

Brandon Ofem
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Education

Ph.D. Business Administration *July 2014*
University of Kentucky
Major in Management (Strategy/Entrepreneurship)

Master of Business Administration *June 2008*
University of Kentucky
Concentration in Technology Management

Bachelor of Arts *May 2007*
Transylvania University
Major in Economics

Academic Appointments

Associate Professor (September 2021 – *Present*). University of Missouri-St. Louis. College of Business, Global Leadership and Management Department.

Assistant Professor (June 2014 – August 2021). University of Missouri-St. Louis. College of Business, Global Leadership and Management Department.

Research Experience

Publications

Ofem, B., Phillips-Hernandez, J.M., Lauer, D., & Palmer, J. “Leveraging university networks in university powered accelerators: Best practices and lessons learned.” *Metropolitan Universities Journal*. 34(3). 2023.

Reid, J. W., Polizzi, S. J., Zhu, Y, Jiang, S., Ofem, B., Salisbury, S., Beeth, M., Mohr-Schroeder, M., Sheppard, K., Roehrig, G., & Rushton, G.T. “Perceived network bridging influences the career commitment decisions of early career teachers.” *International Journal of STEM Education*. 10(17). 2023.

Uzuegbunam, I., Ofem, B., Fox, J., & Nambisan, S. “The angels’ share hypothesis in new firms.” *Small Business Economics*. 61(2), 843-865, 2023.

Ofem, B., Beeth, M., Doering, J., Fink, K. T., Konz, R., M, Mohr-Schroeder, M., Polizzi, S.J.,

- Roehrig, G., Rushton, G.T., & Sheppard, K. "An exploration of communities of practice in the STEM teacher context: What predicts ties of retention?" *Journal of STEM Teacher Education*, 57(1), 101-116. 2022.
- Uzuegbunam, I., Pathak, S., Taylor-Bianco, A., & Ofem, B. "How cultural tightness interacts with gender in founding teams: Insights from the commercialization of social ventures." *Journal of Business Venturing*, 36(4), 106-127. 2021.
- Polizzi, S.J., Zhu, Y., Reid, J.W., Ofem, B., Salisbury, S., Beeth, M., Roehrig, G., Schroeder, M., Sheppard, K., & Rushton, G.T. "Science and mathematics teacher communities of practice: Social influences on discipline-based identity and self-efficacy beliefs." *International Journal of STEM Education*, 8, (1), 1-18. 2021.
- Ofem, B., Polizzi, S.J., Rushton, G.T., Beeth, M., Couch, B., Doering, J., Konz, R., Mohr-Schroeder, M., Roehrig, G., & Sheppard, K. "Looking at our STEM teacher workforce: How to model self-efficacy." *Economic Development Quarterly*, 35(1), 40-52. 2021.
- Ofem, B., Arya, B., Ferrier, W.J., & Borgatti, S.P. "Entrepreneurial orientation, collaborative engagement, and performance: Evidence from rural economic development organizations." *Economic Development Quarterly*, 34(3), 269-282. 2020.
- Uzuegbunam, I., Ofem, B., & Nambisan, S. "Do corporate investors impact entrepreneurs' IP portfolio? Entrepreneurial finance and intellectual property in new firms." *Entrepreneurship Theory and Practice*, 43(4), 673-696. 2019.
- Polizzi, S. J., Ofem, B., Coyle, W., Lundquist, K., & Rushton, G. T. "Social network data from teacher leader development." *Data in Brief*, 2019.
- Polizzi, S. J., Ofem, B., Coyle, W., Lundquist, K., & Rushton, G. T. "The use of visual network scales in teacher leader development." *Teaching and Teacher Education*, 83, 42-53. 2019.
- Ofem, B., Arya, B. & Borgatti, S.P. "The drivers of collaborative success between rural economic development organizations." *Nonprofit and Voluntary Sector Quarterly*, 47(6). 2018.
- Compion, S., Ofem, B., Ferrier, W.J., Borgatti, S.P., Cook-Craig, P., Jensen, J., & Nah, S. "The collaboration networks of economic development organizations in eastern Kentucky." *Journal of Appalachian Studies*, 21(1). 2015.
- Mehra, A., Borgatti, S.P., Soltis, S., Floyd, T., Ofem, B., Halgin, D., & Kidwell-Lopez, V. "Imaginary worlds: Using visual network scales to capture perceptions of social networks." *Research in the Sociology of Organizations, Volume on Contemporary Perspectives on Organizational Social Network Analysis*, Emerald Group Publishing Ltd. 2014.
- Ofem, B., Floyd, T., & Borgatti, S.P. "Social networks and organizations." *A Companion to Organizational Anthropology*. Blackwell Publishing. 2012.

