

Midwest Academy of Management 65th Annual Meeting

2022 Conference Program

"Pressing On and Moving Forward"



Detroit, MI October 13-15, 2022

The 65th Annual Meeting of the Midwest Academy of Management

"Pressing On and Moving Forward"





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Our Host City and Institution

Detroit, Michigan

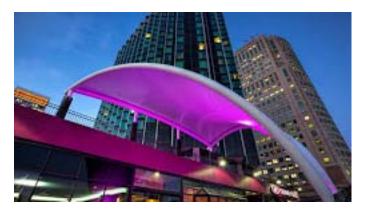


College of Business University of Michigan, Dearborn (Fairlane Center)



Conference Location: Fort Pontchartrain Hotel

2 Washington Blvd., Detroit, MI 48226 (313) 965-0200







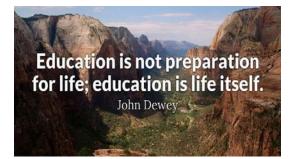
President's Welcome 65th Annual Meeting of the Midwest Academy of Management

The Midwest Academy of Management (MWAOM) welcomes you to the 65th annual conference in Detroit. Founded in 1957, the oldest regional affiliate of the Academy of Management, the Midwest Academy is a pioneer and a trailblazer. The MWAOM conferences have a reputation for being developmental and accessible. The colleagues you will find at the meeting are as authentic as they are accomplished. At the annual conference, you will have many opportunities to boost your scholarship, teaching, and service in the many paper sessions, symposia, and professional development workshops. You will have the opportunities to not only listen to highly accomplished Keynote speakers that are at the top of their game, but also interact with them in intimate settings. Beyond the academic sessions, you have opportunities to socialize with fellow scholars at breakfast, lunch, and other social gatherings.

The Midwest Academy is your organization, so attend the session on how you can become involved in the organization or come attend the business meeting or connect with an officer of the organization to learn more. Take the time to network with old friends and make new ones, strengthen established relationships, and make new connections. In short, make this conference your rocket to propel your career and your playground to establish meaningful social connections!

Best regards,

Arun K. Pillutla, PhD President, Midwest Academy of Management



Program Chair's Welcome 65th Annual Meeting of the Midwest Academy of Management

On behalf of the Midwest Academy of Management Board of Governors, I welcome all of you to the 65th Annual Meeting in Detroit, MI. The theme of our meeting this year is *Pressing On and Moving Forward*, and the conference is hosted by the University of Michigan, Dearborn, College of Business.

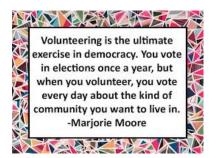
The last couple of years have given rise to many tremendous challenges that the world is still facing today – ranging from the global pandemic to racial and social injustice to international conflict. Many of these issues pose great challenges to both business and society, and raise the noble call for business scholars and practitioners to bring about positive change in our spheres of influence and the world around us. In recognition of this year's theme, we received a very large number of submissions from all of you, enabling us to provide what we hope to be a very enriching and fulfilling conference. I hope you enjoy the many fine papers, PDWs and symposia selected from your submissions.

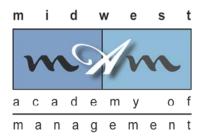
Many people played a significant role in creating this program, and I am thankful for their contributions. In addition to all of you that contributed papers, PDWs, symposia, and other scholarly works for our conference, many have also served as track chairs, reviewers, and are now serving as session chairs, and invited speakers. We also have editors and associate editors of journals who agreed to willingly share their time and experience to provide guidance with our research and publication endeavors. Our conference is one where not only can you learn from others, but where others can learn from you. Each of you will contribute to our collective advancement through your scholarship, pedagogy, and service. In doing so, you also contribute to your own.

Thank you very much for attending the MWAOM 2022 Annual Meeting. Enjoy the conference and your time in Detroit!

With appreciation,

Young K. Ro, Ph.D. 2022 Program Chair College of Business University of Michigan, Dearborn





Program at a Glance

Thursday, October 13

8:30am-9:00am	Doctoral Consortium Breakfast	Plaza A & B
9:00am-5:00pm	Doctoral Consortium	Plaza A & B
5:30pm-8:00pm	Conference Registration	Top of the Pontch
6:00pm-8:00pm	Welcome Reception, Meet and Greet	Top of the Pontch
	MWAOM Members	

Friday, October 14

7:45am-3:45PM	Conference Registration	Grand A & B (3 rd Floor)
7:45am-8:45am	Breakfast & Midwest Scholar Keynote	Grand A & B
9:00am-10:30am	Concurrent Sessions 1	Plaza A, B, C / Terrace A, B, C
10:45am-12:15pm	Concurrent Sessions 2	Plaza A, B, C / Terrace A, B, C
12:30pm-1:45pm	Recognition Luncheon &	Grand A & B
	Distinguished Practitioner Keynote	
2:00pm-3:30pm	Concurrent Sessions 3	Plaza A, B, C / Terrace A, B, C
3:45pm-5:15pm	Concurrent Sessions 4	Plaza A, B, C / Terrace A, B, C
5:30pm-6:00pm	MWAOM Annual Membership Meeting	Grand A & B
6:00pm-8:00PM	Main Reception &	Grand A & B
	Distinguished Practitioner Keynote	

Saturday, October 15

7:45am-10:45am	Conference Registration	Grand A & B
7:45am-8:45am	Breakfast	Grand A & B
9:00am-10:30am	Concurrent Sessions 5	Plaza A, B, C / Terrace A, B, C
10:45am-12:15pm	Concurrent Sessions 6	Plaza A, B, C / Terrace A, B, C
12:30pm-1:30pm	Lunch & 2023 Conference Introduction	Grand A & B
1:45pm-2:30pm	MWAOM Board Meeting	Grand A & B

Conference Sponsors (President's Circle)

University of Michigan, Dearborn College of Business





Conference Sponsors (Gold)

St. Ambrose University DBA Program



Benedictine University



Midwest Academy of Management Board of Governors



Tim O. Peterson North Dakota State University Past President



Arun Pillutla St. Ambrose University President



Young Ro University of Michigan, Dearborn Program Chair and President-Elect



Ranjan Karri University of Illinois, Springfield Program Chair-Elect



Bart Sharp Northern Illinois University Treasurer



Lesley Page Lewis University Secretary



Carla Flores Ball State University Membership Chair



Ben Blackford Northwest Missouri State University Director of IT Solutions



Erin Hemm St. Ambrose University Communications & Social Media



Shontarius Aikens Concordia College Director of Open Conference



Michele Heath Cleveland State University Representative-at-Large



Jakari Griffith Bridgewater State University Representative-at-Large

Midwest Academy of Management Board of Governors (Cont.)



Namporn Thanetsunthorn SUNY, Farmingdale Representative-at-Large



K. Praveen Parboteeah University of Wisconsin, Whitewater Representative-at-Large



Rebecca L. Badawy University of Pittsburgh Representative-at-Large



Shannon Juergens Grand View University Representative-at-Large



Previous Presidents

The following individuals have served as President of the Midwest Academy of Management, and each served our society with distinction during their respective terms.

