

Diana M. Hechavarria, Ph.D.

Rawls College of Business
Texas Tech University (Lubbock, TX USA)
E-mail: diana.hechavarria@ttu.edu

ACADEMIC POSITIONS

- 2022-Present Associate Professor of Management (tenured)
Doctoral Coordinator, Area of Management
Rawls College of Business
Affiliate Faculty, Women and Gender Studies
College of Arts and Sciences
Texas Tech University (Lubbock, Texas, USA)
- 2018-2022 Associate Professor of Entrepreneurship (tenured)
Center for Entrepreneurship, School of Marketing & Innovation
Academic Director, Women and Leadership Initiative
Bishop Center for Ethical Leadership
Muma College of Business
Affiliate Faculty, Women and Gender Studies
College of Arts and Sciences
University of South Florida (Tampa, Florida, USA)
- 2013-2018 Assistant Professor of Entrepreneurship
Center for Entrepreneurship, School of Marketing & Innovation
Muma College of Business
University of South Florida (Tampa, Florida, USA)
- 2012-2013 Instructor/Adjunct Lecturer, Management (non-tenure track)
Carl H. Lindner College of Business
University of Cincinnati (Cincinnati, OH USA)

EDUCATION

- 2013 Ph.D. in Business Administration with a concentration in Management
Carl H. Lindner College of Business, University of Cincinnati (Cincinnati, OH)
- 2007 M.A. in Liberal Studies with a concentration in Entrepreneurship
College of Arts, Education and Sciences, Florida International University (Miami, FL)
- 2004 B.A. in Sociology with a Minor in Women's Studies
College of Liberal Arts and Sciences, University of Florida (Gainesville, FL)

RESEARCH EXPERTISE

Citations: 2,656 h-index: 22, i10-index: 27 (November 9, 2023)

Worldwide Top 2% scientist in Business & Management (single year 2020, 2021, 2022) by Elsevier BV and Stanford University (doi: <https://doi.org/10.1371/journal.pbio.3000384>)

1. Nascent entrepreneurship (e.g., startup outcomes, startup financing, business planning)
2. Women's entrepreneurship (e.g., feminist theory, diversity/equity/inclusion/belonging)
3. Social entrepreneurship (e.g., prosocial behaviors, ethics, and values)

FT50 JOURNAL PUBLICATIONS

1. Brieger, S., **Hechavarria, D.M.**, Newanan, A. (Forthcoming). Democracy and entrepreneurship: a complex relationship. *Entrepreneurship Theory & Practice*.
2. Lewis, T, **Hechavarria, D.M.**, Williams, D., & Cardon, M. (2024). Doing the right things at the right times: the tole of temporal enactment in venture outcome attainment *Journal of Business Venturing*, (39)1. <https://doi.org/10.1016/j.jbusvent.2023.106344>
3. **Hechavarria, D. M.**, Brieger, S., Levasseur, L & Terjesen, S. (2023). Cross-cultural implications of future time reference linguistic structure and institutional quality on social entrepreneurship. *Strategic Entrepreneurship Journal* <https://doi.org/10.1002/sej.1450>
4. Crawford, C., Frid, C., Skorodziyevskiy, V., **Hechavarria, D.M.** Nelson, T, Booyavi, Z. Li, X., Teymourian, E., & Reynolds, P. (2022). Advancing entrepreneurship theory through replication: methodological challenges, future best practices, and an entreaty for communality. *Entrepreneurship Theory & Practice*, (46)3, 779-799. <https://doi.org/10.1177/10422587211057422>.
5. Brieger, S., Terjesen, S., **Hechavarria, D. M.**, and Welzel C. (2019). Prosociality in business: a human empowerment framework. *Journal of Business Ethics*, 159(2), 361-380. <https://doi.org/10.1007/s10551-018-4045-5>
6. **Hechavarria, D.M.** Terjesen, S., Stenholm, P., Brännback, M., and Lång, S. (2018). More than words: the impact of language of female venturing. *Entrepreneurship Theory and Practice*, 42(5), 797-817. <https://doi.org/10.1177/104225871879535>

