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 AI2V 2: Urbana, IL 9/9-12  
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## ARCHIVES - 2006

### I2V Lowell: Speaker Profiles

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#### Dr. Abigail Barrow, founding Director of MTTC

Dr. Abigail Barrow is the founding Director of the Massachusetts Technology Transfer Center (MTTC). At the MTTC she is responsible for the establishment of the Center, its overall management and the development of its program offerings. The MTTC's mission is to facilitate and accelerate technology transfer between research institutions and companies within the Commonwealth.

Prior to joining the MTTC, Dr. Barrow served as managing director of William J. von Liebig Center at the University of California San Diego (UCSD). The von Liebig Center was created in 2001 to support the commercialization of research being performed in the UCSD Jacobs School of Engineering. She has also served as a member of the board of directors of the Center for the Commercialization of Advanced Technologies Consortium (CCAT), which is comprised of UCSD, San Diego State University, Lockheed Martin Orincon, and SPAWAR Systems Center (US Navy).

She assists in the identification and commercialization of technologies in the area of crisis and consequence management and has received over \$25 million in federal funding from the Office of Naval Research.

Dr. Barrow worked in variety of roles at UCSD CONNECT from 1990 to 2001. At CONNECT she developed and expanded many of its programs to support early stage company formation and technology commercialization. The CONNECT program is now internationally recognized and has been successfully replicated in other regions in North America and in Europe. In the United Kingdom there are active CONNECT programs in Scotland, Yorkshire and the Midlands. Dr. Barrow received her Ph.D. from the Science Studies Unit and a B.Sc. in Mechanical Engineering from the University of Edinburgh.

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#### Robert J. Crowley, CEO, MTDC

Mr. Crowley has been associated with Massachusetts Technology Development Corporation, (MTDC) since its inception in 1978, and was elected President of MTDC in November, 2002. Prior to that, he was its Executive Vice President and Chief Investment Officer. Mr. Crowley is one of the most experienced

venture capital investors in early-stage technology companies in the region. He is a key member of the team that built the success of MTDC.

Mr. Crowley is a former Chairman of the MIT Enterprise Forum, which is the leading university/business partnership designed to nurture entrepreneurship among technologists. He is also a former Chairman of the Smaller Business Association of New England (SBANE). He currently serves as Chairman of SBANE's Educational Center. He is also a Director of National Small Business United (NSBU), a Washington, D.C. small business advocacy group. He is a past director of a number of former MTDC portfolio companies including Optical Micro Systems, Inc. Aspen Technology, Inc., MultiLink, Inc., Pacer Infotech, Inc., and Endogen, Inc.

Mr. Crowley has spent most of his professional life in finance, initially as a commercial lender with Shawmut Bank and then as President of the Neponset Valley Bank & Trust Company, and, for the last 25 years, as a venture capital investor with MTDC. He earned a BA from Fairfield University and an MBA from Boston College.

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#### **Eric Emmons Principal , Massachusetts Green Energy Fund**

Eric Emmons is a Principal of the Fund, and leads many of its investments in photovoltaics, fuel cells, and other renewable energy technologies. Prior to joining the Fund in 2004, Mr. Emmons worked with Commons Capital, a Boston-area venture capital firm which invests in energy, medical, and technology companies.

Mr. Emmons has prior experience in corporate finance, strategy consulting, and venture capital investing. Mr. Emmons worked in the M&A and strategy group of LEK Consulting, an international corporate finance strategy group with 16 offices worldwide, and managed M&A due diligence on target companies for private equity clients.

Mr. Emmons also served on the management team of Enmed, Inc., a software firm that developed and marketed the Acceliant™ suite of clinical trial management software for the biopharmaceutical and medical device industries. Enmed grew to over \$1M in revenues and 60 employees and was acquired in 2002.

Mr. Emmons has also served as Manager of Marketing and Strategic Planning for EPIX Medical, Inc., a venture-backed public biotechnology firm in Cambridge, MA (Nasdaq: EPIX).

