

MUHAMMAD A. MUHAMMAD

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Assistant Professor of Practice, Area of Management, Rawls College of Business Administration.

EDUCATION

Rawls College of Business Administration, Texas Tech University

Aug 2015—May 2020

Ph.D. in Business Administration

ESLSCA Group, France (Cairo Campus)

Oct 2004—Nov 2006, *Master of International Business Administration*

Fayoum University (Egypt), Faculty of Engineering

Oct 1993—Jun 1998, *Bachelor of Civil Engineering*

TEACHING ASSIGNMENTS

St. Cloud State University

Fall 2020—Spring 2023

Evaluation: (see attached)

MGMT 462: Small Business Management
MGMT 201: Principles of Management
ENTR 200: Principles of Entrepreneurship
ENTR 364: Entrepreneurship: Business Plans
ENTR 305: Entrepreneurship: Business Models

St. Cloud State University

(Newly designed courses)

ENTR 366: Digital Entrepreneurship
MBA 663: Business Modeling and Commercialization

Texas Tech University

Spring 2020

Eval: 4.38/5.00

MGT 4386: Entrepreneurship, New Venture Creation

Spring 2018

Eval: 4.03/5.00

MGT 3375: Entrepreneurship, New Value Creation

S16, F16, S17, F17, S18, F18

Evaluation: N/A

Cross-Campus Technology Commercialization
(Teaching Assistant)

Summer 2017

Eval: 4.29/5.00

MGT 3375: Entrepreneurship, New Value Creation

Fall 2016

Eval: 3.91/5.00

MGT 3375: Entrepreneurship, New Value Creation

RESEARCH PROJECTS

=====JOURNAL SUBMISSIONS (REVISE & RESUBMIT)=====

Sears, J. & Muhammad, M., (2023). Emerging Economy Firm Technological Catch-up Through a Dual Innovation Ecosystem Framework. *R&D Management*.

A study that uses US Patent data to investigate technological catchup strategies within emerging economies.

=====JOURNAL SUBMISSIONS=====

Muhammad, M., Jennings, J., Hansen, H., & Rahman, Z. (2023). From Psychological Oppression to Envisioned Liberation: Cognitive Precursors of Emancipatory Entrepreneurship, *Academy of Management Review*.

Conceptual paper that proposes a process model of emancipatory entrepreneurship. Currently under review at AMR.

=====AOM ANNUAL MEETING SUBMISSIONS=====

Muhammad, M., Jennings, J., Hansen, H., & Rahman, Z. (2023). From Psychological Oppression to Envisioned Liberation: Cognitive Precursors of Emancipatory Entrepreneurship.

Conceptual paper that proposes a process model of cognitive emancipation.

Muhammad, M., Jaskiewicz, P., & Suddaby, R. (2023). To Be Different and the Same: Redefining Mimetic Isomorphism.

A qualitative study that investigates the shared attributes between founder and family firms under conditions of institutional voids and how they can contribute to the firm's high growth.

Sears, J. & Muhammad, M., (2023). Emerging Economy Firm Technological Catch-up Through a Dual Innovation Ecosystem Framework. *R&D Management*.

A study that uses US Patent data to investigate technological catchup strategies within emerging economies.

=====CONFERENCE PRESENTATIONS=====

Muhammad, M., Hansen, H., & Mitchell, R. (2018). Redemptive Entrepreneurship – Growing Both Businesses and People. *Southern Management Association*.

A qualitative study that investigates the characteristics of the entrepreneurial experience within resource-constrained environments.

Muhammad, M., Hansen, H., & Mitchell, R. (2019). Toward a Theory of Redemptive Entrepreneurship – Growing Both Businesses and People. *Academy of Management Proceedings*.

An extension of the SMA study with a larger sample from three locations.

Muhammad, M., Hansen, H., & Mitchell, R. (2019). Toward a Theory of Cognitive Emancipation. *Social Entrepreneurship Conference*.

A cognitive approach to the entrepreneuring-as-emancipation stream.

=====RESEARCH PIPELINE (WORK IN PROGRESS)=====

Muhammad, M., Hansen, H., & Mitchell, R. (2023). Redemptive Entrepreneurship—How entrepreneurship can change the entrepreneur.

A qualitative study that investigates the characteristics of the entrepreneurial experience within resource-constrained environments.

Muhammad, M., Jaskiewicz, P., & Combs, J., (2021). Toward a More Inclusive Conceptualization of Necessity Entrepreneurship.

A conceptual paper that suggests expanding necessity entrepreneurship beyond the notion of basic needs.

Mcleod, M., Sears, J. & Muhammad, M., (2022). Organizational Virtue Orientation and Corporate Venture Capital Investment Decisions.

A content analysis study that explores the relationship between the investment decisions made by corporate venture capital arms and their organizational virtue orientation.

RESEARCH INTERESTS AND FUTURE PURSUITS



Qualitative Research

I am already engaged in two qualitative studies, and I have plans to collect data for more projects in the near future.



