

m i d w e s t



a c a d e m y o f

m a n a g e m e n t

Midwest Academy of Management 59th Annual Meeting

2016 Conference Program

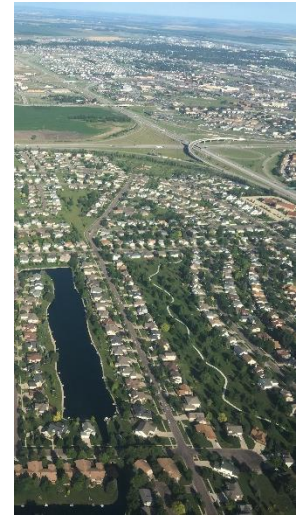


**Making Connections,
Making a Difference:**

Engaging Business with Academic Work

**Fargo, North Dakota
October 6-8, 2016**

Fargo – North of Normal



“You know it the moment you hit the ground. You can sense it in the air and feel it on the prairie wind. This place is different. Not like anywhere you’ve been before. It’s unfamiliar ground, but it is ground you want to spend some time on. Welcome to Fargo, a place that sets the bar far above the norm.” (www.fargomoorhead.org)



The 59th Annual Meeting of the Midwest Academy of Management

Making Connections, Making a Difference: Engaging Business with Academic Work



Conference program booklet proudly printed by ShortPrinter (Fargo, ND)

Table of Contents

Welcome	3
Program at Glance	4
Places to Visit in Downtown Fargo	5
Conference Sites	6
Conference Sponsors	8
Exhibitor and Graduate Student Scholarship Endowment Fund	10
Local Event Supporters	11
Midwest Academy of Management Board of Governors	12
Conference Tracks and Track Chairs	13
Conference Organizing Team	14
Past Presidents	15
2016 MAM Conference Reviewers	16
Midwest Scholar Recognition	17
Conference Theme Keynote Speaker	18
Presentation Schedule Overview & Luncheons	18
Keynotes & Distinguished Speaker Series	20
Special Events & Receptions	22
Welcome Reception & “Meet and Greet” New MAM Members	22
Microsoft Campus Visit	22
Prairie Den Visit	22
Jazz Combo Social Networking	23
Closing Reception & Skyview Social Networking with Apollo Strings	23
Doctoral Consortium	24
Professional Development Workshops	24
Showcase Panels and Papers	25
Paper Award Winners and Nominees	25
Junior Faculty and Graduate Student Scholarships	27
Program Schedule by Day	28
Thursday Program	28
Friday Program	28
Saturday Program	32
Participation Index & Sessions Featured	38
Announcement of the 60th Annual MAM Meeting	Inside Back Cover



Welcome to the 59th Annual Meeting of the Midwest Academy of Management

On behalf of the Midwest Academy of Management (MAM) Board of Governors, welcome to the 59th MAM Annual Meeting in Fargo, North Dakota. Our theme this year, **“Making Connections, Making a Difference: Engaging Business with Academic Work”**, is inspired by a series of interviews with business and civic leaders, suggesting that key challenges in today’s business landscape and changing workforce can be best addressed through better connections between business and academia. The keynote presentations and theme-related events in this program aim at reflecting on business-academia connections and paving ways to advance them. Our program also includes many interesting features, including the distinguished speaker series, paper sessions, professional development workshops, doctoral consortium, and social events at Microsoft Fargo and Prairie Den, which are highlighted in the next few pages of this program book. I am confident that you will find various features of the program stimulating and of interest to you.

A number of people played significant roles in creating this program, and I am thankful for their contributions. Over 270 authors/co-authors, several session chairs/discussants, and invited speakers have provided key contents to this program. Over 160 reviewers contributed during the review process, which was coordinated by our track chairs and co-chairs. They are the key pillars to the creation of this program. The design and organization of this conference is also greatly supported by the MAM Board, the Conference Organizing Team, our sponsors, and local event supporters. Briefly acknowledging them in this letter will not do the justice to their contributions. Several pages of this program booklet are dedicated to properly acknowledge them for their contributions, which have made this conference possible.

About Fargo... I came to this city about 10 years ago. I found it to be a hidden treasure. Many people won’t know that until visiting this place. There is nothing really big in Downtown Fargo, but many little things, a few small art galleries here, several nice local restaurants there, together with Plain Art Museum, Historic Fargo Theatre, and other local attractions, collectively make the ambience of Downtown Fargo unique. In preparing for this conference, we have tried to localize various features/events of the conference to the extent possible, such as bringing attendees to Microsoft Fargo, a major employer here, and to Prairie Den, a hub for several entrepreneurial start-ups, selecting local signature foods at Radisson, and providing music performance from local high-school bands during social networking hours, etc. Some space of this program booklet is designated to provide some information about local attractions to attendees. I trust that Fargo will give you a unique feel that you never get elsewhere, living up to its **“North of Normal”** tagline!

Thank you very much for attending the 2016 MAM conference. Enjoy your conference and your time in Fargo!

Regards,



Chanchai Tangpong
2016 MAM Program Chair
College of Business
North Dakota State University



Program at Glance

Thursday, October 6

9:00AM-4:30PM	Doctoral Consortium	Radisson, The Loft/City B, 3rd Floor
5:30PM-6:30PM	MAM Board Meeting (open to MAM members)	Radisson, Metropolitan, 3rd Floor
6:30PM-8:00PM	Registration	Radisson, 3rd Floor
7:00PM-8:30PM	Welcome Reception	Radisson, City A, 3rd Floor
8:30PM-10:30PM	“Meet and Greet” New MAM Members	Radisson, City A, 3rd Floor

Friday, October 7

7:00AM-8:25AM	Breakfast & Conference Theme Keynote	Radisson, Cityscape Ballroom, 3rd Floor
8:30AM-11:30PM	“Coffee to Go” provided	3rd & 16th Floors, Radisson
8:35AM-11:35AM	PDW/Paper Sessions Distinguished Speaker Workshop	3rd & 16th Floor breakout rooms, Radisson Radisson, Corporate Room, 16th Floor
9:00AM-11:40AM	OD Panels 1, 2, and 3	US Bank Meeting Room
9:45AM-11:30PM	“Snacks to Go” provided	3rd & 16th floors, Radisson
11:45AM-1:15PM	Luncheon & MAM Business Meeting 11:45AM – Plated/Served Lunch 12:45PM – MAM Business Meeting	Radisson, Cityscape Ballroom, 3rd Floor
1:30PM-5:00PM	Microsoft Fargo Campus Visit ***ID or Passport required for Check-in*** 1:30PM – Buses departing Radisson to Microsoft 2:00PM – Campus Tour 2:45PM – Microsoft Panel Presentation/Discussion 3:30PM – Reception 5:00PM – Buses departing Microsoft to Prairie Den	Microsoft, Executive Briefing Center
5:30PM-6:30PM	Prairie Den Visit	122 1/2 N Broadway
6:40PM-8:15PM	President’s Circle Dinner (by MAM President’s Invitation)	Toscana, 202 Broadway N
8:00PM-10:30PM	Jazz Combo Social Networking	Radisson, Cityscape Ballroom, 3rd Floor

Saturday, October 8

7:00AM-8:25AM	Breakfast & Midwest Scholar Keynote	Radisson, Cityscape Ballroom, 3rd Floor
9:00AM-9:55AM	Distinguished Speaker Presentation	Richard H. Barry Hall, Room 120
9:00AM-12:00PM	PDW/Paper Sessions	Classrooms in Richard H. Barry Hall
10:00AM-12:00PM	“Coffee & Snacks to Go” provided	Richard H. Barry Hall, 1st Floor
12:10PM-1:50PM	Luncheon & Recognitions 12:10 – Lunch Buffet 1:10 – Recognitions	Richard H. Barry Hall Atrium/Mezzanine AgCountry Auditorium (Room 140)
2:00PM-4:00PM	PDW/Paper Sessions	Classrooms in Richard H. Barry Hall
3:30PM-4:20PM	Conference Organizing Team Meeting (MAM Board invited)	Richard H. Barry Hall, Eide Bailly Boardroom
4:30PM-5:30PM	MAM Board Meeting (open to MAM members)	Richard H. Barry Hall, Eide Bailly Boardroom
6:00PM-7:30PM	Closing Reception	Radisson, Sky View, 16th Floor
7:30PM-10:30PM	Skyview Social Networking with Apollo Strings	Radisson, Sky View, 16th Floor

When and Where Are My Sessions?

If you are a presenter, discussant, and/or session chair, you can easily locate when and where your sessions are by taking the following steps. (1) Look at the participant index at the back of this booklet. (2) Locate the session number that you are participating, right behind your name in the index. (3) Go to that session number in the program by day (on pp, 28-38 of this booklet, numerically ordered). (4) There, you will find the time and place of your session.

Places to Visit in Downtown Fargo

Historic Fargo Theatre, 314 Broadway N.



"Built in 1926 as a cinema and vaudeville theatre, the beautifully restored Fargo Theatre now serves as an art house theatre featuring independent and foreign film. The Theatre is also Fargo's hottest downtown venue for concerts and other live events..."
(<http://www.fargotheatre.org/about>)

Depot, 701 Main Avenue

"The Northern Pacific was the first major railroad to go through Fargo. The Northern Pacific Depot has been a Fargo landmark since its construction in 1898. Designed by the architect of the Minnesota State Capitol, Cass Gilbert, this station has a fine profile with its overhanging roof and red tiles..."
(<http://www.fargoparks.com/facilities-recreation/depot.html>)



Plain Art Museum, 704 1st Avenue N.

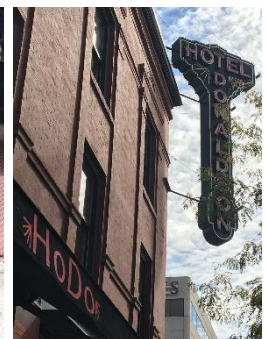


"Plains Art Museum began as the Red River Art Center in 1965 and was housed in the former Moorhead, Minnesota, post office. The Museum acquired its present name in 1975 and maintained residency in Moorhead until 1996. The Museum renovated a turn-of-the-century warehouse in downtown Fargo, North Dakota, and opened to the public in October 1997..." (<http://plainsart.org/about/>)

Admission: Adults \$7.50, Seniors \$5, Educators w/ ID: \$5, Students w/ ID Free, and Youth Free.

Shops, Art Galleries, and Restaurants on Broadway and Others

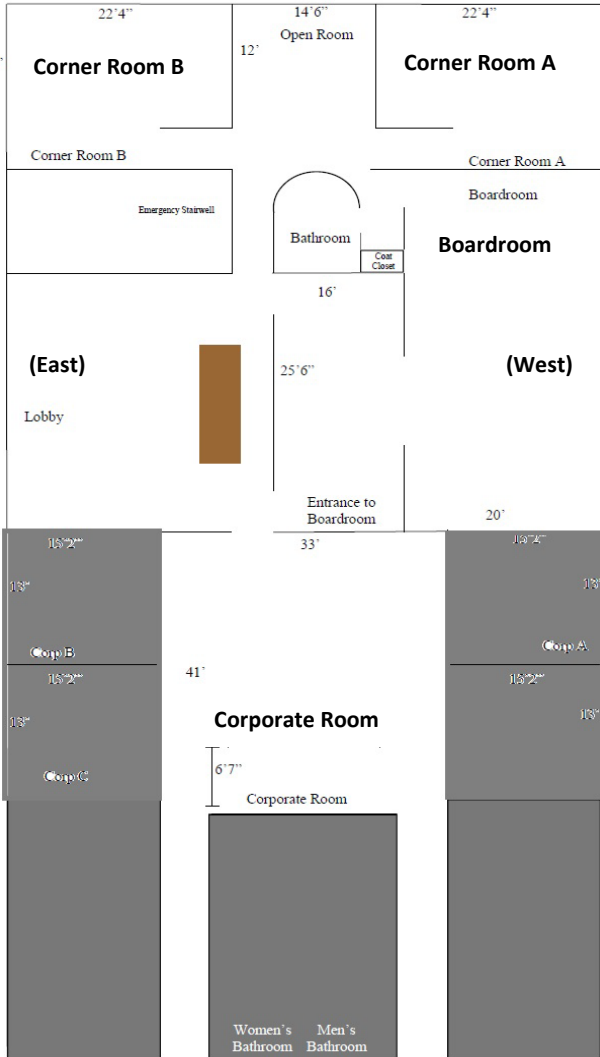
On Broadway and nearby areas, there are several local shops, art galleries (e.g. Ecce Art Gallery), and classy restaurants (e.g., HoDo at Hotel Donaldson, Old Broadway, Toscana, the Boiler Room, and Mezzaluna). Be sure to check them out during your leisure time.



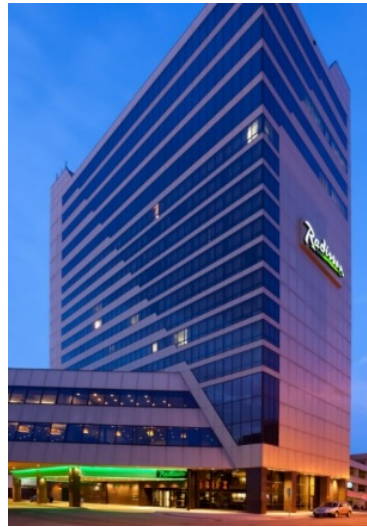
And More Places...

Don't forget to check on the downtown walking map available at the conference registration desk.

