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ACADEMIC QUALIFICATIONS AND EXPERIENCE

ACADEMIC EXPERIENCE:

Assistant Professor of Entrepreneurship, 2010 – present
Department of Management, College of Business Administration
The University of Tennessee, Knoxville, TN

Ph.D. Student / Instructor, 2005 – 2010
Department of Managerial Sciences, J. Mack Robinson College of Business
Georgia State University, Atlanta, GA

Affiliate Instructor, January 2002 – August 2005
Department of Business Administration, Foster College of Business Administration
Bradley University, Peoria, IL

EDUCATION:

Ph.D. (Business Administration), Georgia State University; Atlanta, GA August 2010
Specialization: Entrepreneurship & Strategic Management

Dissertation Title: *Why do different new ventures internationalize differently?
A cognitive model of entrepreneurs' internationalization decisions.*

Dissertation Description: This dissertation explains entrepreneurs' decisions on international opportunity selection and age at international entry. I use a multi-study / multi-method approach to demonstrate that the competing predictions of internationalization theories can be explained by the differential focus that entrepreneurs place on comparable and non-comparable attributes of their international opportunity set. A first study employs qualitative verbal protocol techniques. A second study captures the behavior of actual entrepreneurs by applying quantitative (survey and secondary data) methods. This dissertation contributes to theory and practice by reconciling competing internationalization theories, guiding entrepreneurs in their efforts to exploit international opportunities, and providing a path for researchers to advance the study of the cognitive foundations of internationalization decision making.

Dissertation Committee: Dr. Denis A. Grégoire, Co-Chair
Dr. Pamela S. Barr, Co-Chair
Dr. Lisa Schurer Lambert, Committee Member
Dr. S. Tamer Cavusgil, Committee Member

EDUCATION (continued):

- M.B.A. (International Business), DePaul University;** Chicago, Illinois June 2000
Emphasis: International Economics & Trade
- B.A. (International Studies), Millikin University;** Decatur, Illinois May 1997
Minors: Business Administration & Spanish

RESEARCH

REFEREED JOURNAL PUBLICATIONS:

- Houghton, S.M., Gabel, J.T.A., & Williams, D.W. (2009). Connecting Two Faces of CSR: Does Employee Volunteerism Improve Compliance Behavior? *Journal of Business Ethics*, 87 (4): 477-494.

REFEREED CONFERENCE PROCEEDINGS

- Grégoire, D.A., Williams, D.W., & Oviatt, B.M. (2008). Early Internationalization Decisions for New Ventures: What Matters? In A. Zacharakis et al. (Eds), *Frontiers of Entrepreneurship Research 2008*, 511-523. Babson Park, MA; Babson College.

RESEARCH GRANTS AND FELLOWSHIPS

Early Internationalization Decisions for New Ventures (2008-2009)

The grant was received to fund a research program to study the decision models that entrepreneurs actually use to evaluate opportunities to expand the activities of their firms internationally.

- Funding Source: Georgia Research Alliance and Kauffman Foundation
Role: Co-Investigator / 2nd Author
Co-Investigators: Denis A. Grégoire (GSU) and Benjamin M. Oviatt (GSU / Australian Graduate School of Business)
Amount: \$25,000

Why do different new ventures internationalize differently? (2009-2010)

Two grants were received to fund my dissertation research on entrepreneurs' decisions regarding international opportunity selection and age at international entry. This research develops a cognitive model of such decisions and explores the implications for theory, practice, and policy.

- Funding Sources: Georgia Research Alliance and Kauffman Foundation (\$15,000)
Georgia State University Research Services (\$1,000)
Role: Principal Investigator / Lead Author
Co-Investigator: Denis A. Grégoire (GSU)
Amount: \$16,000

RESEARCH AWARDS

Waino W. Suojanen Research Excellence Award (2009)

The Waino W. Suojanen Research Excellence Award is presented annually to the PhD student with the most outstanding record of achievement in research in the Managerial Sciences Department at Georgia State University's J. Mack Robinson College of Business.

REFEREED CONFERENCE PRESENTATIONS:

Williams, D.W. & Grégoire, D.A. (2010). Re-Integrating Internationalization Theories: A Cognitive Model of Internationalization Decisions. *Paper presented at the Academy of Management Conference, Montréal, Canada: August 6-10.*

Maxwell, A.L. & Grégoire, D.A. (Organizers) (2010). With DeKoning, A., Sudek, R., Foo, M., Uy, M., Harrison, R., & Williams, D.W. (Presenters). Innovative Methods for Studying Decision-Making. *PDW presentation at the Academy of Management Conference, Montréal, Canada: August 6-10.*

Williams, D.W. & Grégoire, D.A. (2010). Entrepreneurs' Decisions to Internationalize Early: Evidence from Verbal Protocols. *Paper presented the Babson College Entrepreneurship Research Conference, Lausanne, Switzerland: June 9-12.*

