

MaQueba L. Massey

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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

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

RESEARCH INTERESTS

Topics: Future of work (AI/blockchain technologies), human resource management, organizational justice

PUBLICATIONS

Rice, D. B., **Massey, M.**, Roberts, A., & Sterzenbach, N. (2023). A social exchange examination of upper-level management and supervisor organizational embodiment: the roles of supervisor psychological contract fulfillment and conscientiousness. *The Journal of Social Psychology*, 163(2), 191-211.

Rice, D. B., Mchiri, A., & **Massey, M.** (2022). A trickle-down model of organizational embodiment and the impact of supervisor neuroticism. *Journal of Management & Organization*, 1-18.

McWilliams, D. L., Torrance, C., **Massey, M. L.**, & Taylor, P. G. (2021). Emergency management agents value assessment of public private partnerships. *International Management Review*, 17(2), 5-22.

MANUSCRIPTS IN REVISION AND RESUBMISSION

**Full titles of these manuscripts have been withheld to protect the double-blind review process*

Rice, D.B., Maxie, J., **Massey, M.L.**, Edevbie, N., & Day, S. [Black Cultural Implications of Ethical Leadership]. *Journal of Business Ethics*

MANUSCRIPTS UNDER REVIEW

**Full titles of these manuscripts have been withheld to protect the double-blind review process.*

Rice, D. B., **Massey, M.**, & Maxie, J. [Money over DEI.] *Journal of Applied Psychology*.

Massey, M., Heath, M., & Luse, W. [Antecedents of Quiet Quitting]. *Human Relations*.

Rice, D.B., **Massey, M.L.**, Maxie, J., & Day, S. [My Boss Leads The Right Way.] *Journal of Business Ethics*

MANUSCRIPTS IN PROGRESS

Rice, D.B., Khatija, P., **Massey, M.L.**, Maxie, J., Despotism Leadership and Workplace Hazing. (Proposal)

Heath, M., Maxie, J., **Massey, M.L.**, Bishop, K., Backlash of DEI. (Ideation)

Massey, M.L., Busby, A., Mrichi, A., Bishop, J., Lesure, C., & Leonard, S., Transforming Organizational Justice w/ Emotion AI. (Drafting)

Heath, M., **Massey, M.L.**, Davis, M., Gender and Leadership: Taking Stock and Two Steps Forward. (Writing)

Osborne, M. R., Cratsley, M. J., **Massey, M. L.**, & Rice, V.. Organizational Priorities Influence AI Programmer's Ability to Design Fair Models. (Editing)

Massey, M.L., Roberson, Q.M., Rice, D.B., If only HR would communicate: The influence of pay communication on perceptions of pay equity. (Drafting)

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. (Writing)

Massey, M. L., Leonard, S., & Roberson, Q. M., Strategic diversity initiatives that matter. (Data analysis)

Ryan, A. M, Roberson, Q. M., **Massey, M. L.**, Where's the justice in sexual harassment? (Data analysis)

Rice, D.B., **Massey, M.L.**, Maxie, J. Are new employees treated fairly? Hostile work environments impact on new employees. (Data collection)

BOOK CHAPTERS

Massey, M.L. & 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*

INVITED PRESENTATIONS/PANELS

Tenure Project

AI and Blockchain Technology in the Classroom (Los Angeles, CA - University of Southern California, 2024)

47th Annual Big XII Conference on Black Student Government

Empowering the Black Community: The Impact of AI and Blockchain (Ames, IA - Iowa State University, 2024)

Ph.D. Project Annual Conference

- The Ph.D. Lifecycle: The Doctoral Student (Chicago, IL, 2024)
- The Ph.D. Lifecycle: Balancing the Doctoral Program and Life (Chicago, IL, 2024)

Management Doctoral Student Association

- Looking Ahead: The Ph.D. Journey (Academy of Management Conference, 2023 and 2024)

Management Faculty of Color

- Advocating for Ourselves through Research and Action (Academy of Management Conference, Boston, MA, 2023)

PRESENTATIONS

Massey, M. L., Marshall, J., Maxie, J. (2024, October). Integrating Technological Innovation in Education: A Comparative Analysis of AI and Web3 Versus Traditional Approaches. Presenting at *Southern Management Association* (San Antonio, Texas)

Massey, M. L., Heath, M., William, L. (2024, October). Quiet Quitting Used as a Strategic Response Based on the Conservation of Resources Approach. Presenting at *Southern Management Association* (San Antonio, Texas)
Beorchia, A., Boyd, T., Davis, S.,

Massey, M.L., White, M. (2024, October). Return of the Doctoral Student Networking Workshop: Creating Relationships Through Writing Groups. Presenting at *Southern Management Association* (San Antonio, Texas)

Maxie, J., **Massey, M.L.**, Boyd, T., Hollie, L., White, M., Rice, D., Young, N. (2024, October). Keeping Hope Alive: The Art of Navigating Publishing, Obligations and Life. Presenting at *Southern Management Association* (San Antonio, Texas)

Rice, D., **Massey, M.L.** (2024, October). Money over DEI: The Detrimental Implications of Supervisors with Strong Bottom-Line Mentalities Ignoring Inclusive Leadership. Presenting at *Southern Management Association* (San Antonio, Texas)

Massey, M.L. (2024, August). Understanding and Managing AI-Induced Quiet Quitting: A Multifaceted Approach. Organized and Presented at *Academy of Management* (Chicago, Illinois)

Osborne, M. R., Cratsley, M. J., **Massey, M. L.**, Rice, V., & Omrani, A., (2024, August). Innovating for a Diverse Digital Future: Insights and Strategies for Tomorrow's Organizations. Presented at *Academy of Management* (Chicago, Illinois)

Massey, M.L. (2024, February). The Influence of Smart Contracts on Employee's Perception of Pay Equity. Presented at *Society for Personality and Social Psychology* (San Diego, California)

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

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

Rice, D. B., **Massey, M. L.**, & 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. L., (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. L., (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. L., (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 L.**, & 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. L.**, (2021). Cultural institutions, women entrepreneurs and highgrowth entrepreneurship. Presented at the *Babson College* (Wellesley, Massachusetts)

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

Massey, M. L. (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. L., 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. L. (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. L. (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, Fall 2023, Spring 2024, Summer 2024 (Online)

University of Houston-Downtown

Undergraduate Courses

- MGT 3302-01 & 02: Human Resource Management Foundation (Online), Spring 2023
- MGT 3306: Compensation and Benefits (Online), Spring 2023

Jackson State University

Undergraduate Courses

- MNGT 452: Human Resource Management, Summer 2024
- MNGT 330: Principles of Management, Spring 2022
- ENT 285: Creativity, Innovation, & Entrepreneurship, Spring 2021 & 2022

PROFESSIONAL ACTIVITIES

Academy of Management

Reviewer, 2019 – 2020, 2023

Southern Management Association

Reviewer, 2020 - 2024

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

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)
- 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

- Academy of Management (AOM)
- Southern Management Association (SMA)
- Society for Personality and Social Psychology (SPSP)
- The Ph.D. Project
- Tenure Project
- Management Faculty of Color (MFCAB)Black Women Blockchain Council (BWBC)
- Management & Organizational Behavior Teaching Society (MOBTS)
- National Association of Black Accountants (NABA)
- Institute of Internal Auditors (IIA)
- 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