

AUGUST 3-5

**IN PHILLY, THE CITY OF
BROTHERLY LOVE?**

MDSA 2021



THE MDSA MATTERS

REBUILD & RECONNECT

A SEMESTERLY EMAIL NEWSLETTER

DECEMBER 2020 • ISSUE 1 • VOLUME 26

AVAILABLE ONLINE AT MANAGEMENTDSA.ORG

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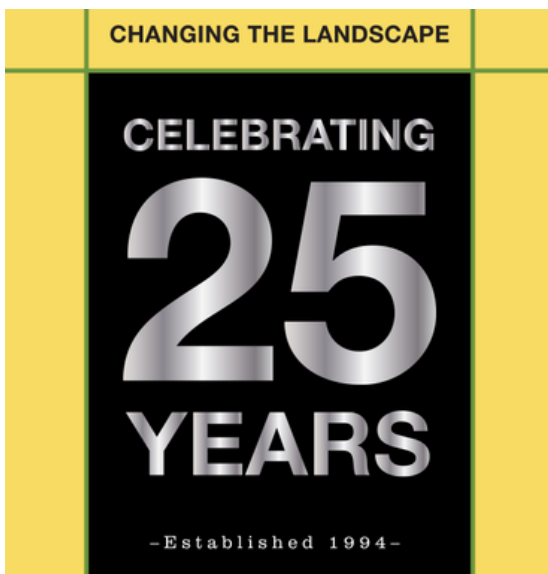
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GARRY ADAMS
2020 TRAILBLAZER AWARD WINNER



ANTHONY C. HOOD
2020 SPIRIT AWARD WINNER



LETTER FROM OUR PRESIDENT

MDSA Family,

As I write to you, I want each of you to know how proud I am to lead this organization. More importantly, I'd like for each of you to know how proud I am of you. I have had the pleasure to speak and get to know many of you. I know the challenges we face, the thoughts that consume us all, and how we sometimes don't see the light at the end of the tunnel. Yet we still **magically show up, and if I must brag, "SHOW OUT."**

This year has been different for us all. We are living in unprecedented times, and to do so with pride, intelligence, love, compassion, professionalism, dignity, and competence means everything to our Ph.D. Project community and the communities we impact.

While it has been a long time since we've seen one another, I hope that each of you will find comfort in the way T.L., Esther, and I plan to move MDSA forward. We have made and are in the process of implementing new programs that we hope are sustained years after we have moved on from EC that will help all of us professionally, academically, and personally.

To those of you who made the courageous decision to volunteer your time and dedicate it to MDSA, T.L., Esther, and I are truly appreciative. Being connected during these unusual times is important now more than ever. Therefore, we strategically brainstormed our 2021 conference theme as **R&R - Rebuild and Reconnect**. While you may choose your own "R" words, we thought it would be necessary to reconnect with our Trailblazers, Spirit Award Winners, MFCA faculty members, and most importantly.. **each other**. Our connections will help sustain the foundation MDSA has already built. **It is time to do well while doing good.**

As we close out an unusual and historical year, I want to remind each of you to not only **'keep the faith but to spread the faith'**—Check-in with your cohort members, mentee's/mentors, and those that you have a relationship with. **Remember, we are only as good as the weakest scholar. You never want a but after your name; therefore, I challenge you to choose your "R&R" and continue to build and develop it in a way that best suits you and the MDSA family. It may be the gap the world has been looking to fill.**

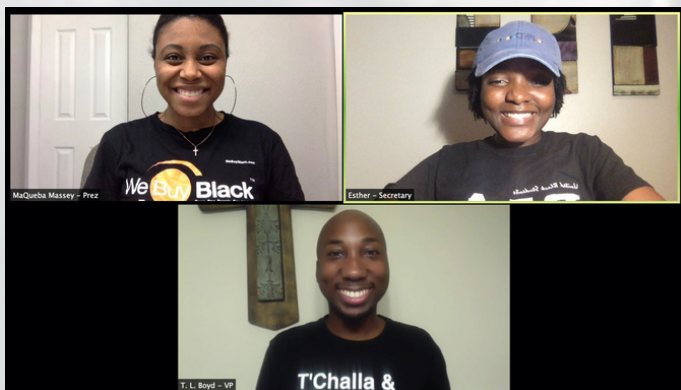
MAQUEBA L. MASSEY
PH.D. CANDIDATE
JACKSON STATE UNIVERSITY

@maquebamassey

From FAB 3 EC to CC-EC

When MaQueba was asked what she loved most about serving MDSA, without question she expressed her love for The PhD Project and how much value the organization has brought to her. MaQueba served as Secretary last year with the Fabulous "Fab 3". She now serves as President with "CC-EC" (Crimson & Cream Executive Committee) which is an inside name the Executive Committees have named themselves year after year.

