

## **March 8<sup>th</sup> Panel Discussion Participants – Bios and Pics**

**Stephanie E. Raible, Ed.D, MA, MS Ed, Horn Entrepreneurship | Department of Business Administration, Alfred Lerner College of Business and Economics, University of Delaware**



Dr. Stephanie E. Raible is an Assistant Professor and Faculty Director of Social Innovation and Entrepreneurship at the Alfred Lerner College of Business and Economics of the University of Delaware. She has been an entrepreneurship educator and scholar for over ten years and was recently recognized as a 2022 40 Under 40 awardee by the *Delaware Business Times* and as the 2023 "Excellence in Social Entrepreneurship" awardee by the International Council for Small Business. Her recent research looks at the identity work of new female entrepreneurs, and she is also co-author of the 2022 book, *Social Entrepreneurship: A Practice-Based Approach to Social Innovation*.

**Paola A. Suarez, Ph.D., Assistant Professor of Economics, Department of Economics and Legal Studies, Stillman School of Business, Seton Hall University.**



Paola Suarez is an Assistant Professor of Economics in the Stillman School of Business at Seton Hall University. She is also a Senior Affiliated Scholar for the Mercatus Center at George Mason University. Her research focuses on economic development and the economics of gender. She has worked on investigating the causes of child-bride marriage in developing countries, with special attention to India. She is currently examining the role of women as independent workers in the gig economy. Her research has been published in various journals, including *The Economic Journal* and the *Journal of Economic Behavior and Organization*. Previously, Dr. Suarez was a Visiting Assistant Professor of Economics at State University of New York-Purchase, and a Visiting Ph.D. Fellow in the Department of Economics at New York University. She earned her Ph.D. in Economics from George Mason University in 2018.

**Annaleena Parhankangas, PhD, Kingland Systems Professor of Entrepreneurship, Iowa State University, Ivy College of Business**



Annaleena Parhankangas is Kingland Professor of Entrepreneurship at Iowa State University, Ivy College of Business. She received her PhD from Helsinki University of Technology, Finland and has extensive research, teaching and administrative experience from various universities in Northern Europe and North America. Her most recent research focuses on entrepreneurial communication and how it may level the playing field for entrepreneurs and innovators that have been traditionally overlooked by business angels, venture capitalists and banks. Such underrepresented groups in entrepreneurship include women, immigrant, Indigenous and senior entrepreneurs. Annaleena Parhankangas teaches classes in Entrepreneurship and Innovation as well as International Entrepreneurship at Iowa State University.

Annaleena's research and teaching has won many awards. Her research is published in top entrepreneurship and management journals, such as Journal of Business Venturing, Entrepreneurship Theory and Practice, Organization Studies and Research Policy. She serves on the editorial boards of Journal of Business Venturing, Journal of Small Business Management, Academy of Management Perspectives, Venture Capital: International Journal of Entrepreneurial Finance, and International Journal of Technoentrepreneurship.

**Nancy Forster-Holt, Ph.D., C.M.A., M.B.A., R.F.G., Assistant Professor of Entrepreneurship, URI Faculty Fellows in Aging, University of Rhode Island - College of Business, Pracademic: co-owner, Shaw & Tenney: [www.shawandtenney.com](http://www.shawandtenney.com)**



Nancy Forster-Holt, PhD, MBA, CMA, RFG, is Assistant Professor in the College of Business. At URI, she developed and launched the Innovation and Entrepreneurship (I&E) major, minor and certificate programs. Previous to URI, she developed the I&E degrees at Husson University, and was professor as well as the director of its family business center. Signature programs included *Conversations at the Dyke Center*, which was modeled after *Inside the Actors Studio*.

She is also co-owner of a family business, the manufacturing company Shaw & Tenney, which was a finalist for the Maine Family Business of the year, and has won grants from the Maine Technology Institute for innovative projects in the manufacturing and value-add to forestry products.

Her teaching interests include small business management, entrepreneurship, lean start-up, innovation in new and existing business, small firm accounting and finance, business plans, and valuation. She developed the 'student side hustle' in INE 149, where all her students launch businesses using the KANU marketplace platform (which was created by two URI students). The Student Side Hustle and KANU won the USASBE award for experiential learning.

Outside the classroom, she offers workshops to family-owned businesses in collaboration with the RISBDC, and serves as a mentor in the URI launch lab. She introduced pitch coaching (the Guppy Tank) to prepare students for URI Hackathons and external business plan competitions.

She is a certified management accountant, and a registered financial gerontologist, and serves as

both a Member of URI's Aging Fellows research consortium, and as a Research associate for University Maine's Center on Aging.

### **Research**

She is a 'pracademic', always interested in research that informs the practice.

Interests include exit of small business owners from their business including valuation, acquisition strategies, and ENDrepreneurship (gerontology, retirement, aging of business owners); Mortality; Innovation in Main Street (and family) businesses ('intrepreneurship'); Gender, business ownership and the intersection with family.

Dr. Forster-Holt has presented her research nationally and internationally, including on the TEDx stage (The link is here: <https://youtu.be/huFLz8M7id8>).

**Diana Hechavarria, PhD, Associate Professor, Management, Rawls College of Business, Texas Tech University**



Diana M. Hechavarria is an Associate Professor of Management at Texas Tech University's Rawls College of Business. She teaches both strategy and entrepreneurship. Diana's research expertise is in nascent entrepreneurship and strategic planning. Diana's research interests include female entrepreneurship, minority entrepreneurship, cross-cultural entrepreneurship, social entrepreneurship, and strategic entrepreneurship. Her research has been published in journals such as the *Journal of Small Business Management*, *Small Business Economics*, *Journal of Business Ethics*, *Strategic Entrepreneurship Journal*, and *Entrepreneurship Theory & Practice*.

Diana is an active member of the Junior League of Lubbock. Previously, she was an active member of The Junior League of Tampa, where she served on the Executive Board as Strategic Director. In this role, she oversaw the creation, implementation, and monitoring of the non-profit's strategic plan.

Diana has a Ph.D. in Business Administration from the University of Cincinnati (Cincinnati, OH, USA), a M.A. in Liberal Studies from Florida International University (Miami, FL, USA), and a B.A. in Sociology with a minor in Women's Studies from University of Florida (Gainesville, FL, USA).