EMBRACING (Y)OUR EXTRAORDINARY

MDSA • SPRING 2023 NEWSLETTER

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Letter From the President

Throughout my career I have often thought to myself, “What does it feel like to be a part of a truly high-functioning team???” The kind of teams made up of highly effective, intelligent, passionate, committed members. Teams in which skillsets are complementary, perspectives are diverse, and values are aligned. Where inspired ideas come to life to create new and previously unimagined results.

Thanks to the incredible members of MDSA, I have my definitive answer….ABSOLUTELY EXTRAORDINARY!!

In case you haven’t heard me exclaiming about how amazing this year’s MDSA group is …. here is my enthusiasm in ink for all to read:

First, Our MDSA leadership team is absolutely EXTRAORDINARY!! From the amazing Newsletter that you are currently reading to the pieces of MDSA magic captured on our new website (managementphdproject.org) a heartfelt thanks must be given to the Extraordinarily Creative DC (our VP) and to the Extraordinarily Methodical Andréa (our Secretary).
Second, it’s incredible to think about the fact that MDSA has grown into an organization featuring 6 committees (with additional sub-committees!) that create fantastic opportunities for members to connect, learn, and support each other as we change the face of academia. The programs and sessions available to MDSA members are the result of an extraordinary group of highly effective and passionate leaders in the MDSA community that took the initiative to imagine and then facilitate those opportunities.

Third, this newsletter celebrates the incredible individuals we have in the MDSA. Surviving and continuing in a PhD Program is a feat of extraordinary perseverance, brilliance, and a contribution to our MDSA community. As students persist, many have passed major milestones which I am thrilled to celebrate in this newsletter.

Finally, I can’t wait to celebrate our community in-person in Boston at MDSA!! An event largely made possible thanks to Myrna Varner, Tara Perino, Michele Marin, and Cristina Pazos.

With gratitude for our MDSA teams,

Elena M. Wong
MDSA President
University of Arizona
What We've Been Up To

**Cohort Liaison Committee**

**Jaylon Sherrell (Cohort 1)**
Cohort Liaison Committee, chaired by Jaylon, engaged with members, is keeping everyone updated on MDSA happenings and providing consistent communications between the Executive Committee and their cohorts.

**Membership Committee**

**Patricia Guerrero (Cohort 2) & Kalan Horton (Cohort 3)**
Membership Committee, chaired by Patricia and Kalan, checked in with members and provided support through weekly co-working sessions:
- Productive Evenings
- "This is fine" Grading & Class Prep
- Write, Eat, Sleep, Repeat.
We look forward to the Orientation they will lead for new MDSA students this summer!

**Networking Committee**

**Herrrison Chicas (Cohort 4) & Erik Hoempler (Cohort 3)**
Networking committee, chaired by Herrrison and Erik, facilitated virtual happy hours each month this academic year. We are excited for the After Hours Networking Sessions they are planning for this year's MDSA conference in Boston!
What We've Been Up To

Research and Development Committee

Micah Rajunov (Cohort 5+)
Research and Development Committee, chaired by Micah, organized many developmental opportunities for MDSA and PhD Project Members. We are in awe of all that they accomplished this year including the Teaching Workshop series in collaboration with MOBTS, the Idea Development Workshop with the Academy of Management Review, Mixed and Multi-Methods Workshop, R-Series Workshops, and Job Market Bootcamp.

Research Partnerships Sub-Committee

Daniela Rivera Piedra (Cohort 2) & Tosen Nwadei (Cohort 5+)
The Research Partnerships sub-committee, chaired by Daniela and Tosen, facilitated collaboration between MDSA members and more senior scholars and hosted half-baked research talks for members to share their works in progress.

CARMA Sub-Committee

Jamel Catoe & Rohan Crawley (Cohort 2)
The CARMA sub-committee, chaired by Jamel and Rohan, worked with CARMA to increase awareness of and access to methodological training for PhD Project Members.
What We've Been Up To

Service Committee

Mauricio Mercado (Cohort 4) & LaStarr Hollie (Cohort 2)

Service Committee, chaired by Mauricio and LaStarr, lead their committee members in developing and submitting a professional development workshop to the Academy of Management on behalf of MDSA.

We are pleased to announce that their proposal was accepted and our Junior Faculty Advisor, Dr. Angelica Leigh, will be moderating the panel for the PDW entitled “Understanding the Challenges in Measuring Subtle Bias: Context Conscious DEI Research” at AOM this summer!

Sessions Committee

Horatio Traylor & Kyle McCullers with Larissa Garcia (Cohort 2)

Sessions Committee, chaired by Horatio and Kyle, have been working diligently on our 2023 MDSA Conference. With support from Planning Committee, the team of three have developed an incredible program. They are currently securing speakers for the Conference. We look forward to enjoying the fruits of their labor this summer!