What she enjoys most about this executive committee is the opportunity to work in a gender diverse team as MDSA past Executive Committees have been mostly women since she started her Ph.D. journey.



LETTER FROM MFCA PRESIDENT

Greetings, MDSA family!

Officially, The Management Faculty of Color Association (MFCA) was founded in 2001 with a clear goal - to promote and support the professional development of management faculty and administrators of color with a particular emphasis on those of African, Hispanic, 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; mentoring and social support at our annual conference; and through partnerships with MDSA and The PhD Project.

We also are very committed to partnering with the MDSA and support the development of our MDSA family. We continue to serve as mentors, host timely webinars on topics relevant the MDSA, and support whenever, wherever, and however we can. In addition to our strong commitment to the MDSA, we were very happy to sponsor multiple MDSA members who were interested in the National Center for Faculty Development and Diversity's WriteNow program.

In these challenging times, we have sought to be a strong and reliable ally to the MDSA. We look forward to our continued partnership and we are excited about the bright future of the MDSA!

Sincerely,
Darryl B. Rice
President, MFCA
Miami University



2020 - 2021 MFCA EXEC MEMBERS

Darryl B. Rice
President, MFCA
Miami University

Natalie Cotton-Nessler
Treasurer, MFCA
West New England University

J'Aime Jennings
Communications and Membership Director
University of Louisville

Carliss Miller
Vice President, MFCA
Sam Houston State University

Nicole C.J. Young
Secretary, MFCA
Franklin and Marshall College

Paul Prosper
Immediate Past President
United States Air Force

TRAILBLAZER HIGHLIGHTS

We introduced the Academy of Management Diversity and Inclusion Project in our Spring 2020 newsletter. 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 efforts of the management field before and after the Ph.D. Project inception.

Below, the team presents more insights from Trailblazers Dr. David Ford (1997), Dr. Bernardo Ferdman (2011), Dr. Dianna Stone (2014), Dr. Micki Kacmar (2017), and Dr. Ashleigh Rosette (2019). These Trailblazers, like the ones before them and ones to come, have demonstrated outstanding achievements and service, leadership, and commitment to the management profession; resourcefulness in overcoming barriers; and have been an exemplary role model and mentor.

How has your experience both professionally and academically been impacted by the PhD Project? - Brittany Torrez

I've had a chance to work with a couple of people from the Project. For instance, Oscar Holmes and I have a joint publication together. Another doctoral student who came through our program, Carliss Miller, is on faculty at Sam Houston State University. She went through our doctoral program at the University of Texas at Dallas. Since she's gotten out, we have continued to do work together and so forth. We had a publication just come out this past year in the Journal of Conflict Management.



Dr. David Ford

How did you hear about The PhD Project and get involved? - MaQueba Massey

I first heard about The PhD Project in the early 2000s. I was the program chair for Gender and Diversity in Organizations (GDO). I was at the AOM pre-conference, hanging out with Martin Davidson, who was going to follow me as GDO program chair. He told me he was going to this dinner and asked if I wanted to come along. Everyone was all dressed up and I looked and felt a little out of place; I think I was wearing a sports jacket. I walked in the room and the whole atmosphere blew me away. It was so moving, so engaging, and so powerful! Each time I went to the Academy, I made sure I went to the PhD Project dinner. Even if Martin didn't go, I was there.



Dr. Bernardo Ferdman



TRAILBLAZER HIGHLIGHTS



Dr. Dianna Stone

What was the Academy like after The PhD Project was founded? - Carmella Lennon

It's been a lot better. You feel like there's more people that look like you, there's more support, there's more inclusion, it just feels so much better to see different people and people like you. They're not just white men and that's just fantastic. You really feel like you can go to the Academy. Before that, you felt like, 'Oh, I don't even want to get up in the morning and go downstairs.' It feels more inclusive and comfortable. There are people that look and share your values a lot more. I'm actually proud of the Academy. It has come a long way.



