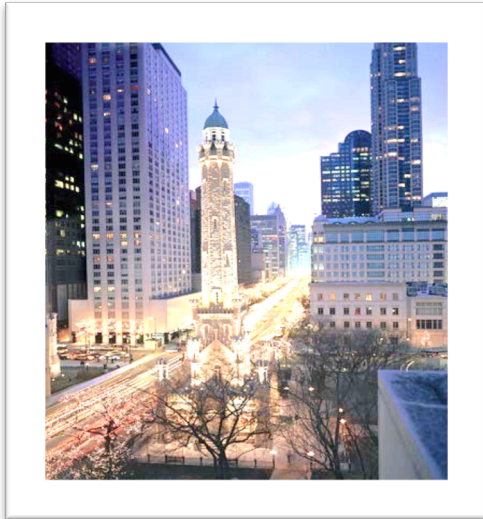


Midwest Academy of Management 60th Annual Meeting

2017 Conference Program



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

Conference Theme:
**A New World of Opportunities
for Meaningful Research and
Learning – Building Theory
and
Contributing to Practice**

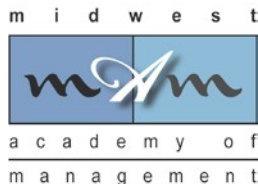
Chicago, IL
October 19-21, 2017

Conference program booklet proudly printed by Roosevelt University (Chicago, IL)

Organization of the Program Booklet

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Welcome to the 60th Annual Meeting Midwest Academy of Management

On behalf of the Midwest Academy of Management (MAM) Board of Governors, welcome to the 60th MAM Annual Meeting in Chicago, Illinois. Our theme this year, “*A New World of Opportunities for Meaningful Research and Learning – Building Theory and Contributing to Practice*”, is inspired by discussions with MAM board, members, business and civic leaders, and other academics suggesting that meaningful research is the imperative. The keynote distinguished speakers, concurrent sessions, and showcase sessions echo this. Our program also includes many interesting features, including the distinguished speaker series, distinguished business dean’s panel, paper sessions, professional development workshops, doctoral consortium, as well as opportunities for networking, mentoring, social events, and staying connected. I’m 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’m thankful for their contributions. Over 400 authors/co-authors, several session chairs/discussants, and invited speakers have provided key contents to this program. Over 125 reviewers contributed during the review process, which was coordinated by our track 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.

I’m excited for this conference to return to Chicago. I came to this city about 10 years ago. I found it to be a great place to live and work. In preparing for this conference, we have tried to localize various features/events of the conference to the extent possible, such as bringing the best minds in teaching, research, and community and student engagement to the conference. Thanks again for attending the 2017 MAM conference. We trust that you will benefit greatly from this conference and make life-long connections!

Regards,

A handwritten signature in cursive script that reads "Carolyn Wiley".

Carolyn Wiley
2017 MAM Program Chair
The Midwest Academy of Management

Program at Glance

Thursday, October 19, 2017

8:30AM- 5:00PM	Breakfast (8:30AM) and Doctoral Consortium (DC) at 9:00AM	Wabash 4 th Floor & 418
12:00PM	DC Distinguished Speaker (Olukemi Sawyerr , California Polytechnic U, Pomona); <u>Topic: <i>Issues Regarding Real Estate Decisions and the Impact on Talent Management</i></u>	Wabash Room 418
3:45PM- 5:00PM	Mentoring Activities	Wabash 4 th Floor
5:30PM-6:30PM	MAM Board Meeting (Open to MAM members)	Wabash Room 427
6:30PM-7:30PM	Registration (Badges only for those who pre-registered)	Wabash 4 th Floor
	“Meet and Greet” New MAM Members	Wabash 4 th Floor
6:30PM-9:30PM	Welcome and Opening Reception and Music by College of Performing Arts’ student Pianist, Roosevelt U	Wabash 4 th Floor and Room 418

Friday, October 20, 2017

7:30AM- 9:15AM	<u>Breakfast & Conference Keynote Distinguished Speaker (David Besanko</u> , Northwestern U, Kellogg); <u>Topic: <i>Reflections on Research, Teaching, and Learning from a Veteran Business School Professor</i></u>	AUD 10 th Floor Murray-Green Library
9:25AM-12:05PM	Concurrent Paper/Panels/Symposia/PDW Sessions	AUD 300/400 Series
11:05AM-12:05PM	<u>Showcase Session: Distinguished Speaker & Midwest Scholar (Shaker A. Zahra</u> , U Minnesota, Carlson School); <u>Topic: <i>Studying Entrepreneurship on a Global Stage</i></u>	AUD 420
12:15PM- 1:35PM	Awards & Recognition Luncheon <u>Luncheon Speaker: Distinguished Speaker and Midwest Scholar (Sandy J. Wayne</u> , U of Illinois, Chicago); <u>Topic: <i>My Journey of a Thousand Miles: Lessons Learned in Managing the Ups and Downs of an Academic Career</i></u>	AUD 2 nd Floor, Congress Lounge
1:45PM- 5:00PM	Concurrent Paper/Panels/Symposia/PDW Sessions	AUD 300/400 Series
3:40PM – 5:10PM	<u>Distinguished Panel: (David L. Funk</u> , Roosevelt U; Mary Bilbrey , Jones Lang LaSalle (JLL) Americas; Mark J. Momongan , Ferguson Partners Ltd.; Suzanne Ethridge Cannon , Cannon-Affiliates; Matthew Ward , Newmark Knight Frank <u>Topic: <i>Issues Regarding Real Estate Decisions and the Impact on Talent Management</i></u>	AUD 420
5:15PM- 6:15PM	Reception & Business Meeting	Wabash 4 th Floor, #418
6:15PM- 6:45PM	Reception & Community Engagement Presentation – Columbia College	Wabash 4 th Floor, #418
6:45PM- 9:30PM	Reception (continued), Music by College of Performing Arts’ student Pianist, Roosevelt University	Wabash 4 th Floor and Room 418
7:00PM- 8:30PM	President’s Circle Dinner (Invitation Only), Music by College of Performing Arts’ student Harpist, Roosevelt University	AUD 2 nd Floor, The Sullivan Room

Saturday, October 21, 2017

7:30AM- 9:15AM	<u>Breakfast & Conference Distinguished Deans’ Panel (Kevin Stevens</u> , Loyola U; Asgar Sabagghi , Roosevelt U; John F. O. Bilson , Illinois Institute of Technology; and Kenneth “Ken” Thompson , DePaul U; <u>Topic: <i>Challenges and Opportunities Facing Business Schools</i></u>	AUD 10 th Floor Murray-Green Library
9:30AM-12:35PM	Concurrent Paper/Panels/Symposia/PDW Sessions	AUD 300/400 Series
12:35PM- 1:50PM	Lunch, Table Topics, Clustering, Networking Tables and Topics: T1: Aligning online and face to face; T2: Academics’ Career Trajectories; T3: Ethical Dilemmas for Faculty; T4: Doing research in Labor Negotiations; T5: Publishing Management Trade books; T6: Best Practices in Hospitality & Tourism Education	AUD 2 nd Floor, Fainman
2:00PM- 5:10PM	Concurrent Paper/Panels/Symposia/PDW Sessions	AUD 300/400 Series
5:10 PM	Conference Ends	

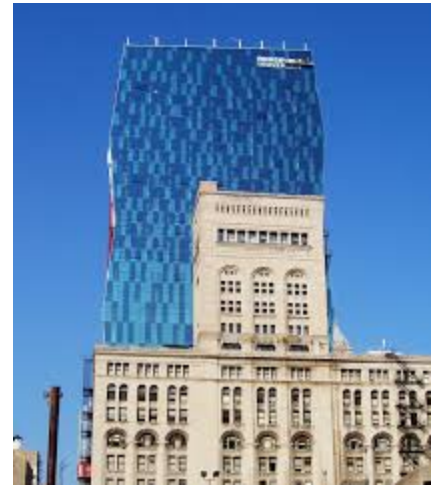
Conference Sites

AUDITORIUM BUILDING

The Historic Auditorium Building (AUD) at Roosevelt University for the concurrent sessions and other activities. The AUD is at 430 South Michigan Avenue, Chicago, IL 60605



WABASH BUILDING



On the right is our newest addition to the Chicago skyline, the Wabash Building (WB) at Roosevelt University is where we will hold the MAM Doctoral Consortium, Preconference Workshop and Receptions on Thursday and Friday nights. The Wabash Building is at 425 South Wabash Avenue, Chicago, IL 60605

MURRAY-GREEN LIBRARY, AUDITORIUM BUILDING



We'll hold our breakfast on Friday and Saturday with a keynote distinguished speaker presentation on Friday and on Saturday with a distinguished panel of business school deans. This will occur from 7:30 am to 9:15 am in AUD 10th floor, the Murray-Green Library pictured.

FAINMAN LOUNGE, AUDITORIUM BUILDING



We'll hold our Friday lunch in the Congress Lounge and Saturday, the informal lunch with table topics in Fainman Lounge. Great fun!

Conference Sponsors

Thanks for your support!

Sponsorship supports the Receptions on Thursday and Friday, the Keynote Breakfasts, the Distinguished Speakers, the Luncheon(s), and provides complimentary registration and recognition for the Dean or a representative of your University. In addition, it includes the President's Circle dinner, top listing among sponsors in the program booklet, displays of or PR materials at registration and recognition on the MAM website. The President's Circle Sponsors are the official sponsors for the Junior Faculty Scholarships.

President's Circle Sponsors

- **Roosevelt University**
- **North Dakota State University**
- **Youngstown State University**

Platinum Sponsors

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- **Benedictine University**
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- **University of Toledo**
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- **Lewis University**
- **Illinois State University**
- **Wright State University**

Exhibitor (near Registration, AUD 2nd Floor)

- **The Case Centre**

Graduate Student Scholarship Endowment Fund

Conference registration scholarships are awarded from this fund to PhD/graduate students to help defray their costs of attending the conference. This fund is also crucial to maintaining the current conference registration fee for students, despite rising costs.

Thanks for your support!

Midwest Academy of Management Board of Governors



Sharon G. Heilmann
Wright State University
Past President



Chanchai Tangpong
North Dakota State University,
President, 2016-17



Carolyn Wiley
Roosevelt University
2017 Program Chair and President-
Elect



Millicent F. Nelson
Middle Tennessee State University
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Barton Sharp
Northern Illinois University
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Arun Pillutla
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University of Toledo
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Kem Gambrell
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Representative-at-Large



David O'Connell
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Representative-at-Large



Beth Polin
Eastern Kentucky University
Representative-at-Large



Brandon Soltwisch
University of Northern Colorado
Representative-at-Large

Midwest Academy of Management Board of Governors and Appointments (continued)



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



Tracy Porter
Cleveland State University
Member Services Committee
(Appointed Ex Officio)



Jennifer L. Schultz
Utah Valley University
(Appointed MAM Ambassador)

Conference Tracks and Track Chairs

Case Writing



C. Justice Tillman
City University of New York
(CUNY) – Baruch College

Management Education & Development (MED)



Vance Lewis
College of Business,
University of Central Arkansas

Supply Chain/Interorganizational Relations (SCIR)



Young Ro
University of Michigan-
Dearborn
Professional Development Workshops (PDWs)



Tim Peterson
North Dakota State University

Organizational Behavior (OB)



Smriti Anand
Stuart School of Business
Illinois Institute of
Technology
Strategy & Organizational Theory (SOT)



Dinesh N. Iyer
School of Business
Rutgers University
(Camden)

Organizational Development (OD)



**Peter Sorensen and
Therese Yaeger**
Benedictine University
**Doctoral Consortium Co
Organizer/Facilitator**

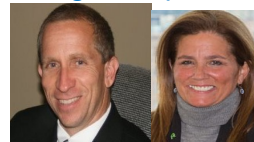


Tina Thompson
Illinois State University

Human Resource Management (HRM)



Anjali Chaudhry
Brennan School of
Business, Dominican
University
**Policy Issues in
Hospitality/Real
Estate/Health Care
Management (RHCHM)**



Richard Tarpey
Middle Tennessee State
University
Carol Brown
Heller College of Business
Roosevelt University
Executive Series/Management Consulting (ESMC)



Tracy H. Porter
Cleveland State University

Leadership and Ethics (LE)



Millicent Nelson
Jennings A. Jones College of
Business, Middle Tennessee State
University

**Entrepreneurship/Social
Entrepreneurship/Innovation/ Small Business (ESEISB)**



Sajna Ibrahim
UIC Business
U of Illinois (Chicago)
Shontarius D. Aikens
Offutt School of Business
Concordia College
**Toward Impactful
Research (TIR - Short Papers)**



