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EDUCATION

<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

Topics of interest: Cultural Entrepreneurship, Early-Stage Startups, Alternative Organizational Forms

Cultural Entrepreneurship scholars examine efforts to balance the groundbreaking with the appropriate in the introduction of new things to distinct cultural contexts. In doing so, they go beyond studying the introduction of new commercial products or services, to explaining how new social structures and meaning systems take shape. My research program explores the efforts of disruptive innovators: social actors who violate institutional boundaries and span social worlds to introduce new ways of doing things. I unveil the processes and mechanisms that drive and sustain these efforts across a variety of phenomena. These include: the coordination of new organizational and community forms such as hacker communities (Massa and O'Mahony, 2021; Massa, 2016); the introduction and advancement of cultural categories in the architecture profession (Jones, Maoret, Massa & Svejnova, 2012; Jones & Massa, 2013); the evangelism of cool-climate winemaking practices (Massa, Helms, Voronov, & Liang, 2016); the disruption of financial systems (Nielsen & Massa, 2013); and the introduction of Latin American music into the North American Market.

PUBLICATIONS (PEER-REVIEWED ONLY)

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

Massa, F.G., 2021. *Entrepreneurship in the Wild: A Startup Field Guide*. MIT Press

Massa, F. G., & O'Mahony, S. 2021. Order from Chaos: How Networked Activists Self-Organize by Creating a Participation Architecture. *Administrative Science Quarterly*.

- Impact Factor (2019): 8.306

Massa, F., Helms, W., Voronov, M., & Wang, L. 2017. 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. 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. 2016. Recasting community for online resisting work. In D. Courpasson & S. Vallas. *The SAGE Handbook of resistance* (pp. 247-268). 55 City Road, London: SAGE Publications Ltd.

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

Massa, F.G. Change-Maker and Culture-Bearer: Entrepreneurs as Evangelists and Shepherds of Culture. *Forthcoming in Spring 2022 in Research in the Sociology of Organizations*

Helms, W., Liang, W., Massa, F.G. and Voronov, M. [Title withheld to maintain integrity of the blind review process]. *Revise and Resubmit (1st round) at Journal of Business Venturing*

Massa, F.G., Voronov, M., De Clerq, D., Hinings, C.R. [Title withheld to maintain integrity of the blind review process]. *Expected submission to Journal of Business Venturing*

Massa, F.G. and Kirschbaum, C. Translating Verve: Institutional Work and the Bossa Nova Crossover, 1955-1967. *Data Analysis underway. Expected submission to Academy of Management Journal, Fall 2021.*

SELECTED PRESENTATIONS

Massa, F.G. 2021. Triangulation and Digital Affordances. Digital Data / Digital Contexts: Advancing the Possibilities of Qualitative Research. Academy of Management Conference, Online.

Massa, F.G. and Kirschbaum, C. 2020. Translating Verve: Institutional Work and the Bossa Nova Crossover, 1955-1967. *Seminar Speaker Series in Strategy and Innovation*. Questrom School of Business at Boston University.

Harnessing Work Passion for Advantage in Fine Wineries. 2019. Academy of Management Conference, Boston.

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

Massa, F.G. and Kirschbaum, C. 2018. Translating Verve: Institutional Work and the Bossa Nova Crossover, 1955-1967. *European Group for Organization Studies (EGOS) Colloquium* in Tallinn, Estonia. Sub-theme 53: The Translation of Ideas and Practices: Exemplary Studies and Developments

Massa, F.G. and O'Mahony, S. 2018. Explaining the Escalation of Activism through Repertoire Reconfiguration. *Invited Presentation at the Cass Business School, City University in London.*

Massa, F.G. 2016. Studying Dark Communities on the Internet. Symposium on The Challenges and Opportunities of Using Social Media Data for Organization and Management Theory. *Academy of Management Conference, Anaheim.*

Massa, F.G. 2016. Cool Climate Renaissance: The Reinvention of a Collective Identity for the Ontario Wine Region. *Academy of Management Conference, Anaheim.*

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.

TEACHING EXPERIENCE

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

Fall 2015 - Evaluations: 4.8 / 5 for instructor - 4.8 / 5 for the course

Spring 2016 - Evaluations: 4.74 / 5 for instructor - 4.6 / 5 for the course

Fall 2016 (section 1) - Evaluations: 4.4 / 5 for instructor - 4.4 / 5 for the course

Fall 2016 (section 2) - Evaluations: 4.7 / 5 for instructor - 4.6 / 5 for the course

Spring 2017 (section 1) - Evaluations: 4.68 / 5 for instructor - 4.6 / 5 for the course

Spring 2017 (section 2) - Evaluations: 4.77 / 5 for instructor - 4.6 / 5 for the course

Fall 2017 (section 1) - Evaluations: 4.79 / 5 for instructor - 4.6 / 5 for the course

Spring 2018 (section 2) - Evaluations: 4.77 / 5 for instructor - 4.7 / 5 for the course

Spring 2019 - Evaluations: 4.8 / 5 for instructor - 4.7 / for the course

Fall 2020 (Online) - Evaluations: 4.8 / 5 for instructor - 4.7 / for the course

Spring 2021 (Online) - Evaluations: 4.8 / 5 for instructor - 4.7 / for the course

