



Management Doctoral Student Association

ANNUAL CONFERENCE

August 3-4, 2023 | Boston, MA



Intercohort Social

Thursday, August 3rd | 2:00 PM – 3:00 PM

Herrison Chicas and Kalan Horton

This session is a welcome reception that promotes intermingling between the different cohorts of MDSA. Join in on the fun activities, meet new MDSA members, and grow our community!

Welcome to the MDSA!

Thursday, August 3rd | 3:15 PM – 4:30 PM

Dr. MaQueba L. Massey, Dr. Terrance L. Boyd, and Micah Rajunov

This session will orient you to the many ways you can be engaged and involved throughout the year. We'll cover: (1) an overview of the MDSA, its committees, and finding your fit as a member; (2) communication channels; (3) how to build connections and networks within the PhD Project and beyond. There will also be a fun activity to get to know your fellow cohort mates. We'll end with a Q&A about our experiences in MDSA and our doctoral journeys.

Recommended for Cohort 1 and other students new to the MDSA

From Courses to Conferences

Thursday, August 3rd | 3:15 PM – 4:30 PM

Dr. Tiffany Johnson, Dr. Kalan R. Norris, and Dr. Jennifer R. Bishop

Our session will take a staggered approach from two recent graduates and a tenured professor to discuss balancing priorities as a new student, maximizing opportunities, and developing sustainable habits.

Recommended for Cohorts 2+

Preparing for the Job Market

Thursday, August 3rd | 3:15 PM – 4:30 PM

Dr. Larry Clay, Dr. Sean E. Rogers, and Dr. Diana M. Hechevarria

Tenure-track, post-doc, or stay an extra year in your Ph.D. program? R1, R2, “balanced” school, or teaching school? In this interactive session, PhD Project faculty at three stages of their careers (an assistant professor, an associate professor, and a full professor and dean) share personal insights and industry trends that will help you understand the job market and carve out a career path that is successful and personally fulfilling.

Recommended for Cohorts 3+ students who are not yet on the market



Job Candidate Workshop II

Thursday, August 3rd | 3:15 PM – 4:30 PM

Dr. Garry Adams

The Job Candidate Workshop is comprised of two sessions, one conducted virtually and the second held during the MDSA conference. Session I is primarily informational, with the participants receiving information on the job market structure and processes. The second session focuses on candidate preparation for interviewing, emphasizing mock interviews and elevator talks on the candidate and their research.

Recommended for Cohorts 4+ students on the market

Journal Editor Roundtable

Thursday, August 3rd | 4:35 PM - 5:30 PM

Dr. Juan Alcacer, Dr. Sekou Bermiss, Dr. Silvia Dorado, Dr. Tracy Dumas, Dr. J.P. Eggers, Dr. Danna Greenberg, Dr. Adam M. Kleinbaum, Dr. Tine Köhler, Dr. Barbara Larson, Dr. C. Chet Miller, Dr. Ozias A. Moore, Dr. Cindy Muir (Zapata), Dr. Eddy Ng, Dr. Enrica N. Ruggs, Dr. John Paul Stephens, and Dr. Sherry M.B. Thatcher

Management is a multidisciplinary field, and within these disciplines, each journal has its own specific aim, scope, and guidelines for publication and submission. As such, it is important for rising scholars to be informed about what it takes to publish in the journals they are interested in. The goal of this session is to provide MDSA students access to journal editors with differing levels of expertise and from a variety of backgrounds. Learn more about publishing (and reviewing) in top journals in our field during this roundtable session with journal editors at the Academy of Management Discoveries (AMD), Academy of Management Journal (AMJ), Academy of Management Learning & Education (AMLE), Academy of Management Review (AMR), Administrative Science Quarterly (ASQ), Equality, Diversity and Inclusion (EDI), Journal of Applied Psychology (JAP), Journal of Business and Psychology (JBP), Journal of Management (JOM), Journal of Management Studies (JMS), Management Science, Organizational Research Methods (ORM), Organization Science, and Organization Studies.



