

## VITAE

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# SherRhonda R. Gibbs

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### EDUCATION

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Ph.D. August 2009. Jackson State University (AACSB Accredited)  
Business Administration, Major Concentration: Management  
Dissertation Area: Entrepreneurship  
Dissertation Title: *A Social Cognitive Approach to Opportunity  
Recognition: the Moderating Effect of Entrepreneur Type*

M.B.A. December 2001. Winona State University. Magna Cum Laude

B.S. December 1994. Major: Computer Science. Grambling State University.  
Summa Cum Laude

Certifications: August 2006, Technology Transfer & Commercialization, California State University –  
San Bernardino, ITTN Fellowship Program, GPA: 3.88.

"Building a High Performing Business", Executive Education, Dartmouth College,  
Tuck School of Business, May 2007.

Completed 27 hours of graduate courses in Entrepreneurship.

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### TEACHING EXPERIENCE

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<u>Course No.</u>	<u>Course Title</u>	<u>Teaching Ratings</u>
MGT 375	Introduction to Entrepreneurship	Avg Rating: 4.4/5.0
MGT 475	New Venture Creation	Avg Rating: 4.3/5.0
MGT 454	Organizational Behavior	Avg Rating: 4.4/5.0

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### ACADEMIC EXPERIENCE

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2008 – present. **The University of Southern Mississippi, Department of Management  
and International Business**, Hattiesburg, MS. Assistant Professor of Management.

2006 – 2007. **Jackson State University, Department of Entrepreneurship and  
Professional Development**, Jackson, MS. Instructor.

2003 – 2008. **Jackson State University, Department of Management & Marketing**. Teaching &  
Research Assistant.



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## PROFESSIONAL EXPERIENCE

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1999 – 2002. **Mayo Clinic**, Rochester, MN. **Mayo Health Systems Administration**.  
Project Lead/Sr. Analyst Programmer.

1996 – 1999. **IBM**, Rochester, MN. **AS/400 SQL Database**. Software Engineer.

### Entrepreneurial and Professional Summer Experiences:

2007 – present **GCNF Ventures, Inc.**, Petal, MS. Small business consulting firm.

2006. **U.S. Army Research Lab, Aberdeen Proving Ground**, Aberdeen, MD. **Computer Information Systems Directorate**. Contractor. (Feasibility Study).

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## RESEARCH INTERESTS

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- a) Entrepreneurial Opportunity Recognition, Black Entrepreneurship, Task-specific Efficacy, Affect
- b) Work/Life Balance and Knowledge Workers, Career Choice, Organizational Behavior
- c) Small Business and Technology Adoption, Technology Entrepreneurship

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## ACADEMIC PUBLICATIONS

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Lane, F., and Gibbs, S. R. (*forthcoming, May 2015*). “Work Life Policy and Performance Outcomes in Human Resources: a Propensity Score Analysis”, *Advances in Developing Human Resources*, 17(2). (Revised & Resubmitted article on 4/25/2014. Article will be forthcoming in 2015 Special Issue of Journal).

Burgess, B., Yaoyuneyong, G., and S. R. Gibbs (*forthcoming, accepted for publication 4/15/2014*). “Self-Construal and Gender Differences in Impulse Buying Behavior of Young Thai Consumers,” *Asian Journal of Business Research*

Gibbs, S. R. (2014). “The Bitter Truth: a Comparative Analysis of Black Male and Black Female Entrepreneurs,” *Journal of Developmental Entrepreneurship*, 19(1), 18 pages.

Singh, R., and S. R. Gibbs (2014). “Opportunity Recognition Processes of Black Entrepreneurs,” *Journal of Small Business and Entrepreneurship*, 26(6), 643-649.

Gibbs, S. R., Mahone, C., and M.E.S. Crump. (2014). “A Framework for Informal Economy Entry: Socio-Spatial, Necessity-Opportunity, and Structural-Based Factors,” *Academy of Entrepreneurship Journal*, 20(2): 61-111.

Gibbs, S. R. 2009. “Exploring the Influence of Task Specific Self-Efficacy on Opportunity Recognition Perceptions and Behaviors”, *Frontiers of Entrepreneurship Research*, 29(6): 1-15.

Gibbs, S. R., Sequeira, J. and M. White. 2007. “Social Networks and Technology Adoption in Small Business,” *International Journal of Globalization and Small Business*, 2(1): 66-87.

Rana, D. and Gibbs, S. R. 2006. “Analyzing Role of Operations Research Models in Banking”, *The*



*Business Research Yearbook*, XIII, 112 – 117.

Thiagarajan, P. and Gibbs, S.R. 2005. “Effects of Flexible Working Arrangements on Role Overload, Burnout and Job Satisfaction in Information Technology Professionals.” *The E-Business Review*, Vol. V, 233-236.

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### **BOOK CHAPTER(S) PUBLISHED**

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Doswell, J., Gibbs, S. R. and K. Duncanson. 2010. Book Chapter: “Community health information networks: Building virtual communities and networking health provider organizations” in *Adaptive Health Management Information Systems: Concepts, Cases and Practical Applications*, Eds. J.K.H. Tan & F. Payton, Gaithersburg, MD: Aspen Publications, 95-108.

