

PATRICIA T. NAYA

10 Buttonwood Street
Boston, MA, 02125, USA
774 346-9921

Patricia.naya001@umb.edu

<https://www.linkedin.com/in/patricia-tiimah-naya-282261198/>

Google Scholar: <https://scholar.google.com/citations?user=qnzZy1YAAAAAJ&hl=en>

EDUCATION

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

- Research Interest: Organizational Change, Organization Theory, Strategic Human Resource Management, Leadership and Governance.

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

PUBLICATION

Peer Reviewed

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.

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. Conditional Accept, AMLE.

Book Chapter

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.

Others

Nkomo, S., & **Naya, P. T.** (2025). Critical conversations in MOS: A dual-interview on the continuing struggles against anti-Blackness and racial capitalism. *Organization*, 32(2), 180-190.

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., and Mbamba, C. R. Navigating Race in Organizations: African Graduate Students' Identity Work and The Development Of Racial Consciousness. Under Review Human Relations

MANUSCRIPT UNDER DEVELOPMENT

Naya, T. P., (Finalizing) Power Relations and Organizational Becoming: A Process Study of Anti-Racist Change Initiatives. (*Organization Science*.)

Naya, T. P., When Good Intentions Aren't Enough: How Strategic Ambiguity and Ideological Opposition Derail Organizational Change.

Naya, T.P. (Writing) Plight Activism and Organizational Commitment: How Structural Disadvantage Creates Sustained Change Agency. (Organization Science)

Naya, T. P. (Writing) The Emotional Labor of Anti-Racism: How Racialized Fear Shapes Organizational Change Efforts (Human Relation)

Naya, T.P. (Data Analysis): Time Poverty and Anti-Racism: How Socioeconomic Constraints Shape Student Engagement in Diversity Initiatives (AMLE)

Dorado, S. Purdy, J., Newman A, **Naya T. P.** Commoning Against the Odds: How Informal Marketplaces Survive while Supporting Nonelite Interests. (***Business and Society***)

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.*)

TEACHING EXPERIENCE

UNIVERSITY OF MASSACHUSETTS BOSTON

Instructor of record

MGT 330: Business Environment and Public Policy (In-Person). Fall 2023

- Designed and delivered core management course focusing on business-government relations and strategic decision-making
- Implemented innovative teaching methods including case studies, role-playing exercises, and team projects
- Developed inclusive learning environment supporting diverse student population including first-generation and working professionals
- Received strong teaching evaluations (4.5/5.0) with particular praise for interactive teaching methods and real-world applications

MGT 330 Business Environment and Public Policy (Remote & Online) Summer 2024 & 2025

- Adapted course for online delivery while maintaining high engagement and learning outcomes
- Created dynamic virtual learning environment using breakout rooms, collaborative projects, and digital tools
- Integrated current business cases and industry examples to enhance practical application
- Maintained strong student performance and engagement in remote format (3.64/5.0 for summer, 2025)

Teaching Assistant

MGT 303: Managing Organizations

Fall 2022 - Present

MGT 330: Business Environment and Public Policy

MGT 470: Entrepreneurship and Innovation in Organization

Spring 2025

- Supported course design and delivery for core management courses
- Facilitated discussion sections and provided individual student support
- Assisted with assessment design and grading

RESEARCH FUNDING

Research Fellowship

- American Association of University Women (AAUW) International Fellow 2023-2024 ((\$25,000)
- Commonwealth Shared Scholar, University College London, 2020-2021 (£48,100)

Research Grant

- RJC Proposal Award, University of Massachusetts, Boston, Spring 2025 (\$19,500)
- Faculty and Staff Union Grant, University of Massachusetts, Boston Spring 2024 (\$4,000)
- Summer Researcher Grant, UMass Boston Transdisciplinary Dissertation Program, 2022 (\$3,000)
- Professional Development Grant, Graduate Students Assembly, UMass Boston, 2023, 2024 (\$800)
- UMass, Boston College of Management Conference grant, 2023, 2024 (\$2500).
- UMass, Boston College of Management Summer Research grant, 2024 (\$6000).

Academic Awards

- CMS Division (AOM), Most Promising Early Career Paper, 2024
- Ph.D. Award for Academic Distinction in Organizations and Social Change, UMass Boston, 2023
- Beacon Emerging Leader Award, University of Massachusetts Boston, 2023
- Dean Fellowship Award, University of Massachusetts Boston, 2021-2024
- Best Dissertation Award, University College London, Institute for Global Prosperity, 2021
- Best Graduating Student, University for Development Studies, Ghana, 2019
- 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 University for Development Studies, Tamale, Ghana, 2016.

