

Andrew M. Hardin, Ph.D.

Associate Dean for Research and Graduate Programs
University of Nevada, Las Vegas

Biography

Andrew Hardin is the Associate Dean for Research and Graduate Programs at the University of Nevada, Las Vegas. Professor Hardin's research focuses on virtual collaboration, financial decision support systems, and research methodologies. His publications have appeared or are forthcoming in journals such as *Management Science*, *MIS Quarterly*, *Journal of Management Information Systems*, *Organizational Behavior and Human Decision Processes*, *Psychological Methods*, *Journal of the Association for Information Systems*, *European Journal of Information Systems*, *Information Systems Journal*, *DATABASE for Advances in Information Systems*, *Group Decision and Negotiations*, *Small Group Research*, and *Educational and Psychological Measurement*. Hardin serves as Senior Editor for the *Information Systems Journal*, Senior Associate Editor for the *European Journal of Information Systems*, and as Guest Associate Editor for *MIS Quarterly* and *Decision Sciences Journal*. He was the UNLV Lee Business School researcher of the year in both 2009 and 2011.



In his role as Associate Dean for Research and Graduate Programs in the Lee Business School, Dr. Hardin leads initiatives designed to encourage research productivity and graduate program excellence in the college. Hardin previously served as the Director of the UNLV Center for Entrepreneurship, where he acted as liaison between UNLV and the entrepreneurship community. He coordinated the implementation of new entrepreneurship programs and curriculum; including a cross-disciplinary entrepreneurship program between students enrolled in the Howard Hughes College of Engineering and the Lee Business School. The collaborative program was the first of its kind at UNLV, and now includes additional projects focused on the commercialization of the intellectual property of UNLV faculty. Students engaged in these collaborations have won multiple awards, including first place at the 2011, 2012 and 2015 Nevada's Governor's Cup competitions, and first and second place at the 2012 Donald W. Reynolds Tri-State competition where Nevada competes against the Oklahoma and Arkansas Governor Cup winners. Hardin also implemented and managed the \$500,000 student run Rebel Venture Fund, and secured over \$500,000 in cash and in-kind prizes for the community-based Southern Nevada Business Plan Competition. He currently serves as Principle Investigator on a \$255,680 *National Science Foundation* I-Corps Site grant targeted at advancing technology commercialization at UNLV.

Dr. Hardin received his Ph.D. at Washington State University, and also holds both a Master in Business Administration and a Bachelor of Science in Management Information Systems from the California State University. He is a member of the Association of Information Systems, the Academy of Management, the Global Consortium of Entrepreneurship Centers, the Advisory Board of the Battle Born Venture Capital Program, and the Nevada Council on Economic Education. Professor Hardin is also a member of the UNLV Technology Assessment Committee. He is a regular speaker at industry and community events where he speaks on subjects related to information technology and entrepreneurship. Dr. Hardin has extensive industry experience, including holding senior management positions such as Materials Coordinator on a \$77 million heavy crude expansion project at Texaco Refining and Marketing. He also founded and ran several profitable small businesses. Hardin has been nominated for several teaching and service awards, has served as the graduate coordinator for both the MS MIS program and the MBA New Venture Management Certificate program, and has extensive experience developing curriculum both in traditional settings and online. He currently teaches graduate and undergraduate courses on technology innovation, new venture creation, big data, and business analytics.