Self Care and Advocacy

Friday, August 4th | 10:45 AM - 12:00 PM

Dr. Monique Domingo, Dr. Patricia G. Martínez, and Dr. Jeanne Holmes

This session aims to provide participants with practical strategies and insights to identify the signs of burnout, navigate limitations and establish healthy boundaries, and seek assistance when needed. These factors remain a prevalent issue in today's fast-paced work environment, such that understanding how to manage them is crucial for maintaining our overall well-being while achieving sustainable success in academia.

Recommended for Cohort 1

Here's the Scoop on Comps

Friday, August 4th | 10:45 AM - 12:00 PM

Dr. Lex Smith Washington, Alexandra Figueroa, and DC De La Haye

A professor and two students share their knowledge and insights with those who are beginning comps preparation. We will discuss how to prepare for your exam's format, and handle the mental load. However, the majority of the time will be discussion and Q&A, so bring questions about the comps/prelim process!

Recommended for Cohort 2

How to Leverage Your Third Year

Friday, August 4th | 10:45 AM - 12:00 PM

Dr. Laquita Blockson, Dr. Ayana Younge, and Dr. Lumumba Seegars

Once classes and comps are over, it is typical to find yourself struggling to figure out what to focus on. This session will provide tips for making the most of your third year, including developing your scholarly identity, recognizing and balancing your key priorities, and building a scholarly profile aligned with your professional goals.

Recommended for Cohort 3

Becoming Junior Faculty

Friday, August 4th | 10:45 AM - 12:00 PM

Dr. Angelica Leigh and Dr. Curtis L. Wesley II

This session will be a Q&A panel style session where we discuss aspects of the transition from Ph.D. student to junior faculty member. This session will likely cover topics such as moving and getting acclimated to your new department, starting your research program, and tips for navigating teaching and service.

Recommended for Cohorts 4+



Career Paths Roundtable

Friday, August 4th | 1:00 PM - 2:10 PM

*Dr. Yaminette Diaz-Linhart, Dr. Carlos B. Gonzalez, Dr. Katerina Gonzalez,
Dr. J. Goosby Smith, Dr. Erika V. Hall, and Dr. Ian O. Williamson*

A common misconception is that post-graduation career paths are monolithic. There is variation even within academia, and expectations will differ depending on the type of job and institution. This session is designed to 1) demonstrate the different career paths available to students post-graduation and 2) provide opportunities for MDSA students to ask questions regarding the career path they would like to pursue. A postdoc and faculty and administrative representatives from various institutions will be available to discuss career trajectories and aspirations with attendees.

Developing Your Elevator Pitch

Friday, August 4th | 1:00 PM - 2:10 PM

Dr. John Paul Stephens, Dr. Angélica S. Gutiérrez, and Dr. D. Carrington Motley

The session aims to help participants develop, refine, and practice a coherent and concise description of their research identity in a memorable way. As part of the session, you will have the opportunity to learn from current faculty & peers. You will also be invited to practice your own elevator pitch (no previous experience with elevator pitches is required) and receive feedback from other session participants.

Becoming a Developmental Reviewer

Friday, August 4th | 2:15 PM - 3:30 PM

Dr. Tracy L. Dumas and Dr. Quinetta Roberson

Although reviewers wear multiple hats as colleague, gatekeeper, and consultant, there is an art to being a developmental reviewer. Instead of focusing only on shortcomings, the developmental reviewer takes the role of an informed reader who encourages authors and helps them take their work to the next level. In this session, we will explore the review process and provide strategies and tools for engaging in developmental reviewing.

Recommended for Cohort 1



Seeking Out Mentors and Strategic Collaborations

Friday, August 4th | 2:15 PM - 3:30 PM

*Dr. Alison V. Hall Birch, Dr. Derek R. Avery, Dr. Darryl B. Rice,
and Dr. Monica Gavino*

This session will offer insight and perspective for navigating your mentoring experience with intention and purpose: including seeking the right mentor, collaborating with and tapping into your mentor's expertise, responsibility for driving your mentoring experience, and commitment.

Recommended for Cohort 2

Nuts & Bolts of the Dissertation Process

Friday, August 4th | 2:15 PM - 3:30 PM

Dr. Philip Bromiley, Dr. Terrance L. Boyd, and Dr. Marla L. White

This session will provide a general overview of the dissertation process, including the transition from comprehensive exams to forming a committee, developing a proposal, and defending and completing the dissertation. Importantly, we will discuss the “tacit topics”: the hidden elements of the dissertation not often covered at your institution.