Dr. Micki Kacmar

What was your most memorable experience that you've had post PhD Project? - Monique Domingo

I got to go to the hooding ceremonies and that was really fun to see the students that I had helped to grow up. I love seeing them get their hoods and toss the cap. It's really fun to watch, and it's fun to see them spread their wings, if you will, and go to meetings as 'Doctor Whatever.' To witness someone go through something so complex and see them come out the room as a different person makes the biggest difference.



Dr. Ashleigh Shelby Rosette

What did it mean to you to be named a trailblazer? - Monique Domingo

To be named a trailblazer is definitely a career highlight. I have grown up in the PhD Project having attended my first MDSA prior to starting my doctoral studies back in 1998. I recall being on the committee that selected one of the first Trailblazers more than 20 years ago. There are so many amazing academics who come to mind who have since been included on the list like Stella Nkomo, Ella Bell, and Marcus Alexis, to name a few. They served as pioneers in our field who paved the way for so many and showed us what was possible. I never dreamed that one day my name would be on this list. Given the level of affection and appreciation and gratitude and admiration that I have for the PhD Project and its impact on my career, to describe this as an honor is an understatement. For me, this award represents an academic journey that has been transformative and made possible by so many.

CONGRATULATIONS CORNER

PASSED COMPREHENSIVE EXAMS

Jose R. Beltran
Terrance L. Boyd
Larry Clay
Brandy Edmondson
Carmella Lennon
MaQueba Massey
Jamila S. Maxie
Jason Marshall
Kalan Norris
Micah Rajunov
Stormy Sweitzer

DEFENDED DISSERTATION PROPOSAL

Larry Clay
Edwyna Hill
Summer Jackson
Esther L. Jean
Eduardo Millet

2020 GRADUATES

Dr. Bukky Akinsanmi
Dr. Bukola Bakare
Dr. Tianna Barnes
Dr. Toschia Hogan
Dr. Kyle Horstead Dobson
Dr. Diane Lawong
Dr. Angelica Leigh
Dr. Alexander Lewis
Dr. Tony Lynch
Dr. Eve Misati
Dr. Allona Murry
Dr. Jared Poole
Dr. Clint Purtell
Dr. Mabel Sanchez
Dr. Michelle Shell
Dr. Phylicia Taylor
Dr. Ayana Younge

CONFERENCE PRESENTATIONS

Jennifer R Bishop, "Level Up: The Success Factors in Advancing African-American Women into the C-Suite in Corporate America" *Engaged Management Conference*

Terrance L. Boyd, "Investigating the Connection Between Disability Association and Leadership" *Academy of Management*

Alanna Hirshman, "Media Coverage of Firms' CSR Initiatives: Interaction Effects of Point and Flow Signals" *Strategic Management Society*

Summer Jackson, "(Not) Paying for Diversity: Repugnance and Failure to Choose Labor Market Platforms that can Facilitate Hiring Racial Minorities" *Economic Sociology Conference; Stanford GSB Rising Scholars Conference*

Karren Knowlton, "Trailblazer Mindsets: When Being Under-represented Helps You Help Others" *Stanford Rising Scholars Program*

Isidro Liñan, "Overcoming Employee Privacy Concerns to Join Operational Transparency Initiatives" *CSCMP Academic Research Symposium*

Jason Marshall, "Leader-Follower Affective Congruence and Follower Outcomes: The Mediating Role of Leader-Member Exchange" *Southern Management Association*

Jason Marshall, "Rating Deviation in an Electronic Word of Mouth Context: An Exploration of Implicit Motives" *Southern Management Association*

Michelle Montague-Mfuni, "Culture or Demography: Implications of Board Inclusivity and CSR" *Strategic Management Society*

Kalan Norris, "Is It Laissez-faire Leadership or Delegation? A Deeper Examination of an Over-simplified Leadership Phenomenon" *Southern Management Association*

Tosen Nwadei, "Looking the Part: Racial Stereotypicality in Appearance Predicts Diverging Leadership Outcomes for Black and White Coaches in NCAA Football" *Academy of Management*

