AUGUST 5 - 7, 2020

MD

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VANCOUVER, CANADA
The Trailblazer Award is given to someone who has demonstrated outstanding achievements and service, leadership, and commitment to the management profession; demonstrates resourcefulness in overcoming barriers; and has been an exemplary role model and mentor. Dr. Rosette was nominated for this award by members of MDSA, who believe that she is paving the way for current and future PhD students through her service and impressive scholarly contributions to the field of management. In her keynote speech at the 2019 MDSA conference, Dr. Rosette reminded students to “Know your story, Know your value, Know your excellence, and Know your crew.” Thus, as we matriculate through our programs, we must hold those four short, but motivational, phrases in our minds and know that we are capable of achieving great things!
LETTER FROM OUR PRESIDENT

When is the last time you’ve taken a moment to reflect on your accomplishments? Your triumphs? Your pitfalls? That one person who told you, “it’ll be okay”, and even though you didn’t believe them at the time, you now know, they were right?

I, like many of you, often wonder, where has the time gone? What have I done/not done? What differences have I made? But I find that when I can reflect on my accomplishments, the obstacles I’ve overcome, and appreciate those special people who have helped me in those challenging moments, the day just seems to get a little brighter.

Last year at MDSA, I admit that my days were truly shining (cue Beyoncé). Being surrounded by individuals who you can simply be yourself around is rejuvenating. We talk about frustrations with our advisors, the mistakes we’ve made in designing studies, the writing help we need, our missed goals and nervousness for comps and the job market...genuinely. We are humble. We are intelligent, yet eager for new information. We are both teachers and learners, and seeing these attributes come to life every August is a joyful experience for me. Leaving the conference last year knowing that I have the honor to help bring you joy and shining days next year, felt like a gift.

And it made my heart smile to be able to see part of our family again at this last November conference. The experience there was recharging, and quite frankly, made me more pumped for MDSA 2020!

Speaking of which, Phylicia and MaQueba and I have some great things in store. After reading through feedback from last year, and putting our brains together, we are excited to work with the rest of the Planning Committee and other committee members to both replicate the successes of our previous MDSA conferences and introduce some new sessions and activities. Special thanks to the committee chairs for taking on a leadership role and dedicating their time and attention to the committees. If anybody would still like to volunteer, or offer feedback for next year, please email us (mdsaexecomm@gmail.com).

The conference next year will be centered around the theme, “Seeing is Believing”, which highlights the importance of taking a step back, and recognizing our strengths, our standards, and our successes—and providing others the opportunity to see our story. When we recognize these positive aspects of ourselves, we become powerful and confident. Seeing our true selves is really believing in our whole selves, and it’s important to inspire others to do the same.

So, as we wrap up our semester courses, work diligently on our research projects, return home to visit family and friends for the holidays, and continue to celebrate these past 25 years of PhD Project excellence, I encourage you to take a moment to reflect. Reflect on your accomplishments. Reflect on your resilience. Reflect on the differences you’ve made this year. Let’s enter 2020 with new visions! I believe in you! Do you?

love, gratitude, and belief...
FROM AYANA

Guess Who?

1. Which EC member has been to Alaska?
2. Which EC member does not like french fries?
3. Which EC member has walked to Mexico?
4. Which EC member could survive on pizza and mac-n-cheese?
5. Which EC member always brings their own cheese to a restaurant?
6. Which EC member is NOT the youngest child?
The PhD Project celebrated its 25th anniversary this year, which culminated with a 25th Anniversary Gala on November 22nd in Chicago! MDSA was well represented by current members who attended the conference in support of the The PhD Project and Bernie Milano. Bernie, who has dedicated 58 years as President of KPMG U. S. Foundation, Inc. and to The PhD Project, will be retiring on January 15, 2020.

"I was so appreciative of my fellow MDSA members who stepped up to support me, helped me set up my recruitment booth and gave me the encouragement I need to continue pushing for D&I efforts at my school. I was also humbled to meet some of the original and true trailblazers in our field at this conference and was so grateful for their wisdom. My hope is that I can take these insights and encouragement and continue to work to make Yale a more inclusive environment for future students and faculty of color!"

Brittany Torrez

"Hearing the speakers talk about the progress that has been made over the past 25 years in forming a pipeline, and also hearing their calls for action to continue this important work and all that still needs to be done, was so moving."

Emilie Aguirre

"I was uplifted by the vibrance of a usually dispersed community: the pure concentration of academics of color has motivated me to return to my work with a vigor that grounds and drives me. Simultaneously, connecting with prospective applicants has motivated me to continue seeking ways to make their transition into this world much easier."

