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University of North Texas
Department of Management, COBA
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EDUCATION

PhD, *Syracuse University, 1998*
Business Administration

MA, *Tel Aviv University, 1992*
Labor Studies

BA, *Tel Aviv University, 1985*
English Literature

ACADEMIC EMPLOYMENT

Positions

Assistant Professor
University of North Texas, 7/1998 – present

Teaching assistant / Instructor (Syracuse University, 8/1993 – 5/1998, Tel Aviv University, 11/1990 – 6/1993, The Open University, 11/1990 – 7/1993)

Teaching Experience

Business Policy (Capstone Undergraduate course)
Strategic Management (Capstone Graduate course)
Entrepreneurship
e-Management
International Management
Organizational Behavior

Other Teaching Related Activities

Online / distance learning course development

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Academy of Management
Decision Sciences Institute
Strategic Management Society
U.S. Association of Small Business and Entrepreneurship (USASBE)

PUBLICATIONS AND CREATIVE ACTIVITY

Refereed Publications

BarNir, A., Gallagher, J. M., & Auger, P. 2003. Generic strategies, business process digitization, and the impact of firm age and size. *Journal of Business Venturing*, (18): 789-814

Watson, W., Stewart, W. & **BarNir, A.** 2003. The effects of human capital, organizational demography, and perceptions of firm success on evaluation of partner performance. *Journal of Business Venturing*, (18): 145-164

Auger, P., **BarNir, A.**, & Gallagher, J. M. 2003. Strategic orientation, competition, and Internet-based electronic commerce. *Information Technology & Management*, 4(2-3): 139-164.

BarNir, A. & Smith, K. A. 2002. Inter-firm alliances in the small firm: The role of social networks. *Journal of Small Business Management*, 40(3): 219-232.

Gallagher, J., Auger, P., & **BarNir, A.** 2001. Revenue streams and digital content providers: An empirical investigation. *Information & Management*, 38: 473-485.

BarNir, A. 1998. Can group and issue related factors predict choice shift? A meta-analysis of group decisions on life dilemmas. *Small Group Research*, 29(3): 308-338.

Izraeli, D. & **BarNir, A.** 1998. Promoting ethics through ethics officers: A proposed profile and an application. *Journal of Business Ethics*, 17(11): 1189 - 1196.

Conference Papers and Proceedings

Auger, P., **BarNir, A.**, & Gallagher, J. M. 2003. The Use of Internet-Based Electronic Commerce in the Publishing and Chemical Industries: Differences Between Bit-Based and Atom-Based Businesses. Paper to be presented at the 2003 annual conference of the Decisions Science Institute, Washington DC (November).

BarNir, A., 2003. Social ties and social capital: A proposed typology and framework. Paper presented at the 2003 annual meeting of the Academy of Management, Seattle, WA (August).

BarNir, A., & Smith, K.A. 2002. Managerial networking and inter-organizational networks: The mediating role of social capital. To be presented at the 2002 annual conference of the Decisions Science Institute, San Diego, CA (November).

BarNir, A., Auger, P., & Gallagher, J. M. 2001. Generic strategies, process digitization, and the impact of firm age and size. Paper presented at the 2001

annual conference of the Decisions Science Institute, Las Vegas, NV (November).

Auger, P., **BarNir, A.**, & Gallagher, J. M. 2001. Generic strategies, process digitization, and the impact of firm age and size. Paper presented at the 2001 annual meeting of the Academy of Management, Washington DC (August).

BarNir A. & Smith, K. A. 2000. Inter-firm alliances in the small business: The role of Social Networks. Paper presented at the 2000 National conference of US Association of Small Business and Entrepreneurship / Small Business Institute Directors' Association (USASBE / SBIDA), San Antonio, TX (February).

Gallaughar, J., Auger, P. & **BarNir A.** 2000. An empirical investigation of online revenue sources for information goods. Paper presented at the 2000 Decision Science Institute annual conference, Orlando, FL (November).
Published in 2000 DSI Conference Proceedings.

BarNir A., Bobrowski, P. E., von Dran, G., & Williams, G. H. 1999. Microenterprise programs: The key to entrepreneurship? Paper presented at the 1999 Applied Business Research Conference (ABR), Denver, CO (August).

BarNir, A. & Smith, K. A. 1998. Structure and strategy: Competitive Aggressiveness and horizontal cooperation. Paper presented at the 1998 annual conference of the Decisions Science Institute, Las Vegas, NV (November).
Published in 1998 DSI Conference Proceedings.

Auger, P., **BarNir, A.** & Gallagher, J. M. 1998. The Internet as a hypercompetitive environment: The case of innovation and competitive proactiveness. Paper presented at the 1998 annual conference of the Decisions Science Institute, Las Vegas, NV (November).

BarNir, A. 1997. Internet presence and the firm's strategic orientation: Is there a relation? Paper presented at the 1997 annual conference of the Decision Science Institute, San Diego, Ca. (November).
Published in 1997 DSI Conference proceedings.

BarNir, A. 1997. On the contribution of meta-analysis in organizational behavior research: A review. Paper presented at the meeting of the Eastern Academy of Management, New Jersey (May).
Published in 1997 Conference proceedings.

BarNir, A. & Smith, K. A. 1997. Top management team decision making: An informational or normative process? Paper presented at the meeting of the Eastern Academy of Management, New Jersey (May).
Published in 1997 Conference proceedings

BarNir, A. 1996. Demography, decision-making, and top management groups: A social-facilitation interpretation. Paper presented at the meeting of the Eastern Academy of Management, Crystal City, Virginia. (May).

