

## FELIPE G. MASSA, PH.D.

Assistant Professor of Management | College of Business | Loyola University New Orleans |  
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### EDUCATION

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<i>Ph.D. in Organization Studies</i> Boston College, Chestnut Hill, MA	2013
<i>M. Science in Organization Studies</i> Boston College, Chestnut Hill, MA	2010
<i>B.B.A. with honors in Finance /Accounting</i> University of Miami, Coral Gables, FL	2004

### RESEARCH OVERVIEW

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Entrepreneurship scholars investigate the formation of new entities. They examine efforts to transpose and adapt concepts from old domains to new ones, to associate previously unrelated ideas from disparate social worlds, and to balance the groundbreaking with the appropriate in the construction of novelty. In doing so, they go beyond studying the introduction of new commercial products and services, to explaining how new social structures and meaning systems take shape. My research program explores the efforts of dispersed social actors that collectively engage in such entrepreneurial activities by violating institutional boundaries and spanning social worlds. I systematically unveil the processes and mechanisms which both drive and sustain these efforts in new organizational forms (Massa, 2016), cultural categories and products (Jones, Maoret, Massa & Svejenova, 2012; Jones & Massa, 2013; Massa, Helms, Voronov, & Liang, 2016), and financial systems (Nielsen & Massa, 2013).

### PUBLICATIONS (PEER-REVIEWED)

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*Impact Factor Source: 2014 Journal Citation Reports® (Thomson Reuters, 2015)*

Massa, F.G. Forthcoming. Guardians of the Internet: The Collective Empowerment of the Anonymous Online Community. *Organization Studies*.

– Impact Factor (2014): 2.886 | Impact Factor (5-Year): 3.856

Massa, F., Helms, W., Voronov, M., & Wang, L. 2016. Emotions Uncorked: Inspiring Evangelism for the Emerging Practice of Cool Climate Winemaking in Ontario. *Academy of Management Journal*.

– Impact Factor (2014): 6.448 | Impact Factor (5-Year): 9.812

Massa, F.G. 2016. Recasting Community for Online Resisting Work. *The SAGE Handbook of Resistance*. Ed. David Courpasson and Steven Vallas. SAGE Publications, Inc.

Jones, C., and Massa, F.G. 2013. From novel practice to consecrated exemplar: Unity Temple as a case of institutional evangelizing. *Organization Studies*, 34(8), 1099-1136.

– Impact Factor (2014): 2.886 | Impact Factor (5-Year): 3.856

Nielsen, R.P., and Massa, F.G. 2013. Reintegrating ethics and institutional theories. *Journal of Business Ethics*, 115(1), 135-147.

– Impact Factor (2014): 1.326 | Impact Factor (5-Year): 1.915

Jones, C., Maoret, M., Massa, F. G., and Svejenova, S. 2012. Rebels with a cause: Formation, contestation, and expansion of the de novo category “modern architecture,” 1870–1975. *Organization Science*, 23(6), 1523-1545.

– Impact Factor (2014): 3.775 | Impact Factor (5-Year): 6.309

Maoret, M., Massa, F. G., & Jones, C. (2011). Toward a Projects as Events Perspective. *Advances in Strategic Management*, 28, 427-444.

## MANUSCRIPTS IN PROGRESS

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### ***Under Review:***

Besharov, M.L., O’Mahony, S.O., and Massa, F.G. The Rationalization Dilemma: How Communities Formalize without Subverting Founding Values. *Revise and Resubmit (2<sup>nd</sup> round) at Administrative Science Quarterly*.

– Impact Factor (2014): 3.333 | Impact Factor (5-Year): 7.313

Massa, F.G. and O'Mahony, S. Hiding in Plain Sight: How Repertoire Reconfiguration enables Dark Communities to Organize in Secret. *Reject and Resubmit at Organization Science*.

– Impact Factor (2014): 3.775 | Impact Factor (5-Year): 6.309

### ***In Preparation for Submission:***

Helms, W., Liang, W., Massa, F.G. and Voronov, M. The Expression of Passion for Work: Achieving Culturally-acclaimed performance in Wine Contests. *Completed manuscript being prepared for submission to Academy of Management Journal (est. Spring 2016)*.