TOP ENTREPRENEURSHIP JOURNAL PUBLICATIONS

7. Strawser, J. A., **Hechavarría, D. M.**, & Passerini, K. (2021). Gender and entrepreneurship: research frameworks, barriers and opportunities for women entrepreneurship worldwide. *Journal of Small Business Management*, <https://doi.org/10.1080/00472778.2021.1965615>
8. **Hechavarria, D.M.**, and Brieger, S., (2020). Practice rather than preach: cultural practices and female social entrepreneurship. *Small Business Economics*, 58, 1131–1151. <https://doi.org/10.1007/s11187-020-00437-6>
9. **Hechavarria, D.M.**, Bullough, A., Brush, C., and Edleman, L. (2019). High growth women’s entrepreneurship: fueling social and economic development. *Journal of Small Business Management*, 5-13. <https://doi.org/10.1111/jsbm.12503>
10. **Hechavarria, D. M.** and Ingram, A. (2018). Entrepreneurial ecosystem conditions and gendered national-level entrepreneurial activity: A 14 year panel study of GEM. *Small Business Economics*, 53(2), 431-458. <https://doi.org/10.1007/s11187-018-9994-7>
11. **Hechavarria, D. M.**, Terjesen, S. A., Ingram, A. E., Renko, M., Justo, R., & Elam, A. (2017). Taking care of business: the impact of culture and gender on entrepreneurs’ blended value creation goals. *Small Business Economics*, 48(1), 225-257. <https://doi.org/10.1007/s11187-016-9747-4>
12. **Hechavarria, D. M.**, Matthews, C. H., & Reynolds, P. D. (2016). Does start-up financing influence start-up speed? Evidence from the panel study of entrepreneurial dynamics. *Small Business Economics*, 46(1), 137-167. <https://doi.org/10.1007/s11187-015-9680-y>

13. **Hechavarria, D. M.**, Renko, M., & Matthews, C. H. (2012). The nascent entrepreneurship hub: goals, entrepreneurial self-efficacy and start-up outcomes. *Small Business Economics*, 39(3), 685-701. <https://doi.org/10.1007/s11187-011-9355-2>.

OTHER JOURNAL PUBLICATIONS

14. Pidduck, R., **Hechavarria, D.M.**, Ajay, P. (Forthcoming). Cultural tightness emancipation and venture profitability: an international experience lens. *Journal of Business Research*.
15. Brieger, S., Chowdhury, F., **Hechavarria, D.M.**, Muralidharan, E., Pathak, S., Tong Lam, Y. (2022) Digitalization, institutional voids and new venture internationalization: a multi-country study. *Journal of International Management*. 28(4) <https://doi.org/10.1016/j.intman.2022.100949>
16. Kwapisz, A., & **Hechavarria, D. M.** (2018). Women don't ask: an investigation of start-up financing and gender. *Venture Capital*, 20(2), 159-190. <https://doi.org/10.1080/13691066.2017.1345119>
17. Liguori, E., Winkler, C., **Hechavarria, D.M.**, Lange, J. (2018). Interdisciplinary perspectives on entrepreneurial ecosystems. *Journal of Enterprising Communities: People and Places in the Global Economy*, 12(2),86-91. <https://doi.org/10.1108/JEC-02-2018-0017>
18. Frid, C., Wyman, D., Gartner, W. and **Hechavarria, D.M.** (2016). Low-wealth entrepreneurs and access to external financing. *International Journal of Entrepreneurial Behavior & Research*, 22(4), 531 – 555. <https://doi.org/10.1108/IJEER-08-2015-0173>
19. **Hechavarria, D. M.**, & Ingram, A. E. (2016). The entrepreneurial gender divide: Hegemonic masculinity, emphasized femininity and organizational forms. *International Journal of Gender and Entrepreneurship*, 8(3), 242-281. <https://doi.org/10.1108/IJGE-09-2014-0029>
20. **Hechavarria, D. M.** (2016). Mother nature's son? The impact of gender socialization and culture on environmental venturing. *International Journal of Gender and Entrepreneurship*, 8(2), 137-172. <https://doi.org/10.1108/IJGE-10-2015-0038>
21. **Hechavarria, D. M.** (2016). The impact of culture on national prevalence rates of social and commercial entrepreneurship. *International Entrepreneurship & Management Journal*, 12(4), 1025-1052. <https://doi.org/10.1007/s11365-015-0376-1>
22. **Hechavarria, D. M.**, & Welter, C. (2015). Opportunity types, social entrepreneurship and innovation: Evidence from the panel study of entrepreneurial dynamics. *The International Journal of Entrepreneurship and Innovation*, 16(4), 237-251. <https://doi.org/10.5367/ijei.2015.0196>
23. **Hechavarria, D. M.**, & Ingram, A. (2014). A review of the entrepreneurial ecosystem and the entrepreneurial society in the United States: An exploration with the global entrepreneurship monitor dataset. *Journal of Business & Entrepreneurship*, 26(1), 1-35. <https://search.proquest.com/docview/1635000470?accountid=14745>
24. **Hechavarria, D. M.** (2011). Legitimacy and new firm founding: The role of innovation and kinship ties on start-up activities among US nascent entrepreneurs. *Journal of Business and Entrepreneurship*, 23(1), 93-121. <https://search.proquest.com/docview/919609832?accountid=14745>
25. **Hechavarria, D. M.**, & Reynolds, P. D. (2009). Cultural norms & business start-ups: the impact of national values on opportunity and necessity entrepreneurs. *International Entrepreneurship and Management*

