Thriving, an important precursor to health and well-being, is a psychological state in which individuals experience a sense of vitality, connectedness, and intentionality in their processes of learning and personal growth.

(Spreitzer & Sutcliffe, 2007; Spreitzer, Sutcliffe, Dutton, Sonenshein, & Grant, 2005)
Spring has sprung! And with it has bloomed fountains of professional and personal success for MDSA. So many of us are celebrating AOM acceptances, publications, dissertation defenses, new jobs, new babies, citizenship, and so many other milestones. I myself recently welcomed my daughter, who many of you have virtually met, and may get to meet in person in Seattle! I am so grateful for the community I have with you all that allows me to share milestones such as this. In fact, gratitude has defined my time with MDSA and The PhD Project. I am grateful for the professional support I receive from other students and MFCA, I am thankful for all of the new students we have joining us, and I am especially thankful for the friendships I will have at the end of my time as a student. I’m excited to see you all in person this summer, but I am especially excited to show the more junior students how amazing this group is and how transformative it can be for their doctoral journey.

This semester, we have had many opportunities to reconnect and rebuild together. None of that would have been possible without the people currently serving MDSA. To highlight a few:

- The Service Committee and their fearless leader, Andrea Floyd, had their PDW accepted, titled “Diversity Dilemma: Defining, Measuring, and Accessing Diverse Samples.” This was exclusively due to the hard work and long hours put in by the Service Committee and their leadership.

- The Sessions Committee has been working incredibly hard this semester to prepare an amazing MDSA 2022 conference for us on August 4th and 5th in Seattle. Co-chairs DC De La Haye and Dr. Jennifer Bishop have worked tirelessly to secure fantastic speakers and interesting sessions for the conference.

- We’ve had many happy hours—in person at SMA and SPSP—as well as virtual happy hours organized by Erik Hoempler and our Networking Committee.

- Our Research Committee has organized informative methods sessions as well as educational collaborations.

- The Executive Committee hosted a townhall to connect with MDSA’s first- and second-year students, answer their questions, and address their concerns.

Check out pages 24 through 26 to see what we’ve been up to this semester!

As we approach our 2022 MDSA conference, I invite each of you to consider serving MDSA in some capacity. Will you lead a research methods session with CARMA? Plan social events with Networking? Or maybe even pave the way for the future of MDSA by serving on the Executive Committee?

I hope to see you all in Seattle soon!

In gratitude,
Alexandra Figueroa Anderson
MDSA Member Spotlight

#1: AN INTERVIEW WITH GISELLE ANTOINE

Q: What have been your biggest challenges during this PhD Journey?
Balancing parenting with academic pursuits has by far been the greatest challenge of my PhD journey. It’s especially challenging because both my children and my career are deeply important to me. At the same time, I am so grateful to have two big passions that fill my life with joy. No matter how I spend my time, on work or on caregiving, I’m doing something that I love, something that is deeply meaningful to me.

Q: What did you learn from those challenges?
There are so many resources to support academic women and caregivers, but you have to work to find them and access them. I have also learned to adjust my definition of success. I’m a perfectionist and tend to get stuck on needing things to be perfect, but you cannot parent perfectly, ever, and especially not while balancing a demanding academic career. Research projects also rarely proceed perfectly. So I’ve learned to become more flexible and adaptable to the array of possibilities that are available to me at any given moment.

Q: What and/or who helped you overcome those challenges?
With time and commitment, these challenges became more manageable. Developing a community of support was absolutely indispensable to managing these challenges. I learned there are many people who are willing and happy to offer support in a variety of ways. Creating a network with other academic mothers and women was especially helpful, as we were able to help each other along the way.

