

Adaora Ubaka

Ph.D. Candidate

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EDUCATION

Ph.D. in Business Administration, focus on Organizational Behavior & Human Resource Management

[University of Illinois at Chicago](#)

2017 - 2022

M.A. in Industrial-Organizational Psychology

[Seattle Pacific University](#)

2009 - 2011

B.A. in Philosophy

[University of Florida](#)

2008

PUBLICATIONS

Taking Another Look at Race and the American Leadership Prototype: A replication of Rosette, Leonardelli, & Phillips (2008)

[The Leadership Quarterly \(Conditionally Accepted\)](#)

Ubaka, A., Lu, X., & Gutierrez, L.

* Winner of the "Best Student Conference Paper" Award in the Gender & Diversity in Organizations Division at the 80th Annual Academy of Management Conference (2020)

WORKING PAPERS

Building Ensemble Through Professional Play: A Gateway to Integrative Psychological Safety Across Racial & Cultural Differences

Ubaka, A. & Wayne, S. (Preparing for Submission) Target Journal: Administrative Science Quarterly

Symbols of Safety: Leader Behaviors & Positive Perceptions of PE-FIT Among BIPOC Employees

Ubaka, A.

Women in STEM Careers (Engineering)

Cardador, T. & Ubaka, A. (Data analysis) Target Journal: Organizational Science

TBD

Lu, X. & Ubaka, A. *Equal first authorship, Target Journal: Journal of Applied Psychology





Minority Career Upward Mobility Study

Wayne, S., Sun, J., Cheung, G., Kluemper, D., Ubaka, A. (Data Analysis) Target Journal: Academy of Management Journal

Inclusive Leadership Project

Ubaka, A. & TBD, Target Journal: The Leadership Quarterly

RESEARCH AREAS

-  Leadership
-  Implicit Beliefs, Intergroup Processes & Inclusion
-  Psychological Safety in the Workplace
-  Work-Life Boundary Management

PROFESSIONAL ASSOCIATIONS

Academy of Management (AOM)

[2017-present](#)

Society of Personality and Social Psychology (SPSP)

[2018-present](#)


Ph.D. Project/Management Doctoral Student Association


[2014-present](#)

American Psychological Association (APA)


[2020-present](#)

AWARDS/ HONORS

 Winner of the "Best Student Conference Paper" Award in the GDO Division at the 80th Annual Academy of Management Conference (2020)

 Selected as a PhD. Project - Baruch College Research Fellow (2020)

One of 15 graduate students selected to present their research at the 3rd Annual PhD. Project - Baruch College Research Symposium

 UIC Graduate College PIF Fellowship (2018-2022)

One of two students selected from within the graduate college for 4 year financial fellowship award

 UIC Liautaud Business College, Graduate Fellowship (2017-2022)

TEACHING EXPERIENCE

Organizational Behavior (Fall 2020)

Instructor of Record, Online Course

CONFERENCE PRESENTATIONS & CHAIRED SYMPOSIUMS

Ubaka, A., Lu, X., and Gutierrez, L. Taking Another Look at Race & The American Leadership Prototype (Paper Presentation, GDO Division)

[80th Annual Meeting of the Academy of Management Conference](#)
08/2020

Vancouver, Canada (Virtual Conference)

Ubaka, A. Forming Ensemble: A Gateway to Psychological Safety & Inclusion in Diverse Organizations

[3rd Annual Distance in Organizations \(DIOS\) Conference](#)

05/2020

Montreal, Canada (Virtual Conference)


Hart, C., Seegars, L., Gutierrez, L., Palmer, C., Carter, J., Domingo, M., Gonzalez, K., Ubaka, A. Moving beyond the conversation: Building a research agenda to create more inclusive organizations (PDW, GDO Division)


[78th Annual Meeting of the Academy of Management Conference](#)


08/2018

Chicago, IL

PROFESSIONAL SERVICE

 **Conference Reviewer (2018-present)**
Academy of Management Conference

 **Conference Reviewer (2018-present)**
Southern Management Association Conference

 **Service Committee Member (2017-2018)**
Management Student Doctoral Association (MDSA & PhD Project)