PAPERS UNDER PEER REVIEW

1. **Hechavarria, D.M.**, Guerrero, M., Terjesen, S. (1st Round Revision). Enabling women's opportunity and necessity entrepreneurship: implications of economic freedom & gender ideologies. *International Journal of Entrepreneurial Behavior & Research*.
2. Brownell, K, Hunt, R., **Hechavarria, D.M.** & Reynolds, P. (Under Review). Applying methods to madness: a multidimensional approach to uncertainty and theories of entrepreneurial action. *Strategic Entrepreneurship Journal*.
3. Brownell, K, Kickull, J., **Hechavarria, D.M.** (Under Review). Do as I say not as I do: cultural dissonance and gender stereotyping in social entrepreneurship. *Small Business Economics*.
4. Kwapisz, A., & **Hechavarria, D.M.** (Under Review). Tokenomics: women's experiences in accelerators. *Journal of Business Research*.
5. Newanan. A., Brieger, S., Sonbol, D., **Hechavarria, D.M.** (Under Review). Questioning the empowerment narrative: A critical look at women's entrepreneurship in Sub-Saharan Africa. *Journal of Management Studies*.

PAPERS UNDER DEVELOPMENT

6. Robb, C., Kickull, J., Veidlinger, D., Griffiths, M., & **Hechavarria, D.M.**, (Draft). In other words: the gendered language of entrepreneurship programs. Target: *Journal of Business Venturing Insights*.
7. Salvi, E., **Hechavarria, D.M.**, Gimenez, D. (Draft). Political conflicts and informal entrepreneurship: an external enablement perspective. Target: *Journal of International Business Studies*.
8. **Hechavarria, D.M.** (Draft). A bay between us: the implications of institutional work for underrepresented entrepreneurs in entrepreneurial ecosystems. Target: *Academy of Management Journal*.
9. **Hechavarria, D.M.**, Tian, L., Reynolds, P. (Draft). To plan or not to plan: the impact of business planning on startup duration and outcomes. Target: *Academy of Management Journal*.
10. McCann, B., & **Hechavarria, D.M.** (Draft). Gender and external collaboration among early-stage entrepreneurs: a Bayesian analysis Target: *Journal of Business Venturing*.
11. **Hechavarria, D.M.**, (Draft). The microfoundations of nascent entrepreneurship: understanding contextual motivations between men and women across economies. *Journal of Business Venturing*.