Q: What are you most excited about? What have been some of your successes/wins that you’d like to share with the MDSA/PhD Project Community?
I am most excited to see the research stemming from my dissertation taking on new forms and proceeding in new directions. I’m already involved in a number of projects that have spun off of my dissertation topic in response to presentations I delivered while on the job market. It was also exciting to be an INFORMS/Organization Science Dissertation Award finalist. Participating in the competition and developing a network through it was an incredibly rewarding experience. It was also wonderful to witness one of our MDSA/PhD Project members, Rebecca Ponce de Leon, win first place. I love seeing our people succeed, so that moment was a high point for me. I also received the University of Washington Presidential Dissertation Fellowship Award, which funded additional time for me to work on my research. This award was an honor to receive and a tremendous help in my research process.

Q: What energizes you?
I absolutely love working with my coauthors. I feel like I’m blessed to work with the most intelligent, diligent, creative, and inspiring people I’ve ever met. I love the energy I feel coming out of a research meeting. The content of the research is obviously a source of endless fascination, but the people I get to work with are supremely the icing on the cake.

(continued)
Q: What’s next for you?
I’m really looking forward to starting my faculty position at Washington University Olin School of Business in the coming months. I’m excited to continue working with my coauthors here at Foster and beyond, while expanding my network to include the faculty and PhD students at Olin. I’m always excited to continue growing and learning. Even though I have grown so much through this process, I feel like there is still so much growing yet to come.

Q: What lessons learned would you like to share with others who are:

1. Starting their PhD programs?
   - Develop collaborative relationships with other PhD students. We all enter our programs with different strengths, and we are definitely stronger as a group.
   - Take the time to work with as many faculty in your department as you can manage, specifically those who have a history of developmental relationships with PhD students. While you may have one or two faculty that you really favor, there is so much to learn from the breadth of different approaches to research that are used by various faculty within your department. That broad exposure early on will help you to narrow down what research styles and approaches work best for you.
   - Expand your network of collaborators beyond your immediate department. There is so much to be gained from developing collaborations with faculty and students at other institutions. Over the course of your career, you will do this anyway, and so it signals maturity if you've made the effort to expand your collaborations while you are still a PhD student. When you are on the job market, it is also helpful if faculty from other institutions can speak positively on your behalf.
   - Ask questions often and recognize that it's okay to not know the answers or not know how to do something. Even full professors are still learning new research skills and new information about their topic. The only way we increase our understanding is by asking. I've asked a ton of questions during my PhD journey, but if I could go back and do it again, I'd ask even more.

2. Developing their research identity?
Some people inherit a research identity from their advisors. I came into my program already having a rough sense of what interested me. I learned that not everyone has to love your topic, not everyone will, and that's okay. You really only need to convince a core group of scholars that your topic is legitimate and important to study. I've learned to welcome criticism, but also be very discerning around which criticism I actually integrate. If you really love your topic, you will love any question or criticism that expands the way you think about your work.
AN INTERVIEW WITH GISELLE ANTOINE

Q: What lessons learned would you like to share with others who are:

3. Navigating the job market?
   - Have fun! The job market is your golden opportunity to debut your exciting research identity to the field. It's one of the few times in your career when so many scholars will take the time to carefully read your CV and entire body of work. The experience will feel exhausting at moments, but also incredibly exhilarating. Find ways to take care of yourself so that you can bring your full energy and excitement into every talk and conversation.

   - Learn to love the questions! You will be asked more questions than you've probably ever faced before while you're on the job market. The questions are intended to help advance your thinking about your topic and to get to know you as a researcher. As academics, it is our job to ask and answer interesting questions and the job market is teeming with questions. Lean into the questions and consider all the ways you might answer each one. Cultivate the spirit of inquiry inside you that loves the question and appreciates that the answer is rarely simple.

4. Balancing their PhD Journeys with parenthood?
   It's a rare day when I could say that my career and my parenting are actually in balance. In fact, I probably spend most of my days feeling like my career and parenting are out of balance. Some days I spend a lot more time focused on my children and parenting, while other days I really need to focus on my career. So, I've come to appreciate that balance is achieved over time. This approach helps me to feel less guilty on a given day if I feel that I should be working more (or spending more time parenting), because I know that tomorrow or next week I'll make up for it. I tend to go all out in everything that I do, so some days I'll go all out on parenting, and some days I'll go all out on my work, and over the course of my journey (I hope) an equilibrium is achieved.