Mr. Emmons holds an undergraduate degree from Princeton University and an MBA from Harvard Business School.

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#### **Humera Fasihuddin, Program Manager, NCIIA**

Fasihuddin is the Program Director for Invention to Venture ([www.invention2venture.org](http://www.invention2venture.org)), a workshop series in technology entrepreneurship intended for faculty and students throughout the country. Responsible for holding nearly 25 such events in 2006, Fasihuddin is credited with streamlining program processes in order to enable the program to scale. She also manages BMEidea, a national student competition in biomedical engineering. Fasihuddin is the co-founder of Edical May ([www.edicalmay.com](http://www.edicalmay.com)), a manufacturing and business development company enabling scale-up of new medical devices. She began this venture after four years spearheading a technology association in Western Massachusetts called the Regional Technology Corporation ([www.rtccentral.com](http://www.rtccentral.com)). There she developed a broad network and insight into regional commercialization strategies. Fasihuddin began her career at materials manufacturer Intelicoat in South Hadley, MA (also known as Rexam Graphics, Graphic Technology International, James River and Scott Graphics). In her seven year career she worked her way up from operations to technical support, and finally to product management where she managed a \$40 million business unit in the CAD arena and cultivated a new digital proofing business unit. Fasihuddin earned her MBA from UMASS Amherst in 2000 and her B.S. in Mathematics (minor in Economics) from Smith College in 1992.

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#### **Rainer L.C. Frost, Director & Counsel, Investors Bank & Trust Company**

Rainer Frost has practiced business and financial services law for 19 years, starting at Choate, Hall & Stewart, a major Boston law firm where he represented entrepreneurs, angels and venture capital firms, and managed the billion dollar investment fund of Ivan F. Boesky. Mr. Frost has served as CAO and executive vice president at GoldK, a local Internet financial services company and as CEO of a Seattle-based software company. He has served as general counsel at two technology firms and as counsel, then vice president of marketing at a Fortune 500 company where he also served as executive director of major strategic alliances.

Mr. Frost also founded and served as a principal of a consulting group, providing organizational advice to early-stage companies. Mr. Frost's largest venture raise was a \$37,000,000 round raised and closed in 2001, an extremely difficult equity market. Currently, Mr. Frost serves as director and counsel at Investors Bank & Trust Company. Based in Boston and with over \$1.4 trillion in assets under administration, Investors provides services for a variety of asset managers including mutual fund complexes, investment advisors, banks, and insurance companies, including global custody, multicurrency accounting, and mutual fund administration, as well as value-added services including securities lending, foreign exchange, and cash management.

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**Karina Funk, Emerging Technologies Manager, RET**

Karina Funk, manages the early-stage investment programs at the Massachusetts Renewable Energy Trust. She developed the SEED initiative for companies that are developing the next generation of renewable energy technology products. Karina also manages programs that provide capital, networking opportunities, and other resources for clean energy entrepreneurs. Prior to joining the Trust, Karina spearheaded research and consulting at Cap Gemini Ernst & Young focused on intangibles valuation and performance measurement. Before consulting at CGE&Y, she worked with Électricité de France on the economics of alternative energy options. Karina has work experience the U.S., Europe, and Latin America, and speaks French and Spanish fluently. She holds a B.S. in Chemical Engineering from Purdue University, a Masters degree at MIT, and a post-graduate degree in Technology and Management from the École Polytechnique in France. She is currently a Level III candidate in the Chartered Financial Analyst program.

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**Dr. Russell Gaudiana, VP of R&D, Konarka**

Dr. Gaudiana is Vice President of Research and Development for Konarka Technologies, Inc, where he oversees R&D efforts, including development of the IP portfolio as well as Grants and Contracts. He brings 27 years experience in basic and applied research at the Polaroid Corporation where he also served as Director of Chemical Research Division. Dr. Gaudiana holds 43 U.S. Patents and 20 US Patent Applications (published), and he has authored or co-authored more than 50 publications.