Borgatti, S.P. & Ofem, B. "Overview: Social network theory and analysis." *Social Network Theory and Educational Change*. Harvard Education Press. 2010.

Under Review

Neneh, B.N & Ofem, B. "Boundary conditions of the EP-Behavior link: The role of psychological resilience and grit." Out for review at *Entrepreneurship and Regional Development*. 2024.

Grants

Rushton, G.T., Mohr-Schroeder, M., (*Principal investigators*), Beeth, M., Polizzi, S.J., Roehrig, G., Sheppard, K., & Ofem, B., (*Co-principal investigators*). (April 2017 to March 2021). "A research study of teacher retention and network formation in Noyce communities of practice." National Science Foundation: Noyce Research Track. \$1,026,372.

Ferrier, W.J. (*Principal investigator*), Borgatti, S.P., Jensen, J., Knight, E., Nah, S. (*Co-principal investigators*), & Ofem, B. (*Project manager and coauthor*). (June 2011 to May 2013). "Cognitive, relational, and strategic drivers of organizational effectiveness." National Science Foundation: Innovation and Organizational Sciences Program. \$485,553.

Research in Progress

Ofem, B., Pathak, S., Taylor-Bianco, A., & Uzuegbunam, I. "Probing the experiential drivers of hybridization in social venturing: An extension and empirical test."

Palmer, J., Griswold, M., & Ofem, B. "Political affiliation, business friendliness, and early-stage entrepreneurial activity across the U.S. states."

Heriot, K., Palmer, J., Griswold, M., & Ofem, B. "Crisis strategies during COVID-19: An empirical investigation of small and medium enterprises."

Ofem, B. "The case for the dual utilization of social cognitive and social network theory in management research."

Conference Presentations

Ofem, B., Phillips-Hernandez, J.M., Lauer, D., & Palmer, J. "Leveraging university networks in university powered accelerators: Best practices and lessons learned." *Presented at the Coalition of Urban and Metropolitan Universities Conference. October 22, 2022.*

Pathak, S., A., Ofem, B. Uzuegbunam, I., & Taylor-Bianco, A. "Gender composition in founding teams and new venture outcomes." *Presented at the UMSL Business Research Series. March, 2022.*

Uzuegbunam, I., Ofem, B., & Nambisan, S. "When do donors and investors unite? Entrepreneurial ecosystems and the financing of hybrid ventures. *Presented at*

the Academy of Management Conference. August 2021. (Selected for Academy of Management Best Paper Proceedings).

Ofem, B., Pathak, S., Taylor-Bianco, A., & Uzuegbunam, I. "Too tight to move? How cultural norms and stereotypes regulate imprinting in hybrid social venturing." *Presented at the Academy of Management Conference. Boston, MA. August 2019. (Selected for Academy of Management Best Paper Proceedings, Carolyn B. Dexter Award Nomination from IB Division, and Best Paper in Corporate Social Responsibility Finalist).*

Ofem, B., Polizzi, S.J., Rushton, G.T., Beeth, M., Couch, B. Roehrig, G., Mohr-Schroeder, & Sheppard, K. "Gender effects on perceived professional mastery: Evidence from STEM teachers." *Presented at the Academy of Management Conference. Boston, MA. August 2019. (Selected for Academy of Management Best Paper Proceedings).*

Ofem, B., Polizzi, S.J., Rushton, G.T., Beeth, M., Couch, B. Roehrig, G., Mohr-Schroeder, & Sheppard, K. "Gender effects on perceived professional mastery: Evidence from STEM teachers." *Presented at the INSNA Sunbelt Conference, Montreal, Canada. June, 2019.*

Ofem, B., Fink, K. T., Mohr-Schroeder, M., Roehrig, G., Konz, R., M., Doering, J., Konz, R., Polizzi, S.J., Beeth, M. Rushton, G.T., & Sheppard, K. *Presented at the INSNA Sunbelt Conference, Montreal, Canada. June, 2019.*