This moderated panel discussion, consisting of two recent graduates and a professor with decades of dissertation experience, will be devoted to participant interaction, where we address concerns voiced by the attendees.

Recommended for Cohorts 3+

Negotiating Your Job Offer Package

Friday, August 4th | 2:15 PM - 3:30 PM

Dr. dt ogilvie and Dr. Sean E. Rogers

It takes skill to get the most out of academic job offers. In this session, two deans and full professors with decades of combined experience leading faculty searches and making hiring offers across several universities share insider perspectives about the negotiation process. This info will help you maximize your job market outcomes.

Recommended for Cohorts 4+

Presenter Bios



Dr. Garry Adams (Ph.D., Florida State University) is an Associate Professor in Strategic Management at Auburn University. Dr. Adams' research interests include corporate governance, power and politics in organizations, organizational learning and resource management, and merger and acquisition integration processes. His work has been published or is in press in outlets such as the *Academy of Management Review*, *Journal of Applied Psychology*, *Journal of Management*, *Leadership Quarterly*, *Business Horizons*, *Journal of Knowledge Management*, *Journal of Business and Psychology*, *Journal of Leadership and Organizational Studies*, *Journal of Managerial Issues* and the initial volume of *The Many Faces of Multi-Level Issues*, among others [✉](#)



Dr. Juan Alcacer, James J. Hill Professor of Business Administration at Harvard Business School, received his Ph.D. in International Business and Strategy and an M.A. in Economics from the University of Michigan. He also holds an MBA in Finance and Economics from IESA. Before entering graduate school, he worked as an associate at McKinsey & Co. in Latin America. Professor Alcacer's research interests are in international strategies of firms in the telecommunications industry. His current research focuses primarily on the effect of competition on the location decisions of multinationals. [✉](#)



Dr. Derek R. Avery is the C.T. Bauer Chair of Inclusive Leadership at the University of Houston. He earned his degrees from Tulane and Rice Universities and teaches and conducts research on DEI in organizations. His primary research interests are in workforce diversity (including, but not limited to race/ethnicity, sex, age, experience, religion, and culture) and employee input mechanisms. [✉](#)



Dr. Sekou Bermiss is an Associate Professor of Strategy and Entrepreneurship at the Kenan-Flagler Business School at the University of North Carolina at Chapel Hill.

His research explores how human capital impacts firm performance, survival, and growth. He currently serves as an Associate Editor of the *Academy of Management Journal*. [✉](#)



Dr. Jennifer R. Bishop is a result-oriented senior executive with over 20 years of global management consulting, client relationship management, leadership coaching, and technical experience across a variety of industries with a main focus in financial services.

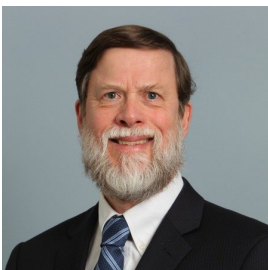
Her interests are in accentuating the strengths of people, specifically African American women in Corporate America, through career advancement and success through non-traditional methods. Dr. Jennifer R. Bishop's research goal is to impact the traditional mindset that prevents the success of African American women in middle and senior management positions with foundational skills but not the opportunities in Corporate America. She seeks to create spaces to promote the uniqueness of individuals and encourage authentic participation. [✉](#)



Dr. Laquita C. Blockson serves as the Inaugural Dean of the School of Business and Economics and Professor of Management at Moravian University. A scholar of social innovation, entrepreneurial ethics, and urban economic development, she earned her Ph.D. in Strategy, Environment and Organizations from the University of Pittsburgh's Katz Graduate School of Business in 2002. She is a charter member of both the Management Doctoral Students Association and the Management Faculty of Color Association. [✉](#)



Dr. Terrance (T.L.) Boyd, an Assistant Professor at Texas Christian University, earned his Ph.D. in management from Louisiana State University. His research explores historically decentered and marginalized communities in dyadic and group interactions. [✉](#)



