

BRIAN G. NAGY

Department of Business Administration
College of Business
Tennessee State University
Nashville, Tennessee
Phone: 615-963-7154
E-mail: bnagy@tnstate.edu

EDUCATION

University of Alabama, Tuscaloosa	Ph.D., Strategic Management, 2008
Indiana University, Northwest	M.B.A., 1999
Case Western Reserve University, Cleveland	Executive Leadership Certificate, 1998
Indiana University, Bloomington	B.S., Operations Management, 1994

TEACHING

Tennessee State University, Nashville

Assistant Professor (tenure-track, Fall 2022 – present)

Business Strategy, Fall 2022

Leadership, Fall 2022

Stephen F. Austin State University, Nacogdoches

Assistant Professor (tenure-track, Fall 2020 – Fall 2022)

Business Strategy, Fall 2020 – Spring 2022

Principles of Entrepreneurship, Summer 2021

Tennessee Tech University, Cookeville

Assistant Professor (tenure-track, Fall 2015 – Fall 2020)

Business Strategy, (9 client projects facilitated), Fall 2015 – Summer 2020

Management and Organizational Behavior, Fall 2015 – Summer 2020

Experiential Leadership, (course developer and facilitator), Spring 2018

Bradley University, Peoria

Associate Professor (tenured, Fall 2014 – Fall 2015)

Leading Organizations, (course developer and facilitator), Summer I term, 2015

Business Policy and Strategic Management, (24 client projects facilitated), Fall 2014 – Spring 2015

Innovation in Organizations, (course developer and facilitator – team taught with an engineering professor), Spring 2015
Leading Organizations, (course developer and facilitator), January Term, 2015
Collaboration in Organizations, (course developer and facilitator – team taught with an engineering professor), Fall 2014

Assistant Professor (tenure-track, Fall 2008 – Fall 2014)

Business Policy and Strategic Management, (125 client projects facilitated), Fall 2008 – Spring 2014

University of Alabama, Tuscaloosa

Course Instructor (Summer 2005 – Summer 2007)

Introduction to World Business, Summer 2007

Foundations of Entrepreneurship, Fall 2006 and Spring 2007

Organizational Theory and Behavior, Summer 2005 and Summer 2006

Davenport University, Merrillville

Adjunct Faculty Member (Fall 1999 – Fall 2000)

Quantitative Business Methods, Spring 2000

Supply Chain Management, Fall 1999

RESEARCH

Journal Publications (double-blind, peer review journals)

Truong, Y., and Nagy, B.G. (2021). “Nascent ventures’ green initiatives and angel investor judgments of legitimacy and funding.” *Small Business Economics*, 57(3), pp. 1801-1818.

Nagy, B.G., and Gonzalez, A.A. (2021). “Stages in the entrepreneurship process: A case study from the medical industry.” *Journal of International Academy of Case Studies*, 27(3), pp. 1-10.

Murphy, P.J., Pollack, J.M., Nagy, B.G., Rutherford, M.W., and Coombes, S.M. (2019). “Risk tolerance, legitimacy, and perspective: Navigating biases in social enterprise evaluations.” *Entrepreneurship Research Journal*, 9(4), pp. 1-19.

Nagy, B.G., Rutherford, M.W., Truong, Y., and Pollack, J.M. (2017). “Development of the legitimacy threshold scale.” *Journal of Small Business Strategy*, 27(3), pp. 50-58.

Ballou, D., Huguenard, B., Nagy, B.G., Armstrong, C., and Guimaraes, T. (2016). “Understanding the process and success factors to increase synergies between research and teaching.” *Journal of Systematics, Cybernetics and Informatics*, 14(7), pp. 56-59.