Massa, F.G., Voronov, M., De Clerq, D., Hinings, C.R. Cool Climate Renaissance: The Reinvention of a Collective Identity for the Ontario Wine Region. *Preparing for submission to a journal to be determined*

Massa, F.G., Voronov, M., De Clerq, D., Hinings, C.R. Imprinting Entrepreneurial Ecosystems: The Transformation of the Ontario Wine Region, 1811-2013. *Preparing for submission to a journal to be determined*

Massa, F.G. and Weinberg, F. Leading through Metaphor. *Preparing for submission to Leadership Quarterly*

Funk, C., Massa, F.G., and Trevino, L. A Review of the Spatial Distribution of Innovation and Knowledge Creation in the Field of Entrepreneurship. *Data Analysis underway*.

## SELECTED PRESENTATIONS

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Massa, F.G. and O'Mahony, S. 2015. Hiding in Plain Sight: How Repertoire Reconfiguration enables Dark Communities to Organize in Secret. *Academy of Management Conference*, Vancouver.

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

Massa, F.G., Voronov, M., Helms, W., Wang, L. 2014. Inspiring Institutional Evangelism for the Contested Practice of Ontario Winemaking. *Academy of Management Conference*, Philadelphia.

✧ Accepted to the *Annual Meeting Proceedings (OMT, 10% acceptance rate)*.

Maoret, M. and Massa F.G. 2012. 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. *EGOS conference*. Helsinki.

Massa, F.G., Voronov, M. and Helms, W. "From the heart": Affective legitimation in the Ontario wine industry. Sub-theme 45: Institutions and Emotions. *EGOS conference*. Helsinki.

Nielsen, R. and Massa F.G. 2012. Reintegrating Ethics and Institutional Theory. *Society for Business Ethics Annual Meeting*, Boston.

Massa, F.G. 2011. Out of Bounds: The Anonymous Online Community's Transition to Collective Action. *Academy of Management Conference*, San Antonio.

✧ Accepted to the *Annual Meeting Proceedings (OMT, 10% acceptance rate)*.

Nielsen, R. and Massa F.G. 2011. Beyond Apples and Barrels: Reintegrating Institutional Theory, Political Economy and Organizational Ethics. *Academy of Management Conference*, San Antonio.

DeJordy, R. and Massa F.G. 2011. Emotions and Macro Social Structure. In: Emotions & Institutions: Working toward a Research Agenda. OMT/MOC Symposium. *Academy of Management Conference*, San Antonio.

Massa, F.G. and Kirshbaum, C. 2011. Translating Sway: The American Rebirth of Bossa Nova, 1962-1968. *Harvard Creative Industries Workgroup*, Cambridge.

Jones, C., Maoret, M., Massa, F.G. and Svejenova, S. 2010. Rebels with a Cause: The Creation, Contestation and Expansion of the De Novo Category "Modern Architecture", 1900-1975. *Northwestern Kellogg School of Management*, Evanston.

Nielsen, R. and Massa, F.G. 2010. Linking Institutional Logics, Political Economy and Organizational Ethics: The Case of Finance Capitalism and Social Democratic Capitalism. *Boston College Organization Studies WIP (work in progress) seminar series*, Chestnut Hill.

Jones, C., Maoret, M., Massa, F.G. and Svejenova, S. 2010. Rebels with a Cause: The Creation, Contestation and Expansion of the De Novo Category "Modern Architecture", 1900-1975. *Harvard M.I.T. Socioeconomic Seminar*, Cambridge.

Massa, F.G. 2010. Legitimacy and the Outsider: The Consequences of Conformity for the Anonymous Online Community. *Academy of Management Conference*, Montreal, Canada.

Massa, F.G. 2010. Surfing for Data: Using Internet-based Ethnographic Methods in Organization Studies. In: Using Innovative Technologies in Research Methods. *Academy of Management Conference*, Montreal, Canada.

Jones, C., Massa, F.G. and Maoret, M. 2010. The Symbolic Construction of Architecture: The Micro-Foundations of Symbolic Boundaries in the Architectural Profession. *26<sup>th</sup> European Group for Organization Studies Conference*, Microfoundations of Institutions Subtheme, Lisbon, Portugal.

