

m i d w e s t



a c a d e m y o f

m a n a g e m e n t

# Midwest Academy of Management 62<sup>nd</sup> Annual Meeting

## 2019 Conference Program

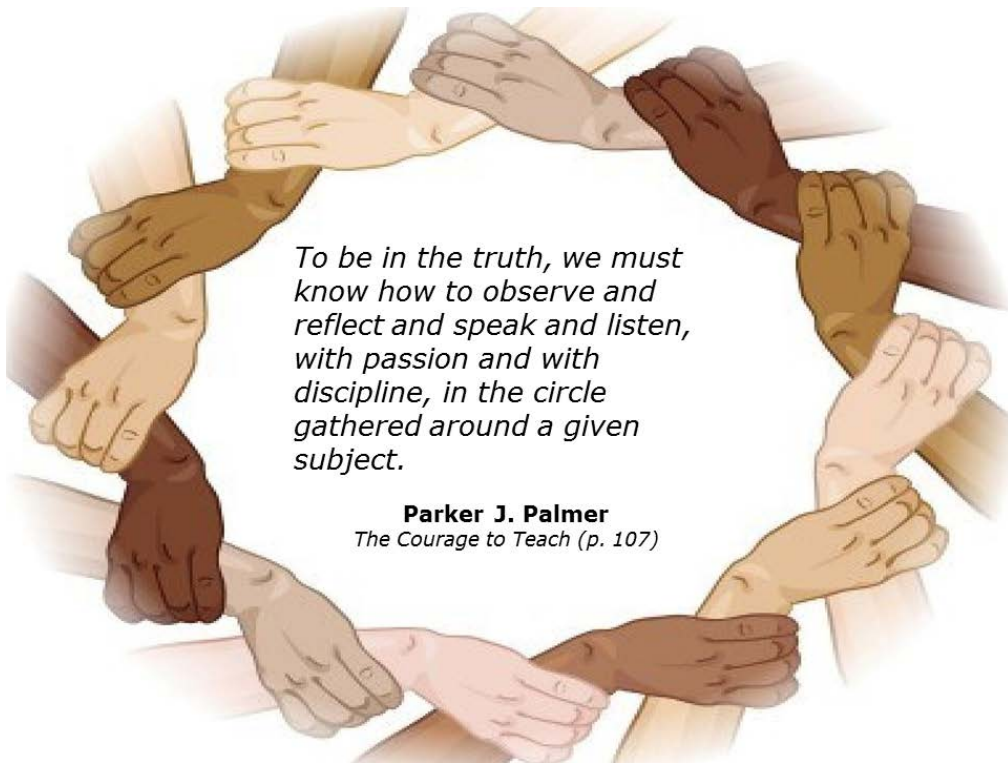
*Developing the Whole Professor  
in order to Change the Organizational World*



**Omaha, Nebraska  
October 10-12, 2019**

# The 62<sup>nd</sup> Annual Meeting of the Midwest Academy of Management

## *Developing the Whole Professor in order to Change the Organizational World*



*To be in the truth, we must know how to observe and reflect and speak and listen, with passion and with discipline, in the circle gathered around a given subject.*

**Parker J. Palmer**

*The Courage to Teach (p. 107)*

m i d w e s t



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m a n a g e m e n t

# Table of Contents

Our Host City and Institution	3
President's Welcome	4
Program Chair's Welcome	5
Program at Glance	6
Conference Site	7
Conference Sponsors	8
Midwest Academy of Management Board of Governors	10
Past Presidents	11
Conference Organizing Team	12
Conference Tracks and Track Chairs	13
2019 Midwest Academy of Management Conference Reviewers	14
Past Midwest Scholars	16
Midwest Scholar Recognition	17
Midwest Distinguished Industry Speakers	18
Best Paper Award Winners	19
Program Schedule by Day	
Thursday Program	20
Friday Program	21
Saturday Program	38
Participation Index	46
	Inside
	Back
Announcement of the 63 <sup>rd</sup> Annual MAM Meeting	Cover



# Omaha – Our Host City



## College of Business Administration University of Nebraska Omaha Our Host Institution





# Welcome to the 62<sup>nd</sup> Annual Meeting of the Midwest Academy of Management

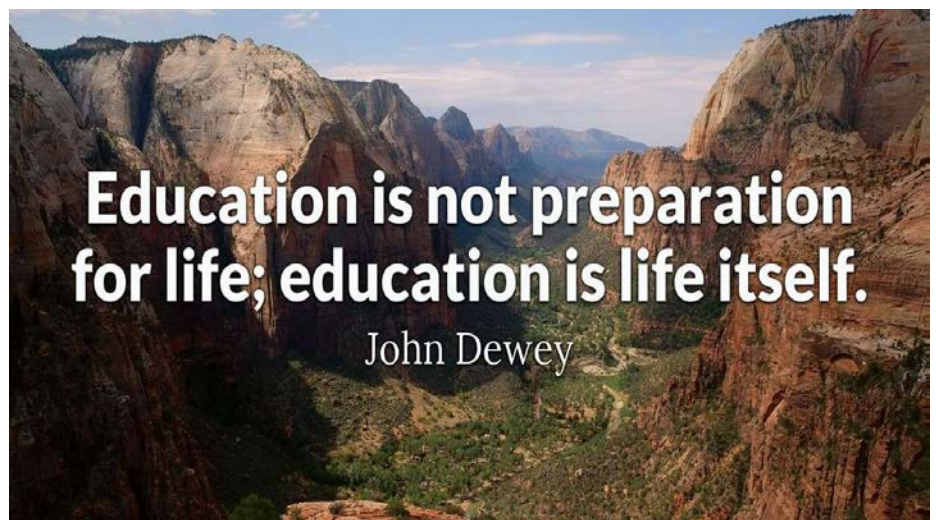
You are here because you chose to attend the conference for the oldest regional affiliate of the Academy of Management. The Midwest Academy of Management (MWAOM) was founded in 1957 and the conference has a reputation for being friendly and accessible. We are happy you are here and look forward to talking, meeting and fellowshiping with you. Please take advantage of the many opportunities to revive your passion for research, teaching and service with our paper sessions, symposia, and professional development workshops. Be invigorated by our quality keynote speakers at breakfast/lunch and attend the business meeting to get more information about MWAOM and how you can become involved. Visit the tables for our vendors and learn more about products and services that could make a difference in your work. Network with new and old friends to build relationships and make plans for future endeavors. After you do all these things, I believe you will be far better for having spent this time with us.

Best wishes,

*Millicent F. Nelson*

Millicent F. Nelson, PhD

President, Midwest Academy of Management



# Welcome to the 62<sup>nd</sup> Annual Meeting of the Midwest Academy of Management

On behalf of the Midwest Academy of Management Board of Governors, welcome to the 62<sup>th</sup> Annual Meeting in Omaha, Nebraska. Our theme this year, ***Developing the Whole Professor in Order to Change the Organizational World***, is inspired by a conversation with a colleague. He was expressing that we need to be scholarly teachers as well as research scholars. I added that we also need to serve our profession, our university, our college, and our department. As we talked, the phrase *Developing the Whole Professor* continued to cross my mind. Later as I sat looking at the phrase typed on my screen, I realized the reason we have to develop the whole professor is because that is what allows us to change the organizational world through our teaching, our research, and our service.

Many people played a significant role in creating this program, and I am thankful for their contributions. Some of those people contribute in the forms of serving as track chairs, reviewers, session chairs, and invited speakers. Others have provided helped with the site coordination. Of course many have served as authors, panelists, and workshop participants to provide the scholarly option of the program. We also have those who willingly agreed to share their scholarly teaching wisdom. It really does take a community to develop the whole professor. There are moments at the conference when you will be the clay and others when you are the sculptor. Each of you contribute to the development of the whole professor through your writing, teaching, and service. In doing so, you also contribute to your own development as a whole professor.

Thank you very much for attending the 2019 conference. Enjoy your conference and your time in Omaha!

Yours in service,

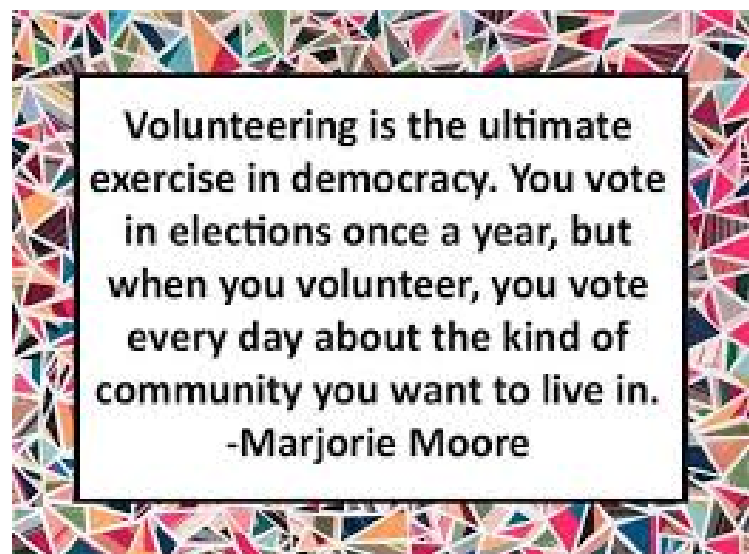
*Tim O. Peterson*

Tim O. Peterson

2019 Program Chair

College of Business

North Dakota State University



# Program at Glance

## Thursday, October 10

8:30AM-5:00PM	Doctoral Consortium	EMBA Mammel Hall 100L
1:00PM-4:30PM	Strengths Professional Development Event	Mammel Hall 100E
1:00PM-5:00PM	Learning Journey Event (Meet in Mammel Atrium)	Omaha Zoo
5:30PM-6:30PM	MAM Board Meeting (open to MAM members)	Mammel Hall 100E
6:30PM-8:00PM	Registration	Mammel Atrium
7:00PM-8:30PM	Welcome Reception	Mammel Atrium
8:30PM-10:30PM	“Meet and Greet” New MAM Members	Mammel Atrium

## Friday, October 11

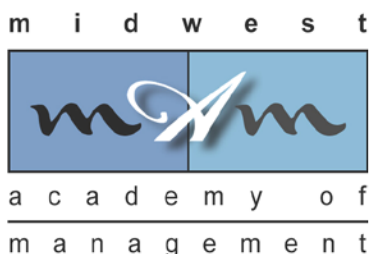
7:00AM-5:00PM	Registration	Mammel Atrium
7:30AM-9:00AM	Breakfast & Industry Speaker	Mammel Atrium & I Hall 113
9:15AM-10:30AM	Concurrent Sessions 1	Mammel Hall 1 <sup>st</sup> & 2 <sup>nd</sup> Floor Rooms
10:45AM-12:00PM	Concurrent Sessions 2	Mammel Hall 1 <sup>st</sup> & 2 <sup>nd</sup> Floor Rooms
12:15PM-2:00PM	Recognition Luncheon & Industry Speaker	Mammel Hall Atrium & Hall 113
2:15PM-3:30PM	Concurrent Sessions 3	Mammel Hall 1 <sup>st</sup> & 2 <sup>nd</sup> Floor Rooms
3:45PM-5:00PM	Concurrent Sessions 4	Mammel Hall 1 <sup>st</sup> & 2 <sup>nd</sup> Floor Rooms
5:15PM-6:30PM	Midwest Academy of Management Business Meeting	Mammel Hall 113
6:30PM-8:00PM	Social & Networking	Mammel Atrium

## Saturday, October 12

7:00AM-10:00AM	Registration	Mammel Atrium
7:30AM-9:00AM	Breakfast & Midwest Scholar	Mammel Atrium & I Hall 113
9:15AM-10:30AM	Concurrent Sessions 5	Mammel Hall 1 <sup>st</sup> & 2 <sup>nd</sup> Floor Rooms
10:45AM-12:00PM	Concurrent Sessions 6	Mammel Hall 1 <sup>st</sup> & 2 <sup>nd</sup> Floor Rooms
12:15PM-1:30PM	Luncheon & 2020 Conference Introduction	Mammel Hall Atrium & Hall 113
2:00PM-3:30PM	MAM Board Meeting (open to MAM members)	Mammel Hall 116

