

CURRICULUM VITAE
DIANA M. HECHAVARRIA
NOVEMBER 2019

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BSN 3403 Tampa, FL 33620-5500
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EDUCATION

- Ph.D. (2013) University of Cincinnati, Cincinnati, OH
Business Administration, Management
Summa Cum Laude
- M.A. (2007) Florida International University, Miami, FL
Liberal Studies, Entrepreneurship
Summa Cum Laude
- B.A. (2004) University of Florida, Gainesville, FL
Major: Sociology; Minor: Women's Studies
Summa Cum Laude

PEER REVIEWED PUBLICATIONS

Hechavarria, D.M., Bullough, A., Brush, C., Edleman, L. (2019). High Growth Women's Entrepreneurship: Fueling Social and Economic Development. *Journal of Small Business Management*. <https://doi.org/10.1111/jsbm.12503>

Brieger, S., Terjesen, S., Hechavarria, D. M., Welzel C. (2018). Prosociality in business: a human empowerment framework. *Journal of Business Ethics*. <https://doi.org/10.1007/s10551-018-4045-5>

Hechavarria, D.M. Trijesen, S., Stenholm, P., Brännback, M., and Lång, S. (2018). More than words: the impact of language of female venturing. *Entrepreneurship Theory and Practice*. <https://doi.org/10.1111/etap.12278>

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*. <https://doi.org/10.1007/s11187-018-9994-7>

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>

Eric L., Christoph W., Hechavarria, D., Lange, J. (2018). Guest editorial, *Journal of Enterprising Communities: People and Places in the Global Economy*. 12(2),86-91. ,

<https://doi.org/10.1108/JEC-02-2018-0017>

Hechavarría, 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>

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/IJEBR-08-2015-0173>

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>

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>

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>

Hechavarria, D. M. (2016). The impact of culture on national prevalence rates of social and commercial entrepreneurship. *International entrepreneurship and management journal*, 12(4), 1025-1052. <https://doi.org/10.1007/s11365-015-0376-1>

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>

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>

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>

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>

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 Journal*, 5(4), 417-437. <https://doi.org/10.1007/s11365-009-0115-6>

WORKING PAPERS

Hechavarria, D. M and Brieger, S. (2nd Round Review). Practice rather than preach: cultural practices and women's entry into social entrepreneurship. *Small Business Economics*.

Hechavarria, Diana M., Rachel Tian, and Paul D. Reynolds. (3rd Round Review). To plan or not to plan: the effects of business planning on start-up speed and outcomes. *Journal of Business Venturing*.

Hechavarria, D. M., Gatewood, E., & Patel, A. (Under Review). Back where I came from: factors affecting performance among Nicaraguan entrepreneurs. *Journal of Small Business Management*.

Hechavarria, D. M., Brieger, S., Terjesen, S. (Under Review). The effects of future time reference on engaging in social entrepreneurship. Target Outlet: *Entrepreneurship Theory & Practice*

Kwapisz, A., & Hechavarria, D. M. (Draft). External financing challenges in socially motivated entrepreneurship. Target Outlet: *Entrepreneurship Theory & Practice*

Hechavarria, D.M., Renko M., & Kickull, J. (Draft). Financing nascent social entrepreneurship: evidence from the U.S. Panel Study of Entrepreneurial Dynamics. Target Outlet: *Journal of Business Venturing Insights*.

Hecahvarria, D.M. & Fird, C. (Draft). Examining emergence among underrepresented nascent entrepreneurs in the U.S: A closer Look at Hispanics and African American Start-ups. Target Outlet: *Journal of Business Venturing Insights*.

Brieger, S. B aro, A. Criaco, G. Terjesen, S. & Hechavarria, D.M. (Draft). Entrepreneurs' age and economic, environmental, and social value creation goals: Investigating the moderating role of institutional quality. Target Outlet: *Journal of Business Ethics*.

Hechavarria, D.M., Pittz, T., Terjesen, S, White, R. (Draft). A bay between us: transformative agency in the Tampa Bay entrepreneurial ecosystem. Target Outlet: *Academy of Management Journal*

Frid, C, Warhuus, J. & Hechavarria, D. (Draft). Ready or not? the sequence of nascent entrepreneurs' actions and external financing. Target Outlet: *Small Business Economics*

Hechavarria, D.M., Bullough, A., Brush, C., Edleman, L. (In preparation). A framework to investigate high growth women's entrepreneurship. Target Outlet: *Journal of Business Venturing*.

Hechavarria, D. M., Gatewood, E., & Patel, A. (In preparation). Religious networks and firm performance in the Nicaraguan entrepreneurial context. *Academy of Management Journal*.