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 Snavely 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 2020 - 2021 Tim O. Peterson

Conference Organizing Team



Young Ro University of Michigan, Dearborn Conference Chair



Shontarius Aikens Concordia College Director of Open Conference



K. Praveen Parbooteah University of Wisconsin, Whitewater Doctoral Consortium Co-Chair



Barton Sharp Northern Illinois University Doctoral Consortium Co-Chair



Arun Pillutla St. Ambrose University President



Ranjan Karri University of Illinois, Springfield Program Chair-Elect



Ben Blackford Northwest Missouri State University Director of IT Solutions

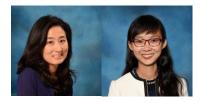
Conference Tracks and Track Chairs

Entrepreneurship, Innovation, & Small Business



Joyce Wang (L) St. Cloud State University Marcus Harris (R) University of Michigan, Dearborn

Organizational Behavior



Jessie Lee (L) University of Michigan, Dearborn Yinyin Cao (R) University of Michigan, Dearborn

Human Resources, Diversity & Careers



Lesley Page (L) Lewis University Jakari Griffith (R) Bridgewater State University

Organizational Development



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

Management Education



Michele Heath (L) Cleveland State University Tim Hartge (R) University of Michigan, Dearborn

Strategy



Janice Molloy (L) University of Michigan, Dearborn Mona Bahl (R) Illinois State University

Business Ethics & Corporate Social Responsibility



Namporn Thanetsunthorn (L) SUNY, Farmingdale Rattaphon Wuthisatian (R) Southern Oregon University

Toward Impactful Research



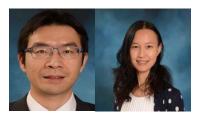
Jennifer Moss Breen Creighton University

Business Practitioner



Ranjan Karri University of Illinois, Springfield

Supply Chain & Information Systems



Hung-Chung Su (L) University of Michigan, Dearborn Yi (Maggie) Guo (R) University of Michigan, Dearborn

Professional Development Workshop (PDW)



Ronda Smith Ball State University



2022 MWAOM Conference Reviewers

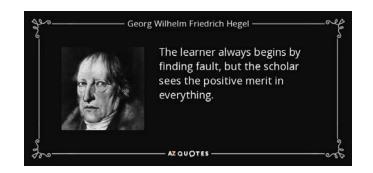
Numerous reviewers dedicated their time to review the work submitted to the MWAOM annual meeting, making this conference possible. **Outstanding reviewers are noted with an asterisk (*) and appear in bold**. Thank you, all reviewers! Your hard work is much appreciated!

Humphrey Ahworegba **Danielle Ailts Campeau *** Rebecca Badawy Dusti Baldwin Gayle Baugh * **Elizabeth Belgio** Alana Bell **Benjamin Blackford *** Mitchell Brew Terry Buckman Dan Chen Michael Cherry **Robert Chico *** Intae Choi **Gwendolyn** Combs **Danielle Crawford** Daniel Dayton Matt Deeg Linda Dunn-Jensen Rebecca Evan **George Faint Carla Flores** Stephen Forsha Faith Fox D'Anita Fretwell Stephanie Gapud **Krystal Geyer** Michael Goldsby **Brandon Griffin * Dex Gruber** Marcia Hagen Heidi Helgren Vanessa Hills Felicetta Iovino Shih-Sian Jhang Ta-Wei Kao Ranjan Karri **Gundars Kaupins** Fred kitchens

George Klemic Marek Kolinski Ankur Kushwaha Junghyun(Jessie) Lee Kwang-Ho Lee Angela Lehr Yan Liu Maria Malayter Bryan McCusker Nicholas Miceli **Douglas Micklich** Kezia Mkwizu * Frank Murphy Dave O'Connell John P. Orr * Tim Peterson Dina Puthenpurakal **Kimberly Rich** Bret Richards Marie-Elene Roberge Katherine Ryan **Crystal Saric Fashant *** Jennifer Schultz Shameem Shagirbasha **Dawn Shearrow * Ronda Smith** Sophie Song Sara Spear **Cynthia Stevens** Matthew Swanson Imran Syed David Szabla * Namporn Thanetsunthorn Theresa Trieu Kami Tsai **Oleksandr Tsaruk** Dawei Wang Joseph Yestrepsky 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 Michael A. Hitt, Texas A&M University



2022 Midwest 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 **Prof. Jerry Davis as the 2022 Midwest Scholar**.

The Midwest Academy of Management welcomes Dr. Jerry Davis to the annual meeting. Prof. Davis will speak at the Breakfast on Friday, October 14, 2022. His topic is *Taming Corporate Power in the 21t Century*.



Jerry Davis is the Gilbert and Ruth Whitaker Professor of Business Administration at the Ross School of Business and Professor of Sociology, The University of Michigan. Davis received his PhD from the Graduate School of Business at Stanford University. His books include <u>Social Movements and Organization</u> <u>Theory</u> (with Doug McAdam, W. Richard Scott, and Mayer N. Zald; Cambridge University Press, 2005), <u>Organizations and Organizing: Rational, Natural, and Open System Perspectives</u> (with W. Richard Scott; Pearson Prentice Hall, 2007), <u>Managed By the Markets: How Finance Reshaped America</u> (Oxford University Press, 2009), <u>Changing your Company from the Inside Out: A Guide for Social</u> <u>Intrapreneurs</u> (with Chris White, Harvard Business Review Press, 2015), and The Vanishing American Corporation: Navigating the Hazards of a New Economy (Berrett-Koehler, 2016). His latest book is Taming Corporate Power in the 21st Century. Davis has published widely in management, sociology, and finance.

Prof. Davis's research is broadly concerned with the corporation as a social and economic vehicle. <u>Recent</u> <u>writings</u> examine why corporations have so little insight into their global supply chains and the moral dilemmas this poses; why the social network of corporate elites has fallen apart; what organizational alternative exist to the shareholder-owned corporation; how national institutions shape corporate structures, and what this means for income inequality; how platform capitalism might be tamed to meet human needs other than profit; how management research might help achieve the Sustainable Development Goals; how new technologies have enabled worker political activism within the corporation; how social scientists can inform public opinion; and how information and communication technologies have enabled entirely new designs for economic organization. His current book project examines corporate power in the 21st century, and how to tame it.

2022 Distinguished Practitioner, Keynote Address

The Midwest Academy of Management welcomes Mr. Chet Dhruna to the annual meeting. Mr. Dhruna will speak at the Luncheon on Friday, October 14, 2022. His topic is *Mobility Needs of Tomorrow*.



Chet Dhruna is Head of Strategy & Business Planning for Ford Next LLC, effective July 2022. Ford Next LLC is a dedicated businesses platform business unit within Ford Motor Company. In this role, Dhruna is responsible for working in close concert with the executive leadership team to execute strategic initiatives to increase the company's growth and profitability and strengthen its focus on development of mobility businesses of the future. A strong, versatile, values-based leader, Dhruna has extensive experience in Product Development and overall Vehicle Engineering and Strategy development with increasing leadership roles in North & South America, Europe and Asia during his 20+ years with the company. Most recently, he served as Ford's Chief Engineer of Autonomous Vehicle Programs with a focus on commercializing Autonomous Vehicle technology. In addition to his time with Ford, Dhruna was also Director of Vehicle Programs and Chief Engineer at Uber's Autonomous Technology division. Dhruna earned a Bachelor of Science and Master of Science degree in Mechanical Engineering from Virginia Tech and a Masters of Business Administration from University of Michigan. In addition, he has completed Executive Education training at Harvard University.



2022 Distinguished Practitioner, Keynote Address

The Midwest Academy of Management welcomes Mr. Greg Pflum to the annual meeting. Mr. Pflum will speak at the Main Reception on Friday, October 14, 2022. His topic is *Pressing Forward on Global Challenges Together*.



Greg Pflum is currently the Chief Operating Officer of Locus Fermentation Solutions in Solon, Ohio. Locus Fermentation Solutions is an award-winning green tech startup driving a global shift to the use of environmentally friendly solutions to replace traditional chemicals across many market segments including agricultures, oil & gas, personal care, home care, textiles, paints, coatings and industrial applications. Locus FS currently accelerates globally recognized technologies that farmers use to grow more food and reduce greenhouse emissions for Locus Agricultural Solutions, oil & gas operators use to sustainably increase oil production in declining wells for Locus BioEnergy Solutions and CPG companies use to replace chemical surfactants in product formulations for Locus Performance Ingredients.

