MDSA
BUILD, LEARN, ENGAGE
THRIVING TOGETHER
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Dear MDSA Family,

It’s such a privilege to serve on the Executive Committee this year along with Alex and Samantha! My gratitude also extends to the PhD Project for providing all of us with the resources and support to navigate through our educational journey.

To our new members, MDSA welcomes you with open arms and will help you with support, encouragement, and resources throughout your PhD journey. While you will develop research and writing skills geared towards your field of study, you will also have the opportunity to give back by volunteering on the committees that contribute to our collective growth and development. To all who have dedicated your time and resources by volunteering as committee chairs and members, thank you! Your hard work is evident to all of us, and we look forward to celebrating you at our annual conference next August.

Keeping with the theme for the 2022 AOM annual conference “Creating a Better World Together”, Alex, Samantha and I have come up with the theme “Thriving Together”. As we all work towards a successful academic year which will be filled with first steps into PhD programs for many, comprehensive exams for some as well as job offers for others, I hope that we remember how privileged we are to be trained for a profession that will allow us to greatly impact one another, our students, advisors, and the world at large.

Considering the challenges that we are all still facing, my thoughts are with those who have been directly or indirectly affected by the COVID-19 pandemic and other recent social events. I hope that we can all rise to the challenge that those circumstances have impressed upon us, and that we can remind ourselves that, for many of us, obtaining a PhD has been a dream that we are getting closer to fulfilling with each day, each accomplishment, and each milestone.

As Harriet Tubman said, “every great dream begins with a dreamer. Always remember, you have within you the strength, the patience, and the passion to reach for the stars to change the world.” With that, I wish everyone a fruitful academic year and continued success. Let’s keep those dreams alive and continue believing in ourselves and each other. We are called to change the world by not only bringing diversity in the classroom and in academic publications, but also in the way that our research can impact the rest of the world for generations to come!

All the best!
Sincerely,

Jean-Claude M. Ndongo
President, MDSA
Florida Atlantic University
Greetings MDSA family!

Officially, The MFCA was founded in 2001 with a clear goal and that goal is to promote and support the professional development of management faculty and administrators of color with a particular emphasis on African, Hispanic, and Native and/or Indigenous descent. We achieve this goal through professional development activities on research, teaching, and career advancement; our reception and business meeting at the Academy of Management meeting; networking activities; as well as mentoring and social support at our annual conference and through partnerships with MDSA and The PhD Project.

The MFCA is committed to the continued partnership with our MDSA family. I have wonderful feedback regarding the research partnership between the MFCA and MDSA. I am very thankful for Drs. Herman Aguinis and Oscar Holmes IV for their continued leadership on behalf of the MFCA. On a more personal note, I was very happy to connect with the MDSA members in New Orleans at our MFCA/MDSA dinner during SMA. The fellowship and fun times were much needed! I am just so very proud of the new heights the MDSA continue to reach. You all are truly excelling as doctoral students and we are excited about the bright future of the MDSA! The MDSA will always have an ally in the MFCA.

Sincerely,
Darryl B. Rice, PhD
President, MFCA
Miami University
WHAT DOES THE PHD PROJECT MEAN TO YOU?

"The PhD Project changed the entire trajectory of my life. It allowed me to enter into a world I had little familiarity with, given I was a first generation student. I went from making deals and money for a fortune 100 company to impacting the lives of thousands of students over the past 20 years. The support of the PhD Project and its affiliate allowed me to be in the position to help guide and lead others on their journey in academia."

-Dr. Davis, Trailblazer Award winner, 2021


Where I'm from, earning a PhD and becoming a college professor wasn’t a thing. In my 20s once I learned about that possibility, getting there was no small feat. The PhD Project surrounds you with people and messaging that not only encourages you to reach your full potential, but also equips you with real knowledge, resources, and connections that help you get there.

To me, the PhD Project is life changing and generation shifting. Not only has it enhanced my own life’s trajectory, but it has also positioned me to pour possibilities, potential, and intellectual prosperity into the lives of others."