Hechavarria, D.M. & Reynolds, P.D. (In Preparation). Cracking the startup code: sequencing of activities by high-potential nascent entrepreneurs. Target Outlet: *Strategic Entrepreneurship Journal*.

Crawford, C. Frid, C., & Hechavarria, D. (In Preparation). The effect of outliers on critical incidents during the creation of new organizations: a reproducibility study. Target Outlet: *Entrepreneurship Theory & Practice*.

Brieger, S. Bairo, Hechavarria, D.M., Pathak, S. (In preparation). Unemployment and social entrepreneurship. Target Outlet: *Journal of Business Venturing*.

Varki, S. & Hechavarria, D. (In preparation). Effectuation and Item Response Theory. Target Outlet: *Journal of Consumer Research*

PUBLIC ARCHIVED DATABASES

Reynolds, Paul Davidson, Diana Hechavarria, Rachel Tian, Mikael Sammuelson, and Per Davidsson. 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)

Reynolds, Paul Davidson, Erkkko Autio, and Diana M. Hechavarria. 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)

Reynolds, Paul Davidson, and Diana Hechavarria. Global Entrepreneurship Monitor (GEM): Adult Population Survey Data Set, 1998-2003 [Computer file]. ICPSR20320-v2.

Ann Arbor, MI: Inter-university Consortium for Political and Social Research [distributor], 2009-05-13. [doi:10.3886/ICPSR20320](https://doi.org/10.3886/ICPSR20320)

REPORTS

White, Rebecca, Hechavarria, Diana, Terjesen, Siri, Acs, Zoltan, & Audretsch, David “White Paper: Tampa Bay Entrepreneurial Ecosystem.” The Lowth Entrepreneurship Center. Tampa, FL.

Steffens, Paul, Hechavarria, Diana. (2015). “The Global Entrepreneurship Monitor 2014: Australia Report.” Queensland University of Technology, Brisbane, Australia.

Kelley, D. J., Abdul, A., Rogoff, E. J., Brush, C., Corbett, A., Majbouri, M., Hechavarria D. 2012. “The Global Entrepreneurship Monitor: 2011 United States Report.” Babson College, Wellesley, MA.

CONFERENCE PROCEEDINGS AND PRESENTATIONS

Hechavarria, D.M., Renko M., Kickull, 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.

Hechavarria, D. M., Gatewood, E., & Patel, A. (2020). Religious networks and firm performance in the Nicaraguan entrepreneurial context. In *Academy of Management Specialized Conference: Advancing Research in Latin America Proceedings*. (Vol. 2020, No. 1, p. 64). Mexico City, Mexico. Academy of Management.

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.

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.

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

Hechavarria, D., 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.

Hechavarria, D., Matthews, C., & Reynolds, P. (2016). Is prospecting profile a determinant of nascent entrepreneurial financing decisions? empirical evidence from the panel study of entrepreneurial dynamics. In *United States Association for Small Business and Entrepreneurship. Conference Proceedings* (p. AF1). San Diego, CA: United States Association for Small Business and Entrepreneurship.

Hechavarria, D., & 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.

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.

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.

Hechavarria, Diana, and Amy Ingram. (2015). Entrepreneurial ecosystem conditions and national-level entrepreneurial activity: ten-year panel study of GEM. *Diana International Research Conference*. Boston, MA, Babson College.

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.

Hechavarria, D., 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.

Hechavarria, D., 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.

Welter, C., & Hechavarria, D. (2012). How Opportunity types impact performance: evidence from the PSEDII. *Frontiers of Entrepreneurship Research*, 32(15), 15.

Elam, A., Hechavarria, D., 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

(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.

BOOK CHAPTERS

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

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

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

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

Matthews, C. H., Hechavarria, D., & 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.

Hechavarria, D., 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.

Matthews, C., Schenkel, M., & Hechavarria, D. 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.

Schenkel, M. Hechavarria, D., & Matthews, C. 2009. The role of human and social capital and technology in nascent ventures. 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.

ACADEMIC POSITIONS AND WORK EXPERIENCE

- 2013-Present: Associate Professor, Center for Entrepreneurship
University of South Florida, Muma College of Business Administration
- 2019: Extern, Tampa Bay Wave Technology Accelerator
- 2014: Visiting Research Fellow, Australian Center for Entrepreneurship,
Queensland University of Technology, College of Business
(Brisbane, AUS)
- 2012: Visiting Doctoral Research Fellow, Orkestra Basque Institute of
Competitiveness
University of Deusto, College of Business (San Sebastián, ES)
- 2007-2013: Graduate Assistant, Department of Management
University of Cincinnati, Lindner College of Business
- 2011: Data Analyst, Global Entrepreneurship Monitor
Babson College
- 2006-2007: Teaching Assistant, Department of Management
Florida International University, College of Business
- 2005-2007: Research Assistant, Pino Global Center for Entrepreneurship
Florida International University, College of Business