Immediately prior, Greg served as a Lecturing Professor at the University of Michigan-Dearborn College of Business. Greg focused on teaching students operations management, disseminating knowledge in areas such as procurement and global sourcing, logistics optimization, distribution and pricing strategies, product and supply chain innovation, labor regulations and contract management.

Before his position at the University of Michigan, Greg was Vice President and General Manager for the Midwest Hub at BASF. In this role, which started in 2011, Greg had overall responsibility for the Wyandotte and Southfield, Michigan operations, as well as Fighting Island. The markets served included automotive, furniture, paints, coatings, inks, medical devices and many more. Greg provided leadership in a variety of companies and roles before working for BASF including Cognis, where he served as Vice President of Nutrition & Health, Vice President of Supply Chain and Chief Administration Officer and Director of Supply Chain. He also held various other business and operations leadership roles at Cognis, Henkel, Quantum Chemicals and Emery.

Greg is currently on the Board of Trustees and chairs the Quality Committee at the Henry Ford Wyandotte Hospital and serves on the Henry Ford Health System Quality and Safety Board Committee. He is past president of the executive board of directors of the Michigan Chemistry Council and served on the executive board for 10 years. Greg also served for 10 years as an executive board member of the Southern Wayne County Regional Chamber of Commerce and was chair of the board in 2016. He also served for six years on the board of directors of the Michigan Chamber of Commerce.

A native of Cincinnati, Ohio, Greg graduated from Purdue University with a Bachelor of Science degree in Chemical Engineering. He earned his Master's degree in Business Administration with a concentration in Operations Management from the University of Cincinnati. Greg is a certified Supply Chain Professional.

2022 Distinguished Scholar, Keynote Address

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. Kevin Linderman to the annual meeting. Prof. Linderman is an eminent scholar, teacher, and author of numerous articles in operations and supply chain management. Prof. Linderman will speak at Breakfast on Saturday, October 15, 2022. His topic is *Building a Better Tomorrow by Thinking about Supply Chain Risk from Multiple Perspectives.*



Kevin Linderman is John J. Coyle Professor of Logistics and Supply Chain Management and Department Chair of the Supply Chain and Information Systems department at Penn State University. Prior to joining the Smeal College of Business he was the Curtis L. Carlson Professor in Supply Chain and Operations at the University of Minnesota's Carlson School of Management and the Academic Co-Director of Joseph M. Juran Center for Research in Supply Chain, Operations, and Quality. Prof. Linderman has received a number of scholarly awards including being ranked in the 2020 Decision Science Journal as one of the top 10 most productive and influential scholars in the field, the 2018 Supply Chain & Operations Teaching Award (student nominated), 2016 Associate Editor Award Journal of Supply Chain Management, 2016 Operations Management Scholar Award (Career Award - Academy of Management), 2016 Associate Editor Award Decision Science Journal, 2015 Associate Editor Award Journal of Supply Chain Management, 2015 and 2011 Carlson School of Management Research Award, 2010 and 2006 Elwood S. Buffa Doctoral Dissertation Award (Co-advisor), 2004 Academy of Management Chan K. Hahn Distinguished Paper Award. Professor Linderman's research encompasses topics in the area of process improvement (e.g., six sigma and lean), environmental management, innovation and supply chain risk.



John B. Cullen Best Paper Award

The Midwest Academy of Management launched the John B. Cullen Best Paper Award for the first time last year in 2021. This 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 selects 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.

Best Paper Award Nominees

Best Papers Selection Committee

- Ranjan Karri, University of Illinois, Springfield
- Arun Pillutla, St. Ambrose University
- K. Praveen Parboteeah, University of Wisconsin, Whitewater
- Young Ro, University of Michigan, Dearborn

Best Paper Award Nominees

- Attributions of Employee Voice: When and Why does Employee Voice Lead to Managerial Endorsement?
 - Hanna Kalmanovich-Cohen, Oakland University
- Pressing on into the Era of the Digital Organization: A Mental Journey of Leadership and Management Consulting
 - o David Szabla, Western Michigan University
 - o Dea Mulolli, Western Michigan University
 - o Wessam Abdelaziz, Western Michigan University
- How old are you? Synthesizing Workplace Ageism and the Way Forward
 - o Liji James, Indian Institute of Management, Kozhikode
 - o Aparna M. Varma, Indian Institute of Management, Kozhikode
 - o Amitabh Aanand, Excelia Business School, France
 - o Manoranjan Dhal, Indian Institute of Management, Kozhikode
- Multinational Bottom of the Pyramid Strategies for Poverty Alleviation in Emerging Markets
 - Bindu Arya, University of Missouri, St. Louis
 - Sabine Jentjens, ISC Paris, France
 - Karen Delchet-Cochet, AgroParis Tech, France
- How and When Supervisor Technostress Predicts Abusive Supervisor Behavior: A Proposed Framework
 - o Ayesha Tabassum, York University
- What Makes Companies Decide to Internationalize? An Alternative Approach to Internationalization Motivation Process
 - o Myropi Garri, University of Portsmouth, UK
 - Akiebe H. Ahworegba, University of Portsmouth, UK
- Updating Interdisciplinary Strategies for Virtual Dialogic Communication: A Conceptual Model for the Remote Practice of Dialogic Organization Development
 - o Vanessa Hills, Western Michigan University

- The Antecedents of Institutional Conformity: The Case of the Local United Way Affiliates and their Response to Field Change Efforts
 - o Laurie Paarlberg, IUPUI
 - Megan LePere-Schloop, Ohio State University
 - o Wenpei You, IUPUI
 - Hyunseok Hwang, University of Houston
- Impact of Telework on Employee Creativity through Mediation of Employee Collaboration: A Demands-and-Resources Perspective
 - Ayesha Tabassum, York University
- Using Symbolic Role Models to Enable Entrepreneurship Education, Intention, and Efficacy
 - Aakash Sapru, Iowa State University
 - o Ishva Minefee, University of Illinois
 - o Madhu Viswanathan, University of Illinois
 - Srinivas Venugopal, University of Illinois



2022 Midwest Academy of Management Annual Conference

Agenda for Meals & Receptions

Thursday, October 13, 2022

Breakfast + Luncheon: (Sponsored by Univ. of Michigan, Dearborn, College of Business) - For Doctoral Consortium only -

Welcome Reception:

Welcoming Remarks: MWAOM President

+ MWAOM Program Chair

+ Dean, UM-Dearborn College of Business

Friday, October 14, 2022

Breakfast: Opening Plenary Guest Speaker: Prof. Jerry Davis (Midwest Scholar), University of Michigan Ross School of Business Presentation: "Taming Corporate Power in the 21st Century"

Luncheon: (Co-Sponsored by UM-Dearborn + St. Ambrose Univ. + Benedictine Univ.) Guest Speaker: Mr. Chet Dhruna (Distinguished Practitioner) Head of Ford Next Strategy & Business Planning, Ford Motor Company Presentation: "Mobility Model of Tomorrow" Awards Presentations

Main Reception: Annual Business Meeting Guest Speaker: Mr. Greg Pflum (Distinguished Practitioner) COO of Locus Fermentation Solutions Presentation: "Pressing Forward on Global Challenges Together"

Saturday, October 15, 2022

Breakfast:

Guest Speaker: Prof. Kevin Linderman (Distinguished Scholar), Penn State University Smeal College of Business
Presentation: "Building a Better Tomorrow by Thinking about Supply Chain Risk from Multiple Perspectives"

Luncheon: (Co-Sponsored by UM-Dearborn + St. Ambrose Univ. + Benedictine Univ.) Introduction of 2023 MWAOM Conference Closing Plenary

