

Daniel V. Holland

Department of Management
Jon M. Huntsman School of Business
Utah State University

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ACADEMIC POSITIONS

Utah State University, Jon M. Huntsman School of Business

- Associate Professor (2014 – present)
- Assistant Professor (2007 – 2014)

Indiana University, Kelley School of Business

- Associate Instructor (2004 – 2007)

EDUCATION

Ph.D. in Entrepreneurship and Strategy, 2007

- Kelley School of Business, Indiana University, Bloomington, IN

Masters of Business, 2006

- Kelley School of Business, Indiana University, Bloomington, IN

Masters of Business Administration, 1997

- Marriott School of Management, Brigham Young University, Provo, UT

Bachelor of Science in Electrical Engineering, 1992

- Brigham Young University, Provo, UT

TEACHING EXPERIENCE

Huntsman School of Business, Utah State University

Courses taught

- MGT 3510, Fundamentals of Entrepreneurship
- MGT 4890, Strategic Planning and Execution
- MGT 6430, Enterprise Growth and Management
- MGT 3570, Social Entrepreneurship
- MGT 3550, Entrepreneurship Lecture Series
- BUS 3610, Introduction to Entrepreneurship
- BUS 3620, Developing Entrepreneurial Competencies
- BUS 4010, Essential Business Tools for Entrepreneurs
- MGT 6410, Enterprise Creation (MBA)
- MGT 6055, Management Principles (MBA)
- MGT 6890, Global Business Strategy (MBA)
- BUS 3110, Management Fundamentals
- MGT 4050, International Product Marketing
- MGT 6300, Special Topics in Management (MBA)

- BUS 2000, Foundations for International Programs

International Experiences

- Fulbright Scholar, Doshisha University and Kyoto University of Foreign Studies, Kyoto, Japan (Sept, 2017 – Feb, 2018)
- Faculty Mentor, South America Go Global summer program (2017)
- Visiting Professor, Business School, Kasetsart University, Bangkok, Thailand (Feb, 2016)
- Visiting Professor, International College, Bangkok University, Bangkok, Thailand (Jan - Feb, 2015)
- Visiting Professor, Business School, Kasetsart University, Bangkok, Thailand (Jan - Feb, 2015)
- Faculty Lead, Asia Go Global summer program (2014 - 2015)
- Faculty Mentor, MBA India Global Learning Experience (2013)
- Faculty Mentor, Africa SEED program (2011)
- Faculty Fellow, Huntsman Scholar European Study Abroad (2010)

Student Mentoring

- Multiple published papers in journals coauthored with students
- Multiple published papers in conference proceedings coauthored with students
- Multiple student conference presentations
- Advisor for Honors contracts and theses
- Employed a number of students as undergraduate research assistants
- Mentored many students as Undergraduate Teaching Fellows
- Supervised independent study courses or internships for numerous students
- Dissertation committee member for 2 students from other colleges
- Faculty advisor for Entrepreneurship Club
- Faculty advisor for Charity Anywhere

RESEARCH

Research Interests

- Entrepreneurship pedagogy
- Entrepreneurial persistence, cognition, and decision-making
- Ethics and social responsibility

Publications

Peer Reviewed Journals

- Holland, Daniel V. (2017) "Forced Combinations." *Experiential Entrepreneurship Exercises Journal*, 2(1), 49-52.
- Glaser, Michael, and Daniel V. Holland. (2016) "The Leadership Traits Shared by Successful Entrepreneurs." *Entrepreneur & Innovation Exchange*. 27 Jul. 2016.
- Holland, Daniel V. and Robert P. Garrett, (2015) "Entrepreneurs' Startup versus Persistence Decisions: A Critical Evaluation of Expectancy and Value." *International Small Business Journal*, 33(2), 194-215.
- Albrecht, Chad, Daniel V. Holland, Simon Dolan, and Shay Tzafrir, (2015) "The Role of Power in Financial Statement Fraud Schemes." *Journal of Business Ethics*, 131(4), 803-813.
- Garrett, Robert P. and Daniel V. Holland. (2015) "Environmental Effects on the Cognitions of Corporate and Independent Entrepreneurs." *Small Business Economics*, 45(2), 369-381.
- Holland, Daniel V., (2014) "Why Didn't I Think of That: A Classroom Exercise for Developing Entrepreneurial Thinking." *Entrepreneur & Innovation Exchange*, 2014, November 5.
- Holland, Daniel V. and Chad Albrecht, (2013) "The Worldwide Academic Field of Business Ethics: Scholars' Perceptions of the Most Important Issues." *Journal of Business Ethics*, 117(4): 777-788.

