

Matthew L. Metzger
Assistant Professor
College of Business
University of Colorado Colorado Springs
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EDUCATION

PhD, Management

University of Oregon, Lundquist College of Business, Eugene, OR; 2007-12

MBA, Entrepreneurship Concentration, *cum laude*

University of Notre Dame, South Bend, IN; 2005-07

BA, Environmental, Population, and Organismic Biology, *summa cum laude*

University of Colorado, Boulder, CO; 2000-04

ACADEMIC EXPERIENCE

Assistant Professor of Innovation and Entrepreneurship, College of Business, University of Colorado Colorado Springs; 2012- Present.

REFEREED PUBLICATIONS

Tomlin, Kathleen, Metzger, Matthew L., Gonzalez-Padron, Tracy and Bradley-Geist, Jill. 2017. Are students blind to their ethical blind spots? Why ethics education should focus on self-perception biases. *Journal of Management Education*. 41(4): 539-574.

Metzger, Matthew L. and King, Jesse S. 2015. Exploring the nexus of constructivist and effectual perspectives on opportunity production. *Entrepreneurship Research Journal*. 5(4): 323-346.

Duening, Thomas N. and Metzger, Matthew L. 2014. The entrepreneurial method: Moral virtues as the foundation of entrepreneurial expertise. *The American Journal of Entrepreneurship*. 1: 78-101.

Howard-Grenville, Jennifer, Metzger, Matthew L. and Meyer, Alan D. 2013. Rekindling the flame: Processes of identity decline and resurrection in Track Town U.S.A. *Academy of Management Journal*. 56(1): 113-136.

Meyer, Alan D., Aten, Kathryn, Krause, Alan J., Metzger, Matthew L. and Holloway, Samuel S. 2011. Creating a university technology commercialization program: Confronting conflicts between learning, discovery, and commercialization goals. *International Journal of Entrepreneurship and Innovation Management*. 13(2): 179-198.

REFEREED BOOKS

Duening, Thomas N. and Metzger, Matthew L. (Eds.). 2017. *Entrepreneurial Identity: The Process of Becoming an Entrepreneur*. Edward Elgar: Northampton, MA.

REFEREED BOOK CHAPTERS

- Duening, Thomas N. and Metzger, Matthew L. 2016. UCCS Entrepreneurial Identity Project. *The Annals of Entrepreneurship Education and Pedagogy*. 1: 405-410. Eds. Michael Morris, James W. Walter & Eric Liguori. Edward Elgar: Northampton, MA.
- Metzger, Matthew L. 2015. Branding Cities. *Encyclopedia of Economics and Society*. Eds. Frederick F. Wherry & Juliet Schor. Sage: Thousand Oaks, CA.
- Metzger, Matthew L. 2009. Social Contract, Smuggling and Ghana. *Encyclopedia of Business in Today's World*. Ed. Charles Wankel. Sage: Thousand Oaks, CA.

OTHER PUBLICATIONS

- Metzger, Matthew L. and Howard-Grenville, Jennifer. 2018. Role regeneration as a pathway to “powerless” category persistence. In Guclu Atinc (Ed.), *Proceedings of the Seventy-eighth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.
- Metzger, Matthew L. 2017. Book review: The upstarts: How Uber, Airbnb, and the killer companies of the new Silicon Valley are changing the world. *The Journal of Applied Management and Entrepreneurship*. 22(3): 73-75.

PEER-REVIEWED CONFERENCE PRESENTATIONS

- Metzger, Matthew L. and Howard-Grenville, Jennifer. “Role Regeneration as a Pathway to “Powerless” Category Persistence” (**Winner of OMT Best Paper Award**). Paper accepted at 2018 Academy of Management (AoM) Conference, Chicago, IL. Organization and Management Theory Division.
- Metzger, Matthew L. and Duening, Thomas N. “Realigning our Paths: Identity Work and Virtues to Facilitate Students’ Professional Success.” Paper accepted at 2018 Academy of Management (AoM) Conference, Chicago, IL. Management Education and Development Division.
- Metzger, Matthew L.” Crafty Enough? Using the "Beer Wars" to Explore the Successes and Failures of Inter-Category Competition.” Paper presented at 2017 Midwest Academy of Management (MAM) Annual Conference, Chicago, Illinois.
- Harris, Spencer, Metzger, Matthew L. and Duening, Thomas N. “Dynamic Capabilities in National Governing Bodies of Sport.” Paper presented at 2017 North American Society for Sport Management (NASSM) Conference, Denver, Colorado.
- Duening, Thomas N. and Metzger, Matthew L. “Entrepreneurial Virtues Moderate Professional Attraction and Persistence.” Paper presented at 2016 Paris Business Research Conference, Paris, France.