Read more about MDSA 2023 on page 17
One Step Closer to the PhD

**First Year Papers**
- Larissa R. Garcia
- LaStarr Hollie
- Anthony D. Meyers
- Horatio D. Traylor
- Miguel Wilson

**Second Year Papers**
- Larissa R. Garcia
- LaStarr Hollie
- Alondrea Hubbard
- Nick Johnson
- Arielle Lewis
- Horatio D. Traylor
- Miguel Wilson

**Comprehensive Exams & Qualifiers**
- Arielle Lewis
- Liza M. Lybolt
- Kimberly Weston Moore
- Ivory Simms

**Defended Dissertation Proposals**
- Alexandra Figueroa
- Chelsea Lide
- Mauricio Mercado
- Simona Womack

**Scheduled Dissertation Defenses**
- Richard Burgess
- Fernando D'Andrea
- Tosen Nwadei
- Marla White
Our Newly Minted PhDs

Dr. Terrance L. Boyd

Dr. MaQueba L. Massey

Dr. April E. Mondy

Dr. Malcolm Muhammad

Dr. Ivory Simms
Spring 2023 Job Placements

Dr. Terrance L. Boyd
Assistant Professor of Management
Texas Christian University

Fernando D’Andrea
Assistant Professor of Entrepreneurship
Embry-Riddle Aeronautical University

Tosen Nwadei
Assistant Professor of Organizational Behaviour and HR Management,
University of Toronto

Richard Burgess
Assistant Professor of Business Administration,
University of Pittsburgh

Dr. Malcolm Muhammad
Vice President of Engagement & Outcomes,
Russell Innovation Center for Entrepreneurs
Congratulations Corner

- **Dr. Terrance L. Boyd** was awarded the Art Bedeian Graduate Student Award for Excellence in Research by the E.J. Ourso College of Business.

- **Tyler N. A. Fezzey** was nominated for a Best Student Paper Award at the Eastern Academy of Management Annual Meeting, awarded the Minnie C. Miles Human Resources Management Endowed Graduate Scholarship Award and the Dr. Frederic Augustin Brett Endowed Scholarship, and named a Capstone Graduate Council Fellow.

- **Anthony D. Meyers** participated in an AMR Idea Development Workshop, DEI Expertise in Racialized Organizations, and Fostering Inclusion: A Workshop to Advance Research on Diversity, Equity, and Inclusion. He was also awarded a City University of New York Doctoral Student Research Grant.

- **Dr. Merrick Osborne** received a Best Paper Award from the DEI division and was nominated for Best Student Paper Award at AOM.

- **Debby Osias** received the Harbert College of Business, Department of Management and Entrepreneurship Summer Fellowship.
Member Publications

MDSA member's names appear in bold


DeSimone, J. A., & **Fezzey, T.** "Is it Also Time to Revisit Situational Specificity?" *Industrial and Organizational Psychology: Perspectives on Science and Practice*.


Harms, P.D., Landay, K., & Fezzey, T. "Explorations in the shadow realm: Examining the role of dark personality in the workplace." In The Oxford Handbook of Individual Differences in Organizational Contexts.


Osborne, M., Omrani, A., & Dehghani, M. "The sins of the parents are to be laid upon the children: biased humans, biased data, biased models." Perspectives on Psychological Science.


Accepted for Academy of Management 2023

- **Service Committee** Understanding the Challenges in Measuring Subtle Bias: Context Conscious DEI Research (PDW)
- **DC De La Haye** John Doe (he/him): Examining Hiring Managers' Perceptions of Pronoun Use at Work
- **Tyler N. A. Fezzey** Development and Validation of the Brief Competitiveness Inventory
- **Larissa R. Garcia & Horatio D. Traylor** Black, White, And Shades of Gray: How Leader Race Influences Firm Valuation
- **Larissa R. Garcia** When Walking the Talk Matters Most (and Least): The Conditional Effects of Organizational Behavioral Integrity on Organizational Attraction
- **Patricia Guerrero** Si Se Puede: Supporting Latina Faculty Workers to Succeed in Academia
- **LaStarr Hollie** Infusing Compassion and Humanity into the Organizational Praxis
- **Alondrea Hubbard** Targeted Training on Creative Process Engagement
- **Chelsea Lide** Second-Order Prejudice: Development and Validation of a Construct and Scale
- **Mauricio Mercado** Immigrant Entrepreneurs’ Equity Funding Outcomes under Involuntary and Compensatory Signals
- **Anthony D. Meyers** Taxonomy of Performative Allyship
- **McKenzie Preston** When Do Morals (De)Motivate?: Examining the Influence of Moral Language on Leader Support for Social Issues
- **Daniela Rivera Piedra** Senior Entrepreneurship: An Integrative Framework of Self-Efficacy, Motivation, and Intention
- **Daniela Rivera Piedra** International Business Diplomacy and Violent Conflicts: An Analysis of Firestone's Responses to the First Liberian Civil War
- **Shona Smith** A Social Identity Perspective on Millennials’ Turnover Intentions
- **Horatio D. Traylor** From a Gendered Lens: Perceptions of Fit During Recruitment
- **Horatio D. Traylor** Stakeholder Perceptions of Performative DEI Behaviors
• Fernando D’Andrea* Entrepreneurship & Growth: Agent-Based Modeling Evidence. *Babson College Entrepreneurship Research Conference (BCERC) 2023*

