



2018 MAM PROGRAM SESSIONS

ABSTRACTS FOR PAPER, SYMPOSIUM AND PDW SESSIONS CAN BE ACCESSED USING THIS LINK IN YOUR BROWSER: <http://bit.ly/2018Proceedings>

THE SCHEDULE OF SESSIONS FOR THE PROGRAM CAN ALSO BE ACCESSED ON THE MAM WEBSITE: www.midwestacademyofmanagement.org

FRIDAY, OCTOBER 12TH

7:30-9:00 AM BREAKFAST – WESTIN PROMENADE ABC

KEYNOTE DISTINGUISHED SPEAKER, DR. MILES K. DAVIS, PRESIDENT, LINFIELD COLLEGE

9:15-10:30 AM

Session 1: Westin-Plaza B

PDW: Taking Experiential Learning to the Next Level

Sally Sledge, Norfolk State University

Angela Miles, North Carolina Central University

This session will include presentations and discussions on experiential learning at the college level. Faculty will learn ways to incorporate or improve experiential learning in their courses via service learning, internships, study abroad and independent study. The interactive workshop will allow participants to share their successes and challenges with current assignments as well as get and give feedback on other assignments. The goal will be to increase student learning, engagement, commitment and course satisfaction by making these assignments valuable and rewarding for all involved.

FRIDAY, OCTOBER 12TH

9:15-10:30 AM

Session 2: Westin-Plaza A

SCOM-Paper Session: Service and Technology

Session Chair: Yi-Su Chen; University of Michigan-Dearborn

Discussant: Young Ro; University of Michigan-Dearborn

Set Me Up for Success: Servicescape, the Psychological Contract, and Service Quality Perceptions

Aric Wilhau, Southern Illinois University at Carbondale

Examination of Acceptance Factors of Electronic Supply Chain Management (e-SCM) Procurement Systems within the U.S. Automotive Industry

Joseph Joyce, Michigan State University

Dorothy McAllen, Eastern Michigan University

Abubaker Haddud, Eastern Michigan University

The Impact of Firm Resources on Innovation Decisions and Performance Outcomes

W. Keith Story, California State University, Fresno

George Deitz, University of Memphis

R. Glenn Richey, Auburn University

Session 3: Westin-Commerce A

HRC-Paper Session: Recruitment, Succession, & Downsizing

Session Chair/Discussant: Joanna Davis, Augustana College

Technology-Based Recruitment Approaches of an American Multinational Company (AMNC): Theoretical and Practical Implication

Tessema Mussie, Winona State University

Madison Bowe, Winona State University

Taylor Burg, Winona State University

***How CEOs with Higher Levels of Narcissism Affect the CEO Succession Process**

Ormonde Cragun, University of Minnesota-Duluth

*** Best Paper**

Conceptualizing How Different Downsizing Agents Approach Organizational Change

Kiranjit Saggu, University of Guelph

Nita Chhinzer, University of Guelph

FRIDAY, OCTOBER 12TH

9:15-10:30 AM

Session 4: Westin: Commerce B

OB-Paper Session: Good News, Mediation, and Religion in the Workplace

Session Chair/Discussant: Araceli Hernandez, Northwest Missouri State University

Managing Orthodoxy: How Religion Influences Ethics and Strategies of Small Business Owners

Alex Hill, Eastern Illinois University

Joshua Harden, Eastern Illinois University

Christopher Adams, Eastern Illinois University

The Effects of Meditation on Resilience and its Proposed Influences in the Workplace

Christopher Adams, Eastern Illinois University

Alex Hill, Eastern Illinois University

Joshua Harden, Eastern Illinois University

The Effects of Power-Associated Words on Employees' Goal Orientations in Communicating Good News versus Bad News

Agnes Zdaniuk, University of Guelph

Barbara Leavitt, University of Guelph

Simon Oppedisano, University of Guelph

Session 5: Westin-Carriage

PDW: Electronic Health Record Improving Access

Khaled Alzoubi, Lewis University

Scott Kerth, Lewis University

Daisy Sherry, Lewis University

Jeffrey Trask, Lewis University

Session 6: Westin-Concourse A

OD-Paper Session: Improving our Future: OD Global Issues

Chair: Peter Sorensen, Benedictine University

Discussant: Therese Yaeger, Benedictine University

A Quantitative Study of Emotional Intelligence and Leadership Effectiveness of NGO Managers in Two Different Cultures (Jordan and United States)

Ehab Salamah, The Chicago School of Professional Psychology

Trends Impacting Transnational Business Education: Challenges to the West

F. Robert Buchanan, Indiana University of Pennsylvania

Measuring the Success of Organization Development (OD): Culture-based trust determinants

Namporn Thanetsunthorn, Pennsylvania State University

Rattaphon Wuthisatian, Southern Oregon University

FRIDAY, OCTOBER 12TH

9:15-10:30 AM

Session 7: Westin-Cupples Ballroom B

EI: Symposium - In the Trenches with Budding Entrepreneurs: 5 Teachers' Thoughts and Approaches

Shontarius D. Aikens, Concordia College
Barb Heller, South Dakota State University
Onnolee Nordstrom, North Dakota State University
Tim O. Peterson, North Dakota State University
Craig Silvernagel, South Dakota State University

Session 8: Westin-Concourse B

OD-Panel: Global Organization Development Research Through Academics and Practitioners

Chair: Tanjia Coleman, Benedictine University
Discussant: Bryan McCusker, HFI Manufacturing

Gerald Baraza, Shoreline Containers Inc.
Michael O'Hara, Benedictine University Doctoral Student
Dina Puthenpurakal, Benedictine University Doctoral Student
Janell C. Whaley, Benedictine University Doctoral Student

The applicability and effectiveness of OD in countries and cultures outside of the United States have been a recent subject of debate. This panel of global experts will present Organization Development through the lens of cross cultural opportunities and possibilities.