Polizzi, S.J., Ofem, B., & Rushton, G.T. "Using visual network scales and social network analysis in teacher professional development." *Presented at the Association for Science Teacher Education Conference, Savannah, GA. January 2019.*

Pathak, S., Ofem B., & Uzuegbunam, I. "All in good time? Founders' age, gender, and patenting in new technology ventures." *Presented at the Academy of Management Conference. Chicago, IL. August 2018.*

Ofem, B., Arya, B., Ferrier, W.J., & Borgatti, S.P. "Entrepreneurial orientation, network resources, and social performance: Does organizational age matter?" *Presented at the Academy of Management Conference. Chicago, IL. August 2018.*

Uzuegbunam, I., Ofem, B., & Nambisan, S. "The angels' share: Ownership structure, family financing, and entrepreneurial performance." *Presented at the Emerging Trends in Entrepreneurial Finance Conference. Hoboken, NJ. June 2018. (Selected for Best Elevator Pitch Award).*

Ofem, B., Arya, B. & Borgatti, S.P. "Relational drivers of collaborative success." *Presented the Academy of Management Conference. Atlanta, GA. August 2017. (Selected for Academy of Management Best Paper Proceedings).*

Uzuegbunam, I., Ofem, B., & Nambisan, S. "The angels' share: Ownership structure, family financing, and entrepreneurial performance." *Presented at the Academy of Management Conference. Atlanta, GA. August 2017.*

- Ofem, B., Polizzi, S.J., & Rushton, G.T. "Social network analysis in teacher leadership." *Presented at National Science Foundation Robert Noyce Teacher Scholarship Program Conference, Washington, DC. July 2017.*
- Uzuegbunam, I., Ofem, B., & Nambisan, S. "The angels' share: Ownership structure, family financing, and entrepreneurial performance." *Presented at Babson College Entrepreneurship Research Conference. Norman, OK. June 2017.*
- Ofem, B. "The role of economic development organizations in eastern Kentucky." Panelist in a symposium entitled "Is geography a blessing or a curse in entrepreneurship?" *Presented at the Academy of Management Conference in Anaheim, CA. August 2016.*
- Uzuegbunam, I., Ofem, B., & Nambisan, S. "Corporate venture capital and intellectual property development in new firms." *Presented at the United States Association for Small Business and Entrepreneurship. San Diego, CA. January 2016.*
- Floyd, T. & Ofem, B. "Tips and tricks for online network surveys." LINKS 2013 Online Network Surveys Mini-Module. *Links Center for Social Network Analysis Annual Summer Workshop, Lexington, KY. June 2013.*
- Ofem, B. "Entrepreneurial orientation, collaborative networks, and organizational performance." *Presented at the Mid-south Management Research Consortium, Memphis, TN. March, 2013.*
- Ofem, B. "Network shakers: Explaining the propensity of economic development organizations to disrupt the status quo of relations in a persistently distressed region." *Presented at the INSNA Sunbelt Conference, Redondo Beach, CA. March, 2012.*
- Uzuegbunam, I., Ofem, B., & Nambisan, S. "The impact of individual- and institutional- investor heterogeneity on new venture growth." *Presented at the Strategic Management Society Conference. Miami, FL. November 2011.*
- Ofem, B. "The differential effect of different ties on organizational outcomes: A theoretical framework." *Presented at the Academy of Management Conference. San Antonio, TX. August 2011.*
- Ofem, B., Kidwell-Lopez, V., Grosser, T., Dineen, B. & Borgatti, S. "Good and bad apples: The effects of single individuals on student team outcomes." *Presented at the Academy of Management Conference, Montreal, Canada. August 2010. (Winner of the Barry Armandi Award for Best Student Paper in Management Education Research).*
- Ofem, B. "Running well and looking good: The differential effect of different ties on internal and external ratings of organizational performance." *Presented at the INSNA Sunbelt Conference. Riva del Garda, Italy. July 2010.*

Ofem, B. & Andrevski, G. "CEO versus top management teams: Performance differences in the entrepreneurial environment." *Presented at the Academy of Management Conference. Chicago, IL. August 2009.*

Ofem, B., Kidwell-Lopez, V., Grosser, T., Dineen, B. & Borgatti, S.P. "Attribute and network approaches to understanding team outcomes: A synthesis." *Presented at the INSNA Sunbelt Conference. San Diego, CA. April 2009.*

Doctor of Business Administration (DBA) Committees

Chair: Brian Newsom, Doctor of Business Administration (DBA) Candidate, Spring 2023 to Present. Responsible for overseeing and guiding the dissertation process from proposal to defense.