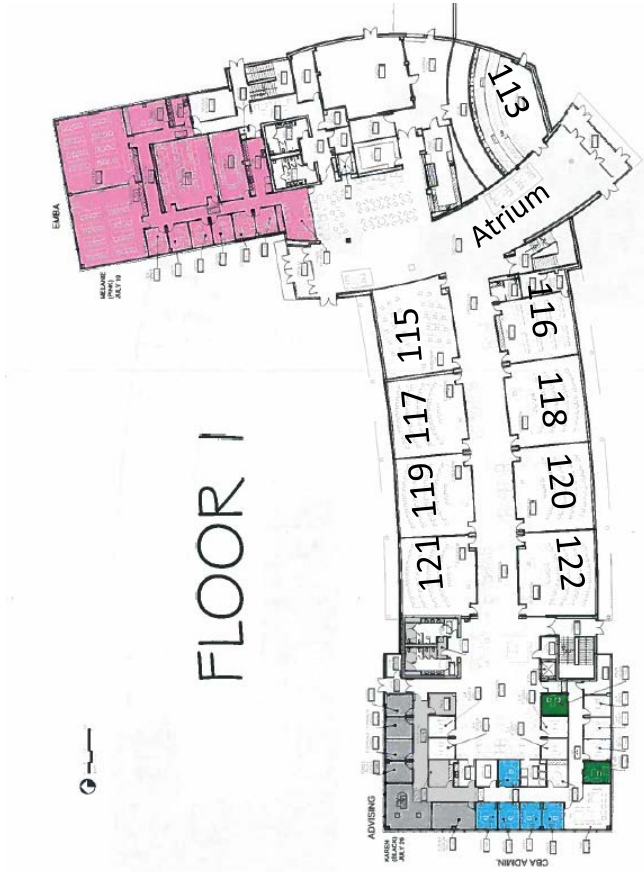
## When and Where Are My Sessions?

If you are a presenter and/or session chair, you can easily locate when and where your sessions are by taking the following steps. (1) Look at the participant index at the back of this booklet. (2) Locate the page number that you are participating, right behind your name in the index. (3) Go to that page number in the program by day (on pp, 20-45 of this program booklet). (4) There, you will find the time and place of your session.

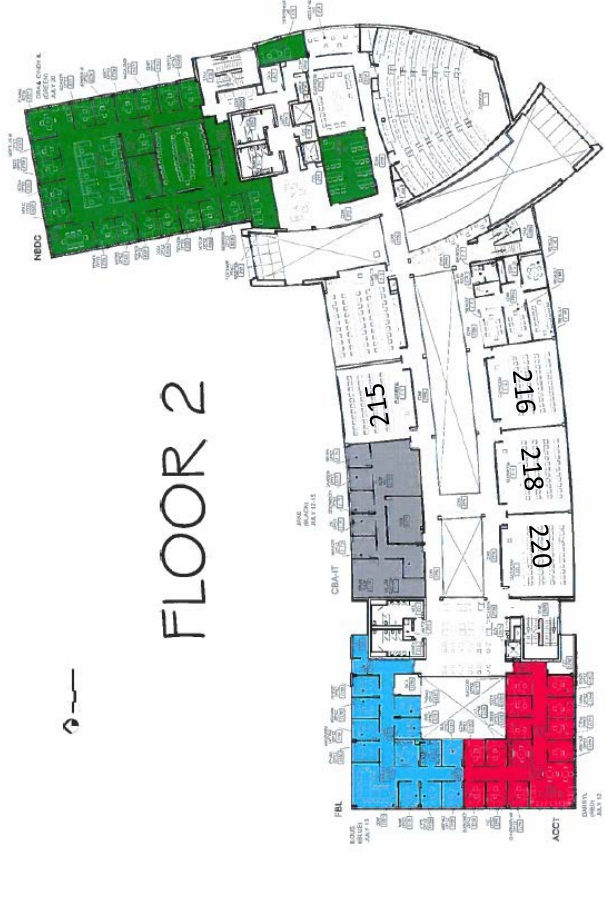




**Mammel Hall (MH)**  
**University of**  
**Nebraska Omaha**  
 6708 Pine Street  
 Omaha, NE 68182



FLOOR 1



FLOOR 2



## Conference Sponsors - President's Circle

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**Creighton**  
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## Conference Sponsors - Gold



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StAmbrose  
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**Business  
Administration**

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**ILLINOIS**  
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## Exhibitors



# Midwest Academy of Management Board of Governors



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Roosevelt University  
Past President



**Millicent F. Nelson**  
Middle Tennessee State University  
President



**Tim O. Peterson**  
North Dakota State University  
Program Chair and President-Elect



**Arun Pillutla**  
St. Ambrose University  
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University of Illinois Springfield  
Representative-at-Large



**John Orr**  
Webster University  
Representative-at-Large



**Young Ro**  
University of Michigan-Dearborn  
Representative-at-Large



**Angela Miles**  
North Carolina Central University  
Representative-at-Large



**Lesley Page**  
Lewis University  
Representative-at-Large

## Past Presidents

These individuals are excellent examples of the *Whole Professor*. Each taught well, researched thoughtfully, and served our profession with destination.

1962 – 1963 Rolin H. Simonds

1963 – 1964 Franklin Moore

1965 – 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.

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





# Conference Organizing Team



**Tim O. Peterson**  
North Dakota State University  
Program Chair



**Shontarius D. Aikens**  
Concordia College  
Program Coordinator



**Lynn Harland**  
University of Nebraska Omaha  
Conference Site Coordinator



**Ranjan Karri**  
University of Illinois Springfield  
Doctoral Consortium



**Ronda Smith**  
Ball State University  
Registration



**Jennifer Schultz**  
St. Mary's University of Minnesota  
Learning Experience Coordinator



**Jennifer Roberson**  
Stinnett & Associates  
Clifton Strengths Coach



**Ben Blackford**  
Northwestern Missouri State  
University  
Director of IT Solutions

Be the  
*change*  
you wish  
to see in the  
*world...*

- Mahatma Gandhi

# Conference Tracks and Track Chairs

## Diversity & Inclusion



**Rosemary Muriungi**  
Gonzaga University

## Health Care, Hospitality, & History



**Shelly Gompf (L) & Dan Anderson (R)**  
Concordia College

## Leadership & Ethics



**Katherine Tulibaski**  
North Dakota State University

## Organizational Behavior



**Gina Ligon**  
University of Nebraska Omaha

## Professional Development Workshop



**Jennifer Schultz**  
St Mary's University of Minnesota

## Supply Chain & Information Systems



**Jon W. Beard**  
Iowa State University

## Entrepreneurship, Innovation, & Small Business



**Onnolee Nordstrom**  
North Dakota State University

## Human Resources & Careers



**Sean Valentine**  
University of North Dakota

## Management Education



**Arun Pilluta**  
St Ambrose University

## Organizational Development



**Peter Sorensen (L)**  
**Therese Yaeger (R)**  
Benedictine University

## Strategy



**Erin Bass**  
University of Nebraska Omaha

## Toward Impactful Research



**Claudette M. Peterson**  
North Dakota State University

## 2019 MAM Conference Reviewers

Numerous reviewers dedicated their time to review the work submitted to the MAM conference, making this conference possible. **Outstanding reviewers are noted with asterisk (\*) and in bold.** Thank you all reviewers! Much Appreciated! Their work is an excellent example of professional service which part of becoming the *Whole Professor*.

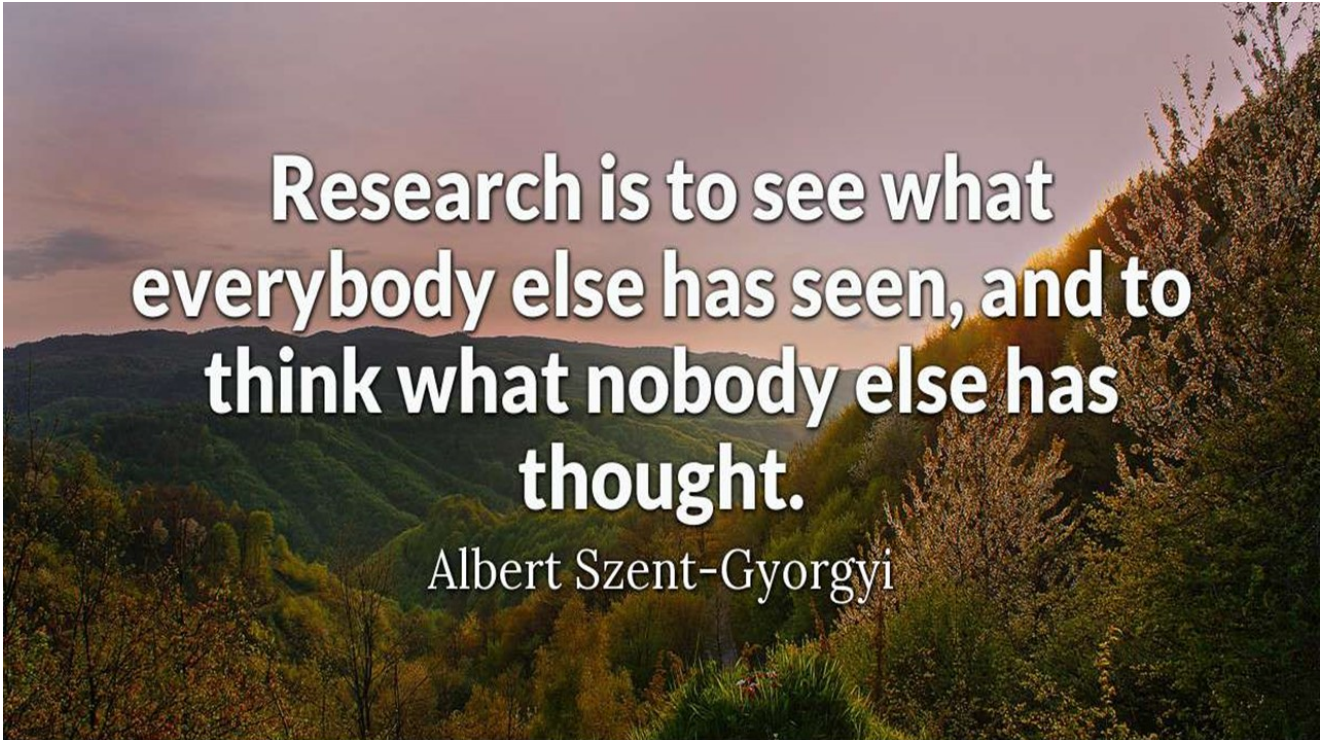
Margaret Andersen  
Michelle Anyadioha  
Olivera Anyadioha  
Michael Appiah  
**Oluwatosin Araba\***  
Divine Ningue Arpellet  
Mona Bahl  
Somnath Banerjee  
Christine Beech  
Elizabeth Belgio  
**Cameron Borgholthaus\***  
Clara Braun  
Kasi Breen  
**John Bunch\***  
Jay Caulfield  
Kenneth Chukwuba  
Debra Comer  
Elizabeth Cooper  
Aaron Cromar  
Adam Damadzic  
Alexis d'Amato  
**Joanna Davis\***  
Nancy Day  
Daniel Dayton  
Roy Dejoie  
Douglas Derrick  
Carla Earhart  
**Dianna Easton\***  
evelyne ello hart  
Joel Elson  
Errick Farmer  
Crystal Fashant  
Robert Fedorchak  
Stephen Forsha  
Jenni Frumer  
Belinda L. Gardner  
Geoffrey Geli  
**Bob Giacalone\***  
Brad Gilbreath  
**Lynn Godkin\***  
Ke Gong  
Neena Gopalan

Martin Greller  
Jyoti P. Gupta  
Abu Haddud  
**Marcia Hagen\***  
Nancy Hanson-Rasmussen  
Wayne Harrison  
Andrea Hein  
David Hollingworth  
Bareerah Hafeez Hoorani  
Adrian James  
Scott Kerth  
**Vasiliki Kosmidou\***  
Mary Dana Laird  
Derek Lehmberg  
**Vance Lewis\***  
Dan Lichter  
Yan Liu  
Robert Lloyd  
**Michael Logan\***  
Rachel Lundbohm  
Sherri Lynch  
Amy Martin  
Izuchukwu Mbaraonye  
Bryan McCusker  
Michael McDaniel  
Kelsey Medeiros  
Patricia Meglich  
**Ralf Mehnert-Meland\***  
Nicholas Messina  
Nicholas Miceli  
Douglas Micklich  
Luis Francisco Miranda Terraza  
Susan Misterek  
Kezia Mkwizu  
Frank Murphy  
Rachael Narel  
Zoncita Norman  
Dave O'Connell  
**Donna Ogle\***  
Ifeakandu Okoye  
**Brent Opall\***  
Lesley Page

## 2019 MAM Conference Reviewers (Continued)

Sunyoung Park  
Brittnee Parker  
Beth Polin  
**Rachel Rauvola\***  
Patrick Schultz  
Charles Schwepker  
**Dawn Shearrow\***  
**Ronda Smith\***  
Wade Smith  
**Ernie Stark\***  
Rachelle Strawther  
Imran Syed

Manojprabhakaran Thirupal  
Herbert Thompson  
Aniekan Udoh  
Hui Wang  
Tekiae Warren  
**Christopher Winchester\***  
Chiangkerrleng Xiong  
Pakou Yang  
Alan Yen  
Alec Zama  
Jenifer Zinsmaster



Research is to see what  
everybody else has seen, and to  
think what nobody else has  
thought.