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Education

Washington State University Ph.D., Business Administration (MIS)	2001 – 2005
California State University, Bakersfield Master of Business Administration	1999 – 2001
California State University, Bakersfield Bachelor of Science, Business Administration (MIS)	1996 – 1999

Academic and Administrative Appointments

University of Nevada, Las Vegas (2007- Present)

Associate Dean for Research and Graduate Programs, Lee Business School
Director, Center for Entrepreneurship, Lee Business School
Associate Professor, Lee Business School, MET Department
Assistant Professor, Lee Business School, MIS Department
Graduate Programs Director – MBA New Venture Management Certificate
Graduate Programs Director – MS in Management Information Systems

Baden-Wuerttemberg Cooperative State University (2011)

Visiting Associate Professor, Bad Mergentheim, Germany

College of William and Mary (2005-2007)

Visiting Assistant Professor, Mason School of Business, Department of OISM

Research Interests

General Interests:

Organizational Collaboration and Virtual Work, Decision Support Systems, Research Methodologies, Technology Management, Entrepreneurship and Innovation

Specific Interests:

Virtual Teams, Financial Decision Support Systems, Scientific Measurement, Impacts of Emerging Information Systems on Business and Organizational Strategy,

Teaching Interests

Information Technology Innovation, Information Technology Strategy, Big Data, Business Analytics, Entrepreneurship, Graduate and Executive Education, Online Education

Honors and Awards

- **Lee Business School Research Faculty of the Year**, University of Nevada, Las Vegas – 2011
- **Lee Business School Research Faculty of the Year**, University of Nevada, Las Vegas – 2009
- **MET Department Service Faculty of the Year** University of Nevada, Las Vegas – 2014
- **MIS Department Teaching Faculty of the Year** University of Nevada, Las Vegas – 2012
- **MIS Department Teaching Faculty of the Year** University of Nevada, Las Vegas – 2009
- **MIS Department Service Faculty of the Year** University of Nevada, Las Vegas – 2011
- **National Science Foundation I-Corps Grant (US \$255,680)**, University of Nevada, Las Vegas – 2016
- **Small Business Development Center Grant (\$380,000 award)** University of Nevada, Las Vegas – 2012
- **Hong Kong Research Grants Council (US \$63,000)** Hong Kong – 2011
- **NCIIA Grant (\$21,988)**, University of Nevada, Las Vegas – 2013
- **Summer Research Grants (\$8000 per year)** University of Nevada, Las Vegas – 2010-2013
- **COB Entrepreneurship Research Grant (\$5,000 per year)** University of Nevada, Las Vegas – 2008-2009
- **Faculty Advisor of the Year** Nevada's Center for Entrepreneurship and Technology – 2013
- **Faculty Advisor Graduate Division 1st and 2nd Place Winners** Tri-State Business Plan Competition – 2012
- **Faculty Advisor Graduate Division 1st and 2nd Place Winners** Governor's Cup Competition – 2011- 2012
- **Faculty Advisor Grand Prize Winner** Southern Nevada Business Plan Competition – Spring 2011 – 2014

Publications

- Hardin, A. (Forthcoming) "A Call for Theory to Support the Use of Causal-Formative Indicators: A Commentary on Bollen and Diamantopoulos" *Psychological Methods*
- Chatterjee, S., Moody, G., Lowry, P., Chakraborty, S. and Hardin, A. (2015) "Strategic Relevance of Organizational Virtues Enabled by Information Technology in Organizational Innovation" *Journal of Management Information Systems* 32(3), 158-196.
- Panarina, K. and Hardin, A. (2014) "Innovating Higher Education in Russia: Implementing a Center of Competence as an Accelerator and Facilitator for Economic Development" *Yegor Gaider Fellowship Program in Economics*, published online by IREX (www.irex.org) and USRF (www.usrf.ru)
- Coyle, P., Nicholson, J., Nicholson, D., Hardin, A, and Krishen, A. (2014) "Exploring the Use of Virtual World Technology for Idea-Generation Tasks" *International Journal of E-Collaboration* 10(4), 44-62.

