

Dr. Felipe Gorenstein Massa

The University of Vermont
BSAD-Entrepreneurship
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Education

Ph D, Boston College, 2013.
Major: Organization Studies

MS, Boston College, 2010.
Major: Organization Studies

BBA, University of Miami, 2004.
Major: Finance/Accounting

RESEARCH

Research Publications

Books

Massa, F. (2021). *Entrepreneurship in the Wild: A Startup Field Guide*. Massachusetts: MIT Press. <https://mitpress.mit.edu/9780262542579/entrepreneurship-in-the-wild/>

Book Chapters

Massa, F., L. C., S.-F. (2022). In Lockwood, C. and Soublière, J.-F. (Ed.), *Change-maker and Culture-bearer: Entrepreneurs as Evangelists and Shepherds of Culture* (vol. 80, pp. 17-35). Emerald Publishing Limited. <https://doi.org/10.1108/s0733-558x20220000080002>

Bacile, T. J., Fox, A. K., Wolter, J. S., Massa, F. (2017). Structured Abstract: All Online Complaints Are Not Created Equal, Corporate Social Media Pages as Customer Service Channels. *Developments in Marketing Science: Proceedings of the Academy of Marketing Science* (pp. 23-28). Springer International Publishing. https://doi.org/10.1007/978-3-319-45596-9_5

Massa, F. (2016). In David Courpasson - EMLYON Business School, France Steven Vallas - Northeastern University, USA (Ed.), *Recasting community for online resisting work* (pp. 247-268). The SAGE Handbook of resistance. <https://us.sagepub.com/en-us/nam/the-sage-handbook-of-resistance/book243831#description>

M. M., Massa, F., J. C. (2011). *Toward a Projects as Events Perspective*. Advances in Strategic Management.

Refereed Journal Articles

Gil, N. A., Beckman, S., Massa, F., Sousa, C., Kutun, Ö. (2025). Chipping Away at a Grand Challenge: Aligning Goal and Governance to Reduce Homelessness. *California Management Review*. <https://doi.org/10.1177/00081256251323533>

Sharma, P., Toubiana, M., Lashley, K., Massa, F., Rogers, K., Ruebottom, T. (2024). Honing the Craft of Qualitative Data Collection in Extreme Contexts. *Journal of Management Inquiry*, 33(2), 99-114. <https://doi.org/10.1177/10564926231194271>

- Gil, N., Sousa, M. C., Massa, F. (2023). Harnessing self-management to tackle grand challenges: the points-based participation architecture of São Paulo's housing movement. *Journal of Organization Design*. <https://doi.org/10.1007/s41469-023-00140-2>
- Massa, F., O'Mahony, S. (2021). Order from Chaos: How Networked Activists Self-Organize by Creating a Participation Architecture. *Sage Journals*, 66(4), 1037-1083. <https://doi.org/10.1177/00018392211008880>
- Massa, F., Helms, W., Voronov, M., Wang, L. (2017). Emotions Uncorked: Inspiring Evangelism for the Emerging Practice of Cool Climate Winemaking in Ontario. *Academy of Management Journal*. <https://doi.org/10.5465/amj.2014.0092>
- Massa, F. (2016). Guardians of the Internet: The Collective Empowerment of the Anonymous Online Community. *Sage Journals*, 38(7), 959-988. <https://doi.org/10.1177/0170840616670436>
- Jones, C., Massa, F. (2013). From novel practice to consecrated exemplar: Unity Temple as a case of institutional evangelizing. *SAGE Journals*, 8(34), 1099-1136. <https://doi.org/10.1177/0170840613492073>
- Jones, C., Maoret, M., Massa, F., Svejenova, S. (2011). Rebels with a cause: Formation, contestation, and expansion of the de novo category "modern architecture," 1870–1975. *Informa*, 23(6), 1523-1783. <https://doi.org/10.1287/orsc.1110.0701>
- Nielsen, R. P., Massa, F. (2012). Reintegrating ethics and institutional theories. *Springer*, 115, 135-147. <https://doi.org/10.1007/s10551-012-1384-5>

