

Raymond K. Van Ness, Ph.D.

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CAREER OVERVIEW

Career includes both experience in corporate executive management and in academia. Research and publications have three distinct domains: (1) Corporations (strategies, governance, and performance); (2) Individual Entrepreneurial Propensity (characteristics, motivations, and exogeneous influences); and (3) Collegiate Business Schools (strategies, challenges, and influence).

PROFESSIONAL (Executive)

● Corporate President/CEO; ● Corporate Strategist; ● Executive Vice President; ● Vice President/Finance; ● Corporate Controller; ● Accounting & Finance Manager; ● Cost Accountant; ● Internal Auditor (*detailed below*)

ACADEMIC (Teaching)

● Ph.D. Program, Informatics; ● Ph.D. Program, Organizational Studies; ● Graduate: MS Accounting; ● MBA; Research 698; ● Honors College (*Thesis Mentor*); ● Strategic Management (*Program Coordinator*)

ACADEMIC (Peer Reviewed Publications)

“Is Gen Z Really That Bad? An Assessment of Their Organizational Commitment,”
Lin, B., Van Ness, R. K., Assudani, R., & Robeson, D. (2024), *Journal of Academy of Business and Economics*, 24(4) (in press).

“Student Entrepreneurial Propensity: Evidence of Collegiate Business School Contributions,” Van Ness, R., Robeson, D., Buff, C., and Seifert, C.
(2023) *Journal of Academy of Business and Economics, JABE*, 23(2) 42-60.

"Women in the Workplace: COVID-19 and Work-life Balance," Van Ness, R. and Buff, C.
(2023) *Journal of Managerial Issues*, Vol. 35(2), 220-239.

"How Do Work Values Impact Work Ethic? Model Development and Preliminary Validation of A Work Ethic Attenuation Scale" Van Ness, R., Seifert, C., and Eddy, E.
(2023) *Journal of Academy of Business and Economics*, 23(1): 5-28.

"Generational Work Ethic Differences: From Baby Boomers to Gen Z"
Seifert, C., Van Ness, R., Eddy, E., Buff, C., & D'Abate, C., (2023)
(2023) *Journal of Managerial Issues*, 35(4), 401-422.

- "The Relationship between Self-perceptions, Behavior Tendencies, and Entrepreneurial Propensity"** Van Ness, R., Buff, C., & Seifert, C.
(2021) *American Journal of Entrepreneurship*, 13(2): 5-20.
- "Proactive Entrepreneurs: Who Are They and How are They Different?"**
Van Ness, R., Seifert, C., Marler, J., Wales, W., & Hughes, M.
(2020), *Journal of Entrepreneurship (JoE)*, 29(1) 148-175.
- "Sarbanes-Oxley and The Theorized Missing Link: CEO-Board Power"**
Van Ness, R., Seifert, C., & Downey, R. (2019), *Journal of Academy of Business and Economics, (JABE)*, 19(4) 91-102.
- "A Theoretical Analysis of the Role of Characteristics in Entrepreneurial Propensity"**
Van Ness, R. & Seifert, C (2016), *Strategic Entrepreneurship Journal*, 10: 89-96.
- "Collegiate Schools of Business: Now What? Thoughts of Generational Cohorts"**
Van Ness, R., Ferrara, S., & Gozu, C. (2012), *Journal of International Management Studies*, 12(4) 46-59.
- "B-School Identity Crisis: Student Beliefs May Be An Antidote"**
Van Ness, R. K., Ferrara, S., Van Ness, R. J., & Hughes, B. (2010), *Review of Business Research*, 10(3) 53-65.
- "Board of Director Composition and Firm Financial Performance in a Sarbanes-Oxley World"** Van Ness, R., Miesing, P., & Kang, J. (2010), *Academy of Business and Economics Journal*, 10(5) 56-74.
- "Work Ethic: Do New Employees Mean New Work Values?"**
Van Ness, R., Melinsky, K., Buff, C., & Seifert, C. (2010), *Journal of Managerial Issues*, 22(1) 10-34.
- "Understanding Governance & Corporate Boards: Is Theory A Problem?"**
Van Ness, R., Miesing, P., & Kang, J. (2009), *European Journal of Management*, 7 (9) 186-199.
- "Collegiate Schools of Business: Losing Relevance?"**
Van Ness, R. & Melinsky, K. (2008), *Review of Business Research*, 8(5) 154-162.
- "Exploring Individual Culture and Internet Commerce Success Factors"**
Buff, C., Seifert, C., & Van Ness, R. (2008), *DIAS Technical Review – The International Journal for Business and IT*, 4(2) 17-29.
- "Boards of Directors and Corporate Performance: An Analysis Model"**
Van Ness, R. & Seifert, C. (2007), *Review of Business Research*, 7(3) 11-21.