BarNir, A. & Johnson, B. T. 1995. Escalation of commitment to a failing course of action: A meta-analysis. Paper presented at the annual meeting of the Academy of Management, Vancouver, Canada. (August).

Izraeli, D. & **BarNir, A.** 1994. Internal auditors as ethics officers. In U. Berlinsky, A. Friedberg, & S. B. Werner (Eds.), *Corruption in a changing world: Comparisons, theories, and controlling strategies*. The international Society of Ethics in Public Service I.S.E.P.S.

Izraeli, D. & **BarNir, A.** 1993. Internal auditors as ethics officers. Paper presented at The Third International Conference on Ethics in the Public Service, Jerusalem, Israel. (June).

Ongoing Research

Managerial networks and inter-firm networking: A social embeddedness perspective. In preparation for submission. (With K. A. Smith.)

Social ties and social capital: A proposed typology and framework. Under review.

Profiles of founders: An exploratory investigation.

Unpublished Work

BarNir, A. 1998. The role of social capital and structural arrangements in explaining intercompetitor behavior. Unpublished doctoral dissertation, Syracuse University.

Izraeli, D. & **BarNir, A.** 1993. Coping with ethical dilemmas: Patterns and factors affecting them among internal auditors. (Israel Institute of Business Research, Tel Aviv University, Research Report no. 41/93 (Hebrew)).

BarNir, A. 1992. Internal auditing: Norms and standards, work patterns, and related factors. (Master's Thesis, Department of Labor Studies, Tel Aviv University (Hebrew)).

SERVICE ACTIVITY

Institutional

Director, Entrepreneurship and Strategic Management Program, Department of Management, U. North Texas, Fall 2001 – present.

Graduate Programs Committee, Department of Management, U. North Texas, Fall 2002 - present

Academic Advisory Board, International Studies Program, University of North Texas, Fall 2002 - present

University of North Texas Senate Committee for Student Code of Conduct Appeals, 2001 - 2004.

Faculty Advisor & founder, Y.E.T. (Young Entrepreneurs of Tomorrow), entrepreneurship student organization, U. North Texas, 2003 - present.

Chair, *Ad Hoc Grade Appeal committee*, 2003.

Executive Committee, Department of management, U. North Texas, 2000 - 2001

Webmaster, Department of Management, U. North Texas, 1999 - 2002.

Editor, *Management Momentum*, the Department of Management Newsletter, U. North Texas, 1999 - 2001.

Secretary, Department of Management, U. North Texas, 1999-2000 & 2001-2002.

Professional

Decisions Science Institute

Session Chair, *Strategy, Culture, and Firm Value*. Forthcoming DSI annual meeting, San Diego CA, 2002.

Reviewer for papers submitted to the program of the Business Policy and Strategy Track for the annual meeting in San Diego CA, 2002.

Reviewer for papers submitted to the program of the Business Policy and Strategy Track for the annual meeting in San Francisco CA, 2001.

Reviewer for papers submitted to the program of the Business Policy and Strategy Track for the annual meeting in Las Vegas NV, 1998.

Academy of Management

Officer, Entrepreneurship Division Executive Committee, (2000-2002).

Reviewer of papers submitted to the program of the Entrepreneurship (ENT) Division for the annual meeting in Denver CO, 2002.

Reviewer of papers submitted to the program of the Business Policy and Strategy (BPS) Division for the annual meeting in Chicago IL, 1999.

Reviewer of papers submitted to the program of the Entrepreneurship (ENT) Division for the annual meeting in Chicago IL, 1999.

Reviewer of papers submitted to the program of the Business Policy and Strategy (BPS) Division for the annual meeting in Cincinnati OH, 1996.

Other

Reviewer, *The Internet Encyclopedia* (2002)

Reviewer, *Journal of Small Business Management* (2003)

GRANTS AND RESEARCH AWARDS

Faculty Research Grant, University of North Texas, for "Small businesses and micro-enterprises: Investigating predictors of success," 1999 (\$2,000).

COBA Research and Development Grant, Summer 1999.

Michael J. Falcone Center for Entrepreneurship and Emerging Enterprises, Syracuse University, for "Competitive strategies in emergent and established firms: Determinants, characteristics, and the liability of newness," 1997. (\$2,250)

The Snyder Center for Innovation Management Research, Syracuse University, for "The Internet as a new competitive environment: The relation between electronic commerce, innovation, and strategic partnerships" (with P.Auger & J. Gallagher), 1997. (\$4500)

The Graduate School of Syracuse University Research / Creative Grant, for "The role of social capital and structural arrangements in explaining intercompetitor behavior," 1997. (\$1,500)

Michael J. Falcone Center for Entrepreneurship and Emerging Enterprises, Syracuse University, for "Managers' personal and social networks and firms' performance and strategic behavior," 1996. (\$500)

The Snyder Center for Innovation Management Research, Syracuse University, for "Managers' personal and social networks and firms' performance and strategic behavior," 1996. (\$500)

Syracuse University Summer Doctoral Fellowship, 1994, 1995.

HONORS AND AWARDS

Recipient of the *2003 Outstanding Educator Award*, Department of Management, University of North Texas.

Participant in the *2000 New Faculty Consortium, Entrepreneurship Division of the Academy of Management*, The Academy of Management National Conference, Toronto (August).

Recipient of the *1998 Doctoral Prize for Excellence in Scholarship and Research at the Doctoral Level*. The Graduate School, Syracuse University.

Recipient of the *Certificate in University Teaching*
Future Professoriate Program 1995 – 1998, The Graduate School, Syracuse University

Recipient of the *Outstanding Teaching Assistant Award, 1996*, The Graduate School,
Syracuse University.