2022 Midwest Academy of Management Annual Conference Thursday, October 13, 2022

	Plaza A & B
8:30am-9:00am	Doctoral Student Consortium Breakfast
9:00am-5:00pm	Doctoral Student Consortium (Sponsored by the University of Michigan, Dearborn, College of Business)
	Top of the Pontch
5:30pm-8:00pm	Conference Registration
6:00pm-8:00pm	Welcome Reception
	(Meet and greet MWAOM members)

2022 Midwest Academy of Management Annual Conference

Friday (Morning), October 14, 2022

3:45am	REAKFAST	Guest Speaker: Prof. Jerry Davis (Univ	ersity of Michigan; 2022 Midwest Scholar)			
- 1	Bold-typed name in purple with asterisk (*) indicates Se Plaza A	ssion Chairs Author(s)	Plaza B	Author(s)	Plaza C	Author(s)
	181: #7 - Work-Family Balance and Thriving at Work: The Roles of upervisor Support, Family Support, and Family Motivation.	Brandon Griffin, Southern Illinois Univ.	TIR1: #8 - Blending the Dark with the Bright: The Personality N the Top Management Team	tix of Faith Fox, Univ. of Evansville*	HRDC1: #5 - Cluster Hiring Efficacy and Organizational Perfor	mance Obie Byrum, Kennesaw State Univ.
		Tammy Parker, Utah Valley Univ.	TIR2: #31 - Causal Drivers of Family Brand Identity Promotion Family Firms	In Vasiliki Kosmidou, Univ. of New Haven	HRDC2: #6 - Unionization and Job Satisfaction: A Case of Empl Distrust in Management	oyee Marlee Mercer, York University, Canada
0	B2: II9 - Attributions of Employee Voke: When and Why does Employ oice Lead to Managerial Endorsement? (Best Paper Nominee)	ee Hanna Kalmanovich-Cohen, Oakland University	TIR3: #32 - Cognitive Dissonance Theory and Organizational Strategic Planning	Krysten Plautz, Metropolitan State Univ.		Parbudyal Singh, York University, Canada
0	B3: #23 - The Working Poor at Work: Perceptions of Mentoring,	Michele Heath, Cleveland State Univ.*	TIR4: #36 - The Influence of Resources on Organizational	Duane Little, Apogee Solutions, Inc.	HRDC3: #22 - Investigating the Perspective of Women Leader	s on Avesha Sengupta, Maharishi Inti, Univ.
Fe	eedback, and Affective Commitment	Erika Williams, Univ. of Southern Indiana	Capabilities	Richard Flanagan, Temple University	Spirituality and Empowerment: A New Path Forward	Debra Louis, Maharishi Intl. Univ.
	184: If40 - Why do We Lead the Way We do? An Examination of Leade tyle and Cognitive Bias	rship Erica Henkel, Univ. of North Carolina, Greensboro	TIRS: #38 - Advancing the Analytics Skills of Human Resource Professionals	Robert Olinger, Drake University	HRDC4: #35 - How Old Are You? Synthesizing Workplace Age and the Way Forward (Best Paper Nominee)	ism Liji James, Indian Inst. of Mgmt., Kozhikode, India
O ^r ar	185: #41 - Impact of COVID-19: The Relationship Between Risk Percep nd Job-Related Outcomes Amongst Healthcare Workers	tion Steven Day, North Carolina Central Univ.				Apama Varna, indian Inst. of Mgmt., Kozhikode, India
		Shingi Kwaramba, Virginia Tech Univ.				Amitabh Aanand, Excelia Business School, France
		Quinton Nottingham, Virginia Tech Univ.				Manoranjan Dhal, Indian Inst. of Mgmt., Kozhikode, India
		Matthew Loos, Ballad Health			HRDC5: #44 - Person-Organization Misfit and Turnover Inten Succession Planning Awareness Can Retain Valued Employee	
	Terrace A	Author(s)	Terrace B	Author(s)	Terrace C	Author(s)
ouam-	EISB1: #29 - A Cross-cultural Comparison of Maximizing or Satisficing Decision Styles on the Propensity to Start New Business		PDW1: #134 - StrengthsFinder: Practical Applications in the Classroom (45 min.)	Fred Kitchens, Ball State Univ.	PDW7: #115 - Jack of All Trades and Master of All as Discussion on Achieving Excellence Across Teaching, and Service	
	Ventures or Social Enterprises in the U.S and Slovenia EISB2: #30 - Gender Stereotypes and Social Support in the Digital	Xian Cao, Ball State Univ.*		Carla Flores, Ball State Univ.	and Service	Ben Blackford, Northwest Missouri State Univ.
1	Entrepreneurial Community					
		Hongfei Li, Chinese Univ. of Hong Kong		Stephanie Wilson, Ball State Univ.		Heather Dixon, Ball State Univ.
		Dan Hsu, North Dakota State Univ.		Rob Mathews, Ball State Univ.		Jakari Griffith, Bridgewater State Univ.
	EISB3: #77 - Survival and Growth in Entrepreneurial Systems: An		PDW2: JMI Special Collaboration (45 min.)	Sang Lee, Pittsburg State University		Shannon Juergens, Grand View Univ.
	Integration with Resource Dependency Theory and Entrepreneurial Orientation	Sonny Nguyen, Univ. of South Alabama				Ranjan Karri, Univ. of Illinois, Springfield
	EISB4: #92 - Are You Being Well Served? Antecedents of Virtual Team Decisions and Solution Quality in Dynamic Innovation Tournaments	Satishwar Kedas, PACT, Portugal				Janice Molloy, Univ. of Michigan, Dearborn
		Soumodip Sarkar, Univ. of Evora, Portugal				Brian Whitaker, Ball State Univ.
	EISB5: #118 - Impact of Telework on Employee Creativity through	Aakaash Sapru, Iowa State Univ.				
	Mediation of Employee Collaboration: A Demands-and-Resources Perspective (Best Paper Nominee)	Ayesha Tabassum, York University, Canada				
-	Bold-typed name in purple with asterisk (*) indicates Se		Plaza B		Diana C	
45am. 0	Plaza A 186: #43 - The Relationship Between Intercultural Marriage and Famil	Author(s)	TIR6: #48 - Breaking the Paywall of International Internships t		Plaza C HRDC6: #49 - Diversity, Equity, and Inclusion in the Workplac	Author(s)
	Vork-Enrichment Through the Lens of Critical Contextual Empiricism	Mariee Mercer, York University, Canada	Press on and Move Forward toward Equality and Inclusion in Business Education	Stephanie Gapud, Spring Hill College*	Experience of White-Identified Employees on DEI Teams	Rebecca Evan, Metropolitan State Univ.
		Souha Ezzedeen, York University, Canada		Christian Acosta-Flamma, Telanto.com, Spain		Crystal Fashant, Metropolitan State Univ.
		Parbudyal Singh, York University, Canada	TIR7: #60 - The Impact of Disruptive Research on Grant Fundir and the Contingent Role of Female-Led Teams	Nazha Gali, Univ. of Windsor, Canada		Stephanie Sisco, Univ. of Minnesota