Dr. Gaudiana earned his Ph.D. in Photochemistry from the University of Massachusetts at Amherst in 1973, his M.S. in Polymer Chemistry from Wright State University in 1969, and his B.S. in Chemistry from Seton Hall University in 1966. He serves as an Adjunct Professor at University of Massachusetts at Lowell; for four years he was an Adjunct Professor at Worcester Polytechnic Institute, and he has served on several editorial boards. He is currently the Executive Editor of the Journal of Macromolecular Science – Pure and Applied Chemistry.

Selected R&D experience includes: While at Polaroid, he helped design and synthesize unique polymers that were used in non-absorbing polarizer applications. He led a team of scientists to build and test optical devices such as polarizing beam splitters, lenticular sheet polarizers. A class of adhesives and potting compounds (polymers) with extremely high refractive values evolved from this work. He also led a team of scientists that helped develop the holographic imaging business for Polaroid. This team generated several hundred thousand dollars in research support from DARPA for holographic optical data storage, which eventually led to the formation of a spin-off company called Aprilis. In addition, he led a group of scientists that developed an electronic printer using an OLED printhead for silver-based instant imaging, and a proprietary non-silver based photochemical imaging system. His research team helped develop materials used for this imaging system. As Director of Chemical Research at Polaroid, he led several projects in photo imaging, including new silver imaging systems, non-silver imaging systems, and thermal imaging systems.

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**Dan Goldman, CFO, New Energy Capital**

Dan Goldman, CFO, has over 17 years of energy industry experience and brings a unique combination of strategic understanding of global energy markets and deep technology evaluation, development, structuring and transactional expertise in the project finance arena. From 1996-2001, Mr. Goldman held regional and corporate senior management positions in Hong Kong and Boston at InterGen, the power generation company co-owned by Bechtel and Shell. He played a key role in the successful growth of the company from its inception and was actively involved in over \$4 billion of project financings. Prior to InterGen, he was a senior member of the global energy consulting practice at Arthur D. Little, Inc. in Singapore and Cambridge for seven years, including as Director of the Asia-Pacific Energy Consulting practice from 1992-1996. Mr. Goldman is a co-founder of New England Environmental Entrepreneurs, a founding member of the MIT Enterprise Forum's Clean Energy Cluster, a member of the Board of Directors of the New England Combined Heat and Power Initiative, a member of the advisory board of New England Energy and Environmental Funders, and an advisor to the Distributed Energy Investment Consortium. He received a B.S. from Cornell University and an M.Sc. from the London School of Economics.

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**Kedar Gupta, CEO, GT Equipment Technologies**

Dr. Kedar P. Gupta is a cofounder of GT Equipment Technologies, Inc. (GTi) and is currently serving as its Chief Executive Officer. GTi, moved into its brand new 60,000 sq.ft. facility in Merrimack, NH in October 2002 and is one of the fastest growing small businesses in New England. The company designs, manufactures, installs, and maintains high-technology semi-custom and specialty equipment for the "high-end" of the photovoltaic and semiconductor industries. The company also provides complete turnkey photovoltaic lines to customers worldwide under its GT Solar division.

GTi was started with a mere \$1,000 investment from personal savings. Most of the funds for the working capital as well as for the growth have been acquired through customer advances, a very unique way to run a company. The company exceeded growth expectations from the start averaging over a 35% growth rate per year and continues to prosper even in a down turned economy because of its ability to expand into the global marketplace. A well respected, global leader, GTi won the SBA's Award for Exporter of the Year for 2002, and it is projected that over 80% of GTi's business related to the

renewable energy area will be exported.

