

DAVID R. MARSHALL

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Center for Entrepreneurial Leadership | University of Dayton
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EXPERIENCE

L. William Crotty Center for Entrepreneurial Leadership – *Director*, University of Dayton, Dayton, OH (8/15/22 – Present).

- Engage with center staff, university leaders, [Hub](#) and community members to develop and execute entrepreneurial initiatives (e.g., [Flyer Pitch Competition](#)) across the university and the Dayton region; advise student-driven experiential programs (e.g., [Flyer Enterprises](#), [Flyer Angels](#)) and local startup founders; support donor development efforts; direct entrepreneurship program recruiting.

University of Dayton, Department of Management and Marketing – *Associate Professor* (08/2023-Present); *Assistant Professor* (08/2017-08/2023), Dayton, OH.

- Teach entrepreneurship and management courses; conduct and publish entrepreneurship and management research; serve on university and department committees.

University of Mississippi, Department of Management – *Graduate Assistant & PhD student*
Oxford, MS (08/2013-6/2017).

Department of Defense, Air Force, - *Senior Financial Manager*, Hill AFB, UT, (2005-2013).

EDUCATION

University of Mississippi – College of Business Administration, University, MS
Doctor of Philosophy (Ph.D., Management (2017)

Syracuse University – Whitman School of Management, Syracuse, NY
Master of Business Administration (MBA, 2012)

Syracuse University – Maxwell School of Citizenship and Public Affairs, Syracuse, NY
Executive Master of Public Administration (MPA, 2012)
Certificate of Advanced Study: Leadership in International and Non-Governmental Organizations (2012)

Weber State University – Goddard School of Business and Economics
Bachelor of Science in Finance (BS, 2007)

PROFESSIONAL AFFILIATIONS, SERVICE, & CONSULTING

Boards and Councils:

- L. William Crotty Center for Entrepreneurial Leadership (2018-Present)
- Flyer Enterprises (2022-Present)
- Flyer Angels Investment Review Committee (2023-Present)

Faculty Advisor/Director:

- Flyer Enterprises; One of the largest student-run business organizations in the world; \$2.5million in revenue

- Flyer Angels; \$1million student directed high growth, tech startup investment fund
- Epsilon Nu Tau (University of Dayton Chapter); Coed professional organization for entrepreneurship students (2019-2023)

Editorial Review Board: Journal of Family Business Strategy (2018-Present)

Ad-hoc Reviewer: Journal of Small Business Management, International Entrepreneurship and Management Journal, Journal of Business Venturing, Strategic Entrepreneurship Journal, International Small Business Journal; Entrepreneurship Theory and Practice; Journal of Business Research

Member: Academy of Management, International Family Enterprise Research Academy; Western Academy of Management, Beta Gamma Sigma Honors Society

REFEREED ARTICLE PUBLICATIONS

- Carr, J., **Marshall, D. R.**, Michaelis, T., Pollack, J., & Sheats, L. (2023) The role of work-to-venture conflict on hybrid entrepreneurs' transition into entrepreneurship. *Journal of Small Business Management*, 61(5), 2302-2325.
- White, J. V., Markin, E., **Marshall, D.**, & Gupta, V. (2022). Exploring the Boundaries of Business Model Innovation and Firm Performance: A Meta-Analysis. *Long Range Planning*, 55(5), 102242.
- Cox, K., Lortie, J., **Marshall, D. R.**, & Kidwell, R. (2022). Beyond the balance sheet: The effects of family influence on social performance. *Journal of Business Research*, 143, 318-330.
- Swab, R., Pret, T., Cogan, A., & **Marshall, D. R.** (2021). New Venture Teams' Creative Self-Efficacy and Team Satisfaction: The Mediating Role of Goal Structures. *Entrepreneurship Research Journal*
- Williamson, M., **Marshall, D. R.**, Novicevic, M., Mills, A., & Lugar, C. (2021). Performing intersectional identity work over time: Historic case of Viola Turner. *Journal of Management History*, 28, 303-320.
- Kim, J., Dibrell, C., Kraft, E., & **Marshall, D. R.** (2021). Data analytics and Performance: The moderating role of intuition-based HR management in Major League Baseball. *Journal of Business Research*, 122, 204-216.
- Marshall, D. R.**, Meek, W., Swab, G., & Markin, E. (2020). Access to resources and entrepreneurial well-being: A self-efficacy approach. *Journal of Business Research*, 120, 203-212.
- Marshall, D. R.** & Gigliotti, R. (2020). Bound for entrepreneurship? A career-theoretical perspective on entrepreneurial intentions. *International Entrepreneurship and Management Journal*, 16, 287-303.
- Pollack, J., Carr, J. C., Michaelis, T. & **Marshall, D. R.** (2019). Hybrid entrepreneurs' self-efficacy and persistence change: A longitudinal exploration. *Journal of Business Venturing Insights*, 12, e00143.
- Dibrell, C., **Marshall, D. R.**, Palar, J, & Gentry, R. (2019). New director selection during growth in family influenced and lone-founder firms: An identity fit perspective. *Journal of Business Research*, 101, 1-11.
- Marshall, D. R.**, Davis, W.D., Dibrell, C & Ammeter, T. (2019). Learning off the job: Examining part-