Albert Szent-Gyorgyi



## Past Midwest Scholars

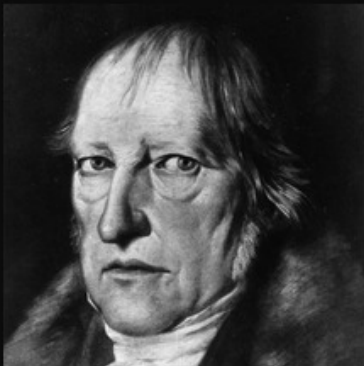
2013 Belle Rose Ragins, University of Wisconsin-Milwaukee  
Ramon "Ray" J. Aldag, University of Wisconsin-Madison

2014 Andrew Van de Ven, University of Minnesota  
Fred Luthans, University of Nebraska-Lincoln

2016 Ken R. Thompson, DePaul University

2017 Shaker Zahra, University of Minnesota  
Sandy Wayne, University of Illinois Chicago

Georg Wilhelm Friedrich Hegel



The learner always begins by finding fault, but the scholar sees the positive merit in everything.

AZ QUOTES

## 2019 Midwest Scholar

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 Midwest Academy of Management proudly names **Kim Cameron as the 2019 Midwest Scholar**. Kim will be recognized At Saturday's Breakfast. His topic is *The Impact of Positive Leadership on Changing the Organizational World*.



**Kim Cameron, Ph.D.** is the William Russell Kelly Professor of Management and Organizations in the Ross School of Business and Professor of Higher Education in the School of Education at the University of Michigan. He is a founder of the discipline called Positive Organizational Scholarship—the scientific study of what produces extraordinary performance in organizations and their employees. His research on organizational virtuousness and the development of cultures of abundance has been published in more than 140 scholarly articles and 15 academic books. He was recently recognized as among the top 10 scholars in the organizational sciences whose work has been most frequently downloaded from Google.

He has served as Dean of the Weatherhead School of Management at Case Western Reserve University, Associate Dean Brigham Young University, and as Associate Dean and academic department chair at the University of Michigan. He actively consults with business organizations on five continents, federal and military organizations, and health care and educational organizations. He received BS and MS degrees from Brigham Young University and MA and PhD degrees from Yale University.

By choosing integrity, I become more whole, but wholeness does not mean perfection. It means becoming more real by acknowledging the whole of who I am.

Parker J. Palmer

quotation

## Midwest Distinguished Industry Speaker

The Midwest Academy of Management welcomes Dr. Sangeeta Badal to the annual meeting. Sangeeta will speak at Breakfast on Friday October 11, 2019. Her topic is *What Are You Building to Change the Organizational World?*



**Sangeeta Badal, Ph.D.**, is the Principal Scientist for Gallup's Entrepreneurship and Job Creation initiative and a Wall Street Journal bestselling author. Dr. Badal's research focuses on understanding the determinants of successful entrepreneurship, with special emphasis on the role of psychological factors in entrepreneurial decision-making. Her research has appeared in the *Gallup Business Journal*, *Forbes*, *The Huffington Post* and *The Washington Post*.

Dr. Badal has worked with many public and private organizations, educational institutions and economic development agencies on issues related to job creation, entrepreneurship training and development, business performance management and program evaluation. Dr. Badal is the co-author of the national best seller, *Born to Build*, with Gallup Chairman Jim Clifton.

Dr. Badal earned her doctorate in anthropology and geography from the University of Nebraska-Lincoln (UNL). She was formerly a faculty member at Miami University in Oxford, Ohio.

## Midwest Distinguished Industry Speaker

The Midwest Academy of Management welcomes Dr. Catharyn A. Baird to the annual meeting. Cathayn will speak at Lunch on Friday October 11, 2019. Her topic is *Why Ethical Development is Critical in order to Change the Organizational World*.



**Catharyn Baird, JD**, is the Founder/CEO of EthicsGame, LLC and Professor of Business, Emeritus, Regis University, Denver, CO. Baird's research resulted in the development of the *Ethical Lens Inventory™*, a typology that has been used by more than 550,000 people to determine their ethical preference and leadership style.

Baird's unique approach to ethics and vibrant communication skills have resulted in national recognition. EthicsGame's leading edge pedagogy was featured in the January/ February 2013 *BizEd*. She was recognized by her professional organization, the Academy of Legal Studies in Business, as the 2014 Ethics Scholar in Residence. She is also a highly sought out speaker for universities and professional organizations. She was featured as a TEDxMileHi presenter in June of 2015, *Ideas Unbridled*. Her presentation, *Ethics For People on the Move*, explores how we define an ethical life, and how we can leverage ethical plurality to wisely build strong cultures.



# Best Paper Award Winners

## Best Overall Paper Committee

- ❖ Michele L. Heath, Cleveland State University
- ❖ Tracy H. Porter, Cleveland State University
- ❖ Charles Stevens, North Dakota State University

## Best Overall Paper Award Winner

### Applying Collective Change Leadership to Resolve Wicked Community Problems

Jay Caulfield, Marquette University

Elizabeth Brenner, Marquette University

## Best Student Paper Committee

- ❖ Michele L. Heath, Cleveland State University
- ❖ Tracy H. Porter, Cleveland State University
- ❖ Chanchai Tangpong, North Dakota State University

## Best Student Paper Award Winner

### As A Lawyer, I Suggest You Tell the Truth: Attorney Directors and CEO Deception

Alexander Lewis, University of Texas San Antonio

Steven Hyde, University of Texas San Antonio

Cameron Borgholthaus, University of Nebraska - Lincoln





# 2019 Midwest Academy of Management Annual Conference

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**Thursday, October 10, 2019**

## 8:30am - 5:00pm

- **Doctoral Consortium** (Mammel Hall 100L)  
*Session Chair:* Ranjan Karri, University of Illinois Springfield

## 1:00pm - 4:30pm

- **Strengths PD Event** (Mammel Hall 100E)  
*Session Chairs:* Jennifer Roberson, Stinnett & Associates

## 1:00pm - 5:00pm

- **Learning Journey Event - Omaha Zoo** (Omaha Zoo)  
*Session Chair:* Jennifer Schultz, Saint Mary's University of Minnesota

## 5:30pm - 6:30pm

- **MAM Board Meeting** (Mammel Hall 100E)

## 6:30pm - 8:00pm

- **Registration** (Mammel Hall Atrium)

## 7:00pm - 8:30pm

- **Welcome Reception (Sponsored by the College of Business Administration University of Nebraska Omaha)** (Mammel Hall Atrium)

# 2019 Midwest Academy of Management Annual Conference

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Friday, October 11, 2019

7:00am - 5:00pm

- **Registration** (Mammel Hall Atrium)

7:30am - 9:00am

- **Breakfast** (Mammel Hall Atrium)
- **Keynote Speaker: Dr. Sangeeta Badal, Gallup** (Mammel Hall Auditorium 113)  
Topic: *"What Are You Building to Change the Organizational World?"*

9:15am - 10:30am

- **Scholarly Teaching Session: Erin Bass, University of Nebraska Omaha** (Mammel Hall 216)  
Topic: *"Teaching MBAs"*
- **Best Paper Nominees - Session #1** (Mammel Hall 117)  
**Session Chair:** Shontarius Aikens, Concordia College  
**Moral Imperative: A Case For Healthy Employee Engagement**  
Dale Hartz, Barry University  
**Indian Expatriate Nurses In The United Kingdom: A Longitudinal Study of The Impact of Host Country National Support**  
Arup Varma, Loyola University Chicago  
Jossy Mathew, Middlesex University  
Pawan Budhwar, Aston University  
Anastasia Katou, University of Macedonia  
**Is Homophobic Bullying Different? Testing Two Bullying Scales In An LGB Sample**  
Nancy Day, University of Missouri - KansasCity  
Patricia Meglich, University of Nebraska atOmaha  
Tracy H. Porter, Cleveland State University

## Friday, October 11, 2019 9:15am - 10:30am (Continued)

### □ **New Thinking for Potential Impactful Research** (Mammel Hall 119)

*Session Chair:* Daniel Dayton, Colorado Technical University

[Perceptions of Athlete/coach Leader Member Exchange and Influences On Organizational Citizenship Behaviors, An Exploration of Usgaa Clubs](#)  
Stephen Forsha, William Woods University

[Reading Between The Lines: Context Orientation's Influence On Recruitment Message Preference](#)  
Alan Yen, Ball State University

[The Role of Need for Cognition in the Evaluation of Creative Ideas](#)  
Vignesh Murugavel, University of Nebraska at Omaha  
Roni Reiter-Palmon, University of Nebraska at Omaha  
Victoria Kennel, University of Nebraska Medical Center

### □ **Panel/Symposium** (Mammel Hall 218)

[Community-Based Learning--Developmental Opportunities For All](#)  
Marcia Hagen, Metropolitan State University  
Crystal Saric Fashant, Metropolitan State University  
Sanghamitra Chaudhuri, Metropolitan State University  
Rebecca Evan, Cargill Corp.  
Rick Moran, University of Wisconsin – Superior  
Denise Williams, Metropolitan State University  
Eric Grube, Concordia University

There has been an increase in both the interest in and application of community-based learning (CBL) within management classrooms. This panel symposium is intended to provide participants with some information and examples of CBL and its successful implementation. Our panel is intended to encourage attendees to consider various ways in which they can implement CBL into their own classes. We will provide a forum for participants to brainstorm possible CBL opportunities that they can use in their current courses that are enriching for all involved students, community partners, and the instructors themselves.

## Friday, October 11, 2019 9:15am - 10:30am (Continued)

### □ Panel/Symposium (Mammel Hall 118)

#### [MBA Programs in a Changing Environment](#)

Derek Lehmberg, North Dakota State University

Kristi Lynch, University of Nebraska Omaha

Heather D. Read, Coastal Carolina University

Driven by technological progress, shifting needs and perceptions of potential MBA students, and other environmental change, the landscape in which MBA programs operate has been rapidly changing over the past decade. Numerous two year traditional on site MBA programs have closed, while the variety of MBA formats has increased, and competing specialized business master's programs have become more prominent. How to adapt to this changing environment is a critical issue for many business schools, where MBA programs have traditionally been the flagship offering and provided an important source of revenue. This panel is comprised of members who are on the front line of change as MBA Directors in AACSB-accredited institutions. The session is targeted at administrators and academics who teach in MBA programs. Attendees will learn about the changing environment, drivers of change, how different institutions have been adjusting their MBA offerings, and what lies ahead for graduate business programs.