Conference Sites

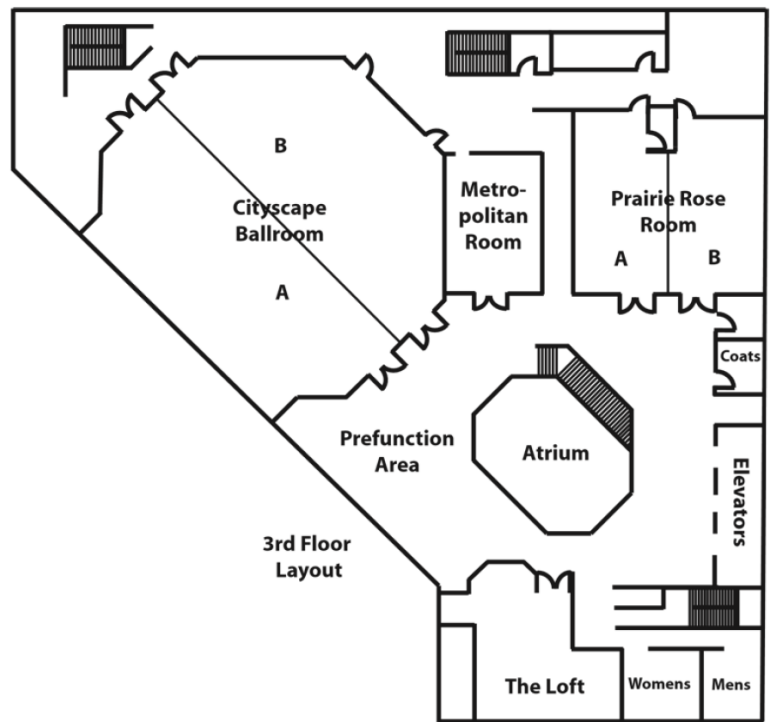


16th Floor Layout



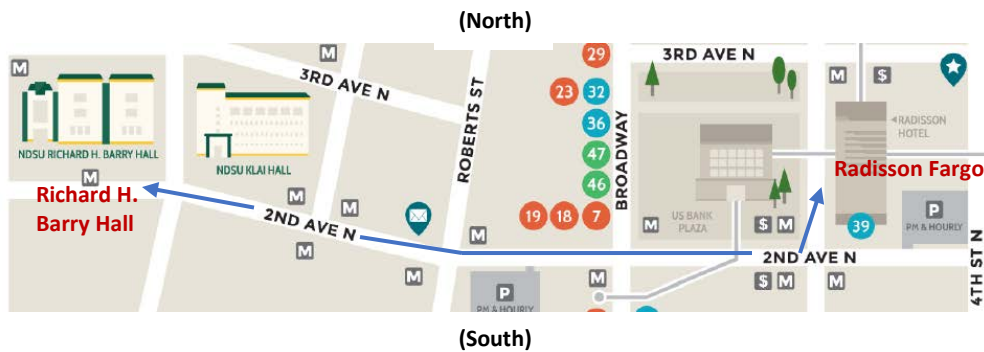
Radisson Fargo

201 5th St N.
 Fargo, ND 58102
 (701) 232-7363



3rd Floor Layout

Walking from Radisson to Richard H. Barry Hall through 2nd Ave. N.

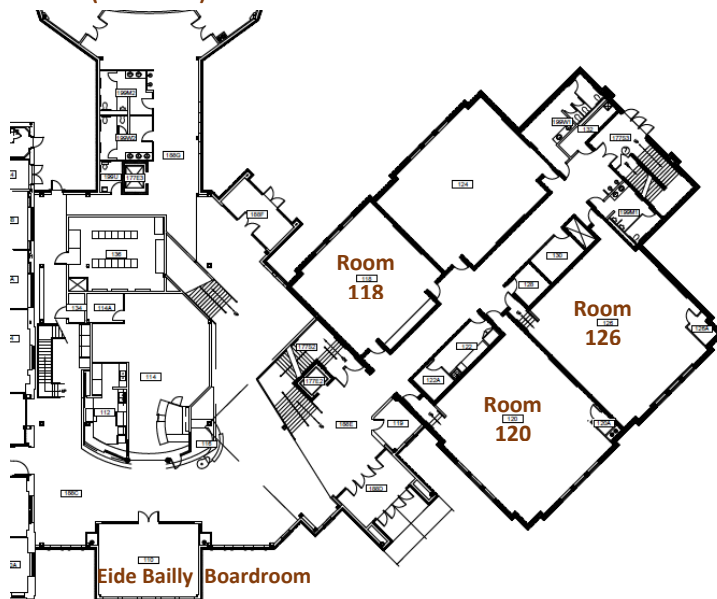




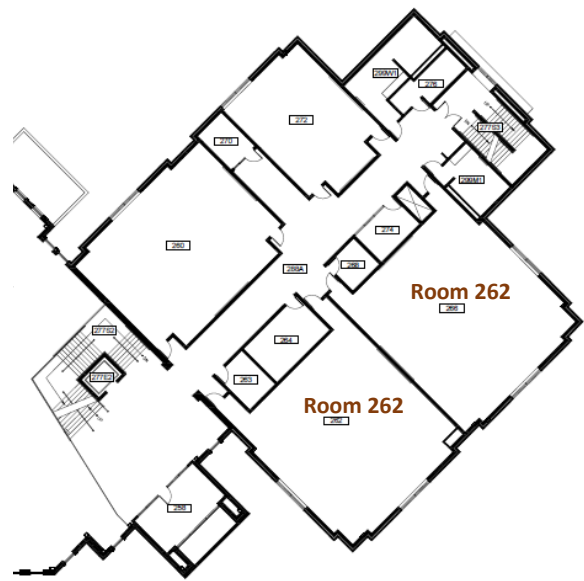
**Richard H. Barry Hall,
North Dakota State
University**

811 2nd Ave N
Fargo, ND 58102

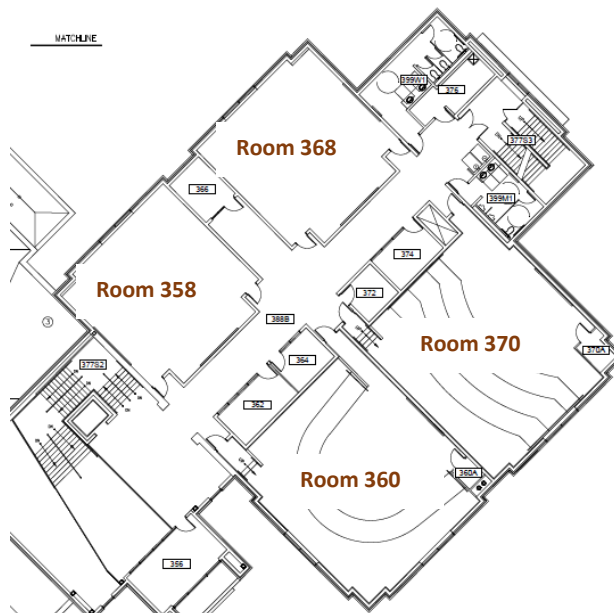
**AgCountry Auditorium
(Room 140)**



1st Floor Layout



**Note: Room 20 is on the
basement floor of Richard H.
Barry Hall.**



3rd Floor Layout

Conference Sponsors - President's Circle

NDSU COLLEGE OF
BUSINESS



YOUNGSTOWN STATE UNIVERSITY



*Williamson
College of
Business
Administration*

College of
BUSINESS

 MINNESOTA STATE UNIVERSITY MANKATO

Conference Sponsors - Platinum



Conference Sponsors - Gold



Conference Sponsors - Silver



Exhibitor



Graduate Student Scholarship Endowment Fund



Local Event Supporters



Midwest Academy of Management Board of Governors



Jennifer L. Schultz
Metropolitan State University
Past President



Sharon G. Heilmann
Wright State University
President, 2015-2016



Chanchai Tangpong
North Dakota State University
Program Chair and President-Elect



Carolyn Wiley
Roosevelt University
Program Chair-Elect



Barton Sharp
Northern Illinois University
Treasurer



Kem Gambrell
Gonzaga University
Secretary



Dale Dwyer
University of Toledo
Membership Chair and
Website Coordinator



Nancy Day
University of Missouri - Kansas City
Ombudsperson and
Representative-at-Large



Christine Schaefer
U.S. Office of Personnel Management
Federal Executive Institute
Executive Advisor to the Board



David O'Connell
St. Ambrose University
Representative-at-Large



Beth Polin
Eastern Kentucky University
Representative-at-Large



Tracy Porter
Cleveland State University
Representative-at-Large



Brandon Soltwisch
University of Northern Colorado
Representative-at-Large



Rebecca Wyland
University of Wisconsin-Eau Claire
Representative-at-Large

Conference Tracks and Track Chairs

Case Teaching



Lila Carden (N/A)

University of Houston-Downtown

John Vitton

University of North Dakota

Conference Theme



Karen Froelich (L)

North Dakota State University

Jane Pettinger (R)

Minnesota State University Moorhead

Leadership and Ethics (LEAD/Ethics)



Millicent Nelson (L)

Richard Tarpey (R)

Middle Tennessee State University

Human Resources and Diversity (HRD)



Kathy Lund Dean (L)

Gustavus Adolphus College

Jean Forray (R)

Western New England University

Organizational Behavior (OB)



Rebecca Wyland

University of Wisconsin-Eau Claire

Organizational Development (OD)



Peter Sorensen (L)

Therese Yaeger (R)

Benedictine University

Entrepreneurship, Innovation, and Small Businesses (EISB)



Shontarius Aikens

Concordia College

Management Education and Development (MED)



Vance Lewis

University of Central Arkansas

Interorganizational Relations and Supply Chains (IRSC)



Young Ro

University of Michigan-Dearborn

Professional Development Workshop (PDW)



Tim Peterson

North Dakota State University

Strategy & Organization Theory (SOT)



Bart Sharp

Northern Illinois University

Toward Impactful Research (TIR)



Dave O'Connell

St. Ambrose University

Doctoral Consortium



Kem Gambrell

Gonzaga University

Conference Organizing Team



Chanchai Tangpong
North Dakota State University
Program Chair



Dale Dwyer
University of Toledo
Registration



Kuo-Ting (Ken) Hung
Suffolk University
Conference Design Consultant



Jane Pettinger
Minnesota State University Moorhead
Radisson Site & Local
Arrangement Person



Diane Axness
North Dakota State University
NDSU Site Arrangement Person &
Administrative Assistant



Tim Peterson
North Dakota State University
Logistics Advisor



Jill Halvorson
Fargo-Moorhead (F-M) Convention &
Visitors Bureau
F-M Community Representative



Lindsay Breuler
Emerging Prairie
F-M Community Representative



Gerry Macintosh
North Dakota State University
General Support Person



Jin Li
North Dakota State University
NDSU Site Support Person



Han Li
University of New Mexico
External Advisor



Supavich (Fone) Pengnate
North Dakota State University
Conference Photographer



Carolyn Wiley
Roosevelt University
MAM Board Representative

Fargo 2016



Barton Sharp
Northern Illinois University
MAM Board Representative

Past Presidents

1962 – 1963 Rolin H. Simonds	1991 – 1992 H. Randy Bobbitt
1963 – 1964 Franklin Moore	1992 – 1993 Timothy Keaveny
1965 – 1966 Fremont Shull	1993 – 1994 Ralph Katerberg
1966 – 1967 Joseph Litterer	1994 – 1995 Trudy Verser
1967 – 1968 Max Wortman	1995 – 1996 Aaron Buchko
1968 – 1969 Alan C. Filley	1996 – 1997 Inga Baird Hill
1969 – 1970 John Douglas	1997 – 1998 Marilyn L. Fox
1970 – 1971 Herbert Zollitsch	1998 – 1999 Brian P. Niehoff
1971 – 1972 Elmer H. Burack	1999 – 2000 Douglas R. May
1972 – 1973 Henry L. Tosi	2000 – 2001 Nancy E. Day
1973 – 1974 Andre L. Delbecq	2001 – 2002 Rob Moorman
1974 – 1975 John T. Doutt	2002 – 2003 Joy Peluchette
1975 – 1976 Kenneth M. Roland	2003 – 2004 Lynn Harland
1976 – 1977 James G. Hunt	2004 – 2005 Jeff Katz
1977 – 1978 Andrew Sikula	2005 – 2006 Jill Kickul
1978 – 1979 Orlando Behling	2006 – 2007 William Snavely
1979 – 1980 Charles N. Green	2007 – 2008 Faye Smith
1980 – 1981 Edwin P. Miller	2008 – 2009 Dyanne Ferk
1981 – 1982 Fred Luthans	2009 – 2010 Therese Yaeger
1982 – 1983 Richard N. Osborn	2010 – 2011 Steven Moser
1983 – 1984 Maryann Albrecht & Art Brief	2011 – 2012 John E. Barbuto, Jr. (Jay)
1984 – 1985 Ramon J. Aldag	2012 – 2013 Deb Orr
1985 – 1986 Thomas N. Martin	2013 – 2014 Marilyn J. Bugenhagen
1986 – 1987 Ken Wexley	2014 – 2015 Jennifer L. Schultz
1987 – 1988 Jay S. Kim	2015 – 2016 Sharon G. Heilmann*
1988 – 1989 Allen Bluedorn	2016 – 2017 Chanchai Tangpong**
1989 – 1990 James McFillen	*Current President
1990 – 1991 Kenneth Thompson	**Incoming President

2016 MAM Conference Reviewers

Numerous reviewers dedicated their time to review the work submitted to the MAM conference, making this conference possible. **Outstanding reviewers are noted with asterisk (*) and in bold.** Thank you all reviewers! Much Appreciated!