- Hardin, A., Looney, C., and Fuller, M. (2014) “Self-efficacy, Learning Method Appropriation, and Software Skills Acquisition in Learner Controlled CSSTS Environments” *Information Systems Journal*, 24(1), 3-27.
- Hardin, A. and Chang, J. (2013) “The Application of Linear Composites and Causal Measurement Models in Information Systems Research” *The Data Base for Advances in Information Systems*, 44(4), 56-65.
- Hong, W., Hess, T., and Hardin, A. (2013) “When Filling the Wait Makes it Feel Longer: A Paradigm Shift Perspective for Managing Online Delay” *MIS Quarterly*, 37(2), 383-406.
- Krishen, A, Hardin, A., and Latour, M. (2013) “Virtual World Experiential Advertising” *Journal of Current Issues and Research in Advertising*, 34(2), 263-281.
- Hardin, A. and Looney, C. (2012) “Myopic Loss Aversion: Demystifying the Key Factors Influencing Decision Problem Framing” *Organizational Behavior and Human Decision Processes*, 117(2), 311-331.
- Hardin, A., Marcouldies, G. A. (2011) “A Commentary on Formative Measurement” *Educational and Psychological Measurement*, 71(5), 753-764.
- Torkzadeh, G., Chang, J., and Hardin, A. (2011) “Usage and Impact of Technology Enabled Job Learning” *European Journal of Information Systems*, 20, 69-86.
- Hardin, A., Chang, J., Fuller, M., and Torkzadeh, G. (2011) “Formative Measurement and Academic Research: In Search of Measurement Theory” *Educational and Psychological Measurement*, 71(2), 281-305
- Looney, C. and Hardin A. (2009) “Decision Support for Retirement Portfolio Management: Overcoming Myopic Loss Aversion via Technology Design” *Management Science*, 55(10) 1688-1703.
- Kim, J. and Hardin, A. (2010) “The Impact of Virtual Worlds on Word-of-Mouth: Improving Social Networking and Servicescape in the Hospitality Industry” *Journal of Hospitality Marketing & Management* 19(7), 1-33.
- Hardin, A., Chang, J, and Fuller, M. (2008) “Clarifying the Use of Formative Measurement in the IS Discipline: The Case of Computer Self-Efficacy” *Journal of the Association for Information Systems*, 9(9) 545-547.
- Hardin, A., Chang, J, and Fuller, M. (2008) “Formative and Reflective Measurement: Comment on Marakas, Johnson, and Clay (2007)” *Journal of the Association for Information Systems*, 9(9) 519-535.
- *Fuller, M., *Hardin, A., and Davison, R. (2007) “Efficacy in Technology–Mediated Distributed Teams” *Journal of Management Information Systems*, 23(3) 221-247.
*Co-first authors-listed alphabetically
- *Fuller, M., *Hardin, A., and *Scott, C. (2007) “Diffusion of Virtual Innovation” *The DATABASE for Advances in Information Systems*, 38(4) 40-45. *Equal Authorship-listed alphabetically

- Hardin, A., Fuller, M., and Davison, R. (2007) "I Know I Can, But Can We? Culture Influences on Efficacy in Global Virtual Teams" *Small Group Research*, 38(1) 1-26.
- Hardin, A., Fuller, M., and Valacich, J. (2006) "Measuring Collective Efficacy in Virtual Teams: New Questions in an Old Debate" *Small Group Research*, 37(1) 65-85.
- Davison, R., Fuller, M. and Hardin, A. (2003) "E-Consulting in Virtual Negotiations" *Group Decision and Negotiation*, 12, 517-535.

Conference Proceedings and Presentations – (selected)

