

YOLANDA CHRISTOPHE, MBA

yochr1@morgan.edu • (786) 201.3172

ACADEMIC APPOINTMENTS

Syracuse University, Syracuse, NY
Incoming Postdoctoral Research Fellow
Lender Center for Social Justice

August 2024 – July 2025

EDUCATION

Morgan State University, Baltimore, MD
Earl G. Graves School of Business and Management
PhD, Management

2024

Dissertation: *"Three Essays on Shaping Entrepreneurial Careers through the Kaleidoscope Career Model"*

Committee Members: Christopher J. Mathis (Chair), Golshan Javadian, Ravi S. Ramani,
Jeffrey M. Pollack

Florida Memorial University, Miami, FL
School of Business

Master of Business Administration

2019

Bachelor of Science, Finance

2016

RESEARCH INTERESTS

Entrepreneurial career transitions; entrepreneurial cognitions; entrepreneurial well-being and distress; emotional intelligence; minority entrepreneurship.

PUBLICATIONS

Christophe, Y., Javadian, G., Mathis, C.J., & Ramani R.S. (2024). When work doesn't work: An alternative framework to examine cognitive factors in employment-entrepreneurship transitions. *Group & Organization Management*, 49(2), 429-470. <https://doi-org.proxy-ms.researchport.umd.edu/10.1177/10596011241229765>

Christophe, Y., (2024). A telecoms rivalry: The monopoly and the new entrant. In *Sage Business Cases*. SAGE Publications, Ltd., <https://doi.org/10.4135/9781071928783>

SELECT MANUSCRIPTS IN PROGRESS

Javadian, G., Mathis, C.J., **Christophe, Y.**, & Gibbs, S. Standing still: Examining the impact of relative deprivation on growth intentions of minority entrepreneurs (under review at *International Small Business Journal*)

Christophe, Y., Kim, S. Institutional distrust among minority business owners: An ethnographic study. Submission to target [Data Collection Stage]

Christophe, Y., Shedding the old, embracing the new: Identity dynamics in career transitions from employment to entrepreneurship [Writing Stage]

CONFERENCE PRESENTATIONS

Christophe, Y., Javadian, G., Mathis, C.J., Ramani, R.S. (2024, May) From dreaming to doing; Employees entrepreneurial identity aspirations and intentions. Paper presented at Eastern Academy of Management Association Annual Conference, Providence, RI.

Christophe, Y., Javadian, G., Mathis, C.J., Ramani, R.S. (2023, October) Entrepreneurial transitions: A review of cognitive factors impacting individuals' transition from the workplace to entrepreneurship. Paper presented at the 58th Southern Management Association Annual Conference, St. Pete's Beach, Florida.

Christophe, Y., Li, H., Javadian, G. (August 2022). When work doesn't work: A review on cognitions impacting transitions from the workplace to entrepreneurship. Paper presented at Academy of Management Annual Conference, Seattle, Washington.

Christophe, Y., Mathis, C. J., & Anthony, E.L. (May 2022). Emotional intelligence and organizational citizenship behaviors during the pandemic: The mediating role of work-home positive spillover. Paper presented at the 59th Eastern Academy of Management Annual Conference, Portland, Maine.

Christophe, Y. (June 2020). Impact of emotional intelligence on firm performance: The mediating role of positive affective tone. Poster presented at the 58th Eastern Academy of Management Annual Conference, Virtual.

ORGANIZED SYMPOSIA & WORKSHOPS

Ramani, R., Mathis, C.J., **Christophe, Y.** (2024). Beyond the usual suspects: Finding and building personally meaningful careers at HBCUs. Moderator at the 83rd Academy of Management Conference, Chicago, Illinois (forthcoming)

Ramani, R., Mathis, C.J., **Christophe, Y.** (2023). Beyond the usual suspects: Finding and building personally meaningful careers at HBCUs. Moderator at the 83rd Academy of Management Conference, Boston, Massachusetts

Thompson, L., Archer, A., **Christophe Y.** (2022). User-centered design: Developing culturally competent digital health. Maryland Nonprofit Association. MANO Conference, Baltimore, Maryland

Christophe, Y. (2022). How much is too much? Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, Pennsylvania

INVITED PRESENTATIONS, PANELS, & WORKSHOP

Christophe, Y. (2023) Navigating entrepreneurial challenges: Commitment, persistence, and a vision for racial equity. Invited presentation at the University of California, Berkeley, Hass School of Business.

Pustovit, A., Downes, P., **Christophe, Y.** (2023) Emotional determinants of authenticity. Presented at Towson University College of Business and Economics Development & Research Conference at Towson University

PROFESSIONAL SERVICE

Southern Management Association Session Facilitator	2024
Zoom Room Master/Host	
Southern Management Association, Macro Research Speed Dating	2020
Black Lives Matter Statement Committee	2020
Eastern Academy of Management	2020

Peer-Reviewed Articles for:

- Academy of Management Conference
- Eastern Academy of Management
- New England Journal of Entrepreneurship
- Southern Management Association
- The CASE Journal
- Western Academy of Management

HONORS AND AWARDS

Morgan State University, School of Business and Management

Best Doctoral Research Presentation	2024
-------------------------------------	------

Morgan State Graduate Student Research Grant (\$3,000)	2021 – 2023
--	-------------

All of Us Research, Minority Student Research Symposium	2020
People's Choice Award	

Phaedra C. Hyche Endowed Scholarship Fund Award	2020
Awarded by Morgan State University Foundation Fund.	

NBMBA/GE Lloyd E. Trotter Scholarship	2019
Graduate Scholarship	

Jackie Tuckfield Graduate Scholarship	2019
Awarded by South Florida National Black MBA Association.	

Research & Experimental Learning Arts Conference	2016
Best Poster Presentation	

TEACHING EXPERIENCE

Adjunct Lecturer

Towson University | College of Business and Economics January – May 2022

Courses: Leadership and Management (Undergraduate)

Organizational Behavior (Undergraduate)

Adjunct Lecturer

Morgan State University | *Earl G. Graves School of Business* 2021 – 2024

Courses: Organizational Behavior

Entrepreneurial Opportunity Recognition

Start-up Development

REFERENCES

Christopher J. Mathis

Professor of Management

Earl G. Graves School of Business

Management

Morgan State University

443.885.4213

christopher.mathis@morgan.edu

Ravi S. Ramani

Assistant Professor, OBHR

Earl G. Graves School of Business

Management

Morgan State University

443.885.3496

ravi.ramani@morgan.edu

Golshan Javadian

Associate Professor of Entrepreneurship

Earl G. Graves School of Business

Management

Morgan State University

443.885.4289

golshan.javadian@morgan.edu

Jeffrey Pollack

Distinguished Professor of Entrepreneurship

Poole College of Management

North Carolina State University

919.515.8699

jmpolla3@ncsu.edu