Thank you, Giselle! Happy Mother's Day Month and congratulations on all of your accomplishments!
Q: What have been your biggest challenges during this PhD Journey? Have you overcome them? If so, what and/or who helped you do so? What did you learn from those challenges?
I faced my first big challenge when I entered a Ph.D. program that was not a good fit for me. While I was tremendously proud of being a doctoral student at that institution, I did not find the institutional support I needed. I learned to ask for help and to take the risk of making a big change. I decided to transfer to the University of California, Irvine, during the third year of my former Ph.D. program. I am now sure that it is always a good decision to advocate for what is best for me, and I am glad I found the support of professors in my former institution to transfer. Furthermore, many of our friends, including our MDSA friends, showed up for my family and me.

Another big challenge I faced was during the beginning of the pandemic, when my then 9-month-old daughter stayed home with us. Sandra, my wife, who just defended her dissertation this month, was a Ph.D. student as well, so we both had to take turns taking care of our little one. While parenting, teaching, and writing a dissertation at home during the pandemic, I learned how lucky I am to have a supportive community.

Q: How are you feeling now that you're winding down your PhD Journey? What are you most excited about? What have been some of your successes/wins that you'd like to share with the MDSA/PhD Project Community? What energizes you? What's next for you?
I'm feeling exhausted and excited. I wasn't planning on finishing my program this year. Therefore, I am pushing through this last stage to finish the final paper of my dissertation and defend it before starting as a postdoctoral research scholar at Columbia Business School (CBS) this July. While I'm exhausted, I'm also enthusiastic about the next stage in my academic career. At CBS, I will have the support and resources to engage in large field projects on corporate sustainability in Latin America. I have an exciting opportunity to engage in impactful research.
Q: What lessons learned would you like to share with others who are starting their PhD programs? Developing their research identity? Navigating the job market? Balancing their PhD Journeys with parenthood?

- **Take time for yourself and your family.** When we are satisfied with our family roles (especially the case for parents), we will always be in a better position to do well as Ph.D. students, researchers, or professors. So, prioritize your own well-being and your family.

- **Find your tribe.** Find the people that will be there for you no matter what: other students, professors, etc. These people will help you through anything; take the time to foster these relationships.

- **Don’t worry too much about your research identity while taking classes.** Find the research topic(s) and method(s) that are right for you. You will be able to sustain your motivation, and your research identity will eventually become evident. So, explore different areas and methods, and don’t settle for anything less than the type of research that will truly motivate you.

**thank you**

Thank you, Florencio! Happy soon-to-be Father’s Day Month and congratulations on all of your accomplishments!
Successful Dissertation Defenses

- Dr. Juliet Oriaifo (9.23.2021)
- Dr. Alice Gordon Holloway (10.22.2021)
- Dr. April Lawson (10.28.2021)
- Dr. Andrea Floyd (2.23.2022)
- Dr. Jennifer R. Bishop (3.3.2022)
- Dr. Jason Marshall (3.25.2022)
- Dr. Michelle Montague-Mfuni (3.25.2022)
- Dr. Samantha E. Erskine (3.30.2022)
- Dr. Jamila Maxie (3.30.2022)
- Dr. Rebecca Ponce de Leon (3.30.2022)
- Dr. Kinde Wubneh (4.20.2022)
- Dr. Yaminette Diaz-Linhart (4.28.2022)
- Dr. Arianna Beetz (5.6.2022)

Upcoming Dissertation Defenses

- Giselle Antoine (5.25.2022)
- Florencio Portocarrero (6.7.2022)
- Monique Domingo (6.21.2022)
- Stormy Sweitzer (7.6.2022)
- Estelle E. Archibold
- Esther Lamarre Jean
- Carmella Lennon
- D. Carrington Motley
- Brittany Torrez
CONGRATULATIONS CORNER