- Hardin, A., Looney, C., (2015) "Multi-Criteria Decision Support for Investment Decisions: Examining the Interactive Effects of Risk Profile, Information Horizon, and Prospect Format" *Hawaii International Conference on Systems Sciences*, Kauai, Hawaii.
- Marcoulides, G., Hardin, A., Chang, C. (2014) Formative versus Reflective Measurement: Fallacy or Reality. 8th *International Conference on Partial Least Squares and Related Methods*, Paris, France.
- Hardin, A., Nicholson, J., Krishen, A., and Nicholson, D. (2013) "Virtual World Entrepreneurship" *Hawaii International Conference on Systems Sciences*, Maui, HI. (Nominated for Best Paper Award)
- Hardin, A., Looney, C., Fuller, M. and Schechtman, G. (2013) "Participative Goal Setting in Self-Directed Global Virtual Teams: The Role of Virtual Team Efficacy in Goal Setting Effectiveness and Performance" *Hawaii International Conference on Systems Sciences*, Maui, Hawaii.
- Ladd, D., Hardin, A., and Fuller, M. (2009) "Stopping "How" from driving "What": Advice on avoiding measurement item misspecification" *International Conference on Information Systems*, Phoenix, Arizona
- Torkezadeh, R, Chang, J.C.J., and Hardin, A. (2009) "The development and test of a relationship model on system use, job learning, and impact", *European Conference on Information Systems*, Verona, Italy (Nominated for Best Paper Award)
- Peter, P., Krishen, A., and Hardin, A. (2008), "Generation Y Expectations of Virtual Worlds: Gender and Individual differences" *Global Business Development Institute (GBDI)*, Las Vegas, Nevada
- Hardin, A., and Fuller, M. (2007), "Organizational Collaboration and Virtual Worlds: Developing a Research Agenda" *Virtual Worlds: A 7-Year Research Agenda*, Columbia University, New York
- Hardin, A., Looney, C., and Fuller, M. (2006), "Computer Based Learning Systems and the Development of Computer Self-Efficacy: Are all Sources of Efficacy Created Equal?" *Information Technology in Education, America's Conference on Information Systems*, Acapulco, Mexico

- Hardin, A. (2004), "Virtual Team Efficacy Theory: Understanding the Influence of Antecedents and Mediators in the Virtual Team Efficacy - Performance Relationship" Doctoral Consortium Program, *America Conference on Information System*, New York City, New York
- Nicholson, J., Hardin, A., and Nicholson D. (2003), "Test Performance and the Medium: Unearthing Differences That Make a Difference" Information Technology in Education, *America's Conference on Information Systems*, Tampa, Florida
- Hardin, A., Joshi, K., and Xin, L. (2002), "Business as Usual: IS Job Skill Requirements During the Internet Era" Portfolios for Information Technologies, *America's Conference on Information Systems*, Dallas, Texas

Books

- Hardin, A. (2010) "Virtual Team Efficacy in Information Systems Project Teams", *VDM Verlag, Dr. Muller*, 200 Pages. ISBN-13 978-3639268911

Invited Presentations and Workshops – (selected)

- Hardin, A., Temple, L. (December, 2014) "The Future of Nevada's IT Workforce" Nevada Digital Government Summit, Las Vegas, Nevada
- Hardin, A. (August 15, 2012) "Entrepreneurship in Southern Nevada" *Canyon Gate Business Club*, Las Vegas, Nevada
- Hardin, A. (May 15, 2012) "Entrepreneurship at UNLV" *Vegas Valley Angels*, Las Vegas, Nevada
- Hardin, A. (April 19, 2012) "Entrepreneurship at UNLV" *Funding Post Event*, Las Vegas, Nevada
- Hardin, A. (Nov 21, 2010) "Formative Measurement is no Panacea", *Research Methods Workshop, Decision Sciences Institute*, San Diego, CA.
- Hardin, A. (Oct 19th, 2010). "Virtual Collaboration", *Keynote Speaker, Microsoft Licensing Roundtables FY11*, Las Vegas, NV
- Hardin, A. (Oct 12th, 2010). "Cross Disciplinary Collaboration at UNLV", *Vegas Valley Angels General Meeting*, Las Vegas, NV
- Hardin, A. (2009) "Virtual Team Efficacy and Virtual Worlds", *College of Business Executive Advisory Board*, University of Nevada, Las Vegas
- Hardin, A. (2009) "Goal Setting in Global Virtual Teams", *College of Business Brown Bag Series*, University Of Montana, Missoula, MT
- Hardin, A. (2009-2012) "Management Information Systems Careers" *Career Day, MJ Christensen Elementary School*, Las Vegas NV
- Hardin, A. (2008), "What Happens in Pullman Can Stay in Vegas", *Information Systems Brown Bag Series*, Washington State University, Pullman WA