### □ Panel/Symposium (Mammel Hall 120)

#### [The Whole Professor: A Panel Discussion On Work and Non-Work Balance In The Academy](#)

Belinda Gardner, Saint Mary's University of Minnesota

Nicholas Messina , Cleveland State University

Tosin Araba , Cleveland State University

Jennifer Schultz, Saint Mary's University of Minnesota

Tracy H. Porter, Cleveland State University

Bart Sharp, Northern Illinois University

Raj Beekie, Saint Mary's University of Minnesota

Matt J. Nowakowski, Saint Mary's University of Minnesota

The aim of this panel is to provide a forum for discussion on issues related to balancing academic careers. Faculty and administrators will present personal narratives of managing work and non-work responsibilities. Panelists include faculty, directors, chairs, and deans from a variety of institutions and disciplines.



## Friday, October 11, 2019 9:15am - 10:30am (Continued)

### □ PDW Session (Mammel Hall 220)

#### [Changing The Organizational World By Developing The Whole Professor Through Physical, Emotional, Spiritual and Mental Resilience: A Professional Development Workshop](#)

Jennifer Moss Breen, Creighton University  
Jenni Frumer, Lynn University

We know that working in higher education requires resilience because it is complex, uncertain, ambiguous, and sometimes volatile (Elkington, Van Der Steege, Glick-Smith, & Moss Breen, 2016; Fitzgerald, Bruns, Sonka, Furco, & Swanson, 2019). Some days, just staying in the rat race is as good as we can do. Both scholarly research and society tells us that educators are our thought leaders whom we turn to with academic questions, when in need of content expertise, and for societal vision and preparedness (Evans, 2018). The roles of educational administration and professors include creating a vision, developing staff and students, providing support for others, empowering team members, being innovative and effective problem solvers, leading by example all while being thoughtful, caring, and selfless (Carless, Waring, & Mann, 2000; Coleman, & Bourne, 2018;). Often, educators invest in others as much or more than they invest in themselves (Elkington, Van Der Steege, Glick-Smith, & Moss Breen, 2018; Lewis, 2018) and remaining energized physically, spiritually, emotionally and mentally can become a true challenge. But, we ask this – what happens to the academy when educators are burned out, stressed, tired, and not physically well (Pace, D’Urso, Zappulla, & Pace, 2018). What happens when educators neglect themselves? Professors cannot change the organizational world if they are not resilient.

### □ The Impact of CEOs and Women on Entrepreneurship (Mammel Hall 122)

*Session Chair:* Kenneth Chuckwuba, Southwest University Minnesota Marshall

#### [The Strategic Influence of Founder CEOs](#)

Jyoti P. Gupta, University of Kentucky

#### [Authority Delegation: A Perspective of Women Entrepreneurship](#)

Hassan Imam, Riphah International University  
Syeda Nimra Batool, Instituto Superior Técnico, Lisbon  
Khawar Razzaq, The Superior College

#### [Mechanisms Underlying the Impact of Passion on Entrepreneurial Intention](#)

Imran Syed, Ball State University  
Jonathan Butler, Oklahoma State University  
Ronda Smith, Ball State University  
Xian Cao, Ball State University

Friday, October 11, 2019 9:15am - 10:30am (Continued)

- **Workplace Bullying and Work Climate** (Mammel Hall 121)

*Session Chair:* Lesley Page, Lewis University

[Authoritarian Leadership and Workplace Bullying: The Mediating Effect of Ethical Work Climate and The Moderating Effect of Task Interdependence](#)

Wanzhu Kang, South China Normal University

Patricia Meglich, University of Nebraska at Omaha

Yiru Hou, South China Normal University

[Workplace Bullying, Socially-Aversive Attitudes, Reduced Work Group Effectiveness, and Organizational Frustration](#)

Sean Valentine, University of North Dakota

Robert Giacalone, John Carroll University

Gary Fleischman, Texas Tech University

*A scholar who loves  
comfort is not fit to be  
called a scholar.*

*Confucius*

# 2019 Midwest Academy of Management Annual Conference

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Friday, October 11, 2019

10:45am - 12:00pm

- **Scholarly Teaching Session: Paul Brown, North Dakota State University**

(Mammel Hall 216)

Topic: *"Teaching Undergraduates"*

- **Best Paper Nominees - Session #2 (Mammel Hall 117)**

**Session Chair:** Millicent Nelson, Middle Tennessee State University

[The Moderating Effects of Entitlement on the WFC-Job Satisfaction Relationship](#)

Mary Dana Laird, Creighton University

Jim Zboja, Creighton University

Anupama Narayan, The University of Tulsa

Lisa Victoravich, The University of Denver

Paul Harvey, The University of New Hampshire

[Exploring The Brand: Brand Personality of Isis Messaging](#)

Alexis d'Amato, University of Nebraska at Omaha

Michael K. Logan, University of Nebraska at Omaha

Douglas C. Derrick, University of Nebraska at Omaha

[Cognitive Dissonance In Higher Education: Inflating Grades and Not Feeling Guilty](#)

Ahmad Hassan, MoreheadState University

Fatma Mohamed, Morehead State University

Johnathan Nelson, Morehead State University

- **Job Satisfaction and Commitment (Mammel Hall 118)**

**Session Chair:** Dave O'Connell, St. Ambrose University

[The Role of Commitment, Perceived Organizational Support and Volition On Contingent Employees Job Performance](#)

Ifeyimika Ogunyomi, The University of Texas at Arlington

[Re-Evaluation of Organizational Commitment: Introduction of Pay Satisfaction As An Antecedent Moderated By Intrinsic Job Satisfaction](#)

Angela Snyder, Cleveland State University

[Knowledge Sharing As A Prosocial Behavior: The Role of Job Satisfaction, Employee Workload, and Individual Differences](#)

Oluwatosin Araba, Cleveland State University

## Friday, October 11, 2019 10:45am- 12:00pm (Continued)

### □ Leadership and Influence (Mammel Hall 121)

*Session Chair:* Katherine Tulibaski, North Dakota State University

#### [Who Feels Taught To Lead? Assessing Collegiate Leadership Skill Development](#)

C. Douglas Johnson, Georgia Gwinnett College

P. Wesley Routon, Georgia Gwinnett College

#### [Radical Recruitment: A Content Analysis of Extremist Influence Tactics](#)

Herbert Thompson III, University of Nebraska-Omaha

Brittnee Parker, University of Nebraska-Omaha

### □ Leadership in Diverse Organizations (Mammel Hall 119)

*Session Chair:* John Orr, Webster University

#### [Leaning In: A Historical Perspective On Influencing Women's Leadership](#)

Simone Phipps, Middle Georgia State University

Leon Prieto, Clayton State University

#### [Behavior-Related Hospital Energy Use and Its Implications for Energy Reduction Campaigns: A Pilot Study](#)

Crystal Saric Fashant, Metropolitan State University

David Fashant, Fairview Health Services

#### [Having and Communicating Ethics Codes To Enhance Manager and Employee Ethics: A Study of Hospitality and Recreation Organizations In Nigeria](#)

Sean Valentine, University of North Dakota

Lynn Godkin, Lamar University

### □ Panel/Symposium (Mammel Hall 215)

#### [Demonstrating Leadership and Living Your Values In The Midst of Organizational Change Within A University](#)

*Session Chair:* Peter Sorensen, Benedictine University

*Session Discussant:* Therese Yaeger, Benedictine University

Presenters:

Shelia Boysen, Lewis University

Mike Cherry, Lewis University

Scott Kerth, Lewis University

Lesley Page, Lewis University

As professors in the department of Organizational Leadership, our research and teaching focus on leadership, organizational change, organizational culture, ethics, and values. Our university and department are also undergoing significant organizational change with new leadership, reconfigured departments, colleges and significant changes to the university governance structure. This year's theme looks at developing the whole professor in order to change the organizational world and our panel looks to address what happens if our personal and professional situations experience changes and challenges we address in our teaching and research. Can we "walk the walk" and do we our real-world experiences confirm the actions and solutions we teach in our classrooms? How do we manage uncomfortable tensions between our academic knowledge with our professional experience?

## Friday, October 11, 2019 10:45am- 12:00pm (Continued)

### □ PDW Session (Mammel Hall 220)

#### [Leadership Development Programs: Good, Bad and Ugly](#)

Michele Heath, Cleveland State University  
Tracy H. Porter, Cleveland State University  
Tosin Araba, Cleveland State University

The purpose of this Professional Development Workshop (PDW) is to discuss the current state of leadership development programs in corporate America. US corporations spend enormous sums of money on leadership development programs each year with somewhat limited results. Often organizational leaders state they are not realizing their return on investment. According to one report published by Skillssoft, only 30% of human resource (HR) professionals believe that their organizations align leadership development programs with their business needs. This leads to the question of are organizations leveraging best practice to implement leadership development programs. There are clear benefits to leadership development programs, however, the challenges have also been cited as barriers. This PDW will provide a brief introduction of the topic. Next, we will conduct a brainstorming session on the initial perception of leadership development programs: what is working and what is not working. We will also conduct a brainstorming session on best practices for organizations moving forward. Lastly, we debrief as a group on what we have learned.

### □ PDW Session (Mammel Hall 218)

#### [Computer-Aided Text Analysis for Any Management Researcher](#)

Kevin Taylor, DePaul University

Freud inferred meaning from slips of the tongue and since then language has provided an interesting avenue for exploring research questions in management, for example, how online text informs dispute resolution (Brett, Olekalns, Friedman, Goates, Anderson, & Lisco, 2007), how Twitter updates reveal a user's Big 5 personality profiles (McCrae & Costa, 1999; Qiu, Lin, Ramsay, & Yang, 2012), and how shareholder letters reveal CEOs' leadership effectiveness (Scheuerlein & Chládková, 2018). This tutorial session will introduce Linguistic Inquiry and Word Count (LIWC), a software application that is widely employed to conduct computer-aided text analysis (CATA) in academic research. According to its authors, LIWC shows how "language reveal[s] our thoughts, feelings, personality, and motivations" ("Linguistic Inquiry and Word Count," n.d., para. 1). This tutorial does not require any specialized computer skills or quantitative background. Participants will leave the session with an understanding of how computer-aided text analysis can be used in their projects, the steps and tools required, and the types of research questions appropriate to address with text analysis via the LIWC software.



## Friday, October 11, 2019 10:45am - 12:00pm (Continued)

- **Research on Ethics and Morality** (Mammel Hall 120)

*Session Chair:* Jay Caulfield, Marquette University

[The Ethicality of Point-of-Sale Marketing Campaigns: Normative Ethics Applied To Cause-Related Checkout Charities](#)

Jay Caulfield, Marquette University

[Good Intentions Are Not Enough: An Empirical Study On Moral Action](#)

Wanda Foster, Concordia University Chicago

[A Theory of Moral Collapse and A Duty To Engage In Balanced Leadership and Ethics: Proactively Turning The Tide of Sexual Assault In College Athletics](#)

Jay Caulfield, Marquette University

Catharyn Baird, EthicsGame

## Friday, October 11, 2019

### 12:15pm - 1:45pm

- **Recognition Lunch** (Mammel Hall Atrium)

- **Keynote Speaker: Dr. Catharyn A. Baird, EthicsGame** (Mammel Hall Auditorium 113)

Topic: *"Why Ethical Development is Critical in order to Change the Organizational World"*



**It takes 20 years to  
build a reputation  
and five minutes  
to ruin it. If you  
think about that,  
you'll do things  
differently.**

**-Warren Buffett**



# 2019 Midwest Academy of Management Annual Conference

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Friday, October 11, 2019

2:15pm - 3:30pm

- **Scholarly Teaching Session: Catharyn A. Baird, EthicsGame**  
(Mammel Hall 216)

Topic: "Teaching Ethics"

- **Advances in Business Policy and Strategy** (Mammel Hall 118)

**Session Chair:** Jyoti P. Gupta, University of Kentucky

**TMT Composition: Impact of the Origin of Incoming CEO and Pre-Succession Firm Performance**

Alec Zama, Grand View University  
Arun Pillutla, St. Ambrose University

**Bridging Disciplines Through Swot: Identifying Student Areas of Interest**  
Nicholas Messina, Cleveland State University

**The Role of Organizational Learning Orientation On Corporate Political Activity**

Izuchukwu Mbaraonye, University of Nebraska  
Varkey Titus Jr., University of Nebraska

