

**Brooke R. Envick, Ph.D.**  
College of Business and Technology  
University of Nebraska at Kearney  
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## **Education**

PhD, University of Nebraska-Lincoln, 1996.  
Major: Organizational Behavior  
Supporting Areas of Emphasis: Organizational Theory, Strategic Management,  
International Relations  
Dissertation Title: Identifying and Comparing the Behaviors of Entrepreneurs with  
the Behaviors of Managers: An Idiographic Approach

MBA, University of Nebraska at Kearney, 1993.

BS, University of Nebraska at Kearney, 1991.  
Major: Management

## **Professional Positions**

### **Academic - Post-Secondary**

UNK Associate Dean of Engagement and Retention (formerly ADO Jan. 2023- Jul. 2024),  
University of Nebraska at Kearney. (Jan. 2023 - Present).

Professor, University of Nebraska at Kearney. (August 2022 - Present).

CBT Associate Dean of Faculty and Strategic Initiatives, University of Nebraska at  
Kearney. (March 2022 - Present).

Interim Senior Director, Nebraska Safety Center. (September 2023 - April 2024).

Associate Professor, University of Nebraska at Kearney. (August 2017 - July 2022).

Paul C. Goelz Chair in Entrepreneurship, St. Mary's University. (June 2011 - December  
2015).

Professor, St. Mary's University. (June 2008 - December 2015).

Entrepreneur Scholars Program Director, St. Mary's University. (August 2004 -  
December 2015).

Director, Algur H. Meadows Center for Entrepreneurial Studies, St. Mary's University.  
(January 2002 - December 2014).

Associate Professor, St. Mary's University. (June 2001 - May 2008).

Assistant Professor, St. Mary's University. (August 1996 - May 2001).

Adjunct Faculty, Bellevue University. (May 1995 - June 1996).

Graduate Assistant, University of Nebraska-Lincoln. (August 1993 - May 1996).

Graduate Assistant, University of Nebraska at Kearney. (August 1992 - May 1993).

### **Professional/Managerial**

Consultant, Warehouse to Workspace Renovation Project, San Antonio, TX. (January 2016 - April 2017).

### **Current Professional Memberships**

AACSB. (March 2022 - Present).

Institute for Global Business Research. (May 2021 - Present).

Beta Gamma Sigma. (May 2020 - Present).

Academy of Business Education. (January 2020 - Present).

### **Professional Development Activities (past three years - selected)**

Fellow, NU Developing Excellence in Academic Leadership, NU-System. (September 2023 - Present).

Conference Attendance, "Americas Accreditation Conference," AACSB, Denver, CO. (September 30, 2024 - October 1, 2024).

Seminar, "Continuous Improvement Review," AACSB, Denver, CO. (September 29, 2024)

Workshop, "Faculty Symposium for Engaged Pedagogy," UNK, Kearney, Nebraska. (August 2024).

Online Workshop, "GenAI for University Leaders," Vanderbilt University. (August 2024).

Workshop, "Universal Design for Learning," UNK, Kearney, Nebraska. (October 2023).

Online Conference Attendance, "Diversity, Equity, Inclusion, and Belonging Conference," AACSB. (May 16, 2023 - May 18, 2023).

Online Workshop, "Career Pathways," AACSB. (March 24, 2023).

Seminar, "Demographic Trends & the Future of Higher Education," UNK, Kearney, Nebraska. (August 16, 2022).

## **Distinguished Faculty Awards**

Leland Holdt/Security Mutual Life Insurance Company Distinguished Faculty Award, UNK. (December 2024).

St. Mary's University Alumni Association, Distinguished Faculty Award, St. Mary's University (January 2002).

## **TEACHING**

### **Teaching Experience**

#### **University of Nebraska at Kearney**

MGT 126, First Year Seminar, 6 courses.  
MGT 301, Principles of Management, 4 courses.  
MGT 355/355H, Organizational Behavior, 15 courses.  
MGT 401/401H, Small Business Mgt, 12 courses.  
MGT 405, Creativity and Innovation, 5 courses.  
MGT 410/810P, Compensation Management, 5 courses.

#### **St. Mary's University**

Multiple undergraduate and graduate courses in Entrepreneurship, Creativity and Innovation, Management, and Leadership.

#### **Bellevue University**

Doctoral seminar in Organizational Theory.

#### **University of Nebraska-Lincoln (as graduate assistant)**

Multiple undergraduate courses in Organizational Behavior.

