

m i d w e s t



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Midwest Academy of Management 64th Annual Meeting

2021 Conference Program

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



Davenport, Iowa

October 14-16, 2021

The 64th Annual Meeting of the
Midwest Academy of Management

#MWAOM2021

Host Institution



www.sau.edu/cob

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#MWAOM2021

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



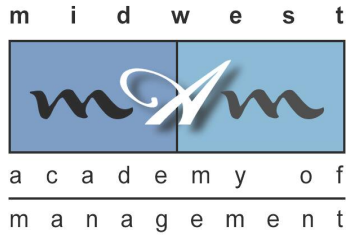


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m i d w e s t



a c a d e m y o f
m a n a g e m e n t

Our Host City and Institution

**Davenport,
Iowa**



College of Business St. Ambrose University



**McMullen Hall (MCM)
St. Ambrose University**

518 W Locust Street
Davenport, IA 52803

College of Business, McMullen Hall (MCM)



Propolis

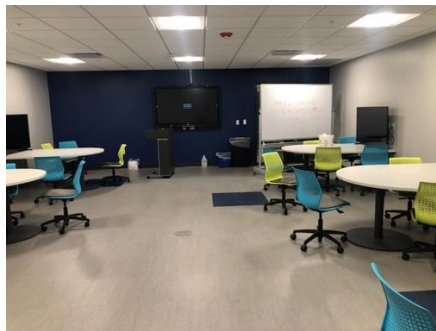
Room 001



Room 003

Room 044

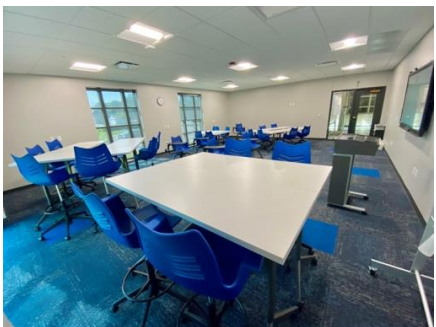
Room 045



Room 046

Room 047

Room 145



Room 147

Room 245

Room 247

President's Welcome

64th 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,

Tim O. Peterson

Tim O. Peterson, PhD

President, Midwest Academy of Management

Program Chair's Welcome

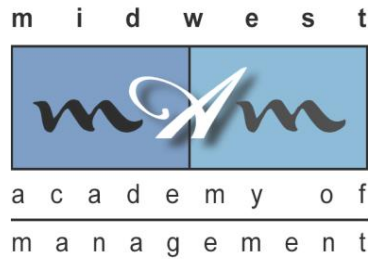
64th Annual Meeting of the Midwest Academy of Management

On behalf of the Midwest Academy of Management Board of Governors, welcome to the 64th Annual Meeting in Davenport, Iowa. Our theme this year is ***Leading, Managing, and Learning in View of Today's Grand Challenges***. Some of the grand challenges that face business and society today are income inequality, climate change, racial and social injustice, and toxic behaviors at workplace. These are just a few of the grand challenges facing societies and organizations, who demand our attention to make an impact through our scholarship. This conference aimed to encourage tough conversations around the grand challenges and focus our scholarship in ways that can meaningfully elevate our practice in addressing them. We received many submissions from you with ideas to address these challenges and help create, lead, and manage positive change in organizations. I hope you enjoy the many fine papers, PDWs and symposia that we selected from your submissions.

Many people played a significant role in creating this program, and I am thankful for their contributions. They served as track chairs, reviewers, and now serving as session chairs, and invited speakers. Others have provided helped with site coordination and with the virtual technologies. Of course, many of you are authors, panelists, and workshop participants advancing scholarship and teaching. We also have editors and associate editors of journals who agreed to willingly provide guidance to improve our publications. There will be moments at the conference when you will be the learner and at others when you are the learned. Each of you will contribute to our collective advancement through your writing, teaching, and service. In doing so, you also contribute to your own.

Thank you very much for attending the 2021 conference. Enjoy your conference and your time in Davenport and the Quad Cities!

Yours in service,
Arun Pillutla
Arun Pillutla, Ph.D.
2021 Program Chair
College of Business
St. Ambrose University



Program at Glance

Thursday, October 14

8:30AM-9:00AM	Doctoral Consortium Breakfast	McMullen Hall 145
9:00AM-2:30PM	Doctoral Consortium	McMullen Hall 145
2:30PM-5:30PM	Mississippi River Cruise (Optional)	From McMullen Hall
5:30PM-8:00PM	Conference Registration	Rogalski Center 2 nd Floor
6:30PM-8:00PM	Welcome Reception, Meet and Greet MAM Members	Rogalski Center Ballroom

Friday, October 15

7:30AM-4:45PM	Conference Registration	Rogalski Center 2 nd Floor
8:00AM-9:30AM	Breakfast & Distinguished Scholar	Rogalski Center Ballroom
9:40AM-10:45AM	Concurrent Sessions 1	McMullen Hall
11:00AM-12:05PM	Concurrent Sessions 2	McMullen Hall
12:15PM-2:00PM	Recognition Luncheon & Midwest Scholar Keynote	Rogalski Center Ballroom
2:15PM-3:20PM	Concurrent Sessions 3	McMullen Hall
3:35PM-4:40PM	Concurrent Sessions 4	McMullen Hall
4:50PM-5:40PM	MAM Annual Membership Meeting	Rogalski Center Ballroom
5:45PM-6:45PM	Social & Networking (plus a PDW)	Rogalski Center Ballroom
7:00PM-8:00PM	Distinguished Practitioner Keynote	Galvin Fine Arts Center

Saturday, October 16

7:45AM-10:00AM	Conference Registration	McMullen Hall 1 st Floor
8:00AM-8:45AM	Breakfast	McMullen Hall 2 nd Floor
8:45AM-9:50AM	Concurrent Sessions 5	McMullen Hall
9:50AM-10:10AM	Coffee Break	McMullen Hall
10:10AM-11:15AM	Concurrent Sessions 6	McMullen Hall
11:25AM-12:30PM	Concurrent Sessions 7	McMullen Hall
12:45PM-1:30PM	Lunch & 2022 Conference Introduction	McMullen Hall 145
1:30PM-3:00PM	MAM Board Meeting	McMullen Hall 147

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. **(4)** There, you will find the time and place of your session.