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### **ARTICLES UNDER REVIEW**

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Gibbs, S. R., Mosley, A. L., and M. M. White (under review). “The Moderating Effects of Entrepreneurial Experience on Task-Specific Efficacy and Opportunity Recognition: a study of Ethnic-Minority Entrepreneurs,” *Journal of Small Business Management*

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### **NON-ACADEMIC PUBLICATIONS**

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Gibbs, S. R. 2010. (July 12 - Contributor). “Mississippi Last in Entrepreneurial Activity. Experts: State’s political structure to blame.”, *Mississippi Business Journal*, Focus.

Gibbs, S. R. 2010. (July 12 - Contributor). “Small businesses can benefit from stimulus plan.”, *Mississippi Business Journal*, Focus.

Gibbs, S. R. 2010. “Weathering the recession: five budgeting tips for small businesses”, *Journal of South Mississippi Business*, November.

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### **REFEREED PROCEEDINGS**

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Gibbs, S. R., Mahone, C., Crump, M.E.S. 2013. Informal Economy Entry and Socio-Spatial Variations: a Framework for Theory Selection and Application, *Western Decision Sciences Institute Annual Proceedings*, Long Beach, CA.

Gibbs, S. R. 2009. “Exploring the Influence of Task Specific Self-Efficacy and Opportunity Recognition Perceptions and Behaviors”, Babson College Entrepreneurship Research Conference, Wellesley, MA.

Sequeira, J., Gibbs, S. R. and N. Juma. 2007. “Individual and Environmental Factors Contributing to Women’s Venture Creation and Success in Developing Countries: An Exploratory Analysis”, *International Council for Small Business (ICSB) Annual Proceedings*, Turku, Finland.

Gibbs, S. R., Sequeira, J. and M. White. 2006. “Women Entrepreneurs and Opportunity Recognition”, in *Research at the Marketing/Entrepreneurship Interface*, Hills, G.E. et al, eds., Chicago: University of Illinois, Chicago.



Gibbs, S. R., Sequeira, J. and H. Chong. 2006. "Social networks and Technology Adoption in Small Businesses", *International Council for Small Business (ICSB) Annual Proceedings*, Melbourne, Australia.

Gibbs, S. R. 2006. "Characteristics and Antecedents of African-American High Technology Entrepreneurs venture creation and success: a descriptive framework", *International Council for Small Business (ICSB) Annual Proceedings*, Melbourne, Australia.

Rana, D. and Gibbs, S.R. 2006. "Analyzing Role of Operations Research Models in Banking", *International Academy of Business Disciplines Annual Conference Proceedings*, San Diego, CA.

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## CONFERENCE PRESENTATIONS

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Gibbs, S. R., Mahone, C., and M.E.S. Crump. (2013). "A Framework for Informal Economy Entry: Socio-Spatial, Necessity-Opportunity, and Structural-Based Factors," *Allied Academies International Internet Conference*. July.

Gibbs, S. R., Mahone, C., & Crump, M. E. S. (2013). Informal Economy Entry and Socio-Spatial Variations: a Framework for Theory Selection and Application, Western Decision Sciences Institute Annual Conference, Long Beach, CA.

Gibbs, S. R., & Duncanson, K. (2013). Citizen Entrepreneur: Analysis and Review of Scholarly Research on Organizational Citizenship Behavior and Entrepreneurship, United States Association of Small Business and Entrepreneurs Annual Conference, San Francisco, CA.

Singh, R. P. & Gibbs, S. R. (2011). Success through the right opportunity recognition process: A test of black entrepreneurs. *Academy of Management Conference*. San Antonio, TX.

Singh, R. P. & Gibbs, S. R. (2010). Successful entrepreneurship through the right opportunity recognition process: A test of black entrepreneurs. 2010 HBCU Faculty Conference. Howard University, Washington, DC, June 16-18.

Gibbs, S. R. (2009). "Exploring the Influence of Task-Specific Self-Efficacy on Opportunity Recognition Perceptions and Behaviors", Babson College Entrepreneurship Research Conference, Babson Park, MA.

Gibbs, S.R., & Singh, R. P. (2009). "Opportunity Recognition Processes Of Black Entrepreneurs: A Test Of Bhavé's Model," *University of Illinois Chicago (UIC) Annual Entrepreneurship Research Symposium on Marketing and Entrepreneurship*, Chicago, IL.

Gibbs, S. R. 2007. "Career Choice and Boundary Theory", *Academy of Management Conference*, Philadelphia, PA.  
**\*\*Arnon Reichers Best Doctoral Student Paper Award Winner – Careers Division.**

Gibbs, S. R., Scott, C. 2007. "Incorporating Religion into Gray's (1988) Framework," American Accounting Association 2007 Diversity Section Meeting, Atlanta, GA.

Sequeira, J., Gibbs, S. R. and N. Juma. 2007. "Individual and Environmental Factors Contributing to Women's Venture Creation and Success in Developing Countries: An Exploratory Analysis", *International Council for Small Business (ICSB) Annual Conference*, Turku, Finland.



