

**Dr. John James Cater III**

University of Texas at Tyler  
3900 University Drive  
Tyler, TX 75799

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225-266-9934 (c)

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**Academic Positions**

**University of Texas at Tyler**

**Soules College of Business**

**Department of Management and Marketing**

Professor of Management

Director of the Center for Family and Small Enterprises, May 2012 - present

**Nicholls State University**

**College of Business Administration**

**Department of Management and Marketing**

Assistant Professor of Management, August 2006 - May 2012

**Louisiana State University**

**E. J. Ourso College of Business**

**Rucks Department of Management**

Research and Teaching Assistant, August 2001- August 2006

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**Education**

**Louisiana State University**

**E. J. Ourso College of Business**

**Rucks Department of Management**

Ph.D. in Management, August 2006

**Wake Forest University**

**Babcock Graduate School of Business Management**

Master of Business Administration, 1983

**Wake Forest University**

B.S. in Business and History, Cum Laude, 1981

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**Publications Pending (In Press)**

**Peer Reviewed Journal Articles**

Cater, J. J., Young, M., Al-Shammari, M., James, K. (2022). Re-exploring Entrepreneurial Intentions and Personality Attributes During a Pandemic. Accepted to the *Journal of International Education in Business*, (October 22, 2021). In Press, forthcoming 2022.

Cater, J. J., Young, M., & Doty, H. (2022). A Study of Women Successors in Multigenerational Family Firms and the Development of their Leadership Roles. Accepted to *International Journal of Entrepreneurship & Small Business* (November 17, 2020). Forthcoming in 2022.

**Peer Reviewed Journal Articles**

Cater, J. J., & Alderson, K. (2022). How Faith Affects the Leadership of U.S. Family Firm Owners. *Journal of Management, Spirituality & Religion*, 19(4), 390-421. DOI: <https://doi.org/10.51327/DHPI9374>  
<https://www.ingentaconnect.com/contentone/jmsr/rmsr20/2022/00000019/00000004/art00004>

Cater, J. J., James, K., Kidwell, R., Camp, K., & Young, M. (2022). The Impact of Mexican Culture on the Human Resource Management Practices of Mexican American Family Firms. *International Journal of Entrepreneurship & Small Business*, 45(4), 518-550.

Cater, J.J., Ramadani, V., Dana, L-P. (2022) Family Business and Work Spirituality and Religion. Book Chapter in Y. Altman, Workplace Spirituality: Making a Difference. Open Access book published by De Gruyter. 141-154.

Cater, J. J., Young, M., James, K. (2021). Drivers of Entrepreneurial Intentions in the Context of the Covid-19 Pandemic. *Journal of Higher Education Theory and Practice*, 21(11), 124-138.

Cater, J. J., Young, M., & Krishnan, P. (2021). Women in Family Businesses: Utilising Assistance for Success. *International Journal of Entrepreneurship & Small Business*, 43(2), 180-204.

Cater, J. J., & Young, M. (2020). An Examination of the Leadership Roles of Senior Generation Women in Family Firms: How Does Servant Leadership Apply? *Journal of Leadership, Accountability and Ethics*, 17(2), 25-52.

Cater, J. J., & Young, M. (2020) U. S. Veterans as Emerging Entrepreneurs: Self-efficacy, Intentions, and Challenges. *Journal of Developmental Entrepreneurship*, 25(2) 21 pages. DOI: 10.1142/S1084946720500120

Cater, J.J., James, K., Kidwell, R., Camp, K. & Young, M. (2019). HRM practices and effectiveness: a comparison of US Hispanic and non-Hispanic

family firms. *Journal of Small Business and Enterprise Development*, 26(5), 726-746. <https://doi.org/10.1108/JSBED-12-2018-0364>

Young, M., & Cater, J. J. (2019). Millennials in Family Firms: Success Factors, Enhancing Firm Attractiveness, and the Changing Roles of Successors. *Southern Journal of Business and Ethics*, Volume 11, 157-180.

Young, M., Cater, J. J., James, K. (2019). Examining Barriers to Success and Sources of Assistance for U.S. Hispanic Women Entrepreneurs. *Journal of Developmental Entrepreneurship*, Volume 24, Issue 2, 1-22.

Cater, J. J., Young, M., & Alderson, K. (2019). Contributions and Constraints to Continuity in Mexican-American Family Firms. *Journal of Family Business Management*, Volume 9, Issue 2, 175-200.

Yang, J., Ma, J., Cater, J. J., Zhao, H., & Arnold, M. (2019). Family Involvement, Environmental Turbulence, and R&D Investment: Evidence from Chinese Listed SMEs. *Small Business Economics Journal*, 53(4), 1017-1032.

Cater, J. J., & Young, M. (2018). How women's leadership roles affect their leadership styles in family firms. *Journal of Business and Entrepreneurship*, Volume 29, Issue 2, 23-58.

Cater, J. J., & Young, M. (2018). New directions for brothers and sisters in successor teams in family firms. *The Palgrave Handbook of Heterogeneity among Family Firms*, 229-262.

Cater J. J., Collins, L. & Beal, B. D. (2017) Ethics, faith, and profit: Exploring the motives of U. S. fair trade social entrepreneurs. *Journal of Business Ethics*. Volume 146, Issue 1, 185-201. DOI: 10.1007/s10551-015-2934-4.

Young, M., & Cater, J. J. (2017). Exploring success factors for women in family firms. *Southern Journal of Business and Ethics*, Volume 9, 167-179.

Young, M., & Cater, J. J. (2016). Community involvement and the hometown effect: A Factor in family business expansion patterns. *Business Studies Journal*, Volume 8, Number 1, 138-145.

Cater, J. J., & Young, M. (2016) Family factors in small family business growth. *Journal of Applied Management and Entrepreneurship*, Volume 21, Issue 4, 56-86.

Cater, J. J., Beal, B. D., & Collins, L. (2016). The changing paradigm of fair trade social entrepreneurship in the United States. *Management Decision*, Volume 54, Issue 7, 1732-1756. <http://dx.doi.org/10.1108/MD-01-2016-0029>

Cater, J. J., Kidwell, R., Camp, K. (2016) Successor team dynamics in family firms. *Family Business Review*, Volume 29, Issue 3, 301-326. DOI: 10.1177/0894486516656255

Cater, J. J. & Beal, B. D. (2015) Servant leadership in multigenerational family firms. *Journal of Applied Management and Entrepreneurship*, Volume 20, Issue 4, 25-48.

Varela, O., Cater J.J., & Michel, N. (2015). Learner-Instructor similarity: A social attribution approach to learning. *Journal of Management Development*, Volume 34, Issue 4, 460-475.

Cater, J. J., & Kidwell, R. E. (2014) Function, governance, and trust in successor leadership groups in family firms. *Journal of Family Business Strategy*, Volume 5, Issue 3, 217-228.

Cater, J. J., & Beal, B. D. (2014) Ripple effects on family firms from an externally induced crisis. *Journal of Family Business Management*, Volume 4, Issue 1, 62-78.