Conference Proceedings

- Massa, F. (2025). *When the Time Comes: Sustaining Engagement for Social Change through a Points-Based Participation Architecture* (1st ed., vol. 2025, pp. 20283). Academy of Management Proceedings. <https://doi.org/10.5465/AMPROC.2025.20283abstract>
- Markus, J. J., Hewett, R., Griffin, M., Lee, M. Y., Martela, F., Massa, F., Pek, S., Young-Hyman, T. D. (2024). *Self-Organizing and Decentralizing Work: Enabling Factors, Boundary Conditions and Opportunities* (1st ed., vol. 2024). Academy of Management Proceedings. <https://doi.org/10.5465/amproc.2024.14041symposium>

Other

- Beckman, S., Gil, N., Massa, F., Sousa, C. (2025). In SAGE (Ed.), *São Paulo's Housing Movement Organizations: Activists Squat, Lobby, and Protest for Affordable Housing*. The Berkeley-Haas Case Series. University of California, Berkeley. Haas School of Business. https://sk.sagepub.com/cases/sao-paulos-housing-movement-organizations-squat-lobby-protest-housing#_
- Massa, F., H. W., V. M., W. L. (2017). *How to turn a brand's friends (and detractors) into evangelists: The case of Canadian wine*. LSE Business Review. <https://blogs.lse.ac.uk/businessreview/2017/07/03/how-to-turn-a-brands-friends-and-detractors-into-evangelists-the-case-of-canadian-wine/>

Presentations Given

Massa, F. (Author), Academy of Management Conference, "When the Time Comes: Sustaining Engagement for Social Change through a Points-Based Participation Architect," Academy of Management, Copenhagen, Denmark. (August 2025).

Massa, F. (Author & Presenter), Decentralization in Organizations (DiO), "When the Time Comes: Pursuing Social Change through a Points-based Participation Architecture," INSEAD, Fontainebleau, France. (June 2025).

Venugopal, S., Massa, F., Sharma, P. (Author & Presenter), 40th EGOS -European Group for Organizational Studies - Colloquium, "Fostering Dignity at Scale: Jaipur Rugs and the Reflexive Management of Artisanal Craftwork.," European Group of Organizational Studies, Milan, Alabama, Italy. (2024).

Massa, F., Fostering Dignity at Scale: Jaipur Rugs and the Reflexive Management of Artisanal Craftwork., "Fostering Dignity at Scale: Jaipur Rugs and the Reflexive Management of Artisanal Craftwork," Concordia University, Montreal, Canada. (November 2024).

Massa, F., Alberta School of Business Speaker Series, "Fostering Dignity at Scale: Jaipur Rugs and the Reflexive Management of Artisanal Craftwork," Alberta School of Business, University of Alberta, Edmonton, Canada. (October 2024).

Massa, F., Academy of Management Conference, "Lessons Learned off the Beaten Path: Safeguarding Dignity in High-Impact Qualitative Research," Academy of Management, Chicago, Illinois, United States. (August 2024).

Massa, F., Academy of Management Conference, "Movements and Markets Professional Development Workshop (formerly Social Movements, Stakeholders, and Nonmarket Strategy).," Academy of Management, Chicago, Illinois, United States. (August 2024).

Massa, F., Academy of Management Conference, "Self-Organizing and Decentralizing Work: Enabling Factors, Boundary Conditions and Opportunities," Academy of Management, Chicago, Illinois, United States. (August 2024).

Massa, F., DiO 2024: Designing the Organizations of Tomorrow, "Fostering Dignity at Scale: Jaipur Rugs and the Reflexive Management of Artisanal Craftwork," University of St. Gallen, St. Gallen, Switzerland. (July 2024).