Dr. Philip Bromiley, Dean's Professor in Strategy in the Merage School of Business, University of California Irvine, takes a behavioral approach to various strategic management topics, including firm temporal orientations, risk assessment in commercial lending, corporate risk-taking, trust in organizations, corporate capital investment, accounting misrepresentation, product recalls, top management team composition, strategic decision processes, etc. He has published three books and over 100 articles. In addition to serving as Associate Editor at both *Strategic Management Journal* and *Management Science*, he has served on the editorial boards of numerous journals. His former students have senior positions at universities around the world. [✉](#)



Herrison Chicas is a fifth-year Ph.D. candidate at the University of North Carolina's Kenan-Flagler Business School. His primary research stream investigates the psychological experiences of immigrants and children of immigrants within the workplace. More broadly, his research examines the intrapersonal, interpersonal, and intergenerational processes shaping employee life. [✉](#)



Dr. Larry Clay is an Assistant Professor of Business Management at Marymount University, where he teaches entrepreneurship and strategic management. His research interest is in designing innovation for sustainable development through human-centered design processes and modern quantum management theory. [✉](#)



DC De La Haye is a fourth-year Ph.D. Candidate in the College of Business at Florida State University and Junior Fellow at the Center for Applied Transgender Studies. DC is passionate about inclusive and socially sustainable business practices, with recent work exploring stigma and discrimination against formerly incarcerated individuals as well as transgender, nonbinary, and gender non-conforming people. DC is currently serving as Vice President of the Management Doctoral Student Association. [✉](#)



Dr. Yaminette Diaz-Linhart, MSW, MPH, is a Postdoctoral Associate at the MIT Sloan School of Management with the Institute for Work and Employment Research and Work and Organization Studies (IWER). Her research focuses on exploring the role of worker voice in promoting worker well-being. [✉](#)



Dr. Monique Domingo is an Assistant Professor in the Rucks Department of Management at Louisiana State University with an emphasis in Organizational Behavior. She broadly focuses on leadership and teams but is primarily interested in how leadership is a system of behaviors that can cultivate team and organizational effectiveness, especially in reaction and response to critical and disruptive events. Her award-winning dissertation featured leaders' crisis management overtime, and her research has appeared in the Annual Review of Organizational Psychology and Organizational Behavior and Small Group Research. [✉](#)



Dr. Silvia Dorado is an Associate Professor of management at UMass, Boston. She is also senior editor of *Organization Studies*. Her research interests include grand challenges, social entrepreneurship, and poverty alleviation. [✉](#)



Dr. Tracy L. Dumas is an Associate Professor of Management and Human Resources in the Fisher College of Business at The Ohio State University and a Senior Editor at *Organization Science*. She earned her Ph.D. at Northwestern University's Kellogg School of Management. Her research primarily addresses the connection between employees' nonwork roles/identities and their work experiences. [✉](#)



Dr. J.P. Eggers is the Catherine & Peter Kellner Professor of Entrepreneurship at NYU Stern. He studies innovation and behavioral strategy. He is an Associate Editor at *Administrative Science Quarterly* (ASQ) and previously was an Associate Editor at the *Strategic Management Journal* (SMJ) and *Academy of Management Annals*. [✉](#)



Alexandra Figueroa is a Ph.D. Candidate in the Department of Management. Alex's research lies at the intersection of behavioral ethics and social justice in work environments. Alex is particularly interested in organizational precursors to unethical behavior, how our moral systems adapt to workplace environments, and how external issues of social justice leak into the workplace. Alex is currently serving on the Executive Committee as Past President of the Management Doctoral Student Association.