Kidwell, R. E., Eddleston, K. A., Cater, J. J., & Kellermanns, F. W. (2013). How one bad family member can undermine a family firm: Preventing the Fredo effect. *Business Horizons*, Volume 56, Issue 1, January/February 5-12.

Varela, O., Cater, J. J., & Michel, N. (2012) On-line learning in management education: An empirical study of the role of personality traits. *Journal of Computing in Higher Education*, Volume 24, Issue 3, 209-225.

Cater, J. J., Michel, N., Varela, O. (2012). Challenges of online learning in management education: An empirical study. *Journal of Applied Management and Entrepreneurship*, Volume 17, Number 4, 76-96.

Varela, O., Cater, J. J., Michel, N. (2011). Similarity-Attraction in learning contexts: An empirical study. *Human Resource Development Quarterly*, Volume 22, Number 1 (Spring), 49-68.

Cater, J. J., & Justis, R. T. (2010). The development and implementation of shared leadership in multi-generational family firms. *Management Research Review*, Volume 33, Issue 6, 563-585.

Michel, N., Cater, J. J., & Varela, O. (2009). Active versus passive teaching styles: An empirical study of student cognitive outcomes. *Human Resource Development Quarterly*, Volume 20, Number 4 (Winter), 397-418.

Cater, J. J., & Justis, R. T. (2009). The development of successors from followers to leaders in small family firms: An exploratory study. *Family Business Review*, Volume 22, Number 2, 109-124.

Cater, J. J., & Chadwick, K. (2008). Response to Hurricane Katrina: A small business approach. *Academy of Strategic Management Journal*, Volume 7, 2008 Special Issue, 55-76.

Cater, J. J., & Schwab, A. (2008). Turnaround strategies in established small family firms. *Family Business Review*, Volume 21, Number 1, 31-50.

Pawlowski, S. D., Kaganer, E., & Cater, J. J. (2007). Focusing the research agenda on burnout in IT: Social representations of burnout in the profession. *European Journal of Information Systems*, Volume 16, 612-627.

Srivandhana, T., & Cater, J. J. (2006) Thailand: Southeast Asian tiger or historical underachiever. *Journal of International Business Research*, Volume 5, Number 2, 107-128.

Cater, J. J. (2005). The rise of the furniture manufacturing industry in western North Carolina and Virginia. *Management Decision/Journal of Management History*, Volume 43, Number 6, 906-924.

Cater, J. J. (2004). Successful succession: A study of a fifth-generation family firm. *The Entrepreneurial Executive*, Volume 9, 2004, 71-96.

### **Working Papers**

Cater, J. J., & Young, M. (2022). The development and functioning of spousal ownership teams in family firms. Submitted to *A Research Agenda for Women in Family Business* /Edward Elgar. Revision submitted August 15, 2022.

Cater, J. J., & Young, M. (2022). Successfully Preparing Daughters as Successors in Family Firms. Accepted to SWAM Conference in March 2022. Submitted to the *Journal of Developmental Entrepreneurship* (2-27-22). Revision submitted July 26, 2022.

Cater, J. J. (2022). Altruism in Family Business. *Elgar Encyclopedia of Family Business*. Submitted December 22, 2021. Revision submitted April 10, 2022.

Kidwell, R., Botero, I., Michiels, A., Cater, J. (2022). Executive Compensation in Family Firms. In data collection. Presented to IFFERA Conference (2022).

Kidwell, R., Eddleston, K., Cater, J., Kidwell, L., Howard, E. (2022). Dysfunctional Behavior and the Family Firm: Review and Analysis of Harmful Family Systems Across Society, Organizations and Individuals. Submitted to

*Family Business Review* on October 14, 2021. Proposal accepted December 2021. Revision submitted July 1, 2022.

Cater, J. J., & Alderson, K. (2020). How Faith Affects the Leadership of Family Firm Owners. Submitted to the *Journal of Management, Spirituality & Religion* (March 15, 2021). Revision submitted September 21, 2021. Second revision submitted January 2022. Accepted March 7, 2022.

Cater, J. J., & Young, M. (2022). Exploring the Changing Leadership Roles of Women in Multigenerational Family Paper presented at AOM in Atlanta, 2017. Paper submitted to *Journal of Family Business Strategy* (1-26-18). Revise and resubmit (3-25-18). Revision submitted December 1, 2018. 3rd Revision submitted 5-15-19. Submitted to JFBM (October 21, 2019). Revision submitted February 1, 2020. Submitted to IJESB April 2020. Accepted November 17, 2020.

Cater, J. J., Young, M., Al-Shamari, M., & James, K. (2022). Entrepreneurial Intentions survey. Data collection completed October 2020. Do Creativity, Risk-Taking Propensity, and Internal Locus of Control Drive Entrepreneurial Intentions? Paper accepted to Academy of Management Conference Management Education Division. Paper submitted to the *Journal of International Education in Business* (4-29-21). Revised (August 23, 2021). Drivers of Entrepreneurial Intentions in the Context of the Covid-19 Pandemic. Paper accepted to *Journal of Higher Education Theory and Practice* (August 23, 2021).

Cater, J. J., Kidwell, R. E., & Young, M. (2022). Navigating Treacherous Transitions: How Successor Commitment Is Nurtured in Family Firms Draft completed August 1, 2020. Submitted to USASBE Conference in January 2021. Accepted to USASBE Conference in January 2021. Paper submitted to *Family Business Review* January 2021. Paper submitted to *Entrepreneurship Theory and Practice* (July 20, 2021). Paper accepted to IFERA Conference (2022). Paper submitted to *Journal of Business Research* (February 2022).

Cater, J. J., & Young, M. (2020). Advice and Advisors in Multi-generational Family Firms

Yang, Jie; Yu, Mingchuan; Ma, Jieqiong; Cater, Jim (2022). Immigrants' self-efficacy attributes and entrepreneurial intentions: Evidence from first-generation immigrants in the United States. Submitted to *Small Business Economics* on September 7, 2020. Submitted to *Business Research Quarterly* (June 17, 2021).

**Peer Reviewed Case Study Publications**

Gopalakrishna-Remani, V., Cater, J. J., Massey, J. J. (2016). Restaurant operations at the Rose Capital Inn: A case study exercise. *The Case Journal*, Volume 12, Issue 1, 104-121.

Cater, J. J., Beal, B. D., Tarter, J., & Swimberghe, K. (2015) Motor Trike: Building a brand community. *Case Research Journal*, Volume 35, Issue 2, 1-22.

Cater, J. J., & Kidwell, R. E. (2013). The Woodville Republican: Family firm or community asset? *Case Research Journal*, Special Issue on Family Enterprises, Volume 33, Issue 2, 21-31.