- **Diversity, Politics, and Inclusiveness** (Mammel Hall 117)

**Session Chair:** Rebecca Badawy, Youngstown State University

**Factors Leading Diverse Candidates To Select A Faculty Position In Colleges of Business**

Brent Opall, University of Wisconsin - Eau Claire  
Nancy Hanson-Rasmussen, University of Wisconsin - Eau Claire  
Kranti Dugar, University of Wisconsin - Eau Claire  
Kevin Hansen, University of Wisconsin - Eau Claire  
Bridget Kurtenbach, University of Wisconsin - Eau Claire  
Brenda Thalacker, University of Wisconsin - Eau Claire

**How do Political Faultlines Impact Team Performance?**

Marla White, The University of Texas at Arlington  
Jamila Maxie, University of North Texas

**In The Face of Hate: Engaging The Whole Professor and Preparing Students For More Inclusive Organizations**

Kristine Hoover, Gonzaga University  
Molly Pepper, Gonzaga University  
Jim Mohr, Washington State University

# 2019 Midwest Academy of Management Annual Conference

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Friday, October 11, 2019 2:15pm- 3:30pm (Continued)

- **Impact of Mentoring and Culture on Employees** (Mammel Hall 119)

*Session Chair:* Joanna Davis, Augustana College

[What Is Reverse Mentoring](#)

George Faint, University of South Alabama

[Is Mentoring Better Than Reverse Mentoring? Research So Far Is Inconclusive](#)

George Faint, University of South Alabama

[What Millennials Are Looking For In Organizational Culture](#)

Jennifer Nevers, St. Ambrose University

- **Panel/Symposium** (Mammel Hall 215)

[Servant Leadership - A Missed Call](#)

Pamela McGowan, Lewis University

Lesley Page, Lewis University

Since its formal inception in 1970 by Robert Greenleaf, servant leadership has gained the attention of leadership scholars interested in its unique look at leadership as a relationship-based vehicle for success. Despite the non-academic attention given to servant leadership, these first nearly fifty years of existence have produced surprisingly little research about servant leadership practices within organizations. This panel discussion proposes that the aversion to more research may be rooted in the macroculture of American society. Modern American culture is currently situated in a traditional vs. non-traditional dichotomous divide, which may lead to negative or culturally dismissed connotative assumptions of the term servant leader and the doctrine of servant leadership. The occupational cultural view of business leaders, particularly in C-Level executive subcultures where drive is directed solely towards organizational outcomes, may not readily notice the connection between servant leadership and business outcomes. The oversight may in part be due to the aforementioned macrocultural assumptions. This panel suggests that more academic research could work to reduce the cultural load of servant leadership practices and potentially create more servant leader practitioners.

## Friday, October 11, 2019 2:15pm- 3:30pm (Continued)

- PDW (Mammel Hall 220)

### [Social Connection and Well-Being: Combating Isolationism in The Academy](#)

J'Aime Jennings, University of Louisville  
Carliss Miller, Sam Houston State University

The challenges facing academic professionals are many, yet a challenge that receives little to no attention is the role that various dimensions of isolation play in academicians' personal and professional lives. As scholars, we are tasked to exhibit independence in our thinking and to demonstrate this through conducting original analysis of relevant questions. While this independence, and its associated freedoms, may be the very reason that many of us choose to be in academia, it does come with unfortunate tradeoffs such as social and emotional isolation. The sources of isolation in academic life are varied as some are sourced at the individual's personal characteristics, some stem from individual's professional qualities (niche research foci, methodological expertise, etc.) and many of the sources of isolation stem from the interaction of individual academicians and their professional environments (university focus, university size and setting, departmental culture, teaching loads, research expectations, collegiality, views on collaboration, organizational diversity and inclusion, etc.). The purpose of this professional development workshop is to acknowledge the adverse effects of isolation in academic lives and to offer strategies to manage the influence of isolation on our social and emotional well-being.

- PDW (Mammel Hall 218)

### [Developing a Successful Writing in the Discipline Faculty Development Program for Management Educators](#)

Jennifer Collins, Florida A&M University  
Matrecia James, St. Bonaventure University  
Angela Miles, North Carolina Central University  
Millicent Nelson, Middle Tennessee State University

The 2018 National Association of Colleges and Employers survey lists written communication as one of the top five skills that employers want graduating students to possess. However, management education faculty struggle with developing and deploying meaningful writing assignments. Many faculty are hesitant to incorporate writing assignments into their classes for many reasons. While Writing Across the Curriculum has been around for almost 50 years, there is a shortage in the literature on faculty development initiatives designed explicitly for management educators. This Professional Development workshop will engage participants in developing and deploying faculty development for management educators.

## Friday, October 11, 2019 2:15pm- 3:30pm (Continued)

- Research on Performance and Commitment (Mammel Hall 120)

*Session Chair:* Jennifer Moss Breen, Creighton University

[A Model of Workload Assignment Preference and Its Effect On Performance, Productivity, and Stress](#)

Christopher Winchester, University of Nebraska at Omaha

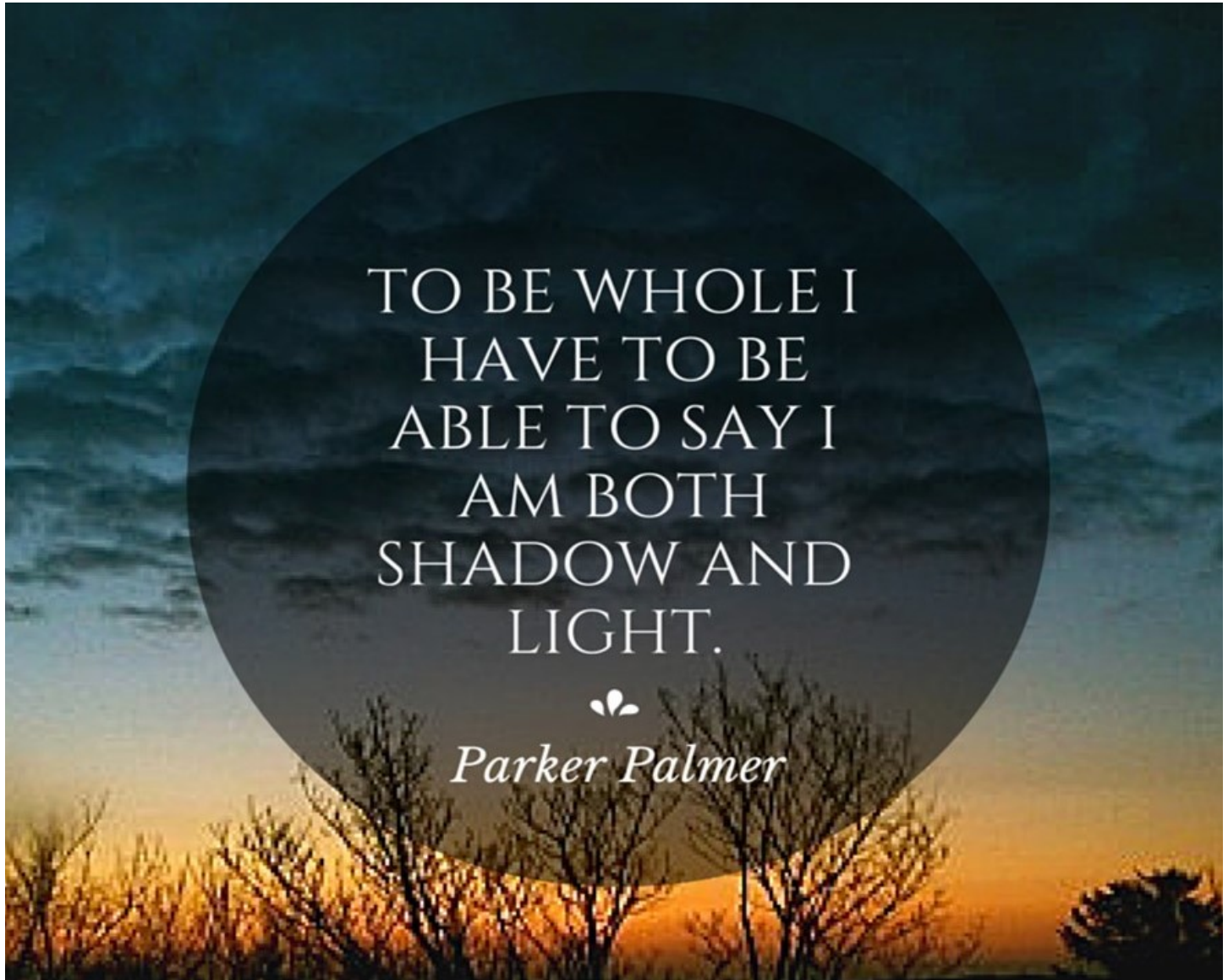
Amy Risch Rodie, University of Nebraska at Omaha

[Committed For Good: A Review of Corporate Social Responsibility's Effect on Commitment Outcomes](#)

Mike McDaniel, University of Texas at Arlington

[Believing That What We do Matters: A Moderator between Organizational Commitment and Retention](#)

Mike McDaniel, University of Texas at Arlington





# 2019 Midwest Academy of Management Annual Conference

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Friday, October 11, 2019

3:45pm - 5:00pm

- **Scholarly Teaching Session: Derek Lehmsberg, North Dakota State University**

(Mammel Hall 216)

Topic: *"Teaching Using Cases"*

- **Advances in Management Education (Mammel Hall 118)**

**Session Chair:** C. Douglas Johnson, Georgia Gwinnett College

**Factors That Influences Diversity In Classroom: Humanistic Approach**

Michele Heath, Cleveland State University

Candice Vander Weerd, Cleveland State University

**Linking Students' Personal Goals To Class Objectives In Business Classes**

Abeer Alkasbbi, Cleveland State University

Michele Heath, Cleveland State University

**Inclusion In The Virtual Classroom: Critical Element For University Retention**

Oluwatosin Araba, Cleveland State University

Angela Snyder, Cleveland State University

Michelle Heath, Cleveland State University

- **Best Papers - Winners (Mammel Hall 117)**

**Session Chair:** Tim O. Peterson, North Dakota State University

**Best Overall Paper -- Applying Collective Change Leadership To Resolve Wicked Community Problems**

Jay Caulfield, Marquette University

Elizabeth Brenner, Marquette University

**Best Student Paper -- As A Lawyer, I Suggest You Tell The Truth: Attorney Directors and CEO Deception**

Alexander Lewis, University of Texas San Antonio

Steven Hyde, University of Texas San Antonio

Cameron Borgholthaus, University of Nebraska – Lincoln

## Friday, October 11, 2019 3:45pm- 5:00pm (Continued)

- **Different Perspectives on Leadership** (Mammel Hall120)  
*Session Chair:* Chanchai Tangpong, North Dakota State University

### [Leadership Then and Now: A Review of Integrative Reviews from The Last Decade](#)

Lesley Page, Lewis University  
Michele Kramer, Lewis University  
George Klemic, Lewis University

### [Developing the Whole Professor in the Age of Adjuncts](#)

James Martin, Creighton University  
Sarah Lux, Creighton University

### [Toward A Theory and Practice for Whole Person Learning and Leadership](#)

Denise E. Williams, Metropolitan State University  
Pier C. Rogers, North Park University  
Crystal S. Fashant, Metropolitan State University  
Marcia Hagen, Metropolitan State University

- **Ideas on Innovation** (Mammel Hall 119)  
*Session Chair:* Christopher Winchester, University of Nebraska at Omaha

### [The Effects of Market-Driven Acquisitions on Innovation Performance In Pharmaceutical and Computer Industries](#)

Dapeng Cheng, University of Nebraska-Lincoln  
Jifeng Yu, University of Nebraska-Lincoln

### [From Diffusion To Internalization: The Adoption of Management Innovation](#)

Jun Li, Metropolitan State University

### [Fuzzy-Set Qualitative Comparative Analysis In Organizational Innovation Research: A Review of Recent Developments and Future Directions](#)

Vasiliki Kosmidou, University of New Haven

- **Panel/Symposium** (Mammel Hall 215)

### [Organization Development & Change: Education, Professional Development, and Emergency Triage](#)

*Session Chair:* Therese Yaeger, Benedictine University

*Session Discussant:* Peter Sorensen, Benedictine University

Presenters:

Karen Dombrowski, BD  
Nicole Hobbs, Higher Education  
Michael O'Hara, Executive Director  
Janell Whaley, Leadership Development & Training

Each panelist will provide an introduction, history, research focus and plan, supporting literature, and implications these topics will have in the field of Organization Development. We learn from Cummings and Worley (2015) that "OD and change management both address the effective implementation of planned change. They are both concerned with the sequence of activities, the processes, and the leadership that produce organizational improvements (p. 4), which encompasses an underlying common theme and objective of each presenter listed. The research presented at this conference very well could be the start of dissertation research.