-Dr. Rogers, Spirit Award winner, 2021
Defended Dissertation

Juliet Oriaifo
Colonization, institutions, and cross-border acquisition, decisions of emerging market multinational enterprises.

April Lawson
Frontline Retail Employee – Extinct or Evolving: A Look at the Relationship Between Servant Leadership, Employee Engagement, Organizational Change Recipients’ Belief and Employee Intent to Quit

Defended Dissertation Proposal

Samantha E. Erskine
Jason Marshall
Benjamin Blake
Brittany Torrez
Laura Taylor-Kale
Monique Domingo

Passed Comprehensive Exams

Benjamin Blake
Shona Smith
Mauricio Mercado
Fernando D'Andrea
Alexandra Figueroa Anderson
Congratulations

NEW JOB PLACEMENTS

Esther Lamarre Jean
Role: Researcher, Performance Design
Company: Google

Jason Marshall
Role: (TT) Assistant Professor, OBHR
University: Creighton University, Omaha, NE

Monique Domingo
Role: (TT) Assistant Professor, Management
University: Louisiana State University, Baton Rough, LA

Arianna Beetz (Ulloa)
Role: Management Consulting
Company: McKinsey, Atlanta, GA

Michelle Amy Montague-Mfuni
Role: (TT) Assistant Professor, International Business/Strategy
University: University of Richmond
**PUBLICATIONS**

Kraus, M.W., Torrez, B., & Hollie, L., "How narratives of racial progress create barriers to diversity, equity, and inclusion in organizations", *Current Opinion in Psychology*


**Blake, B.D.**, "Internationalisation and emerging market organisations: Toward a theory of HRM adaptation", *International Journal of Globalisation and Small Business*


Whillans, A., Yoon, J., **Turek, A.**, Donnelly, G., "Extension request avoidance predicts greater time stress among women", *Proceedings of the National Academy of Sciences*


**Ponce de Leon, R.**, Rifkin, J.R., Larrick, R.P., "They're everywhere!: Symbolically threatening groups seem more pervasive than non-threatening groups.", *Psychological Science*

Taylor, N., **Jean, E.**, Crawford, W., "Walking the Tightrope: How and When the Paradoxical Act of Breaking Character Leads to Resilience", *Research in Occupational Stress and Well-Being*

**Figueroa, A.**, Graham, J., "Moral Pluralism"
Chapter in the *The SAGE Encyclopedia of Leadership Studies*

**CONFERENCE PRESENTATIONS**

**Arielle Lewis**, Dr. Cydney Dupree, & Dr. Erika Hall, "White Liberals Downshift Warmth to High- (But Not Low-) Status Black Partners". *Harvard Business School Rising Scholars Conference*

Beorchia, A., **Boyd, T.L.**, & Davis, S.E., "Doctoral Student Networking Workshop: Peer Networking Through Writing Groups", *Southern Management Association*

**Fernando M. D’Andrea**, Per L. Bylund, "Extending Baumol: Microfoundations of the Institutional Determinants of Entrepreneurship" *Southern Management Association*


**Laura Taylor-Kale**, "Is This What We Should Be Doing? Identity Work and the Activation of Latent Attributes in Meta-Organizing", *Harvard Business School Rising Scholars Conference*


**Brittany Torrez**, Hollie, L., & Kraus, M.W., "The Misperceptions of Organizational Racial Progress Toward Diversity, Equity, and Inclusion" *Harvard Business School Rising Scholars Conference*

**Naomi Samuel**, "Snags In The Fabric: Discriminatory Implications of Workplace Appearance Norms" *Southern Management Association*


Dr. Douglas McWilliams, **MaQueba Massey**, Dr. Phylicia Taylor, "Emergency Management Agent's Assessment of the Value of Public-Private Relationships" *SEInforms*

James J. Lavelle, Joohan Lee, **Marla L. White**, David Herda, & Deborah Rupp, "Getting even with unfair customers: The roles of insomnia, desire for revenge, and turnover intention" *Southern Management Association*

Arikan Andac, **Juliet Oriaifo**, Sam Ekwuribe, "Does misery love company? Geographical clustering and small business owners' development of positive psychological capital" *Southern Management Association*