Conference Sites & Map

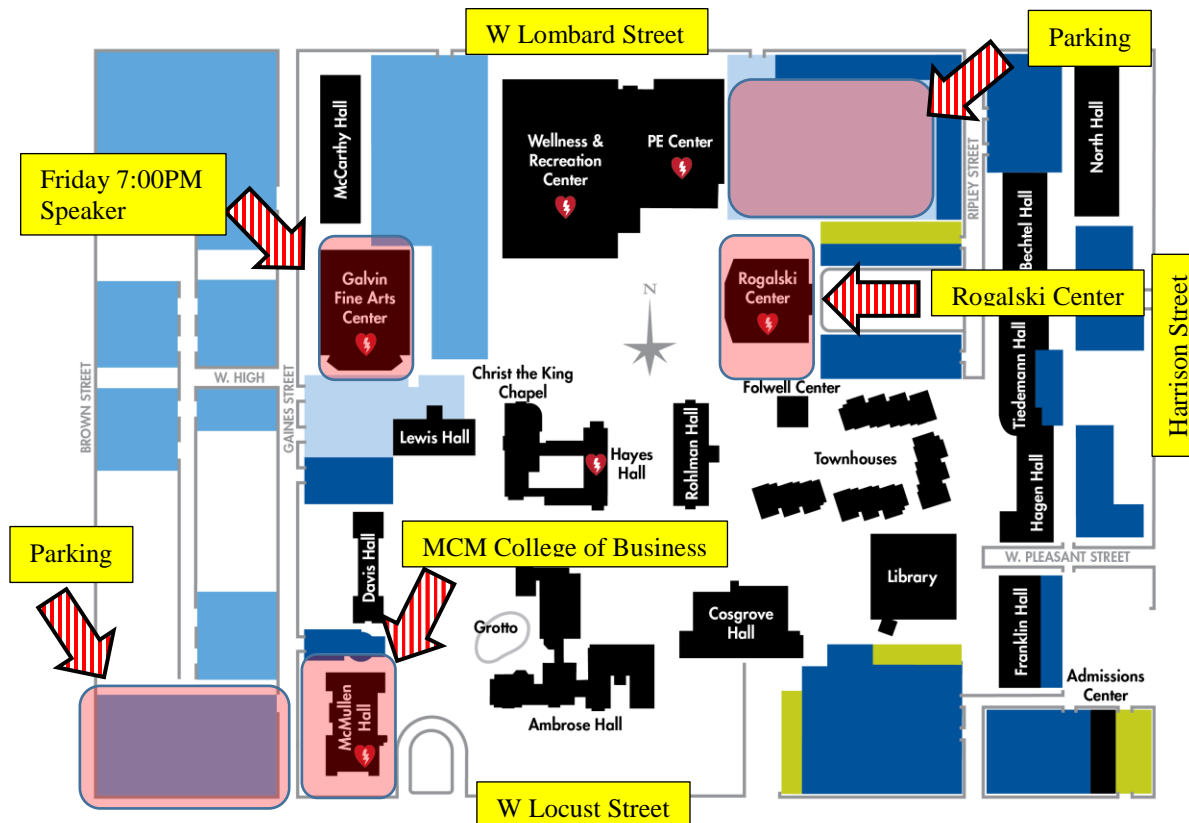


Rogalski Center



McMullen Hall

Campus Map



- PARKING**
- Zone 1 Student Parking, 24 hours, 7 days a week
 - Zone 2 Student Parking, 7 am–3 pm, Monday–Friday, open parking other hours
 - Faculty/Staff, 7 am–3 pm, Monday–Friday, open parking other hours
 - Visitor
 - ⚡ AED unit in building



518 West Locust Street • Davenport, Iowa
563-333-6000 • www.sau.edu

Conference Sponsors - **President's Circle**

St. Ambrose University DBA Program



Conference Sponsors - **Platinum**

St Mary's University of Minnesota



Conference Sponsors - **Gold**

Benedictine University



St. Ambrose University College of Business



University of Wisconsin - Whitewater



Conference Sponsors - Silver

Bowling Green State University



Corporate Sponsorships

Regional Sponsor

R.I.A. Federal Credit Union



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University
Representative-at-Large



Jennifer Moss Breen
Creighton University
Representative-at-Large

Past Presidents

These individuals are excellent examples of meeting our *Grand Challenges*. 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 Ferk

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 – 2019 Carolyn Wiley

2019 – 2020 Millicent F. Nelson

Conference Organizing Team



Arun Pillutla
St. Ambrose University
Conference Chair



Monica Forret
St. Ambrose University
Doctoral Consortium Co-Chair



Sherry Sullivan
Bowling Green University
Doctoral Consortium Co-Chair



Shontarius Aikens
Concordia College
Director of Open Conference



Ronda Smith
Ball State University
Membership &
Registration



Ben Blackford
Northwest Missouri State
University
Director of IT Solutions

Conference Tracks and Track Chairs

Entrepreneurship, Innovation, & Small Business



Angela K. Miles (L)
Steven Day (R)
North Carolina Central University

Human Resources, Diversity & Careers



Michele L. Heath
Cleveland State University

Management Education



Lesley Page
Lewis University

Organizational Behavior



Jakari Griffith
Bridgewater State University

Organizational Development



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

Strategy



Imran Syed
Ball State University

Supply Chain & Information Systems



Hung-Chung Su (L)
Ta-Wei (Daniel) Kao (R)
University of Michigan Dearborn

Toward Impactful Research



Jennifer Moss Breen
Creighton University

Business Practitioner



Ranjan Karri
University of Illinois Springfield

2021 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, much appreciated! Their work is an excellent example of professional service.

Tahia Alam

David Anderson

Asad Aziz

Mona Bahl

Tim Basadur

Gayle Baugh*

Jon Beard

Elizabeth Belgio

Alana Bell

Sheila Boysen

Staci Lugar Brettin

Terry Buckman*

John Bunch

Dan Chen

Michael Cherry

Cody Chullen

Lorraine Cleeton

Ormonde Cragun

Rohan Crichton

Aaron Cromar

Alana Daniel

Jannifer David

Daniel Dayton

Matthew Deeg

Asoke Dey

Almarie Donaldson

Michelle Edenborg

Rebecca Evan

George Faint

Riaheen Farzana

Crystal Saric Fashant*

Abisola Femi-Jegede

Jason Fertig

Carla Flores

Monica Forret

Stephen Forsha

Faith Fox

Lance Frazier

Wayne Fu

Constance Fuller

Mirit Grabarski

Dex Gruber

Marcia Hagen

Chih Hao Ku

Heidi Helgren*

William Holdorf

Les Hollingsworth

Alice Gordon Holloway

Felicetta Iovino

Christopher John*

Shannon Juergens

Reha Karadag

Ranjan Karri

Gundars Kaupins

George Klemic

Marek Kolinski

Michele Kramer

Ke'Toya Lacey

Mary Lebens

Kwang-Ho Lee

Yan Liu

Rachel Lundbohm

Luma Mahairi

Maria Malayter

Chris Malek

Shelly McCallum-Ferguson

Bryan McCusker

Marlee Mercer

Nicholas Miceli

Douglas Micklich

Kezia Herman Mkwizu*

2021 MAM Conference Reviewers (Cont.)

Dawna Moore*

Juan Carlos Morales

Rick Moran

Dianne Murphy*

Frank Murphy

Rachael Narel

Loi Nguyen

Kibum Noh

Dave O'Connell

Donna Ogle*

Ifeyimika Ogunyomi

Kathryn Onorato

Richard Oxarart

Tim Peterson

Rakoon Piyanontalee

Eugen Popa

Dina Puthenpurakal

Rachel Rauvola

Theresa Rich*

Marie-Elene Roberge

Andrew Ross

Terry Ruhl

Marcie Sariol*

Marie Segares

Dana Sendziol

Jason Senjem

Mayank Sewak

Shameem Shagirbasha

Timothy Shick

Carly Speranza

Caryn Stanley

Cynthia Stevens

Susan Stewart

Sherry E Sullivan

Lionel Sweeny

Imran Syed

Donald Terheide*

Namporn Thanetsunthorn

Kami Tsai

Oleksandr Tsaruk

Sean Valentine

James Vardaman

Dawei Wang

Joyce C. Wang

Michael Wardlaw

Pamela Wells

Rattaphon Wuthisatian

Therese Yaeger

Alan Yen

Alec Zama

Thomas Zeni

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

2019 Kim Cameron, University of Michigan

2021 Distinguished Scholar

The Midwest Academy of Management invites distinguished scholars and practitioners to speak at the annual conferences. This year, it is with distinct pleasure that the Midwest Academy welcomes Dr. David Deeds to the annual meeting. Prof. Deeds is an eminent scholar, teacher, and author of numerous articles in management and entrepreneurship. Prof. Deeds will speak at Breakfast on Friday October 15, 2021. His topic is *Leading as an Academic*