## Friday, October 11, 2019 3:45pm- 5:00pm (Continued)

### □ PDW (Mammel Hall 220)

#### [Considering Administrative Roles and Alternative Career Paths In Academia, Is One Right For You?](#)

Ben Blackford, Northwest Missouri State University  
Gwendolyn Combs, University of Nebraska-Lincoln  
Lynn Harland, University of Nebraska at Omaha  
Deborah Wells, Creighton University  
Shannon Juergens, Grand View University  
C. Allen Gorman, East Tennessee State University  
Angela Miles, North Carolina Central University

In academia there are many ways to have a successful and meaningful career, but one—research -- often gets the bulk of the attention. This panel was assembled with the theme of the conference, “Developing the Whole Professor to Change the Organizational World,” to create a space for the conversation about alternative roles in academia, specifically administrative career options and choices. Sometimes an administrative career is part of a strategic career plan to advance outside of the traditional research-teaching-service role; for others, a situation arises and leadership is needed when a position needs to be filled. Whichever way you are called into administrative assignments, participants in this panel will share with you their motivations and concerns as they entered into administrative assignments. The panel includes current and former Dean’s, School Directors, Department Chairs, and Center Directors and was assembled to provide faculty and doctoral students at all career stages an opportunity to think beyond the traditional academic role as they consider their career in academia.

### □ PDW (Mammel Hall 218)

#### [Experiential Exercise Exchange: The Triple E For Teaching Impact!](#)

Ronda Smith, Ball State University  
Shannon Juergens, Grand View University  
Imran Syed, Ball State University  
Alan Yen, Ball State University  
Dave O'Connell, St. Ambrose University  
Brandon Soltwisch, University of Northern Colorado  
Carla Flores, Ball State University  
Curt Beck, Concordia University  
Tiffani Luethke, University of Nebraska-Lincoln  
Shontarius Aikens, Concordia College  
Kwang-Ho Lee, Ball State University

As experiential learning becomes more popular, faculty are developing new activities to teach a variety of important management topics in their classrooms. Experiential activities add value to the student experience by offering hands on, practical experiences and serve to more fully engage students in their learning experience. In this session we invite you to join us in a conversation about experiential exercises, teaching resources, movies, simulations, cases and other activities that you have found useful in the classroom. The session has some listed presenters, but the session is intended to create a place for teaching innovation exchange.

## Friday, October 11, 2019 3:45pm- 5:00pm (Continued)

- **Research on Prosocial and Jobcrafting** (Mammel Hall 122)

*Session Chair:* Kelsey Medeiros, University of Nebraska Omaha

### [Resilience and Meaningfulness in Work: A Job Crafting Perspective](#)

Juan Carlos Morales, The University of Kansas

Douglas R. May, The University of Kansas

Jiatian Chen, California State University, Bakersfield

Catherine E Schwoerer, The University of Kansas

### [Prosocial Networking Behaviors](#)

Joanna Davis, Augustana College

### [Supervisor-Subordinate Fit, Need for Autonomy and Follower Job Crafting: A Moderated Mediation Model](#)

Koushikee Dutta, Louisiana Tech University

Jerry Bryan Fuller, Louisiana Tech University

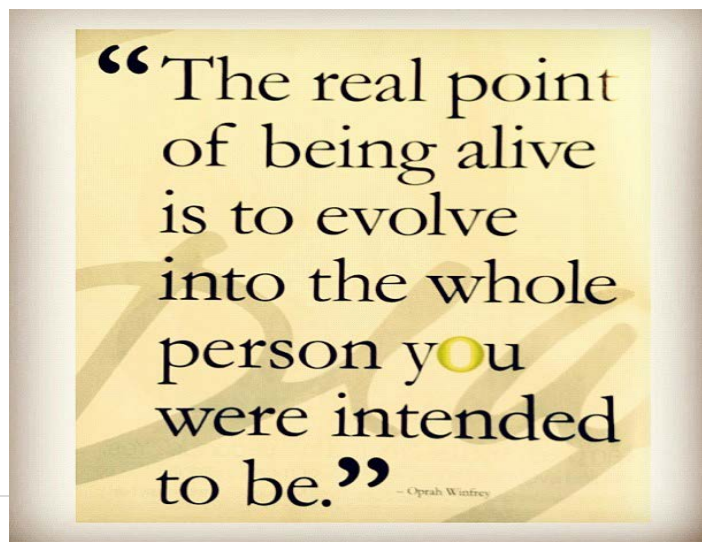
Saleh Bajaba, Louisiana Tech University

## 5:15pm - 6:30pm

- **Midwest Academy of Management Business Meeting** (Mammel Hall Auditorium 113)

## 6:30pm - 8:00pm

- **Social Hour** (Sponsored by the Center for Collaboration Science, University of Nebraska Omaha) (Mammel Hall Atrium)



# 2019 Midwest Academy of Management Annual Conference

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Saturday, October 12, 2019

7:00am - 10:00am

- Registration (Mammel Hall Atrium)

7:30am - 9:00am

- Breakfast (Mammel Hall Atrium)
- **Keynote Speaker: Dr. Kim Cameron, University of Michigan** (Mammel Hall Auditorium 113)  
Topic: *"The Impact of Positive Leadership on Changing the Organizational World"*

9:15am - 10:30am

- **Scholarly Teaching Session: Carolyn Wiley, Roosevelt University (Assisted by Holly Miller)**  
(Mammel Hall 216)  
Topic: *Teaching Using Simulations*
- **Advances in Diversity and Inclusion** (Mammel Hall 119)  
**Session Chair:** Robert Shorty, Benedictine University  
[An Examination of the Masculine Subculture In Banking](#)  
Jillian Reynolds, St. Ambrose University  
[Cooperative Advantage during the Exoduster Movement: The Lessons of Nicodemus, Kansas for Modern Black Communities](#)  
Robert Lloyd, Fort Hays State University  
Ashley Adams, Mills College  
Christianna Pruden, Fort Hays State University  
[Applying The IMB Diversity Model To Facilitate Diversity Management Competency Development](#)  
McKenzie Preston, University of Pennsylvania  
C. Douglas Johnson, Georgia Gwinnett College
- **Conversation with Kim Cameron** (Mammel Hall 218)



## Saturday, October 12, 2019 9:15am - 10:30am (Continued)

### □ Impactful Research on Diversity and Conflict (Mammel Hall 120)

*Session Chair:* Kranti Dugar, University of Wisconsin - Eau Claire

#### [Dynamics of Communication Between Heterosexual and Homosexual Peers](#)

Carol Mattox, St. Ambrose University

#### [The Role of Individual Diversity Value On Recruitment Message Preference and Job Pursuit Intention](#)

Alan Yen, Ball State University

Brian Webster, Ball State University

#### [A Company Came To Me: A Case Study of Cultural Conflict](#)

Hilary Schloemer, Arkansas State University

John Mello, Arkansas State University

### □ Information Systems and Ecosystems (Mammel Hall 122)

*Session Chair:* Patricia Meglich, University of Nebraska at Omaha

#### [Can A Fintech Mashup of Blockchain, M-Pesa and Smart Contracts Improve Development Project Execution In Sub Saharan Africa?](#)

Erik Westgard, Metropolitan State University

Sammy Marwa, Metropolitan State University

Firasat Khan, Metropolitan State University

Justus Ogeto, Metropolitan State University

Bassie Kamara, Metropolitan State University

#### [Framed! The Ecosystem Culture In America's Silicon Prairie](#)

Onnolee Nordstrom, North Dakota State University

Joshua Marineau, North Dakota State University

### □ Panel/Symposium (Mammel Hall 215)

#### [Increasing Organizational Learning in Education](#)

Tammy Ferrin, Benedictine University

Dan Lichter, Benedictine University

Erica Sokol, Benedictine University

In support of MWAOM's 2019 conference theme: Developing the Whole Professor in Order to Change the Organizational World, the three panelists will approach organizational learning in the classroom from varying perspectives including use of self, information technology and its global impact, and creating psychologically safe climates in the classroom. All three perspectives reference historical research in the traditional study of organizational development in the "business" world. This panel takes the learnings of this research and applies it to the world of higher education.

## Saturday, October 12, 2019 9:15am - 10:30am (Continued)

### □ Panel/Symposium (Mammel Hall 118)

#### [Positive Organizational Development, Faculty Leadership, and A Culture of Diversity and Inclusion](#)

Sonia Watson, College of DuPage  
Robert Reinhard, Drahnier Enterprises  
Dina Puthenpurakal, Benedictine University  
Gabriel Lopez, K2 Business Solutions, LLC

A group of Benedictine University second year doctoral students will present several aspects connecting this year's conference theme to the field of organization development as they pertain to higher education which consists of inclusion in the classroom, student experience, training, and leadership development.

### □ PDW (Mammel Hall 220)

#### [Action Design Research Methodology: Bridging The Academic – Practitioner Gap](#)

Richard Tarpey, Middle Tennessee State University  
Millicent Nelson, Middle Tennessee State University

Action Design Research (ADR) is acknowledged as a viable research methodology that has been gaining larger levels of acceptance within the research community. As business schools continue their drive to retain relevance by seeking partnerships with practitioners not only to supply future talent but to also provide new strategies and insights to move industries forward, researchers need to find ways to bridge the gap between academic research and practitioner utility. The ADR approach has the potential to help foster these objectives through active research collaboration and knowledge co-creation to bring academics and practitioners together solving some of today's most relevant business opportunities. This PDW examines the ADR methodology to provide best practices for engagement in ADR research.

### □ PDW (Mammel Hall 218)

#### [Everything You Wanted To Know, but Were Afraid To Ask: The Shift from PhD Student to the Classroom](#)

Imran Syed, Ball State University  
Ronda Smith, Ball State University  
Benjamin Blackford, Northwest Missouri State University  
Shontarius Aikens, Concordia College  
Jonathan Butler, Oklahoma State University  
Carla Flores, Ball State University  
Shannon Juergens, Grand View University  
Brandon Soltwisch, University of Northern Colorado  
Katherine Tulibaski, North Dakota State University  
Alan Yen, 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.

