

Brandon Ofem
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Education

Ph.D. Business Administration University of Kentucky Major in Management (Strategy/Entrepreneurship)	<i>July 2014</i>
Master of Business Administration University of Kentucky Concentration in Technology Management	<i>June 2008</i>
Bachelor of Arts Transylvania University Major in Economics	<i>May 2007</i>

Academic Appointments

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

Research Experience

Grants

Co-principal investigator. (April 2017 to March 2020). “A research study of teacher retention and network formation in Noyce communities of practice.” National Science Foundation: Noyce Research Track. \$1,026,372.

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.

Publications

Ofem, B., Arya, B. & Borgatti, S.P. “The drivers of collaborative success between rural economic development organizations.” *Nonprofit and Voluntary Sector Quarterly*. 2018

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*. 2017.

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.

Working Papers

Pathak, S., Ofem B., & Uzuegbunam, I. “All in good time? Founders’ age, gender, and patenting in new technology ventures. Target: *Small Business Economics*.

Ofem, B., Arya, B., Ferrier, W.J., & Borgatti, S.P. “Entrepreneurial orientation, network resources, and social performance: Does organizational age matter?” Target: *Journal of Business Venturing*.

Polizzi, S.J., Ofem, B., & Rushton, G. Network-enhanced leadership development: Applications for STEM teachers. Target: *Teaching and Teacher Education*.

Uzuegbunam, I., Ofem, B., & Nambisan, S. “The angels' share: Ownership structure, family financing, and entrepreneurial performance.” Target: *Entrepreneurship Theory and Practice*.

Works in Progress

Ofem, B. “The effects of a university powered accelerator on new venture outcomes.” Target: *Research Handbook on Start-up Incubation Ecosystems*. (proposal accepted by Editors).

Uzuegbunam, I., Ofem, B., & Nambisan, S. “Strategic hybridization: The role of entrepreneurial ecosystems in hybrid organizations. Target: *Strategic Management Journal*.

Ofem, B., Uzuegbunam, I. “How network construal affects hybrid entrepreneurs.” Target: *Entrepreneurship Theory and Practice*.

Ofem, B, Polizzi, S.J., Rushton, G. Network effects on self-efficacy: The contingent value of bridging and bonding social capital. Target: *Journal of Management*.

Conference Presentations

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.*

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. "Attribute and network approaches to understanding team outcomes: A synthesis." *Presented at the INSNA Sunbelt Conference. San Diego, CA. April 2009.*

Invited Presentations

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.*

Research Statement

My research program is divided into three distinct yet overlapping areas: (1) Social network theory and analysis (SNA), (2) entrepreneurship, and (3) inter-organizational collaboration. In regard to SNA, I am interested in how social networks at their various levels (e.g. interpersonal, interdepartmental, and inter-organizational) shape a variety of organizational outcomes (e.g. firm performance, power, identity, etc.). Additionally, I am interested in how actors shape networks over time, and the processes that drive network evolution. With respect to entrepreneurship, I have examined a wide range of entrepreneurial

phenomena, particularly pertaining to entrepreneurial finance, entrepreneurial orientation(s), and local economic development. My work in that area ranges from largescale, quantitative studies investigating the performance outcomes of new ventures with different configurations of funding sources (e.g. corporate venture capital, angel investment, family ownership), to smaller, mixed-method studies that examine localized entrepreneurial phenomena. In regard to inter-organizational collaboration, I am interested in the drivers of successful partnerships at the regional level (e.g. between local economic development organizations). Exploring the overlap between these areas is the foundation of my current and future research endeavors. I plan to leverage my expertise in SNA to better understand how entrepreneurial actors, support organizations, and established companies interact over time to create social and economic value in their respective locales.

Teaching Experience

Courses taught at UMSL

Instructor (Fall 2014 – Spring 2018). UMSL. MGMT 4219 – Strategic Management. Average evaluation (6.4/7).

Class	Semester	Instructor Rating (of 7 possible)	Response Rate
MGMT 4219-E01	Spring 2018	6.47	82%
MGMT 4219-005	Spring 2018 (Online)	6.15	81%
MGMT 4219-002	Fall 2017	6.71	93%
MGMT 4219-E01	Fall 2017 (online)	5.87	84%
MGMT 4219-002	Summer 2017 (online)	6.31	66%
MGMT 4219-E01	Fall 2016	6.73	91%
MGMT 4219-E01	Fall 2016 (online)	6.14	90%
MGMT 4219-002	Spring 2016	6.46	83%
MGMT 4219-E01	Spring 2016 (online)	6.50	91%
MGMT 4219-003	Fall 2015	6.69	73%
MGMT 4219-E01	Fall 2015 (online)	6.46	75%
MGMT 4219-E01	Summer 2015	6.52	57%
MGMT 4219-E01	Spring 2015	6.35	85%
MGMT 4219-002	Spring 2015	6.18	89%
MGMT 4219-E01	Fall 2014	6.38	51%
MGMT 4219-003	Fall 2014	6.43	33%

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.

Teaching Statement

My teaching philosophy is guided by a studious yet flexible approach to management research. I believe that effective management instruction should balance knowledge sharing with knowledge creation. Just as scholars need to be critical consumers of knowledge in their fields in order to generate new insights and understandings, business students should be able to appreciate and critically evaluate codified management principles and use that information to innovatively solve problems and make intelligent, informed, and sophisticated decisions. In the classroom I try to cultivate these skills with the aid of appropriate textbooks, real world case studies, class presentations, and writing assignments that challenge the students to master the material and develop independent and critical thought. In addition, since much of the business world requires “soft” skills, I am very much an advocate of team projects that require the students to learn from and work with people who may be different from themselves. Such assignments cultivate cultural sensitivity and tact as the students learn to work with diverse others. Furthermore, students’ leadership skills develop as I challenge them to tackle complex and unstructured problems in a team environment. In the pursuit of these teaching objectives, I do not limit the instruction to a single pedagogical approach, but employ different techniques to deliver different concepts, ideas, and skills. Variety in instruction helps with variety in learning styles. Ultimately, in the classroom I hope to stimulate a love of learning and discovery and spark the interest of the students in whatever management course I may be teaching.

Memberships

Academy of Management: Strategic Management and Entrepreneurship Divisions

Member of the International Network of Social Network Analysis (INSNA)

PhD Project: Management Doctoral Student Association (MDSA) Faculty

Professional Service

UMSL – Undergraduate Studies Committee (Fall 2014 to present)

UMSL – Entrepreneurship Curriculum Committee (Fall 2017 to present)

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*