time entrepreneurs as innovative employees. *Journal of Management*, 45(8), 3091-3113.

- Marshall, D. R.**, Dibrell, C., & Eddleston, K. (2019). What keeps them going? Socio-cognitive entrepreneurial career continuance. *Small Business Economics*, 53(1), 227-242.
- Gigliotti, R., Vardaman, J., **Marshall, D. R.**, & Gonzalez, K. (2019). The role of perceived organizational support in individual change readiness. *Journal of Change Management*, 19(2), 86-100.
- Novicevic, M. **Marshall, D. R.**, Humphreys, J., & Seifried, C. (2019). Both loved and despised: Uncovering a process of collective contestation in leadership identification. *Organization*, 26(2), 236-254.
- Markin, E., Swab, G., & **Marshall, D. R.** (2017). Who is driving the bus? An analysis of author and institution contributions to entrepreneurship research. *Journal of Innovation and Knowledge*, 2(1), 1-9.
- Marshall, D. R.** (2016). From employment to entrepreneurship and back: A legitimate boundaryless view or a bias-embedded mindset? *International Small Business Journal*, 34(5), 683-700.
- Marshall, D. R.** & Novicevic, M. (2016). Legitimizing the social enterprise: Development of a conformance framework based on a genealogical pragmatic analysis. *Management and Organizational History*, 11(2), 99-122.
- Owen, J., **Marshall, D. R.**, & Novicevic, M. M. (2015). Event systems theory of instrumental leadership: The case of General Nathanael Greene. *The Journal of Applied Management and Entrepreneurship*, 20(3), 8-30.

BOOK CHAPTERS

- Sherlock, C. & **Marshall, D. R.** (2019). "A literature review of family firm boards: An input-mediator-output perspective. In *The Palgrave Handbook of Heterogeneity among Family Firms*, edited by E. Memili and C. Dibrell. Palgrave/Macmillan Publishing, 141-179. Palgrave Macmillan
- Novicevic, M. M., Owen, J., Palar, J., Popoola, T. and **Marshall, D.** (2015). "Management and Organizational History: Extending the State-of-the-Art to Historicist Interpretivism" In *Management History: It's Global Past and Present*, edited by B. Bowden and D. Lamond, 157-172. Charlotte, NC: Information Age Publishing.

CONFERENCE PRESENTATIONS

- Cox, K., Lortie, J., Crider, C., **Marshall, D. R.**, & Kidwell, R. The ties that don't bind? The impact of familiness on economic growth in rural areas. *International Family Enterprise Research Academy Annual Meeting*, Krakow, Poland, 2023.
- Sherlock, C., **Marshall D.R.**, Dibrell, C., & Clinton, E. Innovativeness across family firms in developed and emerging economies: An authoritarian leadership style perspective. In *Bringing the Family into Focus: The Promise of Behavioral Research in Family Business* symposium at *Academy of Management Annual Meeting*, Boston, MA, 2023.
- Sherlock, C., **Marshall D.R.** Dibrell, C., & Clinton, E. Innovativeness in the Family Firm: the role of Authoritarian Leadership entrepreneurial skills. *Global Family Business Summit*, Valencia, Spain, 2023
- Sherlock, C., **Marshall D.R.**, & Dibrell, C. Authoritarian leadership and innovativeness in family firms:

A cross national perspective. *Babson College Entrepreneurship Research Conference*, Knoxville, TN, 2023.

