

RONDA M. SMITH, Ph.D.

Ball State University ♦ Miller College of Business ♦ Department of Management WB 205
Muncie, IN 47306 ♦ rsmith@bsu.edu

EDUCATION

Ph.D. Business Management, University of Nebraska-Lincoln
M.S. Industrial/Organizational Psychology, University of Nebraska Omaha
B.S. Business Administration, University of Nebraska-Lincoln

ACADEMIC EXPERIENCE

Ball State University, Miller College of Business Assistant Professor, Management & Entrepreneurship, Tenure Track	Muncie, IN 2015 – Present
Fort Hays State University, Robbins College of Business and Entrepreneurship Assistant Professor of Management, Tenure Track	Hays, KS 2011 – 2015
University of Georgia, Terry College of Business Visiting Assistant Professor	Athens, GA 2010 – 2011
University of Nebraska at Omaha Adjunct Instructor, Departments of Management & Psychology	Omaha, NE 2004, 2011-2015
University of Nebraska-Lincoln Instructor, Department of Management	Lincoln, NE 2006 – 2011

PEER REVIEWED JOURNAL PUBLICATIONS

- Syed, I., Butler, J.C., **Smith, R. M.**, & Cao, X. (2019). From entrepreneurial passion to entrepreneurial intentions: The role of entrepreneurial passion, innovativeness, and curiosity in driving entrepreneurial intentions. *Personality and Individual Differences*.
- Smith, R. M.**, Sardeshmukh, S. R. & Syed, I. (2019). Building self-efficacy for entrepreneurial careers: New Resource Skill. *Journal Small Business Strategy*.
- Sardeshmukh, S. R., Goldsby, M. G., **Smith, R. M.** (2018). Are work stressors and emotional exhaustion driving exit intentions among business owners? *Journal of Small Business Management*.
- Media:**
- <https://www.inc.com/erik-sherman/science-says-entrepreneurs-like-elon-musk-you-can-use-3-techniques-to-avoid-burnout.html>
 - <https://phys.org/news/2019-03-emotional-exhaustion-toll-entrepreneurial-ventures.html>
- Smith, R. M.**, Sardeshmukh, S. R. & Combs, G. M. (2016). Understanding gender, creativity and entrepreneurial intentions. *Education + Training*, 58(3), 263-282.
- Martin, M. C., Moriuchi, E., **Smith, R. M.**, Moeder, J. & Nichols, C. (2015). The Importance of university traditions and rituals in building alumni brand communities and loyalty. *Academy of Marketing Studies Journal*, 19(3), 107-118.
- Smith, R. M.**, Tarndamrong, P., Sebor, T. C. & Wolfe, C. A. (2015). Prepared to launch? A study of Thailand's new entrepreneurs' creation (NEC) education program. *International Journal of Management Science and Information Technology (IJMSIT)*, 16, 108-121.
- Sardeshmukh, S. R., **Smith-Nelson, R.M.** (2011). Educating for an entrepreneurial career: Developing opportunity recognition ability. *Australian Journal of Career Development*, 20(3), 47-55.
- Avey, J.B., Luthans, F., **Smith, R.M.**, & Palmer, N. F. (2010). Impact of positive psychological capital on employee well-being over time. *Journal of Occupational Health Psychology*, 15(1), 17-28.

BOOK CHAPTERS

- Sardeshmukh, S. R., O'Connor, A. & **Smith, R. M.** (2020). Incubating start-ups in entrepreneurial ecosystems: A multilevel perspective on entrepreneurial resources. In A. Novotny, E. Rasmussen, T. H. Clausen, & J. Wiklund (Eds.), *Research Handbook on Start-Up Incubation Ecosystems*. Edward Elgar Publishing.
- Sardeshmukh, S. R. & **Smith, R. M.** (2016). Eyes wide shut: Differential influences of gender on innovation in organizations. *Research Handbook on Gender and Innovation*.
- Nelson, S. A., Wang, L., **Smith, R.M.**, & Blackford, B. (2014). Corporate persona and optimistic language in corporate annual reports. Chapter 15 in *Communication and Language Analysis in the Corporate World*. Roderick P. Hart, Editor. IGI Global.
- Sardeshmukh, S. R., **Smith-Nelson, R.M.** (2011). Opportunity recognition. In M. Marvel (Ed.), *Encyclopedia of New Venture Management*. Thousand Oaks, CA: Sage.
- Reiter-Palmon, R., Wiener, R., Ashley, G., Winter, R., **Smith, R.**, Richter, E., & Humke, A. (2007). The effects of empathy on judgments of sexual harassment complaints. In W. Zerbe, N. Ashkanasy (Eds.), *Emotions in Organizations*, Vol. 4.

EXAMPLES OF COURSES TAUGHT

Organizational Behavior (& Global)	Intro to Entrepreneurship	Strategic Management
Managing Human Behavior	Opportunity Identification	Social Entrepreneurship
Human Resources Strategic Planning	Management of New Ventures	Intro to Business
Organizational Theory, Change & Design	Product & Service Design	
Personnel Psychology	Business Models of Social Enterprises	

INDUSTRY EXPERIENCE (Selected)

Koala Tee Custom Sportswear (startup) , Promoted from Inside Sales to President (Omaha, NE)	1990 – 1994
Walt Disney World Resort , Manager: T&D, HR, OD: Security/Laundry Operations (Orlando, FL)	1995 – 2001
WEST Telemarketing Corporation , Training & Development (Omaha, NE)	2001 – 2002
ConAgra Foods , OD / Change Management: ERP SAP Implementation (Omaha, NE)	2002 – 2004
Union Pacific Railroad , Accounting/HR Planning: Work Measurement Project Mgr (Omaha, NE)	2003 – 2005
Artisan Creed / Wildberry Production Group (startups) Marketing & HR Mgr (Lincoln, NE)	2005 – 2007
UNL Mngt Development Seminars , Coordinator of Executive Education (Lincoln, NE)	2006 – 2010
Yonder Enterprises, LLC , Independent Consulting	2001 – Present

OTHER ACADEMIC HIGHLIGHTS

1. Presented over 42 peer-reviewed conference presentations, over 5 published proceedings; organized over 20 symposia, workshops and panels at academic conferences (incl. AOM, MAM, SIOP, USASBE, BCERC)
2. Elected Membership Chair, Board of Governors and Conference Organizing Committee of the Midwest Academy of Management (MAM); Academy of Management (AOM): Appointed Member of Practitioner-Scholar Committee (ENTR Division), New-Member Mentor (OB Division), Career Center Volunteer
3. Service and Leadership at the College and Department Level: Curriculum design and approval; Search Committees (multiple); Chair of Salary Committee, College Teaching Evaluation Committee; Professional Development Program Committee, Start-Up weekend coach
4. Presented over 15 workshops and talks to community and student organizations.
5. Recipient of scholarly fellowships, international travelships, teaching, research and competitive awards.
6. Future Faculty Fellow, Beta Gamma Sigma and Psi Chi Member; MBTI and Simplicity Certified
7. Supervised undergraduate research; engaged with over 18 local businesses in project-based learning
8. International travel, study abroad, or work experience in over 20 countries.