Kyle E. McCullers

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EDUCATION

University of Michigan, Ross School of Business, Ann Arbor, Michigan 2021 - Present
PhD Candidate in Business Administration (Strategy)
(Chair: Chris Rider; Committee: Elizabeth Armstrong, Jerry Davis, Justin Frake, Al Young, Jr.)

New York University, **Graduate School of Arts and Sciences,** New York, New York 2019 - 2021
MA in Africana Studies

Morehouse College, Atlanta, Georgia 2002 - 2006
BA in Economics

RESEARCH INTERESTS

Economic Sociology, Entrepreneurship, Organization Theory, Strategic Management, Social Movements, Mixed/Multi Methods, Social Identity

PUBLICATIONS

Rider CI, Choe S, Myung B, **McCullers K**. 2023. Entrepreneurship and Social Mobility: Three Status Metaphors for Future Research. *Research in Organizational Behavior*, 43.

Vickerie-Dearman, L., **McCullers, K**, Robinson, J. 2021. "Poverty Alleviation Through Entrepreneurship In The United States: A Framework For Policy And Practice". *Journal of Developmental Entrepreneurship* (2021).

WORK IN PROGRESS

McCullers, K. "Reading the Room: Political Climate and the Disclosure of Marginalized Identities in the American Marketplace" (manuscript in progress)

McCullers, K. & Christy, K. "Entrepreneurs in Love: Identity Disclosure and Romantic Market Signaling among Black Americans" (data collection in progress)

CONFERENCE PRESENTATIONS

McCullers, K. Strategic Identity Disclosure: Competitive Positioning on Owner Social Identity.

- Consortium for Competitiveness and Cooperation (CCC), Milan. June 2026
- Equitable Opportunity Conference (EOC), McGill Desautels Faculty of Management. May 2026
- East Coast Doctoral Conference (ECDC), Columbia University. May 2026
- PhD Project/Baruch College Research Symposium, Baruch College. April 2026

TEACHING EXPERIENCE

University of Michigan
Primary Instructor – Strategy 290, Business Strategy

- Undergraduate Core Course - Winter Term A, 2024 (Evaluation; 5.0/5.0)

Teaching Assistant – Entrepreneurial Studies 212, Entrepreneurial Business Basics

- Undergraduate Course – Fall 2024

Teaching Assistant – Entrepreneurial Studies 476, Startup Science

- Undergraduate Course – Fall 2026

Teaching Assistant – WMBA 615, Global Strategy

- Weekend MBA Course – Fall 2026

New York University
Teaching Assistant - #BlackLivesMatter: Representation as Resistance

- Undergraduate Course - Fall 2020

Teaching Assistant - Hip-Hop & Feminism

- Undergraduate Course - Spring 2020

HONORS, AWARDS & GRANTS

Empowering Research with AI Award, AI Institutes at Michigan (AIIM) - $2,000 (2026)
Gerald and Lillian Dykstra Fellow (for teaching excellence) (2024-2025)
Gilbert and Ruth Whitaker Fellowship (2024-2025)
Racial Equity in Technology Entrepreneurship Grant - $10,350 (2024)
Medici Summer Research Institute (2024)
Smith Entrepreneurship Research Conference, Doctoral Consortium Participant (2024)
Equitable Opportunity Lab Fellowship - $2,500 (2022)
U. Michigan Ross PhD Fellowship (2021 – 2026)
Rackham Merit Fellow (2021 – 2027)

ACADEMIC SERVICE

Reviewer – Academy of Management Conference OMT Division (2026)
Co-organizer – Race and Organizations Working Group (bi-weekly working group, with Tiffany Smith and Victoria Zhang) (2022–2025)
PhD Forum (U. Michigan) – Co-President (2024-2025)
PhD Forum (U. Michigan) – Communications Chair (2023-2024)
PhD Project – Sessions Committee Chair (2023)

PROFESSIONAL EXPERIENCE

Union Square Hospitality Group (USHG)
Operations and Administrative Coordinator, Enlightened Hospitality Investments
Inaugural Chair – USHG Diversity & Inclusion Council
Public Relations and Marketing Assistant
Front of House Support
Citi Habitats, Sales
Rising Affluent Conference, Founder & Event Director

Uptown Media Group, Advertising Services Director
Radio One – Giant Magazine, Advertising Services Manager
Vibe Media Group, Sales Assistant

AFFILIATIONS & PROFESSIONAL MEMBERSHIPS

Academy of Management
American Sociological Association
Court of Master Sommeliers (Introductory Sommelier)
PhD Project