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Department of Management & Entrepreneurship
Xavier University
Williams College of Business
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ACADEMIC POSITIONS HELD

Xavier University , Cincinnati, OH	
Associate Professor of Management & Entrepreneurship	Spring 2025 – Present
Assistant Professor of Management & Entrepreneurship	Fall 2019 – Spring 2025
Miami University , Oxford, OH	
Assistant Professor of Organizations & Sociology	2018 – 2019
Coordinator of Organizational Leadership Major	2018 – 2019

EDUCATION

Yale University – School of Management , New Haven, CT	
PhD, Organizations & Management	2018
<i>Title: Of Two Minds: The Adoption and Enactment of Hybrid Organizational Identities</i>	
<i>Committee: Amy Wrzesniewski (co-chair), James N. Baron (co-chair), Rodrigo Canales, Marissa King, Michael G. Pratt (External reader, Boston College)</i>	
MPhil, Organizations & Management	2016
MA, Organizations & Management	2016
Babson College, F.W. Olin Graduate School of Business , Wellesley, MA	2012
MBA, <i>summa cum laude</i>	
Bowdoin College , Brunswick, ME	2006
AB, Economics with a Minor in Education	
London School of Economics and Political Science , London, UK	2005
The General Course	

RESEARCH INTERESTS

Sociology of Strategy; Entrepreneurial Narratives; Strategy and Corporate Social Responsibility; Strategic Entrepreneurship; Labor Market Preparation and Outcomes

PEER REVIEWED PUBLICATIONS

Canales, Rodrigo, **Regele, Matthew D.**, Groberg, Max-Gunnar, and Eftekhari, Nazanin. “Falling Off the Unicorn: The Maintenance of Unrealistic Startup Labor Narratives.” *Academy of Management Journal*, In press. <https://doi.org/10.5465/amj.2023.0013>

Vavilov, Stanislav and **Regele, Matthew D.** “Bringing Positive Psychology to Jesuit Business Education: The Reflected Best Self Assignment.” *Journal of Jesuit Business Education*, Forthcoming.

Regele, Matthew D. (2024) “Facing the Music: An Entrepreneur’s Struggle with e-Commerce Failure.” *The CASE Journal*, 21(2): 282-293. <https://doi.org/10.1108/TCJ-04-2024-0101>.

Regele, Matthew D. and Vavilov, Stanislav (2023) “Integrating Ignatian Values into Entrepreneurship Teaching and Practice.” *Journal of Jesuit Business Education*, 14: 42-65.

- *Each author contributed equally*

Regele, Matthew D. (2023) “What’s the Purpose? Meaning Making, Sensemaking, and the (Mis)appropriation of Purpose Beyond Profit.” *Strategic Organization*. <https://doi.org/10.1177/14761270231168218>.

Regele, Matthew D. (2023) “Learning Research: Theory Building and Theory Testing in Educational Technology Innovation and Beyond.” *Prometheus: Critical Studies in Innovation*, 39 (1): 28-50. <https://www.jstor.org/stable/48752317>.

Regele, Matthew D. (2020) “Pedagogy and Profit? Efforts to Develop and Sell Digital Learning Products for Higher Education.” *American Educational Research Journal*, 57(3): 1125-1158. <https://doi.org/10.3102/0002831219869234>.

Regele, Matthew D. (2018) “The Roots of a Hybrid: The Impact of Adoption Conditions on Organizational Hybridity.” *Academy of Management Proceedings*, 2018 (1). <https://doi.org/10.5465/AMBPP.2018.11075abstract>.

Assenova, Valentina A. and **Regele, Matthew D.** (2017) “Revisiting the Effect of Colonial Institutions on Comparative Economic Development.” *PLoS ONE*, 12 (5): e0177100. <https://doi.org/10.1371/journal.pone.0177100>.

Regele, Matthew D. and Neck, Heidi M. (2012). “The Entrepreneurship Education Sub-Ecosystem in the United States: Opportunities to Increase Entrepreneurial Activity.” *Journal of Business and Entrepreneurship*, 23 (2): 25-47.

RESEARCH IN PROGRESS

Regele, Matthew D., Schakenbach Regele, Lindsay, and Lippmann, Stephen. “Kicking Up Dust: How Deviance Fuels Entrepreneurial Success.”