Consulting (undergraduate),

Spring 2021 (Online) - Evaluations: 4.5 / 5 for instructor - 4.8 / for the course

Innovation and Entrepreneurship (MBA),

Fall 2015 - Evaluations: 4.9 / 5 for instructor - 4.9 / 5 for the course

Fall 2016 - Evaluations: 4.9 / 5 for instructor - 4.9 / 5 for the course

Fall 2017 - Evaluations: 4.73 / 5 for instructor - 4.6 / 5 for the course

Spring 2018 (Online) - Evaluations: 4.63 / 5 for instructor - 4.6 / 5 for the course

Spring 2019 - Evaluations: 5 / 5 for instructor - 5 / 5 for the course

Fall 2020 (Online) - Evaluations: 4.9 / 5 for instructor - 5 / 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

Spring 2016– Evaluations: 5/5 for instructor – 5/5 for the course

Spring 2017 – Evaluations: 5/5 for instructor – 5/5 for the course

Spring 2018 – Evaluations: 5/5 for instructor – 5/5 for the course

Spring 2019 – 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

Fall 2016 – Venture Week – 4.5/5 for instructor – 4.5/5 for the course

Spring 2016 – Career Week – 4.8/5 for instructor – 4.6/5 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

SERVICE

University:*Loyola Center for Entrepreneurship and Community Development (CECD):*

- Founder of the CECD: drafted proposal and sought approval for creation of center and hiring of founding director
- Faculty Organizer for the IDEAcorns New Venture Consulting Competition (in partnership with the Idea Village) where MBA teams from all over the country compete to move the needle for local startups
- Coach for Winning Team three years in a row (2013, 2014, 2015) prior to joining organizing team
- Formulated curriculum and proposed new interdisciplinary Entrepreneurship minor. The minor was implemented across all colleges in 2016 and is now the most popular minor in the College of Business

College Level:

- Active member of the MBA Curriculum and Assessment committee responsible for AACSB reaccreditation of graduate programs
- Search Committees: Chair of International Business and Strategy search committee, Chair of the Entrepreneurship Center Director Search committee, and member of the Finance and Operations search committees
- Member of the Continuing Education Workstream for the Magis Project. Focus was on identifying revenue opportunities for the University in continuing education and enrichment
- Faculty Advisor for Alpha Kappa Psi Professional Business Fraternity, Loyola Entrepreneurs Association, and KEY Nola
- Advised over 350 students over 6 years on career options in Management and Entrepreneurship
- Placed students 17 students in startup jobs in New Orleans, Boston, New York, and Silicon Valley

Professional:

Journals:

- Editorial Board Member, *Organization Studies*, 2016 - present (<https://us.sagepub.com/en-us/nam/journal/organization-studies#editorial-board>)
- Ad Hoc Reviewer for *Administrative Science Quarterly*, *Academy of Management Journal*, *Organization Science*, *Journal of Management Studies*, *Strategic Organization*, *Scandinavian Journal of Management*

Conferences:

- Academy of Management (AOM)
 - Reviewer for OMT, MOC, SIM and ENT Divisions
 - Chair, Social Movements and Targets session (2013, Orlando, FL)
 - Organizer, Academy of Management New Doctoral Student Consortium
 - Member of the OMT Division Communications Committee (2013-2016)
- European Group for Organization Studies (EGOS)
 - 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 and Reviewer for the Creative Industries Working Group (Ongoing)
- Southern Management Association (SMA)
 - 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)
 - Reviewer Strategic Management/Organizational Theory/ International Management track (2013-2016)

Community:

- Co-organizer of New Orleans Tech Week (2014, 2015)
- Judge for the PitchNOLA: Community Solutions competition (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.
- Coach for New Orleans Startup Weekend 2015 (<http://neworleans.startupweekend.org/>)
- Member, Volunteer and Recruiter (2008-2011) - Ph.D. Project for the Advancement of Minority Faculty
- Lead instructor at IDEAInstitute (Idea Village)

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 (2011-2013)
- PhD Project (since 2007)

AWARDS

Kloor Professorship in Entrepreneurship and Small Business

- Loyola University New Orleans College of Business, May 2016
 - Endowed, designated funding designed to advance scalable and repeatable entrepreneurship in the New Orleans community

Research:

- ***Faculty Award for Outstanding Research (2013, 2016, 2017)***

- 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.
- **2015 Marquette Faculty Fellowship**
 - Marquette Fellowships are awarded to support full-time research and/or creative work over the summer. The President and the Provost will select the Marquette Fellows upon the recommendation of the University Senate Award Committee.
- **SMA Best Paper Award, 2013**
 - Organization Theory and International Management Committee, Southern Management Association, New Orleans

Teaching:

- **MBA “Top Gun” Teaching Award, 2016**
 - The MBA “Top Gun” Teaching award is given annually to the faculty member elected by current graduate students as the teacher that most contributed to their education.
- **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

Service:

- **Silicon Bayou 100 Award, (2013- 2019)**
 - 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 four years in a row.
- **Faculty Award for Outstanding Service, (2014, 2020)**
 - 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, 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

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