Anthony Adamgbo

Anthony Adamgbo

Richard Afedzie

Shontarius Aikens

Rebecca Badawy

Mona Bahl

Somnath Banerjee

Lizabeth Barclay

Russell Barnes

Roxanne Beard

Ramon Benedetto*

Allan Bernard

Ben Blackford

Kristi Bockorny

Alyncia Bowen

Sheila Boysen-Rotelli

David Brauer

Emily Bulger*

John Burns

Lila Carden

Jay Caulfield

Tejaswi Channagiri Ajit

Kaushik Chaudhuri*

Yi-Su Chen

Michael Cherry

DelRae Chivers

Bethany Cockburn

Jon Cook

Kathleen Dale

Nancy Day*

Daniel Dayton

Alexis Downs

Dale Dwyer

Dean Eitel

Lisa Farinelli*

Jason Farkas

John Fazio

Monica Forret*

Stephen Forsha*

James Foster

Cameron Full

Paulette Gadison

Monica Gavino

Claudia Gomez

Jessica Greenwald

Mingwei Guo

Gilles Guyot

James Hagen

Maria Hamdani

David Hannum

Sheila Hanson

Nancy Hanson-Rasmussen*

Timothy Harper

Brian Hickam

Jeff Hicks

La Verne Higgins

Mary Hrivnak

Jun Huang

Zhi Huang*

Jose Luis Iglesias*

Ana Elisa Iglesias

Michelle Jackson

Mayank Jaiswal

Sumeet Jhamb*

Clark Johnson

Andrew Johnson

John Kaliski

Kem Gambrell

Lori Kendall*

KyungMoon Kim

wooyang kim

David King

Anup Krishnamurthy*

Samuel Kusi

Kafayat Lamidi

George Langelett*

John LeCounte

Derek Lehmborg*

Vance Lewis

Han Li

Shuang Liu*

Kim Lukaszewski

Kathy Lund Dean

Maria Malayter

Joshua Marineau

Terri Marks

Shelly McCallum-Ferguson*

Bryan McCusker

Jennifer Menci*

Richard Minoff

Kim Mollberg

Rick Moran

Patricio Mori

Dan Morrell

Shiva Nadavulakere

Rachael Narel

Millicent Nelson

Eric Neuman

Onnolee Nordstrom

Dave O'Connell

Donna Ogle

Patrick O'Leary

Uzonna Olumba

John Orr*

Steven Page

Alankrita Pandey

Lucinda Parmer

Vincent Parry

Gregory Patton*

Yasanthi Perera

Tim Peterson

Jane Pettinger

Arun Pillutla

Beth Polin

Leon Prieto

Lance Radziej*

James Rairdon

Michael Ricco

Cynthia Roberts

Caren Rodrigues

Skylar Rolf*

yalonda ross-davis

Julie Rothbardt*

Ann Saurbier

Tammy Schakett

Matthew Schatteman

George Schatz
Barton Sharp
Tracey Sigler
Shalei Simms
Ronda Smith
Brandon Soltwisch*
Peter Sorensen
Andrew Steinke
Charles Stevens*
Gretel Stock-Kupperman
Janice Super
Cindy Sutton
Agnes Therady

Tejovathi Inamanamelluri
Mussie Tessema
Namporn Thanetsunthorn
Phil Thompson
Oleksandr Tkachenko*
William Towns
Tracy Porter
Rodney Traub*
Lawrence Trosen
Katherine Tulibaski
Sorin Valcea
Alix Valenti
Hongguo Wei

Anthonelli White
Mark Whitmore
Carolyn Wiley*
Rattaphon Wuthisatian
Yuan Xu
Therese Yaeger
Xiaoyu Yang
Alan Yen
Alec Zama
Jie Zhang*
Yun Zhou

Midwest Scholar Recognition

The Midwest Scholar Recognition award was established to honor outstanding professional achievements, which constitute significant contributions to research, theory and practice of management. Wide recognition by the academic community is essential with the award based on a body of achievement rather than a particular piece of research, creative work, or other achievements. This year, **the MAM proudly names “Kenneth R. Thompson” as the 2016 Midwest Scholar.** Ken will be recognized as the Midwest Scholar during the Friday Luncheon, and he will make the 2016 Midwest Scholar Keynote presentation during the Saturday Keynote Breakfast.



Ken R. Thompson, Ph.D., is professor and the former chair of management at DePaul University, where he has been on staff since 1986. He has co-authored four books, contributed to six others, and has been published in a number of journals including the Academy of Management Executive, Organizational Dynamics, Journal of Social Psychology, Human Relations, and the Journal of Leadership and Organizational Studies, where he is senior editor. In addition, he was an IBM’s grant recipient to study the management operations of the Department of Defense, Finance and Accounting Services and the United States Postal Service. Most of Ken’s academic and professional life has focused on improving organizational performance and building an engaged workforce. Ken has a Ph.D. from the University of Nebraska in organizational behavior and strategic management. Ken is a member of the National Academy of Management. Most

recently, he was chair of the Management Education and Development Division and served on the governance board of the Organizational Behavior Division. Ken has also been active in various local and regional positions, including president and chairman of the Board of Directors of the Midwest Academy of Management. Early in his career at the University of Arkansas, Ken helped develop the Walton Institute of Retailing where he worked directly with Sam Walton and other Wal-Mart executives developing training programs for their store and assistant managers. He was an assistant professor of management at Notre Dame University and during this time consulted for a General Motors Parts Division in Flint, Michigan. Married with two children, Ken enjoys spending his free time with his family and several volunteer boards.

For more details about his presentation, please go to the **Keynotes & Distinguished Speaker Series** section on page 20.

Past Midwest Scholars:

- 2013 Belle Rose Ragins, University of Wisconsin-Milwaukee
Ramon “Ray” J. Aldag, University of Wisconsin-Madison
- 2014 Andrew Van de Ven, University of Minnesota
Fred Luthans, University of Nebraska-Lincoln

Conference Theme Keynote Speaker

The MAM welcomes “**John W. Budd**” to the MAM annual meeting, and proudly has him as our Conference Theme Keynote Speaker this year. He will make the 2016 Conference Theme Keynote presentation during the Friday Keynote Breakfast, and will be recognized during the Friday Luncheon.



John W. Budd is a Professor of Work and Organizations in the University of Minnesota’s Carlson School of Management, where he holds the Industrial Relations Land Grant Chair and is the Director of the Center for Human Resources and Labor Studies. He is a graduate of Colgate University and earned a Ph.D. degree in economics from Princeton University. Professor Budd is the author of *Employment with a Human Face: Balancing Efficiency, Equity, and Voice* (Cornell University Press), *Labor Relations: Striking a Balance* (McGraw-Hill/Irwin), *Invisible Hands, Invisible Objectives: Bringing Workplace Law and Public Policy into Focus* (with Stephen Befort, Stanford University Press), *The Thought of Work* (Cornell University Press), and numerous journal articles. Professor Budd has also been Director of Graduate Studies for the University of Minnesota’s graduate programs in Human Resources and Industrial Relations.

For more details about his presentation, please go to the **Keynotes & Distinguished Speaker Series** section on page 20.

Presentation Schedule Overview & Luncheons – Friday

Time	7:00-8:25AM	8:35-11:35AM		11:45AM-1:15PM
Room				
Cityscape Ballroom, 3rd Floor	Keynote Breakfast			Luncheon & MAM Business Meeting
Metropolitan, 3rd Floor		Conf. Theme 1 & (Session# 12)	LEAD/Ethics Interaction 1 (Session# 24)	
Prairie Rose A, 3rd Floor		EISB Showcase (Session# 13)	EISB Full Paper 1 (Session# 22)	
Prairie Rose B, 3rd Floor		HRD Full Paper 1 (Session# 14)	HRD/LEAD/OB Showcase (Session# 23)	
The Loft, 3rd Floor		OB Full Papers 1 (Session# 15)	OB Full Paper 2 (Session# 25)	
Boardroom, 16th Floor		PDW 2 (Session# 18)	PDW 3 (Session#20)	
Corner A, 16th Floor		TIR 1 (Session# 17)	TIR 2 (Session# 26)	
Corner B, 16th Floor		SOT Full Paper 1 (Session# 16)	OD Panel 4 (Session# 28)	
Corporate Room, 16th Floor		PDW1 (Session#11) - Distinguished Speaker Workshop		
US Bank Meeting Room		OD Panels 1-3 (Session# 19, 21, 27) Note: The US Bank Meeting room is open at 8:35AM; plan to start OD Panel 1 no later than 9:00AM and plan to end OD Panel 3 by 11:40AM		

Don’t Forget:

- Buses leaving Radisson for the Microsoft Campus Visit event at 1:30PM. **Be sure to have ID or passport with you!**
- Prairie Den Visit dovetailing the Microsoft event from 5:30-6:30PM
- “Easy and On-Your-Own” time in the evening of Downtown Fargo from 6:30-8:00PM
- Conclude a long productive day with “Jazz Combo Social Networking” back at Radisson, Cityscape Ballroom, 3rd Floor, from 8:00-10:30PM

Presentation Schedule Overview & Luncheons – Saturday

Time	7:00-8:25	9:00AM-12:00PM		12:10-1:50PM	2:00-4:00PM
Room					
Cityscape Ballroom, 3rd Floor, Radisson	Keynote Breakfast				
Richard H. Barry Hall, Atrium/Mezzanine/AgCountry Auditorium				Luncheon & Recognitions	
Richard H. Barry Hall, Room 20			Entrepreneurship/Strategy Interaction (Session# 48)		SOT Full Paper 2 (Session # 61)
Richard H. Barry Hall, Room 118			PDW 4 (Session# 43) - Organized as a flow session; come in and go out anytime		Formative Interactions 1, 2, & 3 (Session# 63, 64, & 65)
Richard H. Barry Hall, Room 120		Distinguished Speaker Presentation	IRSC Full Paper 1 (Session# 50)		IRSC Full Paper 2 (Session# 58)
Richard H. Barry Hall, Room 126		Case Session 1 (Session# 40)	Case Session 2 (Session# 47)		TIR 4 (Session# 62)
Richard H. Barry Hall, Room 262			PDW 5 (Session # 44)		PDW 6 (Session# 55) from 1:55-2:55PM PDW 7 (Session# 67)
Richard H. Barry Hall, Room 266			LEAD/OB Full Paper (Session# 51)		Conf. Theme 2 (Session# 56)
Richard H. Barry Hall, Room 358		TIR 3 (Session# 41)	HRD Full Paper 2 (Session# 49)		OB/HRD Interaction (Session# 60)
Richard H. Barry Hall, Room 360		EISB Symp. 1 (Session# 39)	EISB Symp. 2 (Session# 42)	EISB Symp. 3 (Session# 52)	EISB Full Paper 2 (Session# 57)
Richard H. Barry Hall, Room 368			MED 1 (Session# 46)		LEAD/Ethics Interaction 2 (Session# 59)
Richard H. Barry Hall, Room 370			OD Full Paper 1 (Session #45)		OD Panel 5 (Session# 54) from 1:55-2:55PM OD Panel 6 (Session# 66)

Both Friday and Saturday Luncheons are sponsored by:



Keynotes & Distinguished Speaker Series

Conference Theme Keynote (Distinguished Speaker Series - Part 1)



Friday, October 7, 7:30 - 8:25AM (during breakfast), Radisson Hotel, Cityscape Ballroom, 3rd Floor

Title: ***The (Limited) Helpfulness of Academia in Managing the Changing Workforce***

Keynote Speaker: **John W. Budd**, Carlson School of Management, University of Minnesota

Abstract: Effectively recruiting, retaining, motivating, and engaging workers are key challenges in many organizations. Academic research provides valuable insights for managers facing these challenges, but it is typically rooted in paradigms that homogenize the workforce. Research can help show managers the different reasons that workers work and what drives human behavior, but only managers can know their own employees' motivations. Otherwise, applying research based on assumptions that do not fit a particular workforce will backfire. These assumptions and the potential for negative consequences will be explored. To make a positive difference, academic-business connections need to appreciate the (limited) helpfulness of research.

Bio: Please refer to the Conference Theme Keynote Speaker page for his bio.

Distinguished Speaker Series - Part 2



Friday, October 7, 8:35 - 11:35AM, Radisson Hotel, Corporate Room, 16th Floor

Title: ***Workshop on Latent Variable Techniques***

Distinguished Speaker: **Larry J. Williams**, College of Business Administration, University of Nebraska Lincoln

Abstract: This workshop provides (a) introductory coverage of latent variable techniques, including confirmatory factor analysis and structural equation methods with latent variables, (b) discussion of special issues related to the application of these techniques in organizational research, and (c) a comparison of these techniques with traditional analytical approaches.

Bio: Larry J. Williams is the Donald and Shirley Clifton Chair of Survey Science and Professor of Management at University of Nebraska Lincoln. Prior to that, he was Professor of Management/Dean's Research Chair and Professor Psychology at Wayne State University. He also was on the faculty at University of North Dakota, Virginia Commonwealth University and Purdue University after receiving his Ph.D. in organizational behavior from the Indiana University School of Business. Dr. Williams served as the Founding Editor of *Organizational Research Methods (ORM)*, and he previously served as Consulting Editor for the Research Methods and Analysis section of the *Journal of Management* (1993-1996). He has been a member of the editorial board of *Structural Equation Modeling: A Multidisciplinary Journal*. Dr. Williams also has served as Chairperson for the Research Methods Division (RMD) of the Academy of Management. Dr. Williams established in 1997 and currently serves as Director of the Consortium for the Advancement of Research Methods and Analysis (CARMA), an interdisciplinary center devoted to helping faculty and students advance their knowledge of organizational and social science research methods and data analysis techniques. Among his recent accomplishments, in 2004 Dr. Williams was recognized by the Southern Management Association as an author of 2 of the 6 most highly cited articles in the 30 year history of the *Journal of Management*. He was also elected in 2004 to be a member of the Society for Organizational Behavior, an international group of approximately 80 leading scholars from the field of organizational behavior. In 2005, Dr. Williams was selected to be the recipient of the 2005 Distinguished Career Contributions Award by the Academy of Management's Research Methods Division. In 2008, Dr. Williams was recognized as one of the 150 most-cited authors in the field of management (1981-2004) in an article published in the *Journal of Management*. He was elected a Fellow of the Society for Industrial Organizational Psychology in 2010. Finally, in 2015 he received the Academy of Management's Distinguished Educator Award.

Midwest Scholar Keynote (Distinguished Speaker Series - Part 3)



Saturday, October 8, 7:30 - 8:25AM (during breakfast), Radisson Hotel, Cityscape Ballroom, 3rd Floor

Title: ***"Pull" in the Market: Building a Management Program to Ensure "In Demand" Graduates***

Keynote Speaker/Midwest Scholar: **Kenneth R. Thompson**, Driehaus College of Business, DePaul University

Abstract: Recently, I had a dean say that companies do not want to pay the premium for MBAs, which has led a drop in demand. I wondered, why. Do we not provide the needed focus or require demonstrated development

that is worth the “premium?” In all cases, the fault for the drop in demand seems to be a function of program design, less on a fickle market. This presentation will focus on using an effective process to build an information flow to learn what employers require and translate these requirements into program design to build knowledge and skills for needed development of students in both graduate and undergraduate programs.

Bio: Please refer to the Midwest Scholar Recognition page for his bio.