Dr. Monica Gavino is a Professor at San Jose State University. Her area of teaching and research is human resource management, diversity, equity, and inclusion. She is co-founder/chair of La Familia of Management Scholars and Guest Editor for the Special Issue of "We Are Here (Estamos Aquí): Researching the Latinx Work Experience in the U.S." in *Equality, Diversity and Inclusion* and *International Journal*. [✉](#)



Dr. Carlos B. Gonzalez (he/him/el) is a Professor of management and former department chair at the Management and Human Resources (MHR) Department, California State Polytechnic University, Pomona (Cal Poly Pomona). His research and teaching interests include diversity and cross-cultural management. Dr. Gonzalez is originally from Puerto Rico and earned his doctorate from the University of Massachusetts at Amherst. [✉](#)



Dr. Katerina Gonzalez (she/her/hers) is an Assistant Professor of Management at Suffolk University. Through her research, she investigates how and why people respond to, initiate, and manage change in their work lives. Her work has appeared in journals such as Personnel Psychology, Journal of Organizational Behavior, and Human Relations. She holds a Ph.D., an MBA, and an MPhil from City University of New York, and a BSc from New York University. [✉](#)



Dr. J. Goosby Smith serves as Vice President for Community Belonging & Chief Diversity Officer at Pepperdine University and founding Director of its Larry D. Kimmons Truth, Racial Healing, and Transformation Initiative. She holds B.S. (Spelman College), MBA, and Ph.D. in Organizational Behavior (Case Western Reserve University), and MDiv (Interdenominational Theological Center) degrees. She is an ordained Itinerant Elder in the African Methodist Episcopal Church and is a widowed mother of two. [✉](#)



Dr. Danna Greenberg (she/her) is the Walter H. Carpenter Professor of Organizational Behavior at Babson College, where she is also serving as Division Chair and Associate Dean of Faculty. Her scholarship focuses on how individuals integrate work/life throughout their careers and how management faculty craft meaningful careers that support learning and innovation. Dr. Greenberg served as Associate Editor at the Academy of Management Learning and Education from 2017-2023. [✉](#)



Dr. Angélica S. Gutiérrez is an Associate Professor of Management in Loyola Marymount University's College of Business. She earned her B.A. in Political Science and Sociology with honors at UCLA, M.P.P at the University of Michigan, Ph.D. at the UCLA Anderson School of Management, and was a Postdoctoral Fellow at the National Center for Institutional Diversity and the University of Michigan Ross School of Business. Her research interests include diversity and inclusion in universities and in the workplace, impostor syndrome, and

impostorization in organizations. She currently serves as MDSA's Senior Faculty Advisor.



Dr. Erika V. Hall is an Associate Professor of Organization and Management at the Goizueta Business School at Emory University. Hall earned a Ph.D. in Management & Organizations from the Kellogg School of Management at Northwestern University. As a trained social psychologist, her research explores the powerful impact of stereotypes and the hidden content within them. [✉](#)



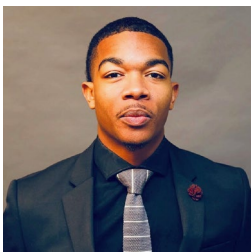
Dr. Alison V. Hall Birch is an Assistant Professor in the College of Business at the University of Texas at Arlington (UTA). She earned her Ph.D. in Business Administration from the A. B. Freeman School of Business at Tulane University in New Orleans, Louisiana. Her primary research interests are stigma-based bias, diversity management, intersectionality, and antiracism.



Dr. Diana M. Hechavarria is an Associate Professor of Management at Texas Tech University's Rawls College of Business. She teaches courses in international management, strategy, and entrepreneurship. Diana's research expertise is in nascent entrepreneurship, where she examines aspects of women's entrepreneurship, minority entrepreneurship, cross-cultural entrepreneurship, and social 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. [✉](#)



Dr. Jeanne Holmes (she/her) is the Director of Employment Practice Consulting at RiskVersity, an organization she runs with her spouse and a business partner. Her consulting practice focuses on HR, organizational change, and risk management within organizations, including Fortune 500 organizations, municipalities, and nonprofits. She also serves as adjunct faculty of Management at North Carolina Central University and the Fuqua School of Business at Duke University. [✉](#)



Kalan Horton is an Arkansas native and a fourth-year Ph.D. Candidate in the Strategic Management program at Florida State University. His research centers around ecosystems, competition, and stakeholders. [✉](#)



