

Joshua V. White

Assistant Professor | Department of Management and Marketing | University of Dayton
Email: jwhite9@udayton.edu

EDUCATION

University of Alabama: Culverhouse College of Business, Tuscaloosa, AL
Doctor of Philosophy (Ph.D.), Management (2022)

University of Alabama: Culverhouse College of Business, Tuscaloosa, AL
Bachelor of Science in Business Administration, 2013, *Summa Cum Laude*, GPA: 4.0
Majors: Economics and Finance, Minor: Computer-Based Honors

ACADEMIC POSITIONS

University of Dayton, Dept. of Management and Marketing, Dayton, OH **2022 - Present**
Assistant Professor of Strategic Management and Entrepreneurship

RESEARCH

RESEARCH INTERESTS

Small Business Orientation, Entrepreneurial Orientation, Business Model Innovation, Upper Echelons, Strategic Leadership

PEER-REVIEWED PUBLICATIONS:

Harms, P.D. **White, J.V.**, & Fezzey, T. (2024). Dark Clouds on the Horizon: Dark Personality Traits and the frontiers of the entrepreneurial economy. *Journal of Business Research*, 171, 114364.

Shirokova, G., Galieva, N., Doktorova, D., & **White, J.V.** (2023). Narcissism, Workaholism, Family Support and New Venture Performance: A moderated mediation model. *Small Business Economics*, 1-41.

Shirokova, G., Galieva, N., Doktorova, D. **White, J.V.**, & Marino, L. (2023). Strategic Entrepreneurial Behavior and SME Performance: The moderating role of narcissism and Machiavellianism. *Journal of Small Business and Enterprise Development*, <https://doi.org/10.1108/JSBED-10-2022-0409>

White, J.V., Harms, P.D., Borgholthaus, C.J., & Tuggle, C.S. (2023). I'm not the executive that I used to be: Understanding Causes and Consequences of Personality Change in the Upper Echelons. *Journal of Business Research*, 167, 114152.

Borgholthaus, C. J., **White, J. V.**, & Harms, P. D. (2023). CEO dark personality: A critical review, bibliometric analysis, and research agenda. *Personality and Individual Differences*, 201, 111951.

Nogueira, T. F., Corbett, A. C., **White, J. V.**, & Clausen, T. H. (2023). Speed and learning in the opportunity development process. *Journal of Small Business Management*, 61:5, 2198-2226.

Borgholthaus, C. J., **White, J. V.***, Markin, E., & Gupta, V. K. (2022). Venture creation in the aftermath of COVID-19: The impact of US governor party affiliation and discretion. *Small Business Economics*, 1-20.

*** Authors contributed equally and are listed in alphabetical order.**

White, J. V., Markin, E., Marshall, D., & Gupta, V. K. (2022). Exploring the boundaries of business model innovation and firm performance: A meta-analysis. *Long Range Planning*, 102242.

White, J.V., & Borgholthaus, C. (2022). Who's in Charge Here? A Bibliometric Analysis of Upper Echelons Research. *Journal of Business Research*, 139, 1012-1025.

White, J.V., Saurav, S., & Gupta, V.K. (2021). Entrepreneurship Research after Chiles, Bluedorn, and Gupta (2007): Has the Field Delivered on the Promise of Good Scholarship? In B. Ozkazanc-Pan, A.E. Osorio, D.K. Dutta, V.K. Gupta, G. Javadian, & G.C. Guo (Eds.), *Modern Classics in Entrepreneurship Studies: Building the Future of the Field* (pp. 35-64). Palgrave MacMillan. 10.1007/978-3-030-61029-6

White, J.V., Gupta, V.K., & Chaudhary, S. (2020). Measurement of Entrepreneurial Orientation: A Systematic Critical Synthesis of the Empirical Literature. In A.C. Corbett, P.M. Kreiser, L.D. Marino, & W.J. Wales (Eds.), *Advances in Entrepreneurship, Firm Emergence and Growth* (Vol. 22, pp. 223-245). Emerald Publishing Limited. <https://doi.org/10.1108/S1074-754020210000022009>

White, J.V., & Gupta, V.K. (2020). Stress and Well-Being in Entrepreneurship: A Critical Review and Future Research Agenda. *Research in Occupational Stress and Well-Being*, 18, 65-93.

OTHER PUBLICATIONS:

White, J.V., Marino, L.D., & Covin, J.G. (2022). Acting Smaller: How Small Business-Like Behaviors Enhance Firm Performance. *Frontiers of Entrepreneurship Research*, 42.

