

GROWTH AND INNOVATION LEADERS FORUM



Dr. Theresa M. Welbourne is the Will and Maggie Brooke Professor in Entrepreneurship and Executive Director, Alabama Entrepreneurship Institute, Culverhouse College of Business at The University of Alabama. She works with students, faculty, staff and business leaders to help drive both new venture development and ongoing growth within established firms. Theresa also runs programming at The EDGE, which is Tuscaloosa's incubator and accelerator. Prior to coming to Alabama, Theresa was a faculty member at Cornell University, University of Michigan, University of Nebraska and the University of Southern California; prior to her academic career she worked in the technology industry in Boulder, Colorado for over ten years. She received her PhD at the University of Colorado. Dr. Welbourne's expertise is in the areas of entrepreneurship, human capital management and strategic

leadership in high growth, entrepreneurial and high change organizations. She is the founder, president, and CEO of eePulse, Inc., a human capital technology and consulting firm. Dr. Welbourne's research and work have been featured in popular publications such as Inc. Magazine, Wall Street Journal, The Financial Times, Business Week, New York Times, and Entrepreneur Magazine, and she is well published in numerous academic and business journals and books. Dr. Welbourne also runs two large-scale research studies, one focused on high-growth companies and initial public offerings (IPOs), and another that studies employee resource groups (ERGs) and how they drive innovation and firm-level growth. Theresa was awarded the 2012 Academy of Management Distinguished Executive Award (for contributions in research, teaching and practice), in 2017 she was named a Society of Industrial and Organizational Psychology (SIOP) Fellow, and in 2022 she made the Business Alabama list of the top 22 in 22 Women in Tech. Dr. Welbourne also holds an appointment as an affiliated senior research scientist with the Center for Effective Organizations, Marshall School of Business, University of Southern California.

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