The purpose of this project is (1) to understand the influence that the Ph.D. Project (MDSA) has had on AOM, and (2) to compare the diversity and inclusion statistics of AOM before and after the Ph.D. Project inception.

Our five volunteers (Juanita Forrester, Brittany Torrez, Marla White, Terrance Boyd, and MaQueba Massey, working with our most recent Trailblazer, Dr. Ashleigh Rosette) are currently gathering qualitative data to capture the stories of our legendary trailblazers. While the team is still working on quantitative data to compare the diversity dynamics of AOM and attendee experiences, we wanted to showcase our current work by providing a small snippet of the interviewees’ reflections on how the Ph.D. Project has shaped their lives and fostered success in academia.
**Dr. Stella Nkomo**  
Interviewed by MaQueba Massey

Question: When did you first hear about The Ph.D. Project and what were your thoughts?

Answer: I was on the Board of Governors for AOM and in one meeting, Bernie Molano came to pitch and described the idea of The Ph.D. Project. He described how he was going around to different academic associations, such as the American Marketing Association and American Accounting Association, because he wanted the associations to be involved in the program. This had to take place in the early part of 1980’s. The Board of Governors at AOM debated and debated this idea. Their concerns were (1) if we open this up to minorities, what will we have to do for others and (2) does this really fit into our vision and mission? Bernie was also asking for financial contribution and the debates were “pretty contentious” because you’d have to pledge certain commitments in terms of financial contributions. At that time, I was the only black person on the Board of Governors for AOM, so there was a point in the meeting where everyone turned to me and asked what do I think. I proudly said, ’this is something you all need to do because it is critical and there needs to be financial support around it’. That next meeting, the decision was made and John Slocum was president of AOM at the time. Not only did AOM support this initiative, but they also wrote a check for a million dollars.

**Dr. Taylor Cox Jr.**  
Interviewed by MaQueba Massey

Question: At what point in your career did you become a member of the Ph.D. Project?

Answer: Years prior to the Ph.D. Project, I led a six-week summer session for students who were interested in business doctoral degrees in St. Louis. It was called the Minority Summer Institute hosted at the University of Michigan, where I was faculty at the time. Each summer we had about 30 students from all over the country join us. This session took place for about four or five years. Then, 1994 rolled around, which is when the Ph.D. Project was incepted. This is also the same year I received my tenure at University of Michigan, being the only African-American to receive tenure at the University of Michigan Business School in the history of the school. Therefore, my career was well along when The Ph.D. Project formally started.
Question: In The Ph.D. Project, we know diversity is increasing with numbers growing from 300 to 1,500 minority business scholars. What would you say the Ph.D. Project is doing on the inclusion side of things?

Answer: When I hear inclusion, I hear “making sure people feel valued”. In simple terms, diversity is being there and inclusion is feeling valued. For the Ph.D. Project, that’s what they do. We all feel so valuable. A great example is the Chicago Conference. You feel welcomed and at home knowing no one is going to judge you. You can really exhale. It preps you for when you are about to hit the real world where you truly are a minority, especially at the AOM. However, in the Ph.D. Project, after leaving the dinner on Friday night, you still feel empowered once AOM comes, even if you are the only minority in the room. Your work will be valued. I was once told ‘you don’t want to be the black woman doing diversity work’. My thoughts were, why not? If I don’t do it, who’s going to? And so now, I think more of us feel comfortable doing diversity work because of the Ph.D. Project and because our work is truly valued.

Dr. Myrtle Bell
Interviewed by Marla White

Dr. Martin Davidson
Interviewed by T.L. Boyd

Question: You lived in a time where you can vividly remember being in the Academy and there were only six black people there. What would you say was one of your favorite or most memorable experiences after that point?