David O'Connell
St. Ambrose University

Past, Present and Incoming Presidents

1962 – 1963 Rolin H. Simonds
1963 – 1964 Franklin Moore
1964 – 1966 Fremont Shull
1966 – 1967 Joseph Litterer
1967 – 1968 Max Wortman
1968 – 1969 Alan C. Filley
1969 – 1970 John Douglas
1970 – 1971 Herbert Zollitsch
1971 – 1972 Elmer H. Burack
1972 – 1973 Henry L. Tosi
1973 – 1974 Andre L. Delbecq
1974 – 1975 John T. Doutt
1975 – 1976 Kenneth M. Roland
1976 – 1977 James G. Hunt
1977 – 1978 Andrew Sikula
1978 – 1979 Orlando Behling
1979 – 1980 Charles N. Green
1980 – 1981 Edwin P. Miller
1981 – 1982 Fred Luthans
1982 – 1983 Richard N. Osborn
1983 – 1984 Maryann Albrecht &
Art Brief
1984 – 1985 Ramon J. Aldag
1985 – 1986 Thomas N. Martin
1986 – 1987 Ken Wexley
1987 – 1988 Jay S. Kim
1988 – 1989 Allen Bluedorn
1989 – 1990 James McFillen
1990 – 1991 Kenneth Thompson

1991 – 1992 H. Randy Bobbitt
1992 – 1993 Timothy Keaveny
1993 – 1994 Ralph Katerberg
1994 – 1995 Trudy Verser
1995 – 1996 Aaron Buchko
1996 – 1997 Inga Baird Hill
1997 – 1998 Marilyn L. Fox
1998 – 1999 Brian P. Niehoff
1999 – 2000 Douglas R. May
2000 – 2001 Nancy E. Day
2001 – 2002 Rob Moorman
2002 – 2003 Joy Peluchette
2003 – 2004 Lynn Harland
2004 – 2005 Jeff Katz
2005 – 2006 Jill Kickul
2006 – 2007 William Snavelly
2007 – 2008 Faye Smith
2008 – 2009 Dyanne Ferik
2009 – 2010 Therese Yaeger
2010 – 2011 Steven Moser
2011 – 2012 John E. Barbuto, Jr. (Jay)
2012 – 2013 Deb Orr
2013 – 2014 Marilyn J. Bugenhagen
2014 – 2015 Jennifer L. Schultz
2015 – 2016 Sharon G. Heilmann
2016 – 2017 Chanchai Tangpong*
2017 – 2018 Carolyn Wiley**

***Current President**

****Incoming President**

2017 MAM Conference Reviewers

Numerous reviewers dedicated their time to review the work submitted to the MAM conference, making this conference possible. The track chairs are also listed here to recognize their role in managing the review process. The **Outstanding reviewers are noted with asterisk (*) and in bold**. Thank you to all reviewers! Much Appreciated!

***Adrian James**

Agnes Therady

Alan Yen

Alankrita Pandey

Allan Bernard

Amanda Andrade

Ana Elisa Iglesias

Angela Miles

Anjali Chaudhry

Ann Lazare

Anna Cui

***Arjun Mitra**

Arun Pillutla

Arup Varma

Benjamin Blackford

Beth Polin

Brandon Soltwisch

Bret Richards

Bryan McCusker

C. Justice Tillman

Cameron Full

Carol Brown

Carolyn Wiley

Claudia Gomez

Dale Dwyer

Dave O'Connell

***David Hannum**

Dawn Gay

Dawn Harris Jeffries

Dean Eitel

Deborah Colwill

Debra Orr

Denis Rudd

Dinesh Iyer

Donna Ogle

Dustin Smith

***Elina Tang**

Emilie Shireman

***Emily Bulger**

Eric Pilon-Bignell

Gary Wolbers

George W Hay

Grace Su

Gretel Stock-Kupperman

Harika Suklun

Helen LaVan

Henry Williams

Hung-Chung Su

Imran Syed

Jake Gale

Janet Meyer

Jay Caulfield

Jeffery Adams

Jeremy Meuser

***Jessica "DJ" Himstedt**

Joanne Ivory

John F. S. Bunch

John Tourangeau

Jose Luis (Joe) Iglesias

***Jyoti P. Gupta**

***Karen Dragish**

***Karen Landy**

Kem Gambrell

Kenneth Chukwuba

Kevin McKouen

Kimberly Dorsey

***Kris Irwin**

Kristi Bockorny

Kristina Bauer

La Verne Hairston Higgins

***Les Hollingsworth**

Lisa Machtemes

***Louis Hickman**

Luci Parmer

Marcel Minutolo

***Marcelline Fusilier**

Maria Malayter
Marjolijn van der Velde
Matthew Metzger
Michele Heath
Millicent Nelson
***Monica Forret**
Namporn Thanetsunthorn
Nancy Hanson-Rasmussen
Nancy Landreville
***Nerissa Conn**
Onnolee Nordstrom
Patricio Mori
Pimsiri Aroonsri
Rachael Narel
Raed Elaydi
Randika Eramudugoda Gamage
Rattaphon Wuthisatian
Rawia Ahmed
***Rebecca Wyland**
Riaheen Farzana
Richard Greenhill
Richard Tarpey
***Roger Volkema**
***Ronda Smith**
Ronei Leonel
Russ Barnes
Sajna Ibrahim
Sally Sledge
Sandro Serpa

Shalei Simms
Shannon Juergens
Shavonne Ekeledo
Sheila Boysen
Sheila Hanson
Shontarius Aikens
Smriti Anand
***Soebin Jang**
***Stephen Forsha**
Suraj Chatrath
Susan Prattis
Susie Charles-Bonner
Tae Yang
***Tasha Hart-Mrema**
Ta-Wei (Daniel) Kao
Therese Yaeger
Tim Peterson
Tracey Sigler
Tracy Porter
Tricia Riedl
Vallari Chandna
Vance Johnson Lewis
***Vasiliki Kosmidou**
Vincent Parry
William Doucette
Wooyang Kim
Xiaoyu Yang
Yi-Su Chen
Young Ro

Midwest Scholars 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 Sandy J. Wayne and Shaker A. Zahra as the 2017 Midwest Scholars**. Both will speak during the conference and will be recognized at the Luncheon.

**All Midwest Academy of Management and Midwest Scholar Showcase Session
11:05 AM – 12:05 Friday, October 20, 2017**

All Midwest Academy of Management Distinguished Speaker and Midwest Scholar Awardee:

Professor Shaker A. Zahra is the Robert E. Buuck Chair of Entrepreneurship and Professor of Strategy in the Carlson School of Management at the University of Minnesota. He is also the Academic Director of the Gary S. Holmes Entrepreneurship Center. He has served also as the Academic Co-Director of Carlson Ventures Enterprises as well as the Founding Co-Director of the Center for Integrative Leadership at University of Minnesota. Previously, Shaker was Paul T. Babson Distinguished Professor of Entrepreneurship at Babson College and Professor of Strategy & Entrepreneurship at Georgia State University. He has been a visiting or guest professor at several universities in Europe, the Middle East and Asia. Shaker has also held the 3TU Chair in International Entrepreneurship at the University of Twente in the Netherlands.



Shaker's research examines: (1) entrepreneurial knowledge and capability development in global industries; (2) international entrepreneurship & capability development; and (3) the role of corporate entrepreneurship in knowledge creation, absorption and conversion. His research also explores the evolution and sources of novelty in companies' strategic choices and their implications for firm heterogeneity. This research contributes to the knowledge and organizational learning, especially in young entrepreneurial and established companies in technology-based global markets.

His research appears in leading journals such as: *Academy of Management Journal*, *Academy of Management Review*, *Academy of Management Executive*, *Strategic Management Journal*, *Journal of Management*, *Organization Science*, *Journal of International Business Studies*, *Journal of Management Studies*, *Journal of Business Venturing*, *Journal of Organizational Behavior*, *Decision Sciences*, *Information Systems Research*, *Industrial & Corporate Change*, *Research Policy*, *Human Relations*, *Academy of Management Perspectives*, *Academy of Management Learning and Education*, among others. Shaker has also published or (co) edited 12 books and conference proceedings.

Shaker is the winner of the 2014 Global Award for Entrepreneurship Research. He has received several grants, honors and awards-- including 5 honorary Ph.D. degrees from Stockholm School of Economics, Jonkoping International Business School (both in Sweden), Ghent University (Belgium), University of Messina (Italy) and Universidad de Olavide de Seville (Spain). He is a 21st Century Research Fellow of the National Consortium of Entrepreneurship Centers, Fellow of the Southern Management Association, Fellow of the International Family Enterprise Association (IFERA), and the Raymond Institute for Family Business. Shaker's research has received several "Best Paper" awards from AMJ, *Journal of Management*, *Journal of Management Studies*, among others. His research and writings have appeared and cited in the *New York Times*, *Financial Times*, *USA Today*, *Philadelphia Inquirer*, *Inc.*, among others. His writings have appeared (profiled) in or translated to Arabic, Chinese, Danish, Dutch, German, Portuguese (Brazilian), Swedish, among others.

Shaker has taught at several DBA, Executive Doctorate and Ph.D. programs in the US and other countries, having served on committees of over 75 Ph.D. students. Shaker received several awards for his excellent teaching, including the Best teacher in the MBA and the Mentor Award from the Entrepreneurship Division of the Academy of Management. **12:15 PM – 1:35 PM Friday, October 20, 2017**

Midwest Scholar Awardee -- Sandy J. Wayne -- Topic: *My Journey of a Thousand Miles: Lessons Learned in Managing the Ups and Downs of an Academic Career*

Drawing on her 30-year academic career, Sandy will share lessons learned across the stages of her



career as well as her observations of how an academic career in management has changed. Sandy J. Wayne is Professor of Management at the University of Illinois (Chicago) in the College of Business and Associate Dean for Faculty Affairs. She is also the Faculty Director for Business Scholars, Director for the Institute for Leadership Excellence and Development. Sandy was a visiting Professor of Management at the Chinese University of Hong Kong over a number of years and was formerly Professor of Management at the University of Georgia, 2002-2003.

She earned her PhD in Business Administration from Texas A&M University, her MBA from Illinois State University, and her BS in Business Administration from Illinois State University. Her research interests are in HRM and OB. In particular, Professor Wayne's research interests involves:

- Developing effective relationships between employees and their managers
- Exploring leadership behaviors that enhance employee motivation and performance
- Identifying ways to enhance women's upward mobility in the workplace
- Understanding work-family balance and drivers of career success

Sandy's publications appear in the *Journal of Organizational Behavior*, *Human Relations*, *Personnel Psychology*, *Journal of Business and Psychology*, *Journal of Management*, *Academy of Management Journal*, *Human Resource Management*, *Journal of Applied Psychology*, and *Organizational Dynamics*. Her awards include being a fellow, being elected to the Academy of Management Board of Governors, 2011-2014, and being elected to the Society of Organizational Behavior (SOB), 2011-present.

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
- 2015 -
- 2016 Ken R. Thompson, DePaul University
- 2017 **Sandy J. Wayne, University of Illinois, Chicago**
Shaker A. Zahra, the Carlson School of Management, University of Minnesota

Conference Keynote Distinguished Speaker

The MAM welcomes **David Besanko** to the MAM annual meeting, and proudly has him as our Conference Keynote Speaker this year. He will make the 2017 Conference Keynote presentation during the Friday Keynote Breakfast, and will be recognized during the Friday Luncheon.

All Midwest Academy of Management Breakfast and Distinguished Speaker

7:30 AM Breakfast, Friday, October 20, 2017

8:00 AM – 9:15 AM Keynote Distinguished Speaker

Professor David Besanko is the IBM Professor of Regulation & Competitive Practices, Department of Strategy, Kellogg School of Management, Northwestern University. Professor Besanko is a Kellogg graduate, having received his Ph.D. in Managerial Economics and Decision Sciences in 1981. He received his AB in Political Science from Ohio University in 1977. Before joining the Kellogg faculty in 1991, Professor Besanko was a member of the faculty of the School of Business at Indiana University. In addition, in 1985, he held a post-doctorate position on the Economics Staff at Bell Communications Research.



Professor Besanko teaches courses in Microeconomics and Competitive Strategy. In 1995, 2010, and 2016, the graduating class at Kellogg awarded Professor Besanko the L.G. Lavengood Professor of the Year, the highest teaching honor a faculty member at Kellogg can receive. He received the award for developing coursework that studies the relationships between capital markets, firms and the public good.