Distinguished Speaker Series - Part 4



Saturday, October 8, 9:00 - 9:55AM, Richard H. Barry Hall, Room 120

Title: ***Why Are (Your) Supply Chain Disruptions Severe? Firm and Managerial Considerations***

Distinguished Speaker: **M. Johnny Rungtusanatham**, Fisher College of Business, Ohio State University

Abstract: Supply chain disruptions are critical concerns for firms operating in the global economy. The good news is that there has been significant interest from both academics and practitioners on this topic. The bad news is that the topic has yet to reach consensus or closure. In this presentation, I will articulate several “quasi-informed” insights to answer the question of why firms face severe supply chain disruptions. These “quasi-informed” insights are conservative and thought-provoking since they are derived from (a) an ongoing (i.e., incomplete) review of literatures bases that, while overlapping, present ambiguity regarding the phenomenon of supply chain disruptions and (b) several research projects that are at different stages of completion.

Bio: M. Johnny Rungtusanatham (Ph.D., University of Minnesota) is Professor of Management Sciences in the Fisher College of Business at the Ohio State University, where he is also Faculty Director for Educational Technology and Academic Director for the Fisher EMBA: Energy. Prior to joining the Fisher College of Business in 2011, he held faculty and administrative positions at the University of Wisconsin-Madison, Arizona State University, and the University of Minnesota. Rungtusanatham is an awards-winning faculty member. His research into quality management, mass customization, supply chain design through buyer-supplier structural and relational dynamics, and online education have appeared in a number of prestigious academic and practitioner journals, such as the Academy of Management Review, Decision Sciences (DS), Decision Sciences Journal of Innovative Education (DSJIE), Journal of Operations Management, Journal of Supply Chain Management, Production Planning and Control (PPC), and Sloan Management Review. He and his co-authors received the Citation of Excellence in 2011 from Emerald Management Reviews for their 2007 article in the DS journal. His research has won the 2004 Best Paper Award from the PPC journal, the 2004 Best Paper Award from DSJIE, and the 2005 E. Grosvenor Plowman Best Paper Award from the Council of Supply Chain Management Professionals Annual Conference. He has also conducted research with, consulted with, and provided executive training for Arizona Public Services, CHS Inc., Chevron Corporation, Deere & Company, e-Bags.com, E-Source, Honeywell, Intel, LG Electronics, Medtronic, ON Semiconductor, Phelps Dodge, Seaquist Closures, United Technologies, and Zytec.

The Keynote Breakfasts and Distinguished Speaker Series are sponsored by:



Special Events & Receptions

Welcome Reception & “Meet and Greet” New MAM Members

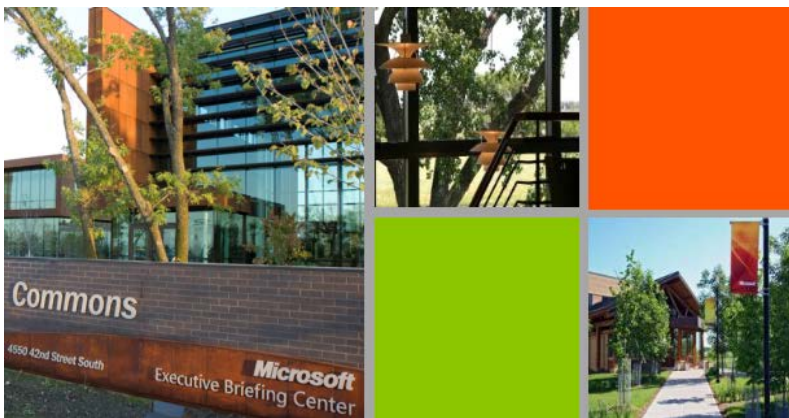
Thursday October 6, 7:00PM - 10:30PM, Radisson Hotel, Cityscape Ballroom A, 3rd Floor

Meet MAM folks, welcome new members, and enjoy foods, ticket drinks, plus cash bar. For new members, this is a **‘must-attend’** event to get to know MAM’s senior members and to broaden your network.

Microsoft Fargo Campus Visit

Friday, October 7, 1:30PM – 5:00PM

Microsoft Fargo Campus is the second largest campus of Microsoft in North America. This Microsoft Fargo Campus Visit is a three-course event: (1) Microsoft Campus Tour, (2) Microsoft Panel Presentation/Discussion on **“Attracting, Leading, and Retaining Talent – The Microsoft Way”**, and (3) Reception hosted by the MBA Program of North Dakota State University (NDSU). Business representatives in this area are invited to this event to meet with our conference attendees. Enjoy the visit, presentation, and reception!



NDSU MBA
PROGRAM

Event Chair: Karen Froelich, NDSU

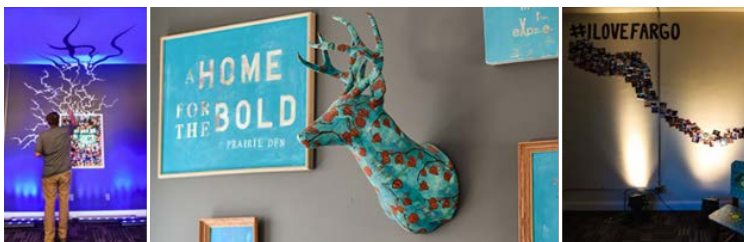
*****Note: ID or passport required for the check-in at Microsoft*****

Start boarding the buses at 1:15PM, and the buses will take off from Radisson at 1:30PM

Prairie Den Visit

Friday, October 7, 5:30-6:30PM

Meet Fargo start-ups and enjoy light appetizers and snacks, plus free self-served drinks, and networking opportunities. This event is supported by Fargo-Moorhead Convention and Visitors Bureau and organized by Emerging Prairie. Enjoy an interesting change of place with this Prairie Den Visit!



NORTH OF NORMAL
FARGO
MOORHEAD | WEST FARGO

Event Chair: Lindsay Breuler, Emerging Prairie

Jazz Combo Social Networking

Friday October 7, 8:00PM - 10:30PM, Radisson Hotel, Cityscape Ballroom, 3rd Floor

More networking opportunities amidst live Jazz music from a half of dozen or so of musicians from the Inner City Sound band of Fargo South High School. Enjoy hors d'oeuvres, plus cash bar, and Jazz, all in one package.



“Inner City Sound is made up of musicians from the Fargo South High School Jazz Program. Inner City Sound performs regularly at Fargo South High School events, as well as at area business and community functions. The group was founded in 2015 and is known not only for their professionalism, but also for bringing a positive energy to any event through their performance. You are sure to enjoy the music of Inner City Sound.”

Closing Reception & Skyview Social Networking with Apollo Strings

Saturday October 8, 6:00PM - 10:30PM, Radisson Hotel, 16th Floor

One last impression with relaxing ambience on the highest floor of Radisson. Enjoy heavy hors d'oeuvres, plus cash bar, and live music from the Apollo Strings band from Moorhead High School.

*****Note: Spouses/families of attendees also invited to the closing reception & Skyview Social Networking*****



“The Apollo Strings is an auditioned string ensemble from Moorhead High School which performs for school and community events. The ensemble has a long tradition of performing string music that dates back to 1951. Founded by Vincent Pulicicchio, the Apollo Strings have performed not only in the Upper Midwest, but the ensemble has had performances in Europe, Mexico and throughout the United States. The Apollo Strings is directed by Jon Larson who has held that position since 2002.”

Welcome and Closing Receptions are sponsored by:



Doctoral Consortium

Thursday, October 6, 9:00AM - 4:30PM, Radisson Hotel, The Loft and Cityscape Ballroom B, 3rd Floor

Organizer: **Kem Gambrell**, Gonzaga University

Designed to bring together individuals who are currently working on their graduate degree. The intent is to create a supportive environment for conversation, development and equanimity regarding topics, such as research, publication, networking, and academic and non-academic career consideration and exploration. Discussion and meeting sessions are in The Loft, and plated lunch is provided in Cityscape Ballroom B. Pre-registration is required.

Doctoral Consortium is sponsored by:



Professional Development Workshops (PDW)

PDW1: Workshop on Latent Variable Techniques (---Distinguished Speaker Series---)

Friday, October 7, 8:35 - 11:35AM, Radisson Hotel, Corporate Room, 16th Floor

Organizer: **Larry Williams**, University of Nebraska Lincoln

PDW2: The Value of Education Abroad

Friday, October 7, 8:35-9:35AM, Radisson Hotel, Boardroom, 16th Floor

Organizers/Participants: **Newell Wright** and **Jin Li**, North Dakota State University

PDW3: Living Case Studies: Widening the View of Organizational Performance

Friday, October 7, 9:45 - 11:35AM, Radisson Hotel, Boardroom, 16th Floor

Organizer: **Ramon Benedetto**, University of Phoenix Chicago

PDW4: Making Connections: Using Video Media to Enhance Learning in the Business Classroom (**Showcase**)

Saturday, October 8, 10:00AM - 12:00PM, Richard H. Barry Hall, Room 118

Organizer: **Jennifer Schultz**, Metropolitan State University

PDW5: Engaging High School Students in Entrepreneurship (**Showcase**)

Saturday, October 8, 10:00 - 11:30, Richard H. Barry Hall, Room 262

Organizer: **Shontarius Aikens**, North Dakota State University

PDW6: Academic Administration: What, Why, When, and How

Saturday, October 8, 1:55-2:55PM, Richard H. Barry Hall, Room 262

Organizers/Participants: **Jennifer Mencl**, University of Minnesota Duluth, **Dale Dwyer**, University of Toledo, and **Nancy Day**, University of Missouri-Kansas City

PDW7: For Novice, by Novice – How to get People Interested in Your Research!

Saturday, October 8, 3:00-4:00PM, Richard H. Barry Hall, Room 262

Organizers/Participants: **Rebecca Badawy** and **Ramesh Dangol**, Youngstown State University

Showcase Panels and Papers***

Showcase Panels

PANEL: Connecting Academics to Business through an Integrated Business Partnership Team

Brenda Flannery, John Kaliski, Luke Howk, Bryan Hoffman, Minnesota State University-Mankato, and **Don Morton**, Microsoft

In the Conference Theme session on Friday October 7, 8:35 - 10:00AM, Radisson, Metropolitan, 3rd Floor

PANEL: Executive Mentorship Program

Jane Pettinger, Peter Geib, Minnesota State University Moorhead,
Ralf Mehnert-Meland,

Dustin Rietsema, Sterling Management LLC

In the Conference Theme session on Saturday October 8, 2:00 - 3:25PM, Richard H. Barry Hall, Room 266

Showcase Papers

Selected Antecedents of Market Orientation: A Study of Small Independent Restaurants

Giri Jogaratnam, Eastern Michigan University

In the Showcase session on Friday October 7, 8:35 - 10:00AM, Radisson, Prairie Rose Room A, 3rd Floor

A New Approach to the Long-Term Performance Effect of National Cultural Differences in Cross-Border Acquisitions

Zhi Huang, University of Kentucky, and **Hong Zhu**, Peking University HSBC Business School

In the SOT session on Friday October 7, 8:35 - 10:00AM, Radisson, Corner Room B, 16th Floor

Learning to be Engaged: Leader/Employee Goal Orientation and Learning on Engagement and Performance

Patrick Pollock, Genesis Systems Group, and **Jessica Greenwald**, St. Ambrose University

In the Showcase session on Friday October 7, 10:10 - 11:35AM, Radisson, Prairie Rose Room B, 3rd Floor

Dyadic Perception Differences in an Impending Supply Disruption: The Effect of Agent Conflict Management Styles

Hung-Chung Su, Yi-Su Chen, and **Young Ro**, University of Michigan – Dearborn

In the IRSC session on Saturday October 8, 10:35AM - 12:00PM, Richard H. Barry Hall, Room 120

*****Note: Fewer than 10% of submissions recommended as "Showcase" pieces during the review process.**

Paper Award Winners and Nominees*

Best General Management Paper Award Winner

Firm Competition for Sales Force Owned Customer Loyalty**

Somnath Banerjee, North Dakota State University, and **Axel Stock**, University of Central Florida

In the IRSC session on Saturday October 8, 10:35AM - 12:00PM, Richard H. Barry Hall, Room 120

Best Behavioral Management Paper Award Winner

Corporate Social Responsibility, Organizational Development, and the Role of National Culture**

Namporn Thanetsunthorn, Defiance College, and **Rattaphon Wuthisatian**, Southern Oregon University

In the OD session on Saturday October 8, 10:00AM - 12:00PM, Richard H. Barry Hall, Room 370

Best Student Paper Award Winner (Qualitative)

[A Typology of Innovation Narratives: Structuring Stories to Sustain or Transform the Organizational Code](#)

Emily Bulger, University of Pittsburgh

In the Showcase session on Friday October 7, 8:35 - 10:00AM, Radisson, Prairie Rose Room A, 3rd Floor

Best Student Paper Award Winner (Quantitative)

[Demographic Differences in Protean, Boundaryless, and Exploratory Career Orientations: A Comprehensive Meta-Analysis](#)

Jack Kostal and **Brenton Wiernik**, University of Minnesota

In the Showcase session on Friday October 7, 10:10 - 11:35AM, Radisson, Prairie Rose Room B, 3rd Floor

Best Paper Award Nominees

[Black vs. White Owned New Venture Performance: A Study of Mediating Effects](#)

Mayank Jaiswal, Georgia Institute of Technology

In the Showcase session on Friday October 7, 8:35 - 10:00AM, Radisson, Prairie Rose Room A, 3rd Floor

[The Case of the Fargo Theatre: Challenges in Managing an Icon](#)

Dereck Ost Dahl, **Wayne Eastman**, and **Karen Froelich**, North Dakota State University

In the Case session on Saturday October 8, 9:00 - 10:25AM, Richard H. Barry Hall, Room 126, 1st Floor

[The Relationship between Conceptual Skills and Organizational Strategy Alignment within the Information Technology Context](#)

Allan Bernard, Wartburg College, and **Eric Grube**, Metropolitan State University

In the SOT session on Saturday October 8, 2:00 – 3:25PM, Richard H. Barry Hall, Room 20 (ground level/basement)

Note: *Fewer than 5% of submissions nominated for Best Paper Awards during the review process.