Gibbs, S. R., Sequeira, J. and M. White. 2006. “Women Entrepreneurs and Opportunity Recognition”, *University of Illinois Chicago (UIC) Annual Research Symposium on Marketing and Entrepreneurship*. Chicago, IL.

Gibbs, S. R., Sequeira, J. and H. Chong. 2006. “Social networks and Technology Adoption in Small Businesses”, *International Council for Small Business (ICSB) Annual Conference*, Melbourne, Australia.

Gibbs, S. R. 2006. “Characteristics and Antecedents of African-American High Technology Entrepreneurs venture creation and success: a descriptive framework”, *International Council for Small Business (ICSB) Annual Conference*, Melbourne, Australia.

Rana, D. and Gibbs, S.R. 2005. “Analyzing Role of Operations Research Models in Banking”, *International Academy of Business Disciplines Annual Conference*, San Diego, CA.

Thiagaragyn, P. and Gibbs, S.R. 2005. “Effects of Flexible Working Arrangements on Role Overload, Burnout and Job Satisfaction in Information Technology Professionals.” *International Academy of E-Business Conference*, San Francisco, CA.

Gibbs, S.R. 2004. Kaleidoscope of Learning: A Case Study in Entrepreneurial Learning, *North American Case Research Association (NACRA) Annual Conference*, Embryo Case, Sedona, AZ.

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## **SERVICE**

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### ***National Service***

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Ethics Education Committee, 2013 – present, Academy of Management.

Director-at-Large. 2012 – present. United States Association for Small Business and Entrepreneurship.

National Collegiate Entrepreneurs Organization, Faculty Judge, Chapter Awards 2013.

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### ***University and Academic Service***

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Dean of Libraries Search Committee, USM, Fall 2013.

Ad Hoc Reviewer. 2012 – present. *Journal of Small Business Management*.

Reviewer. 2012 - present. Western Decision Sciences Institute. Organizational Behavior Track.

Chapter Advisor. 2013. *Beta Gamma Sigma* Honor Society.

Entrepreneurship Curriculum Committee, 2010 – 2011. University of Southern Mississippi.



Faculty Advisor. 2010 – present. Golden Eagle Student Consulting Group/Collegiate Entrepreneurs Organization.

Emerging Minority Business Leaders Program Facilitator, 2010-2011, West Liberty University, WV.

Beyster Institute Scholar. 2010. University of California – San Diego.

Faculty Advisor, 2010, Service Learning Project, Honors Students J. Allen, C. James.

Reviewer. 2005, 2011 – present. United States Association for Small Business and Entrepreneurship. Divisions: Technology Entrepreneurship, Minority Entrepreneurship.

Reviewer. 2005 – present. Academy of Management. Divisions: Entrepreneurship, Gender and Diversity.

Reviewer, 2006. Southern Management Association (SMA) Annual Conference, Clearwater, FL. Divisions: Entrepreneurship, Careers/Human Resources.

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### ***Community Service***

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Board of Directors, 2011 – 2012. Hattiesburg Area Habitat for Humanity.

Member. 2012 – present. Shared Decision Committee. Petal Upper Elementary School.

Leadership Pinebelt, 2010. Area Development Partnership. Hattiesburg, MS.

Project Director / Business Consultant, 2007. Mississippi Minority Business Enterprise Center, Biloxi, MS.

IT Institute Director, 2007. Black Data Processing Associates (BDPA), Greenbelt, MD.

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### **PROFESSIONAL AFFILIATIONS**

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Academy of Management, The PhD Project, USASBE, NBMBAA, Black Data Processing Associates, ICSB, JSU Business Doctoral Student Association: Vice President (2005-2006), Women in Biotech

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### **AWARDS & RECOGNITIONS**

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- Faculty Service Award – USM College of Business 2013.
- Distinguished Research Award – Academy of Entrepreneurship Journal 2013
- Nominated for IHL Black Educator of the Year 2013.
- Featured on USM website for Live-Reach-Achieve campaign. 2012.
- Emerging Minority Business Leaders Program. Facilitator. 3<sup>rd</sup> place team. 2010 & 2011, West Liberty University.
- Service Award – Jackson State University Department of Entrepreneurship



- Arnon Reichers Best Doctoral Student Paper Award – AOM Careers Division
- Project Initiator and Director, JSU’s Student Entrepreneurs Fast Pitch Competition
- NAFEO Integrated Technology Transfer Network Fellowship Recipient – California State University – San Bernardino (CSUSB 2006)
- Emerging Minority Business Leaders (EMBL) Summer Institute participant June 2005, West Virginia High Technology Consortium, West Liberty State College, Wheeling, WV
  - ✓ Won Team Launch plan competition
  - ✓ Given Kenneth Jordan Award of Excellence for Leadership
- Selected to Emerging Business Leaders Summit (EBLS) by the Minority Business Development Agency, September 2005, Washington D.C.
- Jackson State University Summer Research Fellow

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## REFERENCES

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Available upon request.