Grégoire, D.A., Williams, D.W., & Oviatt, B.M. (2008). Early Internationalization Decisions for New Ventures: What Matters? *Paper presented at the Babson College Entrepreneurship Research Conference, Chapel Hill, NC: June 5-7.*

Kiss, A.N., Williams, D.W., & Houghton, S.M. (2008). The Role and Impact of Various Types of Entrepreneurial Motivations on Venture Internationalization Outcomes. *Paper presented at the Babson College Entrepreneurship Research Conference, Chapel Hill, NC: June 5-7.*

Grégoire, D.A., Barr, P.S., & Williams, D.W. (2007). Measuring Entrepreneurial Alertness in the Field: Scale Development and Validation. *Paper presented at the Babson College Entrepreneurship Research Conference, Madrid, Spain: June 7-9.*

Grégoire, D.A., Barr, P.S., & Williams, D.W. (2007). The Cognitive Role of New Venture Expertise and Opportunity Alertness in the Acknowledgement of Opportunities: Evidence from Verbal Protocols. *Paper presented at the Babson College Entrepreneurship Research Conference, Madrid, Spain: June 7-9.*

Houghton, S.M., Gabel, J.T.A., & Williams, D.W. (2007). Connecting Two Faces of CSR: Does Employee Volunteerism Improve Compliance Behavior? *Paper presented at the Academy of Management Conference, Philadelphia, PA: August 3-8.*

Williams, D.W. (2007). Negotiated Structures: How Routines are Imported into New Ventures. *Paper presented at the Academy of Management Conference, Philadelphia, PA: August 3-8.*

WORK IN PROGRESS:

Grégoire, D.A. & Williams, D.W. (working paper). Entrepreneurs' Decisions to Internationalize Early: State of the Field and Approaches for Future Research. *Under Preparation for Submission to the Journal of International Business Studies.*

Kiss, A.N. & Williams, D.W. (working paper). Internationalization Logics and Scope. *Under Preparation for Submission to the Journal of International Business Studies.*

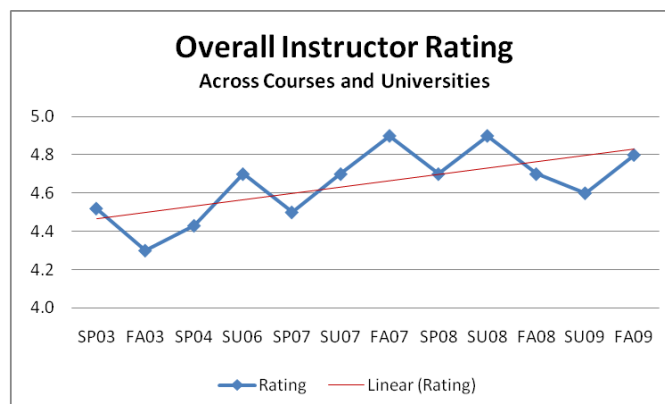
Grégoire, D.A., Williams, D.W., & Oviatt, B.M. (working paper). Early Internationalization Decisions for New Ventures. *Preliminary results were presented at the Babson Entrepreneurship Research Conference, June 2008; Additional data collection underway in the Fall of 2010.*

Williams, D.W., Gilbert, B.A., & Oviatt, B.M. (working paper) The Importance of International Experience for Accelerated Internationalization in New Ventures. *Early Working Draft Completed; Data Collection Complete.*

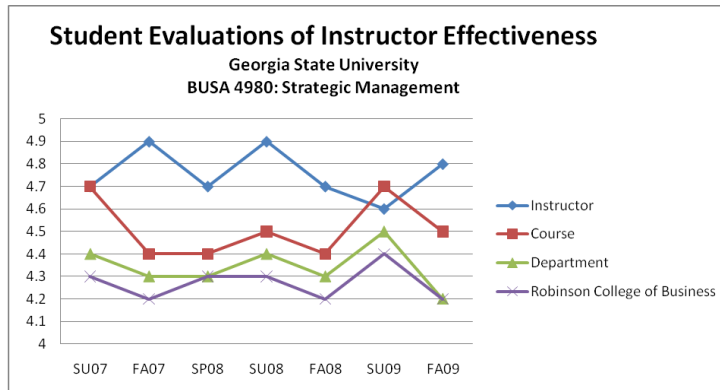
Williams, D.W. & Grégoire, D.A. The Role of Ambiguity in Strategic Issue Interpretation. *Early Working Draft Completed.*

Williams, D.W. & Barr, P.S. Situated Cognition in Overcoming the Liabilities of Newness and Foreignness in New Venture Internationalization. *Early Working Draft Completed.*