Saturday, October 12, 2019 9:15am - 10:30am (Continued)

□ Symbolism and Trust in Leadership (Mammel Hall 117)

*Session Chair:* Curt Beck, Concordia University

[The Impact of Symbolic Leadership Style On Followers In Organizations](#)

Mahamat Abdourrahmane, St Ambrose University

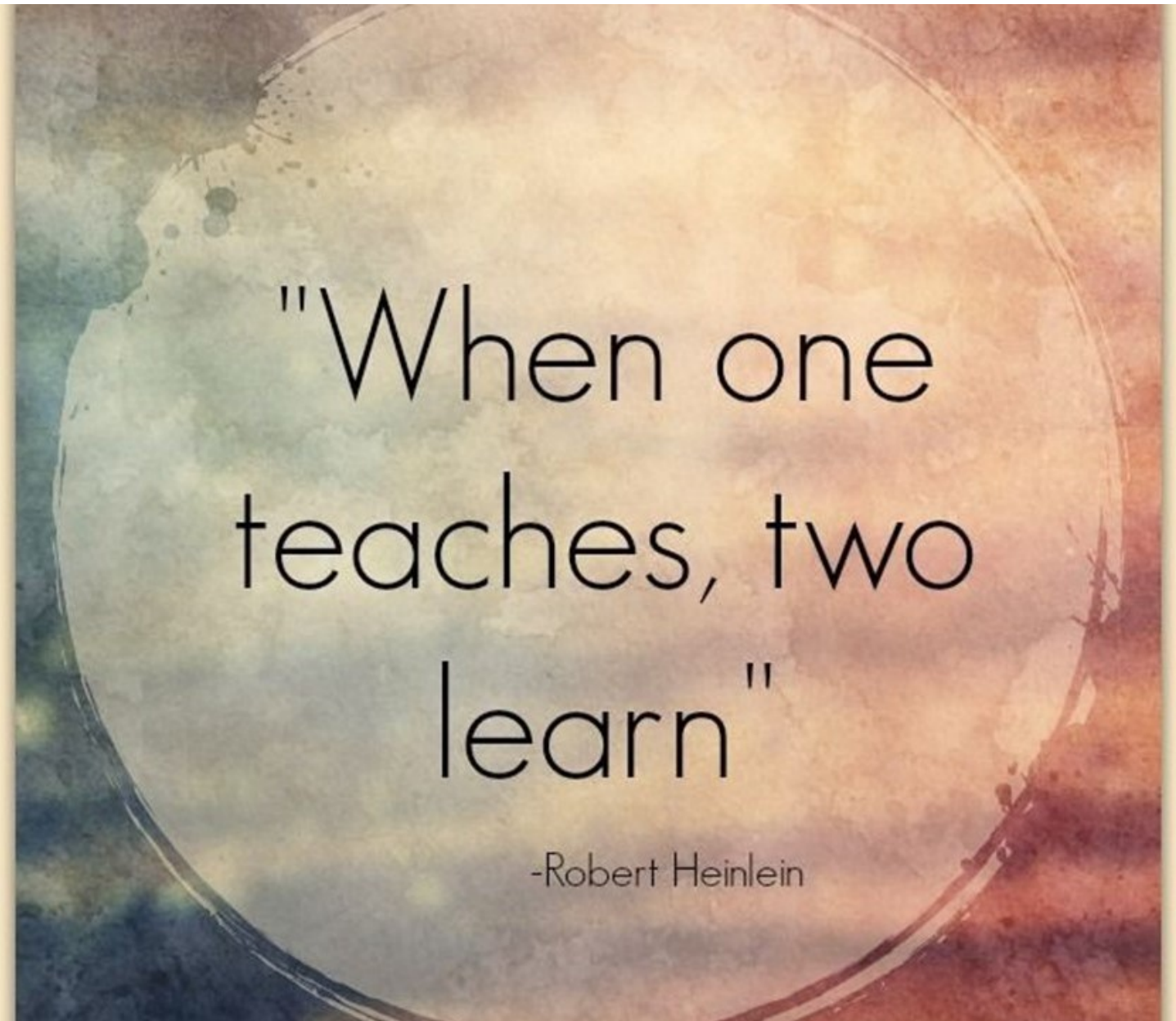
[Trust Among Leaders: Does Role Modeling Make A Difference](#)

Dawn Shearrow, University of Wisconsin Whitewater

[Perceptions of Unethical Leadership and Trust: Exploring The Accounts of Mena Refugee and Immigrant Women Through Ethnographic Research](#)

Tiffani Luethke, University of Nebraska

Gina Matkin, University of Nebraska – Lincoln



"When one  
teaches, two  
learn"

-Robert Heinlein

# 2019 Midwest Academy of Management Annual Conference

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Saturday, October 12, 2019

10:45am - 12:00pm

□ **Advances in Organizational Development** (Mammal Hall 118)

*Session Chair:* Lionel Sweeny, Benedictine University

Motivations for Volunteerism: Implications for Engagement, Recruitment and Retention

Crystal S. Fashant, Metropolitan State University  
Rebecca Evan, Metropolitan State University  
Marcia Hagen, Metropolitan State University

"It Keeps Me Inspired": The Power of Relational Mentoring On Mentor Wellbeing

Onnolee Nordstrom, North Dakota State University  
Katherine Tulibaski, North Dakota State University

Transition of Knowledge: Appreciative Inquiry and Dialogic Od At Work

Lionel Sweeny, Benedictine University

□ **Future Directions in Organizational Behavior Research** (Mammal Hall 117)

*Session Chair:* Dawn Shearrow, University of Wisconsin Whitewater

That Was Intense: The Effects of Case Moral Intensity On Individual Awareness and Judgement

Adam Damadzic, University of Nebraska Omaha  
Kelsey Medeiros, University of Nebraska Omaha

Sleeping Better To Perform Better: The Relationship of Sleep and Work Engagement

Christopher Darden, Maharishi University of Management  
Maxwell Rainforth, Maharishi University of Management

Using Psychological Reactance and Reappraisal of Emotion To Reduce Effects of Negotiator Anxiety

Dawna Moore, Webster University

## Saturday, October 12, 2019 10:45am-12:00pm (Continued)

- **Future Research Trends** (Mammel Hall 121)  
*Session Chair:* Nancy Hanson-Rasmussen, University of Wisconsin - Eau Claire
  - [Body Art In Business: Confronting A New Generation](#)  
Carson Lopez, Fort Hays State University  
Candace Mehaffey-Kultgen, Fort Hays State University
  - [Let's Make Environment More Sustainable: A Conceptual Frame Work of Green HRM and Pro- Environmental Behavior](#)  
Hassan Imam, Riphah International University  
Rizwan Ahmad, Riphah International University
  - [Collaborating With Artificial Intelligence: Exploring the Relationship Between System Embodiment, Utilization and Trust](#)  
Joel S. Elson, University of Nebraska at Omaha, Center for Collaboration Science  
Douglas Derrick, University of Nebraska at Omaha, Center for Collaboration Science
  
- **Ideas for Potential Impactful Research** (Mammel Hall 122)  
*Session Chair:* Sammy Marwa, Metropolitan State University
  - [The Effect On Stock Price From Nike Announcing An Ad Campaign With Colin Kaepernick](#)  
Eric Sommermeyer, Wartburg College  
Allan Bernard, Wartburg College
  - [The Distinction Between Customers In Established and Unestablished Areas For A Family Restaurant Chain In Japan](#)  
Yasushi Kyutoku, Chuo University  
Tadaaki Nakamura, Saizeriya Co., LTD  
Chih-Lun Yen, Ball State University  
Yutaka Ogawa, Saizeriya Co., LTD  
Ippeita Dan, Chuo University
  - [Case Study In Using Value Stream Mapping In Higher Education](#)  
Candace Bloomquist, Creighton University  
Lydia Holtz, Creighton University  
Angela Lampe, Creighton University  
Christine Carmichael, Creighton University
  
- **Organizational Behavior and The Institution** (Mammel Hall 119)  
*Session Chair:* Mary Dana Laird, Creighton University
  - [An Institutional Perspective on Workplace Incivility: Case Studies From Academia](#)  
Devi Akella, Albany State University  
Niveen Eid, Birzeit University
  - [An Analysis of Perceived Trust In The Police By Youth](#)  
Kinshuk Sharma, Purdue University  
David Schoorman, Purdue University  
Hwee Hoon Tan, Singapore Management University



## Saturday, October 12, 2019 10:45am - 12:00pm (Continued)

### □ Panel/Symposium (Mammel Hall 218)

#### [The Rest of the Story: Using Literature to Enhance Learning in the Business Classroom](#)

Jennifer Schultz, Saint Mary's University of Minnesota  
Olivera Anyadioha, Saint Mary's University of Minnesota  
Michelle Anyadioha, Saint Mary's University of Minnesota  
Aniekan Udoh, Saint Mary's University of Minnesota  
Tracy H. Porter, Cleveland State University  
Matt J. Nowakowski, Saint Mary's University of Minnesota  
Ronda Smith, Ball State University  
Raj Beekie, Saint Mary's University of Minnesota  
Chanchai Tangpong, North Dakota State University  
Scott A. Kerth, Lewis University  
Jon W. Beard, Iowa State University

This professional development workshop will provide attendees with practical, low-cost high-impact teaching activities that demonstrate complex or abstract business concepts. This session highlights presenters from a variety of institutions and numerous content areas who will share their innovative pragmatic teaching strategies. Topics include: organizational behavior, personality, emotions, humanism and spirituality, self-efficacy, resourcefulness, career success, competitive advantage, entrepreneurship, risk-taking, decision-making, strategic management, strength/weakness, competitive advantage, innovation, business strategy, feedback, systems thinking, teams, and leadership. Facilitators will share vetted teaching materials that can be used with little or no modifications. Attendees will be encouraged to ask questions and discuss teaching strategies.

### □ PDW (Mammel Hall 220)

#### [Getting Involved Is So Easy That Choosing Might Be Difficult!](#)

Ronda Smith, Ball State University  
Ben Blackford, Northwest Missouri State University  
Carolyn Wiley, Roosevelt University  
Tim Peterson, North Dakota State University  
John Orr, Webster University  
Young Ro, University of Michigan-Dearborn  
Angela Miles, North Carolina Central University  
Rebecca Badawy, Youngstown State 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. Presenters will share the value they received and the Membership Services committee will share expectations for involvement for the many opportunities to engage with the Midwest Academy of Management. Opportunities are plentiful and we can't do it alone! Join us for this informative and networking session. We look forward to meeting you and sharing our excitement with you.

## Saturday, October 12, 2019 10:45am - 12:00pm (Continued)

- **Research on Human Resources** (Mammel Hall 120)

*Session Chair:* Christopher Harris, Texas Woman's University

[Strategic Human Capital and Corporate Political Activity: An Analysis of Internal and External Factors of Performance](#)

Christopher Harris, Texas Woman's University  
Lee Brown, Texas Woman's University

[The Causes of Chinese Couples' Unwillingness To Have The Second Child: A Look At China'S Second-Child Policy and Low Birthrate](#)

Dan Chen, University of Texas at Arlington  
Myrtle Bell, University of Texas at Arlington

[Political Ideology and Performance Management: An Investigation of An Implicit Bias In Performance Assessment](#)

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

- **Panel/Symposium** (Mammel Hall 216)

[Blockchain: Uses, Implications, and Security](#)

Susan Misterek, Metropolitan State University  
Firasat Khan, Metropolitan State University  
Shannon Feuerhelm, Metropolitan State University

As examples of the potential influence of this technology, this symposium will examine the impact of blockchain on supply chain management and accounting activities. Cybersecurity issues associated with blockchain will also be addressed. The underlying technology of blockchain is poised to be a very important technology with implications for management scholars and practitioners.

## 12:15pm - 1:30pm

- **Luncheon** (Mammel Hall Atrium)
- **Meeting** (Mammel Hall Auditorium 113)

2020 MAM Conference Introduction

## 2:00pm - 3:30pm

- **MAM Board Meeting** (Mammel Hall 116)

# Participation Index

The participation index helps the authors, presenters, discussants, and session chairs locate which session(s) they are featured in. The numbers correspond to the page numbers in the program booklet.