Session 9: Westin-Cupples Ballroom A

LE-Paper Session: Corporate and Social Responsibility

Session Chair: Jay Caulfield, Marquette
Discussant: Christine Beech, Saint Mary's University of Minnesota

Corporate Social Responsibility and Executive Compensation: Evidence from a Natural Experiment

Anup Menon Nandialath, University of Wisconsin La Crosse
Ai Ting Goh, HEC Paris

Exploration of Drivers Of Leader Personal Social Responsibility

Pamela Harper, Marist
Timothy Harper, Skidmore

Small Company, Good Reputation: The Role of Stakeholders in CSR Activities

Brent Opall, University of Wisconsin–Eau Claire
Nancy Hanson-Rasmussen, University of Wisconsin–Eau Claire

FRIDAY, OCTOBER 12TH

9:15-10:30 AM

Session 10: Westin-Cupples Ballroom C

PDW: The Spirit of Community: Developing Academic Reviewer Skills for Improving Academic Citizenship

Jennifer Schultz, St. Mary's University (MN)

Hui Wang, St. Mary's University (MN)

Tracy Porter, Cleveland State University

Claudette Peterson, North Dakota State University

Michelle Fleig-Palmer, University of Nebraska-Kearney

Bart Sharp, Northern Illinois University

This professional development workshop (PDW) will provide participants with an intentional and mindful academic reviewing overview and rationale for peer reviewing, as well as, procedural ideas for meaningful reviews (i.e., reading, thinking, comments, organizing and decisions) along with content considerations, developmental frameworks and collegiality aspects.

FRIDAY, OCTOBER 12TH

10:45 A.M. – 12 NOON

Session 1: Westin-Plaza A

DI-Paper Session: Familiar Yet Contemporary Issues

Session Chair: David Kaplan, St. Louis University

Discussant: Uzonna Olumba, Clinical Professor, Benedictine University

Green Life Health Incorporated (“GLHI”) Teaching Case and Teaching Note

Jalisa Williams, Westfield State University

Timothy Harper, Skidmore College

Barbara Norelli - Skidmore College

Mary Taber - New York State University

Hair Matters: Toward Understanding Natural Black Hair Bias in the Workplace

Gail Dawson, University of Tennessee at Chattanooga

Katherine Karl, University of Tennessee at Chattanooga

Joy Peluchette, Lindenwood University

Problems and Solutions for Adults with Attention-Deficit/Hyperactivity Disorder in the Workplace

Shelia Hyde, University of Texas at Arlington

Shifting Power: #MeToo as a Social Movement to Change Individuals, Organizations, and Society

Myrtle Bell, University of Texas at Arlington

Joy Leopold, Webster University

Jason Lambert, Texas Woman's University

Ifeyimika Ogunyomi, University of Texas at Arlington

Session 2: Westin-Carriage

MEH-PDW: Flipping the Script and the Classroom through Active Learning Pedagogy

Jennifer Collins, Florida A&M University

This session focuses on incorporating innovative, impactful, and affordable active learning strategies that allows for the type of student interaction and participation that prepare them for careers and life-long learning. This interactive session allows participants to learn how to design the “Flipped Classroom” to engage digital learners. The session will entail: examining current research on student learning, discussing the benefits of the “flipped” classroom, and engaging in active learning strategies.

FRIDAY, OCTOBER 12TH

10:45 A.M. – 12 NOON

Session 3: Westin- Commerce A

TIR-Short Papers: Emerging Topics in Leadership

Session Chair: Natasha Randle

Something We Can Agree On: Paradoxical Leader Behaviors and Leader Member Exchange Congruence

Aric Wilhau, Southern Illinois University at Carbondale

The Impact of Taoist Big 5 Leadership on Employee Commitment to Change: A Consideration for Western Change Environment

Jason Horn, Webster University

Steward-Leader versus Agent-Leader? Leader / Follower Relationships and the Impact on Knowledge Transfer

Michelle Fleig-Palmer, University of Nebraska-Kearney

David K. Palmer, South Dakota State University

Session 4: Westin-Cupples Ballroom C

LE-Paper Session: Top Leaders in Organizations

Session Chair/Discussant: Brent Opall, University of Wisconsin–Eau Claire

Can Powerful Boards Increase Firm Innovativeness When Faced With Exploitative CEOs?

Abdulah Bajaba, Louisiana Tech University

Saleh Bajaba, King Abdulaziz University

CEO Background and Human Rights

Howard Jean-Denis, University of Massachusetts Amherst

Emotional Intelligence in the Decision Making Process of the Military Leadership

Sonia Aguilar, Fort Hayes State University

Babu George, Fort Hayes State University

FRIDAY, OCTOBER 12TH

10:45 A.M. – 12 NOON

Session 5: Westin-Cupples Ballroom A

OD-Panel Symposium: Organization Development and Teams: The Spirit Of Community

Chair: Peter Sorensen/ Benedictine University

Discussant: Therese Yaeger/ Benedictine University

Panelists:

Karen Dombrowski, Dabir

Gabriel Lopez, Gartner

Susan M. Rebner, Datavail

Mark Richards, Northwestern Mutual

Robert Shorty, Starbucks Coffee Company

Session 6: Westin-Commerce B

BPS-Paper Session: Celebrity, Power, and the Effect of Relationships in Organizations

Session Chair: Allan Bernard, Wartburg College

Discussant: Richard Howey, University of Minnesota

Does CEO Origin and Power Matter in the Composition of TMT?