- Nagy, B.G., and Dovalina, C.L. (2015). "Five Senses Spa and Salon: The best, but at what cost?" *Journal for Asia Entrepreneurship and Sustainability*, 11(2), pp. 57-80.
- Nagy, B.G., Blair, E.S., and Lohrke, F.T. (2014). "Developing a scale to measure liabilities and assets of newness after start-up." *International Entrepreneurship and Management Journal*, 10(2), pp. 277-295.
- Nagy, B.G., and Johlke, M.C. (2013). "Selling in the new venture context: Influencing buyer intentions through the liabilities and assets of newness." *Journal of Selling and Major Account Management*, 13(1), pp. 58-68.
- Nagy, B.G., and Kacmar, K. M. (2013). "Increasing customer satisfaction in the new venture context." *Journal of Research in Marketing and Entrepreneurship*, 15(2), pp. 143-159 (Winner of Emerald's 2014 Highly Commended Paper Award).
- Nagy, B.G., and Zahorjan, D. (2013). "The Main Statement case: The convergence of business and art in the new venture context." *Journal of Business and Administration Research*, 2(1), pp. 9-14.
- Nagy, B.G., Pollack, J.M., Rutherford, M.W., and Lohrke, F.T. (2012). "The influence of entrepreneurs' credentials and impression management behaviors on perceptions of new venture legitimacy." *Entrepreneurship Theory and Practice*, 36(5), pp. 941-956.
- Pollack, J.M., Rutherford, M.W., and Nagy, B.G. (2012). "Preparedness and cognitive legitimacy as antecedents of new venture funding in televised business pitches." *Entrepreneurship Theory and Practice*, 36(5), pp.915-939.
- Nagy, B.G., Kacmar, K. M., and Harris, K. J. (2011). "Dispositional and situational factors as predictors of impression management behaviors." *Journal of Behavioral and Applied Management*, 12(3), pp. 229-245.
- Kacmar, K.M., Harris, K.J., and Nagy, B.G. (2007). "Further validation of the Bolino and Turnley impression management scale." *Journal of Behavioral and Applied Management*, 9(1), pp. 16-32.

Book Chapters (invited)

- Rutherford, M.W., and Nagy, B.G. (2014). "Entrepreneurial behaviors and legitimacy attainment," in *Encyclopedia of Entrepreneurship Research*, Morris, M.H. and Kuratko, D.F. (Eds.), Wiley Publishing.
- Nagy, B.G., and Lohrke, F.T. (2010). "Only the good die young? A review of liability of newness and related new venture mortality research," in *Historical Foundations of Entrepreneurship Research*, Landstrom, H. and Lohrke, F.T. (Eds.), pp. 185-204. Cheltenham, UK: Edward Elgar Publishers.

Manuscripts Under Review

Rajesh, I., Muncy, J.A., Johlke, M.C., and Nagy, B.G. “How Should New Firms Build Relationships with Buyers?” Under review, *Journal of Business and Industrial Marketing*.

Rutherford, M.W., Pollack, J.M., Nagy, B.G., Phillips, D., and Mazzei, M.J. “Legitimacy in utero: Introducing and clarifying the construct of primordial legitimacy.” Under review, *Organization Science*.

Working Papers

Nagy, B.G., and Baumann, H. “The effects of preparedness and feedback acceptance on the likelihood to attain legitimacy.”

Nagy, B.G. “BAC Hooks: Attempting to Snare Funding.”

Nagy, B.G. “The minimization of firm novelties by founding teams managing in highly dynamic environments.”

Conference Papers and Presentations

Nagy, B.G. (2020) “The minimization of firm novelties by founding teams.” Paper presented at the *Small Business Institute Annual Conference*, New Orleans, LA.

Rajesh, I., Muncy, J.A., Johlke, M.C., and Nagy, B.G. (2018) “A model of Indian buyers’ perceptions of new venture assets and liabilities.” Paper presented at the *Journal of Academy of Marketing Science Conference*, Hyderabad, India.

Nagy, B. G. and Nayir, D.Z., (2018) “Does past entrepreneurial experience and acceptance of feedback increase legitimacy from angel investors?” Paper presented at the *European Research in Entrepreneurship and Small Business Conference (RENT Conference)*, Toledo, Spain.

Truong, Y. and Nagy, B.G. (2017) “Nascent ventures’ green initiatives and investors’ judgments of legitimacy and funding.” Paper presented at the *Academy of Management Annual Conference*, Atlanta, Georgia.

Truong, Y. and Nagy, B.G. (2016). “Wasteful signals and investor perceptions of sustainability initiatives.” Paper presented at the *European Group for Organizational Studies (EGOS)*, Naples, Italy.

Rutherford, M.W., Pollack, J.M., and Nagy, B.G. (2015). “Giving sense to receive primordial legitimacy.” Paper presented in the “50 years of liability of newness research: Assessing progress and exploring future research” professional

development workshop at the *Academy of Management Annual Conference*, Vancouver, BC.