Committee Member:

- Sara Lewis, DBA Candidate, Summer 2023 to Present.
- Josh Copeland, DBA Candidate, Summer 2023 to Present.
- Naomi Akins-Osuma, DBA Candidate, Summer 2023 to Present.
- Mark Sanders, DBA Candidate, Spring 2023 to Fall 2023. Successfully defended dissertation in Fall 2023.

Invited Presentations

Pathak, S., A., Ofem, B. Uzuegbunam, I., Taylor-Bianco, A. "Gender composition in founding teams and new venture outcomes." *UMSL Business Research Series. March, 2022.*

Ofem, B. "Social network analysis: A primer." *UMSL College of Education Research Series. March, 2020.*

Ofem, B. "On college opportunities for high school students." *Panelist for the National Academy Foundation Future Ready Lab. St. Louis, MO. June, 2019.*

Ofem, B. "Gender effects on perceived professional mastery: Evidence from STEM teachers." *Public lecture sponsored by the UMSL Black Faculty/Staff Association. St. Louis, MO. March, 2019.*

Ofem, B., Ferrier, W. J. "Economic development networks in Kentucky Appalachia." *Presented at the UK Appalachian Center and the UK Appalachian Law Caucus. Lexington, KY, January 2014.*

Ofem, B. "The social network paradigm in organizational research". *Presented at the Governor's Scholars Program Alumni Association. Louisville, KY. September, 2013.*

Ofem, B. "Entrepreneurial orientation, collaborative networks, and organizational performance." *Dr. Rhonda K. Reger's Doctoral Strategy Seminar. University of Tennessee, Knoxville. April 2013.*

Teaching Experience

Courses taught at UMSL

Instructor (Spring 2023). MGMT 5695 – Intrapreneurship. Average evaluation (3.84/4).

Instructor (Fall 2014 – Spring 2024). UMSL. MGMT 4219 – Strategic Management. Average evaluation (6.2/7).

Instructor (Fall 2019 – Spring 2020). UMSL. BA 1107 – Quantitative Methods for Business. Average evaluation (6.3/7).

Courses at other Institutions

Instructor (Spring 2014). University of Kentucky. MGT 499 – Strategic Management. Average evaluation (3.5/4).

TA (Dr. Steve Borgatti; Summer 2009-2016) – Links Center Summer Workshop on Social Network Analysis.

TA (Dr. Joe Labianca; Fall 2010 and Spring 2011): MGT 612 – Negotiations and Conflict Resolution.

Instructor (Fall 2009): MGT 301 – Business Management. Average evaluation (2.8/4.0).

TA (Dr. Joe Labianca; Fall 2008 and Spring 2009): MGT 390 – Negotiations and Conflict Resolution.

TA (Dr. Gordon Holbein; Fall 2008 and Spring 2009): MGT 301 – Business Management.

Professional Service

UMSL – University Engagement Committee (Fall 2022 to present).

UMSL – Assurance of Learning Committee (Spring 2022 to present).

UMSL – Teaching Effectiveness Taskforce (Fall 2022 to Spring 2023).

UMSL – Triton Leaders Club. Founding Faculty Advisor (Fall 2018 to present).

UMSL – Faculty Senate – Physical Facilities Committee (Fall 2020 to Spring 2021)

UMSL – Faculty Senate – Research Policy Committee (Fall 2018 to Spring 2020)

UMSL – Undergraduate Studies Committee (Fall 2014 to Spring 2021)

UMSL – Entrepreneurship Curriculum Committee (Fall 2017 to Spring 2019)

UMSL – Center for Teaching and Learning Search Committee (Fall 2017)

UMSL – GLAM Search Committee (Spring 2017)

Reviewer – *Academy of Management Conference*

Reviewer – *Strategic Entrepreneurship Journal*

Reviewer – *Journal of Management*

Reviewer – *Business Strategy and the Environment*

Reviewer – *Teaching and Teacher Education*

Reviewer – *Journal of Rural Studies*

Reviewer – *Voluntas: International Journal of Voluntary and Nonprofit Organizations*

Total Reviews – *Average of roughly 2.5 reviews a year from 2014-2023*