Dr. Gupta is well recognized for his entrepreneurship. He has authored many technical publications and has been awarded numerous patents. Among these include the prestigious 2001 R&D 100 Award for developing Supercritical CO2 for semiconductor applications. In 1998 he received both the New Hampshire High Tech Council Entrepreneur of the Year Award and was a New England finalist for the prestigious Ernst & Young Entrepreneur of the Year Award. In addition, under the leadership of Dr. Gupta, GTi was ranked by Business NH Magazine in 1998 as the fastest growing privately held company in New Hampshire. In 2000 GTi won awards in both the New England Technology Fast 50 and the Deloitte & Touche Technology Fast 500, a ranking of the 50 fastest growing technologies in New England and the 500 fastest growing technologies in the U.S., respectively. Vastly increased sales to Europe and Asia have earned GTi its two latest awards -- NH Exporter of the Year, given by the U.S. Small Business Administration in 2002, and the National Small Business Environmental Exporter of the Year awarded to GTi in April 2005 by the Export-Import Bank of the United States.

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#### **Peter S. Hughes, Vice President of Technology**

Peter manages all technology development activity for Vectrix. Over 31 years of engineering management experience in the fields of electrical energy generation and distribution, renewable energy products and power electronic drive systems.

Peter was the Executive Vice President for Atlantic Orient Corporation, a developer of advanced wind turbine. Advanced Energy Systems Division of Westinghouse Electric Corporation, with primary responsibilities in the area of emerging energy technologies  
With a BS in Electrical Engineering from University of Massachusetts, MS in Energy Resources from the University of Pittsburgh; MBA from Robert Morris College. Registered PE in MA, PA, and VT

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#### **Dr. Valerie Kijewski, Professor, UMASS Lowell**

Dr. Kijewski has over 25 years of experience in the fields of business and market strategy where she has assisted companies in the development and testing of new venture and new product concepts; helped management understanding and adjust strategy to accommodate structural changes in the market arising from technology or buyer behavior; developed value-pricing models; supported firm growth and profit initiatives through the development and installation of Balanced Scorecard strategic management systems, and has assisted companies organize their marketing operations. Dr. Kijewski is a former Vice President of the Strategic Planning Institute (The PIMS Program), and while there led a research and consulting practice in market share strategies and industrial marketing. Her research on the dynamic structure of share movement in competitive markets was hailed throughout the U.S. and Europe as groundbreaking, and resulting in the term "K ratio" being applied to the phenomena by business strategists. Among her clients were/are M&M/Mars, Kal Kan Pet Care, Keebler, duPont, Medtronic, Nestle, Hillenbrand Industries, General Electric, and National Technical Systems.

Dr. Kijewski was honored as the 'Cahners Publishing Company Research Fellow' by the prestigious Institute for the Study of Business Markets at Penn State University for her work in industrial marketing. Among her extensive publications in the field of marketing communications are "Advertising and Promotion - How Much Should You Spend?" "Advertising in a Recession", and How Advertising Drives Profitability" have been requested by over 50,000 marketing executives. Her research has appeared in such journals as the Journal of Business, Industrial Marketing Management, Journal of Pricing, Journal of Business-to-Business Marketing and the International Journal of Purchasing and Materials Management.

She is currently an associate professor in the College of Management at the University of Massachusetts Lowell where she teaches strategy formulation and implementation. She is co-director of the Intellectual Property Commercialization Lab – an organization whose mission is to cultivate a multidisciplinary community that develops state-of-the-art practices and tools to convert intellectual property into sustainable businesses.

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#### **John Lock**

John Lock is a chemical engineer with a B.S. from the University of Colorado at Boulder. After a year as a Fulbright scholar in Germany, John continued on to MIT, where he received his PhD in 2005. At MIT, John worked in the Gleason Lab, which specializes in the solventless deposition of polymer films via chemical vapor deposition, or CVD. John's work focused on semiconducting polymers for optoelectronic applications and culminated in the development of the first CVD process for PEDOT, which is the most conducting and stable of the conducting polymers. Over the past year, John has stayed on at MIT as a Deshpande Center postdoc and has gradually brought together a talented team to co-found a startup called Advanced Conductors.