Cater, J. J. (2013). Perque Flooring. *Journal of Applied Case Research*, Volume 11, Issue 1, 26-34. [http://swcra.net/wp-content/uploads/2013/01/V11\\_N1c\\_Perque\\_Case.pdf](http://swcra.net/wp-content/uploads/2013/01/V11_N1c_Perque_Case.pdf)

Cater, J. J. (2012). The Pierre Part Store: A case study. *Journal of Family Business Management*, Volume 2, Issue 2, 166-180.

Cater, J. J. (2011). Leadership crisis at Algood Press: A case study. *Journal of the International Academy for Case Studies*, Volume 17, Number 5, 85-96; Volume 17, Number 6, 73-80.

Cater, J. J. (2011). Generational differences in family business leadership: A case study. *Small Business Institute Journal*, Volume 7 (April), 52-79.

Cater, J. J. & Zachry, B. (2011). Company stock valuation and acquisition in a family business (Buying out the relatives): A case study. *Academy of Business Disciplines Journal*, Volume 1, Number 1, 1-13.

Cater, J. J., & Chadwick, K. (2010). Entering the ice cream business: A case study of Kleinpeter Farms Dairy. *Journal of the International Academy for Case Studies*, Volume 16, Special Issue 1, 29-38; Special Issue 2, 21-28.

Cater, J. J. (2009). Success in network marketing: A case study. *Journal of Business Cases and Applications*, Volume 2 (Winter), 71-76.

Cater, J. J., & Chadwick, K. (2009). Choosing an exit strategy: A case study. *Academy of Business Disciplines Journal*, Volume 1, 84-94.

Cater, J. J. (2009). Rebecca's Boutique: Starting her own business. *Journal of Business Cases & Applications*, Volume 2 (Summer), 6-14.

Cater, J. J., & Chadwick, K. (2008). Raising Cane's response to Hurricane Katrina. *Academy of Strategic Management Journal*, Volume 7, 2008 Special Issue, 121-137.

Cater, J. J., Beal, B. D., & Justis, R. T. (2008). Family business in Louisiana: The case of Rabenhorst Funeral Homes. *Annual Advances in Business Cases*, Volume 27, 220-240.

### **Other Publications**

Cater, J. J. (2018). Growing the family business: A conversation with Larry Pyle and Karen Smith Cloud of ABC Auto Parts in Longview, Texas. *Journal of Applied Management and Entrepreneurship*, Volume 23, Number 1, 99-103.

Cater, J. J. (2016) Helping others through fair trade: A conversation with Terry Marshall of Come Together Trading Company. *Journal of Applied Management and Entrepreneurship*, Volume 21, Number 2, 113-118.

Cater, J. J. (2016) Helping others in business and in life: A conversation with Arman Sadeghi of Titanium Success. *Journal of Applied Management and Entrepreneurship*, Volume 21, Number 1, 78-82.

Cater, J. J. (2015) Book Review: The Navy Seal Art of War (by Rob Roy and Chris Lawson). *Journal of Applied Management and Entrepreneurship*, Volume 20, Number 3, 125-127.

Cater, J. J. (2015) Doing Things the Right Way in the Family Business: A Conversation with Darren Davis of Davis-Green Paint & Body Shop, Inc. *Journal of Applied Management and Entrepreneurship*, Volume 20, Number 1, 102-108.

Cater, J. J. (2014) Doing Good in the Family Business: A Conversation with Perry and Wynn Worthen of Granary Street Health Food Stores. *Journal of Applied Management and Entrepreneurship*, Volume 19, Number 4, 107-112.

Kidwell, R.E., Cater, J.J. & L.A. Kidwell. (2014). Ethics and the family firm: A climate for healthy families and healthy employees. In S. Valentine (Ed). *Organizational ethics and stakeholder well-being in the business environment* (pp. 235-253), Charlotte, NC: Information Age Publishing.

Kellermanns, F. W., Klein, S., Kidwell, R. W., Eddleston, K. A., Cater III, J. J. (2013). Familienunternehmen: Vermeiden Sie den Fredo-Effekt. *Harvard Business Manager*, 28(8), 46-52.



Cater, J. J. (2012). A conversation with George Vozikis, Director of the Institute for Family Business at California State University Fresno. *Journal of Applied Management and Entrepreneurship*, Volume 17, Number 2.

Cater, J. J. (2012). Family Business in the oilfield: A Conversation with Paul Danos of Danos & Curole. *Journal of Applied Management and Entrepreneurship*, Volume 17, Number 1, 84-92.

Cater, J. J. (2011). Oil Spill in the Gulf: A Conversation with Bill Foret, President of Abdon Callais Offshore. *Journal of Applied Management and Entrepreneurship*, Volume 16, Number 4, 104-113.

Cater, J. J. (2010). Exit Strategies for Entrepreneurs: A Conversation with Chris Curtin of Bankers Advocate Group. *Journal of Applied Management and Entrepreneurship*, Volume 15, Number 1, 115-123.

Cater, J. J. & Lichenstein, N. (2009). Oilfield Production Services: A Conversation with Ron Bartels of Eagle Consulting, LLC. *Journal of Applied Management and Entrepreneurship*. Volume 14, Number 4, 63-72.

Cater, J. J. (2009). Three generations of civil engineering: A conversation with Kenneth Smith of T. Baker Smith, Inc. of Houma, LA. *Journal of Applied Management and Entrepreneurship*, Volume 14, Number 2, 115-125.

Cater, J. J. (2009). Managing the recovery after Hurricane Katrina: A conversation with Manny Kaiser and Chuck Kaiser of Acme Refrigeration of Baton Rouge. *Journal of Applied Management and Entrepreneurship*, Volume 14, Number 1, 117-127.

Cater, J. J. & Chadwick, K. (2008). After Hurricane Katrina: A conversation with Todd Graves of Raising Cane's Chicken Fingers. *Journal of Applied Management and Entrepreneurship*, Volume 13, Number 2, 110-119.

Cater, J. J. (2007). Developing Leaders Within Family Businesses: From Followers to Leaders. *VDM Vertag Dr. Muller Publishing*, ISBN: 978-3-8364-2943-6.

Cater, J. J. (2007). We love our cows: A conversation with Jeff Kleinpeter of Kleinpeter Farms Dairy. *Journal of Applied Management and Entrepreneurship*, Volume 12, Number 2, 93-101.

Cater, J. J., Beal, B. D., & Justis, R. T. (2007). Tugboats on the Mississippi: A conversation with Jack Jackson. *Journal of Applied Management and Entrepreneurship*, Volume 12, Number 1, 94-102.

Cater, J. J. (2006). Long life in the family firm: An exploratory study of business and family success. *Family Business Casebook Annual 2006*, 83-104.

Cater, J. J., Beal, B. D., & Justis, R. T. (2006). Fourth generation success: A conversation with Karen Rabenhorst Kerr of Rabenhorst Funeral Homes. *Journal of Applied Management and Entrepreneurship*, Volume 11, Number 3, 78-89.

Cater, J. J., Beal, B. D., & Justis, R. T. (2006). Family success in the air conditioning business: The case of Mike Miller of Star Service, Inc. *Journal of Applied Management and Entrepreneurship*, Volume 11, Number 2, 90-102.

