In this issue of “The MDSA Matters,” read about the amazing accomplishments of student scholars across the nation. Students share life- and career-changing updates they have experienced so far in 2021.

Thirty-eight conference presentations. Fourteen recent publications. Ten job placements. One PDW acceptance.
Shona recognizes that this did not happen overnight. In fact, quarantining during the global pandemic taught her a lot about herself, both the good and bad habits. After taking the time to understand who she is, talking to God more, and working on not comparing herself to others, she created her own definition of what success looks like, which ultimately helped her get out of “survival mode.” She attributes this transition to her supportive network of professors, doctoral friends, and her trusty planner!

Shona is passionate about “balancing” work and making time for self-care. “Too often the latter is sacrificed, and our bodies pay for it in the long run.” To her future self, she shared, “I'm so glad that you kept going. Life kept throwing things your way and you ate every blow. I thank God for the young woman that you turned out to be and the lives that you have touched along the way. There is still much to learn, much to do, much to see. So don't get too comfortable, but enjoy the present and cherish everything that you have been blessed with.”
Like with music, Lumumba recognizes that both maintaining strong relationships inside and outside of his program and making time for the things that ground him are important for thriving. He intentionally puts more of his energy and focus on maintaining positive relationships with the people who support him as opposed to thinking about detractors. He enjoys regular conversations with family, hanging with friends outside of grad school, making time for church, and playing music. “Prioritizing these relationships has made me feel loved outside of the things that contribute to my CV and remind me of what my purpose is in life.”

This year has been quite eventful for Lumumba. On top of marrying the love of his life, Taylor, and training their new puppy, he got a job! He reflects on how daunting the job market was and how incredibly nervous he was throughout. Ultimately, he feels confident in ending up at a place where he is excited to be and where the faculty are excited to have him.
Congratulations Corner!

**SUCCESSFUL DISSERTATION DEFENSES**

**Emilie Aguirre** - Pairing Purpose with Profit

**Edwyna Hill** - Unpack Your Bags: Understanding the Influence of Supervisory Baggage on Trust and Citizenship Behavior

**Summer Jackson** - Diverse Workforces Today: Essays on Organizational Inequality in the Modern Workplace

**Trey Lewis** - Just Do It? A Configurational Approach to Entrepreneurial (In)Action and its Influence on Prolonged Nascent Entrepreneurship

**Vic Marsh** - Employee Perceptions of Organizational Practices: Tailored versus Turnkey Diversity Programs

**Kourtenay Schley** - To Be a Bully or a Boss: Does Professional Identification Mitigate the Queen Bee Phenomenon?

**Lumumba Seegars** - Sanctioned Radicals: A comparative study of gender and race employee resource groups in tech

**Passed Comps/Qualifying Exams**

- Katie Alexander
- Samantha Erskine
- Erica Johnson
- Merrick Osborne
- McKenzie Preston
- Brittany Torrez
- Simona Womack

**Successful Dissertation Proposals**

- Katie Alexander
- Jamila Gilliam
- April Lawson
- Jason Marshall
- Maurice Murphy
- Rebecca Ponce de Leon
- Stormy Sweitzer
**Benjamin Blake** received the AOM Human Resources Division Best Paper Award for his paper, “Pandemonium: How crisis-induced role novelty affects global employees’ resource accumulation.”

**Rohan Crawley** negotiated short course scholarship funding from KPMG and CARMA to help develop methods skills for all PhD Project members across disciplines and career status.

**Samantha Erskine** secured funding from the Northern Ohio AGEP Alliance (NOA-AGEP), which supports “underrepresented minority” graduate students in STEM and prepares them for entry into the professoriate.

**Samantha Erskine, Stormy Sweitzer, and Celeste Diaz Ferraro** were listed among the U.K.-based University of Bath’s Centre for Business, Organisations and Society (CBOS) #thinklist21 -- a list of doctoral researchers on social media talking about issues of responsible business.