David Deeds, Ph.D. is a professor in the Department of Entrepreneurship, the Schulze endowed chair in entrepreneurship, and research director of the Schulze School of Entrepreneurship at the University of St. Thomas Opus College of Business. During his career, he has published numerous articles in management and entrepreneurship journals, including the *Journal of Business Venturing*, the *Strategic Management Journal*, the *Journal of Management*, *Research Policy*, *Entrepreneurship Theory & Practice* and more. He is currently editor in chief of the *Entrepreneurship & Innovation Exchange* (www.EIX.org) and the related site www.Familybusiness.org. These sites are dedicated to translating leading edge research and thought on entrepreneurship, innovation, and family business into content that is easily consumed by practitioners, students, and policy makers. In addition, he is the founder and director of e-Fest, a national business plan competition for undergraduate students that awards \$250,000 in cash prizes annually. He was awarded the NASDAQ Fellowship in Capital Formation and was a named research fellow at the Stockholm School of Entrepreneurship. In 2007, he was awarded the Haniel Fellowship in Entrepreneurship at Humboldt University in Berlin, Germany. His current research interests include new venture growth and adaptation, technological discontinuities, strategic alliance, and technology. Prior to St. Thomas, he was a professor at the University of Texas at Dallas School of Management and the academic director of the Institute for Innovation and Entrepreneurship. He has held faculty positions at the Weatherhead School of Management at Case Western Reserve University and the Fox School of Business at Temple University.

2021 Distinguished Scholar, Keynote Address

The Midwest Scholar Recognition award was established to honor outstanding professional achievements that constitute significant contributions to research, theory, and practice of management. Wide recognition by the academic community is a key basis for the award, one based on a body of achievement rather than a particular piece of research or creative work. To this highest honor, this year, the Midwest Academy of Management proudly names **Michael A. Hitt as the 2021 Midwest Scholar**.

The Midwest Academy of Management welcomes Dr. Mike Hitt to the annual meeting. Prof. Hitt will speak at the Luncheon on Friday October 15, 2021. His topic is *Managing Strategically in a Non-Ergodic World: Meta Capabilities and Entrepreneurial Strategies*.



Mike Hitt, Ph.D., is a University Distinguished Professor Emeritus and a Professor Emeritus of Management at Mays Business School, Texas A&M University. Michael received his Ph.D. from the University of Colorado. He has co-authored or co-edited 26 books and authored or co-authored many journal articles. A recent article listed him as one of the ten most-cited authors in management over a 25-year period. The Times Higher Education in 2010 listed him among the top scholars in economics, finance, and management based on the number of highly cited articles he has authored. A recent article in the Academy of Management Perspectives lists him as one of the top two management scholars in terms of the combined impact of his work both inside (i.e., citations in scholarly journals) and outside of academia. He has served on the editorial review boards of multiple journals and is a former editor of the Academy of Management Journal and a former co-editor of the Strategic Entrepreneurship Journal. He is currently the editor-in-chief of Oxford Research Reviews-Business and Management which publishes scholarly monographs. He received the 1996 Award for Outstanding Academic Contributions to Competitiveness and the 1999 Award for Outstanding Intellectual Contributions to Competitiveness Research from the American Society for Competitiveness. He is a Fellow in the Academy of Management and in the Strategic Management Society, a Research Fellow in the Global Consortium of Entrepreneurship Centers and received an honorary doctorate from the Universidad Carlos III de Madrid. He is a former President of both the Academy of Management and of the Strategic Management Society and a member of the Academy of Management Journals' Hall of Fame. He received awards for the best article published in the Academy of Management Executive (1999), Academy of Management Journal (2000), the Journal of Management (2006), and the Family Business Review (2012). In 2001, he received the Irwin Outstanding Educator Award and the Distinguished Service Award from the Academy of Management. In 2004, Dr. Hitt was awarded the Best Paper Prize by the Strategic Management Society. In 2006, he received the Falcone Distinguished Entrepreneurship Scholar Award from Syracuse University. In 2014 and 2015, Dr. Hitt was listed as a Thomson Reuters Highly Cited Researcher (a listing of the world's most influential researchers), and he was also listed as one of The World's Most Influential Scientific Minds (a listing of the top-cited researchers in science around the globe).

2021 Distinguished Practitioner, Keynote Address

The Midwest Academy of Management welcomes Dr. Jahmy Hindman to the annual meeting. Dr. Hindman will speak after the Conference Reception on Friday October 15, 2021. His topic is *A (Grand) challenge of feeding the world...we say "Bring it on!"*.



Jahmy Hindman, Ph.D., is Chief Technology Officer of Deere & Company, a position he has held since July 2020. Hindman is responsible for building Deere’s “tech stack,” the company’s intuitive end-to-end equipment solution made up of hardware and devices, embedded software, connectivity, data platforms, and applications.

He also leads the company’s Intelligent Solutions Group (ISG) and is responsible for the global network of technology/innovation centers and the shared engineering function. Jahmy has more than 20 years of advanced technology, artificial intelligence, product engineering, and manufacturing experience.

He earned his bachelor’s degree in mechanical engineering from Iowa State University, as well as a master’s and doctoral degree in mechanical engineering from the University of Saskatchewan focused on the application of artificial neural networks in heavy-equipment applications.

Update - October 14, 2021

A message from John Deere:

“We regret to inform you that Jahmy Hindman will not be able to join Friday’s event as he unfortunately had an unforeseen scheduling conflict. We sincerely apologize for this late change in your agenda and look forward to a future opportunity to converse with the faculty and staff about the impact technology continues to have on the grand challenge of feeding the world.”

John B. Cullen Best Paper Award

The Midwest Academy of Management launches the John B. Cullen Best Paper Award for the first time in 2021! The Best Paper Award is designed to recognize authors whose work represents original, creative, and rigorous approaches to address complex challenges in the business world. Winner(s) will represent the best theoretical and practical research impacting the future of business.

This best paper award is dedicated to John Brooks Cullen for his impactful research contributions to ethical and cross-cultural differences in management, and for his unwavering and selfless mentorship to doctoral students and their success. Most importantly, this award and its sponsors want to recognize Prof. John Cullen for being an incredibly caring and generous human being.