PUBLICLY ARCHIVED DATABASES

1. Reynolds, P. D., **Hechavarria, D.M.** Tian, R. Samuelson, M. and Davidsson P. Panel Study of Entrepreneurial Dynamics: A Five Cohort Outcomes Harmonized Data Set. [Computer File]. NE AGG 020 SPSS 07FEB16. San Francisco, CA: ResearchGate Corporation [distributor], 2016-02-14: [doi: 10.13140/RG.2.1.1368.0405](https://doi.org/10.13140/RG.2.1.1368.0405)
2. Reynolds, P. D, Autio, E. and **Hechavarria, D.M.**. Global Entrepreneurship Monitor (GEM): Expert Questionnaire Data, 1999-2003 [Computer file]. ICPSR21862-v1. Ann Arbor, MI: Inter-university Consortium for Political and Social Research [distributor], 2009-06-26. [doi:10.3886/ICPSR21862](https://doi.org/10.3886/ICPSR21862)

EDITED BOOKS

Bullough, A., **Hechavarría, D. M.**, Brush, C. G., & Edelman, L. F. (Eds.). (2019). *High-growth women's entrepreneurship: Programs, policies and practices*. Edward Elgar Publishing. **ISBN:** 978 1 78811 870 5

'Despite the surge of interest in women's entrepreneurship around the globe, very little attention and support is currently directed towards high-potential women's entrepreneurship. These talented entrepreneurs face many of the constraints that women micropreneurs and small business owners struggle with, but they are running business that demand even greater access to the resources required for scale, in business circles and industries where women are severely underrepresented. This edited volume provides important research evidence to guide researchers, policymakers, program leaders and investors on how best to spend dollars in support of women starting and growing high potential ventures. A must-read!

--Amanda B. Elam, Babson College, US

'This latest book from the Diana Project network frames a long delayed, much needed, and deliberately provocative discussion about the relationship between growth-oriented women entrepreneurs and public policy and regulatory frameworks, building networks, and the entrepreneurship support environment. The primary question is whether they help or hurt. The editors and contributors represent all the continents (except Antarctica!) to bring a truly global and thoughtful consideration to what we know, and what we still need to learn.'

--Patricia Greene, Professor Emeritus, Babson College, US

'High-growth Women's Entrepreneurship represents a valuable addition to the emerging body of research on women's entrepreneurship public policy. This book provides a global perspective on programs, policies and practices by incorporating chapters representing the experience of growth-oriented women entrepreneurs in both developed and developing economies. Each chapter provides valuable "lessons learned" that can be shared across geographic boundaries. These, in turn, form the basis for policy recommendations designed to foster innovation and growth among women entrepreneurs. This book is a true gem, and merits multiple reads to fully capture the insights offered by its editors and contributors.'

--Susan Coleman, University of Hartford, US

BOOK CHAPTERS

1. **Hechavarria, D. M.**, & Ingram, A. (2018). Entrepreneurial language through a linguistic lens: emerging opportunities. In P.G. Greene and C. Brush (Eds.) A Research Agenda for Women and Entrepreneurship: Identity Through Aspirations, Behaviors, and Confidence (pp. 169-186). Cheltenham/Northampton, U.K.: Edward Elgar
2. Brännback, M., Nikou, S., Carsrud, A. & **Hechavarria, D. M.** (2018). Context, cognition, and female entrepreneurial intentions: its all about perceived behavioral control. In M. Brännback and A. Carsrud (Eds.) A Research Agenda for Entrepreneurial Cognition and Intention, (pp. 204-214). Cheltenham/Northampton, U.K.: Edward Elgar.
3. **Hechavarria, D.M.**, Ingram, A., Heacock, J. (2016). Entrepreneurial ecosystems and entrepreneurship education: the role of universities in fostering ecosystem development. In Michael H. Morris and Eric Liguori (Eds.), Annals of Entrepreneurship Education and Pedagogy (pp. 305–322). Cheltenham/Northampton, U.K.: Edward Elgar.
4. **Hechavarria, D.M.**, Ingram, A., Justo, R., & Terjesen, S. (2012). Are women more likely to pursue social and environmental entrepreneurship? In K.D. Hughes & J.E. Jennings (Eds.), Global women's entrepreneurship research: Diverse settings, questions and approaches (pp. 135–151). Cheltenham/Northampton, U.K.: Edward Elgar.
5. Matthews, C. H., **Hechavarria, D.M.**, & Schenkel, M. T. (2012). Family business: a global perspective from the panel study of entrepreneurial dynamics and the global entrepreneurship monitor. In A. Carsrud and M. Brännback, (Eds.) Understanding family businesses (pp. 9-26). Springer, New York, NY.
6. **Hechavarria, D.M.**, Schenkel, M., & Matthews, C. (2009). Contextual motivation: antecedents and consequences. In: P. Reynolds & R. Curtin (Eds) New Firm Creation in the U.S.: Initial Exploration with the PSED II Data Set. New York, NY: Springer.
7. Matthews, C., Schenkel, M., & **Hechavarria, D.M.** 2009. Family background and influence in nascent entrepreneurs. In: P. Reynolds & R. Curtin (Eds) New Firm Creation in the U.S.: Initial Exploration with the PSED II Data Set. New York, NY: Springer.