Alec Zama, Grand View University

Arun Pillutla, St. Ambrose University

Rethinking CEO Celebrity: Toward a Network Based View

Jyoti P. Gupta, University of Kentucky

The importance of social capital in Dynamic Managerial Capabilities (DMC): How and why relationships matter in M&A integrations

Kris Irwin, University of Alabama

Session 7: Westin-Plaza B

PDW - Experiential Exercise Exchange: The Triple E for Teaching Impact!

Ronda Smith, Ball State University

Ben Blackford, Northwest Missouri State University

Shannon Juergens, Grand View University

Imran Syed, Ball State University

Carla Flores, Ball State University

Alan Yen, Ball State University

Curt Beck, Concordia University

Tim Peterson, North Dakota State University

Dave O'Connell, St. Ambrose University

Brandon Soltwisch, University of Northern Colorado

FRIDAY, OCTOBER 12TH

10:45 A.M. – 12 NOON

Session 8: Westin-Concourse A

FEATURED COMMUNITY SPEAKER SESSION: Erica Richardson and the Promise Zone

Erica Richardson is the Executive Director of the St. Louis Promise Zone at St. Louis Economic Development Partnership. She has lead the Nation's largest Promise Zone since 2015. The Promise Zone works with federal, state and local policy makers and community leaders to execute its six goals — increase economic activity, increase workforce readiness, improve educational outcomes, improve health & wellness, reduce serious & violent crime and develop sustainable communities. Erica is a 15 year professional with experience working in disinvested communities and implementing economic development opportunities for the St. Louis Region. She has overseen numerous projects and initiatives and participated on collaborative teams that have built momentum and progress in revitalization in areas totaling over \$4.4b.

Session 9: Westin-Concourse B

PDW -- Leadership Training: Power, Politics and Influence at one US Federal Government Agency

Judith Gebhardt, Washington University in St. Louis

Since 2002, the US Office of Personnel Management's (OPM) Federal Human Capital Survey, which assesses leadership effectiveness, employee satisfaction and organizational efficacy, yields data for decision-making. In 2002, 50% of employees surveyed found federal government leadership to be deficient. This workshop will include an overview of the FBI's philosophies relative to leadership development/ training and specifically focus on power, politics, and influence.

FRIDAY, OCTOBER 12TH

10:45 A.M. – 12 NOON

Session 10: Westin-Cupples Ballroom B

TIR-Short Papers: Trends in Teaching and Higher Education

Session Chair: Rajani Pillai

Simulations as a Teaching Tool in Business Education: Their Value, Historical Use, and Selection and Implementation

Author 1: Carolyn Wiley, Roosevelt University, Heller College of Business

Engaging Students with Competitive Computer Simulations

Jennifer Schultz, Utah Valley University

Paige Gardiner, Utah Valley University

Kezia Herman Mkwizu, The Open University of Tanzania

Impacting Female Student Confidence in a Business School Womens' Social Network: A Pilot Study

Jennifer Schultz, Utah Valley University

Sandy Cook, Utah Valley University

Katie Allen, Utah Valley University

Mikki O'Conner, Utah Valley University

The Impact of a Public University Acquiring a For-Profit Institution: An Exploration of Strategy, Legality, Governance, and Organizational Culture

Henry Williams, Purdue University Northwest

Adrian James, Park University

Shontrai Irving, Purdue University Northwest

Wei He, Purdue University Northwest

Susan Conners, Purdue University Northwest

FRIDAY, OCTOBER 12TH

**12:15-2:00 P.M. RECOGNITION & AWARDS LUNCHEON – PROMENADE ABC
DISTINGUISHED COMMUNITY SPEAKER, YVONNE S. SPARKS
ASSISTANT VICE PRESIDENT, FEDERAL RESERVE BANK OF ST. LOUIS**

2:15 – 3:30 p.m.

Session 1: Westin-Plaza A

BPS-Paper Session: Entering Emerging Markets

Session Chair: Allan Bernard, Wartburg College

Discussant: Jyoti P. Gupta, University of Kentucky

Internationalization of Authentic Firms Using Preservation Capabilities

Ipek Koparan, Kent State

Effect of Crime on Export Intensity of Emerging Market Firms

Mona Bahl, Illinois State University

MNE-NGO partnerships that facilitate developing country market entry

Juanita Trusty, California State University

Session 2: Westin-Commerce A

MEH- Panel Symposium: Collaboration in Teaching and Research

Building and Maintaining Strong Classroom-Community Partnerships: The Good, the Bad, and the Ugly

Session Chair: Edward Brown, Alabama A&M University

The Automation of Social Science

Clark Johnson, Saint Louis University

Brittney Bauer, Saint Louis University

Fred Niederman, Saint Louis University

Session 3: Westin-Plaza B

SCOM: Symposium on Blockchain and its Impact on Management Education

Impact of Blockchain Algorithms on Management Education: A Collaborative Exploration

Panelists:

Firasat Khan, Metropolitan State University

Erik Westgard, Metropolitan State University

Richard Howey, University of Minnesota

Susan Misterek, Metropolitan State University

Theodore Wallerstedt, Metropolitan State University

Michael O'Connor, Metropolitan State University

FRIDAY, OCTOBER 12TH

2:15 – 3:30 p.m.

