

## SIDDHARTH VEDULA

Assistant Professor of Entrepreneurship- Babson College  
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## ACADEMIC POSITIONS

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**Assistant Professor of Entrepreneurship**, Babson College (2015-Present)\*

\*I was on paid parental leave from January 2019-April 2019.

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## EDUCATION

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### **PhD-Strategic Management & Entrepreneurship**

**University of Colorado at Boulder**, *September 2010-May 2015*

Dissertation: Startups in a Spiky World: Three Essays on Geography and Entrepreneurship

Advisors: Sharon Matusik (Chair), Jeffrey York, Bret Fund, Tony Tong, Michael Lenox (External)

### **Master of Engineering (M. Eng.), Biomedical Engineering**

**McGill University, Montreal, Canada**, *September 2005- May 2008*

Thesis: Ankle Stretch Reflex Changes during Voluntary Arm Movements in Humans

Advisors: Robert Kearney, Paul Stapley

### **Bachelor of Science Honors (B.Sc. Hons.), Physiology (Major) & Mathematics (Minor)**

**University of Toronto, Toronto, Canada**, *September 2001-May 2005*

Honors Focus: Computational Neuroscience

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## INTERESTS

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**Research:** Entrepreneurship, Sustainability, New Venture Strategy, Economic Geography

**Teaching:** Entrepreneurship, Strategic Management

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## ACADEMIC AWARDS & HONORS

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### **Research**

- Strategic Management Society Annual Conference Best Paper Nomination, *September 2018*
- Babson Faculty Research Fund, Summer Research Grant, *June 2018*
- Sustainability, Ethics, and Entrepreneurship Annual Conference, Best Paper Finalist, *March 2018*
- Babson Faculty Research Fund, Mini-Grant, *September 2017*
- Babson Faculty Research Fund, Mini-Grant, *April 2017*
- Sustainability, Ethics, and Entrepreneurship Annual Conference, Best Paper Winner, *February 2017*
- University of Virginia, Darden School of Business, Batten Fellow – 2015/2016
- Academy of Management Meeting Showcase Symposium & Finalist for Best Symposium, *August 2014*
- University of Colorado Graduate School Dissertation Research Award, *Summer 2014*
- University of Colorado Graduate School Research Travel Grant, *Summer/Fall 2014*
- Ph.D. Student Research Award-Management & Entrepreneurship Division, Leeds School of Business, *2013-2014*
- Gerald Hart Summer Research Fellowship, Leeds School of Business, *Summer 2013*
- Strategic Management Society Annual Conference Best Paper Nomination, *October 2012*
- Gerald Hart Summer Research Fellowship, Leeds School of Business, *Summer 2011*
- Canadian Institutes of Health Research Graduate Fellowship: *September 2005-August 2008*
- McGill Biomedical Engineering Graduate Student Research - Best Research Poster: *March 2008*
- McGill University Graduate Fellowship Award: *2006*

## Teaching

- Best Should Teach Silver Award-Graduate Teaching Program, University of Colorado, 2014
- Finalist for the Leeds School of Business Ph.D. Student Teaching Award, Spring Semester 2012

## Service

- Leeds School Award for Outstanding Service as President of the Doctoral Business Student Association, August 2014
- University of Colorado Memorial Center James E. Schaefer Award for Outstanding Student Leadership, April 2013
- Ph.D. Student Citizen Award-Management and Entrepreneurship Division, Leeds School of Business, 2011-2012

## Other

- University of Toronto-Dean's List: 2001,2002,2004
- University of Toronto- Innis College Award: 2001
- University of Toronto Scholar- Entrance Scholarship: 2001

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## JOURNAL ACCEPTANCES & PUBLICATIONS