Florencio F Portocarrero, "Participation in Corporate Social Responsibility, Employee Corporate Volunteering, and Emotions: Field Experimental Evidence" *Stanford GSB Rising Scholars Conference*

Lumumba Seegars, "Sanctioned Radicals: Comparing Employees' Collective Organizing Around Race versus Gender" *Stanford GSB Rising Scholars Conference*

Marla L. White, "New to the Job: Perceptions of Organizational Identification and Patient Safety Among New Nurses" *Southern Management Association*

MDSA MEMBER SPOTLIGHT



Jason Marshall



Alexandra Figueroa Anderson



Tosen Nwadei

The Management Doctoral Student Association is a diverse community of scholars representing myriad research interests, personalities, and cultural backgrounds. Not only do we recognize these differences, but we aim to celebrate the unique contributions of each member.

This year especially, we want to spotlight members who represent the best of what our community has to offer this profession, country and world. Here we celebrate former coach and tribal police officer, Jason Marshall; fur mom and wife, Alexandra Figueroa Anderson; and salsa dancing blogger, Tosen Nwadei.

Below, we capture glimpses of who each of these three are, what shapes how they navigate academia, and what words of affirmation they would share with their future selves.



"I'm the father of a beautiful little girl. A husband to an intelligent, hardworking, and supportive wife...Prior to all of that, I was a Tribal Police Officer for my Tribe, the Sault Ste. Marie Tribe of Chippewa Indians." This former high school varsity basketball coach, leadership consultant, and woodworking Etsy shop owner (it's true, just ask him!) is indeed a jack of all trades.

Jason not only has made a name for himself on the basketball court, but in the academic arena as well. He enthusiastically focuses on text-analysis driven research in the strategic leadership space. Never one to turn down a challenge, Jason aims to change long held negative perspectives by redefining and reconceptualizing Machiavellianism.

A native of the Upper Peninsula of Michigan, Jason shared how his Tribal, Yooper, police officer identity continues to evolve, especially as he navigates academia. **"My identity is pushing me to show everyone from similar backgrounds that leaving home or changing careers to pursue your ambitions is not about 'trying to be something you're not,' but rather trying to become something that you never knew was possible for you."** He attributes his most recent role as an agent for positive change for all underrepresented minorities to his involvement with MDSA.

Like many of us, Jason feels the impact of this global health crisis. So, while well-intentioned, this year's theme actually brings about an onslaught of negative emotions for him. **"It's as if reconnecting and rebuilding are dangling just out of reach as we do all we can to stay upright and keep moving on a fast-moving treadmill."** Ever one to find the light, he shared, **"I also know that, similar to actually running on a treadmill, we'll come away stronger in the end."**

To his future self and to others needing inspiration, Jason shares, **"You'll excel in whatever you choose to do. Sometimes you'll be swimming upstream and other times you'll be flowing with the current...pay attention to the difference."**

Jason Marshall
Binghamton University
Cohort 3

MDSA MEMBER SPOTLIGHT

"You are as smart and capable as those other researchers you are watching, and when the road looks long ahead, look back and see how far you've come."

Embodying the Sankofa bird which looks back while moving forward, Alexandra reflects on her upbringing as a Hispanic woman raised by two hard working entrepreneurs. Her progress and access to higher education isn't lost on her, she commented thinking about her identity as a first-generation college graduate and current doctoral student. **"It keeps me grounded and helps me continue to ask practitioner focused questions."**

Alexandra ventures to answer those very questions through her research. She explores the effects of moral identities in the decision-making process at work. Her current projects include work on gender identity, religious identity, and culture identity in how they relate to situational moral reasoning. **"I'm particularly interested in organizational precursors to unethical behavior, and how our moral systems adapt to workplace environments."**

When asked about this year's theme - Reconnect & Rebuild - Alexandra commented that, **"We need to reconnect TO rebuild. We have a support system to lean on in the PhD Project."** She doesn't just passively say those words, she lives up to them. In order to be that support system for others, Alexandra readily volunteered to serve as the Cohort Liaison for her peers in Cohort 2.

She's no stranger to rebuilding things. This married "mother" of two grumpy cats and a dog named Luna loves to do home improvement projects. She and her partner are currently working on their second house renovation!

