

VITA

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EDUCATION

Ph.D., Business Administration, Concentration in Management (2017)
West Virginia University, Morgantown, WV

M.S., Political Science (2012)
West Virginia University, Morgantown, WV

M.B.A., Applied Business (2003)
Waynesburg College, Waynesburg, PA

B.S., Business (2001)
Penn State University Fayette Campus, Uniontown, PA

DISSERTATION

Title: Clarifying Resource Dependence Theory: A Multi-Dimensional Approach to Dependence and Autonomy in Entrepreneurial Firms

Committee: David D. Dawley (chair), Abhishek Srivastava, Miles A. Zachary, Amanda Ross, Matthew R. Marvel (outside member)

Summary: Entrepreneurial firms face dependence on other firms in the external environment to access resources critical for the development and survival of the firm. Firms are shown to enter into inter-organizational relationships in order to remedy dependencies on such resources, but studies typically evaluate such relationships according to their structure, rather than the resource being sought, and frequently ignores the role of autonomy in resource dependence. My dissertation seeks to shed light on these issues by considering the type of resource sought during a dependence remedy, the role of autonomy in dependence remedies, and how remedies relate to firm performance.

PEER-REVIEWED PUBLICATIONS

Marvel, M. R., Davis, J. L., & Sproul, C. R. (2016). Human capital and entrepreneurship research: A critical review and future directions. *Entrepreneurship: Theory & Practice*, 40(3), 599-626.

Sproul, C. R., Carnes, A. M., Marvel, M. R., & Pozzuto, A. (2014). Does a Reliance on the Government for Sales Hinder New Venture Performance? A Resource Dependence Perspective. *Frontiers of Entrepreneurship Research*, 34(11), 1.

Sproul, C. R., Bucklew, N., & Houghton, J. D. (2015). Academic Collective Bargaining: Patterns and Trends. *Journal of Collective Bargaining in the Academy*, 6(1), 5.

CONFERENCE PRESENTATIONS

Sproul, CR., Cox, K., & Nicholas, K. (2017) Integration vs. Specialization in Newly Legitimate Industries. Babson College Entrepreneurial Research Conference

Cox, K., Lortie, J., Sproul, CR., & Wales, W. (2016) Unintended Consequences of EO: How Hope and Optimism Impact Funding Potential. Academy of Management Annual Meeting.

Lortie, J. Cox., K., & Sproul, CR. (2016) The Theory of Entrepreneurial Differentiation: How New Firms Compete. Academy of Management Annual Meeting.

Cox, K. & Sproul, C.R. (2015) Crafting a Winning Business Plan. Southern Management Association Annual Meeting.

Sproul, C.R. (2015) Advancing the Business Plan to Performance Relationship: Intuition and the Environment. United States Association of Small Business and Entrepreneurship Annual Meeting.

Sproul, C.R. Carnes, A.M., Marvel, M.R., & Pozzuto, A. (2014) Survival at What Cost? How New Firms Counter Dependence on Government: Southern Management Association Annual Meeting.

Sproul C.R., Marvel, M.R., Carnes, A.M., & Pozzutto, A. (2014). Does a reliance on the government for sales hinder new venture performance? A Resource Dependence Perspective. Babson College Entrepreneurship Research Conference. [**JSBM Best Paper Award for Public Policy**]

Marvel, M.R., Davis, J., & Sproul, C.R. (2014). Human Capital and Entrepreneurship Research: A Synthesis and Research Agenda. United States Association of Small Business and Entrepreneurship Conference.

Sexton, J. & Sproul, C.R (2013). The Impact of Knowledge Domains on Innovation. Strategic Management Society Annual Conference.

Marvel, M.R., Davis, J., & Sproul, C.R. (2013). Human Capital and Entrepreneurship Research: A Critical Review and Future Directions. Southern Management Association Annual Conference.

Heames, J., Houghton, J., Pozutto, A., & Sproul, C.R. (2013). Corporate Social Responsibility: Exploring the Knowledge Gaps (Symposium). Southern Management Association Annual Conference.

WORKING PAPERS

Cox, K., Lortie, J., Sproul, C.R., & Wales, W. Unintended Consequences of EO: How Hope and Optimism Impact Funding Potential. Revising for resubmission.

Lortie, J. Cox., K., & Sproul, C.R. The Theory of Entrepreneurial Differentiation: How New Firms Compete. Revising for resubmission.

Sproul, C.R., & Goodman, J.G. Finding the Reference Point in Restricted Stock. What really matters? Data Collection. Targeting *Organizational Behavior and Human Decision Processes*.

Sproul C.R., Marvel, M.R., Carnes, A.M. Does a reliance on the government for sales hinder new venture performance? A Resource Dependence Perspective. Conducting Analysis. Targeting *Journal of Business Venturing*.

INSTRUCTION EXPERIENCE

West Virginia University: 2013- 2017

Average teaching evaluation over 4.0/5.0.

ENT 300: Creativity and Innovation, Fall 2016

MANG 360: International Business, Fall 2016

BCOR 460: Strategic Management Capstone Experience: Five sections.

BUSA 320: Survey of Management, Fall 2013; Summer 2016 (mass section, online section)

MANG 330: Fundamentals of Human Resource Management, Summer 2013

Westmoreland County Community College: 2008-2012

Math of Business

Principles of Management

Introduction to Business

Human Resource Fundamentals

Office Technology (Word and Excel)

Grand Canyon University: 2010-2012

Small Business Entrepreneurship

Financial Decision Making

EMPLOYMENT

Instructor and Research Assistant, College of Business and Economics (2012 – 2017)

West Virginia University, Morgantown, WV

Owner, Sproul Properties, LLC (2004 - Present)
Uniontown, PA

Ongoing Consulting, Game Vault, Ltd. (2012 – Present)
Uniontown, PA

REVIEWING

European Management Journal, ad hoc reviewer
Babson College Entrepreneurship Research Conference (2015)
Southern Management Association Annual Meeting
United States Association for Small Business and Entrepreneurship Conference (2014)
Academy of Management Annual Meeting

AWARDS

Babson College Entrepreneurship Research Conference *Journal of Small Business Management* award for best paper in Public Policy for Sproul C.R., Marvel, M.R., Carnes, A.M., & Pozzutto, A. (2014). Does a reliance on the government for sales hinder new venture performance? A Resource Dependence Perspective.

Ewing Marion Kauffman Foundation Promising Paper Award for Sproul C.R., Marvel, M.R., Carnes, A.M., & Pozzutto, A. (2014). Does a reliance on the government for sales hinder new venture performance? A Resource Dependence Perspective.

West Virginia University College of Business & Economics Three Minute Thesis (3MT) Competition: Cash award for second place finish.

NORC KFS Data Enclave Sponsorship: Awarded access to the confidential data of the Kauffman Firm Survey

West Virginia University Provost Fellowship (2012-2013): Stipend awarded to first year doctoral students for high standardized test scores and GPA

Grand Canyon University Faculty Acknowledgement Program. Cash award for high student success and End-of-Course Surveys

PROFESSIONAL DEVELOPMENT

Attended Academy of Management New Doctoral Student Consortium (2013)
Attended Southern Management Association Late-Stage Doctoral Student Consortium (2014)
Attended Academy of Management Entrepreneurship Division Doctoral Student Consortium (2014)
Attended United States Association for Small Business and Entrepreneurship Doctoral Student Consortium (2015)

PROFESSIONAL AFFILIATIONS

Academy of Management (2012 – current)

Southern Management Association (2012 – current)