A Midwest Academy of Management annual conference committee will select the paper for the John B. Cullen Best Paper Award. All full paper submissions to the MWAOM conference are eligible for consideration for this award.

Winner(s) of the Best Paper Award:

1. Will receive a plaque and a monetary award of \$400, presented during the awards ceremony of the conference.
2. Will be highlighted on the Midwest Academy of Management (MWAOM) website.
3. Will receive free registration to the MWAOM conference in the following year.

Selection criteria for committee consideration include originality, creativity, and rigor demonstrated in addressing complex challenges in the world of business. The selection committee will ensure that the research meets the highest standards in terms of academic integrity in its evaluation of research considered for this award. The committee reserves the right to revoke a Best Paper nomination in the circumstances of discovered plagiarism, academic dishonesty, or other infractions.

Inaugural year: 2021

Best Paper Award Nominees

Best Papers Selection Committee

- Ranjan Karri, University of Illinois Springfield
- Lesley Page, Lewis University
- K. Praveen Parboteeah, University of Wisconsin- Whitewater
- Young Ro, University of Michigan-Dearborn
- Jennifer Schultz, St Mary's University of Minnesota

Best Paper Award Candidates

- **Analyzing the Online Word of Mouth Dynamics: A Novel Approach**
 - Xian Cao, Ball State University
 - Timothy B Folta, University of Connecticut
 - Hongfei Li, The Chinese University of Hong Kong
 - Ruoqing Zhu, University of Illinois Urbana-Champaign
- **Mentors and/or Networking Behavior? Career Management Profiles and An Investigation with Career Success Outcomes**
 - Monica Forret, St. Ambrose University
 - Shelly McCallum-Ferguson, Saint Mary's University of MN
- **The Effects of Covid-19 On College Students**
 - Dianne Murphy, Univ. of Wisconsin-Green Bay
 - Brittany Cassidy, Univ. of Wisconsin-Green Bay
 - Rita Ebbott, Univ. of Wisconsin-Green Bay
 - Brinley Kowalkowski, Univ. of Wisconsin-Green Bay
 - David Radosevich, Univ. of Wisconsin-Green Bay
- **How Does the Location of a University Impact Demand for Its Online MBA Program?**
 - Eric Neuman, Creighton University
 - Kristie Briggs, Creighton University
- **Reliance on Science: The Influence of Basic Scientific Foundations on Corporate Innovation**
 - Sam Padmanabhuni, Ball State University
 - Richard Scoresby, Ball State University
 - Ronda Smith, Ball State University
- **Examining Whiteness on Diversity and Inclusion Teams**
 - Rebecca J. Evan, Metropolitan State University
 - Crystal Saric Fashant, Metropolitan State University

- **Female-Friendly Boards in Family Firms**
 - Joyce C. Wang, St. Cloud State University
 - Yiyi Zhao, UIBE
 - Sunny Li Sun, UMass Lowell
 - Jigao Zhu, UIBE
- **Fact or Fiction? The Impact of Deepfakes on Venture Funding Decisions**
 - Darel Hargrove, The University of Memphis
 - Shao Liam Chew, The University of Memphis
 - Feigu Zhou, The University of Memphis
 - Michelle Amy Montague-Mfuni, The University of Memphis
 - James Vardaman, The University of Memphis
- **Do You See What I See? Introducing Aphantasia to Management Education Professionals**
 - Dawna Moore, Webster University
 - Zhichun Zhou, Webster University

2021 Midwest Academy of Management Annual Conference

Thursday, October 14, 2021

Time	Location	Session/Event
8:30AM-9:00AM	MCM 145	Doctoral Consortium Breakfast
9:00AM-2:30PM	MCM 145	Doctoral Consortium <i><u>Sponsored by Bowling Green State</u></i> <i><u>University</u></i>
2:30PM-5:30PM	Bus Leaves from MCM	Mississippi River Cruise (Optional)
5:30PM-8:00PM	Rogalski Center 2nd Floor	Conference Registration
6:30PM-8:00PM	Rogalski Center Ballroom	Welcome Reception, Meet and Greet MAM Members

2021 Midwest Academy of Management Annual Conference

Friday, October 15, 2021

Time	Location	Session/Event	Track	Title	Authors
7:30AM-4:45PM	Rogalski Center 2nd Floor	Conference Registration			
8:00AM-9:20AM	Rogalski Center Ballroom	Breakfast & Speaker Dr. David Deeds, Distinguished Scholar		Topic: Leading as an Academic	
9:40AM-10:45AM	MCM 147	Professional Development Workshop	TIR-SP	Getting Involved is SO easy that choosing might be difficult!	Ronda Smith, Midwest Academy of Management Arun Pillutla, St. Ambrose University Young Ro, University of Michigan Dearborn Ranjan Karri, University Illinois Springfield Rebecca Badawy, University of Pittsburgh Shontarius Aikens, Concordia College Ben Blackford, Northwest Missouri State University Tim Peterson, North Dakota State University Jennifer Moss Breen, Creighton University
		Professional Development Workshop	OD	Leading in Academia Through COVID-19 and Beyond: A Conversation Corner	Ronda Smith, Midwest Academy of Management Benjamin Blackford, Northwest Missouri State University Shannon Juergens, Grand View University Jason C. Senjem, St. Ambrose University Jakari Griffith, Bridgewater State University
	MCM 003	Professional Development Workshop	OB	Building Your Resilience Using Creative Problem Solving	Dana Sendziol, Concordia University Chicago Tim Basadur, Basadur Applied Innovation
	MCM 145	Professional Development Workshop	MED	Do You Want to be a Book Editor? Tips and Tricks to Lead and Edited Book Project A Professional Development Workshop	Jennifer Moss Breen, Creighton University Carly Speranza, Marymount University
	MCM 046	Symposium	OD	Leading, Managing, and Learning In Organization Development: Global Perspectives	Therese Yaeger, Benedictine University Okey Anyanwu, Basic Institute for Zonal African Advancement Velma Gordon, Benedictine University Heather Jarvis, Navistar, Inc. Victoria Gustafson, Verde Associates