Defended Dissertation Proposal

- Giselle Antoine
- Terrance L. Boyd
- Derek Brown
- Yaminette Diaz-Linhart
- Monique Domingo
- Samantha E. Erskine
- Alexandra Figueroa Anderson
- Andrea Floyd
- Erica Johnson
- April Lawson
- Jamila Maxie
- Tosen Nwadei
- Juliet Oriaifo
- Stormy Sweitzer
- Brittany Torrez
- Marla White
- Kinde Wubneh

Passed Comps/Qualifying Exams & Papers

- Anna-Maria Broomes
- Herrison Chicas
- April Lawson
- Ali Mchiri
- Gregory Orewa
- Shona Smith
- Brittany Torrez
- **Giselle Antoine** is an Organization Science INFORMS Annual Dissertation Award Finalist and a University of Washington Presidential Dissertation Fellowship Recipient.

- **Estelle E. Archibold** was elected Representative at Large for the AOM Conflict Management Division this year 2022. She is also a Co-organizer and Convener of the Race, Embodiment and Ethics Research Network of the *Gender, Work and Organizations* Journal.

- **Derek Brown** received the RRBM Dare to Care Dissertation Scholarship to support his dissertation research.

- The Point Foundation honored **Jamel Catoe** as a BIPOC Scholar.

- **Herrison Chicas** was awarded The P. Rao & Venku M. Chatrathi Doctoral Scholarship in International Business and the Kenan-Flagler DEI Grant. He was nominated for the Carolyn B. Dexter Award by the AOM GDO Division.

- **Monique Domingo** was (1) awarded the SIOP Graduate Student Scholarship for 2022, (2) inducted into UConn's School of Business Student Hall of Fame for 2022, (3) nominated as UConn's School of Business Nominee for the University of Connecticut's Outstanding Women Academic Achievement Award for 2022, (4) selected to be UConn's Doctoral Ceremony Commencement Speaker for 2022.

- **Dr. Samantha E. Erskine** was invited to become a member of Beta Gamma Sigma, the highest national academic honor a business student can attain upon graduation from an AACSB International accredited school. In addition, Dr. Erskine's paper submission to AoM, on gaslighting, was judged by AoM reviewers to be one of the best accepted papers in the program. An abridged version of her paper will be published in AoM's 2022 Meeting Proceedings. Samantha was also featured in 2 podcast episodes this semester: The *ASQ Blog* and *Latinx Intelligentsia*. 
DC De La Haye was appointed as a Junior Fellow of the Center for Applied Transgender Studies.

Erica Johnson received both the Sherm Grinnell dissertation scholarship AND the Don Wolfe dissertation scholarship from Case Western Reserve University’s Organizational Behavior Department.

Nick Johnson received a conditional acceptance for a paper at the Journal of Business Venturing Insights (lead author) and has two papers in the second-round revise and resubmit process. One is at The Leadership Quarterly and the other is at Family Business Review.

Ali Mchiri received the Best Doctoral Paper Award at the Western Academy of Management.

Kalan Norris received the 2022 Dean’s Award for PhD Student Teaching Excellence.

Tosen Nwadei was named as a Goizueta Fellow. In addition, he received a $2,500 research award. His research is also being featured on the podcast for the Journal of the American Medical Association (JAMA) Network.

Stormy Sweitzer is a designated alternate for a Fulbright Research Award 2022-23. She also received scholarships for training in futures and foresight—a complement to her research agenda. In addition, Stormy has a paper under review at the Academy of Management Review.
JOB PLACEMENTS

Congratulations!

Giselle Antoine
Assistant Professor of Organizational Behavior
Washington University, Olin Business School

Dr. Arianna M. Beetz
Management Consultant
McKinsey

Dr. Jennifer R. Bishop
Sr. Business and Execution Manager
Wells Fargo Bank

Dr. Yaminette Diaz-Linhart
Postdoctoral Fellow
Work and Organizations Group
MIT Sloan School of Management
Dr. Andrea Floyd
Employed at Maximus

Monique Domingo
Assistant Professor, Management
Louisiana State University

Dr. Samantha E. Erskine
Assistant Professor of Management
UMass Boston College of Management

Esther Lamarre Jean
Researcher, Performance Design
Google

Congratulations!
Dr. April Lawson  
Investigative Analytical Manager, Global Governance  
Walmart

Dr. Jason Marshall  
Assistant Professor  
Heider College of Business  
Creighton University

Carmella Lennon  
Accepted a tenure-track position

Dr. Jamila Maxie  
Assistant Professor of Marketing and Management  
College of Business  
University of Central Arkansas
JOB PLACEMENTS

congratulations!

