EMBRACING (Y)OUR EXTRAORDINARY

MDSA FALL 2022 NEWSLETTER

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I had the fortune to hear from inspiring faculty, students, and prospective students during this November’s Ph.D. Project conference. During a panel in which Ph.D. Project trailblazers spoke about their experiences, I was struck by how extraordinarily lucky we are to be a part of MDSA at this time. A common theme among the stories of senior faculty when they first pursued a Ph.D. is the experience of being “the only”, on their own to figure out how the world of academia works, and hearing that the Ph.D. wasn’t for them.

MDSA exists, in large part, thanks to the hard work of our predecessors who made the sacrifice and investment, followed their passion with commitment, and overcame countless obstacles to become the first in their department, “first”, “only”, and to us, inspirations and trailblazers. Because of their work and continued support, we no longer singularly hear the message “this is not for you”. Instead, we have a myriad of voices in academia and industry telling us that a Ph.D. IS a career pathway for us. While many of us may still be “the only” or “the first” in our department or family, we are no longer alone or “the only” in the Academy.

To the phenomenal contributors to this Ph.D. Project community, thank you for creating a place where our generation hears the words “You CAN do this.” and “Acquiring a Ph.D. and having a long career in the academy IS for you.”

The story could end there, with inspiring predecessors shattering glass ceilings. Instead, the words I heard over and over again, from faculty, staff, administration, and practitioners is, “We are here to help you. If there is ever any way that I can help you, please let me know” and they mean it.
It is amazing that the PhD Project has changed who pursues a career in academia. It is extraordinary that those who did pursue this career say to us now, "You CAN do this. And we are here to help you."

By this time in the semester, many Ph.D. Students and Candidates (self-included), feel the end-of-semester need for a nap. I frequently long for the magic I feel while surrounded by my MDSA community during MDSA conferences. If like me, you thrive off of connection with fellow MDSA members, I hope you are enjoying virtual co-working sessions, workshops, Cafecitos con Elena, and chatting in your cohort’s group chat.

I hope that this letter reinforces the fact that we CAN do this! And as your MDSA President, I am here to help you too.

With extraordinarily enthusiastic wishes for the best for you,

Elena Wong
MDSA President
University of Arizona

P.S. If you don’t know how to get connected or where to start, email us at mdsaexecomm@gmail.com and we will get you all set up!
Greetings MDSA family! Last year, past MFCA President, Dr. Darryl Rice shared that the MFCA was founded in 2001 with the goal to promote and support the professional development of management faculty and administrators of color with a particular emphasis on those of African, Hispanic, and Native and/or Indigenous descent.

We achieve this goal through professional development activities on research, teaching, and career advancement. MFCA is looking forward to collaborating with MDSA to provide relevant and carefully curated content. This co-created programming will focus on what you have asked for to support your PhD journey and what you need to propel you to the next chapter of life. We will continue the momentum of the research partnership between the MFCA and MDSA. We are planning professional development workshops and panels that cover topics like post-doctoral fellowships, securing grants, knowledge exchanges, classroom management and developing your personal brand.

The MFCA is committed to the continued partnership with our MDSA family. I am so impressed with the doctoral students that make up the MDSA, your tenacity and creativity is next level. I’m excited to create new memories with MDSA starting from meeting new members in Seattle, upcoming MFCA/MDSA dinners at regional conferences, or an AOM soiree in Boston next summer.

Wishing you a successful end of semester and a revitalizing break.

Sincerely,
Dr. Montressa L. Washington
MFCA President
Shenandoah University
# COMPLETED MILESTONES

## FIRST YEAR PAPERS
- Karla M Corres Luna
- Larissa R. Garcia
- Azucena Grady
- Anthony D. Meyers
- Samantha Smith
- Horatio D. Traylor

## SECOND YEAR PAPERS
- Ihsan Beezer
- DC De La Haye
- Ashlyee Freeman
- Andréa M. Hodge
- Erik Hoempler
- Kalan Horton
- Liza M. Lybolt

## COMPREHENSIVE EXAMS & QUALIFIERS
- Ihsan Beezer
- Peter Thurston Carrera
- DC De La Haye
- Ashlyee Freeman
- Andréa M. Hodge
- Erik Hoempler
- Kalan Horton
- April E. Mondy
- Ivory Simms
- Samantha Smith
- Aten Zaandam

## DEFENDED DISSERTATION PROPOSALS
- Jose Beltran
- Zachariah Berry
- Terrance L. Boyd
- James Carter
- Herrison Chicas
- Fernando D'Andrea
- Erica Johnson
- MaQueba L. Massey
- Ali Mchiri
- McKenzie Preston
- Micah Rajunov
- Richard Aristeo
- Rodriguez, Jr.
COMPLETED MILESTONES
DEFENDED DISSERTATIONS