Humphrey, Jarrod, **Regele, Matthew D.**, and Gaddis Ross, David. “How entrepreneurs conceptualize the value of education for entrepreneurship: A textual analysis of Reddit posts on entrepreneurial education.”

Schakenbach Regele, Lindsay and **Regele, Matthew D.** “Confidence Women: The Role of Dance Fitness Entrepreneurs and Workers in Multi-Level Marketing History.”

Regele, Matthew D., Helsinger, Abigail, Woodruff, Sarah, Dixon, Maressa, and Cummins, Phyllis. “Structuring Flexibility: Intensity, Choice, and Outcomes for Adult Learners.”

Regele, Matthew D. “Helping Me or Helping You? Motivation and the Continuous Deployment of Managerial Capital in Developing Country SMEs.”

Regele, Matthew D. “The Roots of a Hybrid: The Impact of Adoption Conditions on Organizational Hybridity.”

- *Finalist for Louis Pondy Best Dissertation Paper Award, OMT Division, Academy of Management Annual Meeting (August 2018)*

Dixon, Maressa and **Regele, Matthew D.** “Employer Relationships and Student Success in Ohio’s Technical Centers.”

Woodruff, Sarah, Helsinger, Abigail, **Regele, Matthew D.**, Dixon, Maressa. “Lowering Barriers to Postsecondary Education Success for Marginalized Adult Learners.”

INVITED AND REFEREED PRESENTATIONS

Regele, Matthew D., Schakenbach Regele, Lindsay, and Lippmann, Stephen. “Kicking Up Dust: How Deviance Fuels Entrepreneurial Success.” (*Babson College Entrepreneurship Research Conference, June 2025*)

Humphrey, Jarrod, **Regele, Matthew D.**, and Gaddis Ross, David. “How entrepreneurs conceptualize the value of education for entrepreneurship: A textual analysis of Reddit posts on entrepreneurial education.” (*Babson College Entrepreneurship Research Conference, June 2025*)

Schakenbach Regele, Lindsay and **Regele, Matthew D.** “Confidence Women: The Role of Dance Fitness Entrepreneurs and Workers in Multi-Level Marketing History.” *(The Business History Conference)*. Atlanta, GA. March 2025.

Regele, Matthew D. “Facing the Music: Dealing with Business Failure.” *United States Association for Small Business and Entrepreneurship (USASBE) Annual Conference*. Birmingham, AL. January, 2024.

Dixon, Maressa and **Regele, Matthew D.** “Employer Relationships and Student Success in Ohio’s Technical Centers.” *National Council for Workforce Education (NCWE) Annual Conference*. Baltimore, MD. October, 2023.

Woodruff, Sarah and **Regele, Matthew D.** “How Best Practices in Employer Relationships Support Student Success in Ohio’s Technical Centers.” *Association for Career and Technical Education (ACTE) Postsecondary CTE Summit*. Denver, CO. September, 2023.

Woodruff, Sarah, Helsinger, Abigail, **Regele, Matthew D.**, Dixon, Maressa. “Lowering Barriers to Postsecondary Education Success for Marginalized Adult Learners.” *Ohio Association for Career and Technical Education 2023 Innovation & Impact Conference*. Columbus, OH. July, 2023.

Woodruff, Sarah, **Regele, Matthew D.**, Helsinger, Abigail, Dixon, Maressa, and Cummins, Phyllis. “Lowering Barriers to Postsecondary Education Success for Marginalized Adult Learners.” *National Council for Workforce Education (NCWE) Annual Conference*. Portland, OR. October, 2022.

Woodruff, Sarah, **Regele, Matthew D.**, Helsinger, Abigail, Dixon, Maressa, and Cummins, Phyllis. “Rapid Response: How Technical Education Meets Workforce Demands.” *National Council for Workforce Education (NCWE) Annual Conference*. Portland, OR. October, 2022.

Regele, Matthew D. and Vavilov, Stanislav. “Integrating Ignatian Values into Entrepreneurship Teaching and Practice.” *Colleagues in Jesuit Business Education (CJBE) Annual Conference*. Washington, DC. July, 2022.

- *Each author contributed equally*

Regele, Matthew D., Helsinger, Abigail, Woodruff, Sarah, Dixon, Maressa, and Cummins, Phyllis. “Redefining Flexibility: Intensity, Choice, and Outcomes for Adult Learners.” *American Educational Research Association (AERA) Annual Meeting*. San Diego, CA April 2022.