RESEARCH REPORTS

1. White, R., **Hechavarria, D.M.**, Terjesen, S., Acs, Z., & Audretsch, D. “White Paper: Tampa Bay Entrepreneurial Ecosystem.” The Lowth Entrepreneurship Center. Tampa, FL
2. Steffens, P., **Hechavarria, D.M.** (2015). “The Global Entrepreneurship Monitor 2014: Australia Report.” Queensland University of Technology, Brisbane, Australia.
3. Kelley, D. J., Abdul, A, Rogoff, E. J., Brush, C., Corbett, A., Majbouri, M., **Hechavarria D.M.** 2012. “The Global Entrepreneurship Monitor: 2011 United States Report.” Babson College, Wellesley, MA.

SELECTED REFEREED CONFERENCE PAPERS

1. **Hechavarria, D.M.**, Renko M., Kickul, J. (2020). Financing Nascent Social Entrepreneurship: Evidence from the U.S. Panel Study of Entrepreneurial Dynamics. In *United States Association for Small Business and Entrepreneurship. Conference Proceedings* (p. AF1). New Orleans, LA: United States Association for Small Business and Entrepreneurship.
2. **Hechavarria, D. M.**, Gatewood, E., & Patel, A. (2017). Return of the prodigal founders: factors

- affecting performance among Nicaraguan entrepreneurs. In *Academy of Management Conference* (Vol. 2017, No. 1, p. 17286). Briarcliff Manor, NY 10510: Academy of Management.
3. Kwapisz, A., & **Hechavarria, D. M.** (2017). External financing challenges in prosocial entrepreneurship. In *Academy of Management Conference* (Vol. 2017, No. 1, p. 12697). Briarcliff Manor, NY 10510: Academy of Management.
 4. **Hechavarria, D. M.**, Terjesen, S. Ingram, A., Brännback, M. & Carsrud, A. (2017). The effects of future tense on engaging in social entrepreneurship. *Diana International Research Conference*. Kansas City, MO: Kauffman Foundation
 5. **Hechavarria, D.M.**, Tian, L., & Reynolds, P. D. (2016). Business planning and business creation: A four country assessment. In *Academy of Management Conference* (Vol. 2016, No. 1, p. 16587). Briarcliff Manor, NY 10510: Academy of Management.
 6. **Hechavarria, D.M.**, & Ingram, A. (2015). Cultural practices and venture creation: a global study of social entrepreneurship. In *Academy of Management Conference* (Vol. 2015, No. 1, p. 12387). Briarcliff Manor, NY 10510: Academy of Management.
 7. **Hechavarria, D. M.**, Terjesen, S. A., Ingram, A. E., Renko, M., Justo, R., & Elam, A. (2015). Taking care of business: the impact of gender and culture on the blended values goals of entrepreneurs. *Frontiers of Entrepreneurship Research*, 35(7), 4. Boston, MA: Babson College.
 8. **Hechavarria, D. M.**, Renko, M., & Kickul, J. (2015). Financing the social start-up: evidence from the panel study of entrepreneurial dynamics. *Frontiers of Entrepreneurship Research*, 35(15), 7. Boston, MA: Babson College.
 9. **Hechavarria, D.M.**, and Ingram, A. (2015). Entrepreneurial ecosystem conditions and national-level entrepreneurial activity: ten-year panel study of GEM. *Diana International Research Conference*. Boston, MA, Babson College.
 10. **Hechavarria, D. M.** (2015). The impact of post-materialist cultural values on women's engagement in environmental venturing. *International Council for Small Business*. Dubai, UAE: United Arab Emirates University.
 11. **Hechavarria, D.M.**, Matthews, C., & Reynolds, P. (2015). Does start-up capital impact start-up speed: evidence from the panel study of entrepreneurial dynamics? In *United States Association for Small Business and Entrepreneurship. Conference Proceedings* (p. AF1). Tampa, FL: United States Association for Small Business and Entrepreneurship.
 12. **Hechavarria, D.M.**, Matthews, C. H., & Reynolds, P. D. (2014). An investigation of start-up outcomes over time: does start-up capital structure matter?. In *Academy of Management Proceedings* (Vol. 2014, No. 1, p. 17077). Briarcliff Manor, NY 10510: Academy of Management.
 13. Welter, C., & **Hechavarria, D.M.**, (2012). How Opportunity types impact performance: evidence from the PSEDII. *Frontiers of Entrepreneurship Research*, 32(15), 15.
 14. Elam, A., **Hechavarria, D.M.**, Ingram, A. E., Terjesen, S., & Justo, R. (2012) Gender preferences for economic, social and environmental value creation goals. *Frontiers of Entrepreneurship Research*, 32(8), 4.

