faculty Advisory Board member for Collegiate Entrepreneurs Organization, 1999 – 2003.

Reviewer for Journal of Business Venturing, 2002 – present.

Reviewer for Journal of Developmental Entrepreneurship, 1999 – present.

Discussant for the Annual Academy of Management meetings, 1998, 1986, 1984.

Discussant for the Annual United States Association for Small Business and Entrepreneurship meetings, 1987.

Professional Associations

American Academy of Management
Sigma Xi, The Scientific Research Society
International Council of Small Business
United States Association for Small Business and Entrepreneurship
Academy of Business Education
Omicron Delta Kappa, National Leadership Honor Society (faculty inductee)

Board Memberships (selected)

Academia Caesar Chavez Charter School, St. Paul, MN. 2000 – 2002.

Marquette Capital Bank N.A., Minneapolis, MN. 2000 – 2002.

Marquette Bank N.A., Centennial Lakes Park, Edina, MN. 1998 – 2000.

Junior Achievement of the Upper Midwest. 1998 – 2003.

Chairman of the Board, Atlantic Behavioral Health Systems, Inc. (and predecessor companies), Raleigh, NC. 1988 - 1999.

Chairman of the Board, Three Springs of North Carolina, Pittsboro, NC. 1989 - 1996.

Lucy Daniels Center for Early Childhood (a therapeutic pre-school), Cary, NC. 1993 - 1997.

Board Member and Officer (President 1996-97), North Carolina Association of Behavioral Health Care. 1989 - 1997.

Board Member of the Wake Medical Center Foundation Board, Raleigh, NC. 1996 - 1997.

Speeches and Lectures (selected)

“The Emerging Entrepreneurial Economy and what it means for our Culture and Society,” speech to the Sennet Society, Nashville, TN, November 2005.

“Here Comes the Entrepreneurial Generation,” speech to the Franklin Rotary, Franklin, TN, October 2005.

“Entrepreneurship at Belmont,” speech to the Nashville Chapter of SCORE, Nashville, TN, August 2005.

“The Emerging Entrepreneurial Economy and what it means for our Culture and Society,” speech to the Association of Financial Professionals, Nashville, TN, May 2005.

“Entrepreneurial School Leadership”, speech to the Leadership Council for Nashville Public Schools, Nashville, TN, November 2003.

“Six Levers for Successful Entrepreneurial Growth”, speech to the Growth Strategies Conference, Minneapolis, MN, June 2001.

“Strategies for Successful Growth”, speech to the annual international dealer convention for EcoWater, Blaine, WA, June 2001.

“The Impact of the Community on Economic Development”, keynote speech for regional economic development conference for western Wisconsin sponsored by UW-River Falls, March 2001.

“Harvesting Your Business: Creating Winning Exit Strategies”, Taking Flight: Releasing Your Entrepreneurial Spirit Conference, Minneapolis, April 2000.

“The Transition to Successful Growth”, Taking Flight: Releasing Your Entrepreneurial Spirit Conference, Minneapolis, April 2000.

“Family Business Transitions: The Entrepreneurial Spirit and the Transition for Growth”, Center for Family Enterprise, Minneapolis, May 2000.

Keynote speech for Yankton, SD, Chamber of Commerce annual meeting, February 1999.

“How Inventions get to the Marketplace”, Young Inventors Program of Metro ECSU, St. Paul, May 1999.

“Assessing your Entrepreneurial Readiness”, Minnesota High Tech Association, Eagan, MN, June 1999.

“Entrepreneurship: Rekindling the Entrepreneurial Fire at MFC”, Featured speech at the Annual Executive Conference of Marquette Financial Company, Phoenix, AZ, September 29, 1998.

“Re-igniting the Entrepreneurial Fire at Marquette Banks”, Annual Management Meeting of Marquette Banks N.A. of Minnesota, August 24, 1998, Brainerd, MN.

“Financing Options for Small Business”, May 18, 1998, North Central Association of Hearth Products, Nisswa, MN.

“Marketing Plans for Small Business”, November 13, 1997, Lakeville Chamber of Commerce, Lakeville MN.

Consulting and Advising (selected)

Richland, LLC, Pulaski, TN 2005 – present.

Pathfinder Therapeutics, Nashville, TN, 2004 – present.

Café Evoke, Bozeman, MT, 2005 – present.

The Access Group, Gallatin, TN, 2004 – present.

Sova Catering, Nashville, TN 2003 – present.

BrownWave Recordings, Nashville, TN 2003 – present.

Submerge Media, Nashville, TN 2003 – present.

College Nannies, Minneapolis, MN 2001 – 2003.

GSC Industries, LLC, Miami, FL 1998 – present.

EcoWater, Woodbury, MN 2001—2002.

Blue Plate Restaurant Co., St. Paul, MN 2000 – 2002.

Corporate Interns, St. Paul, MN 1998 – 2003.

Pierre's Wine Cellar, Orlando, FL 2002 – present.

Resideware.com, Minneapolis, MN 2001 – 2003.

University of Mary, Bismarck, North Dakota 2001 – 2002.

Go-e-biz.com, Eagan, MN 2000 – 2002.

Westwood Professional Services, Inc., Eden Prairie, MN 2000 – 2002.

iWonder, Minneapolis, MN 1999 – 2000.

University of Wisconsin Learning Innovations, Madison 1999 – 2000.

Mount Marty College, Yankton, SD 1999.

Marquette Financial Companies, Minneapolis 1998 – 2001.

East Carolina Health Organization, Greenville 1997– 1998.

HealthSystem Minnesota, St. Louis Park, MN 1998.