- Pollack, J.M., Rutherford, M.W., and Nagy, B.G. (2014). "Sensegiving, venture legitimacy, and the emergence of institutions." Paper presented at the *Southern Management Association Annual Conference*, Savannah, GA.
- Pollack, J.M., Nagy, B. G., Murphy, P.J., Rutherford, M.W., and Coombes, S.M. (2013). "Socially-purposeful venture legitimacy and the moderating role of risk tolerance." Paper presented at the *Southern Management Association Annual Conference*, New Orleans, LA.
- Pollack, J.M., Rutherford, M.W., and Nagy, B.G. (2011). "Antecedents to amount of funding by investors in response to business pitches: Evidence from *Shark Tank* and *Dragons Den*." Paper presented at the *Southern Management Association Annual Conference*, Savannah, GA.
- Nagy, B.G. and Kacmar, K. M. (2011). "Hedonic shopping satisfaction in the new venture context." Paper presented at the *Global Symposium on Marketing and Entrepreneurship*, Rio de Janeiro, Brasil.
- Nagy, B.G. and Blair, E.S. (2010). "Accentuate the positive or eliminate the negative: Developing a scale for identifying the assets and liabilities of newness." Paper presented at the *Babson College Entrepreneurship Research Conference*, Switzerland.
- Nagy, B.G. and Lohrke, F.T. (2009). "Only the good die young? A review of liability of newness, liability of adolescence, and assets of newness research." Paper presented at the *Academy of Management Annual Conference*, Chicago, IL.
- Nagy, B.G. and Reynolds, K. E. (2009). "Accentuate the positives or eliminate the negatives? Linking customer types and the management of assets and liabilities of newness." Paper presented at *Global Symposium on Marketing and Entrepreneurship*, Chicago, IL.
- Lohrke, F.T., Nagy, B.G., Bird, B.J., Fischer, E., Reuber, A.R. (2009). "Are new ventures illegitimate, disreputable, untrustworthy, or routineless? A liability of newness review and research agenda." Paper presented at the *Babson College Entrepreneurship Research Conference*, Babson Park, MA.
- Nagy, B.G. and Lohrke, F.T. (2008). "Attaining new venture legitimacy: A review and research agenda." Paper presented at the *Babson College Entrepreneurship Research Conference*, Chapel Hill, NC.
- Nagy, B.G. and Marino, L.D. (2007). "Linking impression management behaviors and legitimacy in the entrepreneur-investor context." Paper presented at the *Southern Management Association Annual Conference*, Nashville, TN.

Nagy, B.G. (2007). "The effects of organizational citizenship behaviors on the liability of newness." Paper presented at the *Academy of Management Annual Conference*, Philadelphia, PA.

Nagy, B.G. (2006). "Managing liabilities and assets of newness: The role of environmental dynamism." Paper presented at the *Southern Management Association Annual Conference*, Clearwater, FL.

Colloquiums and Presentations to University and Community Groups

Nagy, B.G. (2018). "Impression management and organizational member effectiveness." Presentation made at Tennessee Tech University, *Faculty Forum*, College of Interdisciplinary Studies, January 23rd, 2018.

Nagy, B.G. (2016). "Impression management and other dramaturgical techniques to be used in dyadic contexts." Presentation made at Tennessee Tech University at the September membership meeting of the *Society for the Advancement of Management (SAM)*, September 15th, 2016.

Nagy, B.G. (2011). "Antecedents to amount of funding by investors in response to business pitches: Evidence from Shark Tank and Dragons Den." Paper presented at *CBER Colloquium*, Bradley University, Foster College of Business, November 15th, 2011.

Nagy, B.G. (2010). "Strategic management: A presentation of the process and activities leading to successful strategic implementation." Presentation made at the September membership meeting of *National Association of Women Business Owners (NAWBO)*, September 15th, 2010.

AWARDS AND RECOGNITION

Awarded the Continuous Improvement Award, College of Business, Tennessee Tech University, May 2018

Awarded the opportunity to participate in the Faculty Leadership Development Program, Tennessee Tech University, Fall 2016 – Spring 2017

Awarded the Faculty Member of the Year Award, Foster College of Business, Bradley University, May 2015

Awarded the Highly Commended Paper Award, *Journal of Research in Marketing and Entrepreneurship*, 2014

Recognized as one of the top 5% of the reviewers, *Southern Management Association Conference*, October 2012

Awarded the Outstanding Reviewer Award, Strategy/Entrepreneurship Track, *Southern Management Association Conference*, November 2008

Awarded the Outstanding Reviewer Award, Entrepreneurship, Innovation, and Information Technology Track, *Southern Management Association Conference*, November 2007

Finalist for the Michael J. Driver Award for Best Career Paper, *Southwest Academy of Management Conference*, March 2007