	187: #45 - Team Member Mood and Intra-Team Helping Behavior: xploring the Roles of Team and Leader Trustworthiness	Marlee Mercer, York University, Canada		Jason Owen-Smith, Univ. of Michigan		Stacey Robbins, St. Mary's Univ., CA
	•	Len Karakowsky, York University, Canada	TIR8: #62 - What is the Tipping Point on Safety Spend for	John Bushland, Metropolitan State Univ.	HRDC7: #51 - Artificial Intelligence (AI) in Employee Selection: Algorithm-Based Decision Aids Influence Recruiters' Decision	
		Con Ranadowsky, fork onlyerany, canada	Organizations?	for a summer, inclopental state one.	Making in Resume Screening	
		energy and an energy of the second		Marcia Hagen, Metropolitan State Univ.	HRDC8: #68 - Understanding the Impact of Invisible and Visib Stigmas in the Workplace through Political Ideology, Caste, an	
1.000		Mark Podolsky, York University, Canada			Gender	nd Faiz Ahamad, XIM Univ., Bhubhaneswar, India
0	188: #50 - The Impact of Psychopathy on Types of Voluntary Turnover	Mark Podolsky, York University, Canada Marek Kolinski, Kennesaw State Univ.	TIR9: #81-Student's Perceptions of Culturally Responsive Tear Practices (CRTP)	ching Rebecca Evan, Metropolitan State Univ.	Gender	di Faiz Ahamad, XIM Univ., Bhubhaneswar, India Stephanie Black, Texas A&M Univ., San Antonio
0	189: #52 - True to Oneself: Code-Switching and Authentic Leadership	Marek Kolinski, Kennesaw State Univ. Alana Bell, Univ. of South Alabama		hing Rebecca Evan, Metropolitan State Univ. Erica Berte, Metropolitan State Univ.	Gender	
OI Re	189: #52 - True to Oneself: Code-Switching and Authentic Leadership 1810: #76 - Finding Support and Positivity During Intense Uncertainty: oles of Positive Affect, Leadership, and Support in College Student	Marek Kolinski, Kennesaw State Univ. Alana Bell, Univ. of South Alabama		Rebecca Evan, Metropolitan State Univ.	HRDC9: #88 - Workaholism: A Personality and Situational Str	Stephanie Black, Texas A&M Univ., San Antonio Andrew Johnson, Texas A&M Univ., Corpus Christi
OI Re	189: #52 - True to Oneself: Code-Switching and Authentic Leadership 1810: #76 - Finding Support and Positivity During Intense Uncertainty:	Marek Kolinski, Kennesaw State Univ. Alana Bell, Univ. of South Alabama The		Rebecca Evan, Metropolitan State Univ. Erica Berte, Metropolitan State Univ.		Stephanie Black, Texas A&M Univ., San Antonio Andrew Johnson, Texas A&M Univ., Corpus Christi
OI Re	189: #52 - True to Oneself: Code-Switching and Authentic Leadership 1810: #76 - Finding Support and Positivity During Intense Uncertainty: oles of Positive Affect, Leadership, and Support in College Student	Marek Kollinski, Kennesav State Univ. Akana Beli, Univ. of South Alabama The Kami Tsai, Lewis University Lesley Yage, Lewis University* Melinda Hubberd, Univ. of Cincinnati		Hebecca kvan, Metropolitan State Univ. Erica Berte, Metropolitan State Univ. Jun Li, Metropolitan State Univ.	HRDO: 188 - Workaholism: A Personality and Situational Str Perspective	Stephane Black, Tesa A&U Uhiv, San Antonio Andrew Johnson, Tesa A&U Uhiv, Corpus Christi Mage Down, Uhiv of South Alabama Mage Down, Uhiv of South Alabama Rachel O'Sultrus, Uhiv of South Alabama
OI Re	189: #52 - True to Oneself: Code-Switching and Authentic Leadership 1810: #76 - Finding Support and Positivity During Intense Uncertainty: oles of Positive Affect, Leadership, and Support in College Student	Marek Kolinski, Kennesav State Univ. Alana Beli, Univ. of South Alabama The Kami Tsai, Lewis University Lesley Page, Lewis University*		Hebecca kvan, Metropolitan State Univ. Erica Berte, Metropolitan State Univ. Jun Li, Metropolitan State Univ.	HRDC9: #88 - Workaholism: A Personality and Situational Str	Stephane Black, Texes A&M Uhiv, San Antenio Andrew Johnson, Texa A&M Uhiv, Carpus Christi Image Davis, Uhiv, of South Alabama Maging Davis, Uhiv, of South Alabama Rackel CS/Black, Univ, of South Alabama Rackel CS/Black, Univ, of South Alabama Sander Texaney, Uhiv, of Texas, Alabama Specific Texaney, Uhiv, of Texas, Alabama
OI Re Re	89: 852 - True to Oneseff: Code-Switching and Authentic Leadership B10: 876 - Finding Support and Politikhy During Intense Uncertainty: de of Poultix-Auto, Leadership, and Support in College Student esilience During the COVID-19 Pandemic	Marek Rollinski, Kennesav State Univ. Mare Bell, Univ. of South Alabama Kare Tasi, Lewis University Loshy Page, Lewis University Loshy Adabad, University Loshy Checinstit Cameron Edom, Lewis University		Hebecca kvan, Metropolitan State Univ. Erica Berte, Metropolitan State Univ. Jun Li, Metropolitan State Univ.	HRDC9: #88 - Workaholium: A Personality and Situational Stre Perspective HRDC10: #91 - An Upper Echelons Approach to Gender Diver	Stephanie Black, Texas A&M Uhiv, San Antonion Andrew Johnson, Texas A&M Uhiv, Carpus Christi Imathy Aclivence, Unix, of South Alabama Magie Doxu, vol. of South Alabama Rachel O'Sultrum, Unix, of South Alabama
OI Re Re	189: #52 - True to Oneself: Code-Switching and Authentic Leadership 1810: #76 - Finding Support and Positivity During Intense Uncertainty: oles of Positive Affect, Leadership, and Support in College Student	Marek Kollinski, Kennesav State Univ. Akana Beli, Univ. of South Alabama The Kami Tsai, Lewis University Lesley Yage, Lewis University* Melinda Hubberd, Univ. of Cincinnati		Hebecca kvan, Metropolitan State Univ. Erica Berte, Metropolitan State Univ. Jun Li, Metropolitan State Univ.	HRDC9: #88 - Workaholium: A Personality and Situational Stre Perspective HRDC10: #91 - An Upper Echelons Approach to Gender Diver	Stephane Black, Texes A&M Uhiv, San Antenio Andrew Johnson, Texa A&M Uhiv, Carpus Christi Image Davis, Uhiv, of South Alabama Maging Davis, Uhiv, of South Alabama Rackel CS/Black, Univ, of South Alabama Rackel CS/Black, Univ, of South Alabama Sander Texaney, Uhiv, of Texas, Alabama Specific Texaney, Uhiv, of Texas, Alabama
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2022 Midwest Academy of Management Annual Conference