External Service

Editorial Positions

- Senior Editor: *Information Systems Journal*
- Senior Associate Editor: *European Journal for Information Systems*
- Guest Associate Editor: *MIS Quarterly*, *Decision Sciences Journal*

Reviewer Responsibilities – (selected)

- *MIS Quarterly*
- *Information Systems Research*
- *Structural Equation Modeling*
- *European Journal of IS*
- *Information Systems Journal*
- *Psychological Methods*
- *Decision Sciences Journal*
- *Human Relations*

Conference Leadership Positions

- Mini-Track Chair: “Cognitive Theories and Emerging Technologies in Virtual Teams”, in the Organizational Issues in IS track AMCIS 2010 in Lima, Peru.
- Mini-Track Chair: “Perception Formation in Virtual Worlds”, in the Virtual Worlds Track in AMCIS 2009 in San Francisco.
- Mini-Track Chair: “Cognitive Theories and Emerging Technologies in Virtual Teams”, in the Organizational Issues in IS track AMCIS 2009 in San Francisco.

Internal Service

- **Associate Dean for Research and Graduate Programs (2014 – Present)**
 - Responsible for all duties associated with research productivity at the college level. Also responsible for ongoing assessment and direction of graduate programs
- **Director, UNLV Center for Entrepreneurship (2010-2016)**
 - Responsible for human resource management, program planning, curriculum development, and implementation, budget allocation and reconciliation, and the management of ongoing operations
- **Co-Team Lead, Pathways to Innovation Program (2013-Present)**
 - Designed to help institutions transform the experience of their undergraduate engineering students—UNLV was one of only 12 universities nationwide selected to participate in the first cohort)
- Member, Michael McCreery, Doctoral Committee (Educational Technology)
- Member, Mary Sanders, Doctoral Committee (Organizational Leadership)
- Member, Sidian Lan, Master’s Thesis Committee (Hospitality)
- Member, Danny Crinson, Master’s Thesis Committee (Hospitality)
- Member, Michael Lee, Master’s Thesis Committee (Information Systems)
- Member, UNLV Technology Assessment Committee
- Member Economic Development Committee
- Member, IT Master Plan Core Team
- Member LBS Strategic Planning Team
- Member, Graduate Council
- Member, Graduate New Programs Committee
- Member, Search Committee, Tech Transfer Director
- Chair, Search Committee, NSBDC Director

- Chair, Search Committee, Economic Development Manager
- Member, Search Committee, Assistant Dean for External Affairs
- Graduate Programs Coordinator
- Chair, Department Recruitment Committee
- Chair, Department Curriculum Committee
- Member, EMBA Advisory Committee
- Member, MBA Advisory Committee

Curriculum Development Experience

UNLV

- Designed MBA New Venture Management curriculum to promote collaboration with College of Engineering
 - Developed and delivered MBA level New Venture Creation course in collaboration with the College of Engineering and College of Sciences.
 - Developed and delivered new MBA level New Venture Feasibility course as a prerequisite to the New Venture Creation course
 - Developed and delivered two new technology innovation courses for MS MIS program
- Chaired curriculum committee for newly formed Management, Entrepreneurship & Technology Department
- Developed and delivered Technology Innovation course for Executive MBA Program
- Developed and delivered core MBA course on Information Systems Strategy
- Developed and delivered graduate IS courses for the Master of Science in MIS
- Developed and delivered undergraduate capstone course on Information Systems Development (object orientated design and creation of database driven applications)
- Developed and delivered Big Data course for new Information Management Major
- Developed and delivered on campus and hybrid onsite/online MS MIS courses on Information Systems Strategy and Ecommerce using ADOBE Connect