DR. MERRICK OSBORNE
A Costly Penny for Your Thoughts?: Allies Cause Harm by Soliciting Disadvantaged Group Members’ Voice When Confronting Prejudice

DR. STORMY SWEITZER
(Inter)Actions, Images & Inquiry: Social Media Affordances and Micro-Social Processes in the Emergence of Macro-Organizational Phenomena

DR. LAURA TAYLOR-KALE
Organizing for Good: Latent Identities, Porous Boundaries and Meta-Organizing
OFF THE MARKET

NEW JOB PLACEMENTS

Celeste Diaz Ferraro
Tenure Track Assistant Professor
Colorado College
Colorado Springs, CO

Merrick Osborne
Postdoctoral Scholar in Racial Equity
University of California Berkeley
Berkeley, CA

Stormy C. Sweitzer
Postdoctoral Fellow
Umeå University
Umeå, Sweden

Laura Taylor-Kale
Innovation & Economic Competitiveness Fellow
Council on Foreign Relations (CFR)
Washington, DC

Marla White
Tenure Track Assistant Professor
Virginia Tech
Blacksburg, VA


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. Available here


CONFERENCE PRESENTATIONS

MDSA members’ names listed only, due to space constraints

- **Alexis Avery.** “Status and Identity Threat at Work: Incumbent Response to Women Entering Masculine Occupations.” *People and Organizations*
- **Terrance L. Boyd.** “The power to push through? A resilience perspective on disability relationships and leader performance.” *Southern Management Association (SMA)*
- **Tomeka Carroll.** “I Wonder Can You Hear Me Now? The Emotional Work of African-Americans and University Engagement.” *The Association for the Advancement of Sustainability in Higher Education*
- **James Carter.** “Evaluator Placement and Peer Evaluations: Over and under placement leads to bias in subsequent evaluations.” *People and Organizations*
- **Herrison Chicas.** “Paying Off the Intergenerational Debt: The Immigrant Bargain and Status-Striving.” *Positive Organizational Scholarship Research*
- **Fernando D’Andrea.** “Experimenting with Entrepreneurship under Market and Technological Uncertainty Evidence and Overarching Consequences.” *Entrepreneurship and Uncertainty*
- **Chadé Darby.** “Black Employees’ Allyship Needs.” *Rising Scholars*
- **Alexandra Figueroa.** “Organizations as Allies.” *Moral Psychology Research Group*
- **Jaquetta Graham.** “Digitalization and Black Entrepreneurship: Understanding Challenges and Evaluating Solutions.” *Racial Equity in Tech Entrepreneurship*
- **Andréa M. Hodge.** “Spinning the Pitch: Negative Framing, Environmental/Social Goals, and Entrepreneur Attributes in Crowdfunding.” *Strategic Management Society*
- **Kalan Horton.** “Acquisition Performance: The Role of Integration and Functional Disruption.” *SMA*
- **Kalan Horton, Andréa M. Hodge, and DC De La Haye.** “Complement- tition: Multilateral competition and ecosystem strategy.” *SMA*
CONFERENCE PRESENTATIONS

MDSA members’ names listed only, due to space constraints

- **Erica Johnson.** “Through a Trauma-informed Lens: Self-reliance and Traumatic Stress of Black and Latinx Women at Work.” *Diversityinc Women of Color and their Allies*
- **Liza M. Lybolt Correa.** “Supply Chain Disruptions: Analyzing Fraud and Delays.” *Decision Sciences Institute Conference*
- **Liza M. Lybolt Correa.** “The Impact of Information Communication Technology on Sustainable Development: Mediating Effects of Global Competitiveness, Freedom, GDPPC, and Green GDP.” *Western Hemispheric Trade Conference*
- **MaQueba L. Massey.** “What’s in a Team? Team Identity, Team Cooperation, and Team Performance.” *SMA*
- **Ali Mchiri.** “Entrepreneurial Entry and Venture Performance: The Role of Entrepreneurial Engagement and Self-Efficacy.” *Rising Scholars*
- **Anthony D. Meyers.** “Integrative OAD: De-neutralizing the Organizational Assessment Canon to Advance Humanistic Change.” *Academy of Management (AOM)*
- **April E. Mondy.** “Ulterior Motives: Exploring Self-Serving Intentions and the Subsequent Outcome of Unethical Pro-Organizational Behavior.” *SMA*
- **Tabitha Mustafa.** “Finding a Normative Racial Justice Framework in the Absence of Race.” *New Directions in Law and Society*
- **Jean-Claude Ndongo.** “Public Procurement as a Tool for Gender Equity: An analysis of the Women-Owned Small Business Program in the United States.” *Association for Budgeting and Financial Management*
- **Merrick Osborne.** “A costly penny for your thoughts?: Allies cause harm by soliciting disadvantaged group members’ voice when confronting prejudice.” *Rising Scholars*
- **Debby Osias.** “Hustle Hard: A Possible Selves Framework Linking the Entrepreneurial Identity Aspiration of Gig Workers to Entrepreneurial Hustle.” *Rising Scholars*
CONFERENCE PRESENTATIONS