COURSES DESIGNED AND TAUGHT

- Business Planning, *University of South Florida* (ENT6116)
- Strategic Entrepreneurship, *University of South Florida* (ENT6126)
- Technical Entrepreneurship, *University of South Florida* (EIN6126)
- Global Entrepreneurship, *University of South Florida* (MAN6930/ENT6930)
- Social Entrepreneurship, *University of South Florida* (ENT6930)
- Small Business Management, *University of South Florida* (ENT4024)
- International Business Mexico Study Abroad, *University of Cincinnati* (MGMT410)
- Managerial Effectiveness, *University of Cincinnati* (MGMT300)

Management, *University of Cincinnati* (MGMT380)
 Strategy Business Capstone, *University of Cincinnati* (BA580)
 New Venture Planning, *University of Cincinnati* (ENT570)
 International Business Spain Study Abroad, *Florida International University*
 (MGMT4956)

CONTINUING EDUCATION AND CERTIFICATIONS

Social Entrepreneurship Certification, <i>International Council for Small Business, San Diego, CA</i>	2019
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

GRANTS & FELLOWSHIPS

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
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 & NOMINATIONS

Dr. Kathleen Moore Faculty Excellence Award, <i>Women in Leadership and Philanthropy, University of South Florida</i>	2019
Latin Community Advisory Committee Pathway Award, <i>University of South Florida</i>	2018
Status of Latinos Faculty Award, <i>University of South Florida</i>	2017
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
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

REVIEWING

Journal of Small Business Management, Associate Editor
Entrepreneurship Theory and Practice, Review Board Member
Small Business Economics, Review Board Member
Management Decision, Review Board Member
International Entrepreneurship & Management Journal, Review Board Member
Journal of Business Venturing, Ad hoc Reviewer

EDITORIAL

Journal of Small Business Management, Special Issue on Women's High Growth Entrepreneurship (Eds.) Diana M. Hechavarria, Amanda Bullough, Linda Edelman and Candida Brush.

SERVICE

Advisory Board Member <i>The Children's Home Society Suncoast</i> , Tampa, FL	2020-2023
Outreach Committee Member <i>The Heart Gallery of Tampa</i> , Tampa, FL	2019-2020
Mobile Interactive Literacy Opportunity Chair, Leadership Council <i>The Junior League of Tampa</i> , Tampa, FL	2019-2020
Member, Kiwanis Club of Tampa <i>Kiwanis Club of Tampa</i> , Tampa, FL	2019-2020
Funding Committee, Everyday Entrepreneurs Venture Fund <i>Hillsborough Community College</i> , Tampa, FL	2018-2019
Grants Chair, Leadership Council <i>The Junior League of Tampa</i> , Tampa, FL	2018-2019
Committee Member, Status of Latinos Committee <i>University of South Florida</i> , Tampa, FL	2017-2018

Young Entrepreneurship Program Coordinator, Holiday Gift Market <i>The Junior League of Tampa, Tampa, FL</i>	2017-2016
Graduate Program Committee, Department of Marketing <i>University of South Florida, Tampa, FL</i>	2018-2019
Board of Directors, Ellen and Frank Daveler Scholarship Program <i>University of South Florida, Tampa, FL</i>	2015-2018
Faculty Advisor, Graduate Society of Entrepreneurs <i>University of South Florida, Tampa, FL</i>	2015-2019
Instructor T&P Committee, Department of Marketing <i>University of South Florida, Tampa, FL</i>	2015-2016
I-Corps, USF Connect <i>University of South Florida, Tampa, FL</i>	2015-2017
InnovateHER Business Pitch Competition <i>Small Business Administration, Tampa, FL</i>	2015
Undergraduate Scholarship Committee, Muma College of Business <i>University of South Florida, Tampa, FL</i>	2015
Fintech Business Plan Competition, Center for Entrepreneurship <i>University of South Florida, Tampa, FL</i>	2014-2017
Instructor T&P Committee, Department of Management <i>University of South Florida, Tampa, FL</i>	2013-2014
Treasurer, Graduate Student Governance Association <i>University of Cincinnati, Cincinnati OH</i>	2009-2010
Treasurer <i>National Association of Graduate and Professional Students, Washington, DC</i>	2009-2010
Graduate Student Representative, Board of Trustees <i>University of Cincinnati, Cincinnati, OH</i>	2008-2010
Graduate Student Association, Marketing Director <i>Florida International University, Miami, FL.</i>	2006-2007
Member, Ph.D. Project <i>KPMG Foundation, Chicago, IL.</i>	2007-2018

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 Conference (DIANA), *Member*