Session 4: Westin-Carriage

LE Symposium: Veterans Outreach: Harnessing Higher Education and Business.

Moderator: John P. Orr, Webster University, FOCUS Marine Foundation

Panelists:

Norm Harriman, Vice President of Development, FOCUS Marine Foundation

Darcella Craven, Executive Director of Veterans Business Resource Center

Kenneth Lynch, local representative to Employer Support of Guard and Reserves

In an era of perpetual war, veterans face special challenges in returning to civilian life. This panel will address the lessons of engaging veterans as college students and as employees, as well as other related issues.

Session 5: Westin-Commerce B

EI: Paper Session: Small Business Operations and Entrepreneurial Behavior

Session Chair: Richard Moran, University of Wisconsin – Superior

Discussant: Ifeyimika Ogunyomi, University of Texas at Arlington

Small business operations: Potential links between owner personality and choices entrepreneurial behavior

Aric Wilhau, Southern Illinois University at Carbondale

Lender ownership structure and small business credit constraints

Jaume Franquesa, Ohio Northern University

David Vera, California State University, Fresno

Discriminatory Business Practices and Business Growth: An Exploratory Study

Natasha Conley, Case Western Reserve University

Diana Bilimoria, Case Western Reserve University

James Gaskin, Brigham Young University

Entrepreneurial Team Conflict and Cohesion: A Meta-Analytic Structural Equation Modeling

Sangok Yoo, University of Minnesota

Jin Lee, Texas A&M University

Yunsoo Lee, Korea University

Shaker Zahra, University of Minnesota

FRIDAY, OCTOBER 12TH

2:15 – 3:30 p.m.

Session 6: Westin Concourse A

HRC-Paper Session: Investigations into interpersonal relationships at work

Session Chair: Thomas Kramer, University of Texas at Tyler

Discussant: Adrian James, Park University

Workplace Romances: It's Not All Negative

Jennifer Nevers, St. Ambrose University

Sexual Harassment of Teenage Workers

Susan Stewart, Western Illinois University - Quad Cities

The Dark Side of Using Social Networking Sites for Professional Networking: A Descriptive Study

Joanna Davis, Augustana College

Session 7: Westin Concourse B

LE-Paper Session: New Possibilities in the Field of Leadership

Session Chair: Howard Jean-Denis, University of Massachusetts Amherst

Moral Mindfulness: Laying the Groundwork for Exploring Relationships Between Mindfulness and Moral Attentiveness in College Students

Alex Hill, Eastern Illinois University

Christopher Adams, Eastern Illinois University

Joshua Harden, Eastern Illinois University

Team Sky: A cautionary case of co-leadership

Christopher Thomas, Saint Louis University

David Kaplan, Saint Louis University

Anastasios Kaburakis, Saint Louis University

Transcending Tradition: An Examination of the Potential Benefits and Risks of Compassionate Leadership

Ellen Reilly, Davenport Community Schools

The inner TENSION of Leadership

Ranjan Karri, University of Illinois Springfield

Hao Ma, National School of Development, Peking University

FRIDAY, OCTOBER 12TH

2:15 – 3:30 p.m.

Session 8: Westin-Cupples Ballroom B

FEATURED COMMUNITY SPEAKER SESSION: Executive Leadership and Diversity

Malaika Horne, PhD, University of Missouri-St. Louis

Founding director of the Executive Leadership Consortium at the University of Missouri-St. Louis, Dr. Malaika Horne is an academic writer and a journalist writing extensively on topics from politics, health, social causes to women's issues. She recently served on the editorial board of the Journal of Diversity in Higher Education and is currently a contributing writer for the on-line publication, Arts Today. Dr. Horne founded and chaired the Chancellor's Cultural Diversity Initiative from 2004 to 2011. She created a student radio show, The University World View, a diversity program interviewing specialists in the field. She has taught undergraduate and graduate courses at Webster University and the University of Missouri-St. Louis. Dr. Horne has a post-doctoral degree in Epidemiology and Bios-statistics from Washington University School of Medicine; a doctoral degree in Public Policy from St. Louis University; a M.A. from St. Louis University in Urban Affairs and a B.A. in Sociology from the University of Missouri-St. Louis.

Session 9: Westin Cupples Ballroom A

USASBE Symposium: Trends in Entrepreneurship Education: Creating a Dynamic Entrepreneurship Classroom

Organizers:

Jerome Katz, St. Louis University

SherRhonda Gibbs, University of Southern Mississippi

Speakers/Participants:

Jerome Katz, St. Louis University

Sharon Simmons, University of Missouri Kansas City

Entrepreneurship education experts from the United States Association for Small Business and Entrepreneurship share best practices, techniques and approaches to entrepreneurship education, teaching, and learning. Midwest Academy of Management members learn innovative pedagogical techniques to create a dynamic and engaged entrepreneurship classroom. Panelists discuss current practices (e.g. cross-campus entrepreneurship education, experiential education, using entrepreneurs in classes) in entrepreneurship education, provide information on how symposium attendees can stay current in the latest trends in entrepreneurship education. The symposium encourages interaction with and between attendees through Q & A and experiential learning exercises that can be brought back to the classroom. Both management and entrepreneurship scholars benefit from the session which demonstrates ways to maximize engagement in the classroom.