Dr. Michelle Montague-Mfuni
Assistant Professor, International Business/Strategy
University of Richmond

D. Carrington Motley
Assistant Professor
Carnegie Mellon University Tepper School of Business

Dr. Maurice Murphy
Assistant Professor of Strategy and Entrepreneurship
University of Georgia’s Terry College of Business

Juliet Oriaifo
Assistant Professor of Management
North Carolina A&T State University
JOB PLACEMENTS

congratulations!

Dr. Rebecca Ponce de Leon
Assistant Professor of Management
Columbia University Business School

Florentio Portocarrero
Postdoctoral Research Scholar
Columbia University Business School

Dr. Kinde Wubneh
Assistant Professor of Entrepreneurship & Innovation
Northeastern University School of Business
Giselle Antoine, “You are What you Eat: How and when workplace healthy eating cultivates coworker perceptions and behaviors.” *Journal of Applied Psychology*

Estelle E. Archibold (with first author Herman Aguines and third author Darryl Rice), "Let’s Fix Our Own Problem: Quelling the Irresponsible Research Perfect Storm." *Journal of Management Studies*

Jose R. Beltran, “Artificial intelligence and operationalization of psychological constructs: The case of emotions and emotional authenticity of entrepreneurs during pitch presentations.” *Research Methodology in Strategy and Management*

Derek Brown*, “If you rise, I fall: Equality is prevented by the misperception that it harms advantaged groups.” *Science Advances*


James Carter, “But the Fellows Are Simply Diversity Hires! How Organizational Contexts Influence Status Beliefs.” *The Russell Sage Foundation Journal of the Social Sciences*


Nick Johnson*, “Introducing the Contentpreneur: Making the Case for Research on Content Creation-Based Online Platforms.” *Journal of Business Venturing Insights*

Carmella Lennon, “Impact of Experience and Education on Risk Attitude and Risk Perception of Supply Chain Management Professionals.” *Operations and Supply Chain Management: An International Journal*


Ali Mchiri and MaQueba Massey (with first author Darryl Rice), “A Trickle-Down Model of Organizational Embodiment and The Impact of Supervisor Neuroticism.” *Journal of Management Organization*


Gregory Orewa*, "Using accountable care teams to improve timely discharge: a pilot study." *Quality Management in Health*

Rebecca Ponce de Leon*, "Invisible" Discrimination: Divergent Outcomes for the Non-Prototypicality of Black Women. *Academy of Management Journal*

Giselle Antoine*
“Witnessing Shaming as a Social Binding and Norm Reinforcing Process”
Academy of Management 2022 (Seattle, WA)

Jose R. Beltran*
“Artificial intelligence and operationalization of psychological constructs: The case of emotions and emotional authenticity of entrepreneurs during pitch presentations”
Strategic Management Society

Jose Beltran and Mauricio Mercado
(first author: Herman Aguinis)
“Scholarly Impact in Context: A New Conceptualization and Assessment Using IMPACT”
Academy of Management 2022 (Seattle, WA)

Jose R. Beltran, Estelle E. Archibold, Esther L. Jean
(with Darryl B. Rice and first author: Herman Aguinis)
“Best-Practice Recommendations for Designing and Implementing Thought Experiments”
Academy of Management 2022 (Seattle, WA)

Zachariah Berry*
“What Will They Think? People that give up on a passion overestimate the negativity of observers' judgments.”
Academy of Management 2022 (Seattle, WA)
The International Association for Conflict Management (Ottawa, CAN)

Anna-Maria Broomes
“Safe from What and Whom: The Power to Define Safe Space”

