

MaQueba L. Massey

Iowa State University, Ivy College of Business
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EDUCATION

- 2023 Doctor of Philosophy, Management, Jackson State University, Jackson, MS
- 2015 MBA, Finance, Tennessee State University, Nashville, TN
- 2014 BBA, Accounting, Austin Peay State University, Clarksville, TN

ACADEMIC EXPERIENCE

- 2023 - present Visiting Assistant Professor, Department of Management and Entrepreneurship, Ivy College of Business, Iowa State University

RESEARCH INTERESTS

DEI, Human Resource Management, Novel Technologies (E.g. artificial intelligence, blockchain technology), Organizational Justice

PUBLICATIONS

Rice, D. B., Mchiri, A. & **Massey, M.**, (2022). A trickle-down model of organizational embodiment and the impact of supervisor neuroticism. *Journal of Management and Organizations*

Rice, D. B., **Massey, M.**, Roberts, A. & Sterzenbach, N., (2021). A social exchange examination of upper-level management and supervisor organizational embodiment: The roles of supervisor psychological contract fulfillment and conscientiousness. *Journal of Social Psychology*

McWilliams, D., Torrance, Christopher, **Massey, M.** & Taylor, P., (2021). Emergency management agents assessment of the Value of Public-Private Relationships. *International Management Review*

MANUSCRIPTS IN DRAFT

King, D. D., Stanley, L., Roberson, Q. M., Phetmisy, C., **Massey, M. L.**, Encouraging employees to “be resilient” is not enough: a process model of organization-level resources to foster resilience to identity threat. Expected to submit to the *Academy of Management Review*.

Osborne, M.R., Cratsley, M.J., **Massey, M. L.**, Omrani, A., The Manager in the Machine: Organizational Priorities Influence Model Engineer’s Ability to Design Fair Models. Expected to submit to *Academy of Management Review*.

DATA COLLECTION

Massey, M., Heath, M., Luse, W., Is it quiet quitting or quiet firing? Organizational justice's role in employee performance. Expected to submit to *Work and Stress*.

STUDY DESIGN

Massey, M. L., Roberson, Q.M., Rice, D.B., If only HR would communicate: The influence of pay communication on perceptions of pay equity. Expected to submit to *Journal of Management*. (Dissertation paper)

Massey, M. L. & Roberson, Q. What does diversity ‘got’ to do with it? Diversity in algorithmic programming. Expected to submit to *Journal of Technology in Human Services*. (Empirical study to book chapter)

IDEATION

Massey, M., A literature review of smart contracts and its case use in organization operations. Expected to submit to *Human Resource Management Review*. (Dissertation paper, Manuscript in progress)

BOOK CHAPTERS

Massey, M. & Roberson, Q. (2022). Racial and gender diversity in artificial intelligence programming and its impact on end-user experiences: a conceptual model. *The Future of Scholarship on Race in Organizations*. Information Age Publishing

PRESENTATIONS

Phetmisy, C. & **Massey, M.,** (2023, August). Resilience in the Face of Identity Threat: The Intersection of Adversity, Identity, and Resilience. Presented at Academy of Management

Luse, W., **Massey, M.,** & Maxie, J. (2022, October). What’s in a team? Team identity, team cooperation, and team performance. Presenting at *Southern Management Academy Conference*

Rice, D. B., **Massey, M.,** & Day, S. (2022, August). Integrating Deonance and Behavioral Plasticity Theories to Advance Leader Duty-Oriented Behavior. Presented at *Academy of Management* (Seattle, Washington)

Massey, M., (2022, July). “Thinking Smart.” The benefits of smart contracts in HRM to assist with pay equity. Presented at *Equality, Diversity, and Inclusion* (Capetown, South Africa)

Massey, M., (2022, May). “Thinking Smart.” The benefits of smart contracts in HRM to assist with pay equity. Presented at *Eastern Decision Science Institute* (Dublin, Ireland)

Massey, M., (2022, April). Pay communications and smart contract’s influence on perceptions of pay equity. Presented at *Emerging Scholars Research Symposium* (Boston, Massachusetts)

McWilliams, D., Torrance, Christopher, **Massey, M.,** & Taylor, P. (2021). Emergency management agents assessment of the value of public-private relationships. Presented at *SEInforms* (Myrtle Beach, South Carolina)

Simmons, S., Lee, C., King, S., & **Massey, M.,** (2021). Cultural institutions, women entrepreneurs and high-growth entrepreneurship. Presented at the *Babson College* (Wellesley, Massachusetts)

Massey, M., (2021, April). Banking on blockchain: Serving the unbanked, underbanked, and fully banked in financial inclusion efforts. Presented at *Baruch College Symposium* (New York, New York)

Massey, M., (2021, April). Examining the impact of blockchain technology on financial inclusion through transaction cost economics and resource based view. Presented at *Suffolk University and Boston Colleges and Universities* (Boston, Massachusetts)

Rice, D., **Massey, M.**, (2020, August) Abusive management and supervisor organizational embodiment: The role of supervisor feelings of violation and psychological. Presented at the *Annual Academy of Management Conference* (Vancouver, British Columbia)

Massey, M. (2019, October) Examining small-sized enterprises using social media: Through the lens of dynamic capabilities and social capital theory. Presented at *Decision Science Institute* (New Orleans, LA) (Abstract Accepted)