Advanced Conductors develops nano-composite films, making brittle ceramic materials bendable. These films will enable the production of plastic electronics, including organic light emitting diodes (OLEDs) for solid state lighting and displays, that are not only bendable, but compatible with inexpensive roll-to-roll (R2R) manufacturing schemes. Advanced Conductors will partner with industrial leaders to produce large-area white OLEDs for more energy efficient lighting. Our patent-pending technology is the first capable of depositing hybrid polymer/ceramic films in a single, uniform layer and

addresses key manufacturability and performance issues in the emerging plastic electronics industry.

Aside from being a semi-finalist in the 2005 MIT \$50K, AC was the runner-up in the 2005 ICE competition and this year, they were awarded 1st in the "tiny technology" category of the annual \$1K warm-up for the \$50K. They will be competing in the \$50K again this year, and in the inaugural Entrepreneurship Challenge hosted by the Materials Research Society. Advanced Conductors is steadily growing its IP portfolio and has submitted three SBIRs. Before AC can officially open its doors and launch its business plan this summer, the team must raise \$500,000.

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**Beebe Nelson, Co-Director of the International Association for Product Development (IAPD) and President of Working Forums LLC**

Beebe Nelson is Co-Director of the International Association for Product Development (IAPD) and founder & president of Working Forums LLC. A consultant in innovation and inter-company learning, she focuses on Portfolio Management, Life Cycle Management, Market Opportunity Development, Technology Mapping, Product Definition, and Voice of the Customer. She is currently Visiting Assistant Professor of Marketing at the College of Management at the University of Massachusetts at Lowell.

Beebe contributes regularly as speaker, workshop leader, and facilitator at professional conferences in product development. She was lead facilitator for the Product Development and Management Association's Frontier Dialogues and served as Book Review Editor for the Journal of Product Innovation Management from 1999 to 2003. Her publications include "Listening for New Products: The Conversations of Product Development", CQM Journal, 1997, "Seven Steps to Strategic New Product Development," PDMA Handbook of New Product Development, Wiley, 1996, and "Product and Technology Roadmapping," co-authored with Richard E. Albright, in the PDMA Toolbook2 (2004).

Beebe holds a masters degree in counseling and a doctorate in philosophy from Harvard University. She is certified as a New Product Development Professional (NPDP) and is a consulting member of the Society for Organizational Learning (SoL). She is a member of the Advisory Council of Partners in Ending Hunger, an organization which takes a strategic approach to ending hunger in the United States.

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**Philip M. Papoojian, President and Chief Operating Officer/Applications Scientist**

Phil's responsibilities center around the management and direction of all corporate activities. Phil was formerly VP of Marketing and Technology Development at Mereco. He has a BS ('78) in Chemistry (cum laude) from Fitchburg State College, an MS ('85) in Plastics Engineering from the University of Massachusetts - Lowell, an MBA in Finance ('92) from Anna Maria College and attended the Executive Marketing Program at the University of Michigan. He is a member of the American Chemical Society, Society of Plastics Engineers, the Boston Rubber Group, Rhode Island Association of Environmental Managers (RIAEM) and Rotary International. His experience includes a variety of corporate, marketing, and R&D/Engineering positions at J.T. Baker Chemical Company Division of Proctor and Gamble, SWS (now Wacker) Silicones Corporation, and Voyager Technologies a start-up manufacturer of ESD equipment. Phil has patents in the area of silicone polymer technology for use in deep UV semiconductor microlithography applications. His Master's Degree thesis focused on thermoset and thermoplastic polymers and adhesives used in electronics and structural bonding applications. He also has an extensive background in injection, transfer, and blow molding.

Phil is on the Board of Directors of the Smaller Business Association of New England (SBANE) since 2002 and is currently Vice Chairman of SBANE and Chairman of the SBANE RI Government Affairs Committee. He has also served as Co-Chairman of the Massachusetts Government and Affairs Committee.. He is also on the Board of Trustees of the National Small Business Association (NSBA), and is member of the President's Council of the National Association of Manufacturers (NAM). Phil is also a stakeholder of the Rhode Island Greenhouse Gas Process (RGGP), and is currently serving on RI Lt. Governor Charles Fogarty's Small Business Advisory Committee and the RI Chamber of Commerce Coalition. He is a former Director and Treasurer of the Pawtuxet Valley Chamber of Commerce.

