

PATRICIA T. NAYA

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Google Scholar: <https://scholar.google.com/citations?user=qnzZy1YAAAAJ&hl=en>

EDUCATION

College of Management, UMass Boston | PhD Business Admin. (Organizations and Social Change) Expected April 2025

- Research Interest: Race, JEDI, Anti-racism, Resistance, Organization Theory, Informal Economy, and GHRM.

University College London (UCL), UK | MSc Prosperity, Innovation, and Entrepreneurship Sept 2020- Sep. 2021

- **Dissertation**, Era of Inclusivity: Employees driving Green Human Resources toward Sustainable Prosperity.
- **Class**: Distinction

University for Development Studies, Ghana | Bachelor of Commerce (HRM major) Sept 2016- July 2019

- **Project work**: Examining the Impact of T&D on Craftmanship in Wa-Municipality, Ghana
- **Class**: First Class

University for Development Studies, Ghana | Diploma in Integrated Business Studies Sept 2014- July 2016

- **Term paper**: Exploring the relationship between Teacher's qualification and Student performance in Basic Education Certificate Examination in Upper East Region, Ghana.
- **Class**: Distinction

DISSERTATION

Topic: Becoming an anti-racist organization: Sense-making, inequality regimes, and resistance.

Dissertation Committee:

Professor Alessia Contu (Chair), University of Massachusetts, Boston

Assistant Professor Jared M. Poole, University of Massachusetts, Boston

Assistant Professor Stephanie J. Creary, Wharton Business School, University of Pennsylvania

PUBLICATION

Naya, T. P., Contu A. & Poole, M. J. (2024) Piercing the veil of colorblindness with an anti-racist identity: sensemaking, power, and the reproduction of racialized socio-economic inequality. *Academy of Management Learning Education*, (ja), *amle*, 23(3), 387-407.

Nkomo, S. & **Naya, T. P.** (Forthcoming) Critical conversations in MOS: A dual-interview on the continuing struggles against anti-Blackness and racial capitalism. *Organization*.

Naya, T. P. (Forthcoming) *Embracing Colorbraveness: A Sankofa Approach to Decolonizing Business Schools*. In T. Wall, E. Girei, E. Antonacopoulou, M. Blasco, S. Nkomo, & K. Ogunyemi (Eds.), *The Elgar Companion to Management Education and the UN Sustainable Development Goals*. Edward Elgar Publishing Ltd.

Naya, T. P., (2022). Developing tools and evidence to deliver prosperity. The era of inclusivity: employees driving green human resource management toward sustainable prosperity. *Working Paper*, UCL Institute for Global Prosperity.

MANUSCRIPT UNDER REVIEW

Naya, T. P., Contu, A. & Poole, J.M. "Those of Us Who Stay": How an Inclusion-Exclusion Paradox Emerges among Black and Brown Women at a U.S. University. 3rd Revision *AMLE*.

MANUSCRIPT UNDER DEVELOPMENT

Naya, T.P., and Mbamba, C. R. (Editing) Unveiling Blackness: African Graduate Students' Negotiation of Racial Consciousness in U.S. Academia. (*Human Relation*).

Naya, T. P., (Writing) The Politics of Anti-Racist Change: Navigating Resistance, Power, And Privilege in Organizations. (*Organization Science*.)

Naya, T. P. and Dorado, S (writing). Market Queens. Beyond market governance. (*Journal of Management Studies*)

Naya, T. P., Dorado, S., and Newman, A. (Writing) Market Makers: A comparative case of Kejetia, Ghana, Warwick Junction, South Africa, and La Sada, A. (*Journal of Management Studies*.)

Naya, T. P., (Data Analysis) All it takes is love: Resilience or Resignation? (*Journal of Applied Psychology*)

Naya, T. P., (Data Analysis) Striving and Surviving: Meeting Students Where They Are. (*Academy of Management Journal*)

CONFERENCE PRESENTATIONS

Naya, T. P., Contu, A. and Poole, M. J. Organizational Anti-Racism as a Contested Site of Politics. Presented at 18th *Organization Studies* Summer Workshop Greece 23-25 May 2024.

40th EGOS Colloquium 2024 – hosted by the University of Milan-Bicocca.

Accepted at

1st *Organization* Virtual Conference December 9-13

Association for Public Policy and Management APPAM Fall Research Conference in Washington, DC, November 21 – 23.

Naya T. P, Contu, A. and Poole, M.J “Those of us who stay”: The cost of “finding the right home” for gendered and racialized academics. presented at

The 40th EGOS Colloquium 2024 – hosted by the University of Milan-Bicocca.