- Holland, Daniel V. and Dean A. Shepherd, (2013) "Deciding To Persist: Adversity, Values, and Entrepreneurs' Decision Policies." *Entrepreneurship Theory and Practice*, 37(2): 331-358.
- Holland, Daniel V. and David Herrmann, (2013) "Dog Eat Dog World: Challenges of an Entrepreneurial Startup." *Journal of the International Academy for Case Studies*, 19(5): 9-23.
- Albrecht, Chad, Roberto Malagueno, Daniel V. Holland, and Matthew Sanders, (2012) "A Cross-Country Perspective on Professional Oversight, Education Standards and Countries' Perceived Level of Corruption." *Cross Cultural Management: an International Journal*, 19(4): 433-454.
- Holland, Daniel V. (2011) "Utility maximization? An expectancy view of entrepreneurial persistence", *Management Research Review*, 34(3): 337-352.
- Jackson, Kristoffer, Daniel V. Holland, Chad Albrecht, Dave Woolstenhulme, (2010) "Fraud Isn't Just For Big Business: Understanding the Drivers, Consequences, and Prevention of Fraud in Small Business." *Journal of International Management Studies*, 5(1): 160-164.
- Bruns, Volker, Daniel V. Holland, Dean A. Shepherd, and Johan Wiklund, (2008) "The Role of Human Capital on Loan Officers' Decision Policies". *Entrepreneurship Theory and Practice*, 32(3): 485-506.

Editor Reviewed Journals

- Albrecht, Chad, Daniel V. Holland, and Michael Peters, (2016) "Strategic Revenue Analysis", *Strategic Direction*, 32(7), pp.32-34.
- Winn, Bradley, Erin Buttars, Daniel V. Holland, and Chad Albrecht, (2012) "Developing Organizational Trust as a Foundation for Success." *Corporate Finance Review*, 16(5): 5-9.
- Bartkus, Ken, & Daniel V. Holland, (2010) "In Search of Engaged Scholarship: Evidence of Collaborative Research in the Business Literature." *Decision Line*, 41(3): 10-12.

Books

- Holland, Daniel V., Chad O. Albrecht, and David Herrmann, (2012). *Introduction to Management*, Global Higher Education Alliance.

Book Chapters

- Albrecht, Conan C., Matthew L. Sanders, Daniel V. Holland, and Chad O. Albrecht, (2010) "The Debilitating Effects of Fraud in Organizations." *Crime and Corruption in Organizations: Why it happens and what to do about it*, Ed. Burke, Tomlinson, & Cooper.

Competitive Proceedings

- Holland, Daniel V. (2008). Never, Never, Never Give In? Understanding the Entrepreneur's Decision to Persist in the Face of Adversity. *Frontiers of Entrepreneurship Research*, 2008, 234 – 248.

CONFERENCE PRESENTATIONS

- Holland, Daniel V. (2016) "Creative Confidence in the Classroom" *Empowering Teaching Excellence Conference*. Logan, UT.
- Noack, David, Douglas Miller, and Daniel V. Holland, (2014) "Understanding the Commitment of New Venture Founders: Digging In or Moving On?" *Babson College Entrepreneurship Research Conference*. London, Ontario, Canada.
- Holland, Daniel V., and Tyson Barrett, (2013) "Young Nascent Entrepreneurs and Impulsivity." *Babson College Entrepreneurship Research Conference*. Lyon, France.