#### **University of Nebraska at Kearney (as graduate assistant)**

Learning skills courses – Reading, Spelling, Test Anxiety.

## **Directed Student Learning and Supervision of Students**

Supervised Research - UGRD, "Creative Personal Identity as a Resource in the Job Demands-Resources Model: A Catalyst for Employee Engagement and Performance," Management. (January 2024 - Present).

"Senior Design Project," Interior Design. (January 2024 - May 2024).

Faculty Fellow for IDEA Program. Faculty Mentor for IDEA Program project (Fall 2020).

Mentor for BSAD Capstone Project, BSAD 895, BSAD 895. Spring 2020. 1 supervised.

Mentor for BSAD Capstone Project, MBA Capstone, BSAD 895. Spring 2019. 1 supervised.

## Teaching Awards and Honors

CBT Tenured Teaching, UNK. (August 2020).

NuStar Professor for Teaching Excellence, St. Mary's University:  
5 times – 2006, 2007, 2009, 2010, 2013.

Outstanding Educator Award for Innovative & Creative Teaching, Academy of Educational Leadership. (April 2007).

Outstanding Faculty Award for Teaching, St. Mary's University. (November 2006).

Douglass Award for Innovative Teaching, St. Mary's University:  
5 Times – 1999, 2001, 2003, 2005, 2006.

## RESEARCH

### Published Peer Reviewed Journal Articles

Envick, B. R. (2023). The Board Game Project: An Experiential Learning Exercise to Develop Conceptual, Functional, and Visual Creativity Skills. *Global Journal of Business Pedagogy*, 7(1), 38-49.

Envick, B. R. (2021). The Small Business Continuity Template: A Strategic Design Tool to Sustain Recurring Revenue During Times of Crisis. *Global Journal of Entrepreneurship*, 5(1)(2021 Special Edition), 112-125.

Envick, B. R., Wall Mullen, E. (2020). Put on Your Thinking Hats: An Experiential Exercise to Find Solutions to the Most Common Unethical Behaviors in the Workplace. *Journal of the Academy of Business Education*, 21(Winter), 103-123.

Envick, B. R., Wall Mullen, E. (2020). A Novel Approach to Business Case Study Analysis: The Creative Thinking Toolbox. *Journal of the Academy of Business Education*, 21(Winter), 48-68.

Envick, B. R. (2020). Design Thinking Methods for Business Plan Development: A Structured Approach to Idea Generation that Promotes Creativity. *Global Journal of Business Pedagogy*, 4(1), 14-25.

Wall Mullen, E., Envick, B. R. (2015). Get a Clue: How Entrepreneurs Can Manage the Service Experience to Differentiate Themselves and Provide Value Proposition that Maximize Customer Satisfaction. *Entrepreneurial Executive*, 20(1).

Envick, B. R. (2014). Achieving Entrepreneurial Success through Passion, Vision & Courage: A Cognitive Model for Developing Entrepreneurial Intelligence. *Academy of Entrepreneurship Journal*, 20(1), 55-74.

- Johnson, J., Envick, B. R. (2014). Assessing the Learning Goal Outcomes of an Interdisciplinary Entrepreneurship Cohort Program: A Comprehensive Survey Approach. *Journal of Entrepreneurship Education*, 17(1), 135-149.
- Lim, S., Envick, B. R. (2013). Gender and Entrepreneurial Orientation: A Multi-Country Study. *International Entrepreneurship and Management Journal*, 9(3), 465-482.
- Anderson, R., Envick, B. R., Padmanabhan, P. (2012). A Practical Framework for the Continuous Advancement of Entrepreneurship Education. *American Journal of Economics and Business Administration*, 4(1).
- Envick, B. R. (2012). Investing in a Healthy Workforce: The Impact of Physical Wellness on Psychological Well-Being and the Critical Implications for Worker Performance. *Academy of Health Care Management Journal*, 8(1).
- Cory, S., Envick, B. R., Patton, E. (2011). Sound Financial Decision Making for Entrepreneurs: Can the GAAP Cash Flow Statement Mislead. *Entrepreneurial Executive*, 16, 63-69.
- Envick, B. R., Wall Mullen, E. (2009). Measuring the Emotional Quality of Products: How Entrepreneurial Firms Can Efficiently and Effectively Improve New Product Development Practices. *Journal of Management and Marketing Research*, 2, 1-10.
- Envick, B. R., Langford, M., Ward, S. (2008). Using Family Firm Boundary Management Theory to Explain the Impact of Privacy Issues on Family Firm Research. *Academy of Entrepreneurship Journal*, 14(1), 37-49.
- Wall Mullen, E., Envick, B. R. (2008). Business Plan Development for Service Ventures: Integrating Customer Service Experience. *Entrepreneurial Executive*, 13, 117-125.
- Ward, S., Envick, B. R., Langford, M. (2007). On the Theory of Psychological Contracts in Family Firms. *Entrepreneurial Executive*, 12, 37-50.
- Envick, B. R., Envick, D. (2007). Toward a Stakeholder-Focused Curriculum: Examining Specific University Program Offerings against Competencies Provided by the U.S. Department of Labor. *Journal of the Scholarship of Teaching and Learning*, 7(2), 79-89.
- Envick, B. R., Padmanabhan, P. (2006). A 21st Century Model of Entrepreneurship Education: Overcoming Traditional Barriers to Learning. *Journal of Entrepreneurship Education*, 9, 45-51.
- Envick, B. R. (2005). Beyond Human and Social Capital: The Importance of Positive Psychological Capital for Entrepreneurial Success. *Entrepreneurial Executive*, 10, 41-52.
- Envick, B. R., Priesmeyer, R., Madison, T. (2003). An Interdisciplinary Approach to Entrepreneurship Education: The Cross-Course Project Model. *Journal of Entrepreneurship Education*, 6.

