

WILLIAM FORSTER

EDUCATION

University of Virginia , Darden School of Business, Charlottesville, VA <i>PhD – Management: Entrepreneurship, Strategy, and Business Ethics</i> Dissertation: <i>When a Second Person Enters the Scene: Of Founding Partnerships, Firm Creation and Profitability</i> Committee: Saras Sarasvathy, Sankaran Venkataraman, Jared Harris, Karen Jansen	2009
University of Colorado , Colorado Springs, CO <i>Master of Business Administration, Technology Management and Finance</i>	2003
Air Force Institute of Technology , Dayton, OH <i>Master of Science, Cost Analysis</i> Thesis: <i>Determinants of the Housing Choices of Military Families: Implications For Military Policy</i>	1997
United States Air Force Academy , Colorado Springs, CO <i>Bachelor of Science, Management</i>	1995

HONORS AND AWARDS

Kauffman Foundation & National Opinion Research Center Dissertation Grant	2008
Society for Business Ethics Founders' Award	2007
United States Air Force PhD Fellowship	2005-2007
James R. Woody Outstanding Educator Award (Upper Level), USAF Academy	2005
United States Air Force Meritorious Service Medal	2005
Officer of the Year, Department of Management, USAF Academy	2003

PUBLICATIONS

- Hayward, M. L., Forster, W.R., Sarasvathy, S.D., & Fredrickson B. L. 2009. Beyond Hubris: How Highly Confident Entrepreneurs Rebound to Venture Again. *Journal of Business Venturing*.
- Ferrante, C. J., Green, S. J. & Forster, W. R. 2006. Getting More out of Team Projects: Incentivizing Leadership to Enhance Performance. *Journal of Management Education*, 30(6).

MANUSCRIPTS UNDER REVIEW

- Forster, W. R., Sarasvathy, S. D, & Hayward, M. L. An Error Based Theory of Entrepreneurial Confidence. *Strategic Management Journal*.

WORKING PAPERS

- Sarasvathy, S.D., G Küchle, & Forster, W.R. *The Role of Under and Overconfidence in the Development of Entrepreneurial Expertise*. Target journal: *Academy of Management Review*
- Dew, N., Sarasvathy, S.D., & Forster, W. R. *Isotropy and Opportunity*. Target journal: *Administrative Science Quarterly*.
- Forster, W. R. *Co-Founding New Ventures: Founding Team Structure and Relationships in New Venture Creation*. Target journal: *Academy of Management Journal*.
- Forster, W.R. *The Genesis of Entrepreneurial Founding Partnerships: Why do some Co-found?* Target Journal: *Organization Science*.
- Forster, W.R. *Founding Partnerships and New Firm Profitability*. Target Journal: *Strategic Management Journal*.
- Forster, W. R. & York, J. G. *Effectuation and Nascent Entrepreneurs: Evidence from the Panel Study of Entrepreneurial Dynamics*. Target Journal: *Strategic Entrepreneurship Journal*.
- Forster, W. R. *Adam Smith on the Limits of CSR*. Target journal: *Journal of Business Ethics*

REFEREED CONFERENCE PRESENTATIONS

- Forster, W.R. 2009. *The Genesis of Entrepreneurial Founding Partnerships: Why do some Co-found?* Strategic Management Society Annual Meeting, Washington D.C.
- Forster, W.R. 2009. *The Effects of Effectual Logic: Nascent Entrepreneurial Performance and Effectuation*. Academy of Management Annual Meeting, Chicago, IL.
- Forster, W. R. & Sarasvathy, S. D. 2008. *When Hubris is Good: An Error Based Theory of Entrepreneurial Overconfidence*. Academy of Management Annual Meeting, Anaheim, Ca.
*Nominated for the Academy of Management Entrepreneurship Division's IDEA Award – Research Promise Category
- Forster, W. R. 2008. *The Enduring Partnership*. Babson College Entrepreneurship Research Conference, Chapel Hill, NC.
- Forster, W. R. & York, J. G. 2008. *Effectuation and Nascent Entrepreneurs: Evidence from the Panel Study of Entrepreneurial Dynamics*. Babson College Entrepreneurship Research Conference, Chapel Hill, NC.
- Forster, W. R. & Sarasvathy, S.D. 2008. *When Hubris is Good: An Error Based Theory of Entrepreneurial Overconfidence*. Danish Research Unit for Industrial Dynamics - Dynamics of Institution and Markets in Europe (DRUID-DIME) Conference, Aalborg, Denmark.
- Forster, W. R. 2007. *Adam Smith and the Limits of CSR*. Society for Business Ethics Annual Meeting, Philadelphia, PA.
- Forster, W. R. 2007. *Moral Legitimacy and the Social Entrepreneur*. Business Ethics in a Global World: China, India and Beyond Conference, Markkula Center for Applied Ethics, Santa Clara University, Santa Clara, CA.
- Forster, W. R. 2006. *The Internet and Dewey's Great Community*. Society for Business Ethics Annual Meeting, Atlanta, GA.