"Exercise: Scenario Planning"

Miesing, P. & Van Ness, R. (2007), *Organizational Management Journal*, Vol. 4(2) 148-167.

"Hofstede's Cultural Dimensions: Are Individual Differences Important"

Van Ness, R., Seifert, C., Franko, G., & Buff, C. (2005), *International Journal of Business Research*, 2(1) 161-166.

ACADEMIC (Conference Presentations and Published Proceedings)

"How Do Work Values Impact Work Ethic? Model Development and Preliminary

Validation of A Work Ethic Attenuation Scale" Van Ness, R., Seifert, C., and Eddy, E. IABE-2023 Orlando Conference, MARCH 16-18, 2023.

"Understanding Entrepreneurs: The Barriers of Myopia and A Path Forward"

Van Ness, R., Buff, C., and Melinsky, K.
Eastern Academy of Management -- (Portland, Maine, May 18, 2022)

"The Baby Boomer – Gen Z Work Ethic Divide"

Eddy, E., Seifert, C., Buff, C., and Van Ness, R.
(Academy of Management Conference, Seattle, Washington, August 6, 2022).

"Entrepreneurship: An Exploratory Spatial Analysis of Business Formation across Ohio,"

Yang, X., Jiang, S., & Van Ness, R. Global Emerging Scholars Research Workshop, Annual Meeting of the American Accounting Association (AAA).
(January 34, 2022). San Diego, CA.

"Do Collegiate Business Schools Influence Student Entrepreneurial Propensity?"

Van Ness, R. (2020), Eastern Academy of Management, "Online"

"In-Basket Exercise: Is "ESG" A Competitive Advantage?"

Miesing, P. & Van Ness, R. (2020), Eastern Academy of Management, "Online"

"Entrepreneurs: How are they Different?"

Van Ness, R., Seifert, C., Marler, J., Wales, W., & Hughes, M., (2018), Eastern Academy of Management, Providence, RI

"Millennial Entrepreneurial Propensity: Theoretical Influence of B-School Curricula"

Van Ness, R., Seifert, C., & Robeson, D., (2018), Eastern Academy of Management, Providence, RI

"Proactive Entrepreneurs"

Van Ness, R., Seifert, C., Marler, J., & Hughes, M., (2016), Academy of Management, Anaheim, CA

"Collegiate Business Schools: History, Strategies, and the Future"

Van Ness, R., Ferrara, S., & Gozu, C., (2012), International Academy of Business and Economics, Las Vegas, NV

"An Identity Crisis for B-Schools"

Van Ness, R. K., Ferrara, S., Van Ness, R. J., & Hughes, B., (2010), International Academy of Business and Economics, Las Vegas, NV

"Sarbanes-Oxley: Influence on Board of Director Composition and Firm Financial Performance?"

Van Ness, R., Miesing P., Seifert, C., & Kang, J., (2009), Southern Management Association, Asheville, NC

"Relevance of Collegiate Schools of Business"

Van Ness, R. & Melinsky, K. (2008), International Academy of Business and Economics, Las Vegas, NV

"Variations in Work Ethic Between Workforce Professionals and College/University Seniors"

Van Ness, R., Melinsky, K., Buff, C., & Seifert, C., (2007), Academy of Management, Philadelphia, PA

"Boards of Directors and Corporate Performance,"

Van Ness, R. & Seifert, C., (2007), International Academy of Business and Economics, Las Vegas, NV

"Gender and E-Commerce: Understanding of the Relationships between Gender and Internet Commerce Success Factors"

Buff, C., Seifert, C., & Van Ness, R., (2007), Academy of Business Disciplines, Ft. Myers Beach, FL

"Symposium: AACSB Assurance of Learning – Experiences and Lessons"