Massa, F., European Group for Organization Studies Conference, "Fostering Dignity at Scale: Jaipur Rugs and the Reflexive Management of Artisanal Craftwork," European Group for Organization Studies, Milan, Italy. (July 2024).

Massa, F. (Author & Presenter), President's Faculty Colloquium, "The Promise and Pitfalls of Decentralized Organizing," University of Vermont, Burlington, Vermont, United States. (January 30, 2024).

Massa, F., Academy of Management Conference, "Harnessing Self-Management to tackle Grand Challenges. In Social Movements, Stakeholders, and Non-Market Strategy," Boston, Massachusetts, United States. (2023).

Massa, F., Academy of Management Conference, "Visualizing Qualitative Data and Theory," Boston, Massachusetts, United States. (2023).

Massa, F., Organizer. Academy of Management Conference, "Studying the Unusual in Organizations," Boston, Massachusetts, United States. (2023).

Massa, F., Academy of Management Conference, "Overcoming the Challenges of Scale in Less Hierarchical Organizing," Seattle, Washington, United States. (2022).

Massa, F., IM Division Summer Research Series, "Field Research and Triangulation in a Digital World." (2022).

Massa, F., Symposium: Best Practices for Research on Unsettling and Unconventional Populations. Academy of Management Conference, "Studying Trolls, Hackers, and Digital Anarchists," Seattle, Washington, United States. (2022).

Massa, F., V. M., D. C. D., H. C., Symposium: Reconfiguring Processes of Field Emergence: From Imprinted Practices to Grand Challenges. Academy of Management Conference, "Seeding Upheaval: Explaining Proximate Field Influence in the Ontario Wine Region, 1811-2013," Seattle, Washington, United States. (2022).

Massa, F., Academy of Management Conference, "Triangulation and Digital Affordances. Digital Data / Digital Contexts: Advancing the Possibilities of Qualitative Research." (2021).

Massa, F., K. C., Questrom School of Business, "Translating Verve: Institutional Work and the Bossa Nova Crossover, 1955-1967. Seminar Speaker Series in Strategy and Innovation," Boston, Massachusetts, United States. (2020).

Massa, F., Academy of Management Conference, "Harnessing Work Passion for Advantage in Fine Wineries," Boston, Massachusetts, United States. (2019).

Massa, F., K. C., Academy of Management Conference, "Translating Verve: Institutional Work and the Bossa Nova Crossover, 1955-1967," Boston, Massachusetts, United States. (2019).

Massa, F., K. C., European Group for Organization Studies (EGOS) Colloquium, "Translating Verve: Institutional Work and the Bossa Nova Crossover, 1955-1967.," Tallinn, Estonia. (2018).

Massa, F., O. S., Invited Presentation at the Cass Business School, "Explaining the Escalation of Activism through Repertoire Reconfiguration," London, United Kingdom. (2018).

Massa, F., Academy of Management Conference, "Cool Climate Renaissance: The Reinvention of a Collective Identity for the Ontario Wine Region," Anaheim, California, United States. (2016).

Massa, F., Academy of Management Conference, "Studying Dark Communities on the Internet. Symposium on The Challenges and Opportunities of Using Social Media Data for Organization and Management Theory," Anaheim, California, United States. (2016).

Massa, F., O. S., Academy of Management Conference, "Hiding in Plain Sight: How Repertoire Reconfiguration enables Dark Communities to Organize in Secret," Vancouver, Canada. (2015).

Massa, F., Academy of Management Conference, "Surfing the Bizarre: Adapting Ethnographic Methods to Investigate Internet-based phenomena. In Theorizing Organizational Lessons from Unusual Settings Symposium," Vancouver, Canada. (2015).

Massa, F., V. M., H. W., W. L., Academy of Management Conference, "Inspiring Institutional Evangelism for the Contested Practice of Ontario Winemaking," Philadelphia, Pennsylvania, United States. (2014).