In 2015 Professor Besanko received the Faculty Pioneer Award from the Aspen Institute's Business and Society Program (dubbed the "Oscar of the business school world" by the *Financial Times*). He was a finalist for that award in 2013. At the Kellogg School, Professor Besanko has received the Sidney J. Levy Teaching Award (1998, 2000, 2011, 2013), the Chair's Core Teaching Award (1999, 2001, 2003, 2005), and the Faculty Certificate of Impact (2009, 2010, 2011, 2012, 2013, 2015, 2016, 2017).

Professor Besanko research covers topics relating to industry dynamics, competitive strategy, industrial organization, the theory of the firm, and economics of regulation. He has received grants from the National Science Foundation and from the Citicorp Behavioral Science Research Council to support this research. He is a member of the editorial boards of *The Journal of Regulatory Economics, Business and Politics* and *Quantitative Marketing and Economics*. He has over 50 articles published and forthcoming in leading professional journals in economics and business. Among other places, his work has appeared in the *American Economic Review*, the *Quarterly Journal of Economics*, the *RAND Journal of Economics*, the *Review of Economic Studies*, *The Journal of Law and Economics*, and *Management Science*. Along with David Dranove, Mark Shanley and Scott Schaefer, Professor Besanko is a co-author of *Economics of Strategy*, a widely used textbook in MBA courses on strategic management and competitive strategy. His textbook *Microeconomics* with Ron Braeutigam is now in its fifth edition.

Overall Conference Program Highlights

Doctoral Consortium and Luncheon Speaker - Thursday, October 19, 2017

Focus: 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. Pre-registration is required.

Professors Carolyn Wiley, Organizer and Tina Thompson, Co-organizer and Facilitator

8:30 AM Breakfast, Thursday, October 19, 2017

9:00 AM – 5:30 PM

Location: Wabash Building, Room 418

Part I – Connecting the Dots, Teaching, Research, Careers Challenges and Opportunities

Part II – Mentoring

Part III – Conference Welcome Reception

All Midwest Academy of Management Doctoral Luncheon Speaker

12:00 PM – 1:15 PM Doctoral Luncheon

12:30 PM – 1:00 PM Keynote Luncheon Speaker

Topic: **Following Your Passion, Charting Your Career and Pursuing Innovation: A Semi-Traditional Academic Career**

Location: Wabash Building, Room 418

Olukemi “Kemi” Sawyerr is Professor of Management at Cal Poly Pomona and the inaugural Director of the new Student Innovation Idea Lab for the University. Professor Sawyerr has been selected to serve as the founding faculty director of the Student Innovation Idea Lab which will be a resource for students, faculty and the surrounding business community, and will fuel cutting-edge and entrepreneurial student projects. Her role as founding faculty director involves overseeing the establishment of the Student Innovation Idea Lab at Cal Poly Pomona including setting the strategic direction of the lab, marketing and promoting the lab, establishing and maintaining a space for student innovation, establishing an investment accelerator, establishing a campus-wide structure for student innovators to go from idea to launch, developing a network of mentors for student entrepreneurs, building community partnerships related to innovation and entrepreneurship, creating an entrepreneurial ecosystem on campus, and performing program assessment.



Doctoral Consortium Panelists:

Roger Volkema, American University

Jacqueline “Jackie” Dueling, Roosevelt University

Karen Bartuch, PricewaterhouseCoopers, LLC (PwC)

Kenneth “Ken” Thompson, DePaul University

Carol B. Brown, Roosevelt University

Hayden Noel, University of Illinois Urbana-Champaign

Tina Thompson, Illinois State University

Smriti Anand, Illinois Institute of Technology

Kemi Sawyerr, Cal Poly Pomona

Rebecca Wyland, University of Wisconsin, Eau Claire

Regina Greenwood, Nova Southeastern University

Dale Dwyer, University of Toledo

Tracy H. Porter, Cleveland State University

Robert “Bob” L. Liden, University of Illinois, Chicago

Dawn V. Gay, Patient Innovation Center

Carolyn Wiley, Roosevelt University

MAM Board of Governors

Digital/Online Learning Pre-Conference Workshop - Thursday, October 19, 2017

All Midwest Academy of Management Preconference (Bonus) Online Learning Workshop 2:00 PM – 5:30 PM

Location: Wabash Building, Room 416

Presenters are: Vickie S. Cook, Laurel Newman, & Carolee Rigsbee, University of Illinois at Springfield (UIS)

Topic: Forward Thinking Online Education: What do Management Educators Need to Know? – The Experts Speak! Workshop Description: The workshop will include two components. In the first portion, participants will learn tips for staying relevant in a changing world; strategies and techniques designed to engage students and improve learning; and top technology trends that will impact and motivate student learning for the future. In the second portion, we will describe the process we use to update and improve quality to an online undergraduate AACSB accredited business program approaching its 11th year of maturity.

Dr. Vickie Cook is the Executive Director of the Center for Online Learning, Research and Service (COLRS) and Associate Research Professor in the College of Education at the University of Illinois Springfield. **Dr. Laurel V. Newman** is the Executive Director of the Center for Academic Success and Associate Professor of Business Administration at the University of Illinois Springfield (UIS). Laurel holds a Ph.D. from the University of Illinois at Urbana-Champaign in Business Administration. She is a UIS Center for Online Learning, Research and Service (COLRS) Senior Faculty Fellow.



Dr. Carolee Rigsbee is an Assistant Professor in the Department of Management at the University of Illinois at Springfield (UIS). Carolee holds a PhD in Business Administration and Management Studies and a Master in Business Administration from the University of Texas at San Antonio. She is a UIS Center for Online Learning, Research and Service (COLRS) Faculty fellow who teaches courses on strategic management at the undergraduate and graduate levels. Carolee, in collaboration with other UIS faculty members and UIS experts in the field of on-line learning, has recently become involved in research on on-line course improvement related to legacy on-line learning program renewal and improving student outcomes in on-line courses through improvement in course design and delivery.



5:30 PM – 6:30 PM MAM Board Meeting (Open to all MAM members)

Location: Wabash 427

6:30 PM – 7:30 PM Meet and Greet New MAM Members

6:30 PM – 7:30 PM Registration

Location: Wabash 4th Floor

6:30 PM – 9:30 PM All Midwest Academy of Management Welcome Reception

Music by College of Performing Arts' student Pianist, Roosevelt University

Location: Wabash 4th Floor

Midwest Academy of Management Distinguished Speakers

Friday, October 20, 2017

All Midwest Academy of Management Breakfast and Conference Distinguished Speaker

7:30 AM Breakfast, Friday, October 20, 2017

8:00 AM – 9:15 AM Keynote Distinguished Speaker

Location: AUD 10th Floor, the Murray-Green Library

Topic: Reflections on Research, Teaching, and Learning from a Veteran Business School Professor

In 2015 Professor David Besanko received the Faculty Pioneer Award from the Aspen Institute's Business and Society Program (dubbed the "Oscar of the business school world" by the Financial Times). Professor Besanko is the Alvin J. Huss Distinguished Professor of Management and Strategy at the Kellogg School of Management at Northwestern University. Besanko is a Kellogg graduate, having received his PhD in Managerial Economics and Decision Sciences in 1982. He received his AB in Political Science from Ohio University in 1977. Before joining the Kellogg faculty in 1991, Professor Besanko was a member of the faculty of the School of Business at Indiana University from 1982 to 1991. In addition, in 1985, he held a post-doctorate position on the Economics Staff at Bell Communications Research. Professor Besanko's research covers topics relating to industry dynamics, competitive strategy, industrial organization, the theory of the firm, and economics of regulation. He has received grants from the National Science Foundation and from the Citicorp Behavioral Science Research Council to support this research. In 1995, 2010, and 2016, the graduating class at Kellogg awarded Professor Besanko the L.G. Lavengood Professor of the Year, the highest teaching honor a faculty member at Kellogg can receive. He received the award for developing coursework that studies the relationships between capital markets, firms and the public good.



9:25 AM – 12:05 PM – Friday, October 20, 2017

Scholarly Concurrent Sessions: Scholarly Papers, Panels/Symposia, and PDWs (start)

All Midwest Academy of Management Distinguished Midwest Scholars

Friday, October 20, 2017

All Midwest Academy of Management and Midwest Scholar Showcase Session

11:05 AM – 12:05 Friday, October 20, 2017

Location: AUD Room 420

Distinguished Speaker and Midwest Scholar Awardee – Shaker A. Zahra – Topic: Studying

Entrepreneurship on a Global Stage



Professor Shaker A. Zahra is the Robert E. Buuck Chair of Entrepreneurship and Professor of Strategy in the Carlson School of Management at the University of Minnesota. He is also the Academic Director of the Gary S. Holmes Entrepreneurship Center. He has served also as the Academic Co-Director of Carlson Ventures Enterprises as well as the Founding Co-Director of the Center for Integrative Leadership at University of Minnesota. Previously, Shaker was Paul T. Babson Distinguished Professor of Entrepreneurship at Babson College and Professor of Strategy & Entrepreneurship at Georgia State University. He has been a visiting or guest professor at several universities in Europe, the Middle East and Asia. Shaker has also held the 3TU Chair in International Entrepreneurship at the University of Twente in the Netherlands. Shaker is the winner of the 2014 Global Award for Entrepreneurship Research. He has received several grants, honors and awards-- including 5 honorary Ph.D. degrees from Stockholm School of Economics, Jonkoping International Business School (both in Sweden), Ghent University (Belgium), University of

Messina (Italy) and Universidad de Olavide de Seville (Spain). He is a 21st Century Research Fellow of the National Consortium of Entrepreneurship Centers, Fellow of the Southern Management Association, Fellow of the International Family Enterprise Association (IFERA), and the Raymond Institute for Family Business.

All Midwest Academy of Management Luncheon and Midwest Scholar Speaker

12:15 PM – 1:35 PM Friday, October 20, 2017 Location: AUD 2nd Floor, Congress Lounge

Welcome to Roosevelt University – President Ali Malekzadeh

Recognitions and Awards: Best Papers, Scholarship Awardees, Outstanding Reviewers, Track Chairs, MAM Board of Governors and Officers



*Midwest Scholar Awardee -- Sandy J. Wayne -- Topic: **My Journey of a Thousand Miles: Lessons Learned in Managing the Ups and Downs of an Academic Career***

Drawing on her 30-year academic career, Sandy will share lessons learned across the stages of her career as well as her observations of how an academic career in management has changed. Sandy J. Wayne is Professor of Management at the University of Illinois (Chicago) in the College of Business and Associate Dean for Faculty Affairs. She is also the Faculty Director for Business Scholars and Director of the Institute for Leadership Excellence and Development (iLEAD). Sandy was a

visiting Professor of Management at the Chinese University of Hong Kong over a number of years and spent one year at Georgia State University and the University of Georgia. Her research interests are in HRM and OB. Professor Wayne's publications appear in the *Journal of Organizational Behavior*, *Human Relations*, *Personnel Psychology*, *Journal of Business and Psychology*, *Journal of Management*, *Academy of Management Journal*, *Human Resource Management*, *Journal of Applied Psychology*, and *Organizational Dynamics*. Her awards include being selected as a fellow of SIOP, being elected to the Academy of Management Board of Governors, and being elected to the Society of Organizational Behavior (SOB)

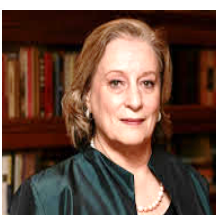
1:45 AM – 5:00 PM – Friday, October 20, 2017

Scholarly Concurrent Sessions: Scholarly Papers, Panels/Symposia, and PDWs (continue)

3:30 PM – 5:00 PM -- Friday, October 20, 2017

Location: Auditorium Building, Room 420

Distinguished Panel – Topic: Policy Issues Regarding Real Estate Decisions and the Impact on



Talent Management
Session Moderator:
David Funk,
Pasquinelli Chair in
Real Estate, The
Marshall Bennett

Institute of Real Estate, Roosevelt University

Session Speakers: **David Funk**, Pasquinelli Chair in Real Estate, Roosevelt University; **Mary Bilbrey**, Chief Human Resources Officer, Jones Lang LaSalle (JLL); **Mark Momongan**, Senior Director, Ferguson Partners; **Suzanne Ethridge Cannon**, Managing Principal, Cannon-Affiliates, Professor Emeritus, DePaul University Department of Real Estate; and **Matthew Ward**, Senior Managing Director, Newmark Knight Frank

Focus: This panel will focus on the fact that real estate trends and market conditions have traditionally been viewed as external to the human resource and talent management functions. This panel brings together experts in the fields of real estate and talent management to examine the extent that real estate forces impact recruiting, retention, and talent management today. In this dynamic, thought-provoking session the causes of today's real estate trends, including housing challenges, are revealed, and the interconnections of housing, human capital, and economic development are forged. Real estate and policy can facilitate, or impede, company's human resource functions, and the panelists connect emerging real estate trends and future consequences for talent management.