2021 Midwest Academy of Management Annual Conference

Friday, October 15, 2021

Time	Location	Session/Event	Track	Title	Authors
9:40AM-10:45AM	MCM 045	Traditional Paper	EISB	The Bricolage Trap: Are Black Americans More Likely to Succumb?	Alana Bell
		Traditional Paper	EISB	The Emergence of GVCs for Frontier Markets: Insights from the African Mobile Telecommunications Industry	Mohammad Jahanbakht, University of Texas at Arlington Romel Mostafa, Ivey Business School
		Traditional Paper* Best Paper Nominee	EISB	Fact or Fiction? The Impact of Deepfakes on Venture Funding Decisions	Darel Hargrove, The University of Memphis Shao Liam Chew, The University of Memphis Feigu Zhou, The University of Memphis Michelle Amy Montague-Mfuni, The University of Memphis James Vardaman, The University of Memphis
		Traditional Paper	EISB	Startup Rates and Economic Growth: The Role of Value-Oriented Logic	Bao Hoang, Southern Arkansas University (Session Chair) Bruce Walters, Louisiana Tech University Kirk Ring, Louisiana Tech University Ruiyang Ma, Louisiana Tech University
		Traditional Paper	EISB	A Multilevel, Contextualized Cross-Country Perspective on Institutional Quality, Characteristics and The Growth of Small and Medium-Sized Enterprises (SMEs)	Zhe Zhang, Eastern Kentucky University Jonathan Matthew Scott, Waikato Management School, University of Waikato Marco Chi Keung Lau, Teesside University Business School John A. Parnell, University of North Alabama
	MCM 044	Traditional Paper	HRDC	Quest for International Corporate Social Governance	Jacqueline Jaeger, St. Ambrose University
		Traditional Paper	HRDC	Work Passion in Recruiting Messages: An Analysis of Two Samples	Jannifer David, University of Minnesota Duluth Rachel Prom, Blattner Company Taylor Oswald, U.S. Bank

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Time	Location	Session/Event	Track	Title	Authors
9:40AM-10:45AM		Traditional Paper	HRDC	HR They Just Aren't That Into You: An Examination of the Growing Issue of Ghosting in the Workplace	Jennifer Nevers, St. Ambrose University
		Traditional Paper	HRDC	Pay Truth: An Accurate, Holistic and Contextual Understanding of Pay	Ormonde Cragun, University of Minnesota, Duluth (Session Chair) Jason Kautz, University of Texas, Dallas Lin Xiu, University of Minnesota, Duluth
11:00AM-12:05PM	MCM 147	Professional Development Workshop	MED	Teaching with the Scripted and Unscripted: Using TV and Reality TV in the Classroom	Ronda Smith, Ball State University Ben Blackford, Northwest Missouri State University Carla Flores, Ball State University Tim Peterson, North Dakota State University Fred Kitchens, Ball State University Jennifer Schultz, Saint Mary's University of Minnesota Jennifer Moss Breen, Creighton University Rebecca Badawy, Pittsburgh State University
	MCM 003	Symposium	HRDC	Inclusive Classrooms: Broadening Perspectives in the Business and Management Classroom	Rebecca Evan, Metropolitan State University Erica Berte, Metropolitan State University Sanghamitra Chaudhuri, Metropolitan State University Jun Li, Metropolitan State University Marcia Hagen, Metropolitan State University
	MCM 001	Symposium	OD	The future of work and people development	Sheila Boysen, Lewis University
	MCM 145	Professional Development Workshop	MED	Crafting an Edited Book (Part 2) A Professional Development Workshop	Jennifer Moss Breen, Creighton University Carly Speranza, Marymount University
	MCM 046	Traditional Paper	OD	Grand Challenges Facing a Law Enforcement Agency during COVID-19 and Social Upheaval	David Anderson, Benedictine University Mona Bahl, Illinois State University (Session Chair)

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Time	Location	Session/Event	Track	Title	Authors
11:00AM-12:05PM		Traditional Paper	OD	From Fear to Fortuity: Organization Development in the Fourth Industrial Revolution	Chris Malek, Benedictine University
		Traditional Paper	OD	Mental Health and Changes in Organization Design Post COVID-19	Luma Mahairi, Benedictine University
		Traditional Paper	OD	Leading, Managing, and Learning in View of Today's Digital Transformation	Donna Ogle, Rockford University
		Traditional Paper	OD	Digital Transformation and Cultural Dimensions Within Professional Sub-Groups: Implications for Digital Leadership	Monica Brar, Benedictine University Rachael Narel, Benedictine University
	MCM 045	Traditional Paper	MED	That's just how I am: The Role of Disposition and Context in Discretionary Effort of Manufacturing Workers	Shawn Andrews, Western Michigan University
		Traditional Paper	MED	Who They Are Versus What They Want: How DISC Profiles Can Aid in Developing Student Employability	Jason Fertig, University of Southern Indiana Bonnie O'Neill, Marquette University Pamela Wells, San Jose State University Carelle Bassil, Baruch College Alex Fryer, Indaba Global Mike Ortega, Indaba Global

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Time	Location	Session/Event	Track	Title	Authors
11:00AM-12:05PM		Traditional Paper* Best Paper Nominee	MED	The Effects of COVID-19 on College Students	Dianne Murphy, Univ. of Wisconsin-Green Bay Brittany Cassidy, Univ. of Wisconsin-Green Bay Rita Ebbott, Univ. of Wisconsin-Green Bay Brinley Kowalkowski, Univ. of Wisconsin-Green Bay David Radosevich, Univ. of Wisconsin-Green Bay
		Traditional Paper* Best Paper Nominee	MED	How does the location of a university impact demand for its online MBA program?	Eric Neuman, Creighton University Kristie Briggs, Creighton University
		Traditional Paper	MED	A Place for Business: A Story of a Building, Community, Student Loyalty and Satisfaction	David O'Connell, St. Ambrose University (Session Chair) Joseph Miller, St. Ambrose University Janela McCarty, St. Ambrose University
MCM 044		Traditional Paper	HRDC	Can the composition of the board of financial companies impact their profitability and their liquidity?	Dallys Medali, Creighton University
		Traditional Paper	HRDC	Age Diversity, Social Integration and Outcomes: A Multilevel Study	Sadia Mansoor, Queensland University of Technology Muhammad Ali, Queensland University of Technology Erica French, Queensland University of Technology
		Traditional Paper	HRDC	Fearless Whistleblowing-Backing Down Schoolyard Bullies	Andrew Rhoades, Saint Mary's University of Minnesota Lelna Desta, Saint Mary's University of Minnesota Keith Anderson, Saint Mary's University of Minnesota
		Traditional Paper	HRDC	An Examination of Support for Knowledge Sharing Behaviors and the Moderating Role of Organization Structure	Tricia Behnke, St. Ambrose University Shelly McCallum-Ferguson, Saint Mary's University of MN Monica Forret, St. Ambrose University (Session Chair)