- Massa, F., V. M., H. W., EGOS conference, "'From the heart': Affective legitimation in the Ontario wine industry. Sub-theme 45: Institutions and Emotions," Helsinki, Finland. (2012).
- M. M., Massa, F., EGOS conference, "Institutional entrepreneurs in the creative commons: The Wu Ming Foundation's reform of the publishing industry. Sub-theme 13: (SWG) In Search for Meaning: Rethinking and Energizing Research on Creative Industries," Helsinki, Finland. (2012).
- N. R., Massa, F., Society for Business Ethics Annual Meeting, "Reintegrating Ethics and Institutional Theory," Boston, Massachusetts, United States. (2012).
- N. R., Massa, F., Academy of Management Conference, "Beyond Apples and Barrels: Reintegrating Institutional Theory, Political Economy and Organizational Ethics," San Antonio, California, United States. (2011).
- D. R., Massa, F., Academy of Management Conference, "Emotions and Macro Social Structure. In: Emotions & Institutions: Working toward a Research Agenda. OMT/MOC Symposium," San Antonio, California, United States. (2011).
- Massa, F., Academy of Management Conference, "Out of Bounds: The Anonymous Online Community's Transition to Collective Action," San Antonio, California, United States. (2011).
- Massa, F., Academy of Management Conference, "Legitimacy and the Outsider: The Consequences of Conformity for the Anonymous Online Community," Montreal, Canada. (2010).
- J. C., M. M., Massa, F., S. S., Harvard M.I.T. Socioeconomic Seminar, "Rebels with a Cause: The Creation, Contestation and Expansion of the De Novo Category "Modern Architecture", 1900-1975," Cambridge, Massachusetts, United States. (2010).
- J. C., M. M., Massa, F., S. S., Northwestern Kellogg School of Management, "Rebels with a Cause: The Creation, Contestation and Expansion of the De Novo Category "Modern Architecture", 1900-1975," Evanston, Illinois, United States. (2010).

Research Currently in Progress

"Being Fully There: An Integrative Framework for Digital and Analog Ethnography" (Writing Results).

Today, digital activities are not singular acts or moments; they are seamlessly embedded into our everyday life. Consequently, our shared understanding of what constitutes and bounds organizational life has changed. Yet, existing ethnographic practices fall short in capturing these novel forms of social action and meaning. Qualitative methods, and ethnography in particular, were developed when co-location and/or physical presence was a requirement to conduct any form of field research. There was little alternative to capture the richness of human interaction than by "being there." So what does "being there" look like in our modern, digital world? In this article, we revisit our assumptions and update our ethnographic practices to account for the pervasive and often obscured intersection of physical and digital spaces in the workplace. We argue that the ethnographic toolkit is at its best when digital and physical spaces are not only considered in parallel, but are treated as mutually constitutive. First, we introduce the historical origins of digital methods, then we clarify common misconceptions about digital ethnography. Next, we organize our toolkit into three pillars representing key parts of the ethnographic research process: (a) immersion, (b) collection and analysis, as well as (c) writing and publishing. Within these we point out where analog ethnography falls short in accounting for digital life, propose specific practices for digital ethnography, and discuss their potential advantages and shortcomings. We finish with open questions and future directions for digital ethnography.

"Fostering Dignity at Scale: Jaipur Rugs and the Reflexive Management of Artisanal Craftwork" (Writing Results).

The factory has, for better or for worse, shaped our world. Factories, buttressed by bureaucratic administration, boosted productivity making luxuries that would be otherwise unaffordable to many broadly available and accessible (Gouldner 1954; Chandler 1962). It also led to the creation of millions of jobs and enabled individuals to aggregate personal wealth and achieve dreams of home ownership, mobility, etc. Yet, the adoption of the factory system, while undeniably transformative, has also seeded a landscape fraught with various societal ills (e.g., Langton 1984; Jones 1999). Rapid industrialization came about through the rise of harsh working conditions, exploitation of labor, and the fragmentation of traditional community structures. This shift engendered social stratification, economic disparities, and a loss of individual autonomy in the relentless pursuit of mass production. Dependence on the factory to maintain the standard of living in developed countries and the outsourcing of factory work to countries with weak institutional protections for labor and the environment have amounted to a grand challenge centered on how to retain production at scale while ensuring dignified lives for workers.