- Anderson, R., Envick, B. R., Roth, G. (2003). Understanding the Financial Educational Needs of Entrepreneurs: A Survey of Entrepreneur and Financial Advisors. *Academy of Entrepreneurship Journal*, 9(2), 83-90.
- Envick, B. R., Langford, M. (2003). The Big Five Personality Model: Comparing Male and Female Entrepreneurs. *Academy of Entrepreneurship Journal*, 9(1), 1-10.
- Roth, G., Envick, B. R., Anderson, R. (2002). The Most Important Finance Skills for Entrepreneurs: Differing Views among Finance Professionals. *Entrepreneurial Executive*, 7, 35-44.
- Envick, B. R., Langford, M., Martinez, Z. (2002). International Training and Development: A Study of U.S. Parent-Mexican Affiliate Practices. *Latin American Business Review*, 3(2), 1-16.
- Envick, B. R. (2000). Disposition of Control among Managers and Entrepreneurs: Gender and Job Role Comparisons. *Academy of Entrepreneurship Journal*, 6(2), 77-86.
- Envick, B. R., Langford, M. (2000). The Five Factor Model of Personality: Assessing Entrepreneurs and Managers. *Academy of Entrepreneurship Journal*, 6(1), 6-17.
- Envick, B. R. (1999). Entrepreneurship Programs versus Traditional Business Programs: Understanding Different Needs. *Journal of Entrepreneurship Education*, 2, 2-9.
- Envick, D., Envick, B. R. (1998). Integrated Supply: An Innovative Approach to Cost Reduction. *Academy of Information and Management Sciences Journal*, 1(2), 23-28.
- Envick, B. R., Langford, M. (1998). Behaviors of Entrepreneurs: A Gender Comparison. *Journal of Business and Entrepreneurship*, 10(1), 106-115.
- Envick, B. R. (1997). Strategic Decision-Making Processes in Opportunistic Situations: Are Entrepreneurs More Comprehensive Than Managers? *Entrepreneurial Executive*, 2(1), 45-49.
- Luthans, F., Envick, B. R., & Anderson, R. (1995). A Proposed Idiographic Approach to the Study of Entrepreneurs. *Academy of Entrepreneurship Journal*, 1(1), 1-17.
- Envick, B. R., Anderson, R. (1995). The Development of Entrepreneurial Competencies. *The Art & Science of Entrepreneurship Education*, 3, 53-62.

#### **Conference Proceedings (past 10 years only, 15 additional ones 1995-2013)**

- Envick, B. R., Combs, O. (2024). *Creative Personal Identity as a Resource in the Job Demands-Resources Model: A Catalyst for Employee Engagement and Job Performance* (2nd ed., vol. 8, pp. 6-10). Institute of Global Research Proceedings.

Envick, B. R., Luthans, K. W. (2023). *Preparing Students for Career Success: Using Creative PsyCap to Measure and Develop Creative Personal Identity* (2nd ed., vol. 7, pp. 11-15). Institute of Global Business Research Conference Proceedings.

