

**MATTHEW D. REGELE**  
Department of Sociology and Gerontology  
Miami University  
342 Upham Hall  
Oxford, OH 45052  
[regelem@miamioh.edu](mailto:regelem@miamioh.edu)

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## POSITIONS HELD

**Miami University, Oxford, OH**  
Assistant Professor of Organizations & Sociology Fall 2018 – Present  
Coordinator of Organizations & Leadership Major Fall 2018 – Present

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## EDUCATION

**Yale University – School of Management, New Haven, CT**  
PhD, Organizations & Management 2018  
*Committee: Amy Wrzesniewski (co-chair), James N. Baron (co-chair), Rodrigo Canales, Marissa King, Michael G. Pratt*

MPhil, Organizations & Management 2016

MA, Organizations & Management 2016

**Babson College, F.W. Olin Graduate School of Business, Wellesley, MA** 2012  
MBA, *summa cum laude*

**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

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## RESEARCH INTERESTS

I study how individuals make sense of the organizational environments in which they find themselves, as well as how these sensemaking efforts influence various organization-level outcomes. In particular, I am interested in how individuals interpret and react to conflicting information in organizational and entrepreneurial settings. Because this entails disentangling beliefs, actions, and outcomes, I favor inductive, qualitative approaches that span multiple levels of analysis. I pursue this work through two distinct research streams. My first research stream uses the context of hybrid identity organizations to consider 1) how individuals navigate identity conflicts and 2) how these navigation efforts influence organizational outcomes, such as

innovation. My second research stream uses the context of entrepreneurial ecosystems to investigate how information asymmetries and misaligned interests can lead individuals and organizations to make choices that they view as rational and beneficial, but are ultimately self-defeating.

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## PEER REVIEWED PUBLICATIONS

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.

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## RESEARCH IN PROGRESS

Regele, Matthew D. “Sensgiving, Sensemaking, and Hybrid Organizational Identities.” (*Under review at Academy of Management Journal*)

- *Title is disguised to preserve anonymity during the blind review process.*

Regele, Matthew D. “The Roots of a Hybrid: How Adoption Conditions Affect the Enactment of Hybrid Organizational Identities.” (*Preparing manuscript for submission to Academy of Management Review*)

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

Regele, Matthew D. “Learning Conflict: Enacting a Hybrid Identity in Product Development.” (*Preparing manuscript for submission to Organization Science*)

- *Best Paper Award, 14<sup>th</sup> Annual Social Entrepreneurship Conference (November, 2017)*

Canales, Rodrigo, Regele, Matthew D., Groberg, Max-Gunnar, and Eftekhari, Nazanin. “Falling Off the Unicorn: The Structural Shortcomings of Startup Employment.” (*Preparing manuscript for submission to Administrative Science Quarterly*)

Regele, Matthew D. “Meet the Solvers: The (Potential) Role of Established Small Businesses in Commercializing Complex Innovations.” (*Analyzing data*)

Regele, Matthew D. “Crossing the Bridge: Organizational Learning and Managerial Capital Development in SMEs.” (*Analyzing data*)

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## INVITED AND REFEREED PRESENTATIONS

“Learning Conflict: Enacting a Hybrid Organizational Identity in Product Development.” *American Sociological Association Annual Meeting*. Philadelphia, PA. To be presented August, 2018.

“The Roots of a Hybrid: How Adoption Conditions Affect the Enactment of Hybrid Organizational Identities.” *Academy of Management Annual Meeting*. Chicago, IL. To be presented August, 2018.

“Falling Off the Unicorn: The Structural Shortcomings of Startup Employment.” *European Group for Organizational Studies (EGOS) 34<sup>th</sup> Annual Meeting*. Tallinn, Estonia. To be presented July, 2018.

“Too Much Kool-Aid? Sensegiving and Sensemaking in Organizational Identity Change.” *Organizations and Social Change Seminar Series*. UMass-Boston. March, 2018.

“Learning Conflict: Enacting a Hybrid Organizational Identity in Product Development.” *14<sup>th</sup> Annual Social Entrepreneurship Conference*. Northeastern University. November, 2017.

“Of Two Minds: Making Sense of Hybrid Organizing.” (Symposium) *Academy of Management Annual Meeting*. Atlanta, GA. August, 2017.

“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 – R. H. School of Business. 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.

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## TEACHING INTERESTS

Innovation; Entrepreneurship; Economic Sociology; Sociology of Strategy; Human Capital Strategy; Managing Groups and Teams; Research Methods

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## TEACHING EXPERIENCE

**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 on a daily basis.
- Planned and delivered lessons in accordance with Massachusetts curriculum frameworks.

**Bowdoin College**, Brunswick, ME September 2005 – May 2006

- Served as grader and tutor for Introduction to Microeconomics and Intermediate Microeconomics

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## **CASE WRITING**

Bhardwaj, Gaurab and Regele, Matthew D. (2017) “Cytoc: Transforming Cervical Cancer Testing.” Babson College Publishing: Entrepreneurial Leader Collection, BAB292.

Bhardwaj, Gaurab and Regele, Matthew D. (2017) “Cytoc: Transforming Cervical Cancer Testing – Teaching Note.” Babson College Publishing: Entrepreneurial Leader Collection, BAB293.

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

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## **GRANTS, FELLOWSHIPS, AND AWARDS**

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.

James Bowdoin Scholar (Dean’s List) – Bowdoin College, 2002-2003, 2003-2004, 2005-2006.

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## **PROFESSIONAL MEMBERSHIPS AND SERVICE**

Reviewer, Academy of Management Journal, 2017 – Present

Reviewer, Academy of Management, 2016 – Present.

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

Member, American Sociological Association. 2017 – Present.

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## OTHER WORK EXPERIENCE

<b>Norbridge, Inc.</b> , Concord, MA Associate Consultant	2009 – 2010
<b>Deloitte Consulting</b> , Boston, MA Consultant	2006 – 2008

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## REFERENCES

### **Amy Wrzesniewski**

*Dissertation Co-Chair*

Professor of Organizational Behavior  
Yale School of Management  
PO Box 208200  
New Haven, CT 06520-8200  
203-432-5979  
[amy.wrzesniewski@yale.edu](mailto:amy.wrzesniewski@yale.edu)

### **James N. Baron**

*Dissertation Co-Chair*

William S. Beinecke Professor of Management  
Yale School of Management  
PO Box 208200  
New Haven, CT 06520-8200  
203-432-5801  
[james.baron@yale.edu](mailto:james.baron@yale.edu)

### **Rodrigo Canales**

*Dissertation Committee Member*

Associate Professor of Organizational Behavior  
Yale School of Management  
PO Box 208200  
New Haven, CT 06520-8200  
203-432-6054  
[rodrigo.canales@yale.edu](mailto:rodrigo.canales@yale.edu)