Dr. Tiffany D. Johnson works as an Associate Professor of Organizational Behavior at Georgia Institute of Technology. She earned her Ph.D. in Management and Organization at Pennsylvania State University and her Masters in Human Resources and Industrial Relations from the School of Labor and Employment Relations at the University of Illinois in Urbana-Champaign. Her research explores the micro-foundations of (in)equity and wellness in organizations through the theoretical lens of stigma. She primarily engages in field research (often drawing upon qualitative methodologies), and some of her published work can be found in *Organization Science*, *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Making Processes (OBHDP)*, *Organization Studies*, *Organizational Psychology Review*, and *Industrial-Organizational Perspectives*. [✉](#)



Dr. Adam M. Kleinbaum is an Associate Professor in the Organizational Behavior area at the Tuck School of Business at Dartmouth. His research examines the antecedents and evolution of social networks and the role that they play in employees' experience of inclusion in organizational communities. He serves the academic community through his editorial work at *Administrative Science Quarterly*, *Management Science*, *Organization Science*, and the *Strategic Management Journal* and enjoys riding his vintage 3-speed bicycle. [✉](#)



Dr. Tine Köhler is professor for International Management in the Department of Management and Marketing at the University of Melbourne, Australia. Her main research interests are in the area of cross-cultural management, cross-cultural communication and coordination, group processes, trust, and motivation, qualitative research methods, meta-analysis, replication, research design, and regression. Köhler is co-Editor-in-Chief at *Organizational Research Methods*



Dr. Barbara Larson is Executive Professor of Management at Northeastern University's D'Amore-McKim School of Business, where she has been a member of faculty since 2012. Professor Larson's research focuses on the personal and interpersonal skills that people need to work effectively in virtual, remote, and hybrid environments, and her research has been published in *Strategic Management Journal*, *Academy of Management Perspectives*, and *Management Science*, among other outlets. She also serves as an Associate Editor of *Academy of Management Learning & Education*. [✉](#)



Dr. Angelica Leigh is an Assistant Professor of Management and Organizations at Duke University's Fuqua School of Business. Dr. Leigh received her Ph.D. in Organizational Behavior from University of North Carolina – Chapel Hill's Kenan-Flagler Business School. In her research, Dr. Leigh examines the influence of race in the workplace and the experiences of racial minority employees as they combat racism. Dr. Leigh is the current Junior Faculty Advisor for MDSA. [✉](#)



Dr. Patricia G. Martínez is the Associate Dean for DEI at the College of Business Administration at Loyola Marymount University, where she was recently promoted to Full Professor. Patricia was a participant in the 1994 PhD Project Annual Conference and has served as a junior and senior faculty advisor and an officer in the MDSA. She received her doctoral degree from the Paul Merage School of Business at UC Irvine in Organizational Behavior. [✉](#)



Dr. MaQueba L. Massey is a Visiting Assistant Professor in the Ivy College of Business at Iowa State University. She received her Ph.D. in Business Administration from Jackson State University. Her research focuses on the future of work, where she researches how technological advancements influence organizational stakeholders, workplace practices, and the management of employees. MaQueba's research allows her to illustrate how organizations can integrate emerging technologies to help manage employees and enhance HR functions. [✉](#)



Dr. C. Chet Miller is the incoming Editor-in-Chief for Academy of Management Discoveries. In the past, he a) has been co-editor for special issues of Academy of Management Discoveries and Academy of Management Executive, b) has served as associate editor for Academy of Management Discoveries and Academy of Management Journal, and c) has served as an editorial review board member for Academy of Management Discoveries, Academy of Management Journal, Organization Science, and Strategic Management Journal. In his research, Chet has used quantitative and qualitative empirical methods as well as critical reviews and theory building to investigate cognitive diversity within senior management teams, organizational control mechanisms, and seemingly impossible organizational goals. [✉](#)



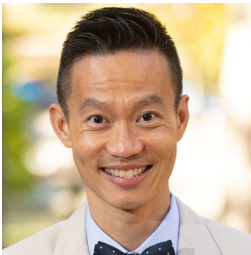
Dr. Ozias A. Moore is an Assistant Professor of Management in the College of Business at Lehigh University. He is particularly interested in exploring the multi-level effects of dynamic team composition on team processes and outcomes. He is currently on the editorial review board of the Journal of Management Studies. [✉](#)