Friday (Afternoon), October 14, 2022

	- Bold-typed name in purple with asterisk (*) indicates Ses	sion Chairs				
	Plaza A	Author(s)	Plaza B	Author(s)	Plaza C HRDC11: #98 - A Policy of Potential Problems: the Amolifying Effects	Author(s)
	OB11: #84 - The Interpersonal Implications of Differing Political Ideologie	Andrew Soderberg, Univ. of Wisconsin, Oshkosh	TIR11: #93 - Towards Understanding Blockchain for Facilitation Corporate Social Responsibility	a of Jacqueline Jaeger, St. Ambrose Univ.	of the Perceptions of Pay Secrecy and Cynicism on Workplace Ostracism	Matthew Aplin-Houtz, Univ. of Missouri, St. Louis
	at Work	Teng Zhang, Penn State Univ., Harrisburg*		Arun Pillutla, St. Ambrose Univ.*	Ustracism	Mark Sanders, Univ. of Missouri, St. Louis
	OB12: #85 - Abusive Supervision and Motivation for Creativity: The Role Emotion and Leader Humor	s of Kiho Jun, United Intl. College, China	TIR12: #100 - Caregiver Employee Stress Outcomes and Moderators	Alankrita Pandey, Eastern Michigan Univ.		Emily Lane, Univ. of Missouri, St. Louis
	OB13: #86 - Detaching from the Organizational and Looking Inwards? A Mediational Analysis of Employee-Related and Organization-Related	Leonel Prieto, Texas A&M Intl. Univ.		Jillian Graves, Eastern Michigan Univ.	HRDC12: #110 - Narcissistic Contagions: Managing Unmanageable	Hui Wang, Nanjing Audit Univ., China
	Constructs	MdFarid Taludker, Texas A&M Intl. Univ.		Megan Endres, Eastern Michigan Univ.	Supervisors and Colleagues	Jennifer Schultz, St. Mary's Univ., MN*
	OB14: #87 - How Could You Think That? When Supervisor Misattribution		TIDIA HIGA Late Builder Die Beeda		HRDC13: #114 - Service Delivery to Justice Involved Persons During	
	Leads to Reductions in Subsequent Employee Organizational Citizenship Behavior	Timothy Moliveene, Univ. of South Alabama	TIR13: #102 - Is the Business Plan Dead?	Danielle Campeau, St. Mary's Univ., MN	COVID 19: Work-life Effects and Implications for Essential Service Providers	Kemi Anazodo, Univ. of Windsor, Canada
		Maggie Davis, Univ. of South Alabama Sonia White, Univ. South Alabama				Candalyn Rade, Meredith College Rosemary Ricciardelli, Memorial Univ. of Newfoundland, Canada
	OB15: #90 - I Want To Be Empowered: How Empowering Leadership Ca Lead to an Increase in Employees' Psychological Meaningfulness and	n Brandon Griffin, Southern Illinois Univ.			HRDC14: #121 - Moving Forward: The Impact of Organizational	Ifeyimika Ajaiyeoba, Univ. of Wisconsin, Parkside
	Proactive Work Behaviors.				Efficacy on Nursing Work Outcomes HRDC15: #139 - The Ethical Problem of the Light Side of Technology	
		Steven Karau, Southern Illinois Univ.			Acceptance: the Effects of Light Triad on the Technology Acceptance Model	Sean Leahy, Univ. of Missouri, St. Louis
		Tammy Parker, Utah Valley Univ.			Nobel	Matthew Aplin-Houtz, Univ. of Missouri, St. Louis
		Kevin Rhoads, Utah Valley Univ.				Emily Lane, Univ. of Missouri, St. Louis Sarah Willey, Univ. of Missouri, St. Louis
						Sachin Sharma, Univ. of Missouri, St. Louis
	Terrace A	Author(s)	Terrace B	Author(s)	Terrace C	Author(s)
2:00pm-	PDW3: #72 - What are the Opportunities for Management	oy Beatty, Eastern Michigan Univ.	0W8: #128 - Protecting Your Cognitive Resources: The Invisible	Katherine Ryan, Indiana University	PDW9: #46 - Political Ideology in Organizations: A Research	h Arun Pillutla, St. Ambrose Univ.
3:30pm	Education Scholarship?	ennifer Leigh, Nazareth College	ost of Saying Yes	inda Dunn-Jensen, Cal. State Univ., Stanislaus	Symposium and a Call for Collaborations (45 min.)	Drew Debrey, St. Ambrose Univ.
		Robert Holbrook, Ohio University		and a start of the start of the starts and		Michael DeWitt, St. Ambrose Univ.
					PDW10: #75 - A Whole New World: Navigating the Future	of
		edro Reyes, Baylor University			Human Resources and New Employee Expectations (45 mi	
		ee Freeman, University of Michigan, Dearborn				Elizabeth Belgio, Lewis University
						Shella Boysen, Lewis University
						Michele Kramer, Lewis University
						Lesley Page, Lewis University
						Michele Ryan, Lewis University
	- Bold-typed name in purple with asterisk (*) indicates Ses					
	Plaza A	Author(s)	Plaza B	Author(s)	Plaza C	Author(s)
3:45pm-			STRAT1- #A - Market Entry Resource Development and		OD1: #33 - Pressing on into the Fra of the Digital Organization: A	
5:15pm	BECSR1: #39 - Uniting Pedagogical Theory with Managerial Perspectives Fill a Gap in Teaching Business Ethics for Developing Principled Moral Researching Ability	ito Jacqueline Jæger, St. Ambrose Univ.	STRAT1: #4 - Market Entry, Resource Development and Environment Change: A Longitudinal Study of International Join Ventures in China's Auto Industry		OD1: #33 - Pressing on into the Era of the Digital Organization: A Mental Journey of Leadership and Management Consulting (Best Paper Nominee)	David Szabla, Western Michigan Univ.*
3.rspin	Fill a Gap in Teaching Business Ethics for Developing Principled Moral Reasoning Ability BECSR2: #53 - TMT Shareholder Letters and Environmental Actions:	Iacqueline Jaeger, St. Ambrose Univ.	STRAT1: #4 - Market Entry, Resource Development and Environment Change: A Longitudinal Study of International Join Ventures in China's Auto Industry			
3.rspin	Fill a Gap in Teaching Business Ethics for Developing Principled Moral Reasoning Ability	Jacqueline Jaeger, St. Ambrose Univ.	Environment Change: A Longitudinal Study of International Join	t Qingjiu Tao, Univ. of Delaware	Mental Journey of Leadership and Management Consulting (Best Paper Nominee)	David Szabla, Western Michigan Univ.*
3.rspin	Fill a Gap in Teaching Business Ethics for Developing Principled Moral Reasoning Ability BECSR2: #53 - TMT Shareholder Letters and Environmental Actions:	Jacqueline Jager, St. Ambrose Univ. Jaemin Kim, Oakland University	Environment Change: A Longitudinal Study of International Join	t Qingjiu Tao, Univ. of Delaware Jing Sun, Wayne State Univ.	Mental Journey of Leadership and Management Consulting (Best	David Szabla, Western Michigan Univ.* Dea Mulolli, Western Michigan Univ.
2.73bu	FII & Gap In Teaching Business Ethics for Developing Principled Moral Resconing Ability BECSR2: FIS3 TWT Shareholder Letters and Environmental Actions: Discretionary and Non-discretionary intentions	Jacqueline Jagers, St. Ambrose Univ. Jaemin Kim, Oakland University Clay Ditrell, Univ. of Massissippi Chelses Sherlock, Mississippi State Univ.	Environment Change: A Longbudhni Study of International John Ventures in China's Auto Industry	t Qingiu Tao, Univ. of Delaware Jing Sun, Wayne State Univ. John Prescott, Univ. of Pittsburgh Tsuhslang Hsu, Cal. State Univ., Fullerton	Merral Journey of Leadership and Management Consulting (Best Paper Nominee) 002: 856 - On Emerging Complexity in the Workplace through Social Systems Theory: Episodes for Internal Complexity 003: 899 - Updating Interdisciplinary Strategies for Virtual Dialogic	David Stabila, Western Mitchigen Univ." Des Multill, Western Michigen Univ. Wessen Adedadaz, Western Michigen Univ. Hanan Alhdadi, Hult Inti. Busines School