SYMPOSIA AND OTHER CONFERENCE ACTIVITIES

(2023) Presenter: ENT & STR Symposium: Social and environmental value creation and capture: social impact for people and the planet. Annual meeting of the Academy of Management, Boston, MA.

(2018) Organizer and Presenter: ENT & STR Professional Development Workshop: Blockchain – entrepreneurial and strategic implications: framing the research agendas. Annual meeting of the Academy of Management, Chicago, IL

(2018) Presenter: ENT TIM & GDO Symposium: A gendered look at entrepreneurship ecosystems. Annual meeting of the Academy of Management, Chicago, IL

(2016) Organizer: ENT & STR Professional Development Workshop: Panel study of entrepreneurial dynamics: a resource for understanding business creation. Annual meeting of the Academy of Management, Vancouver, Canada.

OTHER RESEARCH ACTIVITIES

Visiting Researcher, <i>Queensland University of Technology</i>	Dec.-Jan. 2013
Visiting Researcher, <i>University of Deusto</i>	Aug.-Dec. 2012
Research Assistant, <i>Global Entrepreneurship Monitor</i>	Jan.-Dec. 2009

GRANTS AND FELLOWSHIPS

Muma College of Business Fellow (\$15,000)	2022
Muma College of Business WALI Grant (\$5,000)	2020
Muma College of Business Dean Research and Teaching Grant (\$1,000)	2020
USF World Event Grant (\$500)	2019
USF ResearchOne (\$1000)	2019
USF Creative Scholarship Grant (\$10,000)	2019
USF Women in Leadership and Philanthropy (\$5,000)	2019
USF Center for Creativity and Innovation (\$12,500)	2018
Koch Foundation, Entrepreneurial Policy & Ecosystems (\$45,000)	2017
Kauffman Foundation, Entrepreneurial Ecosystems (\$150,000)	2015
Muma College of Business Dean Research and Teaching Grant (\$1,000)	2014
Orkestra Basque Institute of Competitiveness (\$20,000)	2012
Graduate Minority Fellowship (\$2,500)	2004
Title VI “Individual Learning Grant” (\$5,000)	2008, 2009
University of Cincinnati Research Council Fellowship (\$5,000)	2010
Order of Merit Leadership Fellowship, Phi Sigma Theta (\$500)	2010

AWARDS AND NOMINATIONS

Worldwide Top 2% scientist (single year) <i>Elsevier BV and Stanford University</i> (doi:10.17632/btchxktyw.3)	2021, 2022
Status of Latinos Faculty Award, <i>University of South Florida</i>	2022, 2017
Dr. Kathleen Moore Faculty Excellence Award, Women in Leadership and Philanthropy, <i>University of South Florida</i>	2019
Latin Community Advisory Committee Pathway Award, <i>University of South Florida</i>	2018
Best Empirical Paper Award, <i>United States Association of Small Business and Entrepreneurship</i>	2015
Best Empirical Paper Award Runner Up,	

<i>Diana International Research Conference</i>	2015
Best Empirical Paper Award Americas, <i>International Council for Small Business</i>	2015
3E Learning Innovative Entrepreneurship Education Competition 2 nd Place, <i>United States Association for Small Business and Entrepreneurship</i>	2011
Wilford White Fellows' Doctoral Student Best Paper Nominee, <i>International Council for Small Business</i>	2010