Envick, B. R. (2022). *The Board Game Project: An Experiential Learning Exercise to Develop Conceptual, Functional, and Visual Creativity Skills* (2nd ed., vol. 6, pp. 2). Institute for Global Business Research.

Envick, B. R., Wall-Mullen, E. (2018). *A Novel Approach to Business Case Study Analysis: The Creative Thinking Toolbox* (pp. 59-74). Marketing Management Association Fall 2018 Educators' Conference Proceedings.

Envick, B. R. (2018). *Circle of Opportunity: A Solution-Based Approach to Continuous Innovation in Entrepreneurial Firms* (2nd ed., vol. 2, pp. 119-124). Institute for Global Business Research.

Envick, B. R. (2018). *Design Thinking Methods for Business Plan Development: A Structured Approach to Idea Generation that Promotes Creativity* (2nd ed., vol. 2, pp. 98-106). Institute for Global Business Research.

#### **Presentations Given (since arriving at UNK in 2017)**

Envick, B. R. (Panelist). Leadership UNK Class #17, "Delegation," Leadership UNK, Kearney, Nebraska. (November 8, 2023).

Envick, B. R. Loper Circles, "Accomplished and Emerging Female Leaders at UNK," UNK. (March 24, 2023).

Envick, B. R. IGBR Summer Online Conference, "The Board Game Project: An Experiential Learning Exercise to Develop Conceptual, Functional, and Visual Creativity Skills," Institute of Global Business Research. (July 25, 2022).

Envick, B. R. UNK Executive Education, "Working with Millennials," Leadership Tomorrow, Grand Island, NE. (July 19, 2022).

Envick, B. R. 2021 NSTA Summer Conference, "Managing Workplace Stress: Practical & Proven Methods," Nebraska School Transportation Association, Kearney, NE. (June 11, 2021).

Envick, B. R. (Presenter). 2019 NSTA Fall Conference, "Efficient & Effective Management based on Ken Blanchard's One Minute Manager.," Nebraska School Transportation Association, Kearney, NE. (November 23, 2019).

Envick, B. R. UNK Executive Education, "Working with Millennials," Kearney, NE. (January 18, 2018).

## **Research Awards and Honors**

Distinguished Research Award, Institute of Global Business Research:  
3 Times – 2022, 2023, 2024.

New Frontiers Feature Article, UNK. (November 2022).

NuStar Professor for Research Excellence, St. Mary's University:  
2 Times – 2009, 2013.

Distinguished Research Award, Academy of Entrepreneurship. (April 2008):  
7 Times – 1996, 1998, 1999, 2001, 2003, 2006, 2008.

Showcase Paper Award, Academy of Entrepreneurship. (October 1995).

## **Intellectual Contributions in Submission/Working Papers**

Envick, B. R., Combs, O. Creative Personal Identity as a Resource in the Job Demands-Resources Model: A Catalyst for Employee Engagement and Job Performance. *Global Journal of Management and Marketing*.

Envick, B. R., Luthans, K. W. Preparing Students for Entrepreneurial Success by Developing Creative Personal Identity. *Global Journal of Entrepreneurship*.

Envick, B. R. A New Era of Debate: AI-Facilitated Point/Counterpoint Debates in Higher Education.

## **SERVICE**

### **University Service**

#### **UNK**

Committee Member, President's Excellence Awards Committee - Innovation, Development, Engagement. (November 2024 - Present).

Executive Graduate Council Representative, Graduate Council. (August 2024 - Present).

Committee Member, Inclusive Excellence Grant Task Force. (July 2024 - Present).

Committee Member, Chancellor Search Committee. (March 2024 - Present).

Committee Member, UNK Inclusive Excellence Leadership Council. (November 2022 - Present).

Committee Member, CBT Chairs Council. (March 2022 - Present).

Committee Chair, President's Excellence Awards Committee - Innovation, Development, Engagement. (November 2023 - May 2024).

Committee Member, Faculty Affairs Committee. (August 2023 - May 2024).



Committee Chair, Senior Director of Marketing and External Relations Search Committee. (January 2024 - March 2024).

Committee Member, SVCAA Search Committee. (December 2023 - March 2024).

Committee Chair, Peer Review – Management Department Annual Evaluations. (August 2023 - February 2024).

Judge, Graduate Student Research Competition. (December 2023).

Committee Member, New Frontiers Advisory Team. (January 2023 - December 2023).

Committee Chair, Hiring Committee - Dean's Office and International Education Office Specialist. (August 2023 - September 2023).