**The authors of the award winners will receive book credits as a prize from 

Impactful Research Idea Award Winner†

[Exploring the Antecedents of Servant Leader Behaviors in College Students: An Initial Investigation](#)

Curtis D. Beck, Concordia University, and **Ronda M. Smith**, Ball State University

In the TIR session on Saturday October 8, 2:00 – 3:25PM, Richard H. Barry Hall, Room 126

Impactful Research Idea Award Nominees†

[Strategic Entrepreneurship in Family Business: A Cognitive Perspective](#)

Shiva Nadavulakere, Saginaw Valley State University, and **Anushri Rawat**, Eastern Michigan University

In the TIR session on Friday October 7, 10:10 - 11:35AM, Radisson, Corner Room A, 16th Floor

[Coordination and Mitigation of Inter-firm Hazards](#)

Ghiyoung Im, University of Louisville, **Jason Chung**, Transform International Education Foundation, and **Ji Ho Kim**, Transform International Education Foundation

In the TIR session on Friday October 7, 10:10 - 11:35AM, Radisson, Corner Room A, 16th Floor

[Supporting Role Innovation: Does Organizational or Supervisor Support best explain the Role Innovation-Job Performance Relationship?](#)

Danielle Graham

In the TIR session on Saturday October 8, 9:00 – 10:25AM, Richard H. Barry Hall, Room 358

Note: †Impactful Research Idea Award Winner and Nominees rated during the review process as the top four of 28 short papers submitted to the Toward Impactful Research track.

Junior Faculty and Graduate Student Scholarships

The MAM has the commitment to support junior faculty and graduate students for their travels to the annual MAM conference. This year, the MAM has expanded its scholarship program to \$4,500 to provide partial travel support to junior faculty and graduate students. This scholarship amount is then divided into five junior faculty scholarships (\$500 each) and eight graduate student scholarships (\$250 each). The finalists for the scholarships are as follows, and **the MAM Membership/Scholarship Committee will announce the recipients and will award the scholarships during the Luncheon & Recognition on Saturday (12:10-1:50PM), Richard H. Barry Hall, AgCountry Auditorium (Room 140).**

Finalists for Junior Faculty Scholarships

John Fazio, Marietta College

Stephen Forsha, William Woods University

Kyung Moon Kim, West Virginia University Institute of Technology

Vance Lewis, University of Central Arkansas

Patricio Mori, Montana State University Billings

Lucinda Parmer, Miami University

Kevin Schneider, Oral Roberts University

Caren Rodrigues, St. Joseph's College of Business Administration

Julie Rothbardt, Monmouth College

Junior Faculty Scholarships are sponsored by:



Finalists for Graduate Student Scholarships

Anthony Adamgbo, Benedictine University

Greg Beaver, University of Minnesota

Emily Bulger, University of Pittsburgh

Hyeran Choi, University of Illinois at Urbana-Champaign

Mayank Jaiswal, Goregia Institute of Technology

Sumeet Jhamb, Southern Illinois U. Carbondale

Clark Johnson, Saint Louis University

Jaewoo Kim, Purdue University

Samuel Kusi, University of Vaasa

John Lecounte, Texas A&M University

Uzonna Olumba, Benedictine University

Shubham Singh, University of Toledo

Manojprabhakaran Thirupal, Gonzaga University

Oleksandr Tkachenko, University of Minnesota

Hongguo Wei, Case Western Reserve University

Xiaoyu Yang, University of Wisconsin-Milwaukee

Graduate Student Scholarships are supported by the MAM's Graduate Student Endowment Fund.

Program Schedule by Day

THURSDAY PROGRAM

1: Exhibitor Display

8:30 - 17:00PM and 18:30 - 20:30PM, Radisson Hotel, 3rd Floor

Tricia Haskell, The Case Centre

2: Doctoral Consortium

9:00 - 16:30, Radisson Hotel, The Loft/City B, 3rd Floor

Chair: **Kem Gambrell**, Gonzaga University



3: MAM Board Meeting (open to MAM members)

17:30 - 18:30, Radisson Hotel, Metropolitan, 3rd Floor

Chair: **Sharon Heilmann**, Wright State University

4: Conference Registration (Pre-registrants only)

18:30 - 20:00, Radisson Hotel, 3rd Floor

Chair: **Dale Dwyer**, University of Toledo

5: Welcome Reception

19:00 - 20:30, Radisson Hotel, City A, 3rd Floor

Chair: **Sharon Heilmann**, Wright State University



6: "Meet and Greet" New MAM Members

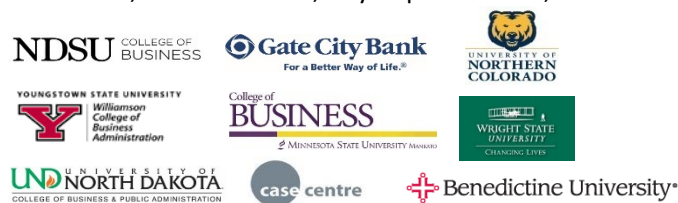
20:30 - 22:30, Radisson Hotel, City A, 3rd Floor

Chair: **Brandon Soltwisch**, University of Northern Colorado

FRIDAY PROGRAM

7: Breakfast

7:00 - 8:25, Radisson Hotel, Cityscape Ballroom, 3rd Floor



REGISTRATION & EXHIBITION

8: Conference Registration

7:00 - 12:00, Radisson Hotel, 3rd Floor

Chair: **Dale Dwyer**, University of Toledo

9: Exhibitor Display

7:00 - 12:00, Radisson Hotel, 3rd Floor

Tricia Haskell, The Case Centre

KEYNOTE & DISTINGUISHED SPEAKER PRESENTATIONS

10: Conference Theme Keynote (Distinguished Speaker Series - Part 1)

7:30 - 8:25, Radisson Hotel, Cityscape Ballroom, 3rd Floor

Title: *The (Limited) Helpfulness of Academia in Managing the Changing Workforce*

Keynote Speaker: **John W. Budd**, University of Minnesota

11: Distinguished Speaker Series - Part 2 (PDW1)

8:35 - 11:35, Radisson Hotel, Corporate Room, 16th Floor

Title: *Workshop on Latent Variable Techniques*

Distinguished Speaker: **Larry J. Williams**, University of Nebraska Lincoln



PAPER, PDW, AND PANEL SESSIONS

12: Conference Theme 1: Bridging Business and Academia

8:35 - 10:00, Radisson Hotel, Metropolitan 3rd Floor

Session Chair/Discussant: **Eduardo Pablo**, Minnesota State University Moorhead

PANEL: Bridging the Academia – Practice Gap in the Business School Classroom

Jeff Hicks, University of Texas at Dallas

Michael Krush, North Dakota State University

Derek Lehmborg, North Dakota State University

PANEL: Connecting Academics to Business Through an Integrated Business Partnership Team

Brenda Flannery, Minnesota State University-Mankato

John Kaliski, Minnesota State University-Mankato

Luke Howk, Minnesota State University-Mankato

Bryan Hoffman, Minnesota State University-Mankato

Don Morton, Microsoft

Showcase Panel



13: EISB Showcase: Drive Behind New Ventures and Innovations

8:35 - 10:00, Radisson, Prairie Rose Room A, 3rd Floor

Session Chair/Discussant: **Sumeet Jhamb**, Southern Illinois University Carbondale

Selected Antecedents of Market Orientation: A Study of Small Independent Restaurants

Giri Jogaratnam, Eastern Michigan University

Showcase Paper

Black vs White Owned New Venture Performance: A Study of Mediating Effects

Mayank Jaiswal, Georgia Institute of Technology

Best Paper Award Nominee

A Typology of Innovation Narratives: Structuring Stories to Sustain or Transform the Organizational Code

Emily Bulger, University of Pittsburgh

Best Student Paper Award Winner (Qualitative)

14: HRD Full Paper 1: Those Complex Millennials!

8:35 - 10:00, Radisson Hotel, Prairie Rose Room B, 3rd Floor

Session Chair/Discussant: **Shelly McCallum-Ferguson**, Saint Mary's University of Minnesota

Are Millennials Really All That Different? What Do Different Generations Want from Work?

Tim Peterson, North Dakota State University

Claudette Peterson, North Dakota State University

Sydney Thielbar, North Dakota State University

Entitled to Opportunity: A Three-Study Analysis of the Millennial Generation and how Work Preferences Relate to Job Choice and Motivation

Bethany Cockburn, University of Iowa

Shuang Liu, University of Iowa

Amy Cockburn, Grace College

Building high Quality LMX Relationships with the Future Millennial Workforce: An exploratory Qualitative Study

Shontarius D. Aikens, Concordia College

Katherine L. G. Tulibaski, North Dakota State University

Kay Hopkins, North Dakota State University

15: OB Full Paper 1: Cognition, Perception, and Psychology at Work

8:35 - 10:00, Radisson Hotel, Loft, 3rd Floor

Session Chair/Discussant: **Oleksandr Tkachenko**, University of Minnesota

You Can See the Forest and the Trees: Negotiators' Focus and Creative Agreements

Hyeran Choi, University of Illinois at Urbana-Champaign

The Role of Perceived Organizational Support and Emotional Intelligence on Job Satisfaction and Intention to Quit

John Fazio, Marietta College

Randi Sims, Nova Southeastern University

Baiyun Gong, Nova Southeastern University

Yuliya Yurova, Nova Southeastern University

Willingness to Share Knowledge: The Influence of Psychological Capital

Ronda M. Smith, Ball State University

Gwendolyn M. Combs, University of Nebraska-Lincoln

Shruti R. Sardeshmukh, University of South Australia

Role Commitments, Life Balance, and Gender Difference: A Cross-Country Perspective

Xiaoyu Yang, University of Wisconsin-Milwaukee

Margaret Shaffer, University of Wisconsin-Milwaukee

Yanfen You, University of Wisconsin-Milwaukee

Anne Marie Francesco, Hong Kong International Management Consulting Company

Theresa Lau, Hong Kong Polytechnic University

Janice Joplin, Southern Illinois University Edwardsville

16: SOT Full Paper 1: Corporate Strategies and Capabilities

8:35 - 10:00, Radisson Hotel, Corner Room B, 16th Floor

Session Chair: **Mona Bahl**, Youngstown State University

Discussant: **Rick Moran**, University of Wisconsin-Superior

When Subsidiaries Follow their Parents' CSR Focus: The Influence of Organizational Characteristics

Caren Rodrigues, St. Joseph's College of Business Administration

Anup Krishnamurthy, St. Joseph's College of Business Administration

The Influence of Absorptive Capacity Capabilities and Employee Turnover on Firm Performance: An Empirical Study

Mona Bahl, Youngstown State University

Aldas Kriauciunas, Purdue University

Nandini Lahiri, Temple University

Examining Competing Explanations of Acquisition Divestment

Sina Amiri, Iowa State University

David King, Iowa State University

A New Approach to the Long-Term Performance Effect of National Cultural Differences in Cross-Border Acquisitions

Zhi Huang, University of Kentucky

Hong Zhu, Peking University HSBC Business School

Showcase Paper

17: TIR 1 - OB/Leadership

8:35 - 10:00, Radisson Hotel, Corner Room A, 16th Floor

Session Chair: **Wooyang Kim**, Minnesota State University Moorhead

Discussant: **Lawrence Trossen**, St. Ambrose University

Does Service Learning Make Student-workers Better Soldiers at Work? The Role of Service Learning, Work-to-school Facilitation, and School-to-work Facilitation in Organizational Citizenship Behaviors.

Frazier Clark, University of Wisconsin-Stout

Rebecca Wyland, University of Wisconsin-Eau Claire

Do You See What I See? Mutual Awareness of Dyadic Conflict Between Teammates

Eric Neuman, Creighton University

Ariel Avgar, University of Illinois at Urbana-Champaign

Mixed Signals: The Interactive Effects of Share Repurchases and Scope Decisions on Abnormal Returns

Jose Luis Iglesias, Viterbo University and University of Florida

Toward a Place for Grace in Management Research

Dave O'Connell, St. Ambrose University

Debunking Leadership Stereotypes in Children through Storytelling

Jay Caulfield, Marquette University

Calley Hostad, Marquette University

18: PDW2: Organizing Study Abroad

8:35 - 9:35, Radisson Hotel, Boardroom, 16th Floor

Organizer: **Newell Wright**, North Dakota State University

PDW Title: The Value of Education Abroad

Participants: **Newell Wright** and **Jin Li**, North Dakota State University

19: OD Panel 1: Strategic OD

9:00 - 9:50, US Bank Meeting Room

Session Chair: **Therese Yaeger**, Benedictine University

Discussant: **Gilles Guyot**

PANEL: Engaging Business - Strategic OD

Therese Yaeger, Benedictine University

Gretel Stock-Kupperman, Viterbo University

Jessica "DJ" Himstedt, Strategic Talent Solutions

Donald B. Harris, Strategic Resource, Inc.

Tricia Riedl, The Boeing Company

Elaine Alexander, The Evanston Group

20: PDW3: Living Case Studies

9:45 - 11:35, Radisson Hotel, Boardroom, 16th Floor

Organizer: **Ramon Benedetto**, University of Phoenix Chicago Campus

PDW Title: *Living Case Studies: Widening the View of Organizational Performance*

Participant: **Ramon Benedetto**, University of Phoenix Chicago Campus



21: OD Panel 2: Teams and Global Perspectives

9:55 - 10:45, US Bank Meeting Room

Session Chair: **Peter Sorensen**, Benedictine University

Discussant: **Namporn Thanetsunthorn**, Defiance College

PANEL: Making Connections: Teams and Global Perspectives

Peter Sorensen, Benedictine University

Peng Zhang, Benedictine University

Clifford Hill, Lundbeck Pharmaceuticals

Kim Adams, Benedictine University

Lisa Farinelli, National Institutes of Health

22: EISB Full Paper 1: Influencing Factors of Entrepreneurial Success

10:10 - 11:35, Radisson Hotel, Prairie Rose Room A, 3rd Floor

Session Chair/Discussant: **Wooyang Kim**, Minnesota State University Moorhead

The Impact of Top Management Teams Education on Firm Performance in Young IPO Firms: Moderating Roles of the Institutional Ranking

KyungMoon Kim, West Virginia University Institute of Technology

Psychological Capital and Entrepreneurial Success: Toward a Conceptual Model

Kristi Bockorny, Northern State University

Carolyn Youssef-Morgan, Bellevue University

The Influence of Proactive Personality on Entrepreneurial Self efficacy as Mediated Through New Resource Skills

Ronda M. Smith, Miller College of Business Ball State University

Shruti R. Sardeshmukh, UniSA Business School University of South Australia

Word-of-Mouth and the Brand Image of Small Businesses: A Consumer Expectations Lens

Anup Krishnamurthy, St. Joseph's College of Business Administration

Caren Rodrigues, St. Joseph's College of Business Administration

23: HRD/LEAD/OB Showcase: Leader Development & Careers

10:10 - 11:35, Radisson Hotel, Prairie Rose Room B, 3rd Floor

Session Chair/Discussant: **Nancy Day**, University of Missouri-Kansas City

Developing leadership talent: The role of making connections

Shelly McCallum-Ferguson, Saint Mary's University of MN

Monica Forret, St. Ambrose University

A Rising Tide Lifts All Boats: An Evaluation of a Leadership Development Program and Measurement of Development Progress

Mark Whitmore, Kent State University

Tiffany Ackerman, Minnesota State University

Chad Luxenburg, Scitrain Ltd.