Phil is a certified black belt and instructor in kempo karate, and a certified firearms instructor. He has served as a coach and on the Board of Directors of the Tom Ash Little League in Worcester, Ma and was formerly President and coach of the West Boylston/Boylston Pop Warner Football Association. He is now active as a coach in the Worcester Bandits Youth Lacrosse Association.

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**Thomas D. Perry, Scientific Founder of Acillix Incorporated**

Thomas D. Perry IV is Scientific Founder of Acillix Incorporated, a company developing novel water-desalination technologies. He received his Ph.D. from Harvard University in environmental engineering and microbiology with a thesis focused on the bacteria-mineral interactions. Acillix is his second entrepreneurial endeavor; he was student cofounder of a company that is currently developing pulmonary therapies that control the spread of infectious diseases.

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**Dr. Louis J. Petrovic, Director External Funding, Technology Transfer, & Partnering, University of Massachusetts Lowell**

Dr. Louis J. Petrovic holds the position of Director - External Funding, Technology Transfer, & Partnering

at the University of Massachusetts Lowell. In this position Dr. Petrovic is responsible for technology licensing, strategic partnerships with the University that include intellectual property and CVD. Dr. Petrovic played a pivotal role in the founding of Konarka Technologies. Prior to joining the University, Dr. Petrovic was founder and chief executive officer of Resource Engineering Incorporated. Among its many activities, this firm designed coal production methodologies. Dr. Petrovic is the holder of various patents and has published articles associated with the economical considerations relating to using coal as clean fuel. He holds a BS from Case Institute of Technology, his MS and Ph.D from Northwestern University, and an MBA from Boston College.

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#### **Linda Plano, Associate Director at the Massachusetts Technology Transfer Center (MTTC)**

Dr. Linda Plano is the Associate Director at the Massachusetts Technology Transfer Center (MTTC). Her primary responsibility is to support and educate researchers at Massachusetts educational and medical institutions in the process of technology transfer via licensing agreements and startup companies.

Dr. Plano's most recent corporate position was as Vice President for New Business Development at Micro Networks Corporation (MNC) where her role was to identify and either acquire or develop new technologies to expand the company's product lines. MNC produced high performance data conversion and timing devices for military and telecommunications applications. As part of the management team, she helped to sell the company to Integrated Circuit Systems ([www.icst.com](http://www.icst.com)) in 2002.

Since the sale of MNC, Dr. Plano has been active in the energy industry sector: She has helped found and is Events Chair of the Energy Special Interest Group at the MIT Enterprise Forum and of its Clean Energy Technology Business Presentation Competition; she received a temporary appointment as Visiting Scholar at the Laboratory for Energy and the Environment (LFEE) at MIT for her work in the development of a Congressional briefing on technology issues relevant to oil policy. Each of these activities is geared toward enhancing the entrepreneurial environment in Massachusetts for clean energy technology.

Prior to her return to the Boston area in 2000, Dr. Plano has held management positions at Sarnoff Corporation ([www.sarnoff.com](http://www.sarnoff.com)) and at Kobe Steel's Electronic Materials Center. She was the fifth employee at Crystallume, a startup company focused on developing diamond thin film products, where she was a Research Scientist.

Dr. Plano received her Ph.D. in Materials Science and Engineering from Stanford University and her B.S. in Physics from MIT.

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#### **Steven J. Strong, Founder and President, Solar Design Associates**

Steven Strong is regarded as the pre-eminent authority on integration of renewable energy systems in buildings in North America. Drawing on his background in Architecture and Engineering, he has earned a reputation for pioneering integration of renewable energy systems - especially solar electricity - with environmentally responsive building design.

Over the past 25 years, Steven has designed dozens of homes and buildings powered by solar electricity:

In 1984, working with New England Electric, he completed the world's first PV-powered neighborhood in central Massachusetts.