Kavanagh, M., Michel, J., Van Ness, R., Wagner-Marsh, F., Stone, D., Rogers, D., Seifert, C., Williams, M., & Newell, S., (2006), Southern Management Association, Clearwater, FL

"Exploring Individual Cultural and Internet Commerce Success Factors"

Buff, C., Seifert, C., Van Ness, R., & Franko, G. (2006), Marketing Management Association, Chicago, IL

"The Effects of Race/Ethnicity and Gender on Internet Commerce Success Factors"

Buff, C., Seifert, C., Van Ness, R., & Franko, G. (2006), Marketing Management Association, Chicago, IL

"Montana Power Company: When Power Begets Power: (teaching note Miesing & Van Ness)

Leonard, P. A., Miesing, P., & Van Ness, R. K., (2005), Southern Management Association, Charleston, SC

ACADEMIC (Non-referred Journal Publications)

“Exploring Individual Culture and Its Impact on Internet Marketing Efforts”
Siena College Press Buff, C., Seifert, C., & Van Ness, R. (2006)

ACADEMIC (Manuscripts in Progress) 2024**Under review: Entrepreneurship Theory and Practice**

“Entrepreneur: An 18th Century Concept Needing A 21st Century Recalibration”

Coauthors: Zachary Russell (Chair Management Department, Xavier University); Rashmi Assudani (Dean School of Business, Siena College); & Bilian Lin

Ready for Submission:

“Unveiling Generational Divides: A Generation Cohort Theory Approach to Organizational Commitment Among Gen Z and Non-Gen Z Employees”

Coauthors: Bilian Lin; Rashmi Assudani; & Dan Robeson, (Professor and Director of Entrepreneurial programs at Siena College)

Near Completion:

“Pioneers of Business: Entrepreneur and Their Reaction to Venture Failure”

Coauthor: Zachary Russell; Rashmi Assudani; Bilian Lin

Developing Stage:

“The Nexus of Corporate Boards and Firm Performance: Do Corporate Boards Matter?”

Coauthor: Dennis Caplan, U-Albany, Kim Melinsky, Milligan University; Xiaoshuai Yang, Geneseo College; & Bilian Lin, U-Albany

ACADEMIC AWARDS**● Awards and Honors**

- School of Business Outstanding Professor Award (2024)
- University Torch Professor Award (2023)
 University At Albany, University wide recognition
- 2023 Provost Invitation to be a Featured Speaker at University At Albany Invocation
- Joan D. Rosenthal '76 and Frederick S. Schiff Undergraduate Teaching Award for 2023-2024
- Sustained Excellence in Teaching
 State University of New York, Empire State College 1993-1998
- Harold L. Cannon Outstanding Teaching
 University At Albany, School of Business (2003)
- “Professor Who Inspires” award
 Honors College, University at Albany (2020)

ACADEMIC & CIVIC AFFILIATIONS & PROFESSIONAL DEVELOPMENT

- **Academy of Management (AOM)**
- **International Academy of Business and Economics (IABE)**
- **Southern Management Association (SMA)**
- **Eastern Academy of Management (EAM)**
- **American Accounting Association (AAA)**
- **Institute of Management Accountants (IMA), served as
Executive Vice President/Treasurer for Adirondack Chapter; and
Vice President of Education for Tech-Valley Chapter**
- **American Legion (United States Army veteran)**
- **Professional Development Seminars and Workshops:**
 - **Master Teacher Program**
 - **Colloquium on Change in Accounting Education**
 - **Workshop on Teaching Financial Issues & Accounting "A User Perspective"**
 - **Meetings & Seminars in The Netherlands, more than a decade of interviews
with Dutch executives and participation in educational discussions and
workshops at the University at Groningen (Rijksuniversiteit Groningen).**
 - **SUNY Adirondack business division, led program assessment committee to
guide the school in reaccreditation activities**

ACADEMIC (Service & Other Activities)