Learning to be Engaged: Leader/Employee Goal Orientation and Learning on Engagement and Performance

Patrick Pollock, Genesis Systems Group

Jessica Greenwald, St. Ambrose University

Showcase Paper

Demographic Differences in Protean, Boundaryless, and Exploratory Career Orientations: A Comprehensive Meta-Analysis

Jack Kostal, University of Minnesota

Brenton Wiernik, University of Minnesota

Best Student Paper Award Winner (Quantitative)

24: LEAD/Ethics Interaction 1: Leadership in Entrepreneurial Settings and Ethical Considerations

10:10 - 11:35, Radisson Hotel, Metropolitan 3rd Floor

Session Chair: **Uzonna Olumb**, Benedictine University

Discussant: **Richard Tarpey**, Middle Tennessee State University

Think Fast, Act Faster – Management and Leadership in the Agile World

Steven Wille, Colorful Leadership

James Rairdon, National American University

Family Leadership Succession and Firm Performance: The Moderating Effect of Tacit Idiosyncratic Firm Knowledge

Ralph Williams Jr., Middle Tennessee State University

Torsten Pieper, Kennesaw State University

Amy Henley, Kennesaw State University

Castling a Long Shadow: Leader-leader Relationship and Employee Citizenship Behavior

Jeffrey Muldoon, Emporia State University

Satvir Singh, Emporia State University

Prajya Vidarthi, University of Texas at El Paso

Antecedents to Green Purchasing

Patrick O'Leary, St. Ambrose University

Thomas Quinlan, St. Ambrose University

Deterring Student Cheating: Detection and Punishment versus Academic Integrity Policy.

Jaewoo Kim, Purdue University

Chris Berger, Purdue University

25: OB Full Paper 2: Addressing Challenges in Organizations: Change and Fit Issues

10:10 - 11:35, Radisson Hotel, Loft, 3rd Floor

Session Chair/Discussant: **Jennifer Mencl**, University of Minnesota Duluth

Organizational Change and Work Engagement: the Mediating Effect of Leadership

Jay Caulfield, Marquette University

Tony Senger, Marquette University

Change Management Overlooked: Physician Accounts from Three Major Midwest Hospitals

Michele Heath, Cleveland State University

Tracy Porter, Cleveland State University

Defining Employee Realities: Lessons from Identity Theory on How Leaders Influence Employee Fit Perceptions

Rebecca Badawy, Youngstown State University

Brooke Shaughnessy, Ludwig-Maximilians Universität München

Robyn Brouer, Canisius College

Sebastian Boland, Youngstown State University

Darren Treadway, University at Buffalo

Do You See What I See? The Role of Homophily in Shared Organizational Social Structure Schema

Joshua Marineau, North Dakota State University

Sukamarakurup Krishnakumar, Keck Graduate Institute

26: TIR 2 - Entrepreneurship/Supply Chain Operations

10:10 - 11:35, Radisson Hotel, Corner Room A, 16th Floor

Session Chair: **Arun Pillutla**, St. Ambrose University

Discussant: **Anil Vegiragu**, St. Ambrose University

A Conceptual Re-Examination of Project Management Maturity, Organizational Learning Capability, Organizational Culture, Perceived Multi-Project Success and Perceived Firm Performance

Sumeet Jhamb, Southern Illinois University Carbondale

Strategic Entrepreneurship in Family Business: A Cognitive Perspective

Shiva Nadavulakere, Saginaw Valley State University

Anushri Rawat, Eastern Michigan University

Impactful Research Idea Award Nominee

An Exploration of Immigrant Entrepreneurs' Motivations for the Use, and Contribution to Their Co-ethnic Community's Social Capital

Claudia Gomez, Kent State University at Stark

Yasanthi Perera, Brock University

Judith Weisinger, Case Western Reserve University

David Tobey, Dogs-to-Stars Enterprises

Coordination and Mitigation of Inter-firm Hazards

Ghiyoung Im, University of Louisville

Jason Chung, Transform International Education Foundation

Ji Ho Kim, Transform International Education Foundation

Impactful Research Idea Award Nominee

New Technology Integration in Old Supply Networks: The Case of Sustainability Capability Development in the Automotive Industry

Young Ro, University of Michigan at Dearborn

DP Golf Center: Leveraging the Entrepreneurial Network

John Orr, Webster University

27: OD Panel 3: Contemporary Issues in OD

10:50 - 11:40, US Bank Meeting Room

Session Chair: **Peter Sorensen**, Benedictine University

Discussant: **William Towns**, Benedictine University

PANEL: Making a Difference: Contemporary Issues in Organization Development

Peter Sorensen, Benedictine University

Russ Barnes, Systro Consulting

Shavonne Ri'Chard, Accretive Health

Agnes Therady, Cook County Health and Hospitals Systems

Ellen Winter, Organizational Architects, Inc.

Jiayi Yu, Health Industry Investment Co. Ltd.

28: OD Panel 4: Structures & Technology

10:50 - 11:40, Radisson Hotel, Corner Room B, 16th Floor

Session Chair: **Therese Yaeger**, Benedictine University

Discussant: **Bryan McCusker**, Benedictine University

PANEL: Organizational Design: Structures and Technology

Therese Yaeger, Benedictine University

John P. Burns, Flint Hills Resources

Jiang Charles Chang, Benedictine University

Sotiraq Guta, Consultant

Dan Jostes, US Military Processing Command

Donna Ogle, Waubensee Community College

LUNCHEON & MAM BUSINESS MEETING

29: Luncheon & MAM Business Meeting

11:45 - 13:15, Radisson Hotel, Cityscape Ballroom, 3rd Floor

Business Meeting Chair: **Sharon Heilmann**, Wright State University



MICROSOFT SOCIAL EVENT

30: Microsoft Fargo Campus Visit

13:30 - 17:00, Microsoft Fargo Campus, Executive Briefing Center

Event Chair: **Karen Froelich**, North Dakota State University

Host Coordinators: **Gabby Crary**, **Star-Ann Schank**, and

Chad Sogge, Microsoft

*****Important Note: ID or passport is required for Microsoft check in*****



PRAIRIE DEN SOCIAL EVENT

31: Prairie Den Visit

17:30 - 18:30, Prairie Den, 122 1/2 N Broadway

Event Chair: **Lindsay Breuler**, Emerging Prairie



NETWORKING

32: President's Circle Dinner (by MAM President's Invitation Only)

18:40 - 20:15, Toscana, 202 Broadway N

Chair: **Sharon Heilmann**, Wright State University

33: Jazz Combo Social Networking (Open to All Attendees)

20:00 - 22:30, Radisson Hotel, Cityscape Ballroom, 3rd Floor

SATURDAY PROGRAM

34: Breakfast

7:00 - 8:25, Radisson Hotel, Cityscape Ballroom, 3rd Floor



KEYNOTE & DISTINGUISHED SPEAKER PRESENTATIONS

35: Midwest Scholar Keynote (Distinguished Speaker Series - Part 3)

7:30 - 8:25, Radisson Hotel, Cityscape Ballroom, 3rd Floor

Title: **"Pull" in the Market: Building a Management Program to Ensure "In Demand" Graduates**

Keynote Speaker/Midwest Scholar: **Kenneth R. Thompson**, DePaul University

36: Distinguished Speaker Series - Part 4: Presentation on Supply Chain Disruptions

9:00 - 9:55, Richard H. Barry Hall, Room 120

Title: **Why Are (Your) Supply Chain Disruptions Severe? Firm and Managerial Considerations**

Distinguished Speaker: **M. Johnny Rungtusanatham**, Ohio State University



REGISTRATION & EXHIBITION

37: Conference Registration

9:00 - 12:00, Richard H. Barry Hall, 1st Floor
Chair: **Dale Dwyer**, University of Toledo

38: Exhibitor Display

9:00 - 17:00, Richard H. Barry Hall, 1st Floor
Tricia Haskell, The Case Centre

PAPER, PDW, AND PANEL SESSIONS

39: EISB Symposium 1: Entrepreneur in Residence

9:00 - 9:55, Richard H. Barry Hall, Room 360
Session Chair/Discussant: **Craig Silvernagel**, South Dakota State University

SYMPOSIUM: The Emerging Entrepreneur in Residence: An Affordable and Uniquely Impactful Model for Connecting Students, Entrepreneurs, and the Community. Program outcomes from South Dakota State University.

Craig Silvernagel, South Dakota State University
Barb Heller, South Dakota State University
Jennifer Quail, Brookings Economic Development Corporation
David Dvorak, Field of View, LLC

40: Case Session 1: Case writing in different contexts

9:00 - 10:25, Richard H. Barry Hall, Room 126
Session Chair/Discussant: **Arun Pillutla**, St. Ambrose University

Human Resources Management (HRM) Practices at Integrity Construction Services (ICS)
Alec Zama, Grand View University

The Case of the Fargo Theatre: Challenges in Managing an Icon

Dereck Ost Dahl, North Dakota State University
Wayne Eastman, North Dakota State University
Karen Froelich, North Dakota State University
Best Paper Award Nominee

An American Genesis in Japan

Arun Pillutla, St. Ambrose University
Gary Wolbers, St. Ambrose University



41: TIR 3 - HR/Innovation

9:00 - 10:25, Richard H. Barry Hall, Room 358
Session Chair: **Jay Caulfield**, Marquette University
Discussant: **Drew Debrey**, St. Ambrose University

Antecedents of CFO Performance

Lance Radziej, Metropolitan State University

Supporting Role Innovation: Does Organizational or Supervisor Support best explain the Role Innovation-Job Performance Relationship?

Danielle Graham

Impactful Research Idea Award Nominee

The Psychological Contract: Investigating Absenteeism

Danielle Cloutier, Winona State University
Jana Craft, Winona State University

Galactic Human Resources

Lawrence Trosen, St. Ambrose University

Tensions between Creativity and Compensation: Clarifying the Effects of Pay-Based Extrinsic Motivation on Creative Performance

Hilary Schloemer, University of Kansas
Dongni Wan, University of Kansas

Morticianing in Adapting to Learning-based Engagement

Anil Vegiraju

42: EISB Symposium 2: Entrepreneurship and Small Businesses

10:00 - 10:55, Richard H. Barry Hall, Room 360

Session Chair/Discussant: **Paul Brown**, North Dakota State University

SYMPOSIUM: Entrepreneurship and Small Businesses: Promises, Challenges, and Best Practices

Paul Brown, North Dakota State University
Tom Clement, University of North Dakota
Matt Magness, Concordia College

43: PDW4: Using Video Media in Classroom

10:00 - 12:00, Richard H. Barry Hall, Room 118

Organizer: **Jennifer Schultz**, Metropolitan State University

PDW Title: *Making Connections: Using Video Media to Enhance Learning in the Business Classroom*

Participants: **Jennifer Schultz**, Metropolitan State University, **Tracy H. Porter**, Cleveland State University, **Barton M. Sharp**, Northern Illinois University, **Sunyoung Park**, Louisiana State University, **Brandon Soltwisch**, University of Northern Colorado, **Sharon Heilmann**, Wright State University, **Hongguo Wei**, Case Western Reserve University, **Alexis Downs**, University of Oklahoma, and **Kathleen Barnes**, William Paterson University

Showcase PDW

44: PDW5: Engaging High School Students in Entrepreneurship

10:00 - 11:30, Richard H. Barry Hall, Room 262

Organizer: **Shontarius D. Aikens**, North Dakota State University

PDW Title: *We Built It, and They Came! A Partnership Between NDSU, Junior Achievement, Gallup, and the Fargo/West Fargo Public Schools to Engage High School Students in Entrepreneurship*

Participants: **Shontarius D. Aikens**, North Dakota State University, **Tim O. Peterson**, North Dakota State University, **Lisa Metzger**, Junior Achievement of The Upper Midwest, Inc., **Caroline Crary**, West Fargo High School (West Fargo, ND), **Janae Helvik**, Sheyenne High School (West Fargo, North Dakota), **Jason Holland**, Davies High School (Fargo, North Dakota), **Sangeeta Bharadwaj Badal**, Gallup, Inc., and **Todd Johnson**, Gallup, Inc.

Showcase PDW

45: OD Full Paper 1: OD in Action

10:00 - 12:00, Richard H. Barry Hall, Room 370
Session Chair/Discussant: **Gilles Guyot**

Corporate Social Responsibility, Organizational Development, and the Role of National Culture

Namporn Thanetsunthorn, Defiance College
Rattaphon Wuthisatian, Southern Oregon University

Best Behavioral Management Paper Award Winner

AACSB Accreditation as an Intervention to Boost Applications at Graduate Business Schools

David Brauer, Robert Morris University

Directionally Challenged

Bryan McCusker, Benedictine University

Time to Grow Up: Systemic Thinking is Not Learned, It Develops

Steven Page

Conceptual Evolution of Workforce Training and Development

Becky Lyons, North Dakota State University

Tim Peterson, North Dakota State University

46: MED 1: Emerging Issues in Business and Management Education

10:00 – 12:00, Richard H. Barry Hall, Room 368
Session Chair/Discussant: **Sunil Ramlall**, Cardinal Stritch University

Making the Case for Sociotechnical Systems in Higher Education

Uzonna Olumba, Benedictine University

Tweet or Not to Tweet: That Is the Question Twitter as A Pedagogical Tool In Undergraduate Management And Marketing Classes

Marilyn Eastman, Morningside College

Anne Power, Morningside College

An Effective MBA: Perspectives of Students, Faculty, and Employers

Sunil Ramlall, Cardinal Stritch University

Dhanmati Ramlall, Century College

Leadership in the Real/Reel World: A Memo to Self-development

Gregory Patton, Luther College

Virtue and Moral Development, Changing Ethics Instruction in Business School Education

Stephen Forsha, William Woods University

47: Case Session 2: Cases & Concerns

10:35 - 12:00, Richard H. Barry Hall, Room 126

Session Chair/Discussant: **Derek Lehmborg**, North Dakota State University

Case Characteristics and Student Team Grade: An Empirical Analysis

Timothy Harper, Skidmore College

Barbara Norelli, Skidmore College

Mary Taber, Skidmore College

PANEL: Evolving Toward Extinction of 'Good' Case Studies?