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- **Vedula, S., Kim, H.P. 2019.** Gimme Shelter or Fade Away: The Impact of Regional Entrepreneurial Ecosystem Quality on Startup Survival. *Industrial and Corporate Change*, doi: 10.1093/icc/dtz032
- **Vedula, S., Fitza, M. 2019.** Regional Recipes: A Configurational Analysis of the Regional Entrepreneurial Ecosystem for US Venture Capital-Backed Startups. *Strategy Science*, 4(1): 4-24.
- Jones, J., York, G.J., **Vedula, S.**, Conger, M. Lenox, M. **Forthcoming.** The Collective Construction of Green Building: Industry Transition Towards Environmentally Beneficial Practices. *Academy of Management Perspectives*, <https://doi.org/10.5465/amp.2017.0031>
- **Vedula, S., York, G.J., Corbett, A. Forthcoming.** Through the Looking-Glass: The Impact of Regional Institutional Logics and Knowledge Pool Characteristics on Opportunity Recognition and Market Entry. *Journal of Management Studies*, <https://doi.org/10.1111/joms.12400>
- York, G. J., **Vedula, S.**, Lenox, M. **2018.** It's Not Easy Building Green: The Impact of Public Policy, Private Actors, and Regional Logics on Voluntary Standards Adoption, *Academy of Management Journal*, 61(4): 1492-1523.
- **Vedula, S., Kim, H.P. 2018.** Marching to the Beat of the Drum: The Impact of the Pace of Life in U.S. Cities on Entrepreneurial Work Effort, *Small Business Economics*, 50(3): 569-590.
- **Vedula, S. Matusik, F.S. 2017.** Geographic, Network, and Competitor Social Cues: Evidence from U.S. VC Internationalization Decisions, *Strategic Entrepreneurship Journal*, 11:393-421.

### In the field of Biomedical Engineering:

- **Vedula, S., Kearney R.E., Wagner R, Stapley P.J. 2010.** Decoupling of Stretch Reflex and Background Muscle Activity During Anticipatory Postural Adjustments in Humans. *Experimental Brain Research*, 205 (2): 205-213.
- Siddiqui K., Chopra R., **Vedula, S.**, Sugar L., Haider M., Boyes A., Musquera M., Bronskill M., Klotz L. **2010.** MRI-guided Transurethral Ultrasound Therapy of the Prostate Gland Using Real-time Thermal Mapping: Initial Studies. *Urology*, 76 (6): 1506-1511.

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## PAPERS UNDER REVIEW

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- York, G.J., **Vedula, S.**, Conger, M. Green to Gone? Institutional Complexity and the Survival of Hybrid Ventures. *Under review at Administrative Science Quarterly*
- MacGregor, N., Madsen, T. **Vedula, S.** Cluster Shocks and Firm Failure: The Contingent Effects of Community Social Capital. *Under review at Organization Science*

- Fitza, M., **Vedula**, S., Purkayastha, A. Size Matters: The Importance of Spatial Scale When Using Variance Decomposition to Estimate Subnational Region Effects. *Under review at Strategic Management Journal*

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## BOOK CHAPTERS

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- **Vedula**, S. Frid, C. **Forthcoming**. Community Social Capital and the Venture Gestation Process. *Oxford Handbook of Collaboration and Entrepreneurship*, Oxford University Press, Oxford, United Kingdom.

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## BOOKS/MANUSCRIPTS

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- **Vedula**, S. **2015**. Startups in a spiky world: Three essays on geography and entrepreneurship, Ph.D. Dissertation, *University of Colorado at Boulder*
- **Vedula**, S. **2008**. Ankle stretch reflexes during anticipatory postural adjustments, M.Eng. Thesis, *McGill University*

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## COMPILED CONFERENCE PROCEEDINGS

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- York G.J., **Vedula**, S., Conger, M., Hekman, D. **2016**. Green to Gone? How Institutional Logics Impact the Survival of Social Entrepreneurs. *Frontiers of Entrepreneurship Research*, Babson College, Wellesley, MA
- **Vedula**, S., Fitza, M., Dobliger, C. **2015**. The Impact of Subnational Region on the Growth of New Ventures: Empirical Evidence from US Venture-backed firms. *Frontiers of Entrepreneurship Research*, Babson College, Wellesley, MA.

