# ADAORA UBAKA

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| Northeastern University  D'Amore-McKim School of Business  112 Hayden Hall, 360 Huntington Avenue Boston, Massachusetts 02115 |  | Tel: 206-306-4441  Email:  [c.ubaka@northeastern.edu](mailto:c.ubaka@northeastern.edu) |

# ACADEMIC APPOINTMENTS

**Future Faculty Postdoctoral Fellow** 2022-present

Management & Organization Development Group

Northeastern University, D'Amore-McKim School of Business, Boston, MA

# EDUCATION

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| --- | --- |
| Ph.D., University of Illinois at Chicago, Chicago IL 2017-2022  Human Resource Management  M.A., Seattle Pacific University, Seattle, WA 2009-2011 Industrial-Organizational Psychology |  |
| B.A. University of Florida, Gainesville, FL 2008 Philosophy |  |
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**RESEARCH INTERESTS**

* Leadership Perceptions
* Diversity, Equity, Inclusion, & Belonging: Working Across Demographic Differences
* Organizational Communication to Politicized and Societal Events

# PUBLICATIONS IN REFEREED JOURNALS

1. Wayne, S. J., Sun, J., Kluemper, D. H., Cheung, G. W., & **Ubaka, A.** (2023). The cost of managing impressions for Black employees: An expectancy violation theory perspective. ***Journal of Applied Psychology****.* [https://doi.org/10.1037/apl0001030](https://psycnet.apa.org/doi/10.1037/apl0001030)

**\* Selected Media Coverage: Forbes, Medium, Huffington Post, MSN.com**

1. **Ubaka, A.,** Lu, X., Gutierrez, L. Testing the Generalizability of the White Leadership Standard in the Post Obama Era. (2022). ***The******Leadership******Quarterly.*** <https://doi.org/10.1016/j.leaqua.2021.101591>

\***Winner, Best Student Conference Paper Award, Gender & Diversity in Organizations (GDO) Division, 80th Annual Academy of Management Conference (2020)**

**\*Published as a Best Paper in the Proceedings of the Academy of Management Meeting (2020)**

# RESEARCH UNDER REVIEW

1. **Ubaka, A**., Cardador, M.T., Wayne, S.J. Play & Demographically Diverse Workgroups. *(Under 2nd  round review at* *Journal of Organizational Behavior)*
2. Cardador, M.T., Restubog, S.L.D., Deen, C., **Ubaka, A**. Bridging Across Occupational Boundaries (*Under 1st round review at Journal of Applied Psychology)*

# RESEARCH IN PROGRESS

1. **Ubaka, A.** Organizational Communication and Societal Events (*Preparing for submission to Academy of Management Review)*

**\*Winner, Best Paper With Practical Implications for Organizations Award, MOC Division, 83rd Annual Academy of Management Conference, (2023)**

**\*Winner, UIC Institute for Research on Race and Public Policy Dissertation Grant (2021)**

1. **Ubaka, A.,** & Ladge, J. Racioethnicity and Leadership *(Data Collection, Target: Journal of Applied Psychology)*
2. **Ubaka, A**. Building Psychological Safety During Co-op Community Building *(Data Collection, Target: Academy of Management Journal)*
3. **Ubaka, A.** Glass Cliff Roles*(Data Collection, Target: Academy of Management Journal)*

**AWARDS & HONORS**

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| 1. Winner, Best Paper with Practical Implications, MOC Division, Academy of Management Conference 2. Best Reviewer Award, OB Division of Academy of Management Conference 3. Recipient, C2C Seed Grant Competition, Northeastern University | ---  ---  $5,000 | 2023  2023  2023-2024 |
| 1. Recipient, Honoring Our Professors' Excellence (HOPE) Award, UIC 2. Invited to Appy for Institute of Business in Global Society (BIGS) Fellowship, Harvard Business School, Nominated by Amy Edmondson |  | 2022  2022 |
| 1. Winner, Dissertation Research Grant, Institute for Research on Race and Public Policy (IRRPP), UIC | $1,500 | 2021-2022 |
| 1. Recipient, Graduate College Award for Graduate Research, UIC | $1,750 | 2020-2021 |
| 1. Recipient, Janessa Shapiro Graduate Research Award, Society of Personality & Social Psychology (SPSP) | $1,000 | 2020 |
| 1. Winner, Best Student Conference Paper Award, GDO Division, Academy of Management Conference | ---- | 2020 |
| 1. Ph.D. Project/Baruch College Research Fellow | ----- | 2020 |
| 1. Graduate College Pipeline to an Inclusive Faculty (PIF) Fellowship, UIC | ---- | 2018-2022 |
| 1. Liautaud College of Business Graduate Fellowship, UIC | ---- | 2017-2022 |