Answer: The first thing that came to my mind was simply attending. I have attended many of the Ph.D. Project dinners. I have a series of those experiences that I’ve enjoyed, primarily because there were places where I was sitting at a table, sometimes the people were in my cohort, sometimes they were young folks, usually always a mix of something, however, it brought great joy to have intellectual conversations and to enjoy the moment to celebrate. That really stands out for me. When I think of sort of memorable times related to the Project, what comes to mind is the many collaborations and work I have produced with other individuals. I assumed the people were PhD. Project members, and they probably were, but I never asked. To me, this actually speaks more powerfully about the impact of The Project. The Project began to normalize minorities at the Academy. And, whether you were a direct Project member or whether you were someone who came in before The Project, like me, or even if you’re a contemporary who happened not to come through The Project, that kind of didn’t matter. The Project made it a part of regular life at the Academy for us to be there. And to me, I think that’s part of the most profound part of the organization. And so, that’s what stands out for me.
Dear MDSA Members,

Greetings from the MFCA! As you know, The MFCA was founded in 2001 with a clear goal. The goal remains the same, which 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.

Recently, we have sought to modernize and strengthen our organization and the ties between the MFCA and MDSA. As many of you know, we have implemented a formalized mentoring system in which we have strategically paired MFCA and MDSA members. I thank each of our mentors who volunteered to serve the MFCA and MDSA in this capacity. This strategic pairing has been well received and we hope that this formal mentorship enhances the professional and personal development of our MDSA mentees. We are also very appreciative of the MDSA’s leadership that has launched webinars that allows us the opportunity to address a variety of issues and topics that are very relevant to the MDSA.

As many of you know, because of the COVID-19 situation, we have postponed our conference in New Zealand until 2021 and we are hopeful that we will be able to meet in August in Vancouver, which is very uncertain at this point. Nonetheless, we want you to know that we are here for you!

Stay safe and much love!

Sincerely,

Darryl B. Rice
President, MFCA
Assistant Professor of Management
Farmer School of Business
Miami University
Elena Wong is a second-year doctoral student at the University of Arizona, and has been a member of MDSA since 2018. Elena had an unconventional journey to MDSA as she was first introduced to The PhD Project by attending the annual conference held in November as a representative of her university. In 2019, Elena attended her first MDSA conference, where she would be amazed by the welcoming environment that we have all come to love when attending the MDSA conference. Elena reminisced about her very first conference experience and meeting Katie, an MDSA member, at the opening session and how pivotal that experience was for her. Expressing “I am looking forward to extending that same welcome I received to someone at the conference this year.” When asked what’s the one word or phrase she would use to describe her favorite part of the MDSA conference, she stated, “Family. It’s the feeling of family because I get to be a part of this incredibly loving, caring community that understands what it means to love and support one another and to keep that culture alive”. Further stating, “I had missed, up until joining this past conference in 2019, that feeling of people who love to go salsa dancing, karaoke, and the feeling of a multicultural people who love and appreciate the differences of culture”. Having a place like MDSA has given Elena a place and people that support her as she truly learns.

For Elena, heritage is extremely important, and understanding who she is as she navigates her Ph.D. journey has added value and perspective as she researches areas of interest. As the daughter of a mother who is Chilean, but grew up in Panama, and a dad who is Chinese-Jamaican from Jamaica, Elena is no stranger to how important heritage and culture can be for individuals. During her conversation with MDSA VP, Phylicia Taylor, Elena stressed the importance of having a sense of community with mentors and peers who understand her background and her goals in her personal and professional life. Elena expressed that the beauty of The PhD Project and MDSA is that she has both peers and mentors. When asked what advice she would give students who are starting this fall, she encouraged them “to use this experience as information gathering. Not only for research and academia overall, but for yourself. You are really learning about yourself and that is also a valuable part of doing a Ph.D. We get so focused on classes, papers, developing your research streams, but in equal parts, you will learn about yourself.”

Elena is passionate about furthering the mission of The PhD Project. Explaining, “I want to be in academia to shatter glass ceilings, and I want my students to look at me and my work, as a woman of color, and say that “she is up there, and I can be too.” She is striving to have “research that is presented through a diverse background.” Elena wants to inspire people to join The PhD Project and allow her research and work to inspire and have an impact on those coming behind her. Elena encourages all MDSA members to attend and join the MDSA Membership Committee sponsored writing groups for extra support and community!