Jones, C., Massa, F.G. and Maoret, M. 2010. Building Meaning Through Artifacts: Institutional Work in the Creation and Preservation of Symbolic Boundaries in the Architectural Profession. *2<sup>nd</sup> International Conference on Institutions and Work*, Vancouver, Canada.

Massa, F.G. 2009. Institutional Defense in the Internet Age: Scientology vs. Anonymous. *Academy of Management Conference*, Chicago, Illinois.

Jones, C., Svejnova, S. and Massa, F.G. 2008. Rebels with a Cause: Evangelizing and Transforming Culture. *24<sup>th</sup> European Group for Organization Studies Colloquium*, Amsterdam, Netherlands.

## TEACHING EXPERIENCE

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### ***Loyola University, New Orleans, LA:***

*Management and Organizational Behavior* (undergraduate),

Fall 2012 - Evaluations: 4.8 / 5 for instructor - 4.7 / 5 for the course

Spring 2013 (section 2) - Evaluations: 4.5 / 5 for instructor - 4.2 / 5 for the course

Spring 2013 (section 3) - Evaluations: 4.5 / 5 for instructor - 4 / 5 for the course

Fall 2013 (section 2) - Evaluations: 4.9 / 5 for instructor - 5 / 5 for the course

Fall 2013 (section 051) - Evaluations: 4.9 / 5 for instructor - 5 / 5 for the course

Fall 2014 (section 051) - Evaluations: 4.5 / 5 for instructor - 4.5 / 5 for the course

*Entrepreneurship* (undergraduate),

Fall 2012 - Evaluations: 4.9 / 5 for instructor - 5 / 5 for the course

Spring 2014 - Evaluations: 4.8 / 5 for instructor - 4.7 / 5 for the course

Spring 2015 - Evaluations: 4.5 / 5 for instructor - 4.4 / 5 for the course

*New Venture Consulting* (MBA),

Spring 2013 - Evaluations: 4.8 / 5 for instructor - 4.8 / 5 for the course

Spring 2014 - Evaluations: 5 / 5 for instructor - 5 / 5 for the course

Spring 2015 - Evaluations: 5 / 5 for instructor - 5 / 5 for the course

*Immersion Weeks* (MBA),

Fall 2014 - Venture Week - 4.5 / 5 for instructor - 4.5 / 5 for the course

Spring 2015 - Career Week - 4.5 / 5 for instructor - 4.1 / 5 for the course

### ***Boston College, Chestnut Hill, MA:***

*Introduction to Organizational Behavior* (undergraduate), Spring 2010

Spring 2010 - 4.6 / 5 for instructor - 4.4 / 5 for the course

- ✧ Winner of the 2011 Donald J. White Teaching Excellence Award, which recognizes graduate teaching fellows who distinguished themselves in classroom instruction

### ***Guest Lectures:***

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- *Pitching your Ideas to Investors* - Entrepreneurial Adventure (Fall 2014)

- *Entrepreneurship in Latin America* - International Strategy in Latin America (undergraduate), Spring 2013

- *Rewards and Motivation (Cirque de Soleil)* - Introduction to Organizational Behavior (MBA), Fall 2011

- *Non-Narrative Career Representations* - Careers (undergraduate), Fall 2011

- *Social Media and your Career* – Careers (undergraduate), Spring 2011
- *The Ethics of Unusual Organizational Structures* - Leadership and Ethics (undergraduate), Spring 2010
- *Followers and Followership* - Leadership Workshop II (MBA), Spring 2010

## SERVICE

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### Professional:

- Reviewer for the Southern Management Association, New Orleans, 2013.
- Best Paper in Organization Theory and International Management Committee, Southern Management Association, New Orleans, 2013.
- Ad Hoc Reviewer for Organization Studies.
- Ad Hoc Reviewer for Journal of Management Studies.
- Reviewer for OMT, MOC and SIM Divisions - Academy of Management
- Volunteer at the Academy of Management New Doctoral Student Consortium
- Discussant and Reviewer for the Creative Industries Subtheme (Amsterdam) - European Group for Organization Studies
- Chair of Identity and Meaning session in subtheme 13 at the EGOS 2012 Conference (Helsinki): In Search for Meaning: Rethinking and Energizing Research on Creative Industries
- Discussant for Social Media track (Cambridge, 2011) - Inter-Ivy and Sorensen Memorial Sociology Conference
- Member of the Best Student Paper Committee for the Strategic Management/Organizational Theory/International Management track of the 2013 Southern Academy of Management Conference (New Orleans)
- Chair of Social Movements and Targets session at the 2013 Academy of Management Conference (Orlando, FL)