Derek Brown*
“Equality is prevented from the misperception that it harms advantaged groups”
Academy of Management 2022 (Seattle, WA)

Rose Brown*
1. “What does it mean to talk the talk? The Development and Validation of a Code-Switching Scale (CSS)”
Academy of Management 2022 (Seattle, WA)

Richard Burgess*
"Bystander Intervention to Racial Discrimination."
Invited talk: University at Buffalo

James Carter and Rebecca Ponce de Leon
(with Ashleigh Shelby Rosette)
Sincere Solidarity or Performative Pretense? Evaluations of Organizational Allyship Displays
Academy of Management 2022 (Seattle, WA)
Jamel Catoe
The Empirical Impact of the COVID-19 Pandemic on Black and Hispanic Adults' Work Experiences in the United States: A Scoping Review
Southern Sociological Society

Herrison Chicas*
“Paying Off the Intergenerational Debt: The Immigrant Bargain & Status-Striving”
Academy of Management 2022 (Seattle, WA)

Karla Corres Luna*
“The Impact of Social Disadvantage on Entrepreneurial Intent and Public Service Motivation in Youth
Academy of Management 2022 (Seattle, WA)

“Creating Synergies: The Role of Mother's Autonomy and Use of Media on Children's Education: A Multi-Method Study Conducted in India”
Academy of Marketing Science Conference 2022

DC De La Haye
“John Doe (She/Her): Employer Reactions to Pronoun Signposting on Resumes”
Academy of Management 2022 (Seattle, WA)

DC De La Haye (with Drs. Shanna Daniels and Dr. Aneika Simmons)
“Pre- and Post-Hire Experiences of Formerly Incarcerated Individuals” [Poster]
Society for Industrial and Organizational Psychology Annual Conference

Samantha E. Erskine
“The Gaslighting of Women of Color CEOs: Sensegiving and Sensebreaking Tactics That Center Whiteness. (Judged by reviewers to be a best-accepted paper.)
Academy of Management 2022 (Seattle, WA)

Doctoral Institute
Management and Organizational Behavior Teaching Society (Cal Poly Pomona)

“Gaslighting Women of Color CEOs: Sensegiving/Breaking Tactics Centering Whiteness.”
Society for the Psychological Study of Social Issues (San Juan, Puerto Rico).

“Antiracist Energy Leadership: Black Women and Latina CEOs' Leadership Strategies” [Poster]
“Being an Ally: Emergence of Allyship Relationships for Women of Color at Work” [paper coathor]
2022 Positive Organizational Scholarship (POS) Research Conference (Ann Arbor, MI).

“Being an Ally: Emergence of Allyship Relationships for Women of Color at Work.” [paper coathor]
Dismantling Bias Conference: Shifting Diversity Equity Inclusion (DEI) Paradigms for Workplaces of the Future – Research to Practice. Purdue University, Krannert School of Management (West Lafayette, IN).

Alexandra Figueroa Anderson*
(with Jared M. Poole)
"#BlueBloods: Fictive Kinship, and Unethical Pro-Organizational Behavior in Police Organizations"
Academy of Management 2022 (Seattle, WA)

Andrea Floyd, Mary Struzska, Mauricio Mercado, Edward Murrell, Terrance L. Boyd, Jennifer Bishop, McKenzie Preston, Tosen Nwadei
"Diversity Dilemma: Defining, Measuring, and Accessing Diverse Samples"
Academy of Management 2022 (Seattle, WA)
Conference Presentations

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

Larissa Garcia and Horatio D. Traylor
(with Derek R. Avery, Enrica N Ruggs)
“What can diversity do for you? How racioethnic diversity influences task performance” (Poster)
_Society for Industrial and Organizational Psychology (Seattle, WA)_

“Partisanship vs. Principles for Policies: What Drives Responses to Anti-Racist Workplace Initiatives” [symposium]
_Academy of Management 2022 (Seattle, WA)_

“Morality as Mitigator? The Role of Supervisor Moral Identity in Relational Demography” [symposium]
_Academy of Management 2022 (Seattle, WA)_