Alexandra values the relationships she has been able to create during her doctoral journey. **"I know that's not as exciting as an AMJ publication or whatever, but I am so lucky to have a tribe in academia. I've fostered some really great relationships and mentorships that will help me go far in my career."**



**Alexandra Figueroa
Anderson**
University of Utah
Cohort 2



Tosen Nwadei
Emory University
Cohort 4

Do the work that speaks to your soul..." "Worthwhile research can take time. Just keep the ball rolling..." "You can't have community if you're not willing to give to the community." Comment after comment, Tosen shed light on his insightful perspective he has gained along his lifetime.

Outside of his program, Tosen is an avid traveller (usually 3 to 5 countries a year); a talented salsa dancer; and a content blogger at The Mahogany Tower, a blog on science, faith, and sociocultural identity. He has curated content on understanding grief, "life traps," and even the delicate art of sliding into your crush's DMs.

Tosen, a rising identity scholar who pulls from multiple sources to inform his work, described several of his own identities and how they continue to shape his perspective. The Nigerian American spoke on the complexities of being the first generation son of immigrants. **"You're not American enough for American people. You're not Nigerian enough for Nigerian people. You're not White enough for White people, and you're not Black enough for Black people."** More recently, his experience as a Christian has gotten him through tough times in his life, from strained relationships to grieving lost loved ones. His identities even color his navigation through the woes of graduate school. **"Honestly, I just want to do research that speaks to my soul. I owe that to myself. I owe that to the field of science. And I owe that to all the underrepresented students that are going to come after me."**

As a senior student himself, Tosen is aware that graduate students get depleted, disheartened, and discouraged. However, he urged us to consider our perspective and community. **"We have a lot to offer each other because we can support one another socially and professionally during a difficult stretch in our career. Rebuilding means there are new possibilities on the horizon, and we have a say in what comes next."**

Be sure to check out his future book, post tenure of course, *The Misadventures of Doctor Durag Daddii!*

MDSA PLANNING COMMITTEE

MaQueba L. Massey, President
Terrance L. Boyd, Vice President
Esther L. Jean, Secretary

Ayana Younge, Past President
Phylicia Taylor, Past Vice President
MaQueba L. Massey, Past Secretary

Anthony C. Hood, Faculty Advisor

Patricia Martinez, Faculty Advisor

MDSA COMMITTEE CHAIRS

Membership: Marla White & Elena Wong

Networking: Ricky Burgess & Adaora Ubaka

Research: Tosen Nwadel

Service: Samantha Erskine & Jean-Claude Ndongo

Sessions: Larry Clay

FIRST YEAR DOCTORAL STUDENTS

Elsa Bergstrom
Peter Carrera
Derrick Dennis
Andrea Hodge
Kalan Horton
Lubin Lewis
Natasha Reed

Rose Brown
Debrielle De La Haye
Bafode Drame
Erik Hoempler
Santavaya Jordan
April Mondy
Naomi Samuel

NEW MEMBERS OF MDSA

Folahan Ayeni
Quinton Delgadillo
Alanna Hirshman
Chelsea Lide
Mauricio Mercado
Tabitha Mustafa

Benjamin Blake
Andrea Floyd
Roxanne Jimenez
Jose Luis Lopez
Ali Mchiri
Khyiah Riviears

COMMITTEE INITIATIVES

MEMBERSHIP -

- Weekly writing groups: facilitated sessions everyday Monday-Friday via Zoom where you can call/video in, feel connected to your MDSA community, and get work done! Click [here](#) for the schedule.
- Semester check-ins from Membership Committee members
- Peer mentoring
- E-directory

NETWORKING -

- Quarterly social activities
- Regional [virtual] meet ups: Connect with other scholars in your area

RESEARCH -

- Research communities: Topical groups to provide support in your academic field of interest
- Methods workshops
- Research symposium

SERVICE -

- Organizing a PDW submission for #AoM2021 with the hope to increase the visibility and research of scholars of color.

SESSIONS -

- Exploring and Developing new session ideas and content to promote more inclusiveness and engagement within and between cohorts
- Periodic sessions leading to Conference, such as "Research Method tutorials", "Negotiations in Academia", and "Doctoral Product Dissemination Strategies"

MARK YOUR CALENDARS

December

Finish the semester strong & happy holidays!

January

Happy New Year!