Entrepreneurial Cognition

I am interested in the psychological approaches in general, and in the cognitive ones in particular. I believe the cognitive stream of entrepreneurship research has a lot to offer to the field.



Social Entrepreneurship

Driven by personal values comes my passion for social entrepreneurship. Currently, I am engaged in an emancipatory entrepreneurship project, which has several implications for social entrepreneurship. I have plans for additional future social entrepreneurship pursuits.



The Biology of Entrepreneurship

Influenced by my interest in psychology comes my interest in the biological manifestations of entrepreneurial behavior. The entrepreneurial pursuit is simultaneously exhausting, stressful, and emotional (no strange, the rollercoaster is a popular metaphor). This nature makes biological measures legitimate methods to capture many of its effects.



Experiments/ Quasi-Experiments

I think the entrepreneurship research field has not yet utilized the full potential of experimental/ quasi-experimental research. I am passionate about contributing to extending the utilization of this method within our field.



Research and High Tech

Virtual and Augmented Reality, Tons of Behavioral measures, biometric sensors, and advanced statistical analysis techniques either did not exist ten years ago or have been super expensive. All of these could constitute potential resources for high-quality research, and I am interested in exploring this route.

TEACHING INTERESTS AND FUTURE PURSUITS



Experiential Classroom Methods

Having attended several workshops around the experiential classroom methods, I have tailored multiple interactive activities that fit an entrepreneurship course. I am also interested in developing a set of experiential classroom methods particularly suited for online courses.



Cognitive Approaches to Course Design

Given my passion for entrepreneurial cognition, I strive to design new entrepreneurship courses that emphasize the cognitive mechanisms of the entrepreneurial pursuit.



K-12 Entrepreneurship Education

On my list of future pursuits is developing an entrepreneurship course to teach the basic entrepreneurship knowledge to middle and high school students. A book that can be read by college undergraduates as well as middle and high school students. Also, a book that can be translated into multiple languages with minimal edits.

ACADEMIC TRAINING

CARMA Short Courses Summer 2016

A one-week intensive course focusing on Programming with R.

California Entrepreneurship Educators Conference Spring 2017

Lectures/workshops focusing on enhancing entrepreneurship quality of teaching and research.

Experiential Classroom Clinic Fall, 2018

Intensive training on the various experiential classroom techniques (e.g., case studies, videos, simulation, interactive activities).

TTU Groundwork Program Spring, 2019

Texas Tech University training program that focuses on enhancing the teaching skills of graduate students.

Social Entrepreneurship Seminar Fall, 2019

A concentrated and fully accredited Social Entrepreneurship doctoral seminar from the University of Oklahoma.

Equity, Diversity, and Inclusion Workshop Spring, 2022

A comprehensive workshop that raises awareness of equity, diversity, and inclusion issues in the academic field.

ACADEMIC SERVICE

- Panelist at the Transitional Entrepreneurship Colloquium

Co-led a panel on conceptualizing transitional entrepreneurship with Prof. Shaker Zahra and Prof. Garry Bruton.

- Volunteering Reviewer for Entrepreneurship papers

Strategic Entrepreneurship Journal, Family Business Review, and Entrepreneurship Theory & Practice.

- Entrepreneurship Club Advisor

Mentoring and advising the entrepreneurship club members at St. Cloud State University.

- AoM 2017, 2018, 2019, 2023

Volunteering reviewer for Entrepreneurship/Strategy papers.

- SMA 2017, 2018

Volunteering reviewer for Entrepreneurship/Strategy papers.

- USASBE 2019

Volunteering reviewer for Entrepreneurship/Strategy papers.

INSTITUTIONAL SERVICE

Committee Membership	Serving as a committee member for multiple committees, including the Curriculum Committee, Scholarship Committee, among other ones.
Student Advising	Serving as the academic advisor for entrepreneurship students at the Herberger Business School.
New Course Design	I designed two new entrepreneurship courses. MBA 663: Business Modeling and Commercialization, and ENTR 366: Digital Entrepreneurship.

PROFESSIONAL AND COMMUNITY SERVICE

Mentorship	I served as a mentor for several accelerator programs and entrepreneurship training companies in Minnesota and across the US, such as Beta, gBETA, and iltAcademy. I have mentored over 30 companies in the last few years in different capacities.
Policymaking	<p>I serve as a member of the Fastlane 94 advisory team, a government funded NGO concerned with promoting entrepreneurship in central Minnesota.</p> <p>I represent my institution at the Minnesota DEED (Department of Employment and Economic Development) higher education committee meetings.</p>

DISSERTATION

Title:	Cognitive Emancipation: A Cognitive Approach to Entrepreneurship-as-Emancipation.
Committee Members:	Ronald K. Mitchell (Co-Chair) Hans Hansen (Co-Chair) Keith Brigham (Member) Garry Bruton (External Member, Texas Christian University) Mark Sheridan (Dean of the Graduate School, Texas Tech University)
Proposal Date:	April 29, 2019
Current Status:	Successfully Defended.
Defense Date:	June 22, 2020.