In 1996, he worked with Olympic village architects in Atlanta to power the Natatorium Complex at the 1996 Summer Games with solar electricity using the world's largest roof-top PV power system.

His firm consults to architects in the integration of solar electric power, and to industry leaders on product development for building integration. And Steven is the US Representative to the International Energy Agency's expert working group on PV in Buildings.

He is the author of *The Solar Electric House and Solar Electric Buildings*, an Overview of Today's Applications and the editor and contributing author of *Photovoltaics in the Built Environment*, a Design Guide for Architects and Engineers as well as contributing author to *Photovoltaics in Buildings and Building with Photovoltaics*.

Articles about him and his work have appeared in over 100 publications including TIME, Architecture, Business Week, Architectural Record, Environmental Design and Construction, IEEE Spectrum, World Architecture, Building Design and Construction, Popular Science, Wired, and New Age and on television and in energy and environmental documentaries.

In the spring of 1999, TIME magazine named Steven an environmental "Hero for the Planet." In the spring of 2001, the American Solar Energy Society presented him with its Charles Greeley Abbot Award - the Society's highest honor, for outstanding achievement in the advancement of solar energy.

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#### **Jim Walker, Director, Global Utilities Industry Strategy and Development Sun Microsystems, Inc.**

Jim is responsible for leading Sun Microsystems' Global Utilities Industry solutions. His primary focus is to integrate Sun's innovative information technologies to the business and regulatory needs of utility executives -- enhancing their enterprise security, reliability, and productivity.

Jim has 30 years of energy experience in the power and natural gas industry. His experience includes analyzing energy information technology strategies for Forrester Research. Jim's research included

cyber-security, utility data hubs, energy trading, customer information systems, and utility partner management systems. In addition to Forrester, Jim has consulted for Cambridge Energy Research Associates (CERA) and Global Insight, developing strategic scenario analyses of future industry trends.

Prior to this research experience, Jim founded and built XENERGY Inc.'s Energy Supply Management business – one of the first companies to buy and transport natural gas and power to large industrial companies such as steel mills, refineries, glass plants, and high technology manufacturers. In support of these markets, Jim testified before state public utility commissions on rules to make gas and electricity deregulation successful. Under Jim's direction, XENERGY built one of the first customer information systems to manage billing and scheduling for retail gas and power transactions – linking wholesale transactions to the customer meter.

Early in his career, Jim was the corporate energy manager for GTE Corporation responsible for energy management programs at more than 100 manufacturing plants. Prior to GTE, Jim was a product development engineer at Carrier Corporation's heat pump business. Jim is a licensed professional engineer and holds a patent on a heat pump technology. Jim earned an M.B.A. from the Massachusetts Institute of Technology's Sloan School of Management and a B.S. in mechanical engineering degree from the University of Massachusetts, Amherst.

In community activities, Jim cofounded the MIT Enterprise Forum's Energy Special Interest Group and its Ignite Clean Energy business plan competition. Jim is an active member on the Board of Directors of the MIT Enterprise Forum and the Acton Economic Development Industrial Corporation.

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#### **Anne M. Wallace, Principal, MMT**

Anne Wallace has worked with organizations and their leaders and managers since completing doctoral studies at the Massachusetts Institute of Technology Sloan School of Management 20 years ago. Her work involves change whether that change is an entire organization, a department or an individual. Organization-wide projects include the culture change at the University of Pennsylvania Medical Center. When the Internal Audit Department at Gulf Oil needed to change their approaches to internal clients, Anne worked with them to make these changes. Individuals, like the CEO of Stone and Webster who wanted to work more effectively with his Board of Directors, benefit from one-on-one coaching Anne provides. Anne is certified in the Myers Briggs Type Indicator and Future Search. She is a published author and speaker at professional meetings, and she is on the faculty of The Boston University Corporate Education Center.