Midwest Academy Business Meeting, Community Engagement Presentation & Reception

5:15 PM – 9:30 PM ALL MIDWEST ACADEMY RECEPTION -- Friday, October 20, 2017

Location: Wabash Building 4th Floor, Room 418

Music by College of Performing Arts' student Pianist, Roosevelt University

5:15 – 6:15 PM MAM Business Meeting

6:15 – 6:45 PM Community Engagement Presentation

Topic--*Where Theory and Practice Converge: Bridging Arts Management Education and the Creative Industries*

Presenters: **Mary Filice** (Chair) and **Bob Blandford** (Associate Professor/Coordinator Visual Arts Management), Business and Entrepreneurship Department, Columbia College Chicago

Focus: This 30-minute session will explore the value of experiential learning with industry partners as an effective approach to educating future entrepreneurs, leaders, and managers within the creative industries. Experiential learning is a key component of a fully-realized education and is the bridge that connects classroom learning with current real-world practices.



We investigate this using Chicago's **Wabash Arts Corridor**, a civic, business, artist, and college collaboration as an example. This will allow us to frame a conversation in which we can all share diverse

perspectives and experiences to further experiential learning and creative industry partnerships. See <http://wabashartscorridor.org/>.

Midwest Academy Presidential Circle Sponsors Dinner

7:00 PM – 8:30 PM Friday, October 20, 2017

President's Circle Sponsors Dinner (All President Circle Sponsors are invited. Thanks!)

Location: Auditorium Building -- The Sullivan Room

Music by College of Performing Arts' student Harpist, Roosevelt University

All Midwest Academy of Management Breakfast and Distinguished Deans Panel

Saturday, October 21, 2017

7:30 AM – Saturday, October 21, 2017 -- Breakfast

8:00 AM – 9:15 AM Distinguished Deans' Panel

Topic: Challenges and Opportunities Facing Business Schools

Location: AUD 10th Floor, the Murray-Green Library

Panelists:



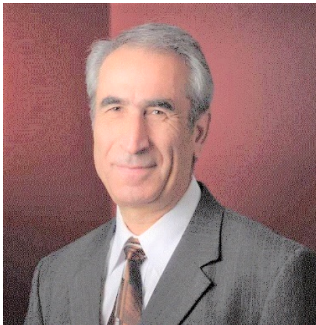
Kevin T. Stevens

Dean, Quinlan School of Business, Loyola University



John F. O. Bilson

Dean, Stuart School of Business, Illinois Institute of Technology



Asghar Sabbaghi

Dean, Heller College of Business, Roosevelt University



Kenneth "Ken" Thompson

Professor, Kellstadt Graduate School of Business, DePaul University

(representing **Misty Johanson**, Interim Dean, Driehaus College of Business and Kellstadt Graduate School of Business, DePaul University and Professor and Director of the School of Hospitality Leadership)

9:25 AM – 12:30 PM – Saturday, October 21, 2017

Scholarly Concurrent Sessions: Scholarly Papers, Panels/Symposia, and PDWs (continue)

All Midwest Academy of Management Informal Buffet Lunch Served and Table Topics

Saturday, October 21, 2017

12:40 PM – 1:50 PM – Saturday, October 21, 2017

All Midwest Academy of Management Informal Buffet Lunch (Soup/Sandwich/Salad/Dessert), Table Topics, Clustering, and Networking (Location, 2nd Floor, Fainman Lounge)

Selected Table Topics are in the table below. Others can be formed organically on or before Saturday:

Table Topics Leaders	Table Topics
John F. S. Bunch , Central Michigan University	<ul style="list-style-type: none"> • Aligning online and face to face teaching - can learning objectives be the same? • Entrepreneurial Ethics
Millicent F. Nelson , Middle Tennessee State University	<ul style="list-style-type: none"> • Career Trajectories for Academicians: Insights from an AOM Placement Center volunteer
Nancy Day , University of Missouri-Kansas City	<ul style="list-style-type: none"> • Ethical Dilemmas and Issues for Business School Faculty: Perspectives from a Faculty Ombudsperson and Ethics Committee Member
Roger Volkema , American University	<ul style="list-style-type: none"> • Doing research in Labor Negotiations
Robert J. Greene , DePaul University	<ul style="list-style-type: none"> • Publishing Management Trade books: Lessons Learned, Examples, and Tips
William “Bill” Host , Roosevelt University	<ul style="list-style-type: none"> • Best Practices in Hospitality & Tourism Education

2:00 PM – 5:10 PM – Saturday, October 21, 2017

Scholarly Concurrent Sessions: Scholarly Papers, Panels/Symposia, and PDWs (continue)

4:00 PM – 5:10 PM – Saturday, October 21, 2017

MAM Board Meeting

5:10 PM – Saturday, October 21, 2017

Conference Ends

Best Paper Award Winners and Nominees

The Nominees for the Sage Best Paper Award and the Best Student Paper Award are identified in the Overall Concurrent Sessions Program Schedule. The winners are identified here.

Best Paper Award Winner (Faculty), Sage Best Paper Award

****Sage Best Paper Award is:** Loyalty as Moral Glue in Korea? The Mediating Role of Affective Commitment in the Relationship between Ethical Leadership and Work Outcomes. **Junghyun (Jessie) Lee**, University of Michigan-Dearborn; **Jeewon Cho**, Oregon State University; **Rajnandini Pillai**, California State University-San Marcos

Notes: (1) Sponsored by SAGE.

Best Student Paper Award Winner

****Best Student Paper Award Winner is:** The relationship between generational involvement and financial performance in family firms: A meta-analytic review. **Vasiliki Kosmidou**, University of Louisville

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 maintained its scholarship program at \$4,250 to provide partial travel support to junior faculty and graduate students. This scholarship amount includes five junior faculty scholarships (\$500 each), one Janet A. Henquinet Scholarship recipient, and five graduate student scholarships (\$250 each). The recipients for the scholarships are as follows.

Junior Faculty Scholarship Award Recipients

Ronda Smith (Assistant Professor of Management, Miller College of Business, Ball State University)

Satvir Singh (Assistant Professor of Management, College of Business, Angelo State University)

Claudia Gomez (Assistant Professor, the Management and Information Systems Department, Kent state University Stark Campus)

Brent S. Opall (Assistant Professor of Management, University of Wisconsin-Eau Claire)

Min Carter (Assistant Professor of Management, College of Business, Southern Illinois University, Carbondale, IL)

The Janet A. Henquinet Scholarship Recipients:

Jongsoo Kim, Krannert School of Management -- Purdue University, West Lafayette, IN

Graduate Student Scholarship Award Recipients

Arjun Mitra (University of Illinois-Chicago, IL)

Michele Heath (Cleveland State University, Cleveland, OH)

Yedam Ho (University of Minnesota)

Olubukunola "Bukky" Akinsanmi (University of Wisconsin, Madison, WI)

Seung Hoon Lee (University of Illinois Urbana-Champaign)

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

Concurrent Sessions' Program Schedule by Day and Hour

Friday, October 20, 2017 at 9:25 AM to 10:55 AM (7 Sessions)

9:25 AM – 10:55 AM -- Friday, October 20, 2017

Location: Auditorium Building, Room 316

Session# 16 -- Paper Session – (OB Track) – Topic: International Topics in OB

Session Chair: **Regina Greenwood**, Nova Southeastern University

Discussant(s): **Elie Geisler**, Illinois Institute of Technology

The influence of cultural intelligence, core confidence, and polychronicity on perceived global leadership effectiveness.

Marc Geil, St. Ambrose University; **Jessica Greenwald**, St. Ambrose University

Being a female and an expatriate: An examination of female expatriates' successfulness from HCNs' perspectives. **Lu Yu**,

University of Wisconsin-Milwaukee; **Hong Ren**, University of Wisconsin-Milwaukee

International faculty engagement in U. S. higher education: A case study. **Sheena Choi**, Indiana University-Purdue University Fort Wayne; **Joseph Khamalah**, Indiana University-Purdue University Fort Wayne; **Ae-sook Kim**, Quinnipiac University; **Prasad Bingi**, Indiana University – Purdue University Fort Wayne

Attitudes towards women in Jordan: What is the impact of gender and generation? **Edward Murphy**, Embry-Riddle Aeronautical University; **Hamad Ali**, Texas College; **Regina Greenwood**, Nova Southeastern University; **Ranjan George**, Simpson University; **Julia Teahen**, Baker College

9:25 AM – 10:55 AM -- Friday, October 20, 2017

Location: Auditorium Building, Room 320

Session# 22 -- Paper Session – (*HRM Track*) – Topic: **HRM in International Contexts**

Session Chair: **Kristina Bauer**, Illinois Institute of Technology

Discussant(s): **Arjun Mitra**, University of Illinois at Chicago

The Pervasiveness of Ghost Worker Practices on the Pay Practices and Morale among Central African Employees in the Public Service Sector. **Mahamat Abdourrahmane**, St. Ambrose University; **Monica Forret**, St. Ambrose University

****Best Paper Award Nomination** - Importance of Managerial Competencies across Organizational Levels: A Comparative Study between Germany, China, India, and U.S. **Yedam Ho**, University of Minnesota; **Louis Quast**, University of Minnesota; **Oleksandr Tkachenko**, The University of New Mexico; **Sangok Yoo**, University of Minnesota; **Pimsiri Aroonsri**, University of Minnesota

****Best Paper Award Nomination** - Exploring Contradictions in Downsizing Implementation. **Nita Chhinzer**, University of Guelph

Potentially Hindering Effects of Perceived Differences in Ethnicity on Perceptions of Efficacy and Promotional Opportunities in Organizations, **Gianna Avdic-McIntire**, St. Ambrose University

9:25 AM – 10:55 AM -- Friday, October 20, 2017

Location: Auditorium Building, Room 410

Session# 26 -- Paper Session – Paper Session – (*Leadership & Ethics Track*) – Topic: **Organizational Issues**

Session Chair: **Adrian James**, Purdue University-Northwest

Discussant(s): **Nancy Hanson-Rasmussen**, University of Wisconsin-Eau Claire

The Five Dimensions of Corruption, **Adam Brown**, The Chicago School of Professional Psychology, **George W. Hay**, The Chicago School of Professional Psychology

Marked Inside and Out: An Exploration of the Tattooed-on Tattoos, **Jennifer Flanagan**, Texas Women's University; **Vance Johnson Lewis**, University of Central Arkansas

An Exploration of the Value of CSR Acquisitions, **Pamela J. Harper**, Marist College

The Art of the Deal: A Case Analysis of Donald Trump's Negotiations for the U. S. Presidency, **Roger Volkema**, American University; **Ilias Kapoutsis**, Athens University of Economics and Business

9:25 AM – 10:55 AM -- Friday, October 20, 2017

Location: Auditorium Building, Room 420

Session# 30 -- Panel Session – (*MED Track*) – Topic: **Getting Your Work Published in Management and Management Education Journals**

Panelists: **Tracey Sigler**, Northern Kentucky University; **Alison Dachner**, John Carroll University; **Anne Reilly**, Loyola University Chicago; **Kenneth Thompson**, DePaul University

Focus: This panel session will be led by seasoned and successful journal authors, editors and manuscript reviewers. The panelists will provide valuable tips and insights on getting published in management journals and management education journals.