### *In the field of Biomedical Engineering:*

- **Vedula**, S., Boyes A., Chopra R., Bronskill M. **2010**. Histological Evaluation of 3D MRI-Guided Transurethral Ultrasound Therapy in the Prostate. *American Institute of Physics Proceedings*, 1215: 1224-1128
- **Vedula**, S., Stapley P.J., Kearney R.E. **2008**. Reflex Changes Associated with Anticipatory Postural Adjustments Preceding Voluntary Arm Movements in Standing Humans. *Proceedings of the IEEE Engineering in Medicine and Biology Society 2008*. 4523-4526.

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## PAPERS UNDER DEVELOPMENT

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- **Vedula**, S., Kyprianou, C. Pu, W., Fitza, M. Tales of the Community: Using Topic Models to Measure Regional Differences in Cultural Entrepreneurship
- **Vedula**, S., Georgallis, P. Sanwar, S. Feeling the Heat: The Institutional Drivers of Climate Action Commitments by U.S. Colleges and Universities
- **Vedula**, S., Lenox, M., Sanwar, S. David vs Goliath: The Impact of Policy Interventions on Schumpeterian Patterns of Innovation in Renewable Energy
- Sanwar, S., **Vedula**, S., Hornsby, J. The Influence of Founding Team Characteristics on the Technology Commercialization Strategies and Performance of Environmental Entrepreneurs

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## REFEREED CONFERENCE PAPERS & PRESENTATIONS

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*Babson College Entrepreneurship Research Conference, June 2019, Babson College, Babson Park, MA*

- **Vedula**, S., Fitza, M. Gimme Shelter or Fade Away: The Impact of Regional Entrepreneurial Ecosystem Quality on Startup Survival

*Alliance for Research on Corporate Sustainability, June 2019, University of North Carolina, Chapel Hill, North Carolina*

- York, G.J., **Vedula**, S., Conger, M. Green to Gone? The Impact of Regional Institutional Logics on New Firm Survival

*Alliance for Research on Corporate Sustainability, May 2019, Global Entrepreneurship and Innovation Conference, Washington D.C.*

- York, G.J., **Vedula**, S., Conger, M. Green to Gone? The Impact of Regional Institutional Logics on New Firm Survival

*Strategic Management Society Conference, September 2018, Paris, France*

- York, G.J., **Vedula**, S., Conger, M. Green to Gone? The Impact of Regional Institutional Logics on New Firm Survival

*Academy of Management Conference, August 2018, Chicago, Illinois*

- Sanwar, S., Vedula, S., Shu, C. Category hybridization and institutionalization through networks of academic intermediaries
- Jones, J., York, G.J., **Vedula**, S., Conger, M., Lenox. M. Constructing Green Building: Sustainability Transition through an Entrepreneurial Lens
- MacGregor, N., Madsen, T. **Vedula**, S. Cluster Shocks and Firm Failure: The Contingent Effects of Community Social Capital.

*Alliance for Research on Corporate Sustainability, June 2018, Massachusetts Institute of Technology, Boston, Massachusetts*

- **Vedula**, S., York, G.J., Corbett, A. A Socio-cognitive Model of Sector Emergence: The Impacts of Regional Logics and Knowledge on New Firm Entry

*Babson College Entrepreneurship Research Conference, June 2018, Waterford Institute of Technology, Ireland*

- **Vedula**, S., York, G.J. A Socio-cognitive Model of Sector Emergence: The Impacts of Proenvironmental Logics on Cleantech Entry
- **Vedula**, S., Kyprianou, C., Pu. W. Tales of the Community: Using Topic Modeling to Identify Regional Entrepreneurial Narratives

*Sustainability, Ethics, and Entrepreneurship Conference, March 2018, Washington D.C.*

- **Vedula**, S., York, G.J. A Socio-cognitive Model of Sector Emergence: The Impacts of Proenvironmental Logics on Cleantech Entry
- **Vedula**, S., Kyprianou, C., Pu, W. Tales of the Community: Using Topic Modeling to Identify Regional Entrepreneurial Narratives

*14<sup>th</sup> Annual Social Entrepreneurship Conference, November 2017, Boston, Massachusetts*

- York, G.J., **Vedula**, S., Conger, M., Hekman, D. Green to Gone? Regional Institutional Logics and New Venture Survival in the Green Building Supply Industry