Sherlock, C., **Marshall D.R.**, & Dibrell, C. Authoritarian leadership and innovativeness in family firms: A cross national perspective. *Theories of Family Enterprise Conference*, Rowan University, Glassboro, NJ 2023.

Lortie, J; Cox, K; Crider, C; **Marshall, D. R.**, Kidwell, R. Founding Family Firms in Rural Regions: Implications for Economic Growth. *Academy of Management Annual Meeting*, Seattle, WA, 2022.

Marshall, D. R. Who am I and how do I behave? Exploring role interactions for hybrid entrepreneurs during entrepreneurial identity development. *Western Academy of Management Annual Conference 2020, Kona, Hawaii*. (Conference cancelled due to Coronavirus).

Marshall, D. R., Swab, R. G., Markin, E., & Meek, W. Access to Resources and Entrepreneurial Well-being: A Self-Efficacy Approach. *Eastern Academy of Management Annual Conference 2020, Maine*.

Carr, J., **Marshall, D. R.**, Michaelis, T., & Pollack, J. Work-venture role conflict within the hybrid entrepreneurship process. Accepted for presentation at *Babson College Entrepreneurship Research Conference 2020, Knoxville, Tennessee*.

Williamson, M., **Marshall, D. R.**, Novicevic, M., Mills, A., & Lugar, C. Performing intersectional identity work over time: Historic case of Viola Turner. *Academy of Management Annual Meeting*, Boston, MA, 2019.

Marshall, D.R. The entrepreneurial-employee role interface: Exploring the effects of hybrid entrepreneurship. *Academy of Management Annual Meeting*, Chicago IL, 2018. ***Finalist for Careers Division Arnon Reichers Best Student Paper Award***

Marshall, D.R., Markin, E., Swab, G., Meek, W., & Gigliotti, R. Dream big, be happy? An aspirations-based perspective of entrepreneurial well-being. *Babson College Entrepreneurship Research Conference 2018, Waterford, Ireland*.

Marshall, D.R., Dibrell, C., Davis, W., & Johnson, P. The upside of being down; Negative affect, temporal focus, and bricolage for entrepreneurs. *Babson College Entrepreneurship Research Conference 2018, Waterford Ireland*

Marshall, D. R., Gigliotti, R., Davis, W., & Swab, G. (2018). A work-life interface perspective on hybrid entrepreneurship. *Western Academy of Management Annual Conference*, Salt Lake City, UT.

Lortie, J., Cox, K., **Marshall, D. R.**, & Kidwell, R. (2017). The relationship between familiness and social performance; a stewardship perspective. *Southern Management Association Annual Meeting*, St. Pete Beach, FL. ***Awarded Best Paper in Entrepreneurship and Family Business Track***

Davis, W. D., Johnson, P., & **Marshall, D. R.** (2017). We don't talk the way we used to: The evolution of performance feedback processes in leader-follower relationships. *Southern Management Association Annual Meeting*, St. Pete Beach, FL.

Novicevic, M. **Marshall, D. R.**, Humphreys, J., & Seifried, C. (2017). Microhistory of James Meredith's contested leadership: An ANTi-history approach. *Academy of Management Annual Meeting*, Atlanta, GA.

Gigliotti, R., **Marshall, D. R.**, & Vardaman, J. (2017). Support us and we'll change: Exploring the relationship between perceived organizational support and change readiness. *Academy of*

Management Annual Meeting, Atlanta GA.