Herrison Chicas (aka Chicas) found out about the PhD Project through Dr. Steven Rogelberg and attended the November conference in 2018. There, he met up with his soon-to-be colleague and friend, Angelica Leigh, and was encouraged to apply to UNC’s business school. After visiting the campus and meeting other doctoral students, he couldn’t resist his calling to become a Tar Heel (again) due to the amazing student culture in the Organizational Behavior department that he witnessed. As he’s now wrapping up his first year in the program, he reflects on both the challenges and lessons he’s experienced and learned. The biggest challenge for him during the year has been the struggle to balance both research and classes, particularly during his time running experiments in the lab. While it’s an ongoing process, he says that he often leans on other students in his program for support and reassurance, and appreciates that they give him space to vent.

But balance doesn’t just exist at work. One significant thing he has learned this year is the importance of complementing “work stuff” with “personal stuff”. He started his own Sacred Sunday, a day every week that he dedicates to himself—his partner, his family, his own personal growth. “I think it’s critical to step away from the hustle and bustle of class and research, and be okay with taking self-care time.”, Chicas says. He’s on a mission to prevent future burnout! (aren’t we all!?)

When asked to think of one word or phrase that describes his experience with MDSA, he said: “community”, and this is what he is most excited for at future MDSA conferences—connecting with his MDSA family who have traveled across the nation to be together. He says, “outside of research, everyone is just a great person I want to get to know and hang out with! Chicas is looking forward to building his lifelong family and support network within the PhD Project, and giving back to his community; speaking of giving... fun fact! Chicas is a kidney donor (done vida). Talk about an inspiration!
**PASSED COMPREHENSIVE EXAMS**

Monique Domingo  
Nero Edevbie  
Michael Efema-Agbaw  
Isidro Linan  
Tosen Nwadei  
Clinton Purtell

**DEFENDED DISSERTATION PROPOSAL**

Nero Edevbie  
Courtney Hart  
Tony Lynch  
Juliet Oriaifo  
Clinton Purtell

**DEFENDED DISSERTATION**

Angelica Leigh  
Mabel Sanchez  
Phylicia Taylor  
Ayana Younge

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**PAPER PUBLICATIONS**

Catrina Palmer Johnson, "Organizational Justice and Climate for Inclusion" *Personnel Review*

Clinton Purtell, "Narrative Transportation During Entrepreneur Pitches for Start-up Funding" *Quarterly Journal of Austrian Economics*

Toschia Hogan, "On the Frontlines of Disclosure" *Organizational Psychology Review*

Mabel Sanchez, "The Coalition of Immokalee Workers Uses Ensemble Storytelling Processes to Overcome Enslavement in Corporate Supply Chains" *Business & Society*

Jason Marshall, "Health Education and Changing Stress Mindsets: The Moderating Role of Personality" *American Journal of Health Education*

Dorian Boncoeur, "Work Engagement, Emotional Exhaustion, and Counterproductive Work Behavior" *Journal of Business Research*

Juliet Oriaifo, "Going Above and Beyond: How Intermediaries Enhance Change in Emerging Economy Institutions to Facilitate Small to Medium Enterprise Development" *Strategic Entrepreneurship Journal*

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**CONFERENCE PRESENTATIONS**

Dorian Boncoeur, "Gender Workplace Harassment and Interpersonal Upward Displaced Aggression" *Society for Industrial and Organizational Psychology.*

Jason Marshall, "Interruption Networks as a Model of Small Group Sociometric Structure" *Northeast Regional Conference on Complex Systems*

Clinton Purtell, "The Phantom Opportunity" *Southwest Academy of Management*

Elena Wong, "Understanding the Episodic Consequences of Sexism at Work" *Society for Industrial and Organizational Psychology.*
MARK YOUR CALENDARS