INSTITUTIONAL AND PROFESSIONAL SERVICE

University Leadership

Board Member, Center for Innovative Teaching, UMass Boston 2022-Present

- Contribute to faculty development initiatives and teaching innovation
- Organize workshops on inclusive teaching practices
- Evaluate teaching grant proposals

Member, Restorative Justice Commission, UMass Boston 2023-2025

- Develop recommendations for conflict resolution and community building
- Collaborate on institutional policy development
- Lead working group on organizational change initiatives

Professional Service

- Reviewer, Academy of Management Annual Meeting 2025
- Member, Academy of Management, CMS & OMT Divisions
- Member, European Group for Organizational Studies
- Member, African Academy of Management

Community Engagement

Founder and CEO, Realizing Dreams Foundation, Ghana 2017-Present

- Lead organizational strategy and program development
- Manage partnerships with educational institutions and NGOs
- Design and implement women's leadership development programs

Community Partnership Office, UMass Boston 2022-2023

- Developed 360-degree framework for assessing institutional partnerships
- Led stakeholder engagement initiatives
- Created evaluation metrics for community impact

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.

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.

PROFESSIONAL EXPERIENCE

Leadership & Organizational Development

Founder & Principal Investigator | Black Diaspora Career and Care Summit 2025
University of Massachusetts Boston

- Secured competitive \$19,500 Restorative Justice Commission Transformative Equity Grant through evidence-based proposal addressing systemic career development barriers
- Designed and executed comprehensive summit serving 80+ African and Black diaspora students with career workshops, immigration planning, and professional networking
- Managed multi-stakeholder collaboration across 6 campus departments and student organizations
- Created sustainable resource frameworks and mentorship networks for ongoing institutional impact

Founder and CEO | Realizing Dreams Foundation, Ghana

2017

- Present

- Lead strategic planning and organizational development for women's empowerment NGO
- Design and implement leadership development programs
- Manage cross-sector partnerships with educational institutions, NGOs, and government agencies
- Developed systematic evaluation framework for measuring program impact

Human Resource Management

Human Resource Associate | Ghana Health Service, Wa, Ghana

2020 - 2021

- Managed HR operations for regional healthcare organization serving 1000+ employees
- Designed and implemented training and development programs for healthcare staff
- Streamlined recruitment processes and employee database management
- Led needs assessment and capacity building initiatives across regional health centers
- Developed performance management systems aligned with organizational goals

Organizational Analysis & Compliance

Assistant to Regional Audit Lead | Ghana Audit Service, Wa, Ghana

2018 - 2018

- Supported development of risk-based audit strategies for regional operations
- Collaborated with audit teams to evaluate organizational processes and compliance
- Contributed to strategic planning and reporting initiatives
- Developed monitoring systems for audit recommendation implementation
- Facilitated communication between regional and national audit offices

Education Management

Course Teacher/Instructor | Tupaso Senior High School, Wa, Ghana

2019 - 2020

- Taught Business Management, Economics, and Accounting to senior high school students
- Developed curriculum integrating practical business applications
- Created assessment frameworks and evaluation systems
- Mentored students in business education and career development
- Led department initiatives for improving teaching methodologies

Mathematics and ICT Teacher | Bamahu M/A Junior High School, Ghana

2016 - 2017

- Designed and implemented innovative teaching strategies for mathematics and ICT
- Developed parent engagement program to support student achievement
- Created mentoring schemes to enhance student performance

Research & Community Development

Field Researcher | Gbabshie & Yepalsi Community Development Group 2015 - 2016

- Conducted needs assessment and community development research

- Analyzed data to inform program development and resource allocation
- Developed capacity building programs for community organizations
- Facilitated partnerships between community groups and development agencies
- Created monitoring and evaluation systems for community projects

Referees

Professor Stella Nkomo (stella.nkomo@up.ac.za)
Department of Human Resource Management
University of Pretoria
Pretoria, South Africa

Professor Alessia Contu (Alessia.Contu@umb.edu)
College of Management
University of Massachusetts, Boston

Professor Maureen Scully (maureen.scully@umb.edu)
College of Management
University of Massachusetts, Boston

Professor Silvia Dorado Banacloche (Silvia.Dorado@umb.edu)
College of Management
University of Massachusetts, Boston