Erica Johnson
“Novel Perspectives on Mental Health in the Workplace.” [symposium]
_Academy of Management 2022 (Seattle, WA)_

Nick Johnson
“Influencers and Entrepreneurs on the Twitch Platform: Leveraging a New Resource Acquisition Game.”
_Babson Conference_

MaQueba Massey
“Thinking Smart”: The benefits of smart contracts in HRM
_European Decision Science Institute_

MaQueba Massey and Ali Mchiri
(first author: Darryl Rice)
Integrating Deonance and Behavioral Plasticity Theories to Advance Leader Duty-Oriented Behavior
_Academy of Management 2022 (Seattle, WA)_

Mauricio Mercado and Ali Mchiri
(with Diana Hechavarria)
“Birds of a Feather Struggle Together? The Perils of Racial Homogeneity to Entrepreneurial Team Performance.”
_Academy of Management 2022 (Seattle, WA)_

Mauricio Mercado
“Transitioning Informal Sectors to Formality Using Digital Technologies”
_Baruch College Research Symposium_

Michelle Montague-Mfuni
(with Darline Augustine)
“Black Women Matter- Discussing strategic impacts for organizations”
_Management and Organizational Behavior Teaching Society_

Maurice Murphy*
“The Art of Blending Stakeholders: Bootlegger and Baptist Coalitions in Corporate Constituency-Building.”
_Academy of Management 2022 (Seattle, WA)_
Kalan Norris
2. “The Curiositor’s Dilemma: Why Curious Employees are Perceived as Insubordinate and Unlikeable.”
Academy of Management 2022 (Seattle, WA)

Tosen Nwadei
“Growing Apart: Hair-based Stigma and Racial Segregation in America’s Institutions”
Academy of Management 2022 (Seattle, WA)
Boston University’s Emerging Scholars Symposium:
East Coast Doctoral Conference
Society for the Psychological Study of Social Issues 2022

Gregory Orewa
“COVID-19 in Socially Deprived Communities: Examination of Nursing Home Infection Rates”
EURAM

“The Exploration of Nursing Home COVID-19 Incidence Rates in Socially Deprived Communities”
Academy of Management 2022 (Seattle, WA)

1. The Impact of an Accountable Care Team on Discharge Efficiency
2. Assessing the Outcome of a Procedure Service Administered By Non-Trainee Hospitalist
3. Employee Empowerment: Decreasing COVID-19 Cases in High Medicaid Nursing Homes
AcademyHealth

Juliet Oriaifo
Academy of Management 2022 (Seattle, WA)

Florencio Portocarrero and Samantha E. Erskine
(in collaboration with and presented by Carlos González, Patricia Martínez, and Mónica Gavino)
Resilience and Hermandad Among Latinx Scholars: A Professional Development Workshop
Western Academy of Management (Hawaii).

Rebecca Ponce de Leon
(with Ashleigh Shelby Rosette)
Academy of Management 2022 (Seattle, WA)

McKenzie Preston*
“Leader Input Solicitation and Employee Silence on DEI Issues”
Academy of Management 2022 (Seattle, WA)
Boston University Emerging Scholars Conference

“Echoes from the Past: Racial Transference and Leader Succession”
Society Personality and Social Psychology Conference (San Francisco)
McKenzie Preston, Terrance Boyd, Ricky Burgess, (with Angelica Leigh and Vic Marsh)  
“Who’s Expected to be an Ally? An Examination of Allyship and Leadership Evaluations for White and Racial Minority Leaders”  
Academy of Management 2022 (Seattle, WA)  
Dismantling Bias Conference: Shifting Diversity Equity Inclusion (DEI) Paradigms for Workplaces of the Future – Research to Practice. Purdue University

McKenzie Preston and Arianna Beetz  
“The Efficacy of Leader Rhetoric in Promoting a Superordinate Goal of Inclusion”  
Academy of Management 2022 (Seattle, WA)