College of William and Mary

- Developed and delivered an Accounting Information Systems course for nationally recognized Masters of Accounting program
- Developed and delivered core MBA courses on Information Systems Strategy
- Developed and delivered MBA elective courses on Web Programming
- Developed and delivered senior level undergraduate course on Application Programming
- Developed and delivered core undergraduate courses on Introduction to Information Systems
- Part of team responsible for the development of core, cohort based undergraduate curriculum at the College of William and Mary

Washington State University

- Developed and delivered online and on campus capstone courses on Project Management
- Developed and delivered on campus Introduction to Information Systems
- Developed and delivered online and on campus courses on Ecommerce

California State University, Bakersfield

- Part of two person team responsible for design of PeopleSoft curriculum for undergraduate business students
 - Developed and delivered undergraduate courses using PeopleSoft
- Developed and delivered core undergraduate courses on Introduction to Information Systems

Santa Barbara Business College

- Developed and delivered core course on Database Development
- Developed and delivered core courses on Introduction to Information Systems

Other

- Member: Entrepreneurship curriculum development team: *Florida International University*
- Instructor: Introduction to Information Systems *Baden-Wuerttemberg Cooperative State University, Germany* (Dec, 2011)

Fund Raising, Grants, and Development Activities (~\$1.8 million as of January 2016)

- PI \$255,680 *National Science Foundation* I-Corps Grant (awarded January 2016)
- Led team responsible for \$500,000 gift targeted for the creation of a student run venture fund to be directed by the Center for Entrepreneurship
- Raised over \$500,000 in cash and in-kind prizes for the Southern Nevada Business Plan Competition, including a \$115,000 naming gift
- Co-PI \$380,000 Grant—Nevada Small Business Development Center
- Co-PI \$63,000 US Grant—Hong Kong Research Grants Council
- Co-PI \$21,988 Grant-National Collegiate Inventors and Innovators Alliance
- PI \$32,000 Summer Research Grant University of Nevada, Las Vegas (2010-2013)
- PI \$10,000 Research Grant University of Nevada, Las Vegas (2008 & 2009)
- Continued development and involvement of current Center for Entrepreneurship benefactors in the program curriculum
- Continuing development of the Center for Entrepreneurship Executive Advisory Board and inclusion in the program curriculum (added new \$5000 per year members Feb 2014)
- Ongoing development of Entrepreneurship Certificate Program to accept donor funded engineering students

Feature Articles – Media Quotes – Mentions – (selected)

- Las Vegas Business Press, February, 26, 2016
- UNLV News Center: January, 2016
- Las Vegas Business Press: Oct 11, 2015
- Lee Business School News Center, June, 2015
- Las Vegas Review Journal: February 24, 2014
- UNLV News Center: April 19, 2013
- Rebel Yell: February 25, 2013
- Las Vegas Review Journal: February 23, 2013

- Las Vegas Review Journal: October 1, 2012
- Las Vegas Review Journal: May 25, 2012
- UNLV Website: February 7, 2012
- VEGASINC: December 12, 2011
- Chronicle of Higher Education: August 28, 2011
- Vegas Seven Magazine: May 12-18, 2011
- Las Vegas Review Journal: May 2, 2011
- Las Vegas Review Journal: January 22, 2011
- Las Vegas Business Press: January 17-23, 2011, 28(3)

Experience

Teaching Experience – (selected)