Williams, D.W. Integrating Capabilities and Transaction Cost Theories with Firm-Level Strategy to Explain Outsourcing Performance. *Early Working Draft Completed.*

TEACHING**TEACHING RATINGS AND EFFECTIVENESS:**

TEACHING RATINGS AND EFFECTIVENESS (continued):

**UNDERGRADUATE COURSES TAUGHT:**

MGT 350 Introduction to Entrepreneurship (University of Tennessee)

- First entrepreneurship course in undergraduate collateral (minor) in Entrepreneurship
- Terms: Fall 2010, Spring 2011 (planned)

BUSA 4980 Strategic Management (Georgia State University)

- Capstone strategy class required of all senior business majors (includes BSG Simulation)
- Terms: Summer, Fall, and Spring Terms from Summer 2007 through Fall 2009 (except SP09)
- Average Instructor Effectiveness: 4.8/5.0 (College Average: 4.3/5.0)

MGS 3400 Managing People in Organizations (Georgia State University)

- Organizational behavior course required of all sophomore / junior level business majors
- Terms: Summer 2006, Spring 2007
- Average Instructor Effectiveness: 4.6/5.0 (College Average: 4.4/5.0)

IB 306 Introduction to International Business (Bradley University)

- Required course for all sophomore / junior level business majors
- Terms: Spring and Fall Terms from 2002-2005
- Average Instructor Effectiveness: 4.4/5.0 (College Average Unavailable)

EXECUTIVE EDUCATION:

State of Illinois Certificate in International Business (Bradley University; University of Illinois-Chicago)

- Taught sections on international marketing and export compliance (2005)

Professional Presentations on International Topics (Bradley University)

- Presentations to the business community or professional associations on topics including international internet marketing, export safety and regulatory compliance, export assistance to SMEs, and international marketing (2000-2005).

TEACHING HONORS AND AWARDS:

Harding B. Young Teaching Excellence Award (2008)

The Harding B. Young Award is presented to the doctoral student with the most outstanding record of achievement in teaching in the Managerial Sciences Department at Georgia State University's J. Mack Robinson College of Business.

J. Mack Robinson College of Business Executive Committee Teaching Award (2008, 2009)

Teaching Excellence Awards are given for outstanding teaching performance by doctoral-level students at Georgia State University's J. Mack Robinson College of Business. Students are nominated by their academic units and selected by the College Executive Committee for this award.

Department of Managerial Sciences Outstanding Teaching Award (all terms 2006 – 2009)

Award presented each semester to the best teachers in the Managerial Sciences Department at Georgia State University's J. Mack Robinson College of Business.

SERVICE AND PROFESSIONAL

PROFESSIONAL SERVICE:

- Ad Hoc Reviewer, *Journal of International Business Studies*, 2009 - present
- Reviewer, ENT Division, Academy of Management Conference, 2007, 2008, 2009, 2010
- Reviewer, Strategic Management Society Annual Conference, 2010
- Discussant, Southern Management Association Annual Conference, 2010

INSTITUTIONAL SERVICE:

- Junior Faculty Fellows Committee, Office of the Provost, 2010 – present
- Dean's Faculty Advisory Council, College of Business Administration, 2010 – present
- Research Committee, Department of Management, 2010 – present

COMMUNITY SERVICE:

- Secretary, Young Professionals of Greater Peoria, 2004-2005 (Board of Directors, 2003-2004)
- President, Peoria Area World Affairs Council, 2003-2004 (Board of Directors, 2001-2002)
- Vice-President for Career Development, DePaul MBA Association, 1999-2000

PROFESSIONAL ASSOCIATIONS:

- Academy of Management (2006 – Present)
- Strategic Management Society (2006 – Present)
- Academy of International Business (2006 – Present)
- United States Association for Small Business and Entrepreneurship (2010 – Present)
- Southern Management Association (2010 – present)
- North American International Small Business Trade Educators (NASBITE) (2001-2005)

PROFESSIONAL DEVELOPMENT:

- New Doctoral Student Consortium, Academy of Management, 2007
- Entrepreneurship Doctoral Consortium, BCERC, 2009
- Business Policy and Strategy (BPS) Dissertation Consortium, Academy of Management, 2009

PROFESSIONAL CERTIFICATIONS:

- NASBITE Certified Global Business Professional (CGBP); March 2005
- Certified Business Specialist, Illinois Small Business Development Association; August 2002
- Obtaining the European CE Marking for Your Products, SAE; December 2001
- State of Illinois Certificate in International Business (CIB); November 2001

PROFESSIONAL EXPERIENCE:

INTERNATIONAL TRADE CENTER; Peoria, Illinois (December 2000 – August 2005)
International Trade Specialist / Asia Trade Specialist

RYERSON-TULL INCORPORATED; Chicago, Illinois (June 1997 – August 1999)
Account Manager – Fabrication Services/Special Accounts /General Account Sales