John Vitton, University of North Dakota

Derek Lehmborg, North Dakota State University

Peter Geib, Minnesota State University Moorhead

Arun Pillutla, St. Ambrose University



48: Entrepreneurship/Strategy Interaction: Issues in Entrepreneurial and Strategic Management

10:35 - 12:00, Richard H. Barry Hall, Room 20

Session Chair: **Patricio Mori**, Montana State University Billings

Discussant: **Sumeet Jhamb**, Southern Illinois University Carbondale

Ambidexterity in Startups: Addressing a Research Gap

Patricio Mori, Montana State University Billings

Ethnic Minority Entrepreneurs and Technology Usage: Culture, Resistance, Self-Efficacy

Denise E. Williams, Metropolitan State University

Monica C. Gavino, San Jose State University

David Jacobson, Metropolitan State University

Effective Strategic Planning Activities for Entrepreneurs

Rick Moran, University of Wisconsin - Superior

From the Transnational to the BoP Approach to Global Strategy: Opportunities and Challenges

Kevin Schneider, Oral Roberts University

Do Competitors Always Matter? An Examination of Divestment Decisions in the U.S. Insurance Industry

Ana Elisa Iglesias, University of Wisconsin-La Crosse

49: HRD Full Paper 2: Managing Across Diverse Boundaries

10:35 - 12:00, Richard H. Barry Hall, Room 358

Session Chair/Discussant: **Gregory Beaver**, University of Minnesota

Cross Racial Identity and Career Optimism

Shelby Hubbard, Murray State University

Janice Super, Murray State University

A Study of Institutional, Psychological and Behavioral Factors: Their Impact on Latino Student Success at an HSI

Monica Gavino, San Jose State University

Ekundayo Akinlade, Saint Xavier University

James Hagen, Saint Xavier University

How Country-Level Factors Affect Expatriates' Adjustment

Caren Rodrigues, St. Joseph's College of Business Administration

Expatriate Support Network and Work Adjustment from Identity and Network Perspectives: The Mediating Role of International Employee Identity

Lu Zuo, West Virginia University

Joyce Heames, West Virginia University

50: IRSC Full Paper 1: Dynamics in Supply Chain and Exchange Relationships

10:35 - 12:00, Richard H. Barry Hall, Room 120

Session Chair: **Yi-Su Chen**, University of Michigan - Dearborn

Discussant: **Somnath Banerjee**, North Dakota State University

Information Asymmetry in Budget Allocation: An Analysis of the Truth-Inducing Incentive Scheme

Yun Zhou, North Dakota State University

Joseph Szmerekovsky, North Dakota State University

Yarong Yang, North Dakota State University

Dyadic Perception Differences in an Impending Supply Disruption: The Effect of Agent Conflict Management Styles

Hung-Chung Su, University of Michigan – Dearborn

Yi-Su Chen, University of Michigan – Dearborn

Young Ro, University of Michigan – Dearborn

Showcase Paper

Firm Competition for Sales Force Owned Customer Loyalty

Somnath Banerjee, North Dakota State University

Axel Stock, University of Central Florida

Best General Management Paper Award Winner

51: LEAD/OB Full Paper: Team and Performance

10:35 - 12:00, Richard H. Barry Hall, Room 266

Session Chair/Discussant: **Carolyn Wiley**, Roosevelt University

Supervisor to Coworker Social Undermining: The Moderating Roles of Employee Bottom-Line Mentality and Employee Self Efficacy

Gabi Eissa, University of Wisconsin - Eau Claire

Rebecca Wyland, University of Wisconsin - Eau Claire

Ritu Gupta, IFHE University

Goal Orientations and Team Performance

Maria Hamdani, University of Akron

Sorin Valcea, Cleveland State University

Brett Bradley, University of Oklahoma

Courage in the Workplace: The Effects of Managerial Level and Gender on the Relationship between Behavioral Courage and Job Performance

Oleksandr Tkachenko, University of Minnesota

Louis Quast, University of Minnesota

Wei Song, University of Minnesota

Soebin Jang, University of Minnesota

52: EISB Symposium 3: Perspectives of Women in Entrepreneurship

11:00 - 11:55, Richard H. Barry Hall, Room 360

Session Chair/Discussant: **Sheila Hanson**, University of North Dakota

SYMPOSIUM: Perspectives of Women in Entrepreneurship

Sheila Hanson, University of North Dakota

Carol Cumber, South Dakota State University

Sharon Danes, University of Minnesota - Twin Cities

Rachel Lundbohm, University of Minnesota - Twin Cities

53: Luncheon & Recognitions

12:10 - 13:50, Richard H. Barry Hall, Atrium, Mezzanine, and AgCountry Auditorium (Room 140)



54: OD Panel 5: Health Care and Change

13:55 - 14:55, Richard H. Barry Hall, Room 370

Session Chair: **William Towns**, Benedictine University

Discussant: **Gilles Guyot**

PANEL: Innovative Partnerships: Applying Academic Theory to Real Health Care Industry Problems to Promote Change

Sherry Roper, Benedictine University

Deborah Jezuit, Benedictine University

Margaret Richey, Benedictine University

55: PDW6: Academic Administration

13:55 - 14:55, Richard H. Barry Hall, Room 262

Organizer: **Jennifer Mencl**, University of Minnesota Duluth

PDW Title: *Academic Administration: What, Why, When, and How*

Participants: **Jennifer Mencl**, University of Minnesota

Duluth, **Dale Dwyer**, University of Toledo, and **Nancy Day**,

University of Missouri-Kansas City

56: Conference Theme 2: Connecting Students and Community Mentors

14:00 - 15:25, Richard H. Barry Hall, Room 266
Session Chair/Discussant: **Kim Molberg**, Minnesota State University Moorhead

PANEL: Executive Mentorship Program

Jane Pettinger, Minnesota State University Moorhead

Peter Geib, Minnesota State University Moorhead

Ralf Mehnert-Meland

Dustin Rietsema, Sterling Management LLC

Showcase Panel



57: EISB Full Paper 2: Entrepreneurship in Unconventional Settings

14:00 - 15:25, Richard H. Barry Hall, Room 360
Session Chair/Discussant: **Onnolee Nordstrom**, North Dakota State University

Shareholder Value and Social Entrepreneurship: Toward a Point Omega in Strategic Planning Systems?

Emily Bulger, University of Pittsburgh

Shivendu Singh, University of Pittsburgh

John Camillus, University of Pittsburgh

Setting a Place for Communal Entrepreneurship

Onnolee Nordstrom, North Dakota State University

Jennifer Jennings, University of Alberta

58: IRSC Full Paper 2: Different Contexts of Supply Chains, Sourcing and Logistics

14:00 - 15:25, Richard H. Barry Hall, Room 120
Session Chair: **Ben Hazen**, Air Force Institute of Technology
Discussant: **Mona Bahl**, Youngstown State University

Brief Research on Global Third Party Logistics and Consolidation for e-Commerce Retailers Using Simulation

Mingwei Guo, North Dakota State University

A System Dynamics Model for Energy Saving in US Food Industry

Yuan Xu, North Dakota State University

59: LEAD/Ethics Interaction 2: Values and Leadership

14:00 - 15:25, Richard H. Barry Hall, Room 368
Session Chair: **Crissie Frye**, Eastern Michigan University
Discussant: **Lucinda Parmer**, Miami University

The Value of Values: An Analysis of Corporate Value Statements and Their Effect on Performance

Matthew Schatteman, Benedictine University

Employee Philosophical Value Base Structures and Dominant Conflict Management Styles within the Organizational Leader-Follower Dyadic Relationship

Lucinda Parmer, Miami University

The Effect of Gender Stereotype Salience on Leadership Effectiveness: Does Stereotype Threat Prevent Females from being an Effective Leader?

Lu Zuo, West Virginia University

Managing Competitive Enterprises: Learning from the Best Companies

Carolyn Wiley, Roosevelt University

Business Leaders' Political Appointments, Firm Success and CEO-Worker Pay Dispersion-A Study on Chinese Privately Owned Enterprises

Xiaoyu Yang, University of Wisconsin-Milwaukee

Apply the One-with-Many Dyadic Data Analysis in Organizational Research

Ning Hou, St. Cloud State University

Jingyang Gu, Peking University

60: OB/HRD Interaction: Psychology and Sociology in Work

14:00 - 15:25, Richard H. Barry Hall, Room 358
Session Chair: **Kimberly Lukaszewski**, Wright State University

Discussant: **Richard Tarpey**, Middle Tennessee State University

Fairness and the Use of Social Networking Systems and Search Engines in Employment Decisions

Kimberly Lukaszewski, Wright State University

Andrew Johnson, Texas A&M University-Corpus Christi

Joint Influences of High Performance Work Practices and Job Design on Volunteers' Attitudes and Behavioral Intentions in a Non Profit Context

Dayo Akinlade, Saint Xavier University

Rebecca Shalack, Saint Xavier University

Socialization as a Security Countermeasure

Sammie Robinson, Houston Baptist University

Shalei Simms, State University of New York at Old Westbury

Richard Taylor, Texas Southern University

Psychological Attachment and Work Performance

Unbundled: Clarifying Two Key Nomological Nets and their Intersection

Carl P. Maertz, Saint Louis University

Brittney C. Bauer, Saint Louis University

Clark D. Johnson, Saint Louis University

61: SOT Full Paper 2: Behavioral Issues in Strategy

14:00 - 15:25, Richard H. Barry Hall, Room 20
Session Chair: **Ana Elisa Iglesias** University of Wisconsin-La Crosse

Discussant: **Alec Zama**, Grand View University

The Relationship between Conceptual Skills and Organizational Strategy Alignment within the Information Technology Context

Allan Bernard, Wartburg College
Eric Grube, Metropolitan State University
Best Paper Award Nominee

Board Subgroups, the Power Dynamics between the Board and the CEO, and Firm Financial Performance

Zhi Huang, University of Kentucky
Tejaswi Ajit, University of Kentucky

Principal-Agent Financial Transactions: The Influence of Culture and Effectuation Logic

Enoch Asare, University of Dallas
Samuel Kusi, University of Vaasa
Sri Beldona, University of Dallas

Creating an Inimitable Resource: An Analysis of Engagement, Core Confidence, and Performance

Robert Gilstrap, NAEIR
Jessica Greenwald, St. Ambrose University

62: TIR 4 - OB/Individual Differences

14:00 - 15:25, Richard H. Barry Hall, Room 126
Session Chair: **Dave O'Connell**, St. Ambrose University
Discussant: **Gary Wolbers**, Monmouth College

Management Research and Persons with Disabilities: A Discourse Problem?

Lizabeth Barclay, Oakland University
Karen Markel, Oakland University

Rational or Ideological? The Unexplained Role of Political Ideology in Executive Decisions

Drew Debrey, St. Ambrose University
Arun Pillutla, St. Ambrose University

Exploring the Antecedents of Servant Leader Behaviors in College Students: An Initial Investigation

Curtis D. Beck, Concordia University
Ronda M. Smith, Miller College of Business Ball State University

Impactful Research Idea Award Winner---

Impact of Gay and Lesbian Identity on MLQ Self-Report Leader Behaviors: An Exploratory Analysis

Robyn Berkley, Southern Illinois University Edwardsville
Roxanne Beard, McKendree University

Safer and Healthier: Occupational Safe Havens and Sexual Minority Well-being

Gregory Beaver, University of Minnesota, Carlson School
Christian Calderon, University of Memphis

Understanding Maximizers: Factors That Influence a Maximizing Decision Making Style and Future Research Directions

Brandon Soltwisch, University of Northern Colorado

63: Formative Interaction 1 - Business and Education

14:00 - 16:00, Richard H. Barry Hall, Room 118
Session Chair: **Tim O. Peterson**, North Dakota State

University
Discussant: **Claudette Peterson**, North Dakota State University.

