

Hans Rawhouser

University of Nevada, Las Vegas | Lee School of Business
hans.rawhouser@unlv.edu

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

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

Associate Professor

2018-present

Troesh Fellow

2020-present

Assistant Professor

2012–2018

CURRENT RESEARCH INTERESTS

Blockchain technology, social hybrid organizations, social entrepreneurship, social impact, entrepreneurs in developing countries

PUBLICATIONS

- 1) **Rawhouser**, Webb, Waldron, Kumaraswamy, Amankwah-Amoah, Grady 2022. Scaling, blockchain technology and entrepreneurial opportunities in developing countries. *Journal of Business Venturing Insights* (18): e00325.
- 2) **Rawhouser**, Sutter & McDonough 2020. Venture acceleration and entrepreneurial growth in Central America. *Journal of Developmental Entrepreneurship*. 25(4): 2050026(1-23).
- 3) **Rawhouser**, Cummings & Hiatt 2020, Lessons from the world's largest market-based approach to lowering CO2 emissions. *LSE Business Review*, 26 Sep.
- 4) Cummings, **Rawhouser**, Vismara & Hamilton 2020. An equity crowdfunding research agenda: Evidence from stakeholder participation in the rulemaking process. *Small Business Economics*. 54(4):907-932.
- 5) **Rawhouser**, Cummings & Hiatt 2019. Does a common mechanism engender common results? Sustainable development tradeoffs in the carbon offset market. *Academy of Management Discoveries* 5(4):514-529.
 - Runner up for 2020 AMD Best Article
 - Winner of a 2022 Responsible Research in Management Award

- 6) **Rawhouser**, Cummings & Newbert 2019. Social impact measurement: Current approaches and future directions for social entrepreneurship research. *Entrepreneurship Theory and Practice*. 43:82-115.
- 7) **Rawhouser**, Cummings & Marcus 2018. Sustainability standards and stakeholder engagement: Lessons from carbon markets. *Organization and Environment*. 31:263-282.
- 8) **Rawhouser**, Villanueva & Newbert 2017. Strategies and tools for entrepreneurial resource access: A cross-disciplinary review and typology. *International Journal of Management Reviews*. 19:473-491.
- 9) Cummings & **Rawhouser** 2017. Lawyers and Bar Associations as Influencers in the Negotiated Landscape of Social-Business Hybridization. *Wyoming Law Review*. 17:457-479
- 10) Bhawe, **Rawhouser** & Pollack 2016. Horse and cart: The role of resource acquisition order in new ventures. *Journal of Business Venturing Insights*. 6:7-13
- 11) **Rawhouser**, Cummings & Crane 2015. Benefit Corporation legislation and the emergence of a social hybrid category. *California Management Review*. 57:13-35.
- 12) Zahra, **Rawhouser**, Bhawe, Neubaum & Hayton 2008. Globalization of social entrepreneurship opportunities. *Strategic Entrepreneurship Journal*. 2: 117–131.

MANUSCRIPTS UNDER REVIEW OR IN PREPARATION

- 1) **H Rawhouser**, C Sutter, N Holzhaepfel, M Conger, S Newbert 2022. Learning from Entrepreneurial Role Models in Markets with Informal Institutional Voids. Revise and resubmit at *Small Business Economics*
- 2) A Argioloas, **H Rawhouser**, A Sydow 2022. Balancing social and financial logics in hostile environments: Evidence from Sub-Saharan Africa. Revise and resubmit at *Journal of Business Venturing*
- 3) **H Rawhouser**, N Kshetri & S Vismara. Blockchain and Vulnerable Entrepreneurial Ecosystems, Revise and resubmit at *Entrepreneurship and Regional Development*
- 4) **H Rawhouser**, K Lewellyn, J McMullen, 2022. Paths to social hybridity: A configurational approach. Under review at *Organization Studies*
- 5) **H Rawhouser**, S Hiatt, M Cummings, & B Lee 2021. Commensuration in nascent markets: Evidence from the global carbon market, In preparation for *Organization Science*