Dr. D. Carrington Motley is an Assistant Professor of Organization Theory and Entrepreneurship at the Tepper School faculty. Carrington's research lies at the intersection of entrepreneurship, strategy, and organizations research, focusing on how entrepreneurs create successful ventures. Carrington received a BS in Mechanical Engineering from MIT with a business minor from the Sloan School, an MS in Management Science & Engineering (MS&E) from Stanford University, and a Ph.D. in MS&E from Stanford (fall 2022). [✉](#)



Dr. Cindy P. Muir (Zapata) is a Professor at the University of Notre Dame's Mendoza College of Business. She studies people's relationships with their jobs and the relationships that influence their work. Dr. Muir currently serves as a Senior Editor for Organization Science and previously served as an Associate Editor at the Academy of Management Journal. [✉](#)



Dr. Eddy Ng is the Smith Professor of Equity and Inclusion in Business at Queen's University. He is also the Editor-in-Chief of Equality, Diversity and Inclusion: An International Journal and Co-Editor of Personnel Review. [✉](#)



Dr. Kalan R. Norris In July 2023, Kalan will join the Work and Organizations Department as a Post-Doctoral Associate until his appointment as an Assistant Professor of Organizational Behavior begins in the fall of 2024. His research and teaching specialize in the areas of organizational behavior, leadership, diversity and inclusion, power and influence, and research methods. Kalan is a proud member of the Omega Psi Phi Fraternity, Incorporated. He received his Ph.D. from the University at Buffalo School of Management. [✉](#)



Dr. dt ogilvie is Professor of Urban Entrepreneurship, former Dean & Professor of Business Strategy & Urban Entrepreneurship and former Distinguished Professor of Urban Entrepreneurship at Saunders College of Business at Rochester Institute of Technology. She is an IC2 Global Fellow at The University of Texas at Austin, a CUEED Fellow at Rutgers University, an International Advisory Board member of the Eastern Academy of Management International, and a membre du Directoire de la Societe Africaine de Management (SAM). Dr. dt ogilvie has been involved with the PhD Project since its founding in 1994 as a mentor, workshop creator, speaker, and as a PhD Project Management Doctoral Students Association (MDSA) faculty advisor. She has been recognized with the Spirit Award, Trailblazer Award, and was inducted into the PhD Project Hall of Fame. She is co-author of the book [*Creativities: The What, How, Where, Who and Why of the Creative Process*](#), available through Edward Elgar Publishing.



Micah Rajunov is a qualitative scholar in Management & Organizations at Boston University. Rajunov studies how, under rapid social and technological change, people and institutions redefine what work means to us. From the deadly AIDS epidemic to professional video gaming, Rajunov examines settings that deepen our understanding of our professional identities, careers, and work cultures. [✉](#)



Dr. Darryl B. Rice (he/him/his) is an Associate Professor of Management at Miami University. His research is published in journals such as the Journal of Organizational Behavior, Journal of Management Studies, Human Relations, and Journal of Business Ethics. He is the immediate past president of the Management Faculty of Color Association. [✉](#)



Dr. Quinetta Roberson is the John A. Hannah Distinguished Professor of Management and Psychology at Michigan State University. Professor Roberson currently serves as a Deputy Editor at Academy of Management Journal and has been an Associate Editor at the Journal of Applied Psychology (2008-2014) and President of the Academy of Management (2021). Her earned honors include being a Fellow of the Academy of Management (AOM), Society for Industrial and Organizational Psychology (SIOP), and Association for Psychological Science (APS) as well as a member of The PhD Project Hall of Fame.



Dr. Sean Edmund Rogers is Dean and the Alfred J. Verrecchia-Hasbro Inc. Leadership Chair at the University of Rhode Island College of Business. He has written two books and a couple dozen journal articles on topics such as change management, employee engagement, and HR and labor relations. He earned a Ph.D. from Rutgers University. [✉](#)



Dr. Enrica N. Ruggs (she/her) is an Associate Professor of management in the C.T. Bauer College of Business at the University of Houston. In her research, she examines workplace bias and discrimination against employees with stigmatized social identities, the outcomes of these behaviors, and strategies that individuals and organizations can engage in to combat and reduce discrimination. She is currently an associate editor at the Journal of Management and Journal of Business and Psychology, as well as an editorial board member at Journal of Applied Psychology. [✉](#)