- **Technology Innovation Theory and Practice (Executive MBA)**
Example Evaluation Score = 4.90/5.00 (highest ever rating for EMBA IT course)
Based upon class discussion, case analysis, and interaction with prominent local business professionals, this course provides an in-depth look into technology innovation in modern organizations.
- **New Venture Feasibility (MBA)** Example Evaluation Score = 4.77/5.00
In conjunction with case study analysis and interaction with local entrepreneurs and business leaders, students assess the technical merits, operational logistics, legal ramifications, consumer needs and demands, team skills and abilities, and the financial viability of new ventures
- **New Venture Creation (MBA)** Example Evaluation Score = 4.50/5.00
In conjunction with case study analysis and interaction with local entrepreneurs and business leaders, business plan development for new ventures that can be taken to investors for funding
- **Ecommerce Strategy (MS MIS)** Example Evaluation Score = 4.43/5.00
*Principles of ecommerce strategy
 Delivered both onsite and as a hybrid onsite/online course*
- **Management and Technology (MBA)** Average Evaluation Score = 4.22/5.00
Principles associated with the organizational management of technology
- **IS Strategy and Planning (MS MIS)** Example Evaluation Score = 4.71/5.00
*Understanding the relationship between business, organizational, and technology strategy
 Delivered both onsite and as a hybrid onsite/online course*
- **Strategy and Technology (Executive Certificate)** Example Evaluation Score = 90/100%
Understanding the relationship between business, organizational, and technology strategy
- **Accounting Information Systems (MAAC)** Example Evaluation Score = 4.10/5.00
Accounting systems development, management, and control
- **Project Management (Undergraduate)** Example Evaluation Score = 3.51/4.00
*Principles associated with project management.
 Delivered both onsite and online*
- **Visual Basic Programming (Undergraduate)** Example Evaluation Score = 4.39/5.00
Principles of programming and of the Visual Basic.Net language, including the architecture of Windows applications, control structures, arrays, functions, object-oriented programming, Visual Basic.Net class libraries, and event-driven programming.

Academic Work Experience

- **University of Nevada Las Vegas** **2007 – Present**
Associate Dean for Research and Graduate Programs
Director UNLV Center For Entrepreneurship
Responsible for community outreach, program coordination, community business plan competition coordination, curriculum development, advertising, budget preparation and reconciliation, purchasing, personnel management
Tenured (Early) Associate Professor
Assistant Professor
Graduate Coordinator –MBA New Venture Management
Responsible for student recruitment, credential evaluation, student enrollment, student counseling, curriculum development, coordination with graduate college, internships
Graduate Coordinator – MS Management Information Systems
Responsible for student recruitment, credential evaluation, student enrollment, student counseling, curriculum development, coordination with graduate college, internships
- **Baden-Wuerttemberg Cooperative State University** **Winter – 2011**
Visiting Associate Professor – College of Business
- **The College of William & Mary** **2005 – 2007**
Visiting Assistant Professor – Mason School of Business

Industry Experience

- **Hardin's Services** **1996 – 2001**
Owner – Commercial and Residential Maintenance Service
Residential and commercial cleaning and maintenance service. Responsible for project management, invoicing, billing reconciliation, tax preparation, and all other duties associated with running and operating a small business. Business was profitable all five years in operation
- **I-Haul** **1996 – 2001**
Owner – Commercial Hauling Service
Residential and commercial hauling service. Responsible for project management, and all other duties associated with running and operating a small business. Business is still profitable and in operation (no longer affiliated – sold to business partner)
- **Process Equipment Company** **1993 – 1996**
Parts and Services Manager
Responsible for sales, purchasing, invoicing, and inventory control. Increased parts and service department average sales from \$30,000 per month to over \$80,000 per month Last year of employment, parts and services generated over \$1 million in annual sales.
- **Texaco Refining and Marketing** **1987 – 1993**
Purchasing Agent/Materials Coordinator/Planner
Responsible for planning maintenance activities during unit shut down, and for the daily purchasing of refinery related items. Instrumental in the installation of a bar code based inventory control system. Last assignment, materials coordinator on a \$77,000,000 heavy crude expansion project. Responsible for the management of personnel and resources necessary to receive and control over \$25,000,000 in project materials. Other duties included planning and emergency purchasing during refinery shut down.