**Edward Murrell**, Lisa Juckett, & Janell Pisegna, "Implementation strategies and outcomes research in adult stroke rehabilitation: Implications for occupational therapy" *Annual Conference on the Science of Dissemination and Implementation in Health*

**Esther Jean**, Nicolina Taylor, Wayne Crawford, "Company Response to COVID-19 Recommendations: The Supervisor Effect" *Southern Management Association*
RESEARCH COMMITTEE & CARMA COMMITTEE
"At the Research Committee we’re organizing ongoing discussion groups, peer-led workshops, CARMA courses, and other opportunities, to learn all about research methods. Our goal is to build a peer-supported environment where students feel “safe asking silly questions.” We've created a newsletter to announce upcoming scheduled events and external opportunities for professional development. You can sign up for the newsletter using this QR code."

MEMBERSHIP
"The Membership committee has been supporting and engaging with our membership in several ways this semester. We've sent two check in emails and have checked on the mentorship circles twice in the Fall semester. We are working to maintain MDSA members' network by ensuring each cohort fills out the membership directory survey. Finally, we are encouraging MDSA members' engagement by hosting writing groups every Monday through Friday in the Fall Semester."

NETWORKING
"The Networking Committee has been putting on happy hours for MDSA as well as individual cohorts during fall semester. Additionally, we will begin work with the cohort liaison committee to see if we can do cohort zoom get togethers leading up to AOM. Finally, we will be hosting a networking event at AOM."
**COHORT LIASON**

"Our main focus is keeping MDSA members engaged. Our initiatives and goals include serving as liaisons between the executive committee and their respective cohorts, disseminating information to each cohort and communicating information to the executive committee about what each cohort may need. **We are currently working to make sure each MDSA member is connected with their cohort through groupme or whatsapp. If you are not, please contact us so we can get you connected.**"

Chadé Darby
Cohort Liaison Committee chair

**SESSIONS**

"The sessions committee is working on creating engaging sessions for members to participate in for the Fall conference. We are also working on hosting a job market Q&A for the spring semester. This year, we are adding sessions on various research methods as well as **making sure we have time to reconnect with each other in person.**"

Jennifer Bishop & DC De La Haye
Sessions Committee chairs

**SERVICE**

"The service committee has solidified a topic around DEI. The project is called ‘**Beyond the Skin: Exploring the Multifaceted Nature of Diversity.**’ The overall research question relates to understanding the multidimensional nature of DEI both in research and practice. We have completed our article summaries and currently working on our write up for submission. Of course this will be an ongoing task for the month with edits and revisions. In terms of why I felt this was important, I can’t answer that question single handed. **Our team collectively assessed and agreed on the topic.**"

Andrea Floyd
Service Committee chair
Edward (Ed) Murrell is a loving Husband, cat owner, and woodworker, who also happens to be a doctoral student at The University of Alabama at Birmingham. Ed has been in a committed relationship with His loving husband, Jared, for 12 years, with them officially getting married on St. Patrick's Day – March 17, 2016. Ed enjoys thrill-seeking adventures. He has sky-dived, canoed the Boundary Waters, and walked across a glacier. Ed also enjoys concerts, especially rock, blues, instrumental, and hip-hop. Fun fact – Ed has walked across the headwaters of the Mississippi River.

Ed has always had a passion for learning and a curiosity to figure out how and why things work. This passion probably explains his journey from engineering to special education to occupational therapy to health services administration. Ed decided that he wanted to help find solutions for problems that rehabilitation practitioners face to serve our patients better. Ed says, "After some reflection and discussion with close friends, I decided pursuing a doctoral degree in health services administration was a good fit".

When asked "What does the PHD Project mean to you?" Ed said "In short, there is real action behind their words. The PhD Project has helped me invaluable throughout my journey so far. They provide seminars to prepare me for each year and address related real-life issues (e.g., relationships, raising children), mentors to guide me, a peer community to support me emotionally, academically, and socially through an otherwise lonely process. One of the most valuable things it has done to help me is providing a community for people of color in which I feel seen, valued, and supported as I pursue a doctoral degree. A community that believes in my ability to succeed and believes that expanding the inclusion of people of color is vital to the future of society."