Organizational scholars have reported two approaches to addressing these ills. Firstly, a top-down approach, where progressive governments and non-governmental organizations put pressure on corporations who own and contract with factories. They work to implement stringent labor laws, ensuring workplace safety standards, and mandate fair wages through regulatory measures and by incentivizing different forms of corporate social responsibility (Lund-Thomsen & Lindgreen 2014). Non-profits can exert influence by advocating for these regulations, conducting research to highlight worker exploitation, and organizing campaigns to raise public awareness. By holding corporations accountable and pressuring them to adhere to ethical practices, this approach aims to mitigate the negative impacts of the factory and the bureaucratic system that governs it on labor and society. Alternatively, others have been working to foster entrepreneurship within local communities - a bottom-up, community-driven solution to provide an alternative way to earn a living outside of factory work (Peredo & Chrisman 2006; Murphy, Danis, Mack 2020; Hertel, Binder, & Fauchart 2021). Empowering individuals to create small-scale enterprises promotes economic diversification and resilience (Johannisson & Nilsson 1989). Initiatives supporting local businesses, providing access to resources like micro-financing or business incubators, and offering entrepreneurship education can revitalize communities. By encouraging self-sufficiency and community-driven economic activities, this approach aims to diminish reliance on large-scale factory employment and potentially create environments where workers have greater autonomy and job satisfaction.

While both approaches have led to significant gains, both present vital flaws. The top-down approach has worked wonders in moving forward regulatory systems. However, corporations seeking cheaper production tend to move their operations away from countries that implement systems they deem to expensive, as there is always a "business friendly" safe harbor willing to supply cheap labor with minimal labor and environmental oversight (Khan, Munir, Willmott 2007; Munir et al. 2018). The result ends up being a cruel "game of whack-a-mole" where advocates and regulators win significant legislative victories only to see production moved to a country with a laxer regulatory regime. The bottom-up, community-driven approach that focuses on building up communities and creating local resilience has also seen successes, lifting many individuals out of poverty, and improving conditions for marginalized populations. However, few of these efforts are designed to scale and provide viable alternatives to factory labor. The result is that these efforts remain isolated success stories rather than ways of life that counterweigh the continued expansion of the factory. How can we organize work to provide dignity at scale?

"Housing as Citizenship Practice: The São Paulo Ecosystem of Self-governing Social Housing Projects" (Writing Results).

"Seeding Upheaval: Placemaking and the structuration of organizational fields in the Ontario Wine Region, 1811-2022" (Writing Results).

Over two centuries (1811-2013), a constellation of actors jockeyed for influence, resources and the opportunity to define the Ontario wine region, what activities would take place within it, and who would be empowered to regulate these activities. By longitudinally tracing the work of these actors and the results of their work, we capture the emergence and stabilization of an ecosystem. We find that distributed acts of theorization and translation became imprints of varying stability that influenced the trajectory of the ecosystem and its subsequent reinventions. Moreover, we lend support to the notion that imprinting can take place not only during the founding period of firms, but in several sensitive periods when ecosystems are more susceptible to endogenous and exogenous influence.

"Techno-Babel: How Participation Architectures amplify and temper Polarization" (On-Going).

"Thinking Together: What Co-Authors Teach Us About Theorizing in High-Impact Qualitative Research" (On-Going).