### **Refereed Presentations**

Young, M., Cater, J. & Hua, L. (2022). Racial-Minority Entrepreneurs As Entrepreneurs: Understanding, Challenging, Background, And Personal Experiences, PDW Workshop, Virtual. Presented to Academy of Management 85<sup>th</sup> Annual Conference, Seattle.

Cater, J. J., Kidwell, R. E., & Young, M. (2022, June). Navigating Treacherous Transitions: How Successor Commitment is Developed (and Stifled) in Family Firms. Presented to IFERA Conference in Santander, Spain.

Kidwell, R., Botero, I., Michiels, A., Cater, J. (2022, June). Executive Compensation in Family Firms. In data collection. Presented to IFERA Conference in Santander, Spain.

Cater, J. J., Young, M., & Mulig, E. (2022, March) Successfully Mentoring Daughters in Family Firms. Paper presented to SWAM Conference in New Orleans.

Young, M. & Cater, J.J. (2021, September). Generations and Social Entrepreneurship. Paper presented to Social Entrepreneurship Summit 2021 – Online Conference.

Cater, J. J., Young, M., Al-Shamari, & James (2021, August). Do Creativity, Risk-Taking Propensity, and Internal Locus of Control Drive Entrepreneurial Intentions? Paper presented to Academy of Management Conference Management, Education Division.

Cater, J. J., Kidwell, R. E., & Young, M. (2021, January). The Development of Affective Successor Commitment in Family Firms. Paper presented at USASBE Conference Online.

Cater, J. J. (2021, January). Conducting Qualitative Research on Family Firms. Workshop presentation - Watch for Your Blind Spots, Family Business!

Advancing Theory, Practice, and Education about Family Business. Paper presented at USASBE Conference Online.

Young, M. & Cater, J.J. (2020, September). Social Entrepreneurship Challenges Among U.S. Veterans: Pursuing A Cause. *Social Entrepreneurship Summit 2020---Virtual*, Vrije Universiteit Brussel and ESPOL (Escuela Superior Politécnica del Litora), Ecuador.

Young, M. & Cater, J.J. (2020). Veterans as Emerging Entrepreneurs: Success Factors, Meeting Challenges and Barriers. *Association for Business and Entrepreneurship Annual Conference (ASBE)*, San Antonio

Cater, J.J. and Young, M. (2020, January) An Examination of the Leadership Roles of Senior Generation Women in Family Firms: How Does Servant Leadership Apply? Paper presented at USASBE Conference in New Orleans.

Young, M., & Cater, J. (2019, August). *Exploring Barriers to Success and Sources of Assistance for U.S. Hispanic Women Entrepreneurs*. Paper presented at *Academy of Management Annual Meeting*. Boston: Academy of Management.

Young, M., Cater, J., & Beal, B. D. (2019, August). *Emerging Trends and Challenges of Women in Family Businesses: Millennials, Hispanic, and Siblings*. Symposium presented at *Academy of Management Annual Meeting*. Boston: Academy of Management.

Cater, J. J., Lefebvre, V. (2019, August) Panelist for Family Entrepreneurship Executive Education. PDW @ AOM: Family Entrepreneurship Education for an inclusive organization. Chairs: Esra Memili, Kathleen Randerson, Natalia Vershinina

Young, M., Cater, J., & James, K. (2019, May). *Hispanic Entrepreneurship: Understanding Problems and Exploring Methods to Achieve Success*. *East Texas Research Conference*. Tyler, Texas: The University of Texas at Tyler.

Young, M., & Cater, J. (2019, May). *Entrepreneurship and Women: Using Assistance Sources for Success*. *East Texas Research Conference*. Tyler, Texas: The University of Texas at Tyler.

Young, M., & Cater, J. J. (2018). Millennials in Family Firms: Success Factors, Enhancing Firm Attractiveness, and the Changing Roles of Successors. Paper to be presented at the 10<sup>th</sup> Annual General Business Conference at Sam Houston State University, Huntsville, TX, November 2018.

Cater, J.J. and Young, M. (2018). How Women's Leadership Roles Affect Their Leadership Styles in Family Firms. Paper presented at USASBE Conference in Los Angeles.

Cater, J. J., James, K., Camp, K., & Kidwell, R. (2018). Familial or Structured: A Comparison of Hispanic and Non-Hispanic Family Firm Human Resource Practices. Paper presented at USASBE Conference in Los Angeles.

Young, M. and Cater, J.J. (2018) Millennial Members in Family Businesses: Characteristics of Managerial Effectiveness. Paper presented at USASBE Conference in Los Angeles.

Cater, J.J. and Young, M. (2018) New Directions for Brothers and Sisters in Successor Teams in Family Firms, Chapter in Handbook on Family Firm Heterogeneity, Palgrave Macmillan. Paper presented at USASBE Panel Discussion at Annual Meeting, Los Angeles.

Young, M. & Cater, J.J. (2017) *Utilizing Assistance and Networking: Tools for Women in Family Businesses*, Paper presented at Decision Sciences Institute (DSI), Washington D.C.

Cater, J. J., & Young, M. (2017). Rising Stars, Team Players, Steel Magnolias, and Dominant CEOs: Exploring the Changing Leadership Roles of Women in Family Firms. Paper presented at AOM in Atlanta, 2017.

Cater, J. J., & Young, M. (2017). The Evolving Leadership Roles and Leadership Styles of Women in Family Firms. Paper presented at AOM Conference in Atlanta, 2017.

Young, M., & Cater, J. J. (2017). Exploring Success Factors for Women in Family Firms. Paper presented at the 9<sup>th</sup> Annual General Business Conference at Sam Houston State University, Huntsville, TX, April 15-16, 2017.

Young, M., & Cater, J. J. (2016). Community Involvement and the Hometown Effect: A Factor in Family Business Expansion Patterns. Paper presented at the 8<sup>th</sup> Annual General Business Conference at Sam Houston State University, Huntsville, TX, April 15-16, 2016.

Cater, J. J., Collins, L. & Beal, B. D. (2016). The changing paradigm of fair trade social entrepreneurs and conscious capitalism. Paper presented at USASBE Conference in San Diego in January 2016.

Cater, J. J., & Young, M., (2016) Family factors in small family business growth. Paper presented at USASBE Conference in San Diego in January 2016.

Cater, J. J., Collins, L. & Beal, B. D. (2015, January) Family Firm Engagement in Fair Trade Business Models. Paper presented at USASBE Conference in Tampa, FL.

Gopalakrishna-Remani, V., Cater, J. J., Massey, J. J. (2015, January). Restaurant Operations at the Rose Capital Inn: A Case Study Exercise. Paper presented at USASBE Conference in Tampa, FL.

McCaslin, Se. E, Young, M., & Cater, J. J. (2015, January) Using GoPro hero 2 Cameras Student Projects: An Entrepreneurial Approach to Motivate Students. Paper presented at USASBE Conference in Tampa, FL.