Regele, Matthew D., Helsinger, Abigail, Woodruff, Sarah, Dixon, Maressa, and Cummins, Phyllis. “Structuring Flexibility: Intensity, Choice and Outcomes for Adult Learners.” *National Council for Workforce Education (NCWE) Annual Conference*. Tucson, AZ. October, 2021.

Regele, Matthew D., Lensges, Marcia, and Lippmann, Stephen. “Of Course, We Care: The Institutionalization of Dual Social and Commercial Missions.” *16th Annual Social Entrepreneurship Conference*. Indiana University. November, 2019.

Regele, Matthew D. “Pedagogy and Profit? Efforts to Develop and Sell Courseware Products for Higher Education.” *Midwest Sociological Society Annual Meeting*. Chicago, IL. April, 2019.

Regele, Matthew D. “Incorporating Student Research Opportunities into the Undergraduate Curriculum.” (Panel) *Midwest Sociological Society Annual Meeting*. Chicago, IL. April, 2019.

Regele, Matthew D. “Roots of a Hybrid: How Adoption Conditions Affect the Enactment of Hybrid Organizational Identities.” *Academy of Management Annual Meeting*. Chicago, IL. August, 2018.

Regele, Matthew D. “Learning Conflict: Navigating Paradoxical Organizational and Customer Interests in Product Development.” *American Sociological Association Annual Meeting*. Philadelphia, PA. August, 2018.

Canales, Rodrigo, **Regele, Matthew D.**, Groberg, Max-Gunnar, and Eftekhari, Nazanin. “Falling Off the Unicorn: The Structural Shortcomings of Startup Employment.” *European Group for Organizational Studies (EGOS) 34th Annual Meeting*. Tallinn, Estonia. July, 2018.

Regele, Matthew D. “Too Much Kool-Aid? Sensegiving and Sensemaking in Organizational Identity Change.” (Invited Talk) *Organizations and Social Change Seminar Series*. UMass-Boston. March, 2018.

Regele, Matthew D. “Learning Conflict: Enacting a Hybrid Organizational Identity in Product Development.” *14th Annual Social Entrepreneurship Conference*. Northeastern University. November, 2017.

- “Best Paper” award recipient

Regele, Matthew D. (Organizer), Boova, Laura, Pratt, Michael G., Gautier, Arthur, Pache, Anne-Claire, Bovais, Hélène, Battilana, Julie, Bacq, Sophie, Smith, Wendy K., and Besharov, Marya L. “Of Two Minds: Making Sense of Hybrid Organizing.” (Symposium) *Academy of Management Annual Meeting*. Atlanta, GA. August, 2017.

Regele, Matthew D. “Learning Conflict: Enacting a Hybrid Organizational Identity in Product Development.” *East Coast Doctoral Conference*. Columbia University. May, 2017.

Regele, Matthew D. “Meet the Solvers: The (Potential) Role of Established Small Businesses in Commercializing Complex Innovations.” *Doctoral Consortium at Eleventh Annual Smith Entrepreneurship Research Conference*. University of Maryland. May, 2015.

Regele, Matthew D. “Meet the Solvers: The (Potential) Role of Established Small Businesses in Commercializing Complex Innovations.” *NYU-Columbia Doctoral Conference*. Columbia University. April, 2015.

Regele, Matthew D. and Neck, Heidi M. “The Entrepreneurship Education Sub-Ecosystem in the United States: Opportunities to Increase Entrepreneurial Activity.” *USASBE Entrepreneurship Conference*. January, 2012.

TEACHING INTERESTS

Strategy; Strategic Management; Entrepreneurship & Innovation Strategy; Social Entrepreneurship & Innovation