**Summer Jackson** welcomed her son Julian Joseph Jackson Tarbi to the world on February 14, 2021!

**Chelsea Lide** received her first R&R and is excited to convert this to a publication!

**Maurice Murphy** was selected as the winner of the 2021 USC Marshall Lloyd Greif Center for Entrepreneurial Studies Ph.D. Research Award for his paper entitled "Tech Startups as Brand Activists: Leveraging Political Capabilities for Corporate Sociopolitical Activism." This award includes a $3,000 research grant.

**Maurice** also recently received an R&R at the Academy of Management Review for his first-authored paper.

**Merrick Osborne** submitted two symposia to AOM with one accepted as a showcase paper.

**Catrina Palmer Johnson** received her first R&R on a manuscript that she first-authored.

**McKenzie Preston** received the Penn Presidential Ph.D. fellowship, a highly selective and competitive honor at the University of Pennsylvania.

**Micah Rajunov** co-organized an accepted AOM PDW with Njoke Thomas. Micah also presented the first Intro to Qual Methods workshop with Celeste Diaz Ferraro.

**Marla White** received the AOM Social Issues in Management Best Paper Award for her solo-authored paper, “Not if, but when: Making organizations resilient through gender-diverse corporate boards.”
WHERE THE MONEY RESIDES!

Emilie Aguirre
Tenure-track position at Duke Law School

Katie Alexander
Tenure-track position at Loyola University Chicago

Dorian Boncoeur
Tenure-track position at Notre Dame

Edwyna Hill
Tenure-track position at the University of South Carolina

Summer Jackson
Tenure-track position at Harvard Business School

Howard Jean-Denis
Tenure-track position at Pepperdine University

Trey Lewis
Tenure-track position at Virginia Tech University

Vic Marsh
Postdoc position at University of Toronto

Catrina Palmer Johnson
Tenure-track position at Kent State University

Lumumba Seegars
Tenure-track position at Harvard Business School
CONFERENCE PRESENTATIONS

*Indicates first authorship

- Emilie Aguirre*, "Beyond shareholder primacy" National Business Law Scholars
- Emilie Aguirre*, "The social startup" National Business Law Scholars
- Katie Alexander*, "A cross-cultural view of destructive leadership and followers task performance" Academy of Management
- Ihsan Beezer, "Exoduster entrepreneurs: The imprint of distinctiveness and separation on the development of minority business communities" Academy of Management
- Benjamin Blake, "Pandemonium: How crisis-induced role novelty affects global employees' resource accumulation" Academy of Management
- Terrance L. Boyd, "Team size and performance: A meta-analytic investigation" Academy of Management
- Richard Burgess*, "Bystander intervention of workplace racial discrimination" Academy of Management
- Samantha Erskine*, #ShareTheMic: Pandemic adjustments, allyship, and antiracist research & practice Academy of Management
- Samantha Erskine*, Intersectionality as a method for antiracist research and practice Academy of Management
- Erik Hoempler, "Interpreting the hunger games: Introducing forced competition theory" Academy of Management
- Alice G. Holloway, "Utilizing the Heptalogical Model of Entrepreneurship for Education, Ecosystem Outreach, and Community Impact in a Senior Entrepreneurship Seminar" USASBE
- Erica Johnson*, "Intersectional trauma of women of color in academe: Cultivating trauma-informed organizations" Academy of Management
- Chelsea Lide, "Under-communication and the empathy gap: The price leaders pay for not sharing enough" Academy of Management
- Vic Marsh*, "Diversity program innovation processes" Academy of Management
- Jason Marshall*, "Meme Monday: Meeting students where they are to take them where you are going" Management & Organizational Behavior Teaching Society
- Mauricio Mercado*, "Towards the transition of informal sectors to the formal economy" Academy of Management
- Michelle Montague-Mfuni, "It is my turn: Involuntary transgenerational succession in a South African family business" Academy of Management
- Maurice Murphy*, "Market capabilities, nonmarket strategies, and corporate activism: Elucidating the effect of strategic resource complementarities on brand activism" Academy of Management
- Jean-Claude Ndongo*, "The impact of the paycheck protection program (PPP) on public procurement programs for minority-owned businesses in the United States" Annual Conference of the American Society for Public Administration (ASPA)
- Kalan Norris*, "The myths of multi-level modeling: Toward a more robust approach to analysis and interpret cross-level interactions" Suffolk Business School Ph.D. Project Meet the Universities & Colleges in Boston Symposium
- Merrick Osborne, "An examination of why diversity initiatives are implemented and how to do so effectively" Academy of Management
- Catrina Palmer Johnson*, "The struggle of employment: Stigmatized individuals' experiences of moving into and being in work" Academy of Management
- Rebecca Ponce de Leon*, "Ironic egalitarianism: When diversity-related organizational goals promote hierarchy-enhancing beliefs" Academy of Management
- Rebecca Ponce de Leon*, "Allied or acting? Perceptions of instrumentality and authenticity shape assessments of White allyship" Academy of Management
- Naomi Samuel*, "Apples to apples, clusters to context: Why we now say 'systemic' before 'racism'" Society for Industrial and Organizational Psychology
- Shona Smith*, "A social identity perspective on Black millennials' turnover intentions" Equality, Diversity, & Inclusion
- Shona Smith, "Fighting the status quo: Gatekeeping in MLB" European Group for Organizational Studies
- Shona Smith*, "The masked worker: Disclosure of dysthymia in the workplace" Society for Industrial and Organizational Psychology
- Shona Smith*, "Who would have thought: A forward-looking approach on sensemaking theory" Academy of Management
- Stormy Sweitzer*, "Digitally-mediated practices of online and offline organization creation" European Group for Organizational Studies
- Stormy Sweitzer, "Perceptions of group membership: Bringing intentionality to the forefront of inclusion and exclusion" Academy of Management
- Stormy Sweitzer, "The social-symbolic work of constructing a radically inclusive organization" European Group for Organizational Studies
- Brittany Torrez, "The promises and pitfalls of diversity and inclusion in organizations and society" Academy of Management
- Marla White*, "Not if, but when: Making organizations resilient through gender-diverse corporate boards" Academy of Management
- Marla White*, "The role of motives and resources in the work and family domains" Society for Industrial and Organizational Psychology
• **Aguirre, Emilie.** (2021) Beyond profit. UC Davis Law Review, 54, 2077-2148
MDSA PLANNING COMMITTEE
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Terrance L. Boyd, Vice President
Esther L. Jean, Secretary
Anthony C. Hood, Faculty Advisor