Cater, J. J., Beal, B. D., Tarter, J., & Swimberghe, K. (2014, August). Motor Trike: Building a brand community. Paper presented at the Academy of Management Conference in Philadelphia, PA.

Cater, J. J. & Kidwell, R. (2014, June). Successor Team Dynamics in Family Firms. Paper presented at **IFERA Conference Proceedings**, Lappeenranta, Finland.

Cater, J. J., Beal, B. D. (2014, January). Servant leadership in multigenerational family firms. Paper presented at USASBE Conference in Fort Worth, TX.

Cater, J. J. & Beal, B. D. (2013, August). Oil Spill in The Gulf: Ripple Effects On Small Family Business Owners in South Louisiana. Paper presented at the Academy of Management Conference in Orlando, FL.

Varela, O., Cater, J. J., Michel, N. (2013, August). Trainer-Trainee Similarity: A Social Attribution Approach to Learning. Paper presented at the Academy of Management Conference in Orlando, FL.

Cater, J. J. & Kidwell, R. (2013, January). Successor Team Dynamics in Small Family Businesses. Paper presented at the USASBE Conference in San Francisco, CA.

Cater, J. J, Michel, N., Varela, O. (2012, August). Challenges of Online Learning in Management Education: An Empirical Study. Paper presented at the Academy of Management Conference, Boston, MA.

Cater, J. J. (2012, February). Perque Flooring: A Case Study of Multiple Successors in the Family Business. Paper presented at Federation of Business Disciplines Annual Meeting 2012, New Orleans, LA, Southwest Case Research Association.

Cater, J. J. (2012, January) Exit strategies for family business leaders: The challenge of multiple successors. Paper presented at the USASBE Conference, New Orleans, LA.

Cater, J.J. (2011, August). *The Woodville Republican and Four Generations of the Lewis Family: A Case Study*. Paper presented (cross divisional) at the Academy of Management Conference, San Antonio, TX.

Cater, J. J, Varela, O., Michel, N. (2011, August) On-line versus traditional learning: An empirical study of student cognitive outcomes. Paper presented at the Academy of Management Conference, San Antonio, TX.

Cater, J. J. (2011, February). *Generational Differences in Family Business Leadership: A Case Study*. Case presented at Small Business Institute Conference, Bonita Springs, Fl.

Cater, J. J. & Zachry, B. (2010, November). *Company Stock Valuation and Acquisition in a Family Business (Buying Out the Relatives): A Case Study*. Case presented at the Academy of Business Disciplines Conference, Ft. Myers.

Cater, J. J. (2010, April). *Leadership crisis at Algood Press: A case study*. Case presented at the Allied Academies International Conference in New Orleans.

Cater, J. J. (2009, November). *Success in network marketing: A case study*. Case presented at the Academy of Business Disciplines Conference, Ft. Myers, FL.

Cater, J. J., & Chadwick, K. (2009, November). *Choosing an exit strategy: A case study*. Case presented at the Academy of Business Disciplines Conference, Ft. Myers, FL.

Cater, J. J., & Chadwick, K. (2009, October). *Entering the ice cream business: A case study of Kleinpeter Farms Dairy*. Case presented at the Allied Academies International Conference in Las Vegas, NV.

Varela, O., Cater, J. J., Michel, N. (2009, August). *Similarity Attraction in Learning Contexts: The Role of Trainee's Personality (ML-09-0032)*. Paper presented at Academy of Management Conference, Chicago, IL.

Michel, N., Cater, J. J., & Varela, O. (2009, February). *Active versus Passive Teaching Styles: An Empirical Study of Student learning Outcomes*. Paper presented at the Small Business Institute Conference, St. Petersburg, FL.

Cater, J. J. (2008, November). *Rebecca's Boutique: Starting Her Own Business*. Case presented at the Academy of Business Disciplines Conference, Ft. Myers, FL.

Cater, J. J., & Chadwick, K. (2008, April). Response to Hurricane Katrina: A small business approach. Paper presented at the Allied Academies International Conference in Tunica, MS.

Cater, J. J., & Chadwick, K. (2008, April). Raising Cane's response to Hurricane Katrina. Case presented at the Allied Academies International Conference in Tunica, MS.

Cater, J. J., Beal, B. D., & Justis, R. T. (2008, January). The development of shared leadership in multi-generational family firms. Paper presented at the USASBE/SBI Joint Conference, San Antonio, TX.

Cater, J. J., Beal, B. D., & Justis, R. T. (2007, November). The development of successors from followers to leaders in the family business: An exploratory study. Paper presented at the Southern Management Association Conference, Nashville, TN.

Cater, J. J., Beal, B. D., & Justis, R. T. (2007, July). Family business in Louisiana: The case of Rabenhorst Funeral Homes. Case presented at the Society for Case Research Summer Case Writers' Workshop, River Falls, WI.

Cater, J. J., Beal, B. D., & Justis, R. T. (2007, January). Servant leadership in the family business: An exploratory study. Paper presented at the USASBE/SBI Joint Conference, Orlando, FL.

Cater, J. J., Beal, B. D., & Justis, R. T. (2007, January). Family business in Louisiana: The case of Rabenhorst Funeral Homes. Case presented at the USASBE/SBI Joint Conference, Orlando, FL.

Cater, J. J., Beal, B. D., & Justis, R. T. (2006, October). "Stepping out of the Shadow: The Leadership Qualities of Successors in Family Business." Poster presentation of dissertation at the Family Firm Institute Conference, San Francisco, CA.

Cater, J. J. (2006, April). The Expansion of Wal-Mart: American Icon or Evil Empire. Paper presented at the Allied Academies' International Conference, New Orleans, LA.

Srivandhana, T., & Cater, J. J. (2006, March) Thailand: Southeast Asian tiger or historical underachiever. Paper presented at the Southwest Academy of Management Conference, Oklahoma City, OK.

Cater, J. J. (2006, January). Long life in the family firm: An exploratory study of business and family success. Paper presented at the USASBE/SBI Joint Conference, Tucson, AZ.

Cater, J. J., & Schwab, A. (2005, November). Turnaround strategy in the family business: An exploratory investigation. Paper presented at the Southern Management Association Conference, Charleston, S. C.

Cater, J. J. (2005, March). Turnaround strategy in the family business. Paper presented at the Southwest Academy of Management Conference, Dallas, Texas.

Pawlowski, S. D., Kaganer, E., & Cater, J. J. (2004, December). Mapping perceptions of "Burnout" in the IT profession: A study using social representations theory. Paper presented at the International Conference on Information Systems, Washington, D.C.

Cater, J. J. (2004, August). The rise of the furniture manufacturing industry in western North Carolina and Virginia. Paper presented at the Academy of Management Conference, New Orleans, Louisiana.

Cater, J. J. (2004, March). Exploring servant leadership: Antecedents and consequences. Paper presented at the Southwest Academy of Management Conference, Orlando, Florida.