- McEvoy, Glenn and Daniel V. Holland, (2013) "Age Stereotyping and the Stereotype Tax" *Western Academy of Management*. Santa Fe, NM.
- Holland, Daniel V., (2013) "The Entrepreneurial Persistence Process." *United States Association for Small Business and Entrepreneurship Conference*. San Francisco, CA.
- Holland, Daniel V., Michael Glauser, and Rebecca Drebin, (2012) "Industry Knowledge and New Venture Success: Types of Experience Winning Entrepreneurs Gain Prior to Launch." *Babson College Entrepreneurship Research Conference*. Fort Worth, TX.
- Landon, Ashley, Kenneth Bartkus, and Daniel V. Holland, (2012) "In Search of Engaged Scholarship: A Content Analysis of Collaborative and Informed Research in the Harvard Business Review." *Western Decision Sciences Institute Conference*. Kona, HI.
- Drebin, Rebecca and Daniel V. Holland, (2012) "An Experiential Exercise to Develop Entrepreneurial Thinking." *United States Association for Small Business and Entrepreneurship Conference*. New Orleans, LA.
- Albrecht, Chad, Daniel V. Holland, and Zach Luman, (2011) "Issues that Business Ethics Academia Will Face in the Coming Decade." *Vicentennial Business Ethics Conference*, New York, NY.
- Holland, Daniel V. and Christopher Ainge, (2011) "Entrepreneurs' Startup Decisions versus Persistence Decisions: A Look at Expectancy x Value." *Babson College Entrepreneurship Research Conference*. Syracuse, NY.
- Holland, Daniel V., (2011) "Entrepreneurship: Learning by Doing." *Western Academy of Management*. Victoria, BC.
- Herrmann, David, and Daniel V. Holland, (2011) "Dog Eat Dog World: Challenges of an Entrepreneurial Startup." *Western Casewriters Association Conference*. Victoria, BC.
- Ainge, Christopher and Daniel V. Holland, (2010) "Business Modeling for Success." *Mountain Plains Management Conference*, Layton, UT.
- Luman, Zach, Chad O. Albrecht, Conan Albrecht, and Daniel V. Holland, (2010) "Issues that Business Ethics Academia Will Face in the Coming Decade." *Mountain Plains Management Conference*, Layton, UT.
- Holland, Daniel V., (2010) "Utility Maximization? An Expectancy View of Entrepreneurial Persistence." *Western Academy of Management*. Kona, HI.
- Holland, Daniel V., (2010) "Box cutters and Bananas: Tools for increasing creativity and innovation in entrepreneurship." *Western Academy of Management*. Kona, HI.
- Holland, Daniel V., Christopher Reutzler, Gaylen Chandler, and Bryson White, (2009) "The Relationship Between The Need For Cognition And The Use Of Biases And Heuristics In Entrepreneurial Decision-making." *Babson College Entrepreneurship Research Conference*. Babson Park, MA.
- Holland, Daniel V., (2009) "A Model of Entrepreneurial Persistence." *Western Academy of Management*. Midway, UT.
- Holland, Daniel V. and Dean A. Shepherd, (2009) "The Influence of Adversity and Values on Entrepreneurs' Persistence Decision Policies." *AGSE International Entrepreneurship Research Exchange*. Adelaide, Australia.
- Holland, Daniel V., (2008). "Never, Never, Never Give In? Understanding the Entrepreneur's Decision to Persist in the Face of Adversity." *Babson College Entrepreneurship Research Conference*. Chapel Hill, NC.
- Holland, Daniel V., (2006). "Responding to Adversity: A Metacognitive Approach to Resilience." *Babson College Entrepreneurship Research Conference*. Bloomington, Indiana.

HONORS AND AWARDS

2017 Fulbright Scholar Award (Japan)
2016 Shulze Award for Best Paper in Applied and Practice at *Entrepreneur & Innovation Exchange*
2016 Best Overall Paper Award for *International Small Business Journal* in 2015
2015 Huntsman Scholar Faculty Fellow
2014 Shulze Award for Best Paper in Teaching and Education at *Entrepreneur & Innovation Exchange*
2014 Huntsman Scholar Lead Faculty Fellow
2013 Teacher of the Year, Jon M. Huntsman School of Business
2013 Teacher of the Year, Management Department
2013 Highly Commended Paper Award at the *Emerald Literati Network Awards for Excellence*
2013 Huntsman Scholar Faculty Fellow
2012 Summer Research Award, Jon M. Huntsman School of Business
2012 Teacher of the Year, Management Department
2011 Undergraduate Research Mentor of the Year, Management Department
2011 Study Abroad Seed Grant Awardee, Utah State University
2010 Dean's Commendation for Teaching, Jon M. Huntsman School of Business
2010 Outstanding Reviewer, Western Academy of Management
2009 Dean's Commendation for Teaching, Jon M. Huntsman School of Business
2008 Dean's Commendation for Teaching, Jon M. Huntsman School of Business
2007 Best reviewer nominee, Entrepreneurship Division, Academy of Management Conference.
2006 Best reviewer nominee, Entrepreneurship Division, Academy of Management Conference.
2005 Delta Gamma excellence in teaching honoree, Indiana University.
2004 Chancellor's Fellowship, Indiana University.