*Strategic Management Society Conference, October 2017, Houston, Texas*

- MacGregor, N., Madsen, T. **Vedula**, S. Cluster Shocks and Firm Failure: The Contingent Effects of Community Social Capital

*Academy of Management Conference, August 2017, Atlanta, Georgia*

- York, J.G., **Vedula**, S., Lenox. M. It's not easy building green: The impact of policy, private actors, and logics on standards adoption – *Paper is part of a symposium on Social movements and market categories*
- Armstrong, C., Baker, T.L., Bock, A.J., Edelman, E.L., Kim, H.P., Kotha, R., Marino, L., Newbert, S., Senyard, M.J., **Vedula**, S. Jones, M.L. Bringing Entrepreneurship Theories to Life through Classroom Exercises- *Professional development workshop*

*Alliance for Research on Corporate Sustainability, June 2017, Erasmus University, Rotterdam, Netherlands*

- York, J.G., **Vedula**, S., Lenox. M. It's not easy building green: The impact of policy, private actors, and logics on standards adoption

*Babson College Entrepreneurship Research Conference, June 2017, University of Oklahoma, Norman, Oklahoma*

- **Vedula**, S. Lashley, K. Regional Stigma of Failure and Risk-Taking among Entrepreneurs
- **Vedula**, S., Sanwar, S. The Green Inventors: Micro, Meso, and Macro Level Antecedents of Patenting Behavior in Renewable Energy

*Sustainability, Ethics, and Entrepreneurship Conference, March 2017, Puerto Rico*

- **Vedula**, S., Sanwar, S. The Green Inventors: Micro, Meso, and Macro Level Antecedents of Patenting Behavior in Renewable Energy
- Sanwar, S., **Vedula**, S., Hornsby, J. The Influence of Founding Team Characteristics on Technology Commercialization Strategies for Environmental Entrepreneurs

*University of Colorado at Boulder Research Conference on Entrepreneurship and Collaboration, **February 2017**, Boulder, Colorado*

- **Vedula**, S. Frid, C. Community Social Capital and the Venture Gestation Process

*Strategic Management Society Conference, **September 2016**, Berlin, Germany*

- **Vedula**, S., McCoy T., Robb, A., Kim, P. Frontier Cities: Analyzing the efficiency of U.S. Metropolitan Ecosystems for Technology-Based Entrepreneurship

*Academy of Management Conference, **August 2016**, Anaheim, California*

- **Vedula**, S. Startup failure in clusters: Investigating adverse selection and performance premium effects
- Armstrong, C., Kim, P., Baker, L., Linda, E., Kotha, R., Newbert, S., Richtner, A., **Vedula**, S. Bringing Entrepreneurship Theories to Life through Classroom Exercises- *Professional development workshop*

*Babson College Entrepreneurship Research Conference, **June 2016**, University of Nordand, Bodo, Norway*

- Dinger, M, Letwin, C., **Vedula**, S. Beg, borrow, or just steal: Plagiarism in crowdfunding
- York G.J., **Vedula**, S., Conger, M., Hekman, D. Green to Gone? How Institutional Logics Impact the Survival of Social Entrepreneurs

*Sustainability, Ethics, and Entrepreneurship Conference, **May 2016**, University of Denver, Denver, Colorado*

- York, G. J., **Vedula**, S., Lenox, M. It's Not Easy Building Green: How Community Logics Impact the Emergence of Hybrid Market Categories

*Cambridge Judge-Darden Entrepreneurship and Innovation Conference, **May 2016**, Washington, D.C.*

- **Vedula**, S. A behavioral theory of startup failure within geographic clusters

*Kauffman Firm Survey Conference on Entrepreneurial Dynamics, **December 2015**, Duke University, Durham, NC*

- **Vedula**, S. A behavioral theory of startup failure within geographic clusters

*Strategic Management Society Conference, **October 2015**, Denver, Colorado*

- **Vedula**, S., York, G.J. Knowledge spillovers, community environmental ideologies, and new venture creation in clean technology.
- **Vedula**, S., Fitza, M. Explaining performance differentials among venture-backed startup firms: How much does region matter?