9:25 AM – 10:55 AM -- Friday, October 20, 2017

Location: Auditorium Building, Room 426

Session# 36 -- Paper Session – (*SOT Track*) – Topic: **Corporate Strategy and Growth**

Session Chair: **Shalei Simms**, SUNY Old Westbury

Discussant(s): **Ana Elisa Iglesias**, University of Wisconsin-La Crosse; **Tasha Hart-Mrema**, University of Minnesota

A Review of Corporate Divestment Antecedents and Processes. **Sina Amiri**, Iowa State University; **David King**, Florida State University; **Samuel M. DeMarie**, Iowa State University

****Best Paper Award Nomination** - Competitive Interactions in External Knowledge Acquisition: Empirical Evidence from Corporate Venture Capital Investments. **Ryu Wonsang**, City University of Hong Kong; **Joonhyung Bae**, Purdue University; **Thomas Brush**, Purdue University

The Impact of Corporate Governance on Innovation in High-Patenting Firms. **Derek Ruth**, Dominican University; **Anne Drougas**, Dominican University

A Process Model for SME Growth: The Differential Role of Relationships and Capabilities Across the Life Cycle. **Gary Wolbers**, Illinois State University; **Arun Pillutla**, St. Ambrose University

9:25 AM – 10:55 AM -- Friday, October 20, 2017

Location: Auditorium Building, Room 308

Session# 40 -- Paper Session – (*ESEISB and ST-OT Tracks*) – Topic: **Entrepreneurial Orientation and Managers' Experiences with Cooperators and Competitors**

Track Chair(s): **Sajna Ibrahim**, University of Illinois at Chicago and **Shontarius D. Aikens**, Concordia College

Session Chair: **Raed Elaydi**, Roosevelt University

Discussant(s): **Tomas Thundiyil**, Central Michigan University

Entrepreneurial Orientation, Dynamic Capabilities, and Social Cognition: The Use of Managerial Social Networks, Schema and Sensemaking, **Karen Dragish**, Cleveland State University

Identification of Cooperators and Competitors in the Experiences of Managers. **Furkan A. Gur**, Northern Illinois University; **Thomas Greckhamer**, Louisiana State University

9:25 AM – 10:55 AM -- Friday, October 20, 2017

Location: Auditorium Building, Room 440

Session# 46 -- Paper Session – (*OD Track*) - **Organization Development: Leadership Issues**

Session Chair: **Ranjan Karri**, University of Illinois-Springfield

Facilitator(s): **Peng Zhang**, Benedictine University

Developing leaders decision-making skills: A culturally responsive approach for making organizational changes in public organizations. **Henry Williams**, Purdue University-Northwest; **Marlon Cummings**, Governor State University

The Effect of Transformational Leadership on the Advancement of Innovation in the Realm of Technological Globalization. **Najat Mazroua**, Indiana Institute of Technology

Building a Culture of Change: Strategic OD Practices in the US Army. **Daniel Jostes**, Benedictine University

Dick Beckhard, Revisited: 50 Years Later (1967 - 2017). **LTC (Ret) Donald Harris**, Benedictine University

Concurrent Sessions' Program Schedule by Day and Hour

Friday, October 20, 2017 at 11:05 AM to 12:05 PM (5 Sessions + Showcase Distinguished Speaker)

11:05 AM – 12:05 PM -- Friday, October 20, 2017

Location: Auditorium Building, Room 320

Session# 23 -- (*HRM and Cases Tracks*) – Topic: **HR Perspectives on Career Development, Total Rewards, and Making an Organization Meaningful**

Session Chair: **Molly Burke**, Dominican University

Discussant(s): **Shannon Juergens**, Grand View University

****Best Paper Award Nomination** - Bridge to Careers: Designing a Career Development Program. **Molly Burke**, Dominican University; **Lisa M. Amoroso**, Dominican University

****Best Paper Award Nomination** - An Exploratory Study of Total Rewards and Money Motives in Predicting Job Pursuit Intentions. **Nancy Day**, University of Missouri-Kansas City

What Makes an Organization Progressively Meaningful? The Case of Johnson Controls. **Hanan Alhaddi**, Wayne State University

11:05 AM – 12:05 PM -- Friday, October 20, 2017

Location: Auditorium Building, Room 308

Session# 44 -- Paper Session – (*SCIR Track*) – Topic: **Supply Chain Arrangements and Execution**

Session Chair: **Tracey Sigler**, Northern Illinois University

Discussant(s): **Jeffrey Adams**, Roosevelt University

The Appropriateness of Sourcing Arrangements Amidst Rapid Technological Change. **Woo-Yong Park**, Hong Kong Polytechnic University; **Young Ro**, University of Michigan-Dearborn

How Miami Became the Gateway for Flowers in The U.S. **Janaina Siegler**, Northern Kentucky University; **Tracey Sigler**, Northern Kentucky University

11:05 AM - 12:05 PM – Friday, October 20, 2017

Location: Auditorium Building, Room 440

Session# 47 -- Panel – (*OD Track*) – Topic: **New Technologies & Organization Development**

Track Chair(s): **Therese Yaeger**, Benedictine University and **Peter Sorensen**, Benedictine University

Organizers: **Therese Yaeger**, Benedictine University and **Peter Sorensen**, Benedictine University

Panelists:

Sotirag N. Guta, Benedictine University

Donna L. Ogle, Benedictine University

Tricia Riedl, The Boeing Company

Focus: This panel will discuss its research around the Conference Theme “A New World of Opportunities for Meaningful Research and Learning – Building Theory and Contributing to Practice” in that it addresses future solutions by means of Big Data and Blockchains. As stated in the 2017 MAM Call for Papers, “This new world of opportunities is invigorated by advances in technology as well.” Consistent with this theme, this panel will discuss the varying perspectives on solution-based research stemming from varying technologies and their impact on management, and their utilitarian impact as tools for meaningful management research. Each panelist will address the conference theme of "A New World of Opportunities for Meaningful Research and Learning" in their individual presentations.

11:05 AM – 12:05 AM -- Friday, October 20, 2017

Location: Auditorium Building, Room 410

Session# 55 -- Paper Session – (TIR Track) - Competency and Work/Family Conflict

Session Chair: **John F. S. Bunch**, Central Michigan University

Discussant(s): **Anil Vegeeraju**, St. Ambrose University

The Development of a Competency Model and its Implementation in a Power Utility Cooperative: An Action Research Study. **LeAnn Brown**, Fort Hays State University; **Babu George**, Fort Hays State University; Candace Mehaffey-Kultgen, Fort Hays State University

****Best Paper Award Nomination - When the CEO Divorces: Investors' Perception of CEO Work-to-Family Conflict.**
Arjun Mitra, University of Illinois at Chicago

Everyday Workplace Discrimination Effects on African American Racial Identity and Perceived Career Opportunities.
Shelby Hubbard, St. Louis University

11:05 AM – 12:05 PM -- Friday, October 20, 2017

Location: Auditorium Building, Room 426

Session# 63 -- PDW Session – Topic: Creating a Digital Lab Notebook: Best Practices for Using Microsoft OneNote to Document the Research Process

Presenters: **Jeremy Meuser**, University of Illinois at Urbana-Champaign, **Chantal van Esch**, California State Polytechnic University, Pomona

Focus: This interactive workshop introduces Microsoft OneNote, a software most already have installed as part of the Office suite, as a solution to keeping good research notes. This is a hands-on experience will provide best practices for integrating all content that arises through the research process from inception to publication into a notebook (e.g., pictures, screen captures, drawings, audio, video, equations, data files in any format, output files from statistics software, MS Word, PDF, etc.). To get the most from the session, please come with a laptop/tablet and OneNote installed.

12:15 PM -1:35 PM Midwest Academy of Management Awards & Recognition Luncheon, AUD Congress Lounge

Concurrent Sessions' Program Schedule by Day and Hour

Friday, October 20, 2017 at 1:45 PM to 3:15 PM (7 Sessions)

1:45 PM - 3:15 PM -- Friday, October 20, 2017

Location: Auditorium Building, Room 440

Session# 17 -- Paper Session – (OB Track) – Topic: Macro-Level Topics in OB

Session Chair: **Kevin McKouen**, University of Wisconsin-Milwaukee

Discussant(s): **Ana Elisa Iglesias**, University of Wisconsin-La Crosse, & **Maija Renko**, University of Illinois at Chicago

A restorative and rehabilitative response to corporate misbehavior: Developing a theoretical framework and practical model.
Kevin McKouen, University of Wisconsin-Milwaukee

Factors affecting the implementation of mass customization within the apparel and textile industry. **Julie Becker**, Eastern Michigan University; **Al Bellamy**, Eastern Michigan University

Green business initiatives for small and medium size businesses: A look at opportunities, challenges and competitive advantage. **Nancy Hanson-Rasmussen**, University of Wisconsin-Eau Claire

Uncertainty on work motivation: A source of operational risk. **Yundong Huang**, Murray State University

1:45 PM – 3:15 PM -- Friday, October 20, 2017

Location: Auditorium Building, Room 308

Session# 32 -- Paper Session – (*MED & Executive Consulting Series Tracks*) – Topic: **Strategic Management Education, Academic Integrity, Executive Judgement**

Session Chair: **Maria Malayter**, The Chicago School of Professional Psychology

Discussant(s): **Robert J. Greene**, Reward Systems / DePaul University; **Julie Palmer**, Webster University

Better Together: Complementarity between Theory and Practice in Strategic Management Education, **Michele E. Yoder**, University of Michigan-Dearborn.

Psychological Coping Strategies, Practical Reason and Influences on Academic Integrity, **Stephen Forsha**, William Woods University

Executive Leadership in Management Consulting Firms: Exploring the Improvisational Element of Executive Judgment in the Exponential World of Analytics and Intelligent Machines. **Eric Pilon-Bignell**, Indiana Institute of Technology

Perceptions of Social Loafing during the Process of Group Development. **Satvir Singh**, Angelo State University; **Min Zhu**; **Huaqing Wang**, Emporia State University

1:45 PM– 3:15 PM -- Friday, October 20, 2017

Location: Auditorium Building, Room 426

Session# 37 -- Paper Session – (*SOT Track*) – Topic: **Strategy and Institutions**

Session Chair: **Xiaoyu Yang**, University of Wisconsin-Milwaukee

Discussant(s): **Emily Bulger**, University of Pittsburgh

Looking Inward and Looking Outward: The Adaptive Consequences of Korean Business Groups' Different Responses to the 1997 Asian Financial Crisis. **Seung Hoon Lee**, University of Illinois at Urbana-Champaign.

Organizational Consequences of Institutional Compliance: HR Practices and Innovation in Korean Manufacturing Firms. **Seung Hoon Lee**, University of Illinois at Urbana-Champaign; **Geoffrey Love**, University of Illinois at Urbana-Champaign; **Matthew S. Kraatz**, University of Illinois at Urbana-Champaign.

The authentic Chinese restaurants and their organizational argument: what made them authentic and how? **Lu Yu**, University of Wisconsin-Milwaukee; **Stanislav Dobrev**, University of Wisconsin-Milwaukee.

Origins of Impersonal Markets in Commercial and Communication Revolutions of Europe. **Prateek Raj**, University College London and University of Chicago

1:45 PM - 3:15 PM -- Friday, October 20, 2017

Location: Auditorium Building, Room 306

Session# 48 -- Paper Session – (*OD Track*) – Topic: **Change Efforts and OD Lessons Learned**

Session Chair: **John P. Orr**, Webster University

Facilitator(s): **Nerissa Conn**, Quincunx Consulting / The Chicago School of Professional Psychology

Post Mortem: A Management Case Study of a Failed Acquisition in the Medical Products Industry. **Elaine Alexander**, Benedictine University

Organization Design for Small Business. **Russ Barnes**, Benedictine University

Fostering Creativity in the Workplace: Examining the Roles of Job Design and Organizational Characteristics. **Sangok Yoo**, University of Minnesota; **Yedam Ho**, University of Minnesota; **Jaekyo Seo**, University of Minnesota; **Min Hee Yoo**, Korea University; **Soebin Jang**, University of Minnesota

****Best Paper Award Nomination** - Providing Employees with Line of Sight: The Alignment Process with an Organizational Change Initiative. **Tomas Thundiyl**, Central Michigan University

1:45 PM – 3:15 PM -- Friday, October 20, 2017

Location: Auditorium Building, Room 410

Session# 56 -- Paper Session – (*TIR Track*) - **Partnerships, Product Categorization, Customer Preferences and Stock Price**

Track Chair(s): **David O'Connell**, St. Ambrose University

Session Chair: **Julie Rothbardt**, Monmouth College

Discussant(s): **Drew Debrey**, St. Ambrose University

Public-Private Partnerships: How Academic Researchers across Supply Chain and MIS can Bridge the Divide between P3 Leaders. **Seth Powless**, Earlham College; **Sarah Campbell-Sengupta**, St. Cloud State UNIVERSITY; **Karun Rathi**, Earlham College

Crafty Enough? Using the "Beer Wars" to Explore the Successes and Failures of Inter-Category Competition. **Matthew Metzger**, UNIVERSITY of Colorado Springs

A Comparison of Two Approaches: Likert Scale and Comparative Judgment. **David Brauer**, Durham University Business School; **Larry Lee**, Durham University Business School; **Denis Rudd**, Robert Morris University

The Effect on Stock Price from Hiring a New CEO-Best Buy Announces a New CEO. **Allan Bernard**, Wartburg College; **Eric Grube**, Concordia University-Saint Paul

1:45 PM – 3:15 PM -- Friday, October 20, 2017

Location: Auditorium Building, Room 330

Session# 60 -- Paper Session – (*RHCHM Track*) – **Policy Issues: Shopping Malls and Patients Perspectives on Health Records**

Session Chair: **Michele Heath**, Cleveland State University

Discussant(s): **Richard J. Tarpey**, Middle Tennessee State University

The Evolution of Shopping Malls: From Shopping Centers to Entertainment Centers. **Zhili Huang**, Skidmore College; **Timothy Harper**, Skidmore College

****Best Paper Award Nomination** - Resistance After Personal Health Records Initial Sign-Up: Understanding A Patient Perspective, **Michele Heath**, Cleveland State University; **Tracy H. Porter**, Cleveland State University

1:45 PM – 3:15 PM -- Friday, October 20, 2017

Location: Auditorium Building, Room 316

Session# 64 -- PDW Session – Topic: **I Am Finally Tenure-Track...Now What? Moving from Full-Time Lecture into a Tenure-Track Position**

Presenters: **Vance Johnson Lewis**, University of Central Arkansas; **Tracy H. Porter**, Cleveland State University; **Jennifer L. Flanagan**, Texas Woman's University

Focus: This PDW will offer participants the opportunity to interact with and learn from three individuals who all started in non-tenure track positions but, have recently found their ways into tenure-track faculty roles. With stories ranging from unexpected opportunities to hard fought battles, this positive discussion will offer participants, both job seekers and hiring officials alike, an opportunity to develop a better understanding of the challenges of moving into the tenure-system, the pressures on those in non-tenure track positions, and ultimately if making the change to tenure-track is worth it in the long-run.