The 84th Annual Conference, 9-13 August 2024. Chicago. Critical Management Studies Division, Academy of Management (AOM).

Awarded CMS Division (AOM), 2024, Most Promising Early Career Paper

Danish Gender Conference, 2024 —hosted by Copenhagen Business School, Denmark, September 4-6.

Naya, T. P., Contu, A. and Poole, M. J. Organizational Anti-Racism as a Contested Site of Politics. Presented at 18th *Organization Studies* Summer Workshop Greece 23-25 May 2024.

Naya, T. P., Contu, A. and Poole, M. J. If not now, when? If not here, where. Becoming an Anti-racist Organization and the politics of being woke. Presented at

International Critical Management Conference, Nottingham, UK. 20-23 June 2023.

EGOS. The 39th EGOS Colloquium, 6-8 July 2023. Cagliari, Italy

The 83rd Annual Conference, 4-8 August 2023. Boston, Massachusetts. Critical Management Studies Division, Academy of Management (AOM).

Naya. T. P. & Aboh A. Bridging the Gap: Tools of Empowerment. Supporting the needs of Undocumented, Food & Home Insecure college students. Presented at Undocuallly Conference by Student Multicultural Affairs (SMCA) and Office of Urban and Office Campus Service (U-ACCESS), April 19, 2023. University of Massachusetts, Boston.

TEACHING EXPERIENCE

Instructor of record MGT 330 Business Environment and Public Policy (Remote).

Summer 2024

Instructor of record for online undergraduate course exploring relationships between business, government, and society. Adapted in-person curriculum to virtual format, utilizing digital tools to maintain engagement. Implemented frequent breakout room discussions, team presentations, and whole-

class debriefing sessions. Students analyzed case studies, presented findings, and proposed solutions to real-world business scenarios. Course covered topics including corporate social responsibility, globalization, environmental sustainability, and business ethics. Despite remote learning challenges, received positive student feedback with average evaluation score of 3.64/5.0. Emphasized interactive activities and group work, fostering diverse perspectives.

Instructor of record MGT 330 Business Environment and Public Policy (In-person)

Fall 2023

Instructor of record for undergraduate course exploring the interrelations between business, government, and society. Topics included corporate social responsibility, globalization, environmental sustainability, and business ethics. Led discussions and lectures for 30 students per semester, utilizing case studies, role-playing exercises, and group projects to engage learners. Developed course materials, managed online learning platform, and provided individualized feedback. Emphasized critical thinking and real-world application of concepts. Student evaluations averaged 4.5/5.0, with particular praise for interactive teaching methods and relevance to current business issues.

Teaching Assistant, Professor Contu Alessia (MGT 330 and MGT 303: Managing Organizations)

Fall 2022 – Present

RESEARCH FUNDING

- American Association of University Women (AAUW) International Fellow 2023-2024 (\$25,000)
- Summer Researcher Grant, University of Massachusetts Boston Transdisciplinary Dissertation Proposal Development Program June- September 2022 (\$3,000)

Selected Workshop and Seminars

Capri Summer School – X Edition 9 - 13 September 2024, Italy.

8th Annual Women of Color in the Academy Conference. May 17, 2024, Northeastern University.

Northeastern Qualitative Research Conference on Organizational Science, April 3rd, 2024.

Qualitative Research: Doing Better Constructionist Data Analysis with David Silverman, Feb 2024

Attendee at 25th Boston Field Research Conference, fall 2023.

Attendee at Truth and Transformation, Institutional anti-racism and accountability project, Harvard, fall 2023

Dissertation proposal accepted for discussion at EGOS Pre-Colloquium, Cagliari, Italy. 4-5th July 2023.

Attendee at Decolonizing forum series. Center for Innovative Teaching (CIT), Spring, 2023. UMass, Boston

Attendee Corporate Governance Conference, Northeastern University, 2023.

Attendee Africa Innovate Conference, April. MIT Sloan Business School, 2023

Beyond High-Growth Entrepreneurship Workshop underground series at USA, 2023

INVITED TALKS

Opening Remarks at Sankofa Conversation on Structural Racism, Teach-in and Speak up series, March 21, 2024

Guest Speaker at Taunton Area AAUW Branch, Massachusetts, Holiday Brunch, December 9, 2023

Panelist at the Massachusetts Community Building Day webinar. Student Basic Needs–The People, Policy, and Practice April 5, 2023.