*Babson College Entrepreneurship Research Conference, **June 2015**, Babson College, Babson Park, Massachusetts*

- **Vedula**, S., Vogel, P., Robb A. Decomposing the performance of metropolitan entrepreneurial ecosystems

*Sustainability, Ethics, and Entrepreneurship Conference, **May 2015**, University of Denver, Denver, Colorado*

- **Vedula**, S., York, G.J. The geography of clean tech startups

*Strategic Management Society Conference, **October 2014**, Madrid, Spain*

- **Vedula**, S., York, G. J., Conger. M. Towards a Theory of Socio-Cultural Munificence: Firm Survival in the Green Building Supply Industry

*Academy of Management Conference, **August 2014**, Philadelphia, Pennsylvania*

- **Vedula**, S., Yao, X., York, G.J. Market Entry and Adoption Dynamics in the Emerging Cleantech Sector- *This symposium was selected as a showcase symposium by the OMT division*
- **Vedula**, S., York, G. J. The Geography of Cleantech Entrepreneurship. *To be presented as part of a symposium titled "Market Entry and Adoption Dynamics in the Emerging Cleantech Sector"*.
- **Vedula**, S., Matusik, F.S. Uncertainty, Imitation, and Strategic Action: The Case of VC Internationalization.
- York, G.J., **Vedula**, S., Conger, M., Hekman, D., Towards a Theory of Socio-Cultural Munificence: Regional Norms and Social Entrepreneurship Perseverance. *To be presented as part of a symposium titled "The more the merrier: Integrating Civil Society and State in Innovation Research"*.

*Babson College Entrepreneurship Research Conference, **June 2014**, IVEY Business School, London, ON, Canada*

- **Vedula**, S., Fitza, M., Doblinger. C. The Impact of Subnational Region on the Growth of New Ventures: Empirical Evidence from US Venture-backed firms.

*NYU Stern Conference on Social Entrepreneurship, November 2013, New York, New York*

- York, G.J., Conger, M., **Vedula, S.**, Hekman, D., 2013. Towards a Theory of Socio-Cultural Munificence: Regional Norms and Social Entrepreneurship Perseverance.

*Strategic Management Society Conference, October 2013, Atlanta, Georgia*

- **Vedula, S.**, York, G. J. The Interplay between Environmental Norms and Venture Capital Supply on Driving Entrepreneurial Entry into the Clean Tech Sector.

*Babson College Entrepreneurship Research Conference, June 2013, EMLYON, Lyon, France*

- **Vedula, S.** Forster, W., Dinger, J., Conger, M. The impact of regional human capital and socio-cultural institutions on the functional composition of founding teams.
- **Vedula, S.**, York, G. J. The Interplay between Environmental Norms and Venture Capital Supply on Driving Entrepreneurial Entry into the Clean Tech Sector.

*Sustainability, Ethics, and Entrepreneurship Conference, April 2013, University of Denver, Denver, Colorado*

- **Vedula, S.**, York, G. J. The Interplay between Environmental Norms and Venture Capital Supply on Driving Entrepreneurial Entry into the Clean Tech Sector.

*Strategic Management Society Conference, October 2012, Prague, Czech Republic*

- Matusik, F.S., **Vedula, S.** 2012. Contagion or competencies? Drivers of internationalization in knowledge based VC firms—*This paper was nominated for the best paper award at SMS 2012.*

*Academy of Management Conference, August 2012, Boston, Massachusetts*

- Taube, F., **Vedula, S.**, Riddle, L. 2012. The Informal Economies of Diaspora Networks-Institutional Entrepreneurship and Innovation.

*Babson College Entrepreneurship Research Conference, June 2012, Fort Worth, Texas*

- **Vedula, S.**, Matusik, F.S. 2012. Leaders or Lemmings? The Impact of Firm Knowledge Diversification on the Internationalization Destination Choice of US VC Firms.

*Babson College Entrepreneurship Research Conference, June 2011, Syracuse, New York*

- **Vedula, S.**, Fund R.B. 2011. Startup-VC Funding Dynamics in VC “Non-Centers”.