White, J.V., Marino, L.D., Corbett, A., & Grayson, K. (2021). Alabama Benefit Corporations: Growing the Ecosystem [White Paper]. *Research Funded by the Alabama Power Foundation*. <https://ssrn.com/abstract=3822739> or <http://dx.doi.org/10.2139/ssrn.3822739>

White, J.V., & Markin, E. (2020). Performance Implications of Business Model Innovation: A Meta-Analysis. *Frontiers of Entrepreneurship Research*, 40.

Balasubramanian, S., Wales, W., **White, J.V.**, & Gupta, V.K. (2020). Entrepreneurial Orientation. In R. Griffin (Ed.), *Oxford Bibliographies in Management*. New York: Oxford University Press.

WORK UNDER REVIEW:

Welbourne, T.M., Eleazar, M.W., & **White, J.V.**, Employee-Centered Urgency: Executive Attention and HR Executives. Revise and Resubmit at *Personnel Psychology*.

Shirokova, G., Anisimova, T., Weiss, J., & **White, J.V.**, Founder's affective commitment, innovation ambidexterity, and new venture performance: The moderating role of performance-based national culture. Under review at *Journal of Business Venturing*.

Markin, E., **White, J.V.**, Borgholthaus, C.J., Yates, V.A., & Skorodiyevskiy, V. Does country-level managerial discretion moderate the relation between entrepreneurial orientation-firm performance? A meta-analytic examination. Under review at *Entrepreneurship Theory & Practice*.

Borgholthaus, C. J., Cavanaugh, J. & **White, J. V.*** Party platforms and entrepreneurial pathways: Exploring the impact of partisan political institutions on new venture formation. Under review at *Small Business Economics*.

* **Authors contributed equally and are listed in alphabetical order.**

WORK IN PROGRESS:

White, J.V., Aray, Y. & Bogatyreva, K. Evaluating the Tragedy of the Commons: How Regional Non-Profit Organizations Shape the Efficacy of SME's Sustainability Orientation. [Finalizing for submission to *Entrepreneurship Theory and Practice*].

White, J.V., Covin, J.G., Marino, L.D., & Harms, P.D. How Do Companies Avoid Liabilities of Greatness? Development and Validation of a Multidimensional Small Business-Like Scale. [Finalizing for submission to *Entrepreneurship Theory and Practice*].

Welbourne, T. M., Eleazar, M.W., & **White, J.V.** Applying a Risk-Based View of the Firm to Initial Public Offering Growth Trajectories. [Revising for submission to *Organization Science*].

White, J.V., Harms, P.D., Sherman, R., & Tackett, J. Exploring the Forest and the Traits: The Richness of Entrepreneurial Personality. [Writing for submission to *Journal of Business Venturing*].

Marino, L.D., **White, J.V.**, Corbett, A.C. Perception and Reality in Black Entrepreneurial Ecosystems. [Writing for submission to *Entrepreneurship Theory and Practice*].

Markin, E., **White, J.V.**, Borgholthaus, C.J., & Sherlock, C. All in the Family: An Examination of Business Model Innovation and Firm Performance within Family Firms. [Data collection phase. Target Journal: *Entrepreneurship Theory and Practice*].

White, J.V., Markin, E., & Borgholthaus, C.J. Advantages and Challenges of Business Model Innovation: Dimensionality of BMI as a driver of Firm Performance. [Data collection phase. Target Journal: *Strategic Entrepreneurship Journal*].

Borgholthaus, C.J., Harms, P.D., **White, J.V.**, & Fezzey, T. Survey Use in the Upper Echelons: An Empirical Update and Methodological Considerations. [Data collection phase. Target Journal: *Strategic Management Journal* or *The Leadership Quarterly*].

Borgholthaus, C.J., Harms, P.D., Schaefer, J. & **White, J.V.** Addressing Endogeneity in CEO Personality Research: An Empirical Examination of the Existing Literature and Review of Best Practices. [Data collection phase. Target Journal: *Strategic Management Journal*].

CONFERENCE PRESENTATIONS:

Welbourne, T.M., Eleazar, M.W., & **White, J.V.** Applying a Risk-Based View of the Firm to Initial Public Offering Growth Trajectories. Presented at the 2023 Southern Management Association Conference, St. Pete Beach, FL.

White, J.V., Aray, Y. & Bogatyreva, K. Performance Implications of SMEs' Sustainability Orientation: The Role of Non-profit Organizations. Presented at the 2023 Strategic Management Society Conference, Toronto, ON, CA.

Welbourne, T.M., Eleazar, M.W., & **White, J.V.**, Toward a Theory of Long-Term Post-Initial Public Offering Growth Trajectories. Presented at the 2023 Academy of Management Conference, Boston, MA.