SERVICE

Professional Activities

- Emerging Research Track Chair for the 2018 USASBE Conference
- Editorial Board for the *Entrepreneur and Innovation Exchange*
- Reviewer for the *Journal of Business Venturing*
- Reviewer for *Entrepreneurship Theory and Practice*
- Reviewer for the *Journal of Management*
- Reviewer for the *Journal of Small Business Management*
- Reviewer for *Small Business Economics*
- Session Chair for the Babson College Entrepreneurship Research Conference
- Reviewer for Babson College Entrepreneurship Research Conference
- Reviewer for USASBE Conference
- Reviewer for Academy of Management Conference, Entrepreneurship Division
- Reviewer for Western Academy of Management Conference
- Reviewer for Marketing Management Association Conference

University, College, and Department Service

- Huntsman School of Business Curriculum Committee member (2016 – present)
- Management Department Promotion and Tenure Committee member (2015 – present)
- Management Department Teaching Excellence Committee Co-chair (2015 – present)
- Huntsman School Teaching Awards Committee member (2015 – present)

- Huntsman School representative on USU Professional Responsibilities and Procedures Committee (2014 – 2016)
- USU Honors Admission Committee (2016)
- Member of search committee for Operations Management faculty position (2015)
- USU Connections Faculty Panel (2015)
- Co-chair of search committee for Strategy faculty position (2014)
- Huntsman School Strategy Committee (2014)
- Field Studies Advisor for MBA group (2013)
- Co-chair of search committee for Strategy faculty position (2013)
- Faculty Advisor for Entrepreneurship Club Innovation Team (2011 – present)
- Faculty Advisor for USU chapter of Charity Anywhere (2010 – present)
- Member of search committee for two HR faculty positions (2012)
- Member of the Management Department Strategy Committee (2011 – 2012)
- Dissertation committee member for Rod Flanigan (2010 – 2012)
- Academic Director of Entrepreneurship Programs (2007 – 2011)
- Member of search committee for four faculty and administrative positions (2011)
- Member of MBA Curriculum Committee (2010 – 2011)
- Faculty Advisor for the New Venture Development Group (2010 – 2011)
- Managed an Innovation Tournament for the Huntsman Scholars (2010)
- Member of Huntsman School of Business Curriculum Committee (2009)
- Member of search committee for three faculty and administrative positions (2008)

Community Service

- Pro Bono consulting services for small businesses in the community.
- Church organization leader providing counseling and administrative services.
- Youth coach for girl's and boy's recreational soccer, basketball, and baseball.
- Boy Scouts of America, helping scout troop develop skills for advancement through program.

PROFESSIONAL WORK EXPERIENCE

Zero Manufacturing, North Salt Lake, UT

- Director of Sales and Marketing, 1999-2004
 - Responsible for worldwide marketing, communications, and brand management.
 - Organized and managed worldwide sales and distribution. (USA, Western Europe and Japan)

Iomega, Roy, UT

- Technical Marketing Manager, 1997-1999
 - Facilitated the design-in of Iomega products with Gateway, Toshiba, Sony, and Acer.
 - Core member of the OEM sales team which more than doubled year over year Zip drive sales.

Novell, Provo, UT

- Sr. Business Analyst, 1996-1997
 - Performed comprehensive due diligence research of potential investments and acquisitions.
- Network Engineer, 1995-1996
 - Worked with Novell customers to resolve complex networking issues.

Electronic Data Systems (EDS), Mesa, AZ

- System Engineer, 1992-1995
 - Managed system development projects through all stages of the system life cycle: data gathering, analysis, design, programming, implementation, and maintenance.