Concurrent Sessions' Program Schedule by Day and Hour

Friday, October 20, 2017 at 3:30 PM to 5:00 PM (8 Sessions)

3:30 PM - 5:00 PM -- Friday, October 20, 2017

Location: Auditorium Building, Room 410

Session# 18 -- Paper Session – (*OB Track*) – Topic: **Trust / Organizational Citizenship / Mindfulness / Workplace Deviance**

Session Chair: **Megan Endres**, Eastern Michigan University
Discussant(s): **Kristina Bauer**, Illinois Institute of Technology

Ambiguity tolerance and trust under different conditions of uncertainty. **Megan Endres**, Eastern Michigan University; **Morgan Milner**, Eastern Michigan University; **Richard R. Camp**, Eastern Michigan University

Winning at all costs: An exploration of bottom-line mentality, Machiavellianism, and organizational citizenship behavior. **Gabi Eissa**, University of Wisconsin-Eau Claire; **Scott Lester**, University of Wisconsin-Eau Claire; **Rebecca Wyland**, University of Wisconsin-Eau Claire

****Best Paper Award Nomination** - Does mindfulness enhance the beneficial outcomes that accrue to employees with proactive personalities? **Saleh Bajaba**, King Abdulaziz University; **Bryan Fuller**, Louisiana Tech University; **Abdulah Bajaba**, Louisiana Tech University

The influence of work-family conflict on employee's workplace deviance behavior: moderation effect of personality. **Yan Liu**, West Virginia University Institute of Technology

3:30 PM - 5:00 PM -- Friday, October 20, 2017

Location: Auditorium Building, Room 308

Session# 27 -- Paper Session – (*Leadership & Ethics / Executive Series Tracks*) – Topic: **Individual Ethics, Ethical Leadership and Ethical Decision Making**

Session Chair: **Nancy Landreville**, University of Maryland University College
Discussant(s): **Soebin Jang**, University of Minnesota, Twin Cities & **Karen Dragish**, Cleveland State University

Understanding OCB-Deviance: Expanding Moral License Approaches with Individual Ethics. **Ashley Danielle Cooper**, Central Michigan University; **Alexandra E. MacDougall**, Central Michigan University; **John F. S. Bunch**, Central Michigan University; **Darel Clayton Hargrove**, Central Michigan University

The Effect of Regulatory Focus on Ethical Decision Making. **Ellen Gordon**, Ohio University; **Justice Solgos**, Ohio University; **Amy Taylor-Bianco**, Ohio University

****Sage Best Paper Award Winner** - Loyalty as Moral Glue in Korea? The Mediating Role of Affective Commitment in the Relationship between Ethical Leadership and Work Outcomes. **Junghyun (Jessie) Lee**, University of Michigan-Dearborn; **Jeewon Cho**, Oregon State University; **Rajnandini Pillai**, California State University-San Marcos

At the interface. **David O'Connell**; St. Ambrose University

3:30 PM - 5:00 PM -- Friday, October 20, 2017

Location: Auditorium Building, Room 316

Session# 33 -- PDW Session – (*MED Track*) – Topic: **Analytics Workshop -- Business Simulation**

PDW: Analytics Workshop with Scrimmage SIM Business Simulation

Panelists: Bret Wagner, Western Michigan University; **Decker Hains**, Western Michigan University

Focus: The proposed hands-on workshop will introduce participants to teaching analytics using the Scrimmage SIM Business Simulation as the source of data. The challenge with teaching analytics is that students do not understand the data set or the analytic tools. When the data are generated from a competitive simulation, students understand the underlying data and are motivated to use analytics tools to understand their performance and that of the competing teams.

3:30 PM - 5:00 PM -- Friday, October 20, 2017

Location: Auditorium Building, Room 330

Session# 41 -- Paper Session – (*ESEISB*) - **Product Innovation and Performance**

Track Chair(s): **Sajna Ibrahim**, University of Illinois at Chicago and **Shontarius D. Aikens**, Concordia College

Session Chair: **Elina Tang**, University of Illinois at Chicago

Discussant(s): **Tomas Thundiylil**, Central Michigan University

****Best Student Paper Award Winner** - The relationship between generational involvement and financial performance in family firms: A meta-analytic review. **Vasiliki Kosmidou**, University of Louisville.

Knowledge-Based Analysis of Novel Business Ideas. **Ugur Uygur**, Loyola University Chicago

Influencing Factors of Product Diversification and Innovation: An Exploration of Geographic Clustering and Product Breadth. **Pamela J. Harper**, Marist College

3:30 PM - 5:00 PM -- Friday, October 20, 2017

Location: Auditorium Building, Room 320

Session# 49 -- Paper Session – (*OD Track*) – Topic: **Challenges and Opportunities for Organization Development**

Session Chair: **Tanjia Coleman**, KinderCare Education

Discussant(s): **Gilles Guyot**, University of Minnesota

Examining the Direct and Indirect Effects of Employer-Supported Volunteerism, Employee Job Embeddedness, and Employee Intent to Quit: Using Employer-Supported Volunteerism to Support Organization Development. **Eric Grube**, Concordia University-Saint Paul; **Allan Bernard**, Wartburg College

The Clergy Sexual Abuse Crisis in the United States: Toward a Robust Multilevel Interactionist Lifespan Context, Process, Model, and Theory of Organizational Socialization, **John Tourangeau**, Benedictine University

Bringing social consciousness and responsibility beyond business. **Bryan McCusker**, Benedictine University

The Cross-Border M&A Post-Merger Integration in the Early Stage: A Comparison of China and Japan-US M&As. **Jiang (Charles) Chang**, Benedictine University

3:30 PM - 5:00 PM -- Friday, October 20, 2017

Location: Auditorium Building, Room 440

Session# 50 -- Panel/Symposium – (*OD Track*) – Topic: *How to Think Like a Scholar and Speak Like a Client – Bridging the Theory-Practice Divide with Boundary-Spanning Communication*

Organizer/Chair: **George W. Hay**, The Chicago School of Professional Psychology

Speakers/Presenters/Panelists:

George W. Hay, The Chicago School of Professional Psychology

Eric J. Sanders, Cardinal Stritch University

William (Bart) Brock, Concordia University-Wisconsin

Ramkrishnan (Ram) V. Tenkasi, Benedictine University

Focus: The purpose of this panel symposium is to demonstrate how change agents in multiple disciplines have made their expertise accessible and intelligible to clients. The panel symposium features vignettes of boundary work from the

professional careers of three experienced scholar-practitioners in different knowledge disciplines. The symposium provides multiple perspectives for attendees to view their boundary-spanning work and to learn more about the tools and processes that lead to effective communication and application across the theory-practice divide.

3:30 PM - 5:00 PM -- Friday, October 20, 2017

Location: Auditorium Building, Room 306

Session# 57 -- Paper Session – (TIR Track) - Diversity, Peer Coaching, Organizational Attractiveness and Culture

Session Chair: **Gary Wolbers, Illinois State University**

Discussant(s): **Drew Debrey, St. Ambrose University**

When does Diversity beget Diversity? Examining Through the Lens of Team Empowerment. **Arjun Mitra, UNIVERSITY of Illinois at Chicago**

A conjoint analysis of organizational factors, social values, and job attractiveness to potential employees. **Brian Crain, Webster University; Dustin Smith, Webster University**

****Best Paper Award Nomination - Antecedents to peer coaching: A thematic review of the literature. Marcia Hagen, Metropolitan State University; Katryna Johnson, Metropolitan State University; Crystal Fashant, Metropolitan State University**

An Analysis of Inmate Subcultures on Correctional Officers: An Ethnographic Approach. **Clifford J. Hill, Benedictine University**

3:30 PM - 5:00 PM -- Friday, October 20, 2017

Location: Auditorium Building, Room 320

Session# 61 -- Distinguished Panel – (RHCHM Track) – Topic: Policy Issues Regarding Real Estate Decisions and the Impact on Talent Management

Session Organizer/Moderator: **David Funk, Pasquinelli Chair in Real Estate, Marshall Bennett Institute of Real Estate, Roosevelt University**

Session Speakers: **David Funk, Pasquinelli Chair in Real Estate, Roosevelt University; Mary Bilbrey, Chief Human Resources Officer, Jones Lang LaSalle (JLL); Mark Momongan, Senior Director, Ferguson Partners; Suzanne Ethridge Cannon, Managing Principal, Cannon-Affiliates, Professor Emeritus, DePaul University Department of Real Estate; and Matthew Ward, Senior Managing Director, Newmark Knight Frank**

Focus: This panel will focus on the fact that real estate trends and market conditions have traditionally been viewed as external to the human resource and talent management functions. This panel brings together experts in the fields of real estate and talent management to examine the extent that real estate forces impact recruiting, retention, and talent management today. In this dynamic, thought-provoking session the causes of today's real estate trends, including housing challenges, are revealed, and the interconnections of housing, human capital, and economic development are forged. Real estate and policy can facilitate, or impede, company's human resource functions, and the panelists connect emerging real estate trends and future consequences for talent management.

5:15 PM – 9:30 PM Reception Friday, October 20 in Wabash 4th Floor. On Saturday, October 21, Breakfast from 7:30 AM to 9:15 AM in AUD 10th Floor Library with Dean's Panel.