Eds research focuses on rehabilitation healthcare services for adults in post-acute care settings. He is currently working on projects addressing implementation strategies for services in stroke rehabilitation, out-of-pocket costs for lung cancer screenings, and patient/physician barriers to lung cancer trials. He says his greatest professional success thus far has been the work produced because of a collaborative team that he currently leads. Ed said "I am probably the least experienced on the team, but their belief in me and commitment to the project have given me invaluable experience and confidence. As a result, I have authored my first manuscript as the first author, which recently passed its second review in a top-tier journal".

Arielle Lewis is a second year PhD student at Emory currently studying broad intersectionality and intragroup differences. Outside of the classroom, she’s a big sister and a new dog mom! She loves to spend her free time trying new food and hiking as well as checking out different restaurants/coffee shops and trails around Atlanta over the past few months. Arielle also loves singing and hopes to complete a voice certification program in the next few years.

Arielle says, "The decision to pursue a doctoral degree was a natural progression for me. Though I didn't begin undergrad planning to get a doctoral degree, I was committed to majoring in psychology from the beginning. As time went on and I got involved in different research labs on campus and at the local children's hospital, I realized how much I enjoyed the research process regardless of the topic". After working as an RA with one of her professors on diversity and inclusion research, Arielle was sold on getting a doctoral degree. At first she thought her interests were in psychology, and first completed a Master's degree in Industrial-Organizational Psychology. She then made the leap to a business program for her doctor degree.

Arielle is currently working on a project that investigates the interactive effects of race and socioeconomic status on White-Americans self-presentation in interracial settings. She has presented work at the inaugural Rising Scholars conference at Stanford last Fall and the second annual conference at Harvard last month, both accomplishments of which she is very proud of.
JOIN "HALF BAKED IDEAS"!
Have a research idea in-the-making? Or a design you’re still not sure about? Here’s an opportunity to test it out and get feedback from other students in the most low key low stakes setting. Ideas at even the earliest stages are welcome. For more info, contact Micah Rajunov, or Sign up using this QR code:

CALL FOR PAPERS
Equality, Diversity and Inclusion is looking for papers related to a special issue on the Latinx experience in the workplace. Submissions are due by June 1st, 2022. For more information, contact Carlos Gonzales, or see the call for papers using this QR code:

UPCOMING CARMA COURSES & SCHOLARSHIPS
The following courses will be offered in January 2022, there are scholarships available! Please apply using the QR code to the right. Scholarship links are open December 1-25 for the January 4-7 2022 short courses.
1. “Introduction to R and Data Analysis” – Dr. Scott Tonidandel, University of North Carolina-Charlotte
2. “Introduction to Multilevel Analysis with R” – Dr. Paul Bliese, University of South Carolina
3. “Introduction to SEM with LAVAAN” – Dr. Robert Vandenberg, University of Georgia
4. “Statistical Analysis of Text with R” – Dr. Jeff Stanton, Syracuse University
5. “Advanced Data Analysis with R” – Dr. Justin DeSimone, The University of Alabama
6. “Systematic Reviews and Meta-Analysis in R” – Dr. Ernest O’Boyle, Indiana University
8. “Model Evaluation with Your Data: Intermediate SEM” – Dr. Larry Williams, Texas Tech University
10. “Mixed Methods and Qualitative Comparative Analysis” – Dr. Thomas Greckhamer, Louisiana State University
1. Who is a certified scuba diver, with 50+ dives logged?
2. Who speaks English, French, and Lingala?
3. Who has a pet axolotl?
4. Who was an international Latin Dance performer and instructor for 10 years and is currently a licensed Zumba instructor?
5. Who is the Sade super-fan? This person owns all of her albums and saw her in concert in 2011.
6. Who is a certified executive/life coach?
Wishing you and those you love a wonderful holiday season!

-FROM THE EC-
WWW.MANAGEMENTDSA.ORG