

Amy M. Gannon

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School of Management, Organizational Behavior Department
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Education

- Boston University, School of Management (Boston, MA) 2003-present
Doctorate in Business Administration
Major: Organizational Behavior
Expected Graduation: 2009
- Boston College, Carroll School of Management (Chestnut Hill, MA)
Masters in Business Administration, 2003
Academic Honors: Beta Gamma Sigma
Management Certificate – Leadership for Change, 2002
- American University, School of International Service (Washington, DC)
Bachelor of Arts in International Studies and Economics, 1994
Academic Honors: Dean's List

Dissertation Research

Over the past two decades, the United States has experienced explosive growth in the number of businesses owned by people of color. Between 1997-2002, the number of African American-owned businesses grew at a rate of 45% compared to a growth rate of 6% for majority-owned businesses. Despite this growth and government and private sector interventions, important differences remain. Overall, Black-owned businesses tend to be smaller, less profitable, and more likely to fail. For the most part, studies of business owners of color and their ventures use race and ethnicity as demographic variables with limited qualitative work to explore the meanings individuals give to those collective identities. Using identity theory as a lens, this qualitative study will explore how the experience of being an African American shapes the process of becoming an entrepreneur – the reasons for becoming an entrepreneur, how one goes about constructing his or her entrepreneurial identity, or the meaning associated with that identity. The primary source of data will be multiple semi-structured interviews with African American business owners which explore the entrepreneurs' life histories and experiences starting their ventures. By incorporating the voices of the entrepreneurs themselves, we can develop policies, programs, training, education, and future research that are grounded in their experiences, needs, and aspirations. I hope this study will be the first in a stream of research that explores the experiences of entrepreneurs of color and the role of identity in the entrepreneurial process.

Committee: Dr. Kathy Kram, Boston University (chair)
Dr. Karen Golden-Biddle, Boston University
Dr. Stacy Blake-Beard, Simmons College
Dr. Candida Brush, Babson College

Publications, Presentations, and Reports

Publications

Brush, C., Monti, D., Ryan, A., and Gannon, A.M. (2007) "Building Ventures Through Civic Capitalism," *The Annals of the American Academy of Political and Social Science*. 613: 155-177.

Monti, D., Brush, C., Ryan, A., and Gannon, A. (2007), "Civic Capitalism: Entrepreneurs, their Ventures and Communities," *Journal of Developmental Entrepreneurship*. 12 (3): 353-375.

Conference Presentations

Gannon, A.M., "Entrepreneurial Motivations: The Role of Identity in Minority Business Ownership," Academy of Management Conference, Philadelphia, PA, August 2007, Best Student Paper nomination.

Brush, C., Monti, D., Ryan, A., and Gannon, A., "Inner City Entrepreneurs: Building Ventures and Expanding Community Ties," Annual Babson College Entrepreneurship Research Conference; Indianapolis, IN, June 2006.

Reports

Gannon, A.M., "Leading-edge Developments in the Talent Management Arena and Inside the Beltway Thinking – Implications for HR," meeting proceedings, Boston University Human Resources Policy Institute, Boston, MA, September 2007.

Gannon, A.M., "Executive Compensation and Other Board-Level Governance Issues," meeting proceedings, Boston University Human Resources Policy Institute, Boston, MA, May 2007.

Gannon, A.M., "Organizational Transformations," meeting proceedings, Boston University Human Resources Policy Institute, Boston, MA, September 2006.

Gannon, A.M., "A Workshop on Leadership Development through Personal Development," meeting proceedings, Boston University Executive Development Round Table, Boston, MA, October 2006.

Brush, C., Monti, D., Ryan, A., and Gannon, A., "Building Venture and Expanding Community Ties: The Case of Inner City Entrepreneurs," Kansas City, MO: The Kauffman Foundation, September 2005.