TEACHING EXPERIENCE

Xavier University, Cincinnati, OH <ul style="list-style-type: none">• MGMT 550: Strategy & Organizations (MBA Course)	Summer 2025
Xavier University, Cincinnati, OH <ul style="list-style-type: none">• ENTR 611: New Venture Creation (MBA Course)• ENTR 335: Social Entrepreneurship & Innovation• MGMT 200: Organizational Management	Spring 2025
Xavier University, Cincinnati, OH <ul style="list-style-type: none">• ENTR 311: New Venture Planning• MGMT 200: Organizational Management (2 sections)	Fall 2024
Xavier University, Cincinnati, OH <ul style="list-style-type: none">• ENTR 611: New Venture Creation (MBA Course)• MGMT 550: Strategy & Organizations (MBA Course)	Summer 2024
Xavier University, Cincinnati, OH <ul style="list-style-type: none">• ENTR 335: Social Entrepreneurship & Innovation• MGMT 200: Organizational Management (2 sections)• ENTR 611: New Venture Creation (MBA Course) (taught as an overload)<ul style="list-style-type: none">◦ <i>Note: This was a new course that I personally designed and taught.</i>	Spring 2024
Xavier University, Cincinnati, OH <ul style="list-style-type: none">• ENTR 311: New Venture Planning• MGMT 200: Organizational Management (2 sections)	Fall 2023
Xavier University, Cincinnati, OH <ul style="list-style-type: none">• MGMT 550: Strategy & Organizations (MBA Course)	Summer 2023
Xavier University, Cincinnati, OH <ul style="list-style-type: none">• ENTR 335: Social Entrepreneurship & Innovation• ENTR/MGMT 305: Creativity & Innovation (2 sections)	Spring 2023
Xavier University, Cincinnati, OH <ul style="list-style-type: none">• ENTR 311: New Venture Planning	Fall 2022

- Xavier University, Cincinnati, OH** Spring 2022
- ENTR 335: Social Entrepreneurship & Innovation
 - *Note: This was a new course that I personally designed and taught.*
 - MGMT 200: Organizational Management (2 sections)
- Xavier University, Cincinnati, OH** Fall 2021
- MGMT 550: Strategy & Organizations (MBA Course)
- Xavier University, Cincinnati, OH** Spring 2021
- ENTR 311: New Venture Planning
 - MGMT 200: Organizational Management (2 sections)
- Xavier University, Cincinnati, OH** Fall 2020
- ENTR 311: New Venture Planning (2 sections)
 - MGMT 200: Organizational Management
- Xavier University, Cincinnati, OH** Spring 2020
- ENTR 311: New Venture Planning
 - MGMT 300: Managerial Behavior (2 sections)
- Xavier University, Cincinnati, OH** Fall 2019
- ENTR 311: New Venture Planning (2 Sections)
 - MGMT 300: Managerial Behavior
- Miami University, Oxford, OH** Spring 2019
- SOC 417: Economy & Society
 - SOC 262: Research Methods
- Miami University, Oxford, OH** Fall 2018
- ORG 361: Innovation in Organizations
 - *Note: This was a new course that I personally designed and taught.*
 - SOC 262: Research Methods
- Yale School of Management, New Haven, CT** Spring 2018
- Teaching Assistant for MGT 418: Global Virtual Teams taught by Amy Wrzesniewski.
- Yale School of Management, New Haven, CT** Fall 2017
- Teaching Assistant for MGT 401: Managing Groups and Teams taught by Amy Wrzesniewski.
- Yale School of Management, New Haven, CT** Spring 2017
- Teaching Assistant for MGT 624: Human Capital Strategy elective taught by James Baron.
 - Designed and presented class session on the topic of “Governance of Employment Relations: Unions, Voice, Collective Representation.”

Yale School of Management, New Haven, CT Spring 2015

- Teaching Assistant for MGT 624: Competitive Strategy and the Internal Organization of the Firm elective taught by Lisa Kahn.
- Designed and presented two class sessions on the topics of “Identity and Performance” and “Innovation and Organization Structure.”

Yale School of Management, New Haven, CT Spring 2013; Fall 2013

- Teaching Assistant for MGMT 530: Strategic Management elective taught by Amandine Ody-Brasier.

Babson College, Wellesley, MA Spring 2012

- Manager, Junior Management Consulting Field Experience (MCFE).
- Had full supervisory and grading responsibility for a team of 4 undergraduates completing a semester-long consulting project for course credit.

Babson College, Wellesley, MA August 2011

- Assisted with teaching of Quantitative and Economics Basics workshop for incoming MBAs.

Camp Start Up, Wilbraham, MA July – August 2011

- Taught business planning to high school students at a 10-day entrepreneurship camp.

Nantucket Learning Group, Nantucket, MA June – August 2009

- Tutored students in Geometry, Algebra, SAT, SSAT, and ISEE prep.

Wachusett Regional High School, Holden, MA August 2008 – June 2009

- Taught math courses to high school students, managing classrooms of 15-27 students daily.
- Planned and delivered lessons in accordance with Massachusetts curriculum frameworks.