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Time	Location	Session/Event	Track	Title	Authors
11:00AM-12:05PM		Traditional Paper	HRDC	Effects of Team Unity in Diversity on Team Performance: The Moderating Roles of Self- and Shared Leadership	Anindita Bandyopadhyay, West Virginia University Jeffery Houghton, West Virginia University Richard Oxarart, West Virginia University
12:15PM-2:00PM	Rogalski Center Ballroom	Recognition Luncheon & Keynote, Dr. Mike Hitt Midwest Scholar		Topic: Managing Strategically in a Non-Ergodic World: Meta Capabilities and Entrepreneurial Strategies <u>Sponsored by St. Ambrose University DBA Program</u> <u>www.sau.edu/DBA</u>	
2:15PM-3:20PM	MCM 147	Professional Development Workshop	OB	Modifying Teaching Methods for Large Classes: A Conversation Corner	Ronda Smith, Midwest Academy of Management Rebecca Badawy, University of Pittsburgh Jonathan C. Butler, Oklahoma State University
		Professional Development Workshop	OB	Finding Like Minded Methodologists: A Conversation Corner	Ronda Smith, Midwest Academy of Management Rick Moran, Univ of Wisconsin - Superior Nicholas S. Miceli, Park University Sam Padmanabhuni, Ball State University
	MCM 003	Professional Development Workshop	HRDC	Are YOU Ready for Gen Z?	Robert Bergman, Lewis University Dawn Schneider, Lewis University Joe Pavone, South Chicago Management Group Andrew Rogers, Fastenal Brittini Burfoot, Fastenal
	MCM 001	Professional Development Workshop	MED	Practitioners in the Classroom: Sharing Best Practices and Added Value	Shannon Juergens, Grand View University Ben Blackford, Northwest Missouri State University Thomas Annis, Grand View University Rebecca Badawy, University of Pittsburgh Bruce Biggs, University of Indianapolis Jonathan Butler, Oklahoma State University Abisola Femi-Jegede, Saint Mary's University of MN Carla Flores, Ball State University Scott Kerth, Lewis University Todd Logan, Creighton University Matt Nowakowski, Saint Mary's University of MN
	MCM 145	Editors		Meet the Editors of AMP, JMI, JBE, & EIX	Gideon Markman, K. Praveen Parboteeah, Sang-Heui Lee, and David Deeds. Moderator: Ranjan Karri

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Time	Location	Session/Event	Track	Title	Authors
2:15PM-3:20PM	MCM 046	Symposium	OB	Leadership and Employee Resilience: Directions for Future Research	Kami Tsai, Lewis University Lesley Page, Lewis University Melinda Hubbard, Ball State University Cameron Edom, Lewis University
	MCM 045	Traditional Paper	HRDC	Career Empowerment: Exploring the Nomological Network	Mirit K. Grabarski Alison M. Konrad, Ivey Business School, Western University DuckJung Shin, Korea University Sherry E. Sullivan, Bowling Green State University
		Traditional Paper	HRDC	Investigating the Curvilinearity of Trickle-Down and Bottom-Up Effects of Women's Representation	Muhammad Ali, Queensland University of Technology Mirit K. Grabarski Alison M. Konrad, Ivey Business School, Western University
		Traditional Paper	HRDC	Sustaining Academic Careers amidst COVID 19: A Collaborative Autoethnography of Women Academicians	Judy Smetana, Pittsburg State University Ridhi Arora, Indian Institute of Management Shillong, India Sanghamitra Chaudhuri, Metropolitan State University, MN Krissy Lewis, Pittsburg State University Tatiana Goris, Pittsburg State University
		Traditional Paper	HRDC	The Importance of Job Candidates' High-Functioning Autism Disclosure and Teaching Topic on Support for Hiring College Instructors	Gundars Kaupins, Boise State University Tim Chenoweth, Boise State University
		Traditional Paper	HRDC	Holding Up Half of the Sky? The Effects of Sexism on Job Performance in China	Lin Xiu, University of Minnesota – Duluth (Session Chair) Feng Lv Nankai University Yufei Ren, University of Minnesota - Duluth Xin Liang Thomas Lange, Australian Catholic University
	MCM 044	Traditional Paper	OB	Health Information Exchange Challenges and Benefits: Reexamined Twenty Years Later	Mark Gallagher, Cleveland State University Michele Heath, Cleveland State University

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Time	Location	Session/Event	Track	Title	Authors
2:15PM-3:20PM		Traditional Paper	OB	SmartPLS Analysis of Leadership Style, Corruption, Community Mobility, and Country Culture During the COVID-19 Pandemic	Stephanie Gapud, Spring Hill College George Faint, Troy University Fabian Keiblinger, Spring Hill College
		Traditional Paper	OB	What's in it for me? The role of positive leadership, autonomy, and ambiguity in the Post-merger Integration (PMI) of Professional Service Firms (PSFs)	Terry Ruhl, Infradevco, LLC (Independent Management Consultant)
		Traditional Paper	OB	Bad Behavior and Blind Spots: Impediments to Perceiving Abusive Leadership in the Group Context	Marlee Mercer, York University Len Karakowsky, York University
		Traditional Paper	OB	Who Said That? Majority and Minority Influence and Team Leadership	S. Gayle Baugh (Session Chair)
3:35PM-4:40PM	MCM 147	Professional Development Workshop	OB	Research Productivity Hacks & Strategies - Lessons from Lockdown: A Conversation Corner	Ronda Smith, Midwest Academy of Management Mary Lebens, Metropolitan State University Nicholas S. Miceli, Park University Phil Thompson, Virginia Tech Rick Moran, Univ of Wisconsin - Superior
		Professional Development Workshop	OB	Integrating Sustainability and Environmental Concerns into Teaching: A Conversation Corner	Ronda Smith, Midwest Academy of Management Greg Weisenborn, Fort Hays State University Richard Oxarart, West Virginia University

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Time	Location	Session/Event	Track	Title	Authors
3:35PM-4:40PM	MCM 003	Symposium	OD	Leading, Managing In View of Today's Grand Challenges: Contemporary Issues In Organization Development	Peter Sorensen, Benedictine University Christopher Malek, Benedictine University Samantha Paruchuri, Benedictine University Savannah Price, Benedictine University Kaday Sesay-Lee, Benedictine University Therese Yaeger, Benedictine University
	MCM 001	Symposium	HRDC	The Diversity Grand Challenge: Myths and Legends	Akin Falade, Saint Mary's University of Minnesota Adeniyi Adekunle, Saint Mary's University of Minnesota Jennifer L. Schultz, Saint Mary's University of Minnesota Michele Heath, Cleveland State University Simone T. A. Phipps, Middle Georgia State University Shontarius Aikens, Concordia College Maritza Espina, St. Ambrose University
	MCM 145	Professional Development Workshop	MED	Going Global Without Leaving the Building: Developing Shared Projects and Assignments to Develop Cultural Competence	Madeline Crocitto, State U of New York Claudia Prado-Meza, Universidad de Colima
	MCM 046	Symposium	MED	Utilizing Simulation to Enhance Problem Solving Skills in Undergraduate Students	Rachel Lundbohm, University of Minnesota Crookston Craig Miller, University of Minnesota Crookston
	MCM 045	Symposium	OB	Student Perceptions of Leadership Role Models: What is New in 2021?	Sally Sledge, Norfolk State University Jennifer Collins, Florida A&M University Matrecia James, St. Bonaventure University Angela Miles, North Carolina Central University Dan Morrell, Middle Tennessee State University Millicent Nelson, Middle Tennessee State University
	MCM 044	Traditional Paper	OB	The impact of Machiavellianism on types of turnover behavior	Marek Kolinski, Kennesaw State University
		Traditional Paper	OB	Workplace Incivility: The Silent Epidemic	Dan Chen, University of Texas at Arlington

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Time	Location	Session/Event	Track	Title	Authors
3:35PM-4:40PM		Traditional Paper	OB	It's Not Getting Better: A Different View of LMX	Faith Fox, University of Evansville Wendy Risher, University of South Alabama
		Traditional Paper	OB	Is This Situation Ethical? Examining Employees' Perception of Workplace Behaviors	Tim Peterson, North Dakota State University (Session Chair) Jill Zuber, North Dakota State University
		Traditional Paper	OB	An Examination of the Effect of Stress on the Employment-Ethics Relationship	Pamela Harper, Marist College William Brown, Marist College Pablo Rivas, Baylor John Cary, Marist College
4:50PM-5:40PM	Rogalski Center Ballroom	MAM Annual Meeting			
5:45PM-6:45PM	Rogalski Center Ballroom	Social & Networking			
		Professional Development Workshop	OB	Program Pride – Networking with former Program Alumni: A Conversation Corner	Ronda Smith, Midwest Academy of Management Abisola Femi-Jegede, St. Mary's University of Minnesota Adeniyi Adekunle, St. Mary's University of Minnesota Dawna Moore, Webster University
7:00PM-8:00PM	Galvin Fine Arts Center	Keynote, Dr. Jahmy Hindman, Distinguished Practitioner		Topic: A (Grand) challenge of feeding the world...we say "Bring it on!"	