- Metzger, Matthew L. and Howard-Grenville, Jennifer. "Category Persistence through Role Variation: The Curious Survival of Travel Agents (1994-2010)." Paper presented at 2016 Organizational Theory Research Group (OTREG) Conference, Cambridge, England.
- Duening, Thomas N., Metzger, Matthew L. and Miller, Sam. "Student Values, Virtues & Foresight: Building Foundations *before* Providing Tools." Paper presented at 2015 Global Consortium of Entrepreneurship Centers (GCEC) Conference, Gainesville, Florida.
- Metzger, Matthew L. "Ambiguity in an Organizational Category: The Decline and Unlikely Survival of Travel Agents" (**Winner of Best Conference Paper**). Paper presented at 2015 Western Academy of Management (WAM) Conference, Poipu, Hawaii.
- Duening, Thomas N., Metzger, Matthew L. and Stock, Gregory, N. "The Entrepreneurial Method and Entrepreneurial Identity." Paper presented at 2015 Western Academy of Management (WAM) Conference, Poipu, Hawaii.
- Howard-Grenville, Jennifer, Livine-Tarandach, Reut, Metzger, Matthew L. and Meyer, Alan D. "Nothing Comes from Nothing: Regenerating Collective Identity." Paper presented at 2013 European Group for Organizational Studies (EGOS) Colloquium, Montreal, Quebec.
- Metzger, Matthew L., et al. "Walking the Talk: Advancing the Concept of Authenticity across Levels of Analysis." Symposium presented at 2014 Academy of Management (AoM) Conference, Philadelphia, Pennsylvania.
- Howard-Grenville, Jennifer, Livine-Tarandach, Reut, Metzger, Matthew L. and Meyer, Alan D. "Nothing Comes from Nothing: Regenerating Collective Identity." Paper presented at 2013 European Group for Organizational Studies (EGOS) Colloquium, Montreal, Quebec.
- Duening, Thomas N. and Metzger, Matthew L. 2013. "The Entrepreneurial Method: Exploring the Acculturation of Aspiring Entrepreneurs." Paper presented at 2013 Effectuation Conference, Lyon, France.
- Metzger, Matthew L. "The Perpetual Nascency of Entrepreneurial Opportunities: An Effectual Perspective on the Commercialization of Solar Technologies." Paper presented at 2013 Western Academy of Management (WAM) Conference, Santa Fe, New Mexico.
- Howard-Grenville, Jennifer, Metzger, Matthew L. and Meyer, Alan D. "Rekindling the Flame: Processes of Identity Resurrection." Paper presented at 2012 European Group for Organizational Studies (EGOS) Colloquium, Helsinki, Finland.
- Metzger, Matthew L. and Earle, Andrew. "An Organizational Account of the Tail Wagging the Dog: Identity Maintenance through Cultural Rejuvenation." Paper presented at 2011 Western Academy of Management (WAM) Conference, Victoria, British Columbia.
- Metzger, Matthew L. and King, Jesse S. "From Effectuation to Market Driven: Solidifying Value Propositions for Emergent and Sustainable Technologies." Poster presented at 2011 University of Oregon Graduate Research Conference, Eugene, OR.

Metzger, Matthew L. and King, Jesse S. "From Effectuation to Market Driven: Solidifying Value Propositions for Emergent and Sustainable Technologies." Paper presented at 2010 International Conference on Business and Sustainability, Portland, OR.

King, Jesse S. and Metzger, Matthew L. "Moving Forward in the Dark: New Product Development in Nascent Markets." Paper presented at 2010 Academy of Marketing Science (AMS) Conference, Portland, OR.

Metzger, Matthew L., Howard-Grenville, Jennifer and Meyer, Alan D. "The More We Change the More We Stay the Same: The Re-emergence of Track Town USA." Paper presented at 2009 Academy of Management (AoM) Conference, Chicago, IL. Organization and Management Theory and Managerial and Organizational Cognition Divisions.

Metzger, Matthew L. "Exploring the Persistence of Organizational and Regional Identity and Reputation" (**Winner of Doctoral Student Paper**). Paper presented at 2009 Western Academy of Management (WAM) Conference, Midway, Utah.

Metzger, Matthew L. and Meyer, Alan D. "Attitudes and Latitudes: Origins, Dynamics and Consequences of Regional Identity." Symposium presented to the Organization and Management Theory and Managerial and Organizational Cognition Divisions at the 2009 Academy of Management (AoM) Conference, Chicago, IL.