Bowdoin College, Brunswick, ME September 2005 – May 2006

- Grader and tutor for Introduction to Microeconomics and Intermediate Microeconomics

CASE WRITING

Bhardwaj, Gaurab and **Regele, Matthew D.** (2017) “Cytyc: Transforming Cervical Cancer Testing.” Babson College Publishing: Entrepreneurial Leader Collection, Vol: BAB292C.

Bhardwaj, Gaurab and **Regele, Matthew D.** (2017) “Cytyc: Transforming Cervical Cancer Testing – Teaching Note.” Babson College Publishing: Entrepreneurial Leader Collection, Vol: BAB292TN.

Bhardwaj, Gaurab and **Regele, Matthew D.** (2012) “Building a Women’s Hospital in Coimbatore, India.” Babson Teaching Case, Vol: BAB701C.

Bhardwaj, Gaurab., **Regele, Matthew D.** (2012). Building a Women's Hospital in Coimbatore, India: Teaching Note, Vol: BAB701TN.

GRANTS, FELLOWSHIPS, AND AWARDS

O’Conor Fellow, 2025-2028 – Xavier University Williams College of Business: \$6,000 of research funding for 3 years

Conway Fellow – Xavier University Center for Mission & Identity, 2022: One semester full teaching release, \$10,000 stipend, \$5,000 research expenses

Community Engaged Scholars Faculty Research Mini-Grant – Eigel Center for Community Engaged Learning, Xavier University, 2022: \$1,000

Downing Grant – Xavier University Williams College of Business, 2020-2021. Total funding: \$9,000

Co-Investigator (with Peter Bahr and Phyllis Cummins) on grant for project “Improving the Education and Labor Market Outcomes of Students in Subbaccalaureate Postsecondary Institutions: What can we learn from Ohio’s system of public career and technical centers?” – US Department of Education, Institute for Education Sciences, 2020-2023. Total grant: \$1.4 million

Career Collaborative Grant to Support Course-Based Experiential Projects – Miami University Center for Career Exploration and Success, 2019: \$2,250.

Seed Grant for Corpus Development – Yale Digital Humanities Lab, 2016: \$1,500.

Graduate Policy Fellow – Yale Institute for Social and Policy Studies (ISPS), 2014-2015.

Grant for Innovation, Entrepreneurship, and Growth Experiments – Ewing Marion Kauffman Foundation and Nesta, 2014: \$10,000.

Grant for Project on Growth in CT Companies – Connecticut Innovations, 2014: \$10,000.

Coca-Cola World Fund Fellowship – Yale University, Summer 2013: \$4,000.

Tinker Field Research Grant – Yale University, Summer 2013: \$1,500.

Graduate Fellowship for Academic and Professional Excellence – Babson College, 2010-2012: Full MBA Tuition

Noyes Prize for the Best Student in Political Economy – Bowdoin College, May 2006.

PROFESSIONAL MEMBERSHIPS AND SERVICE

Presenter, Hamilton County Small Business Day, May 12, 2025

Member, The Business History Conference, January 2025 – Present

Reviewer, Learning, Media and Technology Journal, 2024 – Present

Reviewer, Organization Science Journal, 2023 – Present.

Member, Alloy Growth Lab Entrepreneur Assistance Committee, 2022 – Present.

Reviewer, Academy of Management Journal, 2017 – Present

Reviewer, Academy of Management Annual Meeting, 2016 – 2023.

Member, Academy of Management (OMT, ENT, OB, ODC, MOC Divisions). 2016 – Present.

Board Member, The Hamilton Mill (Business Incubator/Accelerator), 2020 – 2025.

Member, American Sociological Association. 2017 – 2019.

Member, Midwest Sociological Society. 2018 – 2019.

OTHER WORK EXPERIENCE

yCollide, LLC Advisory Board Member	2024 – Present
Habit Technology, LLC Chief Operating Officer	2021 – Present
Norbridge, Inc., Concord, MA Associate Consultant	2009 – 2010
Deloitte Consulting, Boston, MA Consultant	2006 – 2008

REFERENCES

Amy Wrzesniewski

William and Jacalyn Egan Professor
of Management
University of Pennsylvania
Wharton School
3620 Locust Walk
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215-898-7722
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Rodrigo Canales

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James N. Baron

William S. Beinecke Professor of Management
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Stephen Lippmann

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