White, J.V., Aray, Y. & Bogatyreva, K. Performance Implications of SMEs' Sustainability Orientation: The Role of Non-profit Organizations. Presented at the 2023 Academy of Management Conference, Boston, MA.

Marino, L.D., **White, J.V.**, Corbett, A.C. Perception and Reality in Black Entrepreneurial Ecosystems. Presented at the 2023 Babson College Entrepreneurship Research Conference at the University of Tennessee Knoxville.

White, J.V., Covin, J.G., & Marino, L.D. (2022). Acting Smaller: How Small Business-Like Behaviors Enhance Firm Performance. Presented at the 2022 Babson College Entrepreneurship Research Conference at Baylor University in Waco, TX. ****Top 40 Paper**

White, J.V., Borgholthaus, C., Gupta, V.K. (2022). We are part of the same team: The Influence of Governor Discretion on Post-Covid-19 Small Business Openings. Presented at the 2022 Small Business Institute Conference in Charleston, SC. ****Best theoretical paper award.**

White, J.V., Borgholthaus, C., Gupta, V.K. (2021). We are part of the same team: The Influence of Governor Discretion on Post-Covid-19 Small Business Openings. Presented at the 2021 Emerging Markets Conference hosted by the Graduate School of Management at St. Petersburg University, Russia.

Welbourne, T.M., **White, J.V.**, & Eleazar, M.W. (2021). Imprinting human capital values to survive 20 years post initial public offering. ****Academy of Management Best Paper Proceedings.**

White, J.V. (2020). Thirty-Five Years at the Top: A Bibliometric Analysis of Upper Echelons Research. Presented at the 2020 Southern Management Association Conference.

White, J.V., Marino, L.D. (2020). Entrepreneurial Intention and Gender: The Role of Psychopathy in Overcoming Gender Role Expectations. Presented at the 2020 Academy of Management Conference.

White, J.V., Markin, E., Gupta, V.K. (2020). Open for Business: The institutional environment of U.S. States and its impact on economic productivity. Accepted for presentation at the 2020 Babson College Entrepreneurship Research Conference, Knoxville, TN. Conference canceled due to Coronavirus.

White, J.V., Markin, E., Gupta, V.K. (2020). Performance Implications of Business Model Innovation: A Meta-Analysis. Accepted for presentation at the 2020 Babson College Entrepreneurship Research Conference, Knoxville, TN. Conference canceled due to Coronavirus. ****Top 40 Paper**

White, J.V., Gupta, V.K., Chaudhary, S. (2020). Measurement of Entrepreneurial Orientation: A Systematic Critical Synthesis of the Empirical Literature. Presented at the Rocky Mountain Entrepreneurship Research Conference, University of Wyoming.

Welbourne, T. M., & **White, J.V.** (2019). Deconstructing Entrepreneurial Growth: Lessons Learned from the Largest IPO Cohort, The Class of 1996. Presented at the Babson College Entrepreneurship Research Conference.

White, J.V., & Balasubramanian, S. Advancing EO: A Deep Dive Into The Future At The 30th Anniversary Of Covin And Slevin (1989). (2019). Caucus at the Academy of Management Conference, Boston, MA.

Mukherjee, K., Jia, Y., **White, J.V.**, Markin, E., Duncan, N. (2019). Benchmarking Strategic Orientation and Firm Performance: An Analysis of the Dimensions of Entrepreneurial Orientation. Presented at the Southern Management Association Conference.

White, J.V., Markin, E., Gupta, V.K. (2019). Business Model Innovation Firm Performance: A Meta-Analytic Review. Presented at the Mid-South Management Research Consortium.

White, J.V., Markin, E., Gupta, V.K. (2019). Open for Business: The institutional environment of U.S. States and its impact on economic productivity. Presented at the University of Alabama 3MT.

RESEARCH GRANTS AND FUNDED RESEARCH:

2020: Alabama Power Foundation. Alabama Benefit Corporations: Growing the Ecosystem. **\$50,000**

2021-2022: Russian Science Foundation. Learning from the COVID-19 pandemic: strategic behavior of small- and medium-sized enterprises in the time of crisis.

2021-2026: Alabama Power Foundation. Economic Empowerment in Alabama. A 5-year longitudinal study of entrepreneurship in Alabama. **Initiative Assistant Director. \$500,000**

RESEARCH AFFILIATIONS:

2023-Present: Associated Researcher, Pôle D at HEC Montréal – A research center exclusively dedicated to the role of CEOs and members of the executive committee. The center facilitates the study of management practices, executive training, strategic leadership, and other topics related to business management and leadership.