MDSA members’ names listed only, due to space constraints

- Richard Aristeo Rodriguez, Jr. “Gender and Religious Diversity, Task-Related Attributes, and Organizational Embeddedness.” AOM
- Samantha Smith. “Workplace Competition and Uniqueness.” Society for Judgment and Decision Making
- Shona Smith. “The Role of Meaning in Life and Social Identities as Overlooked Key Challenges Shaping Bridge Employment and Volunteering Decisions in Retirement.” Rising Scholars
- Simona G. Womack. “The Impact on the Natural Environmental when CSR Initiatives are Misleading: Reporting Sustainability Goals.” International Association of Business and Society
CONGRATULATIONS CORNER

- Terrance L. Boyd received Best Doctoral Student Paper in Track 5 and the Outstanding Doctoral Student Conference Paper at SMA.
- James Carter fundraised and co-organized a Paper Development Workshop (PDW) taking place at Columbia Business School in March for graduate students and post-docs doing research on racialized organizations.
- Jamel Catoe was inducted into Phi Beta Delta, honor society for international scholars.
- Herrison Chicas won the Jenessa Shapiro Graduate Research Award from The Society for Personality and Social Psychology. [Read more here](#)
- Karla M. Corres Luna has successfully passed three of five comprehensive exams.
- DC De La Haye received a R&R on a manuscript co-authored with two MFCA faculty members.
- Azucena Grady had two papers accepted to USASBE conference. Received the Honor Society’s Graduate Achiever Scholarship, and a grant from Texas Tech’s Rawls College of Business for her second year paper. Finally, Azucena accepted an invitation to join Phi Kappa Phi.
- Patricia Guerrero had a book chapter accepted and expects it to be published within the next semester.
- LaStarr Hollie was awarded four years of summer support through the Research Enhancement and Leadership (REAL) Fellowship.
- Kalan Horton taught his first class (MAN4720: Strategic Management and Business Policy) at Florida State University.
- MaQueba L. Massey submitted a paper for review co-authored with two MFCA faculty members.
CONGRATULATIONS CORNER

- Ali Mchiri received the PhD Project/MDSA Promising Young Educator Award
- Tabitha Mustafa has formed their dissertation committee and is scheduled to propose in December
- James F. Rodriguez received the Best Reviewer award from the Technology and Innovation Management Division of the Academy of Management
- Richard Aristeo Rodriguez, Jr. is co-authoring an updated chapter for Performance Management Systems: A Global Perspective (2e)
- Dr. Stormy C. Sweitzer qualified as a Certified Foresight Practitioner through The Futures School which she will use in her post-doc. Stormy was also invited to present her dissertation research at both arts and government organizations in December
- Dr. Laura Taylor-Kale was nominated by President Biden for a senior position in his administration. Read more here
- Marla White received a volunteer certificate of appreciation from the Gender and Diversity in Organizations Division of the Academy of Management, the first University of Texas - Arlington Management Ph.D. Alumni Doctoral Fellowship Award, and the Zelda Ramsey Memorial Endowed Doctoral Scholarship
MEET THE MDSA COMMITTEES

PLANNING COMMITTEE

The MDSA planning committee is composed of the current MDSA Executive Committee, the members of last year’s Executive Committee, and two faculty advisors. The committee is responsible for overseeing the programs and initiatives of MDSA.