April & May

*Practice Social Distancing*

April 26-28: AACSB ICAM Virtual Conference & PhD Project Expo Demo Session

April 30-May 1: PhD Project/Baruch College Research Symposium

RESCHEDULED TO OCTOBER 1-2, 2020

August 5-7: PhD Project Management DSA Conference

Vancouver, Canada

CONFERENCE MAY BE HELD VIRTUALLY AS NECESSARY

ANNOUNCEMENTS

"While we are planning to go live as scheduled with registration sites for the August PhD Project conferences, we will continue to monitor the COVID-19 situation. If you are planning to attend your respective DSA/FAA conference, we ask that you complete your registration when the sites are made available but hold off on booking any flights until you receive communication from our staff directing you to do so."

- The PhD Project Management Team

103 DAYS UNTIL MDSA 2020
STAYING CONNECTED #MDSAMATTERS

See us. Believe in us. & YOURself.

JOIN OUR "REAL TALK" WEBINARS, HOSTED BY MFCA!

MAY
Job Market

JUNE
Dissertation Process

*SPECIFIC DATES WILL BE EMAILED SOON*

JOIN OUR WRITING GROUPS, HOSTED BY MDSA MEMBERSHIP COMMITTEE!

MONDAYS | 8:00 - 12:00
TUESDAYS | 9:00 - 12:00 & 1:00 - 4:00
WEDNESDAYS | 11:00 - 1:00 & 2:00 - 5:00
THURSDAYS | 11:00 - 1:00 & 2:00 - 5:00
FRIDAYS | 8:00 - 11:00

COMING SOON
Game Night

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FRIDAYS | 8:00 - 11:00

COMING SOON
Game Night
Submitted any articles while you’ve been social distancing?

Are you kidding me? I’ve barely written a sentence. 25%

Submitted any articles while you’ve been social distancing?

Yup! I’m on a roll! 9.1%

Not yet, but I’m almost there. 65.9%

During this time of social distancing, I’m so grateful I have ____, or else I’d go crazy!

- A patio
- Community and loved ones
- My friends
- My family
- My roommate
- MDSA writing groups
- A home
- The internet
- Cod
- Netflix
- Time and space to write
- A job
- My pets
- PHD project/MDSA community

Tuned into DJ D-Nice's live stream on Instagram?

Yes

No

How many minutes a day, on average, have you spent...
(# of people on y-axis)

Reading news, watching videos, or engaging in social media related to the COVID-19 pandemic?

Watching Netflix, Hulu, Amazon, or Television in general?

Being stuck at home has made me realize ____.

Meaning in life cannot be derived solely from one's work.

I need excitement/adventure.

I am an extrovert.

I love touching my face.

How blessed I am to have stable housing.

I am okay being alone.

How productive I was at the office.

Life and health are not to be taken for granted.

Things could be worse.

To relax & live in the present.

That my dog does in fact sleep all day long.

I am really boring.

I can get a decent workout without going to the gym.

I like it at home.

How privileged I am.

There are other priorities aside from chasing publications.
CHEERS TO STAYING HEALTHY!

- Women Evolve by Sarah Jakes Roberts
- The Read
- Pod Save America
- Podcast Addict
- Joe Rogan

reading
- The Bible
- Born to Run
- Inequality and Heterogeneity
- Outlander Series

music
- Quest Love's Evening DJ Sets
- My Playlist on Napster
- Anything Beyonce
- Gospel Music

television shows
- Tiger King
- Top Chef
- On My Block
- All American
- Black Lightening
- Martin
- Desperate Housewives

other
- Talking to Family More on Zoom
- Jigsaw Puzzles
- Daquan on Instagram
- Academic Twitter
- Embroidery
- My Newborn Baby!
- Duolingo

Spending QT with My Partner and Friends (Virtually)

1. Which EC member has been to Alaska? PT
2. Which EC member does not like french fries? PT
3. Which EC member has walked to Mexico? MM
4. Which EC member could survive on pizza and mac and cheese? AY
5. Which EC member always brings their own cheese to a restaurant? MM
6. Which EC member is NOT the youngest child? AY