INVITED PRESENTATIONS AND RESEARCH TALKS:

2021: **Babson College.** Butler Institute for Free Enterprise Through Entrepreneurship. *David and Goliath: How a small business mindset can help firms of all sizes fight for market share while doing good for the community*

TEACHING

TEACHING AWARDS:

- **Recognized by the Division of Student Life, Parent and Family Programs, as part of their 2021 Extra Credit Program** for making a “unique difference in the life of a UA student.”
Nominated by a parent of a graduating senior student. The parent wrote, “We are so grateful for the efforts of Joshua White toward our son and every student. Simply amazing. My younger son is about to enter as a freshman in the fall and I am going to make sure he does everything he can to also get Professor White sometime during his UA years.”
- **2021 Excellence in Teaching Award, The University of Alabama**

CLASSES TAUGHT:

University of Dayton, 2022 – Present

- 2 Sections, Strategic Management, Senior Capstone Course (MGT 490), Fall 2022
 - Overall Student Evaluation = **4.8/5.0** vs. 4.4 Department Average
- 2 Sections, Strategic Management, Senior Capstone Course (MGT 490), Spring 2023
 - Overall Student Evaluation = **4.7/5.0** vs. 4.3 Department Average

The University of Alabama, 2020 – 2021

- 1 Section, Strategic Management, Senior Capstone Course (GBA 490), Fall 2021
 - Overall Student Evaluation = **4.9/5.0** vs. 4.6 Department Average
- 1 Section, Strategic Management, Senior Capstone Course (GBA 490), Spring 2021
 - Overall Student Evaluation = **4.6/5.0** vs. 4.6 Department Average
- 2 Sections, Foundations of Entrepreneurship (MGT 386), Fall 2020
 - Overall Student Evaluation = **4.8/5.0** vs. 4.5 Department Average

STUDENT COMMENTS:

- “This is by far the best professor I have learned from while at this university.” – Spring 2023
- “Overall, I really enjoyed having Joshua as a professor. It means a lot to students to have a professor who truly cares about us and our learning. I always felt safe with Joshua and knew I could rely on him if I ever needed anything.” – Spring 2023
- “He was a great professor who I genuinely thought cared about my success. He was always a very positive resource and taught the material with many examples.” – Spring 2023
- “Best Professor I have had here. He shows a genuine interest in our success and has lectures that are incredibly engaging. He truly knows what he is talking about instead of pulling information from a textbook and regurgitating it (like most professors do).” – Spring 2023
- “Joshua is a great professor, and UD is lucky and fortunate to land him in the school of business. If I could have him for all of my business classes I would sign up” – Fall 2022

- “Professor Joshua is the greatest professor I have ever had. The best professor I had at the University of Dayton and the best teacher I've had throughout my academic career. He shows an amazing amount of care for each of his students.” – Fall 2022
- “Joshua was the best professor I've had at UD. He really cares about us as students and makes it known. He creates such a great learning environment for students, and also challenges students when they ask him questions which I really enjoyed. He also teaches in a way that the information sticks with you long after the material has been covered.” – Fall 2022
- “Dr. White truly is the GOAT! Would recommend to anyone taking this course.” – Fall 2022
- “Best teacher I’ve ever had in my life. Thanks for being the GOAT!” – Fall 2022
- “Easily one of my favorite professors at UA. I went into this course dreading it because the material and structure is out of my wheelhouse. He truly breaks things down and encourages us so that we are really successful in this course. I wish there were more professors like him.” – Spring 2021
- “He was one of the most exceptional, motivating professors I’ve ever had. He had clear expectations of us while also understanding. I was dreading this class for years and it ended up being one of my favorite, most beneficial classes because of him. I’ve learned so much!” – Spring 2021
- “Professor White has been one of my favorite instructors at UA. He is always available to answer students concerns and questions and is very open to student feedback. He was constantly reminding us that if we felt our assignments were not beneficial to let him know so he could adjust. It made me feel as though he actually wanted us to have a valuable learning experience in his class. We also had some of the best class discussions because he made everyone feel comfortable speaking their own opinions in class.” – Spring 2021
- “I am in my 5th year at this University and I have never had a better professor than Professor White, he is incredibly accessible, a great communicator, and made the class fun and fair. Cannot speak highly enough of how great of a professor he is in comparison to any other I have had at this University.” – Fall 2020
- “One of the most incredible teachers I have had in my 4 years here at the university. Genuinely cares about every single student in his classes and has made the already complicated semester smooth. He has been so helpful and truly wants us to succeed. These are the kind of teachers that the university needs more of!” – Fall 2020
- “One of the best teachers I have ever had. I actually looked forward to his lectures! Great teacher!” – Fall 2020