FRIDAY, OCTOBER 12TH

2:15 – 3:30 p.m.

Session 10: Westin Cupples Ballroom C

Sponsor Featured PDW: The Case Centre

Scott Andrews

Eric Aldrich

This expert-led professional development workshop (PDW) run by The Case Centre is an invaluable opportunity for delegates to find out more about case writing. It is suitable for those who are fairly new to case writing as well as more experienced case writers who are looking for fresh ideas and insights. The Case Centre is renowned worldwide for its range of case method workshops, all run by internationally respected case method experts, including award-winning teachers and writers. Have you recently started writing cases? Would you like to learn more about the essential tools and techniques required to write effective cases? Or are you an experienced case writer looking for innovative ideas and fresh inspiration? If so, this PDW run by The Case Centre is for you.

FRIDAY, OCTOBER 12TH

3:45 – 5:00 p.m.

Session 1: Westin-Carriage

Webster University Scholarship Showcase: Using Canvas to Harmonize a Team-Taught Doctoral Course

DMGT 7300 Team: John P. Orr, Eric Rhiney, Ece Tuncel and Dustin Smith

When Webster's Management faculty overhauled their Doctor of Management program, they shifted the initial course, Foundations of Management Research, to a team-teaching format. Review of the initial four-professor offering revealed coordination problems which hurt class continuity. Part of the solution involved enhancing in-course coordination with the Canvas support system. Canvas fostered new capabilities, such as uniform but flexible weekly assignment rubrics, and the ability for team consultation on term project grading. The team panelists will illustrate the structures and coordinating devices of the course, and then have an open discussion with the audience on team teaching and employment of Canvas or similar systems.

Session 2: Westin-Commerce B

PDW -- Everything You Wanted to Know, but Were Afraid to Ask: The Shift from PhD Student to the Classroom

Ronda Smith, Ball State University

Ben Blackford, Northwest Missouri State University

Shannon Juergens, Grand View University

Michelle Fleig-Palmer, University of Nebraska at Kearney

Alan Yen, Ball State University

Imran Syed, Ball State University

Nick Bartkoski, Ball State University

Araceli Hernandez, Northwest Missouri State University

Brandon Soltwisch, University of Northern Colorado

Carla Flores, Ball State University

This professional development workshop was developed to provide junior faculty and doctoral students a forum to explore best practices, recommendations, and suggestions to help them in the classroom during the early portion of their careers. This PDW brings together panelists that are at various points in their own careers with a range of backgrounds to help provide the broadest experience possible to attendees. Some topics the PDW will address include assessing students, designing courses, and identifying teaching tools, all within the context of effectively completing a doctoral program or beginning to progress towards tenure

FRIDAY, OCTOBER 12TH

3:45 – 5:00 p.m.

Session 3: Westin-Plaza A

OD Paper Session: Organization Development and Agents of Change

Chair: George Hay, Chicago School of Professional Psychology

Discussant: Bryan McCusker, HFI Manufacturing

Trust and Unethical Practices: The positive role of corporations

Namporn Thanetsunthorn, Pennsylvania State University

Rattaphon Wuthisatian, Southern Oregon University

Creating and Supporting Working Mother Effectiveness with Social Networks

Jennifer Schultz, St. Mary's University (MN)

Management in Human and Societal Development: "Images of Organization Analysis"

Kenneth Chukwuba, Southwest Minnesota State University

Session 4: Westin-Plaza B

MEH-Symposium: Collaboration in Teaching and Research

Session Chair: Edward Brown, Alabama A&M University

Great Jobs: Great Lives: Putting Gallup's Student Engagement Research into Practice

Tim Peterson, North Dakota State University

Ronda Smith, Ball State University

Shontarious Aikens, Concordia College

Curt Beck, Concordia College

Carla Flores, Ball State University

Claudette Person, North Dakota State University

Jennifer Schultz, Utah Valley University

Ben Blackford, Northwest Missouri University

Mitchell Fleig-Palme, University of Nebraska Kearney

Alan Yen, Ball State University

In the study by Gallup and Purdue, Great Jobs: Great Lives, we find out that faculty members make a great difference in alums work engagement and wellbeing. The purpose of this session is to bring together those who are interested in applying recent Gallup research on student engagement to their campuses, colleges and classrooms. The content of the study has action items for educators of all disciplines and administration at all levels.

FRIDAY, OCTOBER 12TH

3:45 – 5:00 p.m.

Session 5: Westin-Commerce A

EI Paper Session: Collaboration, creativity and angel investors

Chair: Jaume Franquesa, Ohio Northern University

Discussant: Ranjan Karri, University of Illinois Springfield

Angel Investor Motivation as a Predictor of Investment Evaluation

Kevin Taylor, DePaul University

Developing A Franchise In the Gig Economy

Ifeyimika Ogunyomi, University of Texas at Arlington

A Confident Culture for Creativity? Creative Self-Efficacy and Innovation Behavior Moderated by Perception of Culture: Millennials vs. Generation Xers

Karen Bartuch, DePaul University

Session 6: Westin-Concourse A

TIR-SHORT PAPERS: Emerging Topics in Culture

Session Chair: Hong Ren, University of Wisconsin -Milwaukee

The Role of Organizational Culture in the Process of Resource Reconfiguration

Ann Lazare, Saint Ambrose University

Exploring the effect of training on equitable access to employment: A gendered perspective

Nicole Young, Franklin & Marshall College

Jakari Griffith, Bridgewater State University

Kemi Anazodo, Brock University

#METOO Movement and Why this is a Matter of Diversity for Organizations

Tanjia Coleman, Reimagine Organization Development, Inc.