Committee Chair, Hiring Committee – Center for Entrepreneurship & Rural Development Director. (July 2023 - September 2023).

Committee Member, Academic Program Review Team - Center for Economic Education. (March 2023 - September 2023).

Committee Member, Hiring Committee - to Replace Susan Jensen. (March 2023 - May 2023).

Committee Member, President's Excellence Awards Committee - Innovation, Development, Engagement. (November 2022 - May 2023).

Committee Member, UNK Strategic Planning Committee: Goal 3 - Quality Faculty and Staff. (August 2022 - May 2023).

Committee Member, CBT Strategic Planning Taskforce for AACSB. (August 2021 - May 2023).

Committee Member, Honors Faculty Advisory Board. (August 2020 - May 2023).

Co-Chair, CBT Business Core Revisioning Task Force. (March 2022 - April 2023).

Committee Member, Peer Review – Management Department Annual Evaluation. (October 2022 - February 2023).

Committee Member, Promotion Committee - Daniel Chaffin. (November 2022 - December 2022).

Committee Member, Promotion Committee - Greg Benson. (November 2022 - December 2022).

Committee Member, Advisory Council, Center for Entrepreneurship & Rural Development. (August 2017 - July 2022).

Committee Chair, Faculty Development Committee. (January 2021 - May 2022).

Committee Member, Omaha-World Herald/Kearney Hub Scholarship Interview Committee. (January 19, 2022 - January 20, 2022).

Committee Member, Faculty Senate. (February 2021 - May 2021).

Committee Member, UNK IDEA Program Course Review Committee. (January 2020 - May 2021).

Committee Member, Omaha World-Herald/Kearney Hub Scholarship Selection Committee. (January 20, 2021).

Committee Chair, CBT Brewed Awakening Visioning Task Force. (September 2020 - December 2020).

Committee Member, CBT Space Purposing Task Force. (September 2020 - December 2020).

Committee Member, Faculty Development Committee. (August 2020 - December 2020).

Committee Chair, Academic Program Review Team, Center for Entrepreneurship & Rural Development. (June 2020 - October 2020).

Committee Chair, Student Affairs Committee. (August 2019 - May 2020).

Secretary, Faculty Senate Academic Affairs. (October 2018 - September 2019).

Committee Member, Assurance of Learning for AACSB. (September 2018 - May 2019).

Committee Member, Student Affairs. (August 2018 - May 2019).

Committee Member, Lecturer Search Committee. (January 11, 2018 - March 1, 2018).

**St. Mary's University (selected)**

Committee Member, St. Mary's University - MBA Task Force. (August 2011 - December 2015).

Committee Member, St. Mary's University - Senior Review Committee. (August 2001 - November 2014).

Faculty Advisor, St. Mary's University - Student Managed Business. (August 2011 - May 2014).

Committee Member, St. Mary's University - AACSB Strategic Management Committee. (August 2005 - December 2013).

Committee Chair, St. Mary's University – AACSB Curriculum Redevelopment Committee. (August 2007 - November 2007).

Committee Member, St. Mary's University - Faculty Development Committee. (August 2000 - May 2004).

Committee Member, St. Mary's University - Faculty Senate. (August 2000 - May 2002).

Committee Member, St. Mary's University - Faculty Development and Composition Team for AACSB. (August 1996 - May 1997).

### **Professional Service**

Editorial Review Board Member, *Global Journal of Entrepreneurship*. (August 2022 - June 2024).

Reviewer, Journal Article, *Mountain Plains Journal of Business & Technology*. (May 2021 - June 2023).

Chairperson, Board of Directors, Forum on Entrepreneurship Breakfast Series, San Antonio, Texas. (January 2002 - December 2014).

Editorial Review Board Member, *Journal of Organizational Leadership*. (August 2003 - May 2013).

Member, Board of Directors, Forum on Entrepreneurship Breakfast Series, San Antonio, Texas. (August 1999 - December 2001).

### **Public Service**

Member, Envoys - Kearney Area Chamber of Commerce, Kearney, Nebraska. (December 2024 - Present).

Board Member, Grand Island Senior High Advisory Board, Grand Island, NE. (July 2022 - July 2023).

Committee Member, San Antonio Women's Chamber of Commerce, San Antonio, Texas. (March 2015 - March 2016).

Officer, President/President-Elect, Executive Women's Golf Association, San Antonio, Texas. (January 2005 - December 2006).

### **Service Awards and Honors**

Outstanding Faculty Award for Service, St. Mary's University. (November 2013).