UNIVERSITY SERVICE

Advisor and co-founder, Tennessee Tech University's Chapter of the National Organization of Business and Engineering (NOBE), 2016 - 2020
Committee member, Educational Development Advisory Board, Tennessee Tech University, 2016 – 2020
Committee member, Strategic Planning Committee, College of Business, Tennessee Tech University, 2016 – 2018
Corresponding secretary and founder, College of Business's Business and Economic Research Group (COBERG), Tennessee Tech University, 2016 – 2018
Committee member, Department of Decision Sciences and Management Search Committee, Tennessee Tech University, 2018
Committee member, University Graduation Application Process Ad-hoc Committee, Tennessee Tech University, 2016 – 2017
Committee member, Technology Services Committee, Tennessee Tech University, 2015 – 2016
Committee member, Technology Committee, Foster College of Business, Bradley University, 2013 – 2015
Committee member, Awards Committee, Foster College of Business, Bradley University, 2011 – 2014

ACADEMIC SERVICE

Editorial board member, *Management Decision*, 2014 to present
Editorial board member, *International Entrepreneurship and Management Journal*, 2014 to present
Reviewer for ENT, *Southern Management Association Conference*, 2005 to present
Reviewer for *Journal of Business Venturing*, 2017 to present
Reviewer for *Journal of Small Business Strategy*, 2012 to present
Archivist, *Southern Management Association*, nominated and elected appointment, Board of Trustees member, 2013 to 2017
Associate Editor, *Journal of Business Administration Research*, two-year appointment, November 2012 to November 2014
Reviewer for ENT, *Academy of Management Conference*, 2007 through 2016
Reviewer for OB, *Institute of Behavioral and Applied Management Conference*, 2011-2015
Reviewer for *INFORMS/Organization Science Dissertation Proposal Competition*, 2013
Reviewer for Best Doctoral Student Paper Award in the ENT/Innovation Track, *Southern Management Association Conference*, 2013
Ad hoc reviewer for *Venture Capital: An International Journal of Entrepreneurial Finance*, 2015
Ad hoc reviewer for *Group and Organization Management*, 2015
Ad hoc reviewer for *European Journal of Work and Organizational Psychology*, 2013
Ad hoc reviewer for *Journal of Small Business Management*, 2013

MANUFACTURING INDUSTRY AND HIGH-TECH INDUSTRY EXPERIENCE

STEELCASE – REVEST CORPORATION – Lithia Springs, GA

Aug 2001-Feb 2004

Production Manager, Jan. 2003-Feb 2004

Inventory Manager, Aug. 2001-Dec 2002

- Managed two production departments, the receiving and shipping departments, a welding shop, and a paint department (Nordson Powder System). The workforce was comprised of approximately 100 persons, including two salaried supervisors and eight team leaders
- Responsibilities included managing departmental budgets of up to \$400,000 per year, overseeing plant-wide cycle counts, facilitating Kaizen events, implementing standard work processes, and continuously training an ever-changing workforce of approximately 400 persons
- Continuous improvement achievements include designing and managing a receiving verification process, implementing and ensuring compliance to the company's ISO-9000 program, instituting the "Visual Factory", value stream mapping various departments, and creating numerous visual kanbans on the production floor

SIMTREX CORPORATION – Atlanta, GA

Apr 2000-Aug 2001

Trainer/Consultant/Content Developer

- Analyzed applications at customers' sites, managed project timelines, and worked closely with the quality assurance, product development and information systems departments within Simtrex to deliver custom designed simulation content to Fortune 500 clients

LTV STEEL COMPANY – East Chicago, IN; Cleveland, OH

Dec 1994-Apr 2000

Unit Scheduling Area Supervisor/Inventory Manager, Oct. 1998-Apr 2000

- Supervised the scheduling and planning of eight units/mills in the Flat Roll Finishing Department at Indiana Harbor Works, utilizing synchronous planning and MRP methods

Subject Material Expert/Consulting Liaison, June 1997-Sept 1998

- Designed and tested modules of SAP and peripheral software packages. Acted as a liaison between Andersen Consulting professionals and LTV Steel management during the business reengineering project at LTV Steel Company headquarters in Cleveland, Ohio

Operations/Production Control Data Analyst, July 1996-May 1997

- Programmed SAS (Version 6) for managerial reporting purposes in the Production Control Department at Indiana Harbor Works. Developed ad-hoc managerial reports for senior-level management

Steelworker, Local 1011, December 1994-June 1996

- Performed many functional duties on the cast house floors of the two operating blast furnaces in the Blast Furnace Department at Indiana Harbor Works