

CURRICULUM VITAE

William I. Norton Jr.

Associate Professor of Management
College of Business
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EDUCATION

Ph.D., 1998. Strategic Management, University of South Carolina.

M.B.A., 1992. Accounting, Kennesaw State University.

B.B.A., 1979. Accounting, Georgia State University.

TEACHING EXPERIENCE

Georgia Southern University as tenured faculty, Fall 2008 to present.
Strategy, leadership and ethics, entrepreneurship, and principles of
management to undergraduate and graduate students.
Appointed to Graduate Faculty March 31, 2009.

University of Louisville as tenure track faculty, Fall 2001 to Summer 2008.
Entrepreneurship, leadership, ethics, strategic management, and organizational behavior to graduate
and undergraduate students. Appointed to Graduate Faculty October 1, 2002.

Indiana University Southeast as tenure track faculty, Fall 1998 to Summer 2001.
Entrepreneurship and strategic management to undergraduates;
organizational behavior, leadership, and entrepreneurship to graduate students.

Columbia College as adjunct faculty. Fall 1996, Spring terms 1997 and 1998.
Entrepreneurship and leadership to undergraduates.

The University of South Carolina as instructor. 1993 through 1998. Strategic management and
principles of management to undergraduates.

EDITORIAL POSITIONS

Editorial review board member, *Entrepreneurship Theory and Practice*. December, 2008 through
December, 2012.

Ad hoc reviewer for *Journal of Financial Research*, *Journal of Management Studies*, *Leadership and
Organization Development*, and *Small Business Economics*.

Reviewer for the Academy of Management.
Entrepreneurship Division, 2001, 2000, 1999, and 1998 annual meetings.
Business Policy and Strategy Division, 1996 annual meeting.

Reviewer for the Southern Management Association.
Strategic Management and Business Policy track, 1996 annual meeting.

Reviewer for the Southwest Academy of Management.
Business Policy and Strategy track, 1997 Annual Meeting.

BOOK CHAPTERS

Fiet, J.O., Clouse, V.G.H., & Norton Jr., W.I. 2004. Systematic Search by Repeat Entrepreneurs. In J.E. Butler (Ed.), Opportunity Identification and Entrepreneurial Behavior. Greenwich, CT: Information Age Publishing

JOURNAL ARTICLES

Norton Jr., W.I., Murfield, M. L. U. & Baucus, M.S. 2014. Leader emergence: The development of a theoretical framework. *Leadership and Organization Development Journal*, 35(6): 513-529.

Fiet, J.O., Norton Jr. W.I., & Clouse, V.G.H. 2013. Search and discovery by repeatedly-successful entrepreneurs. *International Small Business Journal*, 31(8): 890-913

Mittiness, C.R., Baucus, M.S., & Norton Jr., W.I. 2013. Establishing cognitive legitimacy in emerging organizations: The role of prestige. *Journal of Small Business Strategy*, 23(1): 71-91.

Norton Jr., W. I., & Hale, D. H. 2012. Team charters and systematic search: A prescription for corporate entrepreneurship. *Journal of Applied Management and Entrepreneurship*, 17(1): 19-36.

Norton Jr., W. I., & Hale, D. H. 2011. Protocols for teaching students how to search for, discover, and evaluate innovations. *Journal of Management Education*, 35(6): 808-835.

Norton Jr., W.I., & Sussman, L. 2009. Team charters: Theoretical foundations and practical implications for quality and performance. *Quality Management Journal*, 16(1): 7-17.

Baucus, M.S., Norton Jr., W.I., Davis, B. R, & Meek, W. 2008. Cheating and NASCAR: Who's at the wheel? *Business Horizons*, 51:379-389

Baucus, M.S., Norton Jr., W.I., Baucus, D.A., & Human, S. E. 2008. Fostering creativity and innovation without encouraging unethical behavior. *Journal of Business Ethics*, 81(1): 97-115

Fiet, J.O., Norton Jr., W.I., & Clouse, V.G.H. 2007. Systematic search as a source of technical innovation: An empirical test. *Journal of Engineering and Technology Management*, 24 (4): 329-346.

Norton Jr., W.I., & Moore, W.T. 2006. The influence of entrepreneurial risk assessment on venture launch or growth decisions. *Small Business Economics*, 26 (3).

Norton Jr., W.I., & Moore, W.T. 2002. Entrepreneurial risk: Have we been asking the wrong question? *Small Business Economics*, 18 (4).

CONFERENCE PRESENTATIONS

Council of Supply Chain Management Professionals. 2013 Educators' Conference. The Value of Relational Strategies in Strategic Sourcing: A Proposed Integration of Strategic Human Resource Management and Social Network Theory

Academy of Management, August 2007. The Role of Advisory Boards in Establishing Legitimacy and Increasing the Likelihood of Survival in New Ventures (with C. Mitteness and M. Baucus).