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) AI and Emerging Technologies Track: The Implications of Blockchain Technology for Business Symposium— *AOM Annual Meeting*, Seattle, 2022
- 2) How Theories and Measurement of Social Impact Matter in Research Year 3- Professional Development Workshop – *AOM Annual Meeting*, Virtual, 2021
- 3) Balancing social and financial logics in hostile environments: Evidence from Sub-Saharan Africa
 - *EURAM*, 2020
 - *EGOS*, 2020
- 4) Paths to social hybridity: A configurational approach -

- *Purpose-driven Companies Workshop*, Virtual (and Mines ParisTech in Paris) 2020
 - *Sustainability Salon Speaker Series, B Corps as a Sandbox for Sustainability Research*, Virtual, 2021
 - *International Social Innovation Research Conference (ISIRC)*, Virtual (and Università Cattolica del Sacro Cuore in Milan), 2021
- 5) How Theories and Measurement of Social Impact Matter in Research Year 2- Professional Development Workshop – *AOM Annual Meeting*, Virtual, 2020
 - 6) Learning from Entrepreneurial Role Models in Markets with Informal Institutional Voids - *SEE Conference*, San Juan, Puerto Rico, 2020
 - 7) How Theories and Measurement of Social Impact Matter in Research- Professional Development Workshop – *AOM Annual Meeting*, Boston, 2019
 - 8) The Impact of Market Intermediaries on Venture Entry in the Global Carbon Offset Market.
 - *SMS Conference*, Houston, 2017
 - *SEE Conference, Washington, D.C.*, 2018
 - 9) Organizational Sponsorship in Contexts of Poverty
 - University of Wyoming, Creighton University, Northern Illinois University, Old Dominion University, 2018; University of Notre Dame, 2019
 - *AOM Annual Meeting*, Atlanta, 2017
 - *Informal Economy Summit*, Brigham Young University 2017
 - 10) The Changing Landscape of Entrepreneurial Resource Acquisition: Implications of Equity Crowdfunding
 - *AOM Annual Meeting*, Atlanta, 2017
 - *5th Crowdinvesting Symposium*, Humboldt University of Berlin, 2017
 - 11) Social Impact Assessment in Entrepreneurial Ventures: Current Approaches and Future Directions
 - *SEE Conference*, San Juan, Puerto Rico 2017
 - *USC Social Entrepreneurship Conference*, USC, 2016.
 - 12) Can organizational sponsors only help some entrepreneurs? Potential tradeoffs between market inclusion and economic impact. *SEE Conference*, Denver, 2016 (*best paper nominee*)
 - 13) New market entry and heterogeneous market intermediaries: An analysis of the carbon offset market. *SEE Conference*, Denver, 2016 (*best paper nominee*)
 - 14) The equity crowdfunding conundrum: The tension between entrepreneurial access to capital and investor protection against fraud. *SEE Conference*, Denver, 2016
 - 15) Impact of entrepreneurial training: Evidence from a field experiment in Central America, INCAE Business School, Managua, 2016 (*invited*)
 - 16) Measuring social value creation: Lessons from carbon offsets markets, *Odette Sustainability Symposium*, University of Windsor, 2015
 - 17) Performativity and the creation of metrics: Observations from the global carbon offset industry, *Odette Sustainability Symposium*, University of Windsor, 2015
 - 18) Measuring social value creation: Lessons from carbon offsets markets, *AOM Annual Meeting*, Vancouver, 2015
 - 19) Spillover effects of institutional entrepreneurship: Observations from the global carbon offset industry, *SEE Conference*, Denver, 2015 (*best paper nominee*)
 - 20) Bar Associations as Influencers in the Negotiated Landscape of Social-Business Hybridization, *LABS Conference*, Costa Rica, 2015
 - 21) The Diffusion of New Legal Forms for Social Hybrids, *AOM Annual Meeting*, Philadelphia, 2014