Merrick Osborne
CONGRATULATIONS CORNER

PASSED COMPREHENSIVE EXAMS

Emilie Aguirre
Ahmmad Brown
Monique Domingo
Esther Lamarre Jean
Clinton Purcell

DEFENDED DISSERTATION PROPOSAL

Phylicia Taylor

PAPER PUBLICATIONS

Clinton Purcell, "Insubordination: Validation of a Measure and an Examination of Insubordinate Responses to Unethical Supervisory Treatment" Journal of Business Ethics

Lumumba Seegars, "Toward a Corporate Culture of Health: Results of a National Survey" The Milbank Quarterly

Phylicia Taylor, "An Examination of Embedded Supplier Information Utilization in Pre-Decision Phase Procurement and Three Case Examples of Opportunism in Sales Management" Journal of Management Issues "Special Issue Society for Marketing Advances – Ethical Decisions in Lifestyle Choices"

Brittany Torres, "Dynamic distance: Use of visual and verbal means of communication as social signals" Journal of Experimental Social Psychology

Elena Wong, "Examining recovery experiences among working college students: A person-centered study" Journal of Vocational Behavior

CONFERENCE PRESENTATIONS

Emilie Aguirre, "A Legal and Organizational Theory of the Firm" Social Entrepreneurship Conference


Bukola Bakare, "Blood Demand Forecasting Using Artificial Neural Network" Decision Science Institute

Zachariah Berry, "When Less is Enough: The Relationship Between Prosocial Effort and Moral Character Judgments" Society for Judgment and Decision Making


Daniela Goya-Tocchetto, "System Justification and the Motivated Perception of Economic Inequality" Pre-SJDM Inequality Conference

Esther Lamarre Jean, "Linking Organizational Typology to Typologies of Corruption" Southern Management Association

Howard Jean-Denis, "Absolute CEO Power Corrupts Absolutely: The Role of Corruption and Power Dynamics in Firm Performance" Decision Science Institute

Carmella Lennon, "The Impact of Trust on Performance in a Supply Chain: Bridging the Gap Between Reliability and Power" Decision Science Institute

Carmella Lennon, "Insubordination Research Opportunities for an Emerging Construct" Southern Management Association

Trey Lewis, "Diversity Debt: How Tokenized Women in Startup Job Advertisements Undermine Job-Seekers' Interest" Australian Centre for Entrepreneurship Research (ACERE)

Tony Lynch, "An Empirical Investigation into the Relation Between Gray Swans and Operating Performance" Decision Science Institute

Jason Marshall, "Risk-Adjusted Returns and Follower Satisfaction: The Mediating Role of Leader-Rated LMX" Southern Management Association

MaQueba Massey, "The Art of Negotiation" Black Doctoral Network

MaQueba Massey, "Dare to Speak Women who Practice Authentic Leadership and their Perception of Inclusion" ECU Emerging Scholars Symposium

MaQueba Massey, "Examining Small Sized Enterprises (SSEs) Using Social Media (SM): Through the Lens of Social Capital Theory and Dynamic Capabilities" Decision Science Institute

Jamila Maxie, "The Influence of Politics on Team Performance" Midwest Academy of Management

Catrina Palmer, "Inclusion in Organizations and Society: Bringing People Together in a Multi-cultural World" People and Organizations

Clinton Purcell, "The Entrepreneur-Investor Idea Elaboration Helix" USASBE Lumumba Seegars "What am I worth? Wage security and the insecure self" People and Organizations

Richard Rodriguez, "Changing with the Times: A Resource Dependence Theory Explanation of Label Performance" Decision Science Institute

Michelle Shell, "Mitigating the Negative Effects of Customer Anxiety through Access to Human Contact" INFORMS

Phylicia Taylor, "The Art of Negotiation" Black Doctoral Network

Phylicia Taylor, "Gender Differences in Blue-Collar Work Environments" ECU Emerging Scholars Symposium
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Emilie Aguirre
Harvard Business School
3rd Year

Although completing a Ph.D. can be challenging, Clint shared his favorite quote, which is, "the good Lord said that we will have a road to walk and to trust in Him. He never said the road would be easy, but if we are faithful, we know there is a prize at the end of the road"—reminding us all that it will not be easy, but it will be worth it! Clint is a two-time preacher’s kid, both his mom and dad are Methodist ministers, and his great, great grandfather was the first U.S. Marshall on Indian Territory. Through his robust experiences in business, Clint is fluent in French and Mandarin and has traveled to over 30 countries, with his regional favorites as New Zealand, Kenya, and Italy. Although busy with his doctoral studies, Clint wanted MDSA members to know that he “welcomes collaboration and discussion of future research,” and he is looking forward to the 2020 MDSA conference for the “capping ceremony and having the ability to give back and mentor others.” Clint’s anticipated graduation is ---- 2020, and he is currently on the market.