Cater, J. J. (2003, November). The survival of vintage firms. Paper presented at the Southern Management Association Conference, St. Petersburg, Florida.

Cater, J. J. (2003, April). Successful succession: A study of a fifth-generation family firm. Paper presented at the Allied Academies' International Conference, Tunica, Mississippi.

Cater, J. J. (2003, March). The relationship of expertise and leadership style with job involvement. Paper presented at the Southwest Academy of Management Conference, Houston, Texas.

### **Awards**

Cater, J. J. (2020). Outstanding Research Award in the Soules College of Business, The University of Texas at Tyler, April 2020.

Cater, J. J. (2017). Crystal Talon Award for Research in the College of Business and Technology, The University of Texas at Tyler, February 28, 2017.

Cater, J. J. (2016). Completed the FFI GEN Advanced Certificate in Family Business Advising at FFI Conference in Miami, FL.

Cater, J. J. (2016). Became an FFI Fellow at the FFI Conference in Miami, FL.



Cater, J. J., Collins, L. & Beal, B. D. (2016). The changing paradigm of fair trade social entrepreneurs and conscious capitalism. Best paper in social entrepreneurship track at USASBE Conference in San Diego in January 2016.

Cater, J. J. (2015) FFI Global Education Network (GEN) Scholarships  
Fitzpatrick & Francis Family Business Continuity Foundation Scholarship:  
John James Cater III.

Cater, J. J., & Beal, B. D. (2014) Ripple effects on family firms from an externally induced crisis. *Journal of Family Business Management*, Volume 4, Issue 1, 62-78. Featured in Camden FB newsletter online July 23, 2014.  
<http://www.camdenfb.com/article/bp-oil-spill-showed-how-family-businesses-respond-well-crises>  
Featured in Emerald Media Highlights, Issue 1, 2014.  
<http://www.emeraldgrouppublishing.com/products/collections/pdf/media-highlights-bm-1.pdf>

Cater, J. J. (2013, November). Outstanding Faculty Award for the College of Business & Technology, University of Texas at Tyler, Alpha Chi National College Honor Society.

Cater, J. J. (2011, February). Generational Differences in Family Business Leadership: A Case Study. Feature paper in Small Business Advancement National Center Newsletter, Issue 683-2011, August 23, 2011.

Cater, J. J., & Justis, R. T. (2010). The development and implementation of shared leadership in multi-generational family firms. *Management Research Review*, Volume 33, Issue 6, 563-585. Best Paper Award in Management Research Review for 2010. Outstanding Paper Award Winner at the Literati Network Awards for Excellence 2011.

Cater, J. J. (2011, February). Generational Differences in Family Business Leadership: A Case Study. Best Teaching Paper Award at Small Business Institute Conference, Bonita Springs, Fl.

Cater, J. J. (2010). Nominated for the excellence in research award, College of Business, Nicholls State University.

Cater, J. J. (2010, April). Leadership crisis at Algood Press: A case study. Distinguished research award from the International Academy for Case Studies.

Cater, J. J. (2009). Excellence in research award winner, College of Business, Nicholls State University.

Cater, J. J., & Chadwick, K. (2009, November). Choosing an exit strategy: A case study. Case presented at the Academy of Business Disciplines Conference, Ft. Myers, FL. Best Case Award Winner.

Cater, J. J., & Chadwick, K. (2009, October). Entering the ice cream business: A case study of Kleinpeter Farms Dairy. Distinguished research award from the International Academy for Case Studies.

Cater, J. J. (2008). Nominated for the excellence in research award, College of Business, Nicholls State University.

Cater, J. J., & Justis, R. T. (2008, May). The development of shared leadership in multi-generational family firms. Feature paper in Small Business Advancement National Center Newsletter, Issue 520-2008, May 20, 2008.

Cater, J. J., & Justis, R. T. (2008, January). The development of shared leadership in multi-generational family firms. Paper presented at the USASBE/SBI Joint Conference, San Antonio, TX. Best Paper Nominee and Coleman Award Scholarship Winner.

Cater, J. J., Beal, B. D., & Justis, R. T. (2007, November). The development of successors from followers to leaders in the family business: An exploratory study. Paper presented at the Southern Management Association Conference, Nashville, TN. Best Paper Award Winner in Entrepreneurship track

Cater, J. J., Beal, B. D., & Justis, R. T. (2007, January). Family business in Louisiana: The case of Rabenhorst Funeral Homes. Case presented at the USASBE/SBI Joint Conference, Orlando, FL. USASBE Entrepreneurship Case Competition Award Winner, \$500.

Cater, J. J., Beal, B. D., & Justis, R. T. (2007, January). Servant leadership in the family business: An exploratory study. Paper presented at the USASBE/SBI Joint Conference, Orlando, FL. Coleman Award Scholarship Winner.

Cater, J. J. (2006, November). Long life in the family firm: An exploratory study of business and family success. Feature paper in Small Business Advancement National Center Newsletter, Issue 449-2006, November 28.

Cater, J. J. (2006, April). Thailand: Southeast Asian tiger or historical underachiever. Distinguished research award from the Allied Academies.

Cater, J. J. (2006, January). Long life in the family firm: An exploratory study of business and family success. Paper presented at the USASBE/SBI Joint Conference, Tucson, AZ. Coleman Award Scholarship Winner.

Cater, J. J. (2005, March). Turnaround strategy in the family business. Best paper in Entrepreneurship track at the Southwest Academy of Management Conference, Dallas, Texas. \$200 scholarship award winner from the Southwest Academy of Management.

Cater, J. J. (2004, March). Exploring servant leadership: Antecedents and consequences. \$200 scholarship award winner from the Southwest Academy of Management.

Cater, J. J. (2003, April). Successful succession: A study of a fifth generation family firm. Distinguished research award from the Allied Academies.

Cater, J. J. (2003, March). The relationship of expertise and leadership style with job involvement. \$200 scholarship award winner from the Southwest Academy of Management.

### ***Research Interests***

Entrepreneurship, small business, family business, fair trade, social entrepreneurship, crisis management, leadership development, turnaround strategies, exit strategies, case studies, active learning, and on-line learning.

### **Professional Service Activities**

#### **Associate Editor**

Associate Editor for the *Journal of Family Business Management*, 2014 to present.

Executive Interview Editor for *Journal of Applied Management and Entrepreneurship*, 2013 to 2017.

Assistant Executive Interview Editor for *Journal of Applied Management and Entrepreneurship*, 2011 to 2013.

#### **Journal Reviewer**

Reviewer for *Journal of International Education in Business*, 2021.

Reviewer for *Entrepreneurship Practice and Theory*, 2011, 2012, 2016, 2017.

Reviewer for *Family Business Review*, 2009, 2010, 2018, 2019.

Reviewer for *Journal of Business Ethics*, 2018, 2020.

Reviewer for *Journal of Small Business Management*, 2020.

Reviewer for *International Small Business Journal*, 2018.

Reviewer for *Journal of Family Business Management*, 2012, 2014, 2016, 2019, 2020, 2021.