Abdourrahmane, Mahamat, 41  
Adams, Ashley, 38  
Ahmad, Rizwan, 43  
Aikens, Shontarius, 12, 21, 36, 40  
Akella, Devi, 43  
Alkasbbi, Abeer, 34  
Andersen, Margaret, 14  
Anderson, Dan, 13  
Anyadioha, Michelle, 14, 44  
Anyadioha, Olivera, 14, 44  
Appiah, Michael, 14  
Araba, Oluwatosin, 14, 23, 26, 28, 34  
Arpellet, Divine Ningue, 14  
Badawy, Rebecca, 10, 30, 44  
Bahl, Mona, 14  
Baird, Catharyn, 18, 29  
Bajaba, Saleh, 37  
Banerjee, Somnath, 14  
Bass, Erin, 21  
Beard, Jon W., 13, 44  
Beck, Curt, 36, 41  
Beech, Christine, 14  
Beekie, Raj, 23, 44  
Belgio, Elizabeth, 14  
Bell, Myrtle, 45  
Bernard, Allan, 43  
Blackford, Ben, 10, 12, 36, 40, 44  
Bloomquist, Candace, 43  
Borgholthaus, Cameron, 14, 19, 34  
Boysen, Shelia, 27  
Braun, Clara, 14  
Breen, Kasi, 14  
Brenner, Elizabeth, 19, 34  
Brown, Lee, 45  
Budhwar, Pawan, 21  
Bunch, John, 14  
Butler, Jonathan, 24, 40  
Cao, Xian, 24  
Carmichael, Christine, 43  
Caulfield, Jay, 14, 19, 29, 34  
Chaudhuri, Sanghamitra, 22  
Chen, Dan, 45  
Chen, Jiatian, 37  
Cheng, Dapeng, 35  
Cherry, Mike, 27  
Chukwuba, Kenneth, 14  
Collins, Jennifer, 32  
Combs, Gwendolyn, 36  
Comer, Debra, 14  
Cooper, Elizabeth, 14  
Cromar, Aaron, 14  
Damadzic, Adam, 14, 42  
d'Amato, Alexis, 14, 26  
Dan, Ippeita, 43  
Darden, Christopher, 42  
Davis, Joanna, 14, 31, 37  
Day, Nancy, 14, 21  
Dayton, Daniel, 14, 22  
Debrey, Drew, 45  
Dejoie, Roy, 14  
Derrick, Douglas, 14, 26, 43  
Dombrowski, Karen, 35  
Dugar, Kranti, 30, 39  
Dutta, Koushikee, 37  
Earhart, Carla, 14  
Easton, Dianna, 14  
Eid, Niveen, 43  
Elson, Joel, 14, 43  
Evan, Rebecca, 22, 42  
Faint, George, 31  
Farmer, Errick, 14  
Fashant, Crystal, 14, 22, 27, 35, 42  
Fashant, David, 27  
Fedorchak, Robert, 14  
Ferrin, Tammy, 39  
Feuerhelm, Shannon, 45  
Fleischman, Gary, 25  
Flores, Carla, 36, 40  
Forsha, Stephen, 14, 22  
Foster, Wanda, 29  
Frumer, Jenni, 14, 24  
Fuller, Jerry Bryan, 37  
Gambrell, Kem, 10  
Gardner, Belinda, 14, 23  
Geli, Geoffrey, 14  
Giacalone, Bob, 14  
Giacalone, Robert, 25  
Gilbreath, Brad, 14  
Godkin, Lynn, 14, 27  
Gompf, Shelly, 13  
Gong, Ke, 14  
Gopalan, Neena, 14  
Gorman, C. Allen, 36  
Greller, Martin, 14  
Grube, Eric, 22  
Gupta, Jyoti, 14, 24, 30  
Haddud, Abu, 14  
Hagen, Marcia, 14, 22, 35, 42  
Hansen, Kevin, 30  
Hanson-Rasmussen, Nancy, 14, 30, 43  
Harland, Lynn, 11, 12, 36  
Harris, Christopher, 45  
Harrison, Wayne, 14  
hart, evelyne ello, 14  
Hartz, Dale, 21  
Harvey, Paul, 26  
Hassan, Ahmad, 26  
Heath, Michele, 28, 34  
Hein, Andrea, 14  
Hobbs, Nicole, 35  
Hollingworth, David, 14  
Holtz, Lydia, 43  
Hoorani, Bareerah Hafeez, 14  
Hoover, Kristine, 30  
Hyde, Steven, 19, 34  
Imam, Hassan, 24, 43  
James, Adrian, 14  
James, Matrecia, 32  
Johnson, C. Douglas, 27, 34, 38  
Juergens, Shannon, 36, 40  
Kamara, Bassie, 39  
Kang, Wanzhu, 25  
Karri, Ranjan, 10, 12, 20  
Katou, Anastasia, 21  
Kennel, Victoria, 22  
Kerth, Scott, 14, 27, 44  
Khan, Firasat, 39, 45  
Klemic, George, 35  
Kosmidou, Vasiliki, 14, 35  
Kramer, Michele, 35  
Kurtenbach, Bridget, 30  
Kyutoku, Yasushi, 43  
Laird, Mary Dana, 14, 26, 43  
Lampe, Angela, 43  
Lee, Kwang-Ho, 36  
Lehmberg, Derek, 14, 23, 34

Lewis, Alexander, 19, 34  
 Lewis, Vance, 14  
 Li, Jun, 35  
 Lichter, Dan, 14, 39  
 Liu, Yan, 14  
 Lloyd, Robert, 14, 38  
 Logan, Michael, 14, 26  
 Lopez, Carson, 43  
 Lopez, Gabriel, 40  
 Luethke, Tiffani, 36, 41  
 Lundbohm, Rachel, 14  
 Lux, Sarah, 35  
 Lynch, Kristi, 23  
 Lynch, Sherri, 14  
 Marineau, Joshua, 39  
 Martin, Amy, 14  
 Martin, James, 35  
 Marwa, Sammy, 39, 43  
 Mathew, Jossy, 21  
 Matkin, Gina, 41  
 Mattox, Carol, 39  
 Maxie, Jamila, 30  
 Mbaraonye, Izuchukwu, 14, 30  
 McCusker, Bryan, 14  
 McDaniel, Michael, 14, 33  
 McGowan, Pamela, 31  
 Medeiros, Kelsey, 14, 37, 42  
 Meglich, Patricia, 14, 21, 25, 39  
 Mehaffey-Kultgen, Candace, 43  
 Meland, Ralf Mehnert, 14  
 Mello, John, 39  
 Messina, Nicholas, 14, 23, 30  
 Miceli, Nicholas, 14  
 Micklich, Douglas, 14  
 Miles, Angela, 10, 32, 36, 44  
 Miller, Carliss, 32  
 Misterek, Susan, 14, 45  
 Mkwizu, Kezia, 14  
 Mohamed, Fatma, 26  
 Mohr, Jim, 30  
 Moore, Dawna, 42  
 Morales, Juan Carlos, 37  
 Moran, Rick, 22  
 Moss Breen, Jennifer, 24, 33  
 Muriungi, Rosemary, 13  
 Murphy, Frank, 14  
 Murugavel, Vignesh, 22  
 Nakamura, Tadaaki, 43  
 Narayan, Anupama, 26  
 Narel, Rachael, 14  
 Nelson, Johnathan, 26  
 Nelson, Millicent, 26, 32, 40  
 Nevers, Jennifer, 31  
 Nimra Batool, Syeda, 24  
 Nordstrom, Onnolee, 13, 39, 42  
 Norman, Zoncita, 14  
 Nowakowski, Matt J., 23, 44  
 O'Connell, Dave, 14, 26, 36  
 Ogawa, Yutaka, 43  
 Ogeto, Justus, 39  
 Ogle, Donna, 14  
 Ogunyomi, Ifeyimika, 26  
 O'Hara, Michael, 35  
 Okoye, Ifeakandu, 14  
 Opall, Brent, 14, 30  
 Orr, John, 10, 27, 44  
 Page, Lesley, 10, 14, 25, 27, 31, 35  
 Park, Sunyoung, 15  
 Parker, Brittnee, 15, 27  
 Pepper, Molly, 30  
 Peterson, TIm, 5, 10, 12, 34, 44  
 Phipps, Simone, 27  
 Pillutla, Arun, 10, 30, 45  
 Polin, Beth, 15  
 Porter, Tracy H., 19, 21, 23, 28, 44  
 Preston, McKenzie, 38  
 Prieto, Leon, 27  
 Pruden, Christianna, 38  
 Puthenpurakal, Dina, 40  
 Ragins, Belle Rose, 16  
 Rainforth, Maxwell, 42  
 Rauvola, Rachel, 15  
 Razzaq, Khawar, 24  
 Read, Heather D., 23  
 Reinhard, Robert, 40  
 Reiter-Palmon, Roni, 22  
 Reynolds, Jillian, 38  
 Ro, Young, 10, 44  
 Roberson, Jennifer, 12, 20  
 Rodie, Amy Risch, 33  
 Rogers, Pier C., 35  
 Routon, P. Wesley, 27  
 Schloemer, Hilary, 39  
 Schoorman, David, 43  
 Schultz, Jennifer, 12, 13, 20, 23, 44  
 Schultz, Patrick, 15  
 Schwepker, Charles, 15  
 Schwoerer, Catherine E, 37  
 Sharma, Kinshuk, 43  
 Sharp, Bart, 10, 23  
 Shearrow, Dawn, 15, 41, 42  
 Smith, Ronda, 10, 12, 15, 24, 36, 40, 44  
 Smith, Wade, 15  
 Snyder, Angela, 26, 34  
 Sokol, Erica, 39  
 Soltwisch, Brandon, 36, 40  
 Sommermeyer, Eric, 43  
 Sorensen, Peter, 13, 27, 35  
 Stark, Ernie, 15  
 Strawther, Rachele, 15  
 Sweeny, Lionel, 42  
 Syed, Imran, 15, 24, 36, 40  
 Tan, Hwee Hoon, 43  
 Tangpong, Chanchai, 11, 19, 35, 44  
 Tarpey, Richard, 40  
 Taylor, Kevin, 28  
 Terraza, Luis Francisco Miranda, 14  
 Thalacker, Brenda, 30  
 Thirupal, Manojprabhakaran, 15  
 Thompson, Herbert, 15, 27  
 Thompson, Ken. R., 16  
 Titus Jr., Varkey, 30  
 Tulibaski, Katherine, 13, 27, 40, 42  
 Udoh, Aniekan, 15, 44  
 Valentine, Sean, 13, 25, 27  
 Van de Ven, Andrew, 16  
 Vander Weerd, Candice, 34  
 Varma, Arup, 21  
 Victoravich, Lisa, 26  
 Wang, Hui, 15  
 Warren, Tekiae, 15  
 Watson, Sonia, 40  
 Wayne, Sandy, 16  
 Webster, Brian, 39  
 Wells, Deborah, 36  
 Westgard, Erik, 39  
 Whaley, Janell, 35  
 White, Marla, 30  
 Wiley, Carolyn, 10, 11, 38, 44  
 Williams, Denise, 22, 35  
 Winchester, Christopher, 15, 33, 35  
 Xiong, Chiangkerrleng, 15  
 Yaeger, Therese, 11, 13, 27, 35  
 Yang, Pakou, 15  
 Yen, Chih-Lun (Alan), 15, 22, 36, 39, 40, 43  
 Yu, Jifeng, 35  
 Zahra, Shaker, 16  
 Zama, Alec, 15, 30  
 Zboja, Jim, 26  
 Zinsmaster, Jenifer, 15





**Save the Date!**

# **The 63<sup>rd</sup> Annual Meeting of the Midwest Academy of Management**

<http://www.midwestacademyofmanagement.org>

**Welcome to MAM 2020 Conference  
St. Ambrose University,  
Davenport, Iowa!**

## **Conference Theme:**

***Leading, Managing and Learning in View of Today's Grand Challenges***

At this Midwest Academy of Management Conference we welcome conversations, presentations, and creative thinking that address the grand challenges that face business and society. Toxic workplaces. Inequality. Climate change. Racial injustice. These are just some of the grand challenges facing the world. What should we study, and how can we teach in ways that challenge and equip students to create, build, lead, and manage difference-making organizations? How can our work serve to multiply the creative good needed to make a real and lasting difference? How might our research address grand challenges?

Exciting features of the conference:

- *Academy of Management Perspectives* paper development workshop led by Dr. Phillip H. Phan, Alonzo and Virginia Decker Professor, Johns Hopkins University
- Doctoral consortium
- Thought-provoking papers that address the grand challenges we face today
- Practitioner-focused sessions

## **Preliminary Submission Deadline: July 1, 2020**

Please plan to attend the MAM's 63<sup>rd</sup> annual meeting in Davenport, Iowa. We welcome your research papers, symposia proposals, professional development workshop proposals, case studies, theme showcases, poster sessions, and other creative works at this 2020 event.



## **Want to Get Involved?**

To ensure the conference's success, we are requesting volunteers for various roles (e.g., networking, organizing events, chairing sessions, conducting workshops, facilitating discussions, submitting/reviewing papers, etc.). If you are interested in serving, please let us know and feel free to suggest the role you would like to have to make this a memorable conference. Thank you!

**Arun K. Pillutla, Ph.D.**  
**2020 MAM Conference Program Chair**  
MAM2020@sau.edu



# About the Midwest Academy of Management

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



<https://www.mwaom.org/>