Concurrent Sessions' Program Schedule by Day and Hour

9:30 AM – 11:00 AM -- Saturday, October 21, 2017 (4 Sessions)

9:30 AM – 11:00 AM -- Saturday, October 21, 2017

Location: Auditorium Building, Room 316

Session# 19 -- Paper Session – (OB Track) – Topic: Diversity: Antecedents & Consequences

Session Chair: **Jihyeon Kim**, University of Illinois at Urbana-Champaign
Discussant(s): **Jay Caulfield**, Marquette University & **Arjun Mitra**, University of Illinois at Chicago

Can diversity beget diversity? Favoritism threat and its effect on advocacy for similar others. **Denise Lewin Loyd**, University of Illinois at Urbana-Champaign; **Lisa M. Amoroso**, Dominican University

Perceptions of social loafing in groups: Role of conflict and emotions. **Satvir Singh**, Angelo State University; **Min Zhu**; **Prajya Vidyarthi**, University of Texas at El Paso; **Huaqing Wang**, Emporia State University

Checked and balanced: The role of group fault lines in ethical decision-making. **Jihyeon Kim**, University of Illinois at Urbana-Champaign; **Yekaterina Bezrukova**, University at Buffalo, The State University of New York (SUNY); **Ernie Wang**, University at Buffalo, SUNY; **Denise Lewin Loyd**, University of Illinois at Urbana-Champaign; **Chester Spell**, Rutgers University; **Hisham Said**, Santa Clara University

Host country national and expatriate relationship: The impact of nationality. **Arup Varma**, Loyola University-Chicago; **Biyun Hu**, Temple University; **Mengying Yu**, Rutgers University

9:30 AM – 11:00 AM – Saturday, October 21, 2017

Location: Auditorium Building, Room 410

Session# 51 -- Paper Session – (*OD Track*) – **Organization Development: Past and Present**

Session Chair: **John P. Orr**, Webster University
Discussant(s): **Gilles Guyot**, University of Minnesota

The Landscape of a Field: What 30 Years of Research in Organizational Change and Development Tells Us About OD. **Gretel Stock-Kupperman**, Benedictine University

Technological Job Loss: Opportunities for OD. **Donna L. Ogle**, Benedictine University

****Best Paper Award Nomination** - Eliciting Positive Reciprocity in Inter-Organizational Collaboration. **Namporn Thanetsunthorn**, Pennsylvania State University–Shenango; **Rattaphon Wuthisatian**, Southern Oregon University

The Flexible Firm: An Extended Model. **Lisa Machtemes**

9:30 AM – 11:00 AM -- Saturday, October 21, 2017

Location: Auditorium Building, Room 306

Session# 58 -- Paper Session – (*TIR Track*) - **Diversity, Peer Coaching, Organizational Attractiveness and Culture**

Session Chair: **Michele E. Yoder**, University of Michigan-Dearborn
Discussant(s): **David O'Connell**, St. Ambrose University

Trust me about trust: Foundations of trust and its significance for management and entrepreneurship. **Imran Syed**, Ball State University

Organizing Decisions, Context and Motivation Among Sole Founder Firms. **Ronda Smith**, Ball State University

The Role of Human Capital on Female Immigrant Entrepreneurship in the US. **Claudia Gomez**, Kent State University at Stark; **Paola Gomez-Coronado**, Equinox SA de CV

Entrepreneurial Improvisational Bricolage, A Facilitator or Deterrent of Small Firm Growth? **Cameron Full**, St. Ambrose University

9:30 AM – 11:00 AM – Saturday, October 21, 2017

Location: Auditorium Building, Room 308

Session# 62 -- Paper Session – (*RHCHM Track*) – **Hospitality Customer Review and Millennial Job Choices**

Session Chair: **Carol B. Brown**, Roosevelt University
Discussant(s): **Richard J. Tarpey**, Middle Tennessee State University

The influence of financial stress and perceived fit on millennials' job choice decision in the hospitality industry. **Chih-Lun (Alan) Yen**, Ball State University; **Kalee Miller**, Ball State University; **Rachel Atherton**, Ball State University

The Effects of Hotel Attribute Performance on eWOM Behaviors. **Chih-Lun (Alan) Yen**, Ball State University; **Chun-Hung (Hugo) Tang**, Purdue University

Attention, Sense making and Knowledge Creation in Strategic Management Research. **Jyoti P. Gupta**, University of Kentucky

Concurrent Sessions' Program Schedule by Day and Hour

11:10 AM– 12:35 PM -- Saturday, October 21, 2017 (8 Sessions)

11:10 AM– 12:35 PM -- Saturday, October 21, 2017 Sessions

Location: Auditorium Building, Room 420

Session# 20 -- Paper Session – (*OB Track*) – Topic: **Abusive Supervision / Blame / Race / Work Engagement**

Session Chair: **Janet Meyer**, St. Ambrose University
Discussant(s): **Prajya Vidyarthi**, University of Texas at El Paso

The effects of abusive supervision on employees' psychological contracts. **Janet Meyer**, St. Ambrose University

Taking the heat or passing the buck: Leaders' external acknowledgments of blame and credit following diffuse organizational outcomes. **Jasmine M. Huang**, Washington University-St. Louis

Beyond race: The interplay of race and acculturation on leader perception. **Raquel Mendizabal Martell**, Southern Illinois University-Carbondale; **Meera Komarraju**, Southern Illinois University-Carbondale

****Best Paper Award Nomination** - Work engagement and task performance: A mediated moderation model. **Ye Dai**, Southern Illinois University-Carbondale; **Min Carter**, Southern Illinois University-Carbondale; **Aric Wilhau**, Southern Illinois University-Carbondale

11:10 AM– 12:35 PM -- Saturday, October 21, 2017

Location: Auditorium Building, Room 330

Session# 24 -- Paper Session – (*HR Track*) – Topic: **HR in the Brave New World**

Session Chair: **Lisa M. Amoroso**, Dominican University
Discussant(s): **Henry Williams**, Purdue University-Northwest & **Debra Orr**, Roosevelt University

****Best Paper Award Nomination** - An Examination of how Human Resource Practices can be Utilized to Help Attract and Retain the Newest Members of the Workforce. **Joy Duffe**, Pearson.

Political Ideology and Performance Management: Investigation of an Implicit Bias in Performance Assessment. **Drew Debrey**, St. Ambrose University and **Arun Pillutla**, St. Ambrose University

Host Country Nationals' Willingness to Support Expatriate: A Policy Capturing Approach. **Biyun Hu**, Temple University; **Arup Varma**, Loyola University Chicago; **Mengying Yu**, Loyola University Chicago

They posted what? Recruiter use of social media for selection. **Kevin Henderson**, University of St. Thomas

11:10 AM– 12:35 PM -- Saturday, October 21, 2017

Location: Auditorium Building, Room 440

Session# 28 -- Paper Session – (*Leadership & Ethics Track*) –Topic: **Antecedents and Perceptions of Leadership**

Session Chair: **Shalei Simms**, State University at New York (SUNY)-Old Westbury

Discussant(s): **Bret Richards**, Creighton University

Emerging Leaders: The “Leader as Hero” Paradigm Prevails. **Jay Caulfield**, Marquette University

Examining the “Exchange” in Leader-Member Exchange: A Social Exchange Perspective. **Anjali Chaudhry**, Dominican University; **Robert Liden**, University of Illinois at Chicago

Integrating the Sport Management and Business Management Literatures: Capturing the Dynamics of NCAA Athletics. **Timothy Harper**, Skidmore College; **Neil Sinclair**, Middlebury College; **Jeffrey Segrave**, Skidmore College

****Best Paper Award Nomination** - Acting with the Best of Intentions... Or Not: A Typology and Model of Impression Management in Leadership. **Jessica Peck**, Kent State University; **Mary Hogue**, Kent State University

11:10 AM– 12:35 PM -- Saturday, October 21, 2017

Location: Auditorium Building, Room 308

Session# 38 -- Paper Session – (*SOT Track*) – Topic: **Governance, Resources and Performance**

Session Chair: **Gary Wolbers**, Illinois State University

Discussant(s): **Dinesh N. Iyer**, Rutgers University-Camden

How Can I Handle This? When CEO and Board Chair are In Conflict: A Resource Dependence Perspective. **Rawia Ahmed**, The University of Texas at El Paso; **Mengge Li**, The University of Texas at El Paso

Where Do Heterogeneous Expectations Come From? The Misvaluation Curse of Unique Resources. **Ipek Koparan**, Kent State University; **Ilgaz Arikan**, Kent State University

Business Leader’s Political Appointment and Firm Performance-A Study on Chinese State and Private-Owned Enterprises. **Xiaoyu Yang**, University of Wisconsin-Milwaukee; **Romila Singh**, University of Wisconsin-Milwaukee; **Zheng Cheng**, University of Wisconsin-Milwaukee

****Best Paper Award Nomination** - Fit to be Tied: Using Contracts Strategically to Ensure Partner Performance. **Susan Perkins**, University of Illinois–Chicago; **Mary-Hunter McDonnell**, Wharton School - University of Pennsylvania; **Edward Zajac**, Kellogg School of Management - Northwestern University

11:10 AM– 12:35 PM -- Saturday, October 21, 2017

Location: Auditorium Building, Room 320

Session# 42 -- Paper Session – (*ESEISB Track*) – Topic: **Organizational Formation / Emergence / Process**

Session Chair: **Sajna Ibrahim**, University of Illinois at Chicago

Discussant(s): **John F. S. Bunch**, Central Michigan University

****Best Paper Award Nomination** - Technology Similarity, Bargaining Power, and Corporate Venture Capital Investment Formation. **Moonsik Shin**, Purdue University; **Umit Ozmel**, Purdue University; **Tony Tong**, University of Colorado, Boulder

The Interaction Effects of Earlier Experiences and Uncertainties on the Speed of Organizational Emergence -An Empirical Test among Nascent Entrepreneurs. **Maija Renko**, University of Illinois at Chicago; **Erno T. Tornikoski**, Grenoble Ecole de Management

The Measurement and Evaluation of Technology by Comparing Process and Co-Variation Methodologies: An Exploratory Study of Key Indicators of Medical Technologies. **Elie Geisler**, Illinois Institute of Technology; **Giuseppe Turchetti**, Institute of Management - Scuola Superiore Sant'Anna

11:10 AM– 12:35 PM -- Saturday, October 21, 2017

Location: Auditorium Building, Room 316

Session# 52 -- Panel – (OD Track) – The Changing Nature of Employee Motivation, Engagement and Performance

Organizers/Panelists:

Sheila Boysen, Lewis University

Mike Cherry, Lewis University

Scott Kerth, Lewis University

Keith Lavine, Lewis University

Lesley Page, Lewis University

11:10 AM– 12:35 PM -- Saturday, October 21, 2017

Location: Auditorium Building, Room 326

Session# 59 -- Paper Session – (TIR Track) - Personality, Citizenship and Decision-making

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

Discussant(s): **David O'Connell**, St. Ambrose University

Evil?... or Just Self-focused? Dark Triad Personality Characteristics and Their Implications for Management and Entrepreneurship. **Imran Syed**, Ball State University

How Perceived Organizational Politics Mediates the Relationship between Job Autonomy and Citizenship Behaviors. **Tae Seok Yang**, Western Illinois University; **Alankrita Pandey**, Eastern Michigan University; **Yin-Chi Liao**, Western Illinois University

Undergraduate Academic Psychological Capital (PsyCap). **Ronda Smith**, Ball State University; **Benjamin “Ben” Blackford**, Northwest Missouri State University; **Curt Beck**, Concordia University

Maximizing Decision Making Style and Managerial Effectiveness: Understanding how Maximizing and Locus of Control Impact Managers' Performance on the Job

Brandon Soltwisch, University of Northern Colorado; **Keiko Krahnke**, University of Northern Colorado

11:10 AM– 12:35 PM -- Saturday, October 21, 2017

Location: Auditorium Building, Room 410

Session# 65 -- PDW Session – Learning Old Ways of Conversation for a New World

Presenters: **Deborah Colwill**, Trinity Evangelical Divinity School; **Yulee Lee**, Trinity Evangelical Divinity School; **Trevor Cox**, Trinity Evangelical Divinity School

Focus: Advancing inclusive collaboration among members of global organizations or diverse classroom environments requires the collective ability to dialogue well. As such, educators and organizational leaders have the opportunity to intentionally foster meaningful learning environments through the attitudes, practices and skills of dialogue. In this PDW participants will interact around this important leadership and teaching capacity of dialogue by exploring questions such as: “What is dialogue and why is needed?” “How does dialogue differ from other modes of communication?” “How do you prepare for and lead dialogue with others?” “What happens during dialogue?” We hope to share our different, yet personal, knowledge of the theory and practice of dialogue as well as glean wisdom from the participants.