AOM submission | January 12

February

Submission deadline for SEJ Special Issue | February 5

SPSP Annual Conference | February 9 - 13

April

SIOP Annual Conference | April 15 - 17

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!

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DAYS UNTIL AOM SUBMISSION DEADLINE!

FOR SUBMISSION INFORMATION PLEASE
VISIT: [HTTP://AOM.ORG/ANNUALMEETING/SUBMISSION/](http://AOM.ORG/ANNUALMEETING/SUBMISSION/)

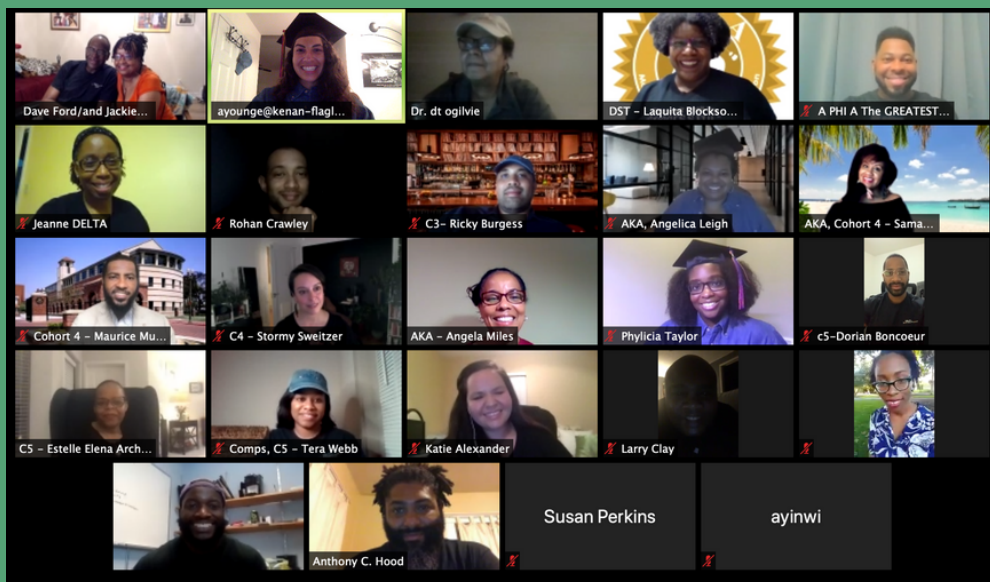


Rebuild &
Reconnect

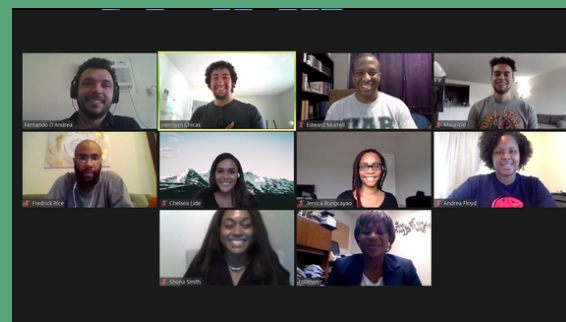
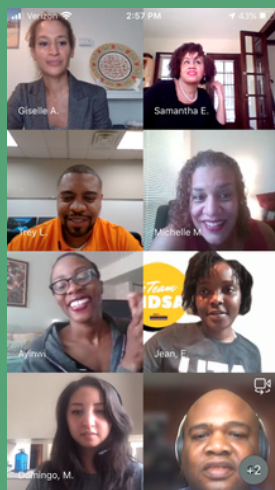
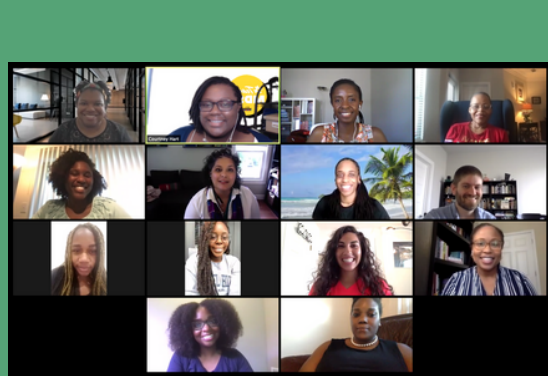
Refocus &
Relax

Re-up &
Recoop

Restategize &
Re-energize



What's your R&R



"Happiness is where you are"