Managing Alignment between Top of Pyramid (ToP) to Base of Pyramid (BoP) Market: A Linkage Framework for Business and Academic Partnership

Shubham Singh, University of Toledo
Tejovathi Inamanamelluri, University of Toledo

The Relationship between Personality Type and Team Effectiveness among Undergraduates Enrolled in an Integrated Business Experience

Kathleen Dale, Minnesota State University-Mankato
Marilyn Fox, Minnesota State University-Mankato

Faculty Tenure Process - The Silent Hazing Taking Place in Business Education

Milan Larson, University of Northern Colorado
David Thomas, University of Northern Colorado

64: Formative Interaction 2 - HR/OB

14:00 - 16:00, Richard H. Barry Hall, Room 118
Session Chair: **Tim O. Peterson**, North Dakota State University
Discussant: **Jennifer Schultz**, Metropolitan State University

The Reality of the Employer-Employee Relationship through the Perspective of Exchange and Equity

DelRae Chivers, North Dakota State University

Millennials in the Workforce: A Modern Approach to Business Strategies

Alec Leaf, Winona State University
Kyle Cleary, Winona State University
Jana Craft, Winona State University

CEO Succession Planning and Organizational Performance: A Human Capital Theory Approach

John LeCounte, Texas A&M University
Leon Prieto, Clayton State University
Simone Phipps, Middle Georgia State University

Best Practices for Online HR Recruitment

Rachel Lundbohm, University of Minnesota Crookston
Courtney Bergman, University of Minnesota Crookston

65: Formative Interaction 3 - LEAD/Social Science

14:00 - 16:00, Richard H. Barry Hall, Room 118
Session Chair/Discussant: **Tim O. Peterson**, North Dakota State University

Exploring Leadership Attitudes of Supervisors in the Indian Textile Industries

Manojprabhakaran Thirupal, Gonzaga University
Kem Gambrell, Gonzaga University

Abusing for the Bottom Line: The role of Abusive Leadership in Achieving Cost Leadership Advantage

Vance Lewis, University of Central Arkansas

Valid Estimation of Neurotransmitters in Social Science Research

George Langelett, South Dakota State University

Burnout in Cross-Cultural Virtual Teams: A Theoretical Model

Julie Rothbardt, Monmouth College

66: OD Panel 6: Contemporary Research in OD

15:00 - 16:00, Richard H. Barry Hall, Room 370

Session Chair: **Namporn Thanetsunthorn**, Defiance College

Discussant: **Gilles Guyot**

PANEL: Making a Difference: Contemporary Research in Organization Development

Peter Sorensen, Benedictine University

Anthony Adamgbo, Benedictine University

Dana Bruce, Benedictine University

Bryan McCusker, Benedictine University

Uzonna Olumba, Benedictine University

William Towns, Benedictine University

Therese Yaeger, Benedictine University

67: PDW7: Getting People Interested in Your Research

15:00 - 16:00, Richard H. Barry Hall, Room 262

Organizer: **Rebecca Badawy**, Youngstown State University

PDW Title: *For Novice, by Novice – How to get People Interested in Your Research!*

Participants: **Rebecca Badawy**, Youngstown State University, and **Ramesh Dangol**, Youngstown State University

COMMITTEE & BOARD MEETINGS

68: Conference Organizing Team Meeting (MAM Board invited)

15:30 - 16:20, Richard H. Barry Hall, Eide Bailly Boardroom

Meeting Chair: **Chanchai Tangpong**, North Dakota State University

69: MAM Board Meeting (open to MAM members)

16:30 - 17:30, Richard H. Barry Hall, Eide Bailly Boardroom

Meeting Chairs: **Sharon Heilmann**, Wright State University, and **Chanchai Tangpong**, North Dakota State University

RECEPTION & NETWORKING

70: Closing Reception

18:00 - 19:30, Radisson Hotel, Sky View, 16th Floor



71: Skyview Social Networking with Apollo Strings

19:30 - 22:30, Radisson Hotel, Sky View, 16th Floor

Participation Index & Sessions Featured

The participation index helps the authors, presenters, discussants, and session chairs locate which session(s) they are featured in the number(s) right behind the name is the session number corresponding with the time sequence of the sessions and events on pages 28-38 of this program booklet.

Tiffany Ackerman	23	Lizabeth Barclay	62	Brett Bradley	51
Anthony Adamgbo	66	Kathleen Barnes	43	David Brauer	45
Kim Adams	21	Russ Barnes	27	Lindsay Breuler	31
Shontarius D. Aikens	14, 44	Brittney C. Bauer	60	Robyn Brouer	25
Tejaswi Ajit	61	Roxanne Beard	62	Paul Brown	42
Dayo Akinlade	60	Gregory Beaver	49, 62	Dana Bruce	66
Ekundayo Akinlade	49	Curtis D. Beck	62	John Budd	10
Elaine Alexander	19	Sri Beldona	61	Emily Bulger	13, 57
Sina Amiri	16	Ramon Benedetto	20	John P. Burns	28
Enoch Asare	61	Chris Berger	24	Christian Calderon	62
Ariel Avgar	17	Courtney Bergman	64	John Camillus	57
Sangeeta Bharadwaj Badal	44	Robyn Berkley	62	Gabby Crary	30
Rebecca Badawy	25, 67	Allan Bernard	61	Jay Caulfield	17, 25, 41
Mona Bahl	16, 58	Kristi Bockorny	22	Jiang Charles Chang	28
Somnath Banerjee	50	Sebastian Boland	25	Yi-Su Chen	50

DelRae Chivers	64	Janae Helvik	44	Matt Magness	42
Hyeran Choi	15	Amy Henley	24	Joshua Marineau	25
Jason Chung	26	Jeff Hicks	12	Karen Markel	62
Frazier Clark	17	Clifford Hill	21	Shelly McCallum-Ferguson	14, 23
Kyle Cleary	64	Jessica "DJ" Himstedt	19	Bryan McCusker	28, 45, 66
Tom Clement	42	Bryan Hoffman	12	Ralf Mehnert-Meland	56
Danielle Cloutier	41	Jason Holland	44	Jennifer Mencl	25, 55
Amy Cockburn	14	Kay Hopkins	14	Lisa Metzger	44
Bethany Cockburn	14	Calley Hostad	17	Kim Molberg	56
Gwendolyn M. Combs	15	Ning Hou	59	Rick Moran	16, 48
Jana Craft	41,	Luke Howk	12	Patricio Mori	48
Caroline Crary	44	Zhi Huang	16, 61	Don Morton	12
Kathleen Dale	63	Shelby Hubbard	49	Jeffrey Muldoon	24
Ramesh Dangol	67	Ana Elisa Iglesias	48, 61	Shiva Nadavulakere	26
Nancy Day	23, 55	Jose Luis Iglesias	17	Eric Neuman	17
Drew Debrey	41, 62	Ghiyoung Im	26	Onnolee Nordstrom	57
Alexis Downs	43	Tejovathi Inamanamelluri	63	Barbara Norelli	47
David Dvorak	39	David Jacobson	48	Dave O'Connell	17, 62
Dale Dwyer	4, 8, 37, 55	Mayank Jaiswal	13	Patrick O'Leary	24
Marilyn Eastman	46	Soebin Jang	51	Donna Ogle	28
Wayne Eastman	40	Jennifer Jennings	57	Uzonna Olumba	24, 46, 66
Gabi Eissa	51	Deborah Jezuit	54	John Orr	26
Lisa Farinelli	21	Sumeet Jhamb	13, 26, 48	Dereck Ostdahl	40
John Fazio	15	Giri Jogaratnam	13	Eduardo Pablo	12
Brenda Flannery	12	Andrew Johnson	60	Steven Page	45
Monica Forret	23	Clark D. Johnson	60	Sunyoung Park	43
Stephen Forsha	46	Todd Johnson	44	Lucinda Parmer	59
Marilyn Fox	63	Janice Joplin	15	Gregory Patton	46
Anne Marie Francesco	15	Dan Jostes	28	Yasanthi Perera	26
Karen Froelich	30, 40	John Kaliski	12	Claudette Peterson	14, 63
Crissie Frye	59	Jaewoo Kim	24	Tim Peterson	14, 44, 45, 63, 64, 65
Kem Gambrell	2, 65	Ji Ho Kim	26	Jane Pettinger	56
Monica Gavino	48, 49	KyungMoon Kim	22	Simone Phipps	64
Peter Geib	47, 56	Wooyang Kim	17, 22	Torsten Pieper	24
Robert Gilstrap	61	David King	16	Arun Pillutla	26, 40, 45, 62
Claudia Gomez	26	Jack Kostal	23	Patrick Pollock	23
Baiyun Gong	15	Aldas Kriauciunas	16	Tracy Porter	25, 43
Danielle Graham	41	Sukamarakurup Krishnakumar	25	Anne Power	46
Jessica Greenwald	23, 61	Anup Krishnamurthy	16, 22	Leon Prieto	64
Eric Grube	61	Michael Krush	12	Jennifer Quail	39
Jingyang Gu	59	Samuel Kusi	61	Louis Quast	51
Mingwei Guo	58	Nandini Lahiri	16	Thomas Quinlan	24
Ritu Gupta	51	George Langelett	65	Lance Radziej	41
Sotiraq Guta	28	Milan Larson	63	James Rairdon	24
Gilles Guyot	19, 45, 54, 66	Theresa Lau	15	Dhanmati Ramlall	46
James Hagen	49	Alec Leaf	64	Sunil Ramlall	46
Maria Hamdani	51	John LeCounte	64	Anushri Rawat	26
Sheila Hanson	52	Derek Lehmberg	12, 47	Dustin Rietsema	56
Timothy Harper	47	Vance Lewis	65	Shavonne Ri'Chard	27
Donald B. Harris	19	Jin Li	18	Margaret Richey	54
Tricia Haskell	1, 9, 38	Shuang Liu	14	Tricia Riedl	19
Ben Hazen	58	Kimberly Lukaszewski	60	Young Ro	26, 50
Joyce Heames	49	Rachel Lundbohm	64	Sammie Robinson	60
Michele Heath	25	Chad Luxenburg	23	Caren Rodrigues	16, 22, 49
Sharon Heilmann	3, 5, 29, 32, 43, 69	Becky Lyons	45	Sherry Roper	54
Barb Heller	39, 41	Carl P. Maertz	60		

Julie Rothbardt	65	Hung-Chung Su	50	Mark Whitmore	23
Johnny Rungtusanatham	36	Janice Super	49	Brenton Wiernik	23
Shruti R. Sardeshmukh	15, 22	Joseph Szmerekovsky	50	Carolyn Wiley	51, 59
Star-Ann Schank	30	Mary Taber	47	Steven Wille	24
Matthew Schatteman	59	Chanchai Tangpong	68, 69	Denise E. Williams	48
Hilary Schloemer	41	Richard Tarpey	24, 60	Larry Williams	11
Kevin Schneider	48	Richard Taylor	60	Ralph Williams Jr.	24
Jennifer Schultz	43, 64	Namporn Thanetsunthorn	21, 45, 66	Ellen Winter	27
Tony Senger	25	Agnes Therady	27	Gary Wolbers	40, 62
Margaret Shaffer	15	Sydney Thielbar	14	Newell Wright	18
Rebecca Shalack	60	Manojprabhakaran Thirupal	65	Rattaphon Wuthisatian	45
Barton M. Sharp	43	David Thomas	63	Rebecca Wyland	17, 51
Brooke Shaughnessy	25	Ken Thompson	35	Yuan Xu	58
Craig Silvernagel	39	Oleksandr Tkachenko	15, 51	Therese Yaeger	19, 28
Shalei Simms	60	David Tobey	26	Xiaoyu Yang	15, 59
Randi Sims	15	William Towns	27, 54, 66	Yarong Yang	50
Satvir Singh	24	Darren Treadway	25	Yanfen You	15
Shivendu Singh	57	Lawrence Trosen	17, 41	Carolyn Youssef-Morgan	22
Shubham Singh	63	Katherine L. G. Tulibaski	14	Jiayi Yu	27
Ronda M. Smith	15, 22, 62	Sorin Valcea	51	Yuliya Yurova	15
Chad Sogge	30	Anil Vegiraju	26, 41	Alec Zama	40, 61
Brandon Soltwisch	6, 43, 62	Prajya Vidyarthi	24	Peng Zhang	21
Wei Song	51	John Vitton	47	Yun Zhou	50
Peter Sorensen	21, 27, 66	Dongni Wan	41	Hong Zhu	16
Axel Stock	50	Hongguo Wei	43	Lu Zuo	49, 59
Gretel Stock-Kupperman	19	Judith Weisinger	26		

Thank you for attending the 2016 MAM conference!

Photos of places in Fargo courtesy of:

Yongxue Yang (Lead Photographer)

Chanchai Tangpong

Plain Art Museum

Fargo-Moorhead Convention & Visitors Bureau

Microsoft Fargo

Emerging Prairie

Radisson Fargo

North Dakota State University

Downtown walking maps courtesy of:

Downtown Community Partnership – Downtown Fargo



Announcement!

The 60th Annual Meeting of the Midwest Academy of Management

<http://www.midwestacademyofmanagement.org>

Chicago, Illinois

**Welcome the MAM 2017
Chicago, Illinois**

See you in Chicagoland in 2017!

Conference Theme:

“A New World of Opportunities for Meaningful Research and Learning – Building Theory and Contributing to Practice”

The 2017 MAM conference theme is inspired by the global nature of our industries, communications, management practices, work, and living today. Informal discussions with academics and business and civic leaders, and reviews of scholarship and practice confirm this. This new world of opportunities is invigorated by advances in technology as well. Knowing this, the 2017 conference is designed to

provide current and future business scholars and practitioners with new opportunities to develop professionally, advance scholarly, and engage with the business community. In doing so, we can shape our work to more meaningfully build theory and enhance management practices at global, national, regional, and local levels.



*Historic Water Tower on Michigan Avenue, Magnificent Mile
Credit: © Choose Chicago*

Submission Due Date: Thursday, June 22, 2017

Please plan to attend the MAM's 60th annual meeting in the Chicagoland, IL area. We welcome your research papers, symposia proposals, professional development workshop proposals, case studies, theme showcases, poster sessions, doctoral consortium proposals, and other creative works at this 2017 event.

Call for Volunteers:

To make the conference successful, we need a number of volunteers in various roles (e.g., networking, organizing events, chairing tracks/sessions, holding workshops, facilitating discussions, mediating plenaries, submitting/reviewing papers, etc.). If you are interested in helping, please let us know and please feel free to suggest how you would like to help the conference. Thank you very much in advance!

Carolyn Wiley

2017 MAM Conference Program Chair

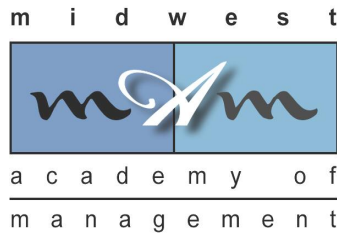
Roosevelt University

cwiley@roosevelt.edu and 2017mam60@gmail.com

(312) 281-3281 (O); (312) 848-5010 (M)

About the Midwest Academy of Management

The Midwest Academy of Management (MAM) was founded in 1957 and is the oldest of the regional affiliates of the national Academy of Management. For over half of a century, the MAM has created opportunities for scholars and practitioners to disseminate and discuss their current research, teaching, and practice. The MAM also provides a forum to integrate new faculty and students into the profession. The MAM is known for its friendly atmosphere, collegiality, and a wide range of diversity among its faculty, student, and professional members, as well as participating universities.



<http://midwestacademyofmanagement.org/>