
James (Jay) Ebben, PhD

Associate Professor
Schulze School of Entrepreneurship
University of Saint Thomas

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Education

University of Wisconsin-Madison – Madison, Wisconsin

PhD, MHR/Strategy/Entrepreneurship, August 2003
MBA, Entrepreneurship/Marketing, May 1999

Marquette University – Milwaukee, Wisconsin

BS, Industrial Engineering, May 1994

Teaching Experience

University of St. Thomas – Saint Paul, Minnesota

Associate Professor of Entrepreneurship, September 2008- Present

Assistant Professor of Entrepreneurship, September 2002-September 2008

Undergraduate Courses:

- Foundations of Entrepreneurship
- Financial Resource Mgt. for Entrepreneurs
- Entrepreneurship Management & Strategy
- Entrepreneurship for Non-Majors
- Entrepreneurial Thinking

Graduate Courses:

- Launching New Ventures
- New Venture Finance
- New Venture Strategy

Average Instructor Ratings (past three years):

- 4.7 on a scale of 1 to 5

U.S. Embassy/AMCHAM – Ljubljana, Slovenia

Summer Economics Institute Instructor, July 2012-2018

- Design Thinking/Lean Start-Up Course

University of Ljubljana – Ljubljana, Slovenia

Visiting Professor, Spring 2011

- Technology Entrepreneurship (Graduate)
- Introduction to Entrepreneurship (Undergraduate)

University of Wisconsin-Madison – Madison, Wisconsin

Instructor, September 1998-August 2002

- Small Business Management

- Introduction to Business

Refereed Publications

- Ebben, J. & Johnson, A. (2018). Transit Team Acquisition Analysis Case Study. *Journal of Management Policy and Practice*. Forthcoming.
- Ebben, J. (2017). The Tommie Tank Project: Experiential Learning in Entrepreneurial Finance. *Entrepreneurship & Innovation Exchange*.
- Johnson, A. & Ebben, J. (2017). ArtsApp Case Study: Will Music Schools Embrace Multimedia Software? *Entrepreneurship & Innovation Exchange*.
- Ebben, J. and Johnson, A. (2015). Simply Sport Bikes Case Study. *The CASE Journal*. 11(1), 113-132.
- Ebben, J. and Johnson, A. (2014). Borealis Software Case Study. *Journal of Management Policy and Practice*. 15(4), 118-126.
- Ebben, J. & Johnson, A. (2014). The Lemonade Stand Project: A Refreshing Approach to Teaching Undergrads. *Entrepreneurship & Innovation Exchange*.
- Ebben, J. and Johnson, A. (2011). Cash Conversion Cycle Management in Small Firms: Relationships with Liquidity, Invested Capital, and Firm Performance. *Journal of Small Business and Entrepreneurship*. 24(3), 381-397.
- Ebben, J. and Johnson, A. (2011). SP Equity Case Study. *Journal of Management Policy and Practice*. 12(3), 91-107.
- Ebben, J. (2009). Bootstrapping and the Financial Condition of Small Firms. *International Journal of Entrepreneurial Behaviour & Research*. 15(4), 346-363.
- Ebben, J. (2007). Decisions That Impact Small Firm Growth. *Business Journal for Entrepreneurs Quarterly*. 2007(4), 62-76.
- Ebben, J. (2007). Product Offering, Operational Strategy, and Performance of Small Firms. *Journal of Small Business and Entrepreneurship*. 20, 245-255.
- Johnson, A., Ebben, J., and Pricer, R. (2006). Organization Strategy for Successful Firm Performance. *Journal of Applied Business and Economics*. 6(5), 73-83.
- Ebben, J. and Johnson, A. (2006). Bootstrapping in Small Firms: An Empirical Analysis of Change Over Time. *Journal of Business Venturing*. 21, 851-865.
- Ebben, J. and Johnson, A. (2005). Efficiency, Flexibility, or Both? A Link Between Strategy and Performance in Small Firms. *Strategic Management Journal*. 26, 1249-1259.
- Ebben, J. (2001). A Proposed Model for Incubating Platform Technologies to Maximize Economic Returns. *Asian Journal of Business and Entrepreneurship*. 3, 141-148.

Awards

First Runner-Up, Young-Adult Category, Eric Hoffer Book Awards, May 2018

Schulze Publication Award, January 2017

Fulbright Specialist Award, July 2016

Schulze Publication Award, January 2014

USASBE, Special Recognition in Entrepreneurship Education Innovation Award, January 2013

USASBE Best Teaching Case Award, January 2012

Fulbright Scholar Award, Slovenia, Spring 2011

Opus College of Business Julie Hays Teaching Award, 2010

Outstanding Paper Award, International Journal of Entrepreneurial Behaviour & Research, 2010

Other Published Work

Ebben, J. and Rozman-Clark, T. (2018). Introduction. *Green Card Entrepreneur Voices: How-To Stories From Minnesota Immigrants*. Minneapolis, MN: Green Card Voices.

Ebben, J. (2017). *Painted Hives*. Portland, OR: Six Degrees Publishing Group.