Shona Smith*  
“The Role of Stigma-Consciousness in the Demonstration of Allyship Behaviors amongst White Employees”  
Dismantling Bias Conference: Shifting Diversity Equity Inclusion (DEI) Paradigms for Workplaces of the Future – Research to Practice. Purdue University

“The Role of Meaning in Life, Worker and Retiree Social Identities as Overlooked Key Challenges in Retirement Decision-Making” (in symposium)  
Academy of Management 2022 (Seattle, WA)

“Uncivil Wars: The Benefits and Consequences of Passion for Politics at Work (in symposium)  
Academy of Management 2022 (Seattle, WA)

Samantha Smith*  
“Organizational Competition: A Catalyst for Workplace Diversity and Desires for Uniqueness”  
The Consequences of Competition in Organizations

Stormy Sweitzer  
“#GirlsWhoRide: Social Media Affordances-In-Practice and Their Role in Organization Creation”  
Academy of Management 2022 (Seattle, WA)

Brittany Torrez*  
“The misperception of racial progress toward organizational diversity, equity, and inclusion.  
Academy of Management 2022 (Seattle, WA)  
International Association of Conflict Management Conference. Ottawa, CA.

Aurora Turek*  
“A Blessing or a Curse? The Benefits and Challenges of Remote Work for Working Mothers During the COVID-19 Pandemic”  
Academy of Management 2022 (Seattle, WA)

Marla White*  
“The role of organizational and leader communication in employees’ commitment to diversity both within and outside of organizations.”  
Society for Industrial and Organizational Psychology (Seattle, WA)

Kinde Wubneh  
·Presented at the HBS DEI Conference  
·Selected to present at the 2022 Positive Organizational Scholarship (POS) Research Conference at the University of Michigan (Ann Arbor, MI).  
·Selected to present at Academy of Management 2022 (Seattle, WA)
What We've Been Up To

Research Committee

The Research Committee convened four Spring 2022 peer-led workshops

"Mixed Methods"
Featuring Dr. Howard Jean-Dennis
February 28, 2022

"Intro to R"
Featuring JR Beltran
March 3, 2022

"Moderation & Mediation in R"
Featuring Dr. Angelica Leigh
April 1, 2022

"The Nuts & Bolts of Assessing Measurement Equivalence/Invariance"
Featuring Kalan Norris
April 15, 2022

Find out about professional development and research opportunities within and outside The PhD Project by clicking here to visit the Research Committee's May 2022 newsletter. (hint: hit subscribe on the top left)
What We've Been Up To

Networking Committee

The Networking Committee convened four Spring 2022 virtual happy hours

January 2022

February 2022

March 2022

April 2022

Join us at MDSA 2022 in Seattle, WA for in-person connecting!

August 4th & 5th, 2022

The conference will take place at the Grand Hyatt Seattle. All qualifying students will receive a registration link from The PhD Project in the coming weeks.
What We've Been Up To
THRIVING!
If you haven't already, please be sure to register for the 2022 Annual Meeting of the Academy of Management using your unique promotion code emailed by Barbara Rizzotti. If you did not receive this email, let us know immediately so we can resolve the issue.

The MDSA Conference has been confirmed for August 4 - 5, 2022 at the Grand Hyatt Seattle. All qualifying students will receive a registration link from The PhD Project in the coming weeks. The link will allow registration for the MDSA Conference, hotel accommodations (4-night stay beginning with MDSA Conference) and allow for travel via the Concur travel site.

Reminder: Submissions to the special issue for the Equality, Diversity, and Inclusion: An International Journal focusing on Latino/Latina/Latinx work experiences are due on June 1, 2022! The working title for the special issue is "We Are Here (Estamos Aquí): Researching the Latinx Work Experience in the U.S." Click here for more information.
thank you

MDSA Committee Chairs

Membership Committee Co-Chairs: Monique Domingo & Shona Smith
Networking Committee Chair: Erik Hoempler
Cohort Liaison Committee Chair: Chadé Darby
Research Committee Chair: Micah Rajunov
CARMA Committee Chair: Rohan Crawley
Service Committee Chair: Dr. Andrea Floyd