Reviewer for *Management Research Review*, 2008, 2018, 2019, 2020, 2021, 2022.

Reviewer for *Journal of Management Development*, 2014, 2015, 2016, 2017, 2018.

Reviewer for *Journal of Applied Management and Entrepreneurship*, 2011, 2012, 2013, 2014, 2015, 2016.

Reviewer for *Organization Science*, 2011.

Reviewer for *Small Business Institute Journal*, 2011 to 2015.

Reviewer for *Journal of Managerial Psychology*, 2011.

Reviewer for *The Case Journal*, 2015, 2017, 2019.

Reviewer for *Academy of Business Disciplines Journal*, 2011, 2013, 2015.

Reviewer for *Business Case Journal*, 2009, 2010, 2011.

Reviewer for *Journal of Managerial Issues*, 2008.

### **Conference Reviewer**

Reviewer for SWAM Conference, New Orleans, 2022.

Reviewer for Management Education Division and Management Consulting Division for the Academy of Management Conference, 2021.

Reviewer for USASBE Conference, Online, 2021.

Session facilitator for USASBE Conference, New Orleans, 2020.

Reviewer for SWDSI Conference, 2020.

Reviewer for USASBE Conference, Los Angeles, 2018.

Reviewer and session facilitator for USASBE Conference, San Diego, 2016.

Reviewer for USASBE Conference, Tampa, 2015.

Reviewer for USASBE Conference, Fort Worth, 2014.

Reviewer for USASBE Conference, New Orleans, January 2012.

Reviewer for the Business Policy and Strategy Division of the Academy of Management Conference in 2003, 2004, 2005, 2006, 2010.

Member of the Editorial Review Board of the Academy of Strategic Management Journal for 2006 through 2010. Reviewer in 2007, 2008, and 2010, 2012.

Reviewer for Family Business Division of the USASBE Conference in 2008, 2013.

Reviewer for the Entrepreneurship Division of the Southern Management Association Conference in 2005, 2007.

Discussant for the Entrepreneurship Division of the Southern Management Association Conference in 2007.

Reviewer for the Entrepreneurship Division of the Southwest Academy of Management in 2004.

Participant in the Business Policy and Strategy Division of the Academy of Management Doctoral Student Consortium in 2005.

Participant in the Southwest Academy of Management Doctoral Student Consortium in 2005.

***The University of Texas at Tyler Service***

Director, Center for Family and Small Enterprises, Fall 2012 to present.

Events organized and directed:

Small Business Round Table Event, October 2022. One nightly session.

Small Business Round Table Event, October 2018. Three nightly sessions.

Small Business Round Table Event, October 2017. Three nightly sessions.

Small Business Round Table Event, October 2016. Three nightly sessions.

Small Business Boot Camp Event, October 2015. Four featured speakers.

Family Business Series Event, October 2014. Fastenal featured company.

Small Business Boot Camp Event, October 2014. Five featured speakers.

Family Business Series Event, February 2014. Motor Trike, Inc. featured company.

Family Business Forum Event, Summer 2013. Speaker – Nelson Clyde, Publisher of Tyler Morning Telegraph newspaper.  
 Member, Board of Directors, Goodwill East Texas, 2020 – present.  
 Member, Board of Directors, Better Business Bureau, 2021.  
 Chairman, Journal List Committee, 2021.  
 Member, University Student Life Advisory Committee, 2018 to 2020.  
 Member, BAAS Advisory Committee, 2019 to present.  
 Moderator, Career Success Day at UT Tyler, 2018, 2019, 2021.  
 Senator, representing the College of Business & Technology, at Faculty Senate University of Texas at Tyler, 2014 to 2017.  
 Chairman, Search Committee, Fall 2018. Soules College of Business. Search for Strategic Management asst/assoc. professor.  
 Member, College of Business, Undergraduate Curriculum Committee, 2017.  
 Member, Search Committee, Spring 2018. Soules College of Business. Search for International Management professor.  
 Chairman, Search Committee, Fall 2015. College of Business and Technology. Search for Entrepreneurship and Innovation Center Director. Committee member, 2020.  
 Member, Journal List Committee, 2014. Department of Management and Marketing.

### ***Nicholls State University Service***

Student advising, 2006-2012. Advised 25 management majors each semester concerning course planning and scheduling.

Representative for the College of Business, Human Subjects Institutional Review Board, Fall 2010 to 2012.

Co-chairman, Strategic Planning Committee, College of Business, Fall 2010 to 2012.

Chairman, Search Committee for Organizational Behavior/Human Resource Management Professor, Spring 2011. Selected and hired candidate.

Chairman, Search Committee for Human Resource Management Professor, Spring 2009. Selected and hired candidate.

Member, College of Business Scholarship Committee, 2007 to present. Selected scholarship winners from pool of student applicants.

Member, Participants-Students Committee, 2006-2009. Revised and re-wrote survey instruments for alumni of the College of Business.

Member, Search Committee for Accounting Professor, 2007. Selected and hired candidate.

Student learning assessment, Spring 2008. Contributed case study exercise (Rabenhorst case study complete with questions and answers) for use in learning assessment of Management 301 students. Administered and graded exercise.

Chairman, Search Committee for Operations Management and Management Science Professor, Fall 2008.

Member, Search Committee for Economics and Management Science Professor, 2007-2008. Selected and hired candidate.

Developed Management 301-WWW on-line course, Summer and Fall 2008. This is one of the first on-line courses offered in the College of Business.

Volunteered to teach overload class, Fall 2008. Prepared and taught new additional class: Management 367, Human Resource Management.

### ***Teaching Experience***

**Instructor** - University of Texas at Tyler, Department of Management and Marketing, Management 3325 **Entrepreneurship**, Fall 2012, Summer 2013 (Online), Fall 2013, Summer 2014 (Online), Fall 2014 (Two sections – one Online, one in Classroom), Spring 2015, Summer 2015 (Online), Fall 2015 (Three sections – two Online, one in Classroom), Summer 2016 (Online), Fall 2016 Two sections – one Online, one in Classroom), Spring 2017 (Two sections – one Online, one in Classroom), Fall 2017 (Two sections – one Online, one in Classroom), Fall 2018 (Online), Summer 2019 (Online), Fall 2019, Spring 2020 (Online), Summer 2020 (Online), Fall 2020 (Online), Spring 2021 (Online), Summer 2021 (Online), Fall 2021 (Online), Spring 2022 (Online), Summer 2022 (Online), Fall 2022 (Online).

**Instructor** – University of Texas at Tyler, Department of Management and Marketing, BAAS, Management 3325 **Entrepreneurship**, Spring 2022. Management 4320 **New Venture Planning**, Summer 2022. Management 3311 **Fundamentals of Management**, Summer 2019 (Online), Fall 2019 (Online), Summer 2020 (Online), Fall 2020 (Online), Summer 2021 (Online), Fall 2021 (Online), Summer 2022 (Online), Fall (Online) 2022.

