

Hans Rawhouser

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EDUCATION

Carlson School of Management, University of Minnesota

PhD in Strategic Management and Organization, 2012

Thunderbird School of Global Management

MBA in International Management, with *high distinction*, 2006

University of Nevada Las Vegas

Bachelor of Science in Civil Engineering, Minor in Spanish, *summa cum laude*, 2001

ACADEMIC POSITIONS

2012–present Assistant Professor

Department of Management Entrepreneurship & Technology
Lee Business School, University of Nevada, Las Vegas

CURRENT RESEARCH INTERESTS

Entrepreneurial resource acquisition, organizational sponsorship, hybrid organizations, social entrepreneurship, crowdfunding, entrepreneurial training

PUBLICATIONS

- 1) S Zahra, H **Rawhouser**, N Bhawe, D Neubaum & J Hayton 2008. Globalization of social entrepreneurship opportunities. *Strategic Entrepreneurship Journal*. 2: 117–131.
 - Impact factor = 1.800, ABS Rank = 4, SJR = 3.38, FT 50 Journal.
- 2) **H Rawhouser**, M Cummings and A Crane 2015. Benefit Corporation legislation and the emergence of a social hybrid category. *California Management Review*. 57:13-35.
 - Impact factor = 1.109, ABS Rank = 3, SJR = 1.571, FT 45 Journal.
- 3) N Bhawe, **H Rawhouser** and J Pollack 2016. Horse and cart: The role of resource acquisition order in new ventures. *Journal of Business Venturing Insights*. 6:7-13
 - New sister journal to Journal of Business Venturing. SJR = 0.643
- 4) **H Rawhouser**, J Villanueva and S Newbert (forthcoming). Strategies and tools for entrepreneurial resource access: A cross-disciplinary review and typology. *International Journal of Management Reviews*.
 - Impact factor = 4.854, ABS Rank = 3, SJR = 2.466.
- 5) M Cummings, **H Rawhouser** (forthcoming). “Lawyers and Bar Associations as Influencers in the Negotiated Landscape of Social-Business Hybridization”. *Wyoming Law Review*.
 - Impact factor = 0.39. Law review, not included in business school journal lists.
- 6) **H Rawhouser**, M Cummings, S Newbert (forthcoming). “Measurements of Social Impact”. *Entrepreneurship Theory and Practice*.
 - Impact factor = 3.414, ABS Rank = 4, SJR = 4.24, FT 50 Journal.
- 7) **H Rawhouser**, M Cummings and A Marcus (forthcoming). “Developing measures for the creation of social value: Lessons from carbon offsets markets”. *Organization and Environment*.
 - Impact factor = 2.650, ABS Rank = 2, SJR = 0.73.

MANUSCRIPTS IN PREPARATION OR UNDER REVIEW

- 1) **H Rawhouser** and B Lee 2017. "Institution Building in the Carbon Offset Industry", *Revise and resubmit at Journal of Business Venturing*.
- 2) **H Rawhouser**, C Sutter, I McDonough, 2017. Impact of entrepreneurial training: Evidence from a field experiment in Central America. Preparing to submit to *Journal of Management Studies*.
- 3) **H Rawhouser**, M Cummings, S Hiatt, 2017. New market entry and heterogeneous market intermediaries: An analysis of the carbon offset market. *Preparing to submit to Strategic Management Journal*
- 4) M Cummings, **H Rawhouser** and E Hamilton 2017. Entrepreneur-investor relationships and U.S. equity crowdfunding regulation: Setting the stage for future research. *Preparing to submit to Journal of Business Venturing*.
- 5) **H Rawhouser**, G Allen, G Moody, 2017. External and Internal Influences on Initial Patterns of Diffusion of Innovations in Crowdfunding. *Preparing to submit to Journal of Business Venturing*.
- 6) **H Rawhouser** T Waldron and T Moss 2017. "Hybridized Resource Mobilization by Social Entrepreneurs" *Preparing to submit to Academy of Management Review*.

REFERREED PROCEEDINGS

- 1) Yavuz, R., **Rawhouser, H.**, Forbes, D., and Zellmer-Bruhn, M. (2009) "Resources and the Team Formation Process (summary)," *Frontiers of Entrepreneurship Research*: Vol. 29: Iss. 11, Article 6.