COURSES TAUGHT

Strategic & Global Management, <i>Texas Tech University</i> (MGMT5391)
International Management, <i>Texas Tech University</i> (MGMT4375)
Strategic Management, <i>Texas Tech University</i> (MGMT4380)
Business Planning, <i>University of South Florida</i> (ENT6116)
Strategic Entrepreneurship, <i>University of South Florida</i> (ENT6126)
Technical Entrepreneurship, <i>University of South Florida</i> (ENT6126)
Global Entrepreneurship, <i>University of South Florida</i> (ENT6930)
Women and Organizations, <i>University of South Florida</i> (MAN6930)
Social Entrepreneurship, <i>University of South Florida</i> (ENT6506)
Small Business Management, <i>University of South Florida</i> (ENT4024)
International Business Mexico Study Abroad, <i>University of Cincinnati</i> (MGMT410)
Managerial Effectiveness, <i>University of Cincinnati</i> (MGMT300)
Management, <i>University of Cincinnati</i> (MGMT380)
Strategy Business Capstone, <i>University of Cincinnati</i> (BA580)
New Venture Planning, <i>University of Cincinnati</i> (ENT570)
International Business Spain Study Abroad, <i>Florida International University</i> (MGMT4956)

UNIVERSITY, PROFESSIONAL & COMMUNITY SERVICE

Chair of Teaching Committee, Entrepreneurship Division <i>Academy of Management</i>	2021-2024
Committee Chair, Leadership Council <i>The Junior League of Tampa, Tampa, FL</i>	2015-2022
Board of Directors, Ellen and Frank Daveler Scholarship Program <i>University of South Florida, Tampa, FL</i>	2015-2021
Faculty Advisor, Collegiate Entrepreneurs' Organization <i>University of South Florida, Tampa, FL</i>	2015-2021
Treasurer, Graduate Student Governance Association <i>University of Cincinnati, Cincinnati OH</i>	2009-2010
Graduate Student Representative, Board of Trustees <i>University of Cincinnati, Cincinnati, OH</i>	2008-2010
Graduate Student Association, Finance Director <i>Florida International University, Miami, FL.</i>	2006-2007

EDITORIAL ROLES AND REVIEWING

Journal of Small Business Management, Associate Editor
Entrepreneurship Theory and Practice, Action Editor
Small Business Economics, Review Board Member
International Entrepreneurship & Management Journal, Review Board Member
Management Decision, Review Board Member
Gender, Work, & Organization, Ad hoc Reviewer
International Journal of Gender & Entrepreneurship, Ad hoc Reviewer
Journal of Business Venturing, Ad hoc Reviewer
Journal of Business Venturing Insights, Ad hoc Reviewer
Journal of Business Ethics, Ad hoc Reviewer
Strategic Entrepreneurship Journal, Ad hoc Reviewer
Journal of Business Research, Ad hoc Reviewer
Academy of Management Learning & Education, Ad hoc Reviewer
Research Policy, Ad hoc Reviewer

CERTIFICATIONS AND CONTINUING EDUCATION

Social Entrepreneurship Certification, <i>International Council for Small Business, San Diego, CA</i>	2020
Faculty Certification Course in Online Teaching, <i>University of South Florida, Tampa, FL</i>	2013
Entrepreneurship Experiential Classroom XIV, <i>University of Florida Gainesville, FL</i>	2013
Entrepreneurship & Ethics, <i>Utah State University, Logan, UT</i>	2015
International Council for Small Business Academy, <i>International Council for Small Business, Dubai, UAE</i>	2015
Muma College of Business Teaching Symposium <i>University of South Florida, Tampa, FL</i>	2016

AFFILIATIONS

Academy of Management (AOM), *Member*
United States Association for Small Business and Entrepreneurship (USASBE), *Member*
International Council for Small Business (ICSB), *Member*
Diana International Research Institute (DIANA), *Member*
Phi Sigma Theta, *Member*
The Junior League, *Member*
The Ph.D. Project, *Member*
Management Faculty of Color, *Member*