- **Dissertation Committee:** Xiaoshuai Yang (2024); Dominick Foti (2022); Mark Hughes (2016) *Chairperson*; Tino DeMarco, (2015); Samuel Ferrara (2013) *Chairperson*; Kimberly Melinsky (2013) *Chairperson*; Cynthia Krom (2010) *Chairperson*; David Gavin (2010); Jaeyoung Kang (2010); John Michel (2006); Karyl Mammano (2004) [Union University, Cincinnati, OH]
- **Honors Thesis Mentor:** Brendan Van Der Vossen (2010); Andrew Colantoni (2011); Heather Goldstein (2013); Cara Veneziano; (2013); Nicole Gillette (2013); Jeff Spiletic (2013); Kevin Spiletic (2013); Jessica Wald (2014); Christina Wedderburn (2014); Genesis Tejada (2014); Jennifer Roman, Matthew Haimson, Vlad Loenko, Patrick Flynn, Robert Bonilla, Matthew Morris (2015); Mackenzie Rinefierd; Patrick McCann; Sarah Watson, (2016); Ilene Rothman, (2018); Drew Zaweski, (2020); Ryan Carr, (2020); Juliana Hybner, Jenna Terc, (2022).
- **Reviewer** for Southern Management Association, for journal publications and published proceedings; Journal of Business Research; Academy of Business and Economics
- **Reviewer** for Eastern Academy of Management for journal publications and published proceedings; Organizational Management Journal
- **Reviewer** for Journal Organizational Behavior and Human Decision Processes
- **Session Chair and Discussant:** International Academy of Business and Economics, Las Vegas, NV, (2013); (2012); (2010); (2008); (2007)

- **Mentor MBA "Research Project in Management"** Anthony Pfister (2010); Dayton T. Maxwell, (2012); Ken Weyrauch, Brett Williams, Bradley Bailey, Jamie Grabowski, Matthew Kishpaugh, Patrick Lee (2015)
- **Committees:** Graduate Affairs Committee (**Chair**), Undergraduate Affairs Committee (UAC); Teaching, Learning, & Technology Committee
- **Annual Speaker** for ABLE, an on-campus student business club
- **School of Business presentations** for prospective students and parents
- **Faculty Speaker:** Commencement (School of Business, University at Albany) (2004)
- **Invited Speaker: University at Albany Invocation** (*all incoming students*) (2023)

EDUCATIONAL INSTITUTIONS

- **State University of New York, University At Albany (2002 - Present)**
- **Siena College (Scholar-in-Residence) (2018 – Present – volunteer)**
- **Excelsior College** (*formerly Regents College*)
(1998 – 2005): Curriculum design and faculty administration
- **Empire State College – FORUM (1993 – 2007):** Courses in management and accounting;
MBA structural redesign committee (1998/99)
- **SUNY Broome (1988 – 2002):** Coordinator/Chair Accounting & Entrepreneurship
Professor: Accounting & Entrepreneurship

PROFESSIONAL INSTITUTIONS

- **CAMBRIDGE PROGRESSIVE INDUSTRIES (CPI), Inc., (1978-1988) – Malden, MA**
CPI was a large regional conglomerate. Its primary focus was on the management of a synergistic portfolio of firms in a variety of industries including retail, wholesale, transportation, and commercial property management. Sold CPI in 1988.

President/CEO (1978–88)

- **SVN Corporation (1967-1978) -- Binghamton, NY & Medford, MA**

The SVN Corporation was a multi-faceted firm. It marketed photographic related items through retail and wholesale firms throughout the northeastern United States. The company also was a wholesaler of graphic art supplies to retail stores, professional printers, newspapers, and state and local governments. Additionally, it provided industrial chemicals to large manufacturers such as International Business Machines (IBM), General Electric (GE), Endicott Johnson Corp. (EJ), and others.

***Executive Vice President** (2/74); ***Board of Directors** – elected (4/72); ***VP Finance** (6/70);

***Controller** (12/67)

Prior Professional Experience:

- *Internal Auditor: (After serving in the United States Army)*
Endicott Johnson Company, International shoe manufacturing firm
 - *Cost Accountant: (After Auditor's position)*
EH Titchener & Company, Special order industrial wire fabricating manufacturing
 - *Accounting & Financial Manager: (After Cost Accounting position)*
EH Titchener & Company
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Education

- **Ph.D. in Management and Business Administration, Union University & Institute, Cincinnati, OH**
- **Master of Science in Education, Elmira College, NY**
- **Bachelor of Science in Business Administration & Accounting, Elmira College, NY**
- **AAS Accounting, SUNY Broome, Binghamton, NY**