# INVITED PRESENTATIONS

1. Harvard Business School, Organizational Behavior Lab (Planned for October 2023)
2. Northeastern University, D'Amore-McKim School of Business, MOD Department, 2022
3. University of California, Berkeley, Haas School of Business, M & O Dept., 2022
4. Massachusetts Institute of Technology (MIT), Sloan School of Management, 2022
5. University of Illinois at Chicago, Psychology Department, 2022
6. University of Michigan, Center for Positive Organizations, [Adderley Positive Research Incubator](https://positiveorgs.bus.umich.edu/events/adaora-ubaka/), 2022
7. Baruch College, Ph.D. Project Research Symposium, 2021

**CONFERENCE PRESENTATIONS, & FACILITATED SYMPOSIA AND WORKSHOPS**

**Academy of Management**, 83rd Annual Meeting, Boston, MA, 2023 Paper Presentation: Organizational Communication in the Wake of Mega-Threat Events: A Psychological Contract Perspective

**\*\*Winner, Best Paper with Practical Implications, MOC Division, Academy of Management Conference**

**Behavioral Science and Policy Association**, Virtual, 2023

Paper Presentation: Organization Communication Policy in the Wake of Mega-Threat Events: A Psychological Contract View

**The Wharton School (University of Pennsylvania),** 15th Annual People and Organizations Conference**,** Philadelphia, PA, 2022

Paper Presentation: Organizational Response and Mega-Threat Events

**Harvard Business School, Rising Scholars Conference,** Virtual, 2021

Paper Presentation: Testing the Generalizability of the White Leadership Standard in the Post-Obama Era

**Academy of Management**, 80th Annual Meeting, Virtual, 2020 Paper Presentation: Testing the Generalizability of the White Leadership Standard in the Post-Obama Era (with Xin Xin Lu & Lyangela Gutierrez)

\*\*Winner, Best Student Conference Paper Award, GDO Division, Academy of Management Conference

**Academy of Management**, 78th Annual Meeting, Chicago, IL, 2018 Professional Development Workshop Facilitator: Moving Beyond the Conversation: Building a Research Agenda to Create More Inclusive Organizations PDW (Sponsors: GDO Division)

**TEACHING**

**Northeastern University, Undergraduate Teaching**

Organizational Behavior (MGMT 452), Fall 2023, Instructor of Record

* + 1 section, Teaching Effectiveness:

**University of Illinois at Chicago, Undergraduate Teaching**

Organizational Behavior (MGMT 452), Fall 2021, Instructor of Record

* + Teaching Effectiveness: 4.2/5/0

Introduction to Organizations (MGMT 340), Summer 2021, Instructor of Record

* + Teaching Effectiveness 4.73/5.0

Organizational Behavior: (MGMT 452), Spring 2021, Instructor of Record

* + Teaching Effectiveness 4.18/5/0

Organizational Behavior (MGMT 452), Fall 2020, Instructor of Record

* + Teaching Effectiveness 4.08/5/0

**SERVICE – PROFESSION, UNIVERSITY, & DEPARTMENT**

**Ad Hoc Reviewing, 2022-present:**

* + Organizational Behavior and Human Decision Processes (OBHDP)
  + Journal of Applied Psychology (JAP)
  + Journal of Organizational Behavior (JOB)

**Student Representative at Large**, Management Organizational Cognition (MOC) Division, April 2021- August 2022

**Organizer & Facilitator**, Managerial Dept. Research Incubator Presentations, Spring 2021

**Panelist for UIC Graduate College Orientation**, Fall 2020

**Academy of Management Conference Reviewer**, 2017-present

**Ph.D. Project/Management Doctoral Student Association (MDSA)**

* + **Co-Chair of Networking Committee**, 2020-2021
  + **Writing Group Facilitator**, Fall 2020
  + **Membership Committee**, Fall 2020
  + **Service Committee**, 2017-2018

**PROFESSIONAL AFFILIATIONS**

**Academy of Management**, 2017- present, Divisions: OB, HR, MOC

**Society for Personality and Social Psychology (SPSP)**; 2018-present

* + - Volunteer as Reviewer for the SPUR Program (Fall 2021, Fall 2022)

**Ph.D. Project/Management Doctoral Student Association (MDSA)/Management Faculty of Color Association (MFCA)**, 2014-present

**REFERENCES**

* **Sandy J. Wayne, Ph.D., Professor, Dean of Liautaud College of Business Doctoral Advisor & Dissertation Chair**

Managerial Studies Department

Liautaud College of Business, University of Illinois at Chicago

[sjwayne@uic.edu](mailto:sjwayne@uic.edu)

* **Teresa Cardador, Ph.D., Associate Professor**

**Co-author & Mentor**

School of Labor and Employment Relations, University of Illinois at Urbana-Champaign

[tcardador@illinois.edu](mailto:tcardador@illinois.edu)

* **Jamie Ladge, Ph.D., Associate Professor, Chair of the MOD Group**

**Co-Author & Mentor**

Management and Organizational Development

D’Amore-McKim School of Business, Northeastern University

[jladge@northeastern.edu](mailto:jladge@northeastern.edu)

* **Linda J. Skitka, Ph.D., Professor, Emerita of Social Psychology Department**

**Dissertation Committee Member & Mentor**

Social Psychology Department

Graduate College, University of Illinois at Chicago

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