Academic research reflects the creation of a conceptual product, often developed collaboratively. In management scholarship, co-authorship is commonly perceived as a pragmatic arrangement: a division of labor designed to improve efficiency, increase productivity, and navigate institutional incentives. Yet this framing obscures the deeper intellectual and relational work involved in collaboration. At its most generative, co-authorship constitutes a site of epistemic development. It deepens individual and collective thinking, challenges implicit assumptions, and stretches conceptual horizons. At its most strained, co-authorship can stall progress, fray relationships, or dilute the coherence of ideas and voice. Despite the centrality of collaboration in academic life, we rarely reflect on the processes that make co-authorship successful or unsustainable, particularly when it comes to theorizing in qualitative research. This proposal invites a set of co-author pairs to reflect on their partnerships, not only in terms of the work they produced, but also the process through which their ideas took shape. Rather than focusing on final outcomes, we seek to examine how people think together, navigate difference, and arrive at theoretical insight through collaborative dialogue.

"This Time with Verve: Cultural Entrepreneurship and the Translation of Bossa Nova, 1958-1967" (Writing Results).

We conduct an inductive, historical study of the translation of Bossa Nova from the musical genre's origin in Brazil to the United States, where it became a major influence on Jazz and popular forms of music. Cultural entrepreneurs shaped the material and symbolic components of the genre as it was conceived locally, recontextualized abroad, and reclaimed by custodians displeased with its domestication. These actions exceed what has been captured in previous translation studies both in their scope – i.e., the kinds of activities involved in the process – and in their time span – i.e., how translation remained unsettled beyond the genre's recontextualization. By attending to the dynamic materiality of cultural production and considering custodial activities that aren't typically centered in translation studies, we expand our understanding of translation as the work of actors driven not only to facilitate the acceptance of a cultural product in a new setting but to claim it and protect it as it travels.

"Towards an adaptive participation architecture: Redesign through consensus in self-organized collectives" (Writing Results).

Self-organized collectives that eschew managerial authority, such as the Bitcoin community, need to adapt their participation architecture—the sociotechnical framework that extends participation opportunities to potential contributors and integrates their contributions—as their internal and external environments change. Without any formal authority to guide redesigns, how do self-organized collectives adapt? To answer this question, we examined the "Scaling War" (2015-2017), a period of intense debate and conflict within the Bitcoin community over

how to solve a scalability bottleneck in its participation architecture. Drawing on a three-year field study entailing in-person and online observations, archival data, and podcast interviews, we show that a combination of two mechanisms allowed “Bitcoiners” to rally around one approach and implement it without triggering the dissolution of the collective. First, sociotechnical structures enabled the exploration of different approaches by coding a decentralized decision-making procedure in the software and organizational design. Second, peer regulation facilitated the formation of consensus over one approach by encouraging participants to adhere to shared cultural codes. Together, these two mechanisms enabled members to redesign their participation architecture through consensus rather than by resorting to managerial intervention.

Awards and Honors

Faculty Award for Outstanding Research, Loyola University New Orleans College of Business.
(May 1, 2017).

Faculty Award for Outstanding Research, Loyola University New Orleans College of Business.
(May 1, 2016).

Marquette Faculty Fellowship, Loyola University New Orleans. (May 1, 2015).

Southern Management Association Best Paper Award, Southern Management Association.
(August 1, 2013).

Faculty Award for Outstanding Research, Loyola University New Orleans College of Business.
(May 1, 2013).

TEACHING

Teaching Experience

The University of Vermont

BUS 2990, Launch Ready Start-Up, 1 course.

BUS 3990, Consulting Skills, 4 courses.

BUS 3993, Independent Study, 1 course.

BUS 4910, Strategic Theme Capstone: ENT, 3 courses.

BUS 6451, Sustainable Family Enterprise II, 1 course.

MBA 6020, Launching the Sust Venture, 2 courses.

MBA 6030, Crafting Entrepreneurial Business Model, 2 courses.

Awards and Honors

Top 50 Undergraduate Business Professor, Poets and Quants. (August 1, 2022).

MBA "Top Gun" Teaching Award, Loyola University New Orleans College of Business. (May 1, 2016).

SERVICE

Department Service

Faculty Mentor, Meyer's Cup Mentoring: Campus Storage Solution and Burlington Bio.
(September 2024 - March 2025).