- 22) The Diffusion of New Corporate Forms for a Better World, IABS Conference, Portland, 2013
- 23) Social business's hybrid origins: The introduction of new Sustainable Organizational Forms Legislation, *SEE Conference*, Denver, 2013
- 24) Hybridized Resource Mobilization by Social Entrepreneurs
 - UNLV, 2012; *NYU-Stern Conference on Social Entrepreneurship* at New York University, 2012
- 25) Innovation in the Social Sector: A Resource Exchange Perspective, *AOM Annual Meeting*, Boston, 2012. (*AOM ENT division student paper award*)
- 26) Institution Building in the Carbon Offset Industry, *AOM Annual Meeting*, Boston, 2012
- 27) 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
- 28) Open Source Rulemaking: Lessons from the Carbon Offsets Industry, U of MN Student Sustainability Symposium, 2011, (poster)
- 29) Modular Regulation Creation: Lessons from the Carbon Offsets Market, *AOM Annual Meeting*, San Antonio, 2011
- 30) Horse before the cart: Opportunity value and the order of resource accumulation,
 - *AOM Annual Meeting*, San Antonio, 2011
 - *GLEN Conference*, Ivey School of Business, 2011.
- 31) Applications of Modularity in the Public Interest: Lessons from the Carbon Markets, *ARCS Conference*, Wharton, 2011, (poster)
- 32) Does The Sequence Of Resource Accumulation Matter For Entrepreneurs?,
 - SMS Conference, Rome, 2010; Indian Business School, 2010
- 33) Resources and the Team Formation Process, *Babson Conference*, 2009
- 34) 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
- 35) 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 – Fall 2022

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 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). I have transitioned the course online and enrollment in this course has increased steadily to over 60 students per semester.

Lean Startups (MGT 304)

Spring 2013 – Fall 2022

I created this class at UNLV, and it was 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 (2015), Kickstarter review website (2016) and drone-assisted project management (2016). I also support engineering student projects (2013 Potential for Commercialization Award at the Cox Senior Design Competition).

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. I have transitioned the course online and enrollment in this course has increased steadily to over 60 students per semester.

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

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

- \$5,000 summer grant (2022) from Troesh Center for Entrepreneurship and Innovation for “Social entrepreneurs and stakeholder expectations mismatch in contexts of overwhelming need”
- \$6,000 summer grant (2022) from BIE (Business and International Education) grant for “Blockchain and Vulnerable Entrepreneurial Ecosystems”
- \$7,500 summer grant (2021) from Troesh Center for Entrepreneurship and Innovation for “Paths to Social Hybridity: A Configurational Approach”
- \$6,000 summer grant (2020) from Troesh Center for Entrepreneurship and Innovation for “Learning from Entrepreneurial Role Models in Developing Countries”
- \$8,000 summer grant for Latin American research (2017), under UISFL grant 2361-252-787E.
- 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
- Carlson School Dissertation Fellowship(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

- Track chair for *International Social Innovation Research Conference (ISIRC)*, Virtual (and Università Cattolica del Sacro Cuore in Milan), 2021
- 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
- PhD Sustainability Academy at Richard Ivey Business School, 2010
- West Coast Research Symposium Doctoral Consortium, University of Washington, 2009
- AOM Doctoral Consortia (ONE, 2011; TIM, 2010; SIM, 2009; ENT, 2008)
- Seminar in Entrepreneurship with Scott Shane, Cleveland, OH, 2008
- Doctoral Workshop on International Entrepreneurship, Atlanta, GA, 2007

Service to the University

- LEE Business School Undergraduate Curriculum committee member (2021-present)
- UNLV Entrepreneurship Major Curriculum committee chair (2012-present)
- Assistant Professor in Entrepreneurship Search Committee (2020)
- Embedded Instructional Technologist, UNLV Undergraduate Education & Student Success Search Committee (2020)
- Member of LEE Business School Core Curriculum Revision committee (2017-2018)
- Assistant Professor in Management Search Committee (2017)
- Lee Scholar in Strategy Search Committee (2016)
- Member of Team Representing UNLV at The National Center for Engineering Pathways to Innovation Conference, Phoenix, 2014

Service to the Profession

- Editorial Board: *Journal of Business Venturing* (2020-present), *Academy of Management Discoveries* (2021-present)
- Ad-hoc Reviewer: *Journal of Business Ethics*, *Journal of International Business*, *Strategic Entrepreneurship Journal*, *California Management Review*, *Entrepreneurship Theory and Practice*, *Academy of Management Annual Meetings*
- Session Discussant/Chair, AOM Meetings, 2013-2019
- Invited discussant in session on Social Impact Measurement at Social Entrepreneurship Conference, Indiana University, virtual (2020)

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 (bridge design, hydrology), Las Vegas, NV 2001- 2004

PERSONAL EXPERIENCE

I've lived 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.