- Marshall, D. R.**, Gigliotti, R., & Markin, E. (2017). In it for the long haul? Entrepreneurial career commitment for full and part-time entrepreneurs. *Academy of Management Annual Meeting, Atlanta, GA.*
- Carr, J. C., Pollack, J., Michaelis, T. & **Marshall, D. R.** (2017). Modeling the relationship between entrepreneurial self-efficacy change and entrepreneurial persistence change for nascent entrepreneurs. *Babson College Entrepreneurship Research Conference, Norman, OK.*
- Marshall, D. R.** & Carr, J. (2016). Bound for entrepreneurship? Exploring the effects of boundaryless career views on entrepreneurial intentions. *Southern Management Association Annual Meeting, Charlotte, NC.*
- Roberts, F., Popoola, I., **Marshall, D. R.**, Williams, A., Palar, J., & Jones, L. (2016). Teaching the evergreen value of organizational classics. *Southern Management Association Annual Meeting, Charlotte, NC.*
- Dibrell, C., Gentry, R., & **Marshall, D. R.**, & Palar, J. (2016). New director selection in family firms under identity challenging contingencies. *Academy of Management Annual Meeting, Anaheim, CA.*
- Marshall, D. R.**, Davis, W. D., & Dibrell, C. Work to work enrichment: Employee innovation through hybrid entrepreneurship. *Academy of Management Annual Meeting, Anaheim, CA.*
- Dibrell, C., Gentry, R., **Marshall, D. R.**, Palar, J., & Davis, W. (2016). New director selection in family influenced, lone-founder, and regular publicly-traded firms: A resource dependency perspective: A resource dependency perspective. To be presented at *European Academy of Management Annual Conference, Paris, France.*
- Marshall, D. R.** (2016). Two sides to every story: Exploring the innovative behavioral spillover from part-time entrepreneurs to their primary jobs *Mid-South Management Research Consortium, Mississippi State University, Starkville, MS.*
- Marshall, D. R.** (2016). Learning off the job: Exploring the positive effects of engaging in part-time entrepreneurship. *Western Academy of Management Annual Conference, Portland, OR.*
- Marshall, D. R.**, Dibrell, C., & Eddleston, K. (2016). Keeping the career going: How career motivators and family support impact the decision to remain in entrepreneurship. *Western Academy of Management Annual Conference, Portland, OR.*
- Marshall, D. R.** (2016). My next career move...entrepreneurship! Conceptualizing the effects of career views on entrepreneurial intentions. *Western Academy of Management Annual Conference, Portland, OR.* ***Nominated for Best Student Paper Award***
- Dibrell, C., Gentry, R., & **Marshall, D. R.** (2015). New director selection in family firms: A resource dependency perspective. *Strategic Management Society Annual International Conference, Denver, CO.*
- Marshall, D. R.** (2015). Is there really no turning back? Thinking about future career moves during new venture creation. *Academy of Management Annual Meeting, Vancouver, BC.*
- Thomas, C., Craig, J., Dibrell, C., & **Marshall, D. R.** (2015). Servant leadership and organizational identification: A family firm perspective. *Academy of Management Annual Meeting, Vancouver, BC.*
- Marshall, D. R.** (2015). Legitimizing the social enterprise: A conformance framework from an African American venture. *Academy of Management Annual Meeting, Vancouver, BC.*

Dibrell, C., Gentry, R., & **Marshall, D. R.**, & Palar, J. (2015). New director selection in family-influenced, lone-founder, and regular publicly traded firms: Social identity and selection. *Theories of Family Enterprise Conference*, Texas Christian University, Fort Worth, TX.

Marshall, D. R., Davis, W. D., & Owens, J. (2014). Not all created equal: A look at employment mode effects on employee attitudes. *Academy of Management Annual Meeting*, Philadelphia, PA.

TEACHING EXPERIENCE

<i>Financing New Ventures</i> (Required for all Entrepreneurship Majors)	Dayton
<i>Organizational Behavior</i> (Required for all Business majors)	Dayton
<i>Managing the Enterprise</i> (Required for all Business majors)	Dayton
<i>Family Business Management</i> (Online, Co-instructed)	Ole Miss
<i>Strategic Management Planning</i> (Required for all Business Majors)	Ole Miss
<i>Small Business Management</i> (Elective)	Ole Miss
<i>Organizational Behavior</i>	Ole Miss