HONORS & AWARDS

- **2022 Small Business Institute Best Theoretical Paper Award**
- **2022 Outstanding Teaching by a Graduate Student (College Awardee, University Finalist)**
- **2021 AOM Best Paper Proceedings**
- **2021 Outstanding Service by a Graduate Student (College Awardee, University Finalist)**
- **2021 Dr. Frederic Augustin Brett Endowed Scholarship Award**
- **2021 Exemplary Citizenship Award, Culverhouse Management Department**
- **2021 Emerald Literati Award (Best Paper)**
- **2021 Graduate Council Fellowship**
- **2019-2021 Institute for Humane Studies Fellowship, George Mason University**
- **2019 Outstanding Reviewer, South Asian Journal of Business Studies**
- **2018 Graduate Council Fellowship**

- **2013 Algernon Sydney Sullivan Award Recipient, The University of Alabama**
 - Considered the highest award given by the University of Alabama. Presented to one male and one female in each graduating class who have demonstrated the highest standards of scholarship, leadership, and service to humanity
- **2009 Vulcan Materials’ “Academic Elite” Scholarship Recipient, The University of Alabama**
 - Single highest undergraduate scholarship at UA, given to the top student in each entering freshman class
- **“20 People Who Will Change the World”- Portico Magazine, 2009**
- **2008 City of Trussville Gatekeeper Award**
 - Presented annually by the Trussville Area Chamber of Commerce. Recognizes outstanding volunteerism in the community. Youngest recipient in the 50+ year history of the award

PROFESSIONAL WORK EXPERIENCE

2013 – 2018 Regions Financial Corporation (NYSE: RF)

As Alabama’s only Fortune 500 company, Regions is one of the nation’s largest full-service providers of consumer and commercial banking, wealth management, and mortgage products and services.

Assistant VP, Corporate Financial Planning and Analysis

- ◆ Compile and analyze top-of-company forecasts, budgets, capital plans, and management reports
- ◆ Prepare financials and documentation for Regions’ Comprehensive Capital Analysis and Review (CCAR) filing
- ◆ Prepare presentations for executive meetings with the Board of Directors and other senior-level meetings
- ◆ Cross-trained in corporate finance and accounting as a member of the Finance Development Program.

2010 - 2022 President, Audie and Kathy White Cancer Research Foundation (AKW)

- ◆ Built AKW from inception to the second largest third-party donor to the UAB Comprehensive Cancer Center
- ◆ Manage planning and implementation of community events that raise money for and awareness about cancer

2007 - 2022 Creator and Co-Organizer of “Turn Trussville Pink”

- ◆ Coordinate annual effort among community partners throughout the city to “Turn Trussville Pink”
- ◆ To date, raised over \$250,000 for breast cancer research

PROFESSIONAL DEVELOPMENT: CONSORTIA

- Southeast Management Doctoral Student Consortium (2020)
- Southern Management Association: Late Stage Doctoral Consortium (2020)
- Academy of Management: Entrepreneurship Division Doctoral Consortium (2020)
- Academy of Management: New Doctoral Student Consortium (2019)
- Southeastern Entrepreneurship Research Conference (2019)
- Mid-south Management Research Consortium (2019)

ACADEMIC SERVICE

- **Academy of Management**
 - Co-Host of the AOM Entrepreneurship Division Podcast, This Month in Entrepreneurship (TMI). <https://rss.com/podcasts/tmi-ent/> (2021-Present)
 - Moderator of the Entrepreneurship Division Listserv Discussion Board (2023-Present)
- **University of Dayton**
 - Management Faculty Selection Committee (2023-Present)
 - Judge for Flyer Pitch entrepreneurship competition (2022-2023)
- **University of Alabama**
 - Blackburn Institute Advisory Board Member (2017-Present)
 - Judge for River Pitch Competition (2021)
 - University Fellow (2009-2013)
 - Fellow, Blackburn Institute (2011-2013)
- **Ad hoc Reviewer**
 - Journal of Management
 - Entrepreneurship Theory & Practice
 - Journal of Business Venturing Insights
 - Entrepreneurship and Regional Development
 - Journal of Small Business Management
 - Strategic Entrepreneurship Journal
 - Small Business Economics
 - Journal of Small Business Strategy
 - South Asian Journal of Business Studies (2019 Outstanding Reviewer)
 - Academy of Management Conference
 - Babson College Entrepreneurship Research Conference
 - Southern Management Association Conference

AFFILIATIONS

Academy of Management; Southern Management Association; Strategic Management Society; Small Business Institute