Academy of Management, August 2007, Prescriptive Entrepreneurship, a symposium with J. Fiet, V. Clouse, R Nixon, and P. Patel.

International Association for Business and Society, May 2007. Corporate Entrepreneurship and Positive Stakeholder Relations: Similarity of Design and Compatible Goals (with M. Baucus and C. Mitteness).

The Babson-Kauffman Foundation Entrepreneurship Research Conference, Babson College, June, 2003: An Examination of Constrained, Systematic Search by Serial Entrepreneurs.

The Babson-Kauffman Foundation Entrepreneurship Research Conference, University of Colorado, June 2002: A Test of a Model of Discovery by Technically Trained Employees.

The United States Association for Small Business and Entrepreneurship (USASBE) National Conference, February, 2001. Isolating Mechanisms: Can Managers Protect Rent Generating, Knowledge Based Assets?

The Babson-Kauffman Foundation Entrepreneurship Research Conference, University of South Carolina, May 1999: The Resource-based View: Strategy's Contribution to Entrepreneurship.

The United States Association for Small Business and Entrepreneurship (USASBE), 1999 National Conference, San Diego, CA. Chaired and presented a symposium: Entrepreneurship Curricula: Models for Undergraduate, Masters, and Doctoral Programs. Co-panelists were Tom Kaplan, Fairleigh Dickinson University, and Chuck Hofer, University of Georgia.

The Babson-Kauffman Foundation Entrepreneurship Research Conference, University of Ghent (Belgium), May 1998: The Influence of Risk Assessment on Venture Launch or Growth Decisions (with W.T. Moore)

United States Association for Small Business and Entrepreneurship (USASBE), 1998 National Conference, Clearwater, FL. Presented the University of South Carolina Ph.D. program as a finalist for the *USASBE Entrepreneurship Education National Model Program Award*. USC was awarded second place and renominated for 1999.

WORK IN PROGRESS

Williams Jr. D.F., Norton Jr., W.I., & Boone, C.A. Relational strategies in strategic purchasing: An integration of strategic human resource management and social network theory. Data collection complete.

Murfield, M. L. U., & Norton Jr., W.I. The development of an instrument to measure and model emergent leadership. Data collection and analysis complete.

Norton Jr., W.I. & Baucus, M.B. A process model for moral courage: Implications for organizational actors. Conceptual stage.

Norton, Jr., W.I. & Sikora, D. A conceptual paper on abusive leadership. Literature review stage.

DISSERTATIONS

D. F. Williams Jr. An Investigation of the Barriers to Innovation and Strategies Employed to Overcome Them in Third-Party Logistics Service Providers. Final defense on 27 June, 2014.

SERVICE

Member, leadership search committee (position 67388).

Member, strategic management search committee (position 67391).

Member, College of Business Governance Committee.

Member, Management Department assessment advisory committee.

Member, QEP writing initiative.

Team lead, entrepreneurship curriculum revision.

Faculty member, doctoral-program advisory committee, Ph.D. in Logistics and Supply Chain Management, Georgia Southern University.

Faculty member, Military Task Force, Georgia Southern University.

Faculty advisor, Student Veterans Association, Georgia Southern University.

Faculty advisor, GSU Car Enthusiasts Club, Georgia Southern University.

Faculty advisor, The Shooting Club at Georgia Southern, Georgia Southern University.

Faculty member, Intellectual Property Committee, University of Louisville.

Faculty liaison, Entrepreneurship Council, College of Business, University of Louisville.

Faculty member, MBA Curriculum Committee, College of Business, University of Louisville.

Faculty member, undergraduate entrepreneurship curriculum committee, College of Business, University of Louisville.

PROFESSIONAL AFFILIATIONS

Academy of Management.

United States Association for Small Business and Entrepreneurship.

Venture Club of Louisville (Board of Directors, 6 years)

MILITARY SERVICE

Inducted January, 1968, U. S. Army. Fifteen months of enlisted service; three years as commissioned officer. Honor graduate, Officers Candidate School, USAIS, April, 1969. Republic of Vietnam from November, 1969 to November, 1970: 1st Battalion, 14th Infantry, 4th Infantry Division. Command assignments for nine months, staff assignment for three months.

Resident instructor, United States Army Infantry School. Taught company operations to American and allied officers for two years. Separated from active duty April, 1972, in the permanent rank of Captain.

PRACTITIONER HISTORY

Practiced public accounting for seventeen years (Georgia certificate number 5634). Principal for fourteen years. Specializations in new venture formation, and management advisory services. Seventeen years (concurrently) as executive outreach educator through the Small Business Administration. Ten years (concurrently) teaching continuing professional education for the American Institute of CPAs and twenty state CPA societies.

Revised: 26 Jan 17