Conflict and Motivation in Equine Competition

Mikala Cecola, William Woods University

Stephen Forsha, William Woods University

FRIDAY, OCTOBER 12TH

3:45 – 5:00 p.m.

Session 7: Westin-Concourse B

BPS-Paper Session: Executive Compensation and Management Behaviors

Session Chair: Mona Bahl, Illinois State University

Discussant: Douglas Micklich, Illinois State University

The dynamics of pay effect on executive turnover in politically embedded firms

Ke Gong, Oklahoma State University

Be General or Be Scarce: A Study of CFO Compensation in the Financial Industry

Cameron Borgholthaus, University of Nebraska-Lincoln

An Economic Analysis of Management Behavior in Allocating Data as a Firm-Level Resource in Business Enterprises

Richard Howey, University of Minnesota

Session 8: Westin-Cupples Ballroom A

OD Panel Symposium: Collaborating Through Extant Research: Current OD and Change Topics

Session Chair: Therese Yaeger, Benedictine University

Discussant: Peter Sorensen, Benedictine University

Nicole Hobbs, Benedictine University Doctoral Student

Dan Lichter, Midwestern University

Erica Sokol, Naperville Area Humane Society

Lionel Sweeny, HS Partners INC

Sonia Watson, College of DuPage

Tekiae Warren, Accenture Consulting Division

Opportunities for collaboration in OD research abound. Existing data on OD and change topics involve more contemporary topics such as technology, appreciative inquiry and not-profit organization research. The concept of culture plays a major role in shaping the customs and practices that occur within organizations. The concepts of culture and behavioral science technology will be the primary focus for the five panelists in this session.

FRIDAY, OCTOBER 12TH

3:45 – 5:00 p.m.

Session 9: Westin-Cupples Ballroom C

EI- Symposium: Developing Strategy for Entrepreneurs through Academic-Practitioner Collaborations

Richard Moran, University of Wisconsin – Superior

Allan Bernard, Wartburg College

Crystal Fashant, Metropolitan State University

Marcia Hagen, Metropolitan State University

Rachel Lundbohm, University of Minnesota Crookston

5:15-6:30 P.M. BUSINESS MEETING & RECEPTION– PROMENADE ABC

2018 MIDWEST ACADEMY OF MANAGEMENT CONFERENCE SCHEDULE

SATURDAY, OCTOBER 13TH

7:30-9:00 AM BREAKFAST – KEYNOTE DISTINGUISHED SPEAKER, DR. QUINETTA M. ROBERSON, 2018-2019 VICE PRESIDENT AND PROGRAM CHAIR, ACADEMY OF MANAGEMENT

9:15-10:30 AM

Session 1: Westin-Plaza B

OB-Paper Session: Organizational Citizenship, Social Loafing, Self-Management, and Culture

Session Chair & Discussant: Wooyang Kim, Minnesota State University, Moorhead

The Relationship between Organizational Citizenship Behaviors Perceived by Customers and the Consequences of These Behaviors: A Test of an Integrative Path Model

Wooyang Kim, Minnesota State University, Moorhead

Donald Hantula, Temple University

James Hunt, Temple University

Person and environment antecedents of workplace group social loafing behavior

Aric Wilhau, Southern Illinois University at Carbondale

Self-Management and Work Performance: A Cross-Cultural Study

Jane Wheeler, Bowling Green State University

Amelia Carr, Bowling Green State University

AmNet Teaching Case & Teaching Note

Timothy Harper, Skidmore College

Barbara Norelli, Skidmore College

Melanie Brandston, MM Brandston Consulting LLC.

Mary Taber, New York State

SATURDAY, OCTOBER 13TH

9:15-10:30 AM

Session 2: Westin-Concourse A

OD-Paper Session: Collaborative Efforts in OD: CSR, Ethics and Justice

Chair: Janet Kirby, Consultant

Discussant: Dawn Newman, Consultant

Perceptions of Organizational Justice in Times of Change: A Review of Quantitative Studies

Thomas Kramer, The University of Texas at Tyler

The Role of HRD Regarding CSR in the Sharing Economy

Tasha S. Hart-Mrema, University of Minnesota, Twin Cities

Dennis W. Paetzel, University of Minnesota, Twin Cities

How not to Change a Name: Organization Name Change and Rebranding In the Age of Employee Driven Change

Anthony Adamgbo, OD Network-St. Louis

Session 3: Westin-Concourse B

FEATURED COMMUNITY SPEAKER SESSION: Entrepreneurship and the Golf Industry

Moderator: Joe Roberts, Webster University

Panelists: Doug Schulte, PGA Pro, Co-owner of Backspin Golf in O'Fallon, IL

Ed LeBeau, PGA Pro, Owner of Heartland Golf Schools in Waterloo, IL, Singapore and Thailand

The St. Louis area was dazzled by the phenomenal PGA Championship held at Bellerive CC in August. The multi-sector golf industry, however, involves many smaller operations which bring golf to everyday people. Dr. Joe Roberts, director of the Entrepreneurship program in Webster's George Herbert Walker School of Business & Technology, will facilitate a discussion of the entrepreneurial aspects of the sport.