SELECTED PRESENTATIONS

- 1) Social Impact Assessment in Entrepreneurial Ventures: Current Approaches and Future Directions. *SEE Conference*, San Juan, Puerto Rico 2017
- 2) "Social Impact Assessment in Entrepreneurial Ventures: Current Approaches and Future Directions". *USC Social Entrepreneurship Conference*, USC, 2016.
- 3) Can organizational sponsors only help some entrepreneurs? Potential tradeoffs between market inclusion and economic impact. *SEE Conference*, Denver, 2016 (*best paper nominee*)
- 4) New market entry and heterogeneous market intermediaries: An analysis of the carbon offset market. *SEE Conference*, Denver, 2016 (*best paper nominee*)
- 5) The equity crowdfunding conundrum: The tension between entrepreneurial access to capital and investor protection against fraud. *SEE Conference*, Denver, 2016
- 6) Impact of entrepreneurial training: Evidence from a field experiment in Central America, INCAE Business School, Managua, 2016 (*invited*)
- 7) Measuring social value creation: Lessons from carbon offsets markets, *Odette Sustainability Symposium*, University of Windsor, 2015
- 8) Performativity and the creation of metrics: Observations from the global carbon offset industry, *Odette Sustainability Symposium*, University of Windsor, 2015
- 9) Measuring social value creation: Lessons from carbon offsets markets, *AOM Annual Meeting*, Vancouver, 2015
- 10) Spillover effects of institutional entrepreneurship: Observations from the global carbon offset industry, *SEE Conference*, Denver, 2015 (*best paper nominee*)
- 11) Bar Associations as Influencers in the Negotiated Landscape of Social-Business Hybridization, *LABS Conference*, Costa Rica, 2015
- 12) The Diffusion of New Legal Forms for Social Hybrids, *AOM Annual Meeting*, Philadelphia, 2014

- 13) The Diffusion of New Corporate Forms for a Better World, IABS Conference, Portland, 2013
- 14) Social business's hybrid origins: The introduction of new Sustainable Organizational Forms Legislation, *SEE Conference*, Denver, 2013
- 15) Hybridized Resource Mobilization by Social Entrepreneurs,
 - University of Nevada Las Vegas, 2012
 - *NYU-Stern Conference on Social Entrepreneurship* at New York University, 2012
- 16) Innovation in the Social Sector: A Resource Exchange Perspective, *AOM Annual Meeting*, Boston, 2012. (*AOM ENT division student paper award*)
- 17) Institution Building in the Carbon Offset Industry, *AOM Annual Meeting*, Boston, 2012
- 18) Institutional Entrepreneurship in Emerging Industries: Lessons from the Carbon Offset Industry - UMKC, 2011; Drexel, 2011; Georgia State, 2011; U. of Calgary, 2011; Rutgers-Camden, 2011; LSU, 2012; UBC-Kelowna, 2012; UNLV, 2012; Elon U., 2012
- 19) Open Source Rulemaking: Lessons from the Carbon Offsets Industry, U of MN Student Sustainability Symposium, 2011, (poster)
- 20) Modular Regulation Creation: Lessons from the Carbon Offsets Market, *AOM Annual Meeting*, San Antonio, 2011
- 21) Horse before the cart: Opportunity value and the order of resource accumulation, *AOM Annual Meeting*, San Antonio, 2011
- 22) Horse before the cart: Opportunity value and the order of resource accumulation, *GLEN Conference*, Ivey School of Business, 2011.
- 23) Applications of Modularity in the Public Interest: Lessons from the Carbon Markets, *ARCS Conference*, Wharton, 2011, (poster)
- 24) The Process of Resource Accumulation in New Ventures: Does Order Matter? Indian School of Business, 2010
- 25) Does The Sequence Of Resource Accumulation Matter For Entrepreneurs?, *SMS Conference*, Rome, 2010
- 26) Resources and the Team Formation Process, *Babson Conference*, 2009
- 27) The Social Role of Entrepreneurship
 - Washington State, 2008; Texas Christian University, 2007; Strategic Entrepreneurship Journal Launch Conference, Chicago, 2007; SMS Special Conference, Catania, Italy 2007
- 28) A Behavioral View of Social Entrepreneurship and its Application to Internationalization, *AOM Annual Meeting*, Anaheim, 2008

TEACHING EXPERIENCE

Business Plan Creation (MGT 497) - Spring 2013 – Spring 2017

I help students focus on plans to develop their own real businesses. Some have taken them to competitions, including: semi-finalist (2015, 2016) in Southern Nevada Business Plan Competition, Finalist (2015) and 3rd place (2016) in Nevada Governor's Cup, Winner of the Potential for Commercialization Award at the Fred and Harriet Cox Senior Design Competition (2014).

I also help support real business startups from the community and engineering senior design projects and faculty grants (one Civil Engineering faculty grant in 2013, a plan supporting a Phase 2 SBIR grant for UNLV Mechanical Engineering faculty in 2013 and 2015).

Lean Startups (MGT 304) - Spring 2013 – Spring 2017

I created this class at UNLV with the intent to involve business students with technology-based business ideas. This class is part of the Las Vegas Lean Startups curriculum to build linkages with Computer Science. Some have been entered in Startup Weekend (winner in 2013, finalist in 2014). I also use the lean startup course to test ideas for local startups, including a music audition app (2013, 2014), a legal services market (Fall 2015), Kickstarter review website (2016) and drone-assisted project management (2016). I also support engineering student senior design-based class projects (winner of the Potential for Commercialization Award at the Fred and Harriet Cox Senior Design Competition in 2013).