SERVICE

UMass Boston Restorative Justice Commission, Board Member

2023 – 2025

Commonwealth Scholarship Commission (CSC) Alumni Advisory Panel Member

2023 – 2025

Center for Innovative Teaching (CIT) Board Member.

Spring 2022-Present

UACCESS Ambassador (Voluntary)	Fall 2022- Present
<ul style="list-style-type: none"> ○ Designing, Coordinating, and teaching the financial literacy course. ○ Tax support team member. ○ Pantry services ○ Special event Coordinator (tabling at open/resource days fairs) 	
Program Assistant (TA)-TDPD June & September Workshops.	2023& 2024
Volunteer at the Office of Diversity, Inclusion, and Equity.	Fall 2022-2023
<ul style="list-style-type: none"> ○ Racial Climate Committee member 	
Volunteer at Office of Community Participation	Fall 2022- 2023
<ul style="list-style-type: none"> ○ Developing a 360 Community Engagement framework for the University. 	

PROFESSIONAL MEMBERSHIP

- Academy of Management
- European Group of Organizational Studies
- African Academy of Management
- African Scholars Forum

OTHER FUNDING, AWARDS AND RECOGNITIONS

- CMS Division (AOM), 2024, Most Promising Early Career Paper.
- Ph.D. Award for Academic Distinction in Organizations and Social Change, College of Management, UMass, Boston, 2023.
- Beacon Emerging Leader Award, University of Massachusetts, Boston, 2023
- Dean Fellowship Award 2021, 2022, 2023 & 2024 University of Massachusetts, Boston.
- Professional Development Grant for conference presentation, Graduate Students Assembly, UMass, Boston \$400 each. 2023 & 2024.
- UMass, Boston College of Management bursary (\$1000) 2023 & \$(1500), 2024.
- ICMS 39th Bursary award covered conference registration and an amount of 100 pounds to support accommodation and flight.
- University College London, Institute for Global Prosperity 2021 Best Dissertation Award, UK.
- Commonwealth Shared Scholarship 2020, University College London (UCL), UK (£48,100)
- Overall Best Graduating Students 2019, Department of Management Studies, School of Business and Law, University for Development Studies, Tamale, Ghana.
- Best Female Graduating Student 2019, School of Business and Law, University for Development Studies, Tamale Ghana.
- RAINS Cash Prize for the First Female student to attain First Class Honors, School of Business and Law, University for Development Studies, Tamale, Ghana
- Overall Best Diploma Graduating Students 2016, School of Business and Law, University for Development Studies, Tamale, Ghana

OTHER PREVIOUS EXPERIENCE

Founder and CEO	Jan 2017 - Present
Realizing Dreams Foundation Nabdam, Ghana	
<ul style="list-style-type: none"> • Support Women and Girls' empowerment through Research, Advocacy, and Action. • Support Managers of MSEs, which includes hotels and restaurants, and local NGOs, to create systematic processes that identify their organizations' human capital needs and develop their staff. 	
Human Resource Associate	September 2020 – August 2021
Ghana Health Service Wa, Ghana	

- Processed annual leave applications
- Processed recruitment applications
- Assisted routine supervision at health centers within the Region
- Assisted in the design and execution of appropriate training and development programs
- Managed employee database

Assistant to Regional Audit Lead

Jan 2018 – Sept 2018

Ghana Audit Service | Wa, Ghana

- Worked with the audit team to manage timely execution of audit plan in the Upper West Region
- Supported the Audit team in following up on evidence of implementation of audit findings
- Supported the audit team in development of annual audit planning processes using risk analysis techniques
- Supported the Regional Audit Lead to develop draft annual plans for discussion with the National Audit office.

Course Teacher/Instructor

Sept 2019 – August 2020

Tupasoo Senior High School | Wa, Ghana

Taught Business Management, Economics, Cost, and Financial Accounting to Form 1s.

- Prepared Lesson plans and note
- Lead class discussion
- Supervised examination
- Prepare examination questions, mark, and review with the class.

Mathematics and ICT Teacher/Instructor

Sept 2016 – July 2017

Bamahu M/A Junior High School | Wa, Ghana

- Writing lessons note
- Coaching and Mentoring Schemes to bring the best out of my students
- Developed end-of-term meetings with parents to discuss the academic progress of each student and offered advice to parents on how to bring the best out of their wards

Field Researcher

May 2015 - July 2016

Gbabshie & Yepalsi Community Development Group | Tamale, Ghana

- Collected, analyzed, and presented data on all aspects of the community
- Assisted the community development officer in developing capacity-building programs
- Assisted the group in developing business and financial management techniques