Inc.com Start-Up Resource Center Columns:

- Ebben, J. "The Problem With Being First." May, 2005.
- Ebben, J. "Working on Your Business Versus In It." April, 2005.
- Ebben, J. "Managing Risk in a New Venture." March, 2005.
- Ebben, J. "Developing Effective Vision and Mission Statements." February, 2005.
- Ebben, J. "Choosing the Right Legal Form." January, 2005.
- Ebben, J. "The Importance of Gross Margin." December, 2004.
- Ebben, J. "Telling Your Story." November, 2004.
- Ebben, J. "What Makes a Good Business Opportunity?" October, 2004.
- Ebben, J. "Pleasing Some of the People All of the Time." September, 2004.
- Ebben, J. "Secrets to a Solid Growth Strategy." August, 2004.
- Ebben, J. "Think Global, Borrow Local." July, 2004.

Academic Presentations

"Transit Team Case Study." Competitive Case Presentation. USASBE Conference, January 2017.

"FamDoo Case Study." Competitive Case Presentation. USASBE Conference, January 2016.

"ReconRobotics Case Study." Competitive Case Presentation. USASBE Conference, January 2015.

"Amcom Software Case Study." Competitive Case Presentation. USASBE Conference, January 2014.

"The Lemonade Stand Class." Presentation for Special Recognition in Entrepreneurship Education Innovation Award. USASBE Conference, January 2013.

"Automotion Case Study." Competitive Case Presentation. USASBE Conference, January 2013.

"From Bags to Riches Case Study." Competitive Case Presentation. USASBE Conference, January 2013.

"Simply Sport Bikes Case Study." Competitive Case Presentation. USASBE Conference, January 2012.

"SP Equity Case Study." Competitive Case Presentation. USASBE Conference, January 2011.

"Creating a Climate for Entrepreneurship and Economic Development." Keynote Presentation, 2007 International Conference on Strategic Management, Sichuan University (China), April 2007.

"Decisions That Impact Firm Growth." Paper Presentation, 2007 International Conference on Strategic Management, Sichuan University (China), April 2007.

"Integrating Early Stage Entrepreneur, Peer-to-Peer Roundtables Into Your Programming." Paper Presentation, USASBE Conference (Dallas), January 2004.

"A Proposed Model for Incubating Platform Technologies to Maximize Economic Returns." Paper Presentation, International Venture Symposium, Keimyung University (Korea), September 2000.

Research Grants

Schulze School Research Fellowship Award, 2018

Ron Fowler Entrepreneurship Case Study Award, 2009-2017 (Annual)

Opus College of Business Research Award, 2007 and 2008

Service to the University

University of St. Thomas:

Present:

- Schulze School Research Fellow
- Opus College of Business Curriculum Committee
- Opus College of Business Undergraduate Curriculum Task Force
- University Admissions and Financial Aid Committee
- Practicing Entrepreneurs Advisor
- Ron Fowler Business Concept Challenge Team Mentor

- Schulze Lab Incubator Advisor
- Incoming Freshman Orientation Volunteer
- Freshman Innovation Volunteer
- Media Outreach

Past:

- University Senate
- Evening MBA Program Committee
- Entrepreneurship Department Tenure Committee
- Richard Schulze Entrepreneurship Chair Search Committee
- Opus Chair in Family Enterprise Search Committee
- Faculty Phonathon Volunteer
- Listening House Silent Auction Volunteer
- Collegiate Entrepreneurs Organization Conference, Faculty Representative
- Entrepreneurship Faculty Search Committee

University of Wisconsin-Madison:

- UW-Madison Business Plan Competition Advisor
- UW-Madison Venture Capital Competition Advisor

Service to the Field

Editorial Board, Economic and Business Review, Fall 2010-Present.

Manuscript Referee, Journal of Business Venturing, Journal of Small Business Management, and Journal of Small Business and Entrepreneurship, June 2006-Present.

USASBE Conference Paper and Workshop Reviewer, December 2002-Present.

USASBE Program Partnership Planning and Coordination Group: International Franchise Association, 2007-08.

Co-Academic Chair and Associate Editor-in-Chief, 2007 International Conference on Strategic Management, Chengdu, China.

USASBE Audit Committee, 2006-2007.

USASBE Excellence in Entrepreneurship Education Awards Referee, 2006 and 2014.

Service to the Community

Board Member, Great River Coalition, 2017-Present.

Volunteer Beekeeper, Tamarack Nature Center, 2017-Present.

Lector, St. Stanislaus Catholic Church, 2015-Present.

Youth Sports Coach, St. Paul Parks and Recreation, 2015-Present.

Other Relevant Work Experience

Small Business Ownership:

- Quetico Labs, Saint Paul, MN. Co-founded development firm with focus on higher-education software products. November 2012-May 2017.
- Rockabye Rentals, Saint Paul, MN. Founded, grew, and sold baby equipment rental service business. September 2005-June 2007.
- Inter3d.com, Madison, WI. Co-founded and developed web-based CAD software business. May 1999-December 2000.

Small Business Consulting:

- Independent Consultant, Madison, WI and Saint Paul, MN. Provide extensive free and paid consulting services to many different types of small firms over the past twenty years; consulting includes assistance with business plan development, strategic planning, acquisition analysis, valuation and deal structure for fundraising, customer analysis and segmentation, pricing, and other needs.