Clint Purtell Sr.
Oklahoma State University
5th Year

Lawyer. Yoga and canoeing instructor. Food truck employee in New Orleans. Soccer and Lacrosse university athlete. In addition to being a Ph.D. student in Health Policy and Management, these are just a few of the many roles that Emilie Aguirre has taken on in her recent adult years, and has thrived at each of them. In her research, she seeks to understand how dual-purpose organizations in the healthy food sector also thrive, by maintaining their purpose and profit as they grow. In some pilot work, she finds that these hybrid organizations are motivated by more than just money. Instead, they are motivated to give back to their customers and retain their businesses by addressing inequity problems, improving public health, solving environmental crises, and so on.

She mentioned that as passionate as she has been about her research and area of study, her transition to grad school was difficult. As many of us can relate to, she struggled with feeling alone and finding an advisor. However, in her 3rd year, she has made changes for the better, changes that we can all learn from. An intentional choice she made was to construct a happier environment for herself, which meant being closer to her research field sites by relocating and creating a space that she enjoys coming home to.

Needless to say, her success thus far has not gone without positive mentors in her life. She enthusiastically talked about how Cohort 2 and 3 have been invaluable to her, and individuals in MDSA like Ahmad Brown, Lumumba Seegars, Brenda Rivera and Summer Jackson have been thoughtful, kind, and encouraging as she has begun her research process. Some advice she would give to individuals following in her footsteps is to reach out to others for help. Recognize that this is a safe place. Know that you’re not alone and you’re not crazy. She emphasizes, “Don’t suffer in silence. There are people out there who can give you a hug and make you laugh.” Practically, she suggests, “work on research while you’re doing your course work. It will pay off in the end.” Some of Emilie’s favorite memories last year at MDSA were nights spent bonding with others in MDSA, especially at karaoke night and the night at Howl at the Moon, staying up laughing and chatting afterward. She is excited for next year’s conference to be more involved, and most important for her, to form deeper relationships and friendships with other members!
**MDSA PLANNING COMMITTEE**

AYANA YOUNGE, PRESIDENT
PHYLICIA TAYLOR, VICE PRESIDENT
MAQUEBA MASSEY, SECRETARY
ANTHONY HOOD, FACULTY ADVISOR

ANGELICA LEIGH, PAST PRESIDENT
DIANE LAWONG, PAST VICE PRESIDENT
COURTNEY HART, PAST SECRETARY
JAYE GOOSBY SMITH, FACULTY ADVISOR

**MDSA COMMITTEE CHAIRS**

CONFERENCE: ANGELICA LEIGH & DIANE LAWONG
GOVERNANCE: APRIL LAWSON & EDWARD MURRA
MEMBERSHIP: T.L. BOYD & BRITTANY TORREZ
NETWORKING: RICKY BURGESS
NOMINATIONS: AMBER JOHNSON & APRIL LAWSON
RESEARCH: TOSEN NWDADE
SERVICE: T.L. BOYD, TOSEN NWDADE & MCKENZIE PRESTON
SESSIONS: LARRY CLAY

**MARK YOUR CALENDARS**

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<thead>
<tr>
<th>Month</th>
<th>Event</th>
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<tbody>
<tr>
<td>December</td>
<td>Finish the semester strong &amp; happy holidays!</td>
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<tbody>
<tr>
<td>January</td>
<td>Happy New Year! Finance &amp; Econ DSA; Jan 2-4, 2020 San Diego, CA AOM submission: January 14, 2020</td>
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<tr>
<td>April</td>
<td>7th Annual Faculty Women of Color in the Academy; April 20-21, 2020 Blacksburg, VA <a href="http://www.cpe.vt.edu/fwca/">http://www.cpe.vt.edu/fwca/</a></td>
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**ANNOUNCEMENTS**

Don't forget to create a profile on the job board at https://jobs.phdproject.org/. Not only are universities posting open positions, but PhD Project sponsors are utilizing this resource as well. Don't miss out!

**43 DAYS UNTIL AOM SUBMISSION DEADLINE!**

FOR SUBMISSION INFORMATION PLEASE VISIT: HTTP://AOM.ORG/ANNUALMEETING/SUBMISSION/
Hope your holidays are SWEET!