Session 4: Westin-Commerce A

PDW - Surviving the Need for Research Productivity in High-Demand Teaching Conditions

Shontarius Aikens, Concordia College

Brandon Soltwisch, University of Northern Colorado

Rajani Ganesh Pillai, North Dakota State University

Arun Pillutla, St. Ambrose University

Michelle Hong, North Dakota State University

Chanchai Tangpong, North Dakota State University

Tim Peterson, North Dakota State University

This PDW is intended to respond to the real but quiet need in our profession to maintain research productivity under high-demand teaching (HDT) conditions. This PDW brings together several faculty members who are currently working under HDT conditions or have been successful in coping with such challenges and advanced in their career. They will be the panelists sharing their first-hand experiences, strategies, and approaches regarding managing these dual demands.

SATURDAY, OCTOBER 13TH

9:15-10:30 AM

Session 5: Westin-Commerce B

LE: Servant Leadership, Social Entrepreneurs and Social Challenges

Session Chair/Discussant: Anup Menon Nandialath, University of Wisconsin La Crosse

The Relationship between Servant Leadership Style and the Perception of Project Success within the Information Technology Context

Allan Bernard, Wartburg College

Leadership as an Art within the Context of Wicked Social Problems

Jay Caulfield, Marquette University

Bret Richards, Creighton University

Session 6: Westin-Cupples Ballroom B

PDW: Practitioners as Professors: Sharing Their Practical and Tactical Added Value

Ronda Smith, Ball State University

Ben Blackford, Northwest Missouri State University

Tim Peterson, North Dakota State University

Carla Flores, Ball State University

Hector Flores, Ball State University

Shannon Juergens, Grand View University

Karen Bartuch, DePaul University/Sandstorm Design

This session is designed to engage the practitioners in our organization in a dialogue with our other members about the opportunities, challenges, benefits and added value they bring to a management curriculum. Whether your practice is full-time and your teaching is part-time or vice versa, come join the conversation. Perhaps you are new to teaching and would like to hear how others have brought practice into the classroom, then this session is for you!

SATURDAY, OCTOBER 13TH

9:15-10:30 AM

Session 7: Westin-Cupples Ballroom C

OD-Panel Symposium: Multigenerational Communities and Engagement

Sheila Boysen, Lewis University

Mike Cherry, Lewis University

Marcelline Fusilier, Lewis University

Scott Kerth, Lewis University

Dawn Schneider, Lewis University

Today's multigenerational workforce and evolving technology call for the examination of approaches to praxis to ensure our academic theories resonate with Millennials and Gen Z and have practical applications and outcomes in the modern organizational environment. Our panel will look at the newest entrants into the workforce with the aim of offering insights on how to educate, engage, integrate and lead this diverse group. Data on this generation's approaches to learning will also be discussed.

Session 8: Westin-Cupples Ballroom A

HRC-Paper Session: Pay & Related Issues

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

**Pay Communication Revisited: Why Pay Transparency, Pay Openness, and Pay Secrecy are Not All the Same*

Esther Lamarre, University of Texas at Arlington

Shelia Hyde, University of Texas at Arlington

***Best Student Paper**

The Impact of Minimum Wage Shock in the Accommodation and Food Services Industry in Canada

Nita Chhinzer, University of Guelph

The Tradeoff in Job Choice Decision: The Role of Individual's Financial Stress on Fit and Salary

Alan Yen, Ball State University

SATURDAY, OCTOBER 13TH

10:45-12:00 noon

Session 1: Westin-Plaza A

BPS-Paper Session: Resource-based view in Strategic Decision Making

Session Chair: Jyoti P. Gupta, University of Kentucky

Discussant: Richard Howey, University of Minnesota

Strategic organizational change and big data analytics-A multi-lens framework

Tushar Ravindra Shah, University of Texas Arlington

Decision Making in Private Lending: The Role of Adaptive Learning in Strategic Resource Movement

Mark Fellhauer, Webster University

John Orr, Webster University

The Role of Information in the Resource-Based View: A Theoretical and Empirical Perspective

Jaideep Anand, Ohio State University

Anup Menon Nandialath, University of Wisconsin La Crosse

Shaohua Lu, Santa Clara University

Valuation in Strategic Factor Markets under Risk and Uncertainty

Ipek Koparan, Kent State University

Ilgaz Arikan, Kent State University

Asli Arikan, Kent State University

Session 2: Westin-Commerce A

BPS-Paper Symposium: Organizational Decline and Turnaround: Recurring Challenges

Session Chair: Mona Bahl, Illinois State University

Discussant: Allan Bernard, Wartburg College

William McKinnley, Southern Illinois University Carbondale

Seemantini Pathak, University of Missouri, St. Louis

Chanchai Tangpong, North Dakota State University

Derek Lehmberg, North Dakota State University

Organizational decline and the need to turn declining organizations around are recurring challenges facing many organizations, for-profit and non-profit alike, in today's changing environments. The proposed symposium aims at increasing the audience's understanding of technological discontinuities in relation to organizational decline and strategic change as an organizational response to the decline problems.

SATURDAY, OCTOBER 13TH

10:45-12:00 noon

Session 3: Westin-Commerce B

OD-Panel: Exploring the Promise of the Managing Use of Self Framework

Co-chair: George W. Hay, The Chicago School of Professional Psychology, Chicago, Illinois

Co-chair: David W. Jamieson, University of St. Thomas, Minneapolis, Minnesota

Panelists:

Nicole Zwiag Daly, University of St. Thomas, Minneapolis, Minnesota

Dennis John, The Chicago School of Professional Psychology, Chicago, Illinois

Eric J. Sanders, Cardinal Stritch University, Milwaukee, Wisconsin

The purpose of this symposium is to explore the promise of the Managing Use of Self Framework (Jamieson, D., Auron, M., & Shechtman, D., 2010). There will be two paths to the exploration. The first path will present research-based empirical insights related to the model. Here research results are discussed that examine the antecedents and consequences of the Use of Self. The second path will present conceptual insights related to the model. Here other conceptual models that involve personal agency are examined from a Use of Self perspective.