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Time	Location	Session/Event	Track	Title	Authors
7:45AM-10:00AM	MCM 1st Floor	Conference Registration			
7:45AM-8:30AM	MCM 2nd Floor	Breakfast			
8:45AM-9:50AM	MCM 147	Professional Development Workshop	OB	Taking Experiential Learning Virtual: A Conversation Corner	Ronda Smith, Midwest Academy of Management Almarie E. Donaldson, Indiana Wesleyan University Carly Speranza, Marymount University Carla Flores, Ball State University
		Professional Development Workshop	OB	Teaching with Technology: Technically & Managerially Speaking: A Conversation Corner	Ronda Smith, Midwest Academy of Management George G. Klemic, Lewis University Greg Weisenborn, Fort Hays State University Mary Lebens, Metropolitan State University Carla Flores, Ball State University
MCM 003	Symposium	OD	Learning In View of Today's Grand Challenges: COVID and Organization Development	Peter Sorensen, Benedictine University Therese Yaeger, Benedictine University Kamaljit Jackson, Benedictine University Dave Anderson, Benedictine University Luma Mahairi, Benedictine University Rana Alhayek, Benedictine University	
MCM 001	Professional Development Workshop	MED	Creating an Inclusive Classroom to Foster Diversity, Equity and Inclusion	Jennifer Collins, Florida A&M University Angela Miles, North Carolina Central University Matrecia James, St. Bonaventure University Sallie Sledge, Norfolk State University Millicent Nelson, Middle Tennessee State University	
MCM 145	AMP		Publishing in the Academy of Management Perspectives		

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Time	Location	Session/Event	Track	Title	Authors
8:45AM-9:50AM	MCM 046	Traditional Paper* Best Paper Nominee	TIR-SP	Examining Whiteness on Diversity and Inclusion Teams	Rebecca J. Evan, Metropolitan State University Crystal Saric Fashant, Metropolitan State University
		Traditional Paper	TIR-SP	A stigma perspective: How individuals use narratives to reconstruct identity through value hierarchy.	Aminat Muibi, University of Victoria
		Traditional Paper	TIR-SP	Extending Human Dominance Through Plant-Based Diets	Kavya Kalathur, Pleasant Valley High School
	MCM 045	Traditional Paper* Best Paper Nominee	STRG	Female-Friendly Boards In Family Firms	Joyce C. Wang, St. Cloud State University Yiyi Zhao, UIBE Sunny Li Sun, UMass Lowell Jigao Zhu, UIBE
		Traditional Paper	STRG	A Two-Stage Model of CEO Hubris and Its Organizational Consequences	Spencer Fraseur
		Traditional Paper	STRG	The Effects of Leadership Tenure, Age, and Humility on Strategic Risk-Taking and Organizational Performance	Diamond Wheeler, Webster University
		Traditional Paper	EISB	Impact of PsyCap on College Students Entrepreneurial Intentions: Replication and Extension	Tim Peterson, North Dakota State University Shontarius D. Aikens, Concordia College (Session Chair) Craig Silvernagel, South Dakota State University Barb Heller, South Dakota State University

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Time	Location	Session/Event	Track	Title	Authors
8:45AM-9:50AM		Traditional Paper	EISB	Strategic Firm Behavior in New Product Preannouncement	Liang Zhao
9:50AM-10:10AM	MCM	Coffee Break			
10:10AM-11:15AM	MCM 147	Professional Development Workshop	OB	Using Gallup Strengths in Academia: A Conversation Corner	Ronda Smith, Midwest Academy of Management Almarie E. Donaldson, Indiana Wesleyan University Carly Speranza, Marymount University Fred Kitchens, Ball State University
		Professional Development Workshop	OB	Publishing in JMI – Journal of Managerial Issues – MAM Special Issue and Beyond: A Conversation Corner	Ronda Smith, Ball State University Rebecca Badawy, University of Pittsburgh Sang-Heui Lee, Pittsburg State University
	MCM 003	Professional Development Workshop	MED	Do Grand Challenges Require Grand Solutions? Or Have We Misplaced the Fundamental Principles of Leading, Managing, and Learning?	Dawn Shearrow, University of Wisconsin Oshkosh
	MCM 001	Symposium	OB	Labor and the Impact on Modern Workforce Challenges: Social Justice and Labor in the 21st Century, Who is Essential or Sacrificial?	Mara Adams, St. Ambrose University Regina Matheson, St. Ambrose University David O'Connell, St. Ambrose University William Parsons, St. Ambrose University

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Time	Location	Session/Event	Track	Title	Authors
10:10AM-11:15AM	MCM 145	Professional Development Workshop	HRDC	Academy of Management Ombudsperson Team: Professional Collaborations Workshop	Jennifer L. Schultz, Saint Mary's University of Minnesota Mary Sue Love, Southern Illinois University Edwardsville Gregory K. Stephens, Texas Christian University Anne Swearingen, Saint Mary's University of Minnesota Lelna Desta, Saint Mary's University of Minnesota Keith Anderson, Saint Mary's University of Minnesota
	MCM 047	Professional Development Workshop	MED	Considering Administrative Roles: Alternative Career Paths in Academia is One Right for You?	Shannon Juergens, Grand View University Marcia Hagen, Metropolitan State University Ben Blackford, Northwest Missouri State University Jennifer Moss Breen, Creighton University Matt Nowakowski, St. Mary's University Jakari Griffith, Bridgewater State University Angela K. Miles, North Carolina Central University Almarie Donaldson, Indiana Wesleyan University Tim Peterson, North Dakota State University
	MCM 046	Traditional Paper	HRDC	Corporate Ethical Values and Practices as Catalysts for Accounting and Finance Professionals' Positive Career Experiences and Expected Development	Sean Valentine, University of North Dakota Martin Greller, The New School Sandra Richtermeyer, University of Massachusetts Lowell