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## TEACHING EXPERIENCE

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### EPS 7200-Entrepreneurship & Opportunity

*Sept 2018-Present*

- I currently teach the introductory first year MBA entrepreneurship course at Babson College, in both the two year full time program and the blended program. This is an experiential class where students go through the process of idea generation, concept creation, and prototyping of a venture concept.

### FME 1000-Foundations of Management and Entrepreneurship

*Sept 2016-May 2018*

- I taught the introductory first year entrepreneurship course at Babson College known as FME. This is a two-semester, experiential class where students go through the process of ideation, feasibility, launch, and termination of a new venture.

### Babson Executive Education

*July 2016-Present*

- **2018: Babson Build, James Beard, Babson Fellows, and Guadalajara Programs:** I have taught sessions on value propositions, ET&A, and market analysis in these four programs.
- **2017: Babson Build Program & Verizon High School Summer Emprende Program:** I taught a session on presentation skills in the Babson Build Program in July 2017, and a session on market analysis in the Verizon High school summer program. These were short, intensive teaching modules as part of the Babson Executive Education program.
- **2016: Babson Build Program & Babson Bulgarian Young Leaders Program:** I taught a session on Entrepreneurial Thought & Action (ET&A) in the Babson Build Program in July 2016, and a session on competitive analysis and positioning in the Babson Bulgarian Young Leaders Program. I was also a faculty mentor to one of the student teams in the Babson Bulgarian Young Leaders Program. These were short, intensive teaching programs as part of the Babson’s Executive Education program.

### **MGMT 4850-Senior Seminar in Strategic Management**

- I taught the capstone undergraduate class in strategic management in the spring semester of 2014. In this course I primarily used a simulation (Capsim), allowing students to integrate their understanding of foundational strategy concepts in an interactive, group dynamic.

### **ESBM 3700-Entrepreneurial Environments**

May 2013

- I recruited a number of mentors from other departments on campus as well as local Boulder startup companies to both provide feasibility projects and guide the student groups. Student groups provided a customized deliverable to each startup by the end of the Maymester. 30% of the students received full-time internships/job offers at the end of the semester, and student deliverables were used towards securing two NSF research grants for university scientists.

### **ESBM 3700-Entrepreneurial Environments**

Jan 2012- May 2012

- Collaborated with Kate Tallman at the CU TTO to match a student team with a local boulder startup (AgriHouse). The goal of the course deliverable was to evaluate the feasibility of a lightweight sensor that measures water content in foliage.
- Their analysis efforts resulted in the company winning a NASA Spinoff Grant in 2012.

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## **SERVICE**

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### **Boards & Professional Service Committees**

- Journal of Business Venturing Editorial Board (2018-present)
- Academy of Management Entrepreneurship Division-Teaching Committee (2015-present)

### **Journal & Conference Reviewing**

- Journal of Business Venturing (JBV)
- Journal of Management Studies (JMS)
- Management Decision
- Academy of Management (AOM) Conference
- Strategic Management Society (SMS) Conference
- Western Academy of Management (WAM) Conference
- Babson College Entrepreneurship Research Conference (BCERC)

### **Professional Association Memberships**

- Academy of Management (AOM)
- Strategic Management Society (SMS)
- Alliance for Research on Corporate Sustainability (ARCS)

### **Conference Organization Committee**

- University of Colorado Academy of Management Reception 2013, Orlando (August 2013)
- University of Colorado Crowd Funding Conference 2013, Boulder (June 2013)
- University of Colorado Entrepreneurship Scholars Retreat, Boulder (Oct 2012)
- University of Colorado Academy of Management Reception 2012, Boston (August 2012)