3.13911	Fill a Gap in Teaching Business Ethics for Developing Principled Moral Reasoning Ability BECSR2: #53 - TMT Shareholder Letters and Environmental Actions:	Jacquelline Janger, SL Ambrose Univ. Jaamin Kim, Oakland University Clay Dihefl, Univ. of Mississippi Chelsea Sherlock, Mississippi State Univ.	Environment Change: A Longitudinal Study of International Join	t Qingiu Tao, Univ. of Delaware Jang Sun, Wayne State Univ. John Precott, Univ. of Pittsburgh Tsuthang Hsu, Cal. State Univ., Fullerton	Mernal Journey of Leadership and Management Consulting (Best Paper Nominee) 002: #55 - On Enverging Complexity in the Workplace through Social Systems Theory: Episodes for Internal Complexity	David Szabia, Western Michigan Univ.* Dea Muibili, Western Michigan Univ. Wessam Abdelaiz, Western Michigan Univ.
3.139111	FIB & Gap In Teaching Business Ethics for Developing Principled Moral Resconder Ability BECSR2: FS3 - TMT Shareholder Latters and Environmental Actions: Discretionary and Non-discretionary intentions	Jacqueline Jagers, St. Ambrose Univ. Jaemin Kim, Oakland University Clay Ditrell, Univ. of Massissippi Chelses Sherlock, Mississippi State Univ.	Environment Change: A Longbudhnal Study of International Join Ventures in China's Auto Industry STRAT2: IA7 - Multinutional Bottom of the Pyramid Strategies	t Qingiu Tao, Univ. of Delaware Jing Sun, Wayne State Univ. John Prescott, Univ. of Pittsburgh Tsuhslang Hsu, Cal. State Univ., Fullerton	Merral Journey of Leadership and Management Consulting (Best Paper Nominee) OD2: 856 - On Emerging Complexity in the Workplace through Social Systems Theory: Episodes for Internal Complexity OD3: 899 - Updating Interdisciplinary Strategies for Virtual Dialogic Communication: A Conceptual Model for the Rende Practice of Dialogic Organization Development (Best Paper Nominee) OD4: #126 - The Impact of COVID-30 on Artificial Intelligence in	David Stabila, Western Mitchigen Univ." Des Multill, Western Michigen Univ. Wessen Adedadaz, Western Michigen Univ. Hanan Alhdadi, Hult Inti. Busines School
3.13pm	FII & Gap In Teaching Business Ethics for Developing Principled Moral Rescioning Ability BECSR2: RS3 - TMT Shareholder Letters and Environmental Actions: Discretionary and Non-discretionary intentions BECSR3: RS4 - How and When Supervisor Technositeress Predicts Abusine Supervisor Behavior: A Proposed Framework (Best Paper Nombee) BECSR4: RS5 - Stakeholder Management and the Growth of the Firm BECSR3: RS9 - Digital Simulation: Apply or Clinal Thinking to the Predict	Jacqueline Jager, St. Ambrose Univ. Jaemin Em, Oakland University City Dibridi, Univ. of Mississippi Citeleas Sherlock, Mississippi State Univ. Apreha Tabassum, York University, Canada Jayce Wang, St. Cloud State Univ.*	Environment Change: A Longbudhnal Study of International Join Ventures in China's Auto Industry STRAT2: IA7 - Multinutional Bottom of the Pyramid Strategies	t Qingiu Tao, Univ. of Delaware John State Univ. John Precott, Univ. of Pittsburgh Tashsiang Hua, Cal. State Univ., Fullenton for Sabine Jentjens, ISC Parts, France	Memai Journey of Leadership and Management Consulting (Best Paper Nontinee) DD2: 856 - On Emerging Complexity in the Workplace through Social Systems Theory: Episodes for Internal Complexity DD3: 899 - Updating Inter-disciplinary Strategies for Virtual Diabet Communications A Conceptual Mode for the Remote Practice of Dialogic Organization Development (Best Paper Nombnee)	David Scabla, Western Michigan Univ.* Dea Mulelli, Western Michigan Univ. Wansan Abdelariz, Western Michigan Univ. Hanan Abdaldi, Hub Inti. Businesi School Vanesia Hillo, Western Michigan Univ.
3.13pm	FIB & Gap ID Teaching Business Efficis for Developing Principled Moral Rescioning Ability RECER2: FIS3 - TMT Shareholder Letters and Environmental Actions: Discretionary and Non-discretionary intentions BECSR3: #54 - How and When Supervisor Technostress Predicts Abusine Supervisor Behavior: A Proposed Framework (Itest Paper Nomine) BECSR4: #55 - Stakeholder Management and the Growth of the Firm	Jacqueline Jager, St. Ambrose Univ. Jacenin Eur, Oakland University City Ditrict, Univ. of Mississippi Cheleas Sherlock, Mississippi State Univ. Aprecha Tabassum, York University, Canada Jaryce Wang, St. Cloud State Univ.* of Jay Cauffield, Marguette Univ.	Environment Change: A Longbudhnal Study of International Join Ventures in Chan's Auto Industry STRAT2: #47 - Multinational Bottom of the Pyramid Strategies Poverty Alleviation in Emerging Markets (Best Paper Hominee STRAT4: #78 - What Makes Companies Decide to International	tt Qingju Tao, Unix. of Delaware Jing Sun, Wane State Unix, Jung Sun, Wane State Unix, John Precott, Unix, of Pittsburgh Turbriang Has, Cal. State Unix, Fullerton for Bindu Arys, Unix, of Mitsouri, St. Louis* Subine Jentijens, SC Paris, France Karen Delcher-Cochet, AgroParis Tech, France tare Tech	Memai Journey of Leadership and Management Consulting (Best Paper Nomkne) 002: 856 - On Emerging Complexity in the Workplace through Social Systems Theory: Episodes for Internal Complexity 003: 899 - Updating Interdiciphary Strategies for Virtual Dialogic Communications - Acceptual Model for the Renote Practice of Dialogic Organization Development (Best Paper Nomines) 004: 8126 - The Impact of COVID-19 on Artificial Intelligence in Healthcare	David Stable, Western Michigan Univ." Das Multill, Western Michigan Univ. Wessen Abdelarit, Western Michigan Univ. Hanan Ahaddu, Hult Mit, Businesi School Vanessa Hills, Western Michigan Univ. Larra Mahari, Benedictine University Chris Mahle, Benedictine University
3.13pm	FII & Gap In Teaching Business Ethics for Developing Principled Moral Rescioning Ability BECSR2: RS3 - TMT Shareholder Letters and Environmental Actions: Discretionary and Non-discretionary intentions BECSR3: RS4 - How and When Supervisor Technositeress Predicts Abusine Supervisor Behavior: A Proposed Framework (Best Paper Nombee) BECSR4: RS5 - Stakeholder Management and the Growth of the Firm BECSR3: RS9 - Digital Simulation: Apply or Clinal Thinking to the Predict	Jacqueline Jager, St. Ambrose Univ. Jaemin Em, Oakland University City Dibridi, Univ. of Mississippi Citeleas Sherlock, Mississippi State Univ. Apreha Tabassum, York University, Canada Jayce Wang, St. Cloud State Univ.*	Environment Change: A Longbudhnal Study of International Join Ventures in Chan's Auto Industry STRAT2: 847 - Multinational Bottom of the Pyramid Strategies Poverty Alleviation in Emerging Markets (Best Paper Hominee	tt Qingju Tao, Unix. of Delaware Jing Sun, Wane State Unix, Jung Sun, Wane State Unix, John Precott, Unix, of Pittsburgh Turbriang Has, Cal. State Unix, Fullerton for Bindu Arys, Unix, of Mitsouri, St. Louis* Subine Jentijens, SC Paris, France Karen Delcher-Cochet, AgroParis Tech, France tare Tech	Merral Journey of Leadership and Management Consulting (Best Paper Nominee) OD2: 856 - On Emerging Complexity in the Workplace through Social Systems Theory: Episodes for Internal Complexity OD3: 899 - Updating Interdisciplinary Strategies for Virtual Dialogic Communication: A Conceptual Model for the Rende Practice of Dialogic Organization Development (Best Paper Nominee) OD4: #126 - The Impact of COVID-30 on Artificial Intelligence in	David Scabla, Western Michigan Univ.* Dea Mulelli, Western Michigan Univ. Wansan Abdelariz, Western Michigan Univ. Hanan Abdaldi, Hub Inti. Businesi School Vanesia Hillo, Western Michigan Univ.
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Guest Speaker: Mr. Greg Pflum (COO, Locus Fermentation Solutions)