Based on student interests, I transitioned the course to work on individual project in which students start with a minimal amount of money (\$10-100) and try to multiply this amount while testing a business idea using the lean startup methodology.

Seminar in Entrepreneurship (MGT 493) – Fall 2012 (two sections)

One student's startup was a Finalist (top 5) for the 2012 Southern Nevada Business Plan competition. Another team partnering with mechanical engineering senior design students were chosen as Finalists in the 2013 FLoW competition at Cal Tech.

Applied Technology Entrepreneurship (MGMT 4080) - Spring 2009, Spring 2010

One class team featured on the 2010 UMN Annual Research Report and the Carlson website (<http://www.csom.umn.edu/news/08/31/10/New-Class-Helps-Students-Strike-%27Gold%27.aspx>).

Teaching Assistant (at Carlson School of Management) for Introduction to Entrepreneurship, Business Formation, Entrepreneurial Management, Strategic Management, Business, Natural Environment, and Global Economy, and International Environment of Business

HONORS, FELLOWSHIPS, & AWARDS

- Faculty Advisor of the Year (2016) for Nevada Governor's Cup Business Plan Competition.
- UNLV Faculty Opportunity Award (\$10,000) for "Examining design factors and informational signals that drive crowdfunding success"
- PI for National Collegiate Inventors and Innovators Alliance (NCIIA) Course and Program Grant (\$21,988) for "Las Vegas Lean Startups Program" (Co-Pis: J Jo, Y Kim and A Hardin)
- \$1500 Research Grant from the University of Minnesota CIBER
- Fellowships: Carlson School of Dissertation (2010-2011), Cargill Doctoral Fellowship (2006-2011)
- Honor Societies: Beta Gamma Sigma (business school), Phi Sigma Iota (language), Pi Sigma Alpha (international studies)(2006); Phi Kappa Phi (2000), Tau Beta Pi Engineering (1999)
- Garvin Strategic Initiative Scholarship, Continuing Student Grants (2004-2006)
- UNLV Outstanding Civil Engineering Graduate (2001)
- Scholarships: Wal-Mart Competitive Edge, UNLV Academic Excellence, Elaine Wynn Valedictorian, and Robert C. Byrd (1994-95,1997-2000); H&M Stocker (1994, 1997-2001)

PROFESSIONAL ACTIVITIES

Consortia and Workshops

- Mentor for AOM ONE Doctoral Consortium, Anaheim, 2016

- SMS Workshop on Publishing in Leading Management Journals, Lima, Peru 2015
- SEE Conference Prof. Development Workshop, 2014
- UNLV Team at National Pathways to Innovation Conference, Phoenix, 2014
- AOM ENT Junior Faculty Consortium, Orlando, 2013
- AOM ONE Doctoral Consortium, San Antonio, 2011
- PhD Sustainability Academy at Richard Ivey Business School, 2010
- AOM TIM Doctoral Consortium, Montreal, 2010
- West Coast Research Symposium Doctoral Consortium, University of Washington, 2009
- AOM SIM Doctoral Consortium, Chicago, 2009
- AOM ENT Doctoral Consortium, Anaheim, CA, 2008
- Seminar in Entrepreneurship with Scott Shane, Cleveland, OH, 2008
- Doctoral Workshop on International Entrepreneurship, Atlanta, GA, 2007

Service to the University

- Entrepreneurship Major Curriculum committee, 2012-present
- Search committee for Lee Scholar in Strategy, 2016
- Member of Team Representing UNLV at The National Center for Engineering Pathways to Innovation Conference, Phoenix, 2014

Service to the Profession

- Ad-hoc Reviewer: Journal of Business Ethics, Journal of Business Venturing, Journal of International Business, Strategic Entrepreneurship Journal, California Management Review, Entrepreneurship Theory and Practice, Academy of Management Annual Meetings
- Session Discussant/Chair, AOM Meetings, 2013-2016
- Member: Academy of Management

Competition Involvement

- Participant in 2015 Startup Weekend at UNLV – Kickrater.com voted crowd favorite
- Organized 2006 Thunderbird Business Plan Competition with Dr. Robert Hisrich
- Organizer of Rebel Idea Pitch Competition (Fall 2014, Spring 2015)

Invited Presentations and Workshops

- Rawhouser, H (Feb 2013) – “Lean Startups Education”, *Southern Nevada Chapter of SCORE*

PROFESSIONAL EXPERIENCE

Civil Engineering Consultant, 2001- 2004

Baughman & Turner Engineering, Taney Engineering, and PBQ&D – all in Las Vegas, NV

PERSONAL EXPERIENCE

I've much enjoyed living two years in Nicaragua, one school-year in France (near Geneva, Switzerland), and a summer in Mexico. I speak Spanish fluently, and at one point was proficient in French.