TEACHING EXPERIENCE

United States Air Force Academy	
MGT 472, <i>Strategic Management</i> (Senior Capstone Course for the Management Major, Business Plan Final Project) 2 Sections, 64 Students, Student Evaluation: 5.7 / 6.0 (Top 5% of AF Academy) * <i>James R. Woody Outstanding Educator Award (Upper Level)</i>	Spring 2005
MGT 341, <i>Financial Accounting</i> (Junior Required Course) Directed Course: 3 Instructors & 173 Students 4 Sections, 61 Students, Student Evaluation: 5.8 / 6.0	Fall 2004
MGT 342, <i>Managerial Accounting</i> (Junior Elective) 3 Sections, 36 Students, Student Evaluation: 5.6 / 6.0	Spring 2004
MGT 341, <i>Financial Accounting</i> (Junior Required Course) 3 Sections, 53 Students, Student Evaluation: 5.6 / 6.0	Fall 2003

PROFESSIONAL SERVICE

Ad-Hoc Reviewer, <i>Academy of Management Review</i>	
Ad-Hoc Reviewer, <i>Journal of Business Venturing</i>	
Reviewer, Academy of Management Annual Conference	2008,2009
Session Chair, Society for Business Ethics Annual Conference	2008
Session Chair, Babson Entrepreneurship Research Conference	2008
Reviewer, Society for Business Ethics Annual Conference	2007

EMPLOYMENT

RESEARCH & TEACHING ASSISTANT TO DR. SARASVATHY <i>Batten Institute, University of Virginia</i>	Apr 2007 – Present Charlottesville, VA
INSTRUCTOR AND EXECUTIVE OFFICER <i>Department of Management, US Air Force Academy</i> Taught strategic management and accounting courses, and served as the course director for the core accounting course. As Executive Officer, reported to the Department Dean and was responsible for managing operational and administrative duties for 25 military and 10 civilian faculty members.	Jul 2003 – Jul 2005 Colorado Springs, CO
PROGRAM MANAGER, MOBILE COMMAND CENTERS <i>Strategic and Nuclear Deterrence Command & Control Program Office</i> Managed a twenty two-person team in the development, testing, and maintenance of the US Northern Command's mobile command centers program. Directly responsible for \$11M annual budget. Directed innovation initiatives, technology development/transfer, and long range planning activities.	Aug 2002 – Jul 2003 Peterson AFB, CO

CHIEF, NORAD FINANCIAL MANAGEMENT**Sep 2000 – Aug 2002***Strategic and Nuclear Deterrence Command & Control Program Office*

Peterson AFB, CO

Managed an eleven person team. Responsible for the financial management for three major weapon systems programs with a combined annual budget in excess of \$100M. Advised the division director on the financial implications of research and development and technology transfer/ implementation programs. Led the development of program plans for next generation weapons and communication systems.

CHIEF, RTIP COST ANALYSIS**Oct 1997 – Aug 2000***Joint STARS Systems Program Office*

Hanscom AFB, MA

Managed a six-person team and a \$200M budget. Led the development of the cost estimate for the Air Force's most advanced family of radars, the \$1.2B Radar Technology Insertion Program (RTIP). Identified cost, technological, and management risks to the Air Force Acquisition Executive.

FINANCIAL ANALYST**Jun 1995 – May 1996***10th Air Base Wing, USAF Academy*

Colorado Springs, CO

Primary base budget analyst for eight organizations with combined annual budgets in excess of \$5M.

PROFESSIONAL AFFILIATIONS

Academy of Management

Strategic Management Society

Society for Business Ethics

Danish Research Unit for Industrial Dynamics

Beta Gamma Sigma

Sigma Iota Epsilon

COMMUNITY INVOLVEMENT

Youth Basketball Coach

Youth Baseball Coach

Cub Scout Leader