

m i d w e s t



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m a n a g e m e n t

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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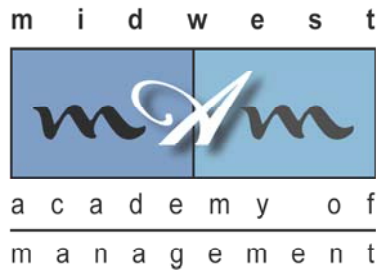
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Our Host City and Institution

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

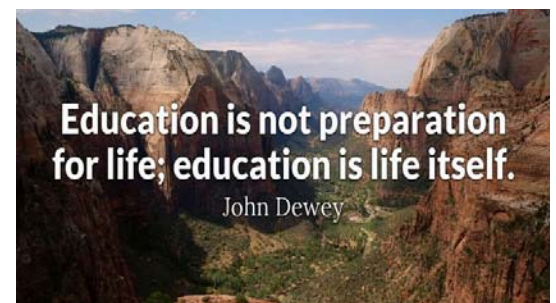
The Midwest Academy of Management (MWAOM) welcomes you to the 65th annual conference in Detroit. Founded in 1957, the oldest regional affiliate of the Academy of Management, the Midwest Academy is a pioneer and a trailblazer. The MWAOM conferences have a reputation for being developmental and accessible. 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.

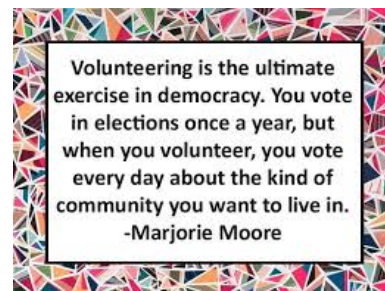
Many people played a significant role in creating this program, and I am thankful for their contributions. In addition to all of you that contributed papers, PDWs, symposia, and other scholarly works for our conference, many have also served as track chairs, reviewers, and are now serving as session 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.

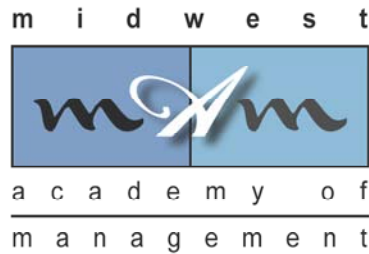
Thank you very much for attending the MWAOM 2022 Annual Meeting. Enjoy the conference and your time in Detroit!

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 MWAOM Members	Top of the Pontch

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 & Distinguished Practitioner Keynote	Grand A & B
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 & Distinguished Practitioner Keynote	Grand A & B

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	1992 – 1993 Timothy Keaveny
1963 – 1964 Franklin Moore	1993 – 1994 Ralph Katerberg
1965 – 1966 Fremont Shull	1994 – 1995 Trudy Verser
1966 – 1967 Joseph Litterer	1995 – 1996 Aaron Buchko
1967 – 1968 Max Wortman	1996 – 1997 Inga Baird Hill
1968 – 1969 Alan C. Filley	1997 – 1998 Marilyn L. Fox
1969 – 1970 John Douglas	1998 – 1999 Brian P. Niehoff
1970 – 1971 Herbert Zollitsch	1999 – 2000 Douglas R. May
1971 – 1972 Elmer H. Burack	2000 – 2001 Nancy E. Day
1972 – 1973 Henry L. Tosi	2001 – 2002 Rob Moorman
1973 – 1974 Andre L. Delbecq	2002 – 2003 Joy Peluchette
1974 – 1975 John T. Doutt	2003 – 2004 Lynn Harland
1975 – 1976 Kenneth M. Roland	2004 – 2005 Jeff Katz
1976 – 1977 James G. Hunt	2005 – 2006 Jill Kickul
1977 – 1978 Andrew Sikula	2006 – 2007 William Snavely
1978 – 1979 Orlando Behling	2007 – 2008 Faye Smith
1979 – 1980 Charles N. Green	2008 – 2009 Dyanne Ferk
1980 – 1981 Edwin P. Miller	2009 – 2010 Therese Yaeger
1981 – 1982 Fred Luthans	2010 – 2011 Steven Moser
1982 – 1983 Richard N. Osborn	2011 – 2012 John E. Barbuto Jr.
1983 – 1984 Maryann Albrecht & Art Brief	2012 – 2013 Deb Orr
1984 – 1985 Ramon J. Aldag	2013 – 2014 Marilyn J. Bugenhagen
1985 – 1986 Thomas N. Martin	2014 – 2015 Jennifer L. Schultz
1986 – 1987 Ken Wexley	2015 – 2016 Sharon G. Heilmann
1987 – 1988 Jay S. Kim	2016 – 2017 Chanchai Tangpong
1988 – 1989 Allen Bluedorn	2017 – 2019 Carolyn Wiley
1989 – 1990 James McFillen	2019 – 2020 Millicent F. Nelson
1990 – 1991 Kenneth Thompson	2020 – 2021 Tim O. Peterson
1991 – 1992 H. Randy Bobbitt	