ENTREPRENEURIAL PURSUITS

2009	Co-Founder & CEO, BasharSoft (Online Job Portal and Software House) BasharSoft is a technology startup specialized in online job recruitment solutions. I founded the company after winning a national business plan competition and receiving a government grant of \$200,000 in 2009. Currently, the company is the market leader in the Egyptian online job recruitment market.
2007	Co-Founder & CEO, Dominos Media (Digital Communications Agency) Dominos Media is a digital marketing agency that provided web design/development and digital marketing services to clients from Egypt, England, Germany, United States, Kuwait, and United Arab Emirates.

PROFESSIONAL EXPERIENCE

- Mar 2013—
Jul 2015
- Marketing Manager, OneCard.net | E-Commerce.**
OneCard is a regional alternate online payment method. As the head of marketing, my team was responsible for posting sales, increasing brand awareness, penetrating new markets, and introducing additional revenue streams. OneCard's primary markets were in Saudi Arabia, Egypt, Kuwait, as well as several other countries in the MENA region.
- Jul 2012—
Dec 2012
- External Consultant, Silatech | NGO.**
Silatech is an international development nonprofit non-governmental organization based in Doha, Qatar. I joined the organization as an external consultant to take part in the development of a regional youth empowerment portal (ta3mal.com) between Silatech and Microsoft.
- Sep 2009—
Jun 2012
- Co-Founder & CEO, BasharSoft | Technology Startup.**
BasharSoft, LLC, was established when the two members of the founding team won a national business plan competition and received a government fund of EGP 1,100,000 (equivalent to \$200,000 in 2009). The company developed several award-winning products at both the national and regional levels, including www.wuzzuf.com and www.forasna.com, the largest online recruitment portals in Egypt. BasharSoft was recognized as a finalist startup by the MIT Arab Business Plan Competition in both Lebanon and Tunisia. BasharSoft's portfolio of customers included big companies and organizations, such as PepsiCo and GIZ.
- Sep 2007—
Dec 2011
- Co-Founder & CEO, Dominos Media | Digital Agency.**
Dominos Media is a digital communications agency. I used to handle company's external relationships, manage Business Development activities, and support the development team with resources. Dominos Media portfolio of customers included clients in Egypt, UK, Kuwait, Qatar, and UAE.
- Aug 2008 —
Sep 2009
- Regional Business Development Manager, Applied Science International (ASI) | Software House/ Engineering Consulting Firm.**
Applied Science International (ASI) is another company in The Steel Network (TSN) Group. As the regional business development manager, I was responsible for establishing a strong brand presence within the MENA region, and particularly in the Arab Gulf area. I established business relationships with key companies in the MENA region, and I have contributed to securing contracts with some big players like Saudi Aramco and the Arab Contractors. We consulted for Saudi Aramco in a multibillion project for liquid gas in Yanbu, KSA. We have also negotiated a role in another mega project of the expansion and renovation of the Haram Mosque in Mecca, KSA.

- Nov 2004 — **Marketing Communications Manager, The Steel Network Egypt | Software House.**
 Aug 2008
- I continued my role as the graphics and Internet division manager, but now under the official title of marketing communications manager. I used to supervise a larger team of graphic designers, 3D modelers/ animators, and web developers. The marketing team was responsible of producing marketing materials for both the Cairo subsidiary and the headquarter in the US.
- Jun 2002 — **Graphics & Internet Division manager, EnR Solutions | Software House.**
 Nov 2004
- I used to supervise a team of graphic designers and web developers who was responsible for developing the company's website and marketing communication materials for our software packages.
- Feb 2000 — **Software Developer, EnR Solutions | Software House.**
 Jun 2002
- I worked on various projects related to developing structural analysis and design software packages.

AWARDS/RECOGNITION (ACADEMIC/ PROFESSIONAL)

- 2015 - 2018 **AT&T Graduate Fellowship at Texas Tech University.**
- 2018 **Media Coverage:** One of my class projects was featured in a local newspaper at Lubbock, TX, for its community impact.
- 2014 **BasharSoft Company** becomes the first Egyptian startup to join the **"500 Startups"** accelerator at **Silicon Valley.**
- 2013 A **visiting fellow** at the **University of Michigan**, Economic Empowerment through Entrepreneurship program.
- 2013 US Department of State **Professional Fellows Program Alumni.**
- 2011 A **Top 12 Startup** (out of 3,500+ contestants), **MIT Arab Business Plan Competition.**
- 2011 **Most promising 30 technology startups** in Egypt. The US Department of State – **Global Entrepreneurship Program.**
- 2010 The **Best 100 Mediterranean startups** by **MedVentures.**
- 2009 Winner of the **Egyptian National Business Plan Competition** and recipient of a \$200,000 government grant to start the new business.