AWARDS AND RECOGNITIONS

- 2018 OMT Best Paper Award, Academy of Management
- 2017 Outstanding Teacher Award, UCCS College of Business
- 2015 Past Presidents' Best Paper Award, Western Academy of Management
- 2010 Doctoral Student Teaching Excellence Award, Charles H. Lundquist College of Business, University of Oregon
- 2009 Best Paper Authored by a Doctoral Student, Western Academy of Management

GRANTS AND SCHOLARSHIPS

Untitled Data Collection Project. Warsaw Sports Marketing Center, University of Oregon. 2010 Summer Research Fellowship. \$5000.

"Slogans Meet Substance: Complimenting Regional Identity Rebranding with Institutional Entrepreneurship." Lundquist Center for Entrepreneurship, University of Oregon. 2009 Summer Research Fellowship. \$5000.

"The Re-Emergence of Track Town USA." School of Journalism and Communication, University of Oregon. 2008 Pat Kilkenny Grant. \$30,000.

"The Track Town Rebound: The Resurrection of Community Identity through Sport." Warsaw Sports Marketing Center, University of Oregon. 2008 Summer Research Fellowship. \$2500.

COURSES TAUGHT & AVERAGE INSTRUCTOR SCORES

University of Colorado Colorado Springs

ENTP 1000 Introduction to Entrepreneurship
ENTP 4000 The Business Plan *Online Class*
ENTP 4500 Entrepreneurship and Strategy
INOV 1010 The Innovation Process
INOV 2020/3020/4020 Innovation Teams
MGMT 3300 Introduction to Management and Organizations

University of Oregon

BA 316 Management: Value through People
BA 453 Business Strategy and Planning
MGMT 335 Launching New Ventures
MGMT 417 Negotiation Strategies
MGMT 321 Managing Organizations

University of the West Indies - Mona

SBCO6190 Entrepreneurship and New Venture Development (N/A)

PROFESSIONAL ORGANIZATIONS

Academy of Management
Western Academy of Management

PROFESSIONAL SERVICE

Ad Hoc Reviewer for the Academy of Management Journal
Ad Hoc Reviewer for the International Small Business Journal
Ad Hoc Reviewer for the Journal of Business Research
Ad Hoc Reviewer for the Strategic Entrepreneurship Journal
Ad Hoc Reviewer for the Journal of Management Education
Ad Hoc Reviewer for the Journal of Engineering and Technology Management
Ad Hoc Reviewer for the Journal of Entrepreneurship and Public Policy

2018	Academy of Management Conference, Reviewer for OMT Division
2018-16	Western Academy of Management Conference Track Chair for Strategy Division
2016-13	Academy of Management Conference, Reviewer for OMT and ENT Divisions
2016-14	Western Academy of Management Conference Reviewer
2012	Academy of Management Conference, Reviewer for MOC, OT, and ENT Divisions
2012	Western Academy of Management Conference Reviewer
2011	Academy of Management Conference, Reviewer for TIM Division
2010-09	United States Association for Small Business and Entrepreneurship Reviewer
2010	Assistant to Program Chair, West Coast Research Symposium for Technology Entrepreneurship, sponsored by the Ewing Marion Kauffman Foundation

COLLEGE SERVICE

University of Colorado Colorado Springs

- 2018-17 University of Colorado Personnel and Benefits Committee
- 2018-16 COB Representative for UCCS Faculty Assembly
- 2018-16 Course Coordinator, MGMT 3300
- 2018-13 Faculty Advisor, Entrepreneurship and Innovation Club
- 2015 Faculty Advisor, ENACTUS
- 2015 Featured Speaker, Mountain Lion Research Day
- 2015 Team Member, COB Service Task Force
- 2015 Team Member, Hiring Committee for Dean's Executive Assistant
- 2014-13 Daniel's Ethics Fellow
- 2014-12 Judge, UCCS COB Sports and Outdoor Business Plan Competition
- 2014 Team Member, COB Dean's Five Year Reappointment Committee
- 2014 Team Member, Program Prioritization Task Force (Degree-Granting Programs)
- 2013 Mentor, UCCS MOSAIC Program, University of Colorado at Colorado Springs
- 2012 Team Member, COB Culture Team

University of Oregon

- 2012-08 Preliminary Round Judge, New Venture Championship International Business Plan Competition Lundquist Center for Entrepreneurship
- 2011-09 Student Representative, PhD Committee, Lundquist College of Business