Elena Wong  
President  
Cohort 5+  
University of Arizona

DC De La Haye  
Vice President  
Cohort 3  
Florida State University

Andrésa Hodge  
Secretary  
Cohort 3  
Florida State University

Alexandra Figueroa  
Past President  
Cohort 4  
University of Utah

Dr. Samantha E. Erskine  
Past Vice President  
Assistant Professor  
University of Massachusetts-Boston

Terrance L. Boyd  
Past Secretary  
Cohort 5+  
Louisiana State University

Dr. Angélica S. Gutierrez  
Faculty Advisor  
Associate Professor  
Loyola Marymount University

Dr. Angelica Leigh  
Faculty Advisor  
Assistant Professor  
Duke University
MEET THE MDSA COMMITTEES

COHORT LIAISONS COMMITTEE

The cohort liaison committee is composed of 1-2 representatives per cohort year that serve as liaisons between the Executive Committee and their respective cohort. Liaisons streamline information and support engagement within their cohorts. This committee is chaired by Jaylon Sherrell, a first year in Organizational Behavior at Harvard University.

MEMBERSHIP COMMITTEE

The membership committee works to facilitate membership outreach to ensure that MDSA members are continuing to progress in their programs and receiving guidance as needed. The committee also oversees the student mentor/mentee program. This committee is co-chaired by Patricia Guerrero, a second-year in Management at the University of Texas at Arlington and Kalan Horton, a third-year in Strategic Management at Florida State University.

NETWORKING COMMITTEE

The networking committee is responsible for developing opportunities to connect MDSA members across cohorts both during and outside of the formal conference schedule. The committee is also responsible for facilitating the “Intercohort Networking” and the “After Hours Networking” sessions during the MDSA annual conference. This committee is co-chaired by Herrison Chicas, a fourth-year in Organizational Behavior at the University of North Carolina at Chapel Hill and Erik Hoempler, a third-year in Management at Texas A&M University.
MEET THE MDSA COMMITTEES

RESEARCH & DEVELOPMENT COMMITTEE

The research and development committee is responsible for identifying opportunities to support MDSA member research programs, managing the distribution and review of feedback surveys during MDSA conferences, and establishing roundtable discussions centered around research interests and/or current literature. This committee is chaired by Micah Rajunov, a fifth-year in Management and Organizations at Boston University.

The Research and Development Committee has two sub-committees. First, the CARMA subcommittee is responsible for coordinating sessions in accordance with CARMA and identifying interdisciplinary methods needs among PhD Project faculty and students. The CARMA subcommittee is chaired by Jamel Catoe, a second-year in Organizational Science at the University of North Carolina at Charlotte with mentorship from Rohan Crawley a second-year in OBHR at Purdue University.

Second, the MFCA Mentorship Collaborations subcommittee facilitates collaboration between MDSA members and more senior scholars, with the goal of publishing impactful research in top-tier journals. This subcommittee is led by Daniela Rivera Piedra, a second-year in International Business at Georgia State University, Tosen Nwadei a sixth-year in Organizational Behavior at Emory University, and two MFCA members.
MEET THE MDSA COMMITTEES

SERVICE COMMITTEE
The service committee leads the development and submission of a novel professional development workshop to the Academy of Management conference. The committee develops the session proposal, recruits participants for the PDW, and (if accepted) facilitates the session at AOM. This committee is co-chaired by LaStarr Hollie, a second-year in OB/HR at the University of Massachusetts-Amherst and Mauricio Mercado, a fourth-year in Entrepreneurship at Iowa State University.

SESSIONS COMMITTEE
The Sessions Committee is responsible for creating the agenda for MDSA conferences using feedback from the previous conference. The committee works to identify potential facilitators (students and faculty as appropriate), session topics, and the overall structure of the conference. This committee is co-chaired by Kyle McCullers, a second-year in Strategy at the University of Michigan and Horatio D. Traylor, a second-year in Organizational Behavior at the University of Houston.
WHO PRESENTED IT?

MDSA Trivia

Who presented on....

1. Unethical pro-organizational behavior in Little Rock, AR?
2. Status, identity threat, and gender in Philadelphia, PA?
3. Framing effects in crowdfunding pitches in London, UK?
4. Entrepreneurial identity aspirations of gig workers in Chicago, IL?
5. Supply chain disruptions in Houston, TX?
6. Temporal experiences of passionate work in Vienna, AT?
7. De-neutralizing the organizational assessment canon in Seattle, WA?
8. Remote work through an LMX lens in Dearborn, MI?
9. Misleading CSR initiatives' impact in San Francisco, CA?
WE'VE MOVED!

The PhD Project staff and Executive Committee have built a new website for the MDSA! Currently, the site hosts information about our organization and its members, our annual conference, and resources for each stage of the doctoral journey. While most of the site is accessible to the public, the Members Corner houses details about our closed events, member initiatives, and resource library. Find us at ManagementPhDProject.org.

If you look around the website you might find a little surprise...
WISHING YOU A RESTORATIVE WINTER BREAK!

mdsaexecomm@gmail.com

www.managementphdproject.org