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#### **Dr. Sheila Simsarian Webber, Assistant Professor in the College of Management, University of Massachusetts Lowell**

Sheila Simsarian Webber is an Assistant Professor in the College of Management, University of Massachusetts Lowell. She received her Ph.D. in Industrial and Organizational Psychology from George Mason University. Prior to joining UMASS Lowell, she was an Assistant Professor at the University of Southern Maine and Concordia University. Her current research interests include virtual teaming, team composition, project leadership, service innovation, and trust. Her consulting experience includes teamwork, selection systems, management assessment and development centers, 360-degree feedback, training and individual coaching.

Professor Webber has published papers in the Academy of Management Executive, Journal of Management, Journal of Applied Psychology, Organizational Research Methods, Journal of Organizational Behavior, Journal of Business and Psychology, Journal of Management Development, International Journal of Knowledge, Culture, and Change Management, Human Performance and the Journal of Business Research. She has presented over 20 papers at numerous conferences including the Academy of Management and Society for Industrial/Organizational Psychology. She is a member of the Society for Industrial/Organizational Psychology, Academy of Management, and American Psychological Association.

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#### **Paul Wormser, Entrepreneur-in-Residence (EIR)**

As the Entrepreneur-in-Residence (EIR), Paul has the responsibility to identify, evaluate, and fund promising companies. He also takes a "hands-on" approach with companies within Commercial Venture Development's business incubator by assisting with business development, operational, and fund raising issues.

Prior to his appointment as EIR, Paul was the president and co-founder of Konarka Technologies, Inc., a venture-funded spin out of the University, based on a breakthrough that was discovered at the Center for Advanced Materials on the Lowell campus. While with Konarka, Paul was awarded the Spotlight Company prize for best presentation at the 2003 TiECon meeting in California and first prize at the National Renewable Energy Laboratory's 15th Growth Forum. Prior to Konarka, Paul was the Director of Technology for Solar Design Associates, a nationally recognized architecture and engineering company, president and CEO of Advanced Energy Systems, and vice president of RWE Schott Solar (formerly ASE Americas).

Paul began his professional career with the solar energy subsidiaries of Exxon and Mobil. Paul also serves on the Board of Directors for Sustainable Energy Technologies, a power electronics company in Calgary, Canada, and the Board of Industrial Advisors for the UMass/UNH/Northeastern Nanotechnology Manufacturing Initiative. He also volunteers as a mentor for the UNDP's program for fostering entrepreneurship among women. Paul earned his MBA from Northeastern University, his BSME from

The George Washington University and his BA (Spanish) from SUNY Albany. He is a member of Beta Gamma Sigma, Tau Beta Pi, Pi Tau Sigma and Sigma Delta Pi.

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#### **George A. Xixis, Partner in Nutter's Intellectual Property Group**

George A. Xixis is a partner in Nutter's Intellectual Property group and a member of the Life Sciences practice group. He focuses his practice on biotechnology and pharmaceuticals. George came to Nutter in February 2003 from the AMDeC Foundation, Inc., a consortium of New York-based universities and research hospitals. He previously served as intellectual property counsel at CuraGen Corp., a genomics-based, drug discovery and development company, where he established and oversaw the IP department.

George has particular expertise in the area of short- and long-term strategic planning for growing biopharmaceutical companies. This includes the cost-effective construction of potentially complex IP portfolios, as well as advising on and implementing value maximization strategies, including worldwide litigation and licensing.

George's practice includes all areas of intellectual property, including patents, trademarks, copyrights, and trade secrets, primarily in biotechnology and associated technologies. He has filed and prosecuted patent applications relating to protein therapeutics, antibodies, antibody targets, and small molecule targets, as well as diagnostic kits, pioneering platform technologies, and computer software. He has litigated cases, both domestically and internationally, concerning a number of biotechnology and small molecule drugs. He also has extensive experience in transactional IP matters, such as licensing and due diligence, on which he has been published.

George is a member of the American Bar Association, New York State Bar Association and American Psychological Society.

During law school, George was associate managing editor of the Brooklyn Law Review, a member of the Moot Court Honor Society and Philip Jessup International Law Team, and a Richardson Scholar.

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