



PennState
Smeal College of Business

MANAGEMENT AND ORGANIZATION DEPARTMENT

ANNUAL NEWSLETTER
2020-2021

Message from the Department Chair

Dear Alumni and Friends,

This past year has certainly been a challenging one for everyone! I hope that this finds you well and ready for another (potentially as challenging) academic year. In the following you will find updates on the happenings in the M&O Department over the 2020-2021 academic year: including profiles of our PhD students who are on the job market this year; recognition of the PhD students who graduated this past year; a welcome to our new faculty, and a spotlight on recent faculty awards and distinctions.

Best wishes!

Vilmos

Vilmos F. Misangyi
Earl P. Strong Professor of Exec Ed in Bus Admin
Chair, M&O Department

DOCTORAL STUDENTS ON THE JOB MARKET

Celeste Diaz Ferraro



Dissertation Title
Building the
Institutional
Infrastructure of an
Emerging Field:
Power and
Meaning-Making in
Genomic Medicine
between 1990-2020

Dissertation Committee

Charlene Zietsma (Chair), Forrest Briscoe,
Denny Gioia, Leland Glenna, Barbara Gray

Education

BA, Communication, Trinity University
MBA, International Business, Georgetown
University

Research Interests

Field emergence & institutional change,
entrepreneurial ecosystems, small/micro
enterprise, social innovation

Teaching Interests/Experience

Experience: (UG) Strategic Management;
Innovation & Creative Problem Solving;
Financing the Entrepreneurial Venture;
(Grad) Marketing Management; (U.S. Dept.
of State) 8-Week Entrepreneurship Boot
Camps (). Teaching interests: Business,
Ethics & Society; Social Entrepreneurship,
Sustainability & Innovation; Corporate
Entrepreneurship & Intrapreneurship;
International Business Environment;
Negotiation; Business & Public Policy
Processes

Awards

Bunton-Waller Graduate Fellow, Smeal
College of Business; Susman Research
Enhancement Award; Research Fellow,
International Humanistic Management
Association (2019-2021); Scholar in
Residence, Trinity University Center for
Innovation and Entrepreneurship (2021-
2022)

Christine A. Mihelcic



Dissertation Title
“The Disability
Advantage: Stigmatized
Identity and Social
Entrepreneurship”

Dissertation Committee
Linda Klebe Treviño (Chair),

Aparna Joshi, Charlene Zietsma, Karen Page
Winterich

Education

Master of Public Policy, University of
Virginia

B.S. Psychology, Virginia Tech

Research Interests

identity, stigma, disability, social
entrepreneurship, diversity and inclusion

Teaching Interests/Experience

Organizational Behavior, Diversity,
Entrepreneurship, Research Methods,
Qualitative Methods

Awards

The Edward and Susan Wilson Scholarship
in Business
Gerald I. Susman Enhancement Fund
Smeal College of Business Small Research
Grant

Publications

Reina, C., Kreiner, G.E., Rheinhardt, A. &
Mihelcic, C.A. *In press*. Your Presence is
Requested: Mindfulness Infusion in
Workplace Interactions and
Relationships. *Organization Science*.
Kreiner, G.E., Mihelcic, C.A., & Mikolon, S. *In
press*. Stigmatized Work and Stigmatized
Workers. *Annual Review of Organizational
Psychology and Organizational Behavior*. 9.
Kreiner, G.E. & Mihelcic, C.A. (2020). Stigma
and Identity. Brown, E. (Ed.), *The Oxford
Handbook of Identities in
Organizations*. Oxford University Press.

DOCTORAL STUDENTS ON THE JOB MARKET

Min Young Yoon



Dissertation Title
“The Effects of Formative Family Experiences (FFE) on Men’s Engagement in Work-Family Initiatives”

Dissertation Committee

Aparna Joshi (Chair), Forrest Briscoe, Carolyn Dang, Stephen Humphrey, and Karen Winterich

Education

M.A., Management and Organizational Analysis, The University of Warwick
B.A, Psychology and Business Administration Yonsei University

Research Interests

Diversity and Inclusion, Gender, Allyship, Work-Family Interface

Teaching Interests/Experience

Organizational Behavior, Managing a Diverse Workforce, HRM, Introduction to Management

Awards

Gerald I. Susman Enhancement Fund
Smeal College of Business Small Research Grant
Management and Organization Summer Research Funding
Management and Organizational Excellence Enhancement Fund

DOCTORAL STUDENT GRADUATES (and PLACEMENTS)

G. Alessandra Rizzi



Assistant Professor,
Texas Christian University



Anna Roberts

Lecturer, University of Bath

Hye Joon Park



Adjunct Professor,
Bowling Green University

NEW FACULTY MEMBERS

Margaret Luciano



Margaret is an Associate Professor in the Management & Organization Department. Her research focuses on teams, multiteam systems, and leadership, with a particular interest in healthcare settings. Notably, her research on understanding and enhancing the quality of patient handoffs won competitive international awards.

Margaret's research has been funded by corporate and government grants and published in leading academic and practitioner outlets (e.g., *Academy of Management Review*, *Academy of Management Journal*, *Journal of Applied Psychology*, *Harvard Business Review*).

Eric Lee



Eric is an Assistant Professor at Smeal College of Business. His research lies at the crossroads of competitive dynamics, corporate governance, and social evaluations. More specifically, he is interested in how governance practices impact competitive behaviors and how managers use information to reduce unfavorable reactions from external audiences. His research has been published in *Strategic Management Journal* and *Organizational Research Methods*.

Eric received his Ph.D. from the University of Georgia and prior to pursuing an academic career, he worked as an international business development consultant, an entrepreneur, and a vocalist in a rock band touring up and down the U.S. east coast and in Asia.

PROMOTIONS

Charlene Zietsma

Promoted to Professor of Management and Organization. She is also the John and Becky Surma Dean's Research Fellow.



FACULTY AWARDS, RECOGNITIONS & DISTINCTIONS

Mark DesJardine: 2021 Emerging Scholar Award, *Alliance for Research on Corporate Sustainability*; 2021 Responsible Research in Management Award, *Academy of Management Fellows Group* and the *Community for Responsible Research in Business and Management*; 2020 Best Reviewer Award, *Strategic Management Journal*.

Raghu Garud: 2020 Distinguished Scholar Career Award, *Technology Innovation Management (TIM) Division*, Academy of Management.

Denny Gioia: Class of 2021 MBA Most Valuable Professor from the *Smeal College of Business MBA Program*; Class of 2021 Most Memorable Professor from the *Smeal College of Business Management & Organizational Leadership Master's Program*.

Don Hambrick: Class of 2021 MBA Best Management Consulting Professor. *Smeal College of Business MBA Program*.

Vilmos Misangyi: Class of 2021 MBA Most Influential Professor, *Smeal College of Business MBA Program*.