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Time	Location	Session/Event	Track	Title	Authors
10:10AM-11:15AM		Traditional Paper* Best Paper Nominee	HRDC	Mentors and/or Networking Behavior? Career Management Profiles and an Investigation with Career Success Outcomes	Monica Forret, St. Ambrose University Shelly McCallum-Ferguson, Saint Mary's University of MN
		Traditional Paper	HRDC	Examining Networking Behaviors Through the Lens of the Kaleidoscope Career Model: A Longitudinal Investigation	John Simmons, St. Ambrose University Hans-Georg Wolff, University of Cologne Monica Forret, St. Ambrose University Sherry Sullivan, Bowling Green State University
		Traditional Paper	HRDC	Professional Mechanisms Linking Career Choice and Turnover Intentions	Ifeyimika Ogunyomi, University of Texas at Arlington
MCM 045		Traditional Paper	TIR-SP	Proposition on the effects of crisis related changes to the relationship between locus of control, psychological ownership, and openness to change	Steve Estes, Webster University Erin Hemm (Session Chair)
		Traditional Paper	TIR-SP	Building Psychological Capital Benefits Students Holistically	Kelli Kidwell, Creighton University
		Traditional Paper	TIR-SP	Warning signs and red flags: An in-depth look into the impact of competitive industry pressure on occupational fraud	Demond Daniels, Metropolitan State University Jun Li, Metropolitan State University

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Time	Location	Session/Event	Track	Title	Authors
10:10AM-11:15AM		Traditional Paper	TIR-SP	Post-Traumatic Growth in Organizations: Leadership's Role in Deploying Organizational Energy Beyond Survival	Michele Kramer, Lewis University George Klemic, Lewis University Lesley Page, Lewis University
		Traditional Paper	TIR-SP	Goal Orientation and Production Deviance: The Moderating Role of Organizational Structure	Steven Russell, Creighton University Lance Frazier, Creighton University
MCM 044		Traditional Paper	OD	Toward Impactful Research for Organizational Development: The Role of Co-Authorship In Advancing Academic Research In Performance Measurement	Hanan Alhaddi, Hult International School of Business
		Traditional Paper	OB	Antifragility: Disorder as The Wind That Energizes the Fire Within Us	Abdulah Bajaba, Louisiana Tech University Marcia Simmering, Louisiana Tech University Saleh Bajaba, King Abdulaziz University
		Traditional Paper	HRDC	Cheaper, Faster, Better: The Interconnectivity Between Automation, Outsourcing and Organizational Effectiveness	Alice Gordon Holloway, University of South Alabama

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Time	Location	Session/Event	Track	Title	Authors
10:10AM-11:15AM		Traditional Paper	OB	Creative Problem Solving Style & Employee Resilience: Different Styles Rely on Different Resilience Characteristics	Dana Sendziol, Concordia University Chicago (Session Chair) Tim Basadur, Basadur Applied Innovation
11:25AM-12:30PM	MCM 147	Professional Development Workshop	MED	Creative Sustainability: A Demonstration & Discussion on How to Add Creative Projects and Pressing Issues into Your Course Curriculum	Joan N. Shapiro Beigh, DePaul University
	MCM 003	Professional Development Workshop	MED	Do You See What I See? Introducing Aphantasia to Management Education Professionals	Dawna Moore, Webster University Zhichun Zhou, Webster University
	MCM 001	Symposium	MED	Managing Teaching Challenges at Small Colleges and Universities	Jason Senjem, St. Ambrose University Ben Blackford, Northwest Missouri State University Rachel Dolechek, Fort Hays State University Almarie Donaldson, Indiana Wesleyan University Shannon Juergens, Grand View University Greg Weisenborn, Fort Hays State University

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Time	Location	Session/Event	Track	Title	Authors
11:25AM-12:30PM	MCM 145	Professional Development Workshop	MED	Apps 'n Apps: Using Mobile Applications in the Business Classroom	Abisola Femi-Jegede, Saint Mary's University of Minnesota Andrew Rhoades, Saint Mary's University of Minnesota Bayogar Anthony McCritty, Sr., Saint Mary's University of MN Jennifer L. Schultz, Saint Mary's University of Minnesota Matthew J. Nowakowski, Saint Mary's University of Minnesota Maria Malayter, The Chicago School of Professional Psychology Tim Peterson, North Dakota State University Mary Sue Love, Southern Illinois University Edwardsville Mary Lebens, Metropolitan State University Ronda Smith, Ball State University Jon W. Beard, Iowa State University Carla Flores, Ball State University Ben Blackford, Northwest Missouri State University
	MCM 046	Traditional Paper* Best Paper Nominee	TIR-SP	Reliance on Science: The Influence of Basic Scientific Foundations on Corporate Innovation	Sam Padmanabhuni, Ball State University Richard Scoresby, Ball State University Ronda Smith, Ball State University
		Traditional Paper	TIR-SP	Impact of 'Employee-Valued Training and Skills Development Activities'	Priya Cramer, Webster University
	MCM 045	Traditional Paper	BP-RE	Wargaming for Leading, Managing, and Learning	Terry Buckman, United States Strategic Command
		Traditional Paper	STRG	Strategy, Challenges, and Innovation: Global supply chain Impact	Nermine Atteya, Madonna University Tashsa Young, Madonna University

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Time	Location	Session/Event	Track	Title	Authors
11:25AM-12:30PM		Traditional Paper	BP-RE	Meeting the Grand Challenge of Hiring and Developing Business Leaders	Lauri Flanagan, Management Resource Group Susan Stewart, Management Resource Group & Western Illinois University (Session Chair)
		Traditional Paper	BP-RE	Improving Financial Management of a Small Church using the Logic Model and Gilbert's Behavior Engineering Model	KeToya Lacey, Technical College of the Low Country
		Traditional Paper	BP-RE	Challenges of a Student Entrepreneur in Emerging Knowledge-Based Startup Business	Vinay Joshi
MCM 044		Traditional Paper	SCIS	Moving a Management Information Systems Course Online During the Pandemic: Changes in Students' Perceptions of Learning	Mary Lebens, Metropolitan State University
		Traditional Paper	TIR-SP	The Effect on Stock Price from Pfizer Receiving Emergency COVID-19 Vaccine Authorization	Eric Sommermeyer, Wartburg College Nana Quaicoe, Wartburg College Allan Bernard, Wartburg College
		Traditional Paper	TIR-SP	Effect of Crime on Export Intensity of Innovating Firms in Emerging Markets	Mona Bahl, Illinois State University (Session Chair)

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Time	Location	Session/Event	Track	Title	Authors
11:25AM-12:30PM		Traditional Paper* Best Paper Nominee	SCIS	Analyzing the Online Word of Mouth Dynamics: A Novel Approach	Xian Cao, Ball State University Timothy B Folta, University of Connecticut Hongfei Li, The Chinese University of Hong Kong Ruoqing Zhu, University of Illinois Urbana-Champaign
		Traditional Paper	SCIS	Emergency Management Agents Assessment of the Value of Public-Private Relationships	Douglas McWilliams, University of West Georgia MaQueba L. Massey, Jackson State University Phylcia G. Taylor, Florida A&M University
12:45PM-1:30PM	MCM 145	Box Lunch & 2022 Conference Introduction			
1:30PM-3:00PM	MCM 147	MAM Board Meeting, open to MAM members			

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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.

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