**Instructor** - University of Texas at Tyler, Department of Management and Marketing, Management 5395 **MBA level, Formulating and Implementing Strategy**, Summer 2017 (online), Summer 2021 (Online), Fall 2021 (Online), Fall 2022 (Online).

**Instructor** - University of Texas at Tyler, Department of Management and Marketing, Management 4395 **Strategic Management**, Fall 2017 (Online), Summer 2018 (Online), Fall 2018 (Two sections – one online, one in

classroom), Spring 2019 (Two sections – one online, one in classroom), Summer 2019 (Online), Fall 2019, Spring 2020, Summer 2020 (Online), Fall 2020 (Online), Fall 2021 (Online).

**Instructor** - University of Texas at Tyler, Department of Management and Marketing, Management 4320 **New Venture Planning**, Spring 2013, Spring 2014, Spring 2015, Spring 2016, Spring 2019 (Online), Spring 2020, Fall 2020 (Online), Spring 2021 (Online), Spring 2022.

**Instructor** - University of Texas at Tyler, Department of Management and Marketing, MBA level, Management 5385 **New Venture Commercialization**, Summer 2015, Spring 2017, Fall 2019 (Online), Spring 2021 (Online), Spring 2022 (Online).

**Instructor** - University of Texas at Tyler, Department of Management and Marketing, Management 5375 Health Care MBA level, **Entrepreneurship and New Venture Development**, Spring 2016, Spring 2018.

**Instructor** - University of Texas at Tyler, Department of Management and Marketing, International Management, Spring 2013, Spring 2014.

**Instructor** - University of Texas at Tyler, Department of Management and Marketing, Human Resource Management, Summer 2012 (Two sections, online), Fall 2012, Summer 2013 (Online), Fall 2013, Summer 2014 (online).

**Instructor** – Nicholls State University, Department of Management and Marketing, Business Policy/ Strategically Managing Organizations, Fall 2007, Fall 2008, Fall 2009, Fall 2010, Spring 2011 (two sections), Fall 2011, Spring 2012.

**Instructor** – Nicholls State University, Department of Management and Marketing, Management of Organizations and Behavioral Processes, Fall 2006 (two sections), Spring 2007, Summer 2007, Spring 2008, Summer 2008, Fall 2008 (on-line), Spring 2009 (traditional and on-line), Summer 2009 (on-line), Fall 2009 (on-line), Spring 2010, Summer 2010 (on-line), Fall 2010 (traditional and on-line), Summer 2011 (on-line), Fall 2011 (on-line).-, Spring 2012 (traditional and online).

**Instructor** – Nicholls State University, Department of Management and Marketing, New Venture Creation, Spring 2007, Spring 2008, Spring 2009, Spring 2010, Spring 2011.

**Instructor** – Nicholls State University, Department of Management and Marketing, Multi-National Management, Fall 2011.



**Instructor** – Nicholls State University, Department of Management and Marketing, Human Resource Management, Fall 2008, Summer 2009, Fall 2009, Spring 2010, Summer 2010, Summer 2011.

**Instructor** – Nicholls State University, Department of Management and Marketing, Introduction to American Business, Fall 2006, Fall 2007, Spring 2008, Summer 2008, Fall 2008, Spring 2012.

**Instructor**- Louisiana State University, Department of Management, Strategically Managing Organizations, Summer 2003, Fall 2003, Spring 2004, Summer 2004, Fall 2004, Spring 2005, Summer 2005, Fall 2005, Spring 2006.

**Instructor**- Louisiana State University, Department of Management, Entrepreneurship, Spring 2006.

**Instructor**- Louisiana State University, Office of Independent Study, Principles of Management, July 2004 to June 2006.

**Instructor**- Louisiana State University, Department of Management, Principles of Management, Fall 2002, Spring 2003.

**Adjunct Instructor**- Palm Beach Atlantic College, Rinker School of Business, West Palm Beach, Florida. Organizational Behavior, Spring 2001.

### ***Professional Experience***

**Professor  
and Director of the  
Center for Family and  
Small  
Enterprises**

University of Texas at Tyler, Tyler, TX.  
College of Business and Technology  
Department of Management and Marketing  
2012-present.

**Assistant Professor**

Nicholls State University, Thibodaux, LA.  
College of Business Administration  
Department of Management and Marketing  
2006-2012.

**Instructor**

Louisiana State University, Baton Rouge, LA.  
E.J Ourso College of Business  
Department of Management  
2002-2006.

**Research Assistant**

Louisiana State University, Baton Rouge, LA.  
E.J Ourso College of Business  
Department of Management  
2001 – 2002.  
Assisted Dr. Brent Beal, Dr. Bryant Hudson, and Dr.  
Marcia Simmering.

**President** Cater's Furniture, North Palm Beach, FL.  
1996 – 2001.

Supervised sales management, advertising, marketing, accounting, human resources and warehousing for a retail furniture company with \$10 million in annual sales, two store locations and a 75,000 sq. ft. warehouse. Directly responsible for strategic planning, selling, merchandising, pricing strategy and competitive positioning.

**Vice President** Cater's Furniture, North Palm Beach, FL.  
1990 – 1996.

Initiated and implemented individual sales goals and incentive program. Updated and implemented strategies for marketing and merchandising.

**Store Manager –  
Two locations** Cater's Furniture, Port St. Lucie and Stuart, FL.  
1988 – 1990.

Determined new location's site selection, negotiated lease, and managed grand opening. Hired all staff for new location while continuing to manage Stuart location.

**Store Manager** Cater's Furniture, Stuart, FL.  
1984 – 1988.

Increased store's annual sales volume 400% in four years. Achieved highest annual sales volume per sq. ft. of company's eight locations. Supervised and directed complete remodeling of physical facilities from 15,000 to 27,000 sq. ft.

**Assistant Store  
Manager** Cater's Furniture, North Palm Beach, FL.  
1983 – 1984.

Assisted Store Manager with pricing, stock transfers, floor display, and customer service problems. Developed retail selling skills.

### ***Professional Affiliations.***

Academy of Management  
USASBE  
Family Firm Institute  
Beta Gamma Sigma Honor Society.

### ***Other Professional Activities***

Board of Directors, Florida Home Furnishings Association, 1992 – 2001.  
Vice President, Florida Home Furnishings Association, 1996.  
President, Florida Home Furnishings Association, 1997-1998.  
Chairman, Florida Home Furnishings Association, 1999 – 2000.  
Board of Directors, Better Business Bureau of Palm Beach County, FL.,  
1991 – 1999.  
Treasurer, Horseshoe Acres Homeowners Association, 1999 – 2001.  
Rotary Club of West Palm Beach, FL., 1990 – 2001.

Paul Harris Fellow, Rotary Club International, 1999 – present.

Member, Sons of the American Revolution, 2013 - present.

Board of Directors, Goodwill Industries of East Texas 2020- present.

Board of Directors, Better Business Bureau of East Texas 2021 – present.