Dr. Lumumba Seegars (he/him) is an Assistant Professor of Business Administration in the Organizational Behavior Unit at Harvard Business School. His research explores the reproduction and contestation of intergroup inequality within organizations, specifically focusing on racial, gender, and class inequality and their intersections. [✉](#)



Dr. Lex Smith (Washington) is an Associate Professor of Management at Oklahoma State University. She earned her Ph.D. in management at Tulane University and her BA from Rice University. Her research interests include intersectionality, gender, diversity, bias, and workplace diversity. [✉](#)



Dr. John Paul Stephens is an Associate Professor of Organizational Behavior at the Weatherhead School of Management at Case Western Reserve University. J.P. studies work relationships and coordination in groups, focusing on how what individuals and teams perceive about their behaviors shapes complex interdependent work. This research has centered on the felt dynamics – emotions and aesthetic experience – that comprise individuals' experience of relating with others in their work relationships and teams. [✉](#)



Dr. Sherry M.B. Thatcher (she/her) is the Regal Entertainment Distinguished Professor of Business in the Department of Management and Entrepreneurship at the University of Tennessee-Knoxville's Haslam College of Business. Her research interests focus on diversity, identity, and conflict, and she is one of the leading experts in the area of team faultlines. She currently serves as the Editor-in-Chief of the *Academy of Management Review*. [✉](#)



Dr. Montressa Washington (she/her) is an Associate Professor of Management at Shenandoah University. Dr. Washington received her Ph.D. in Management from Case Western Reserve University. Her research areas include organizational behavior, entrepreneurship and business management pedagogy. She teaches courses in human resources, change management, design thinking, and entrepreneurship. [✉](#)



Dr. Curtis L. Wesley II (he/him) earned his Ph.D. in Management from Texas A&M University, MBA from the University of Maryland, and Bachelor of Science with Merit (Political Science) from the United States Naval Academy. His research focuses on entrepreneurial cognitions and decision-makers, and the ability to acquire resources across the spectrum of organizations, from new ventures (including social enterprises) to Fortune 500 firms. His research is published in the *Academy of Management Annals*, *Academy of Management Learning and Education*, *Business Ethics Quarterly*, *Entrepreneurship Theory and Practice*, *Frontiers in Entrepreneurship*, *Journal of Business Strategy*, *Journal of Business Venturing*, *Journal of Management*, and *Strategic Entrepreneurship Journal*. Dr. Wesley also serves on the editorial board of the *Journal of Management* and *Africa Journal of Management*. [✉](#)



Dr. Marla L. White is an incoming Assistant Professor at the Pamplin College of Business at Virginia Tech. Her research interests include leadership, intersectionality, discrimination, and diversity management. Marla worked at several Fortune 500 tech companies before entering academia. Her industry experiences inform her research questions and teaching interests in Organizational Behavior and Human Resource Management. [✉](#)



Dr. Ian O. Williamson is the Dean of the Paul Merage School of Business at the University of California, Irvine. He is the past Pro-Vice Chancellor and the Dean of the Wellington School of Business and Government at Victoria University of Wellington (New Zealand). During his 22-year career, Williamson has served on several academic committees and on the boards of directors for a variety of nonprofit organizations. In addition, he has provided expert insights in the areas of organizational innovation and employee recruitment and retention to executives in more than 20 countries across six continents for companies such as CBRE, PwC, Lockheed Martin, Nestle, and Accenture. He received his Ph.D. from the University of North Carolina at Chapel Hill (USA). [✉](#)



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Dr. Ayana Younge (she/her/hers) is an Assistant Professor of Business Administration in the Leadership and Organizational Behavior area at the University of Virginia Darden School of Business. She received her Ph.D. in Organizational Behavior and a master's in management from the Kenan-Flagler Business School at the University of North Carolina at Chapel Hill. She also holds a master's in Social Psychology from California State University, Los Angeles, as well as B.A.'s in Psychology and Communication. Ayana's work focuses on better understanding the dynamics of interpersonal relationships through our natural tendencies to seek power, connect with others, and express emotions (e.g., gratitude). [✉](#)