12:35 PM – 1:50 PM Informal Lunch with Table Topics (Salad, Soup, and Sandwich with Refreshments and Dessert) in AUD Fainman Lounge

Concurrent Sessions' Program Schedule by Day and Hour

2:00 PM – 3:30 PM -- Saturday, October 21, 2017 (8 Sessions)

2:00 PM – 3:30 PM -- Saturday, October 21, 2017 Sessions

Location: Auditorium Building, Room 440

Session# 21 -- Paper Session – (*OB Track*) – Topic: **Humor / Autonomous Motivation / Job Autonomy**

Session Chair: **Karen Bartuch**, DePaul University

Discussant(s): **Arup Varma**, Loyola University-Chicago

Funny business: The effects of humor on hiring decisions. **Karen Bartuch**, DePaul University; **Tammy Higgins**, DePaul University; **Brandon Hendrix**, DePaul University; **Alyssa Westring**, DePaul University

Promoting employees' will to use new skills: An examination of a mechanism facilitating autonomous motivation. **Pimsiri Aroonsri**, University of Minnesota; **David Chritesen**, University of Minnesota

Job autonomy and citizenship behavior: A moderated mediation model. **Tae Seok Yang**, Western Illinois University; **Alankrita Pandey**, Eastern Michigan University; **Yin-Chi Liao**, Western Illinois University

2:00 PM – 3:30 PM 2:00 PM– 3:30 PM -- Saturday, October 21, 2017

Location: Auditorium Building, Room 426

Session# 25 -- Paper Session – (*HRM Track*) – Topic: **Variation, Asymmetry, and Contingent Work Arrangement**

Session Chair: **Smriti Anand**, Illinois Institute of Technology

Discussant(s): **Alan Yen**, Ball State University & **Sheila Boysen**, Professional Success Coaching

Information Asymmetry in Relational Contracts: I-deals Differentiation to Individual & Team Effectiveness Relationship as an Exemplar. **Smriti Anand**, Illinois Institute of Technology

Explaining Variation in Who Gets Punished in the Aftermath of Misconduct. **Pooria Assadi**, Simon Fraser University

****Best Paper Award Nomination** - Contingent Work Arrangements in the Technology and Project Management Fields: Transformation from Full-time Company Employees to Contingent Workers. **Lori Brown**, Pearson

2:00 PM – 3:30 PM 2:00 PM– 3:30 PM -- Saturday, October 21, 2017

Location: Auditorium Building, Room 316

Session# 29 -- Paper Session – (*Leadership & Ethics Track*) –Topic: **Transformational Leadership**

Session Chair: **Maria Malayter**, The Chicago School of Professional Psychology

Discussant(s): **Jay Caufield**, Marquette University

Leadership and the Supplemental Instruction Leader. **Adrian James**, Purdue University Northwest; **Susan Connors**, Purdue University Northwest; **Lori Moore**, Texas A&M University

Facilitating Management Innovation: The Influential Role of Matrix Organization Structure and Transformational Leadership. **Mardy Leathers**, Webster University; **Ece Tuncel**, Webster University

Leadership as Easy as Humble Pie. **William Schleckser**, Webster University; **Julie Palmer**, Webster University

A Content Analysis of Charismatic Rhetoric during the 2016 Presidential Election Campaign Cycle. **Rachel Seitz**, Wright State University; **Sharon Heilmann**, Wright State University

Can You Lead? Only if You Believe You Can: Building the Confidence to Lead. **Tracey Sigler**, Northern Kentucky University; **Kenneth Rhee**, University of Wisconsin-La Crosse

2:00 PM – 3:30 PM – Saturday, October 21, 2017

Location: Auditorium Building, Room 410

Session# 34 -- Paper Session – (*MED Track*) – Topic: **Bridging the Gap of Theory and Practice**

Session Chair: **David O'Connell**, St. Ambrose University
Discussant(s): **Ranjan Karri**, University of Illinois-Springfield

Approaches to Studying in Business Courses: Student Samples in China, Kuwait, and USA. **Marcelline Fusilier**, Lewis University; **John Russell**, American University of Kuwait; **Robin Bhattacharya**; American University of Kuwait; **Rafiqul Bhuyan**, American University of Kuwait; **Ian Gladding**, Lewis University; **Shan Lin**, Lewis University; **Shuai Yang**, Donghua University

Student Perceptions of a Hybrid Live Case: An empirical study. **Timothy Harper**, Skidmore College; **Barbara Norelli**, Skidmore College; **Melanie Brandston**, M.M. Brandston Consulting Inc.; **Mary Taber**, United University Professions

The Fuzzy DBA Line: Knowledge Transfer and Transformation. **David O'Connell**, St. Ambrose University

Do Students Really Learn from Second Chances? Outcomes of Allowing a “Redo” in Simulation Based Learning. **Brent Opall**, University of Wisconsin-Eau Claire; **Kristy Lauver**, University of Wisconsin-Eau Claire

2:00 PM – 3:30 PM – Saturday, October 21, 2017

Location: Auditorium Building, Room 330

Session# 43 -- Paper Session – (*ESEISB Track*) – Topic: **Entrepreneurial Intention / Social Entrepreneurship / Individualism and Collectivism**

Track Chair(s): **Sajna Ibrahim**, University of Illinois at Chicago, **Shontarius D. Aikens**, Concordia College
Session Chair: **Charmon Williams**, The Chicago School of Professional Psychology
Discussant(s): **John F. S. Bunch**, Central Michigan University

Entrepreneurial Intentions: ‘I Think I Can’ Or ‘I Think I Will’? **Joshua Bazy**, University of the Incarnate Word; **Adam Smith**, Indiana University-Kokomo; **Teresa Harrison**, University of the Incarnate Word

****Best Paper Award Nomination** - Social Entrepreneurship in Faith-Based Nonprofits: The Integration of Faith and Business for Sustainable Social Impact. **Christine Beech**, University of Maryland University College

The Impact of Motivational Factors Towards Entrepreneurial Intention. **Riaheen Farzana**, Southern Illinois University-Carbondale

Organizational culture and entrepreneurial orientation: Orthogonal view on individualism and collectivism, **YoungGeun Lee**, Iowa State University; **Patrick Kreiser**, Iowa State University

2:00 PM – 3:30 PM – Saturday, October 21, 2017

Location: Auditorium Building, Room 420

Session# 53 -- Panel – (*OD Track*) – Topic: **Fundamentals of Succession Planning: Parallels across Industries**

Facilitator: Tanjia Coleman, KinderCare Education

Organizers/Panelists:

Jessica “DJ” Himstedt, University of Illinois Hospital and Health System
Daniel Jostes, USACE Lakes and Rivers Division
Col (Ret) Russ Barnes, Benedictine University
Agnes Therady, Cook County Hospital

LTC (Ret) Donald Harris, Benedictine University
Jiayi "Elizabeth" Yu, Chang-Chuan (Dalian) Healthcare Industry Investment Co., Ltd.

Focus: Succession planning serves as an exceptional way to understand the mission and vision of the organization and its ability to achieve that mission and vision as perceived by its senior leadership team. In the panel discussion succession planning tools and techniques will be described. The panel will explain how these tools integrate into the strategic OD thought process as discussed by Jelinek & Litterer and how these tools can help to imbed change behaviors, as described by Kerber and Buono (2005) and Worley, Hitchens and Ross (1996), into the organizational culture.

2:00 PM – 3:30 PM -- Saturday, October 21, 2017

Location: Auditorium Building, Room 308

Session# 66 -- PDW Session – Engage with Us! Exploring Experiential Activities

Organizers: **Ronda M. Smith**, Ball State University; **Benjamin “Ben” Blackford**, Northwest Missouri State University; **Shannon Juergens**, Grand View University

Presenters: **Ronda M. Smith**, Ball State University; **Benjamin “Ben” Blackford**, Northwest Missouri State University; **Shannon Juergens**, Grand View University; **Curt Beck**, Concordia University; **Imran Syed**, Ball State University; **Nick Bartkoski**, Ball State University; **Carla Flores**, Ball State University

Focus: Engage with Us! Experiential activities add value to the student experience by offering practical experiences and serve to more fully engage students in their learning experience. We have assembled six experiential activities that can be deployed in management courses that we would like to share with you! Come learn how we have employed exercises such as an Executive Board Meeting, the Collegiate Leadership Competition, Compensating of Expatriates, The Carpenter Strategy Toolbox and the Global Alliance game, Speed Networking and Management Simulations in our classrooms. The attendees will rotate across six topic tables based on their interests and share information.

Concurrent Sessions’ Program Schedule by Day and Hour

3:40 PM – 5:10 PM -- Saturday, October 21, 2017 (4 Sessions)

3:40 PM – 5:10 PM -- Saturday, October 21, 2017

Location: Auditorium Building, Room 308

Session# 35 -- Panel Session – (*MED Track*) – Topic: **Teaching How to Manage Idiosyncratic Deals Through an Experiential Exercise**

Panelists: Smriti Anand, Illinois Institute of Technology; **Elizabeth Durango-Cohen**, Illinois Institute of Technology

Focus: The panelist will present a framework to teach business students how to manage employee’s specific customized work arrangements, also known as idiosyncratic deals (i-deals). These deals are an increasingly popular component of the contemporary employee-organization relationship. The panel draw on employment relationship and team literature to show the long-term costs and benefits of using i-deals for the entire workgroup. We also demonstrate the implications of ending an i-deal. Through excel-based analyses we attempt to explain the effects of human resource management decisions associated with i-deals, and hiring and firing of employees on workgroups and the organization. We believe our analytical approach will leave a lasting impression on both undergraduate and graduate students in business and shape their management style in future.

3:40 PM – 5:10 PM -- Saturday, October 21, 2017

Location: Auditorium Building, Room 316

Session# 39 -- Paper Session – (*SOT Track*) – Topic: **Organizational code, Managerial experience, and Entrepreneurial motivation**

Track Chair(s): **Dinesh N. Iyer**, Rutgers University-Camden

Session Chair: **Benjamin Blackford**, Northwest Missouri State University

Discussant(s): **Jyoti P. Gupta**, University of Kentucky

Creating Linguistic Impressions: Language as a Mechanism to (Re)Build a Firm's Organizational Code. **Emily Bulger**, University of Pittsburgh

Involuntary Turnover as a Precursor to Entrepreneurship. **Olubukunola "Bukky" Akinsanmi**, University of Wisconsin-Madison

Where the stars still shine. **Jongsoo "Jays" Kim**, Purdue University

3:40 PM – 5:10 PM -- Saturday, October 21, 2017

Location: Auditorium Building, Room 326

Session# 45 -- Paper Session – (*SCIR Track*) – Topic: **Supply Chain and Interorganizational Relationships**

Session Chair: **Furkan A. Gur**, Northern Illinois University

Discussant(s): **Jeffrey Adams**, Roosevelt University

The Moderating Effect of Gender Diversity on the Relationship Between Supply Chain Practice and Firm Performance. **Riaheen Farzana**, Southern Illinois University-Carbondale

A Critical Review of Buyer-Supplier Relationship Dissolution: Common Themes and Future Research Directions. **Yi-Su Chen**, University of Michigan-Dearborn

Setting the Stage for Interorganizational Relations: Organizational Field and Relationship Characteristics. **Furkan A. Gur**, Northern Illinois University; **Thomas Greckhamer**, Louisiana State University

The Chicken or The Egg? Tackling the Temporal Precedence Between Relationship Quality and Product Quality. **Yi-Su Chen**, University of Michigan-Dearborn; **Hung-Chung Su**, University of Michigan-Dearborn; **Young Ro**, University of Michigan-Dearborn

3:40 PM – 5:10 PM 3:40 PM – 5:10 PM – Saturday, October 21, 2017

Location: Auditorium Building, Room 320

Session# 54 -- Panel – (*OD Track*) – Topic: **Halting the Skid: Why Businesses Fail and What to Do to Stop the Failures**

Organizers: **Therese Yaeger**, Benedictine University and **Peter Sorensen**, Benedictine University

Panelists:

Shavonne Ekeledo, Benedictine University

Ellen Winter, Benedictine University

Col. (Ret) Russ Barnes, Benedictine University

LTC (Ret) Donald Harris, Benedictine University

Focus: Often people think the term 'family businesses are synonymous with the "mom and pop" corner stores. In reality, family businesses vary in size and are often the backbone of the economy. Yet, approximately 70% of family businesses fail by the second generation of ownership. Through their research, the panel authors have found that family-owned and Black-owned businesses fail at a higher rate compared with nonfamily and nonblack owned businesses. This panel will discuss why these businesses fail at increased rates and how organizational design strategies can help these types of business continue to sustain operations.

Participation Index & Sessions Featured

The participation index helps the authors, presenters, discussants, and session chairs locate the session(s) in which they are featured. Listed below are the participants' names (alphabetized by first name), session numbers, and lastly where appropriate, sessions or activities without session numbers. According to the latter and in the case of Track Chairs, their tracks are identified. In the case of distinguished speakers or panelists without session numbers, their sessions are identified.

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Research, Teaching and Service to Improve our Future”***

The 2018 MAM conference theme is inspired by the first nonstop solo transatlantic flight made by Charles Lindberg in a single engine airplane named “The Spirit of St. Louis.” The airplane was a result of the collaborative efforts of managers, designers, engineers, mechanics, and supporters working together for the same goal. Likewise, academics, practitioners, civic leaders, etc. must collaborate to enhance our research, teaching and service and make it relevant and meaningful to improve our communities in this global economy.



**Submission Deadline:
June 25, 2018**

Please plan to attend the MAM’s 61st annual meeting in St. Louis, Missouri. 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 2018 event.

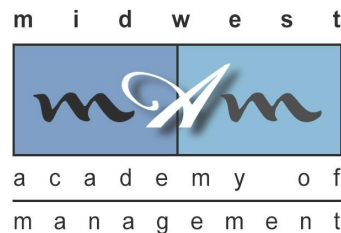
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Millicent Nelson
2018 MAM Conference Program Chair
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The Midwest Academy of Management (MAM) was founded in 1957 and is the oldest of the regional affiliates of the national Academy of Management. 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.



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