Carter, J., **Massey, M.**, Preston, M., Younge, A., et al. (2019, August) Integrate, initiate, innovate! Bridging the science-practice gap in diversity and inclusion field research. Presented at the *Annual Academy of Management Conference* (Boston, MA)

Massey, M., et al. (2019, June) Experiential learning for management students. Presented at *Management & Organizational Behavior Teaching Society Conference* (Mahwah, NJ)

Massey, M. (2019, April) An international comparative study on applied financial literacy for millennials' thoughts on money. Presented at *Jackson State University College of Business Symposium* (Jackson, MS)

Massey, M., Lennon, C., Bell, L., Vu, J., Yarbrough, E. (2019, April) A study on the corporate responsibility of entrepreneurs and their ethical practices. Presented at *Graduate Study Divisions and Graduate Student Association Research Competition* (Jackson, MS)

Massey, M. (2019, February) Income distribution in America is fair? The true differences for blacks versus whites. Presented at the *National Association of African American Studies* (Dallas, TX)

Massey, M. (2018, October) Challenges of female entrepreneurs. Presented at *Jackson State University College of Business Symposium* (Jackson, MS)

TEACHING EXPERIENCE

Iowa State University

Undergraduate Courses

- MGMT 371: Organizational Behavior, Summer 2023, 4.57 out of 5, Summer 2023

University of Houston-Downtown

Undergraduate Courses

- MGT 3302-01: Human Resource Management Foundation (Online), 4.71 out of 5, Spring 2023
- MGT 3302-02: Human Resource Management Foundation (Online), 4.25 out of 5, Spring 2023
- MGT 3306: Compensation and Benefits (Online), 4.8 out of 5, Spring 2023

Jackson State University

Undergraduate Courses

- MNGT 330: Principles of Management, N/A, Spring 2022
- ENT 285: Creativity, Innovation, & Entrepreneurship (Online), 4.75 out of 5, Spring 2022

Teaching Assistant

- Spring 2021 – Creativity, Innovation and Entrepreneurship (Undergraduate course) N/A

PROFESSIONAL ACTIVITIES

International Women of Blockchain

Research Fellow, 2023

The Tenure Project

Attendee, 2023

Academy of Management

Reviewer, 2019 – 2020, 2023

Southern Management Association

Reviewer, 2020, 2023

Reviewer Activities

Journal of Small Business Management, Ad hoc reviewer

The Ph.D Project - Management Doctoral Student Association

Co-Panelist, 2019 - 2022

PROFESSIONAL TRAINING AND DEVELOPMENT

- Iowa State University Research Methods Seminar
- Ivy College of Business Brown Bag Series
- CARMA Seminars (January 2023)

CERTIFICATIONS AND SKILL SETS

Social and Behavioral Responsible Conduct of Research, CITI

- Structural Equation Modeling (SEM)
- R (in training)
- SPSS
- Experimental Design
- AMOS

DOCTORAL EVENTS/CONSORTIA

Aug. 2023	HR Division New Junior Faculty Consortium, Academy of Management
Oct. 2020	Late Stage Doctoral Student Consortium, Southern Management Association
Aug. 2019	New Doctoral Student Consortium (NDSC), Academy of Management
June 2019	Doctoral Institute (DI), Management & Organizational Behavior Teaching Society
Nov. 2017	Pre-Doctoral Conference Participant, The Ph.D. Project

HONORS AND AWARDS

- Doctoral Institute Scholarship Recipient – 2019
- National Association of Black Accountants, Crimson and Cream, Scholarship Recipient - 2019
- Jackson State’s Student of the month - 2018
- National Founder’s Graduate Business Student Scholarship – 2018
- Deloitte Applause Award – 2016, 2017, 2018
- Tennessee Valley Authority Finance Student - 2015
- Academic Excellence Award - 2015
- Hattie B. Wilhoite Walker Award- 2012

PANELS

- Silicon Valley Bank Panelist (February 2023)
- Black Women in Blockchain – Equity in Web3 (March 2023)

SERVICE AND LEADERSHIP

- MDSA Planning Committee (2021-2022 Academic Year)
- MDSA Executive Committee President (2020-2021 Academic Year)
- MDSA Executive Committee Secretary (2019-2020 Academic Year)
- MDSA Service Committee (2018-2019 Academic Year)
- MDSA Conference Committee (Boston 2019)
- NABA Next Committee (2019-2021 Academic Year)
- MDSA Membership Committee (2018-2019 Academic Year)
- Panelist at 2019 Graduate Admissions Senior College Day Tour (2018)
- Parliamentarian for Graduate Student Association (2018-2020 Academic Year)

ACADEMIC AND PROFESSIONAL AFFILIATIONS

- Tenure Project
- International Women of Blockchain
- Academy of Management (AOM)
- Management & Organizational Behavior Teaching Society (MOBTS)
- National Association of Black Accountants (NABA)
- Institute of Internal Auditors (IIA)
- The Ph.D. Project – Management Doctoral Student Association
- Graduate Student Association (GSA)
- Toast Masters #8689 of Jackson, MS – Elite Member

PROFESSIONAL EXPERIENCE

2018 – 2021 Research/Graduate Assistant, College of Business - Jackson State University, Jackson, MS

2016 – 2018 Internal Auditor and Innovator, Deloitte, LLP, Hermitage, TN

2015 – 2015 Research Assistant, College of Business - Tennessee State University, Nashville, TN

2014 – 2016 Staff Accountant, Invent Communities, Nashville, TN