### Community:

- Co-organizer of New Orleans Tech Week (Fall 2014)
- Judge for the PitchNOLA: Community Solutions competition (Fall 2013). PitchNOLA: Community Solutions is a pitch competition with a simple mission: to provide a platform for community members to propose their solutions to our city's most pressing social and environmental challenges. It's then our job to facilitate start-up funding, project support, and media coverage to ensure the community benefits from the best and most innovative ideas!
- Coach for New Orleans Startup Weekend (<http://neworleans.startupweekend.org/>) Sept. 27, 2013
- Member, Volunteer and Recruiter (2008-2011) - Ph.D. Project for the Advancement of Minority Faculty
- Boston College Student Representative at DocNet Minority Doctoral Student Recruiting Conference (2008)
- MRAP (Movement/Media Research Action Project) member and contributor (2009-2011) under the direction of Prof. William Gamson
- Faculty Advisor for Alpha Kappa Psi Professional Business Fraternity

### Affiliations:

- Academy of Management (since 2007)
- European Group for Organization Studies (since 2008)
- Eastern Academy of Management (2010-2012)
- Southern Academy of Management (since 2013)
- Society for Business Ethics (since 2011)
- PhD Project (since 2007)

## AWARDS

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### ***Donald White Teaching Excellence Award***

Academic Vice President and Dean of Faculties of Boston College, May 2011

- The annual Donald J. White Teaching Excellence Award recognizes graduate teaching fellows and teaching assistants who distinguished themselves in classroom instruction

### ***Faculty Award for Outstanding Research***

Loyola University New Orleans College of Business, April 2013

- The Outstanding Research award is given annually to the faculty member who contributed the most to research in his or her field. The faculty of the entire college of business votes for the recipient.

### ***Silicon Bayou 100 Award***

Silicon Bayou News, 2013, 2014, 2015

- The Silicon Bayou 100, the annual list of the 100 most influential and active people in tech and entrepreneurship in Louisiana honors those who have significantly improved the Louisiana entrepreneurial ecosystem. I have won the award for three years in a row.

### ***Faculty Award for Outstanding Service***

Loyola University New Orleans College of Business, May 2014

- The Outstanding Service award is given annually to the faculty member who contributed the most to service in his or her field. The faculty of the entire college of business votes for the recipient.

### ***University Senate Award for Excellence in Community Engagement***

Loyola University New Orleans, January 2016

- The Community Engagement award is given annually to a faculty member across the entire university who contributed the most, through his teaching and service, to the community. The faculty of the entire university votes for the recipient.

## RELEVANT WORK EXPERIENCE

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Boston College, Chestnut Hill, MA

August 2007 – May 2012

*Research Assistant*

- Collected and converted archival data from several libraries, the Avery Index to Architectural Periodicals and the archives of Architectural Record, and assisted in conducting Semiotic Network Analyses using UCINET (Candace Jones).
- Collected, converted and conducted meta-network analysis of Congressional data on the passage of auto safety regulations in the 1960s and 70s (Simona Giorgi).
- Conducted an in-depth review of the connections between the Institutional Theory literature and the Political Economy (Richard Nielsen).

Gorenstein Group, Miami, FL

August 2005 – July 2007

*Co-Founder and Business Development Manager*

- Founded and obtained start-up funding for a translation and software localization company focused on the Latin American market.
- Created and implemented a business plan, hired employees and managed day-to-day operations.

Citrix Systems, Ft. Lauderdale, FL

May 2004 – August 2005

*Financial Analyst, Reporting Specialist*

- Created and maintained a wide variety of reports that provided operational transparency and made the division more responsive to changes. Mapped, analyzed and redesigned reporting structure while reducing inefficiencies in operating structure.

BankBoston, Coral Gables, FL

May 2002 – April 2004

*International Private Banking and Sales Analysis Associate*

- Participated in the maintenance of a client base with over \$300 million in net assets that grew to over \$800 million in two years