Ayana Younge, Past President
Phylicia Taylor, Past Vice President
MaQueba L. Massey, Past Secretary
Patricia Martinez, Faculty Advisor

MDSA COMMITTEE LEADERSHIP
Membership: Marla White & Elena Wong
Networking: Ricky Burgess
Research: Tosen Nwadei
Service: Samantha Erskine, Jean-Claude Ndongo, Alexandra Figueroa-Anderson & Katie Alexander
Sessions: Larry Clay
CARMA: Rohan Crawley

COUNTODOWN TO MDSA 2021!
July 21  MDSA Live Kickoff and Agenda Release
July 22  Donating Dollars (Fundraiser) & What it Takes to be EC
July 23  Clubhouse Kickback
July 24  New Member Highlights
July 25  Graduating Students Highlights
July 26  Get Fit with Shona Smith, Certified Fitness Trainer
July 27  Committee Recognitions

Register for AOM

72 DAYS UNTIL MDSA 2021
Visit: www.managementdsa.org
WHAT WE'VE BEEN UP TO

Guess Who's Coming Back!

Meet the Universities and Colleges in Boston Virtual Symposium
April 15 & 16, 2021
Organized by Katerina Gonzalez (MFCA Member)

PhD Project – Baruch College Research Symposium
April 29 & 30, 2021
Organized by Paquita Davis-Friday (MFCA Member) and Karl Lang
Who is Who? Guess Who On EC!

A. Who was born on August 8 and knows 8 people with the same birthday, including their mom?
B. Who runs a half marathon in every city they live in?
C. Who got a ticket in Toronto, negotiated in court, and only had to pay half of the cost of the ticket?
D. Who has traveled to 5 of the 7 continents?
E. Who loves music and has a song lyric for every occasion (and might unconsciously break out in song), but HATES musicals?
F. Who used to play basketball?

**Guess Who? Answers**

1. T.L. - A & D
2. Esther - B & E
3. MaQueba - C & F