• Tyler N. A. Fezzey* How bad do you want it?: A bibliometric analysis of trait competitiveness. *Eastern Academy of Management Annual Meeting 2023*

• Tyler N. A. Fezzey* Climbing to the Top and Slipping to the Bottom: The Rise and Fall of Competitive Leaders. *Interdisciplinary Perspectives on Leadership Symposium 2023*

• Tyler N. A. Fezzey Immigrant Entrepreneurship: Two competing perspectives. *Small Business Institute Annual Conference 2023*

• Tyler N. A. Fezzey Cybersecurity, continuity, and personality: Three interrelated necessities for post COVID-19 resilience. *Southeast Decision Sciences Institute Conference 2023*

• Tyler N. A. Fezzey ASD (Add Some Diversity): An exploration of adverse impact in selection methods. *Western Business & Management Conference 2023*

• Alexandra Figueroa* Fictive Kinship and Unethical, Pro-Organizational Behavior in Police Organizations. *Society for Personality and Social Psychology (SPSP) 2023*

• Larissa R. Garcia Does the Diversity of Diversities Matter? The Impact of Separation and Disparity. *Society for Industrial and Organizational Psychology (SIOP 2023)*

• Larissa R. Garcia* How Racioethnic Equity Contributes to Organizational Functioning. *SIOP 2023*
Conference Presentations

*indicates first authorship (MDSA members’ names listed only, due to space constraints)

- **Patricia Guerrero*** Strategies to Overcome Maternity Bias Across Maternity Stages. *SIOP 2023*
- **LaStarr Hollie.** *SPSP 2023*
- **Nick Johnson*** Overcoming comments: intrinsic motivation and bonding social capital in contentpreneur exit intention after negative feedback. *Mid-South Management Research Consortium 2023*
- **Arielle Lewis*** Same race, but different experiences: White liberals present colder to high (vs. low) status Black partners. *International Association of Conflict Management 2023*
- **Kimberly Weston Moore*** Creating a Functional Culture Amidst the Transition to Remote Work. *South West Academy of Management 2023*
- **Debby Osias*** It takes a village to build a business: The role of perceived support factors on new venture. *PhD Project-Baruch Research Symposium 2023*
- **McKenzie Preston*** Leader Input Solicitation and Employee Silence on DEI Issues. *East Coast Doctoral Conference 2023*
- **McKenzie Preston*** & **Richard Burgess** Employee Perceptions of White and Racial Minority Leaders Who Remain Silent on Racial Equity Issues. *Race, Gender & Equity at Work Symposium 2023*
- **McKenzie Preston*** Leader Input Solicitation and Employee Silence on DEI Issues. *Race, Gender & Equity at Work Symposium 2023*
- **Daniela Rivera Piedra** International Business Diplomacy and Violent Conflicts: An Analysis of Firestone's Responses to the First Liberian Civil War. *Academy of International Business 2023*
- **Shona Smith*** Meaning in Life and Social Identities as Key Challenges in Shaping Retirement Decisions. *SIOP 2023*
- **Shona Smith*** The Masked Worker: Identity Management Implications of Employees with Depression. *SIOP 2023*
- **Horatio D. Traylor** Rudeness and Recovery: The Effect of Micro-Breaks in Reducing Negative Consequences of Workplace Incivility. *SIOP 2023*
- **Miguel Wilson*** Queering Entrepreneurship: An ethnographic study of a women-led tech startup in Berlin. *Southern Sociological Society 2023*
**Virtual MDSA Day**

**July 27, 2023 12-4pm EST | 10-2pm MST**

We will be hosting a virtual conference day a week before we'll meet in Boston. The virtual day will cover developmental sessions around coursework, teaching, and publishing, as well as social sessions for us to reconnect before MDSA and AOM!

**MDSA and Academy of Management Conferences**

**MDSA August 3-4, 2023 | AOM August 4-8, 2023**

The MDSA Conference has been confirmed for August 3 - 4, 2023 at the Boston Marriott Cambridge. All qualifying students should have receive a registration link from The PhD Project to allow registration for the MDSA Conference, hotel accommodations (4-night stay beginning with MDSA Conference) and allow for travel via the Concur travel site.

The MDSA conference is held in conjunction with the Academy of Management Conference on August 4–8, 2023. If you haven't already, please be sure to register for the 2023 Annual Meeting of the Academy of Management using your unique promotion code emailed by Barbara Rizzotti.

If you did not receive these emails, let us know immediately so we can resolve the issue.
Planning Committee

We thank you for an extraordinary year!