5:30pm-MAIN RECEPTION + Business Meeting

2022 Midwest Academy of Management Annual Conference Saturday (Morning), October 15, 2022

7:45am- 8:45am	BREAKFAST	Guest Speaker: Prof. Kevin Linderman	n (Penn State University; Distinguished Scholar)			
	- Bold-typed name in purple with asterisk (*) indicat					
	Plaza A	Author(s)	Plaza B	Author(s)	Plaza C	Author(s)
9:00am- 10:30am	TIR15: #133 - Innovate for the Bottom of the Pyramid to Press on Towards Growth and Sustainability		BUSPRAC1: #37 - Meeting the Challenge of Competitive Intensity Using Market Data Resources	Duane Little, Apogee Solutions, Inc.	ME1: #11 - Teacher as Servant Leader: Impact of Good and Bad Learning Experiences	Tim Peterson, North Dakota State Univ.*
		Stephanie Gapud, Spring Hill College*		Richard Flanagan, Temple University		Sydney Thielbar, North Dakota State Univ.
	TIR16: #141 - Moving Forward – Strategies for Advancing Careers of African American Women with Physical Disabilities	Teresa Scott, 3TConsulting Group	BUSPRAC2: #120 - Strategic Business Partnerships in Technology	Brandan Wilson, Texas A&M Univ., Corpus Christi		Claudette Peterson, North Dakota State Univ.
	TIR17: #144 - Leader Humility Weakens the Indirect Relationship between Prohibitive Voice Behaviors and Undesirable Employee Behaviors via Anxiety	Robert Chico, Arizona State Univ.			ME2: #82 - Your Organization is Implementing Artificial Intelligence, Now What? An Integrative Literature Review of Artificial Intelligence Implementation for Supervisors	Anezka Viskova-Robertson, Western Michigan Univ.
	TIR10: #83 - Call for a More Strongly Regulated Payday Loan Model in the U.S. Midwest	Achinteya Jayaram	BUSPRAC3: #131 - Meeting Employees' Post-Pandemic Needs: The importance of Empowering Employees, Being Mindful of Emotions, and Creating a Learning Culture	Robert Chico, Arizona State Univ.*	STRAT3: #63 - Paternalistic Leadership and Employee Job Performance: The Role of Organizational I dentity and The Leader-Member Exchange Relationship	Li Shiheng, Xi'an Jiaotong Univ., China
						Ormonde Cragun, Univ. of Minnesota, Duluth Xin Liang, Univ. of Minnesota, Duluth Wang Luyao, Xi'an Jiaotong Univ., China

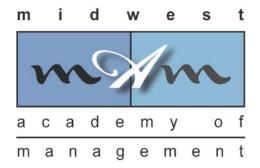
	Terrace A	Author(s)	Terrace B	Author(s)	Terrace C	Author(s)
9:00am- 10:30am	PDW13: #112 - COVID-19 Pandemic Impact on Working Women and the Need for Change	Joanne Roehm, Western Michigan Univ.	PDW14: #143 - Traditional Work vs Remote Work: Employers Face Important Choices		PDW15: #103 - Reaching for the Stars in Research: A Panel Discussion on Research Excellence	Imran Syed, Ball State Univ.
		Ellie Wilcox, Make-A-Wish Michigan		Marcia Hagen, Metropolitan State Univ.		Jung-Hyun (Jessie) Lee, Univ. of Michigan, Dearborn
		Michelle Hodges, Rehmann		Rebecca Evan, Metropolitan State Univ.		K. Praveen Parboteeah, Univ. of Wisconsin, Whitewater
		Brittany Hunter, Atomic Object		John Bushland, Metropolitan State Univ.		Tim Peterson, North Dakota State Univ.
				Rachel Lundbohm, Univ. of Minnesota, Crookston		Peter Sorenson, Benedictine Univ.
						Hung-Chung Su, Univ. of Michigan, Dearborn Joyce Wang, St. Cloud State Univ. Therese Yaager. Benedictine Univ.

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	Plaza A	Author(s)	Plaza B	Author(s)	Plaza C	Author(s)
The Case of the Local United Way Affilia	STRAT6: #113 - The Antecedents of Institutional Conformity: The Case of the Local United Way Affiliates and their Response to Field Change Efforts (Best Paper Nominee)	Laurie Paarlberg, IUPUI	OB16: #96 - It's Not Getting Better: A Moderating View of LMX	Faith Fox, Univ. of Evansville*	PDW19: #79 - Exploratory/Confirmatory Factor Analysis (EFA/CFA) Hosted by CARMA	Larry Williams, Texas Tech Univ., CARMA
		Megan LePere-Schloop, Ohio State Univ.		Wendy Risher, Univ. of South Alabama		Ronda Smith, Ball State Univ.
		Wenpei You, IUPUI	OB17: #101 - The Influence of Remote Work on the Supervisor-Subordinate Relationship: An LMX Perspective	Kimberly Weston Moore, Kennesaw State Univ.		
		Hyunseok Hwang, Univ. of Houston	OB18: #107 - Coaching to Develop Emotional Intelligence and Decrease Work-Family Conflict	Jenell Wittmer, Univ. of Toledo		
	BECSR6: #95 - Market Reactions to the Business Roundtable August 19th 2019 Announcement on the Purpose of a Corporation	Jay Janney, Univ. of Dayton		Joseph Cooper, Univ. of Otago, New Zealand		
		Malika Chaudhuri, Oakland University		Courteney Buchanan, Univ. of Toledo		
	Education: Proctored vs. Non-proctored Testing	Rattaphon Wuthisatian, Southern Oregon Univ.	OB19: #123 - Different? Same! Organizational Search for Optimal Distinctiveness in Rugged Landscapes	Silvan Baier, Univ. of Chicago		
		Namporn Thanetsunthorn, SUNY, Farmingdale	-			
	BECSR8: #119 - Government-Business Partnerships for Sustainable Community Development	Namporn Thanetsunthorn, SUNY, Farmingdale*				
		Rattaphon Wuthisatian, Southern Oregon Univ.				
	Discussant: Janet Kirby, Millikir	1 University				
	CONVCRNR3: #108 Conv. Corner - Global Student Experiences in a Post-Pandemic World	Lori Merlak, Kirkwood Community College				
		Stephanie Gapud, Spring Hill College				

	Terrace A	Author(s)	Terrace B	Author(s)	Terrace C	Author(s)
10:45am-	PDW16: #142 - Understanding and Implementing AACSB Accreditation Standards: Experiential Learning to Make a Positive Impact on Society	Millicent Nelson, Middle Tennessee State Univ.	PDW17: #69 - Articulating Your Teaching Philosophy	Joy Beatty, Eastern Michigan Univ.	PDW18: #147 - Gadgets and Grades: Innovative Technology Examples for Engagement	Shontarius Aikens, Concordia College
		Jennifer Collins, Florida A&M Univ.		Jennifer Leigh, Nazareth College		Benjamin Blackford, Northwest Missouri State Univ.
		Matrecia James, St. Bonaventure Univ.				Jonathan Butler, Oklahoma State Univ.
		Angela Miles, North Carolina Central Univ.				Carla Flores, Ball State Univ.
		Sally Sledge, Norfolk State Univ.				Fred Kitchens, Ball State Univ.
						Imran Syed, Ball State Univ.
12:30pm- 1:30pm	LUNCHEON					
	(Co-sponsored by University of Michigan, Dearborn + St	Ambrose University + Benedictine	University)			

Co-sponsored by University of Michigan, Dearborn + St. Ambrose University + Benedictine University)

2023 MWAOM Annual Conference (coming soon...)



Midwest Academy of Management 65th Annual Meeting

2023 Conference Program





Chicago

October 12-14, 2023

(Questions? Contact Ranjan Karri, 2023 Program Chair, @ rkarr2@uis.edu)