Coursework

Major Courses:

Macro-Organizational Behavior with Dr. Jennifer Howard-Grenville, Boston University
Micro-Organizational Behavior with Dr. Jennifer Howard-Grenville, Boston University
Theory & Research in Careers with Dr. Douglas (Tim) Hall, Boston University
Individual and Organizational Change with Dr. Michael O'Leary, Boston College

Minor Courses:

Entrepreneurship with Dr. Candida Brush, Babson College
Race & Gender in Organizations with Dr. Robin Ely, Harvard University
Social Networks with Dr. Stephen Borgatti, University of Kentucky
Consumer Behavior with Dr. Frederic Brunel, Boston University

Research Methods Courses:

Multivariate Data Analysis with Dr. Paul Berger, Boston University
Experimental Design with Dr. Paul Berger, Boston University
Theory & Practice of Field Research with Dr. Daniel Monti, Boston University
Qualitative Research Methods with Dr. Steven Borgatti, University of Kentucky

Academic Experience

Instructor

Dynamics of Leading Organizations (required undergraduate OB course) Fall, 2007

Graduate Teaching Assistant

Leadership (evening MBA course taught by Yael Zif) Summer, 2004

Research Assistant 2006- present
Human Resources Policy Institute, Boston University, Boston, MA

Reviewer for Careers, OB, & Entrepreneurship Divisions, Academy of Management, ongoing
Reviewer for Outstanding Student Paper Award, Careers Division, Academy of Management, 2005
Ad-Hoc Reviewer for Organization Science, 2005-present

Member of Planning Committee, Organizational Behavior Seminar Series, Boston University, 2004-2006
Participant, Organizational Behavior Doctoral Consortium, Academy of Management, Atlanta, GA, 2006
Participant, Gender & Diversity in Organizations Doctoral Consortium, Academy of Management,
Anaheim, CA 2008

Professional Experience

Project Manager/ HR Representative 2001–2002
Corporate Human Resources, Teradyne, Boston, MA
Contributed to a number of different projects including development of corporate HR strategy, assessment and design of leadership development programs, and review of diversity goals and flexible work arrangement policies. This work required effective leadership of cross-functional teams, design and implementation of surveys, interviews, and focus groups, and collection and analysis of data from internal and external sources.

College Relations Coordinator 2000 – 2001
Corporate College Relations – Teradyne, Boston, MA
Managed all operational aspects of the corporate college relations program, including leading the corporate team, developing new information systems, outsourcing routine functions, creating internal and external webpages, designing and conducting training program, and coordinating events.

College Recruiting Administrator 1999 –2000
Corporate College Relations, Teradyne, Boston, MA
Coordinated logistics for on-campus and in-plant recruiting efforts including building relationships and serving as primary contact for more than 30 colleges and universities, representing the organization at career fairs and information sessions, and planning special events for strategic recruiting.

Program Coordinator 1997-1998
Violence Against Women Program, Division of Public Health, Atlanta, GA
Led new state-wide initiative to develop a sexual assault prevention program. This work included facilitating relationships with state and community programs, coordinating a research project on best practices, developing curriculum and training guides, designing and conducting training, and managing contracts with 18 rape crisis centers across the state.

Program Coordinator 1996-1997
Rape Crisis Center, Grady Health System, Atlanta, GA
Coordinated development of domestic violence program, which included conducting needs assessment, providing training for staff and volunteers, facilitating relationships with community organizations, and providing crisis intervention services for patients.

Program Assistant, Boys & Girls Clubs of America, Atlanta, GA 1995-1996

Project Assistant, Atlanta Environmental Management, Atlanta, GA 1994-1995

Project Assistant, US Trade Representative's Office, Washington, DC 1992-1994

References

Dr. Kathy Kram – Dissertation Committee Chair
Professor
Everett D. Lord Distinguished Faculty Scholar
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Dr. Candida Brush – Dissertation Committee Member
Professor of Entrepreneurship
Paul T. Babson Chair in Entrepreneurship
Chair- Entrepreneurship Division
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