Service to Academic Community

Committee Chair, Undergraduate Studies Committee. (August 2025 - Present).

Faculty Advisor, Career Event Planning: Careers in Consulting. (October 2024 - Present).

Committee Member, Undergraduate Studies Committee. (September 2024 - Present).

Judge, The Schlesinger Global Family Enterprise Case Competition (SG-FECC). (January 8, 2024 - January 11, 2024).

Faculty Advisor, Management and Entrepreneurship Student Advising. (2012 - 2023).

Committee Chair, Entrepreneurship Center Director Search committee. (2013 - 2022).

Faculty Advisor, Alpha Kappa Psi Professional Business Fraternity. (2012 - 2022).

Faculty Advisor, Loyola Entrepreneurs Association. (2012 - 2022).

Committee Chair, MBA Curriculum and Assessment committee. (2018 - 2021).

Committee Member, Continuing Education Workstream for the Magis Project. (2019 - 2020).

Committee Chair, International Business and Strategy search committee. (2018 - 2019).

Committee Member, College of Business Dean Search Committee. (August 2018 - May 2019).

Committee Member, Finance and Operations search committees. (2015 - 2016).

Faculty Advisor, KEY Nola. (2013 - 2016).

Dean, College of Business Adjunct search committee. (2012 - 2015).

University Service including GSB

Faculty Advisor, Catamount Innovation Fund. (August 30, 2023 - Present).

Curriculum Designer and Manager, Interdisciplinary Entrepreneurship Minor. (2016 - Present).

Founder, CECD. (2013 - 2022).

Program Organizer, IDEAcorns New Venture Consulting Competition. (2013 - 2015).

Professional Service

Faculty Mentor, Collective Impact Doctoral Workshop @ Wharton, Philadelphia, Pennsylvania. (March 2025 - Present).

Editorial Review Board Member, Administrative Science Quarterly. (2021 - Present).

Editorial Review Board Member, Organization Studies. (2016 - Present).

Reviewer, Ad Hoc Reviewer, Administrative Science Quarterly, Academy of Management Journal, Organization Science, Organization Studies, Journal of Management Studies, Journal of Business Venturing, Strategic Organization, California Management Review. (2010 - Present).

Editorial Review Board Member, Journal of Management Studies. (2017 - 2022).

Public Service

Board Member, Vermont Employee Ownership Center, Burlington, Vermont. (January 2026 - Present).

Reviewer, Academy of Management (AOM). (2023 - Present).

Program Organizer, Academy of Management (AOM). (2023 - Present).

Discussant, European Group for Organization Studies (EGOS). (2023 - Present).

Chairperson, Academy of Management (AOM). (2013 - Present).

Member, Southern Management Association (SMA). (2013 - Present).

Chairperson, European Group for Organization Studies (EGOS). (2012 - Present).

Member, Academy of Management (AOM). (2013 - 2016).

Reviewer, Southern Management Association (SMA). (2013 - 2016).

Awards and Honors

Service, Community

Silicon Bayou 100 Award, Silicon Bayou News. (March 1, 2019).

Silicon Bayou 100 Award, Silicon Bayou News. (March 1, 2018).

Silicon Bayou 100 Award, Silicon Bayou News. (March 1, 2017).

University Senate Award for Excellence in Community Engagement, Loyola University New Orleans. (May 1, 2016).

Silicon Bayou 100 Award, Silicon Bayou News. (March 1, 2016).

Silicon Bayou 100 Award, Silicon Bayou News. (March 1, 2015).

Silicon Bayou 100 Award, Silicon Bayou News. (March 1, 2014).

Silicon Bayou 100 Award, Silicon Bayou News. (March 1, 2013).

Service, University

Faculty Award for Outstanding Service, Loyola University New Orleans College of Business. (May 1, 2020).

Faculty Award for Outstanding Service, Loyola University New Orleans College of Business. (May 1, 2014).