Session 4: Westin-Concourse A

HCH/LE:-Paper Session: Healthcare & Leadership

Session Chair/Discussant: Anthony Iaquinto, Cleveland State University

Impact of Followers in Health Care Institutions: Some Propositions

Brian Rook, North Dakota State University

Tim Peterson, North Dakota State University

Claudette Peterson, North Dakota State University

Strategic Differentiation of High-Tech Services in Local Hospital Markets

Hanh Trinh, University of Wisconsin-Milwaukee

Hospital Characteristics Associated with HIPAA Breaches

Michele Heath, Cleveland State University

Tracy H. Porter, Cleveland State University

Geoffrey Silvera, Auburn University

Social Entrepreneurs as Servant Leaders: Revealing the Implied Nature of Power in Servant Leadership

Devi Akella, Albany State University, GA

Niveen Eid, Birzeit University

SATURDAY, OCTOBER 13TH

10:45-12:00 noon

Session 5: Westin-Concourse B

OD-Panel Symposium: OD Opportunities to Improve Our Future

Session Chair: Janet Kirby, Consultant

Discussant: Bryan McCusker, HFI Manufacturing

Presenters:

Tammy Ferrin, Attain, LLC

Anjylla Foster, Museum of Science and Industry

Robert Reinhard, Drahnier Enterprises

Lisa Finucane, Benedictine University Doctoral Student

This panel presents how three different industries can be more effective by incorporating Organization Development components. Three presenters will present OD opportunities from three different perspectives – the military, workforce development and artificial intelligence.

Session 6: Westin- Plaza B

OB-Paper Session: Conflict and Stress in Organizations

Session Chair/Discussant: Lorianne Mitchell, East Tennessee State University

Conflict Management at Work

Maria Hamdani, The University of Akron

Najma Hamdani, Central Oklahoma Mental Health Center

Defensive Pessimism and Sensemaking in High-Stress Crises

Stephen Forsha, William Woods University

Self-efficacy, Anxiety, Information Sharing, and Conflict on Virtual Team Creativity: A Theoretical Review

Dawna Moore, Webster University

Julie Palmer, Webster University

How and When Does Surface Acting Spur Work-Family Conflict? Assessing the Role of Emotional Exhaustion, Job Anxiety, and Education

Shazia Nauman, Riphah International University

Ameer A. Basit, Information Technology University

Hassan Imam, Riphah International University

SATURDAY, OCTOBER 13TH

10:45-12:00 noon

Session 7: Westin-Carriage

MEH Panel Symposium: Building and Maintaining Strong Classroom-Community Partnerships: The Good, the Bad, and the Ugly

Session Chair: Jennifer Collins, Florida A&M University

Marcia Hagen, Metropolitan State University

Rick Moran, University of Wisconsin – Superior

Rachel Lundbohm, University of Minnesota Crookston

Firasat Khan, Metropolitan State University

Eric Grube, Concordia University

Crystal Saric Fashant, Metropolitan State University

Rebecca “Becky” Evan, Cargill Corp.

The idea of developing partnerships between community members—local, state, regional and beyond—and universities has been a part of the educational experience for students for many years. This panel symposium seeks to provide some insight into the nature of classroom-community partnerships.

Session 8: Westin-Cupples Ballroom C

PDW: Getting involved is SO easy that choosing might be difficult!

MAM Board Members:

Ronda Smith, Ball State University

Tim Peterson, North Dakota State University

Carolyn Wiley, Roosevelt University

Chanchai Tangpong, North Dakota State University

Millicent Nelson, Middle Tennessee State University

Ben Blackford, Northwest Missouri State University

Bart Sharp, Northern Illinois University

Arun Pillutla, St. Ambrose University

Beth Polin, Eastern Kentucky University

Brandon Soltwisch, University of Northern Colorado

John Orr, Webster University

Ranjan Kerri, University of Illinois Springfield

Kem Gambrell, Gonzaga University

Young Ro, University of Michigan-Dearborn

Karen Bartuch, DePaul University

You come to the meeting, you present a paper and you look around at those who are serving and leading, and think, “I can do that!” Perhaps you want to add to your vita of professional service or experience, we can help with that! Come to this session where current and past leaders (elected, appointed and volunteers) will share how they got involved in the Midwest Academy of Management.

SATURDAY, OCTOBER 13TH

10:45-12:00 noon

Session 9: Westin-Cupples Ballroom A

MEH- Symposium: Short-term Study Abroad Trips: Insight on Trip Logistics and Course Assignments from Experienced Faculty

Joy Peluchette, Lindenwood University

Katherine Karl, University of Tennessee at Chattanooga

Nancy Day, University of Missouri at Kansas City

Peter Gordon, Southeast Missouri State University

Karolina Schneider, Lindenwood University

To better prepare students for the global marketplace, many universities are offering short-term study abroad trips to enhance students' understanding of both the cultural and business complexities of doing business in an overseas setting. The purpose of this symposium is to share information about different frameworks for how a short-term study abroad trip can be designed and to engage participants in a discussion of some activities or assignments that build global competency.