### **Other Service Committees and Associations**

- Babson India Symposium, *Faculty Steering Committee Member*, 2018-present.
- Babson Undergraduate Sustainability Curriculum Evaluation Committee, 2017-present.
- Babson Learning Management System Assessment Faculty Committee, 2018
- Babson B.E.T.A. Challenge Selection and Judging Committee, 2017-present.
- Babson Honors Council Committee, 2017-present.
- Babson Faculty Fun Day Organization Committee, 2017.
- Babson Innovation Center, *Faculty Mentor*, 2016-2017.
- Babson Global Scholars Program, *Faculty Mentor*, 2015-2017.
- CU Leeds School of Business Technology Committee, *Student Representative*, 2014-2015.
- Graduate Teaching Program LEAD Teacher for the Business School, 2014-2015.
- CU Leeds School of Business Doctoral Business Students Association (DBSA) President, 2012-2013
- CU Leeds School of Business Doctoral Business Students Association (DBSA) Social Officer, 2011-2012
- CU Leeds UROP (Undergraduate Research Opportunity) Program-Project Supervisor (May 2011-Aug 2011)

- McGill University, Post Graduate Student Society- Councilor (2007-2008)
- McGill University, International Student Buddy (Jan 2006-May 2008)
- Skills for Change Toronto, Non-Profit Professional Mentoring Agency-Professional Mentor (Jan 2010- May 2010)
- Mount Sinai Hospital Toronto- Volunteer, Medical Imaging Department (Oct 2003-Jan 2004)

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## PROFESIONAL WORK EXPERIENCE

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### **Black Swift Technologies, LLC- Co-Founder and Business Development Director** *Sept 2011-July 2013*

- Evaluated the commercial feasibility of a prototype low-cost unmanned aerial vehicle system designed for aerial surveillance and terrain mapping. BlackSwift Technologies is working in collaboration with the Research and Engineering Center for Unmanned Vehicles (RECUV) at the Aerospace Engineering Department at the University of Colorado.
- Helped BlackSwift procure a Phase I Small Business Innovation Research grant from NASA.

### **University of Colorado, Technology Transfer Office (TTO) – Research Analyst** *May 2011-Aug 2011, June 2012- Aug 2012*

- *May-Aug 2011:* Worked with Dr. David Allen at the TTO on designing a research study to evaluate how academic spin out team compositions impact the licensing/commercialization success of the CU Boulder TTO.
- *June 2011-Aug 2012:* Worked with Donna Sichko at the TTO to track the commercial success by CU based spin outs.

### **Sunnybrook Health Sciences Centre, Toronto-Device Engineer, Ultrasound Research Group** *Nov 2009- May 2010*

- Designed a software interface to analyze ultrasound data for a renal cancer imaging study. Finished product was delivered to collaborating radiologist team at the Princess Margaret Hospital.

### **Sunnybrook Health Sciences Centre, Toronto-Biomedical Engineer-Prostate Cancer Research Group** *Nov 2008-Nov 2009*

- Evaluated the performance of a non-invasive prototype ultrasonic device for treating prostate cancer.
- Re-structured data collection procedures. Implemented software tools to automate data management/analysis.
- Wrote two manuscripts for academic peer-review and to guide future device development.

### **I.C. AXON, Montreal- Medical/Technical Editor & Writer (Part Time)** *May 2008-Aug 2008*

- Researched, reviewed, and edited training material for the HR/sales staff of clients (pharmaceuticals, hospital managers).

### **Department of Psychology, McGill University-Software Programmer, Obesity Study** *Oct 2005-Dec 2005*

- Programmed portable hand-held devices with a questionnaire for an obesity study

### **Bloorview Macmillan Center for Child Rehabilitation, Toronto-Stroke Center Research Assistant** *Sept 2004-June 2005*

- Carried out a literature review on the mathematical modeling of hypertonic (spastic) muscles in stroke patients
- Designed a software algorithm to control a stress gauge used for measurements of prototype prosthetic devices

### **Human Sleep and Exercise Physiology Lab, University of Toronto-Research Assistant** *Jan 2004-July 2004*

- Assisted a PhD student with data collection. The project evaluated the effects of interrupted sleep on breathing patterns.

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## REFERENCES

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### **Andrew Corbett**

Chair of Entrepreneurship Division  
Babson College  
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### **Sharon F. Matusik**

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Dean, Leeds School of Business  
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### **Jeffrey G. York**



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**Michael J. Lenox**

Tayloe Murphy Professor of Business Administration  
Darden School of Business, University of Virginia  
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