Conference Organizing Team



Young Ro
University of Michigan, Dearborn
Conference Chair



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



Barton Sharp
Northern Illinois University
Doctoral Consortium Co-Chair



Shontarius Aikens
Concordia College
Director of Open Conference



Arun Pillutla
St. Ambrose University
President



Ben Blackford
Northwest Missouri State
University
Director of IT Solutions



Ranjan Karri
University of Illinois, Springfield
Program Chair-Elect

Conference Tracks and Track Chairs

Entrepreneurship, Innovation, & Small Business



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

Human Resources, Diversity & Careers



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

Management Education



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

Organizational Behavior



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

Organizational Development



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

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



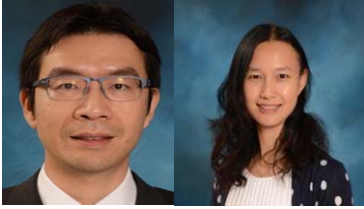
Jennifer Moss Breen
Creighton University

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 Shearow *

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 Yestrepky

Thomas Zeni

Past Midwest Scholars

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

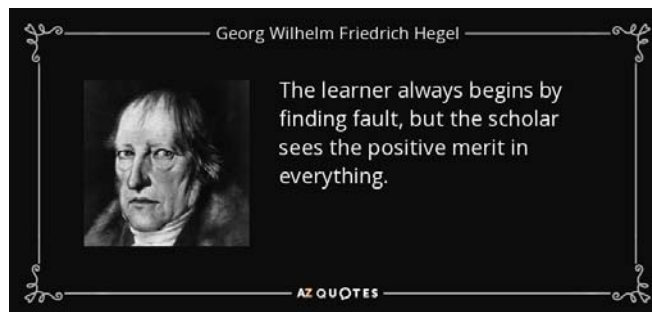
2014 Andrew Van de Ven, University of Minnesota
Fred Luthans, University of Nebraska-Lincoln

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 21st 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 *Social Movements and Organization Theory* (with Doug McAdam, W. Richard Scott, and Mayer N. Zald; Cambridge University Press, 2005), *Organizations and Organizing: Rational, Natural, and Open System Perspectives* (with W. Richard Scott; Pearson Prentice Hall, 2007), *Managed By the Markets: How Finance Reshaped America* (Oxford University Press, 2009), *Changing your Company from the Inside Out: A Guide for Social Intrapreneurs* (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. Recent writings 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 alternatives 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

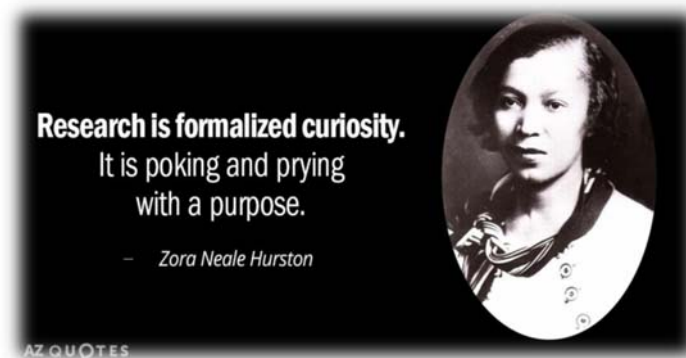
Best Papers Selection Committee

- 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**
 - David Szabla, Western Michigan University
 - Dea Mulolli, Western Michigan University
 - Wessam Abdelaziz, Western Michigan University
- **How old are you? Synthesizing Workplace Ageism and the Way Forward**
 - Liji James, Indian Institute of Management, Kozhikode
 - Aparna M. Varma, Indian Institute of Management, Kozhikode
 - Amitabh Aanand, Excelia Business School, France
 - 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**
 - Ayesha Tabassum, York University
- **What Makes Companies Decide to Internationalize? An Alternative Approach to Internationalization Motivation Process**
 - 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**
 - 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**
 - Laurie Paarlberg, IUPUI
 - Megan LePere-Schloop, Ohio State University
 - 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
 - Ishva Minefee, University of Illinois
 - 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

7:45am-8:45am	BREAKFAST					Guest Speaker: Prof. Jerry Davis (University of Michigan; 2022 Midwest Scholar)				
- Bold-typed name in purple with asterisk (*) indicates Session Chairs										
Plaza A			Plaza B			Plaza C			Author(s)	
9:00am-10:30am	OB1: #7 - Work-Family Balance and Thriving at Work: The Roles of Supervisor Support, Family Support, and Family Motivation.	Brandon Griffin, Southern Illinois Univ. Tammy Parker, Utah Valley Univ.		TIR1: #8 - Blending the Dark with the Bright: The Personality Mix of the Top Management Team	Fath Fox, Univ. of Evansville*		HRDC1: #5 - Cluster Hiring Efficacy and Organizational Performance	Oblie Byrum, Kennesaw State Univ.		
	OB2: #9 - Attributions of Employee Voice: When and Why does Employee Voice Lead to Managerial Endorsement? (Best Paper Nominee)	Hanna Kalmanovich-Cohen, Oakland University		TIR2: #31 - Causal Drivers of Family Brand Identity Promotion in Family Firms	Vasiliki Kosmidou, Univ. of New Haven		HRDC2: #6 - Unionization and Job Satisfaction: A Case of Employee Distrust in Management	Marlee Mercer, York University, Canada		
	OB3: #23 - The Working Poor at Work: Perceptions of Mentoring, Feedback, and Affective Commitment	Michele Heath, Cleveland State Univ.* Erika Williams, Univ. of Southern Indiana		TIR3: #32 - Cognitive Dissonance Theory and Organizational Strategic Planning	Krysten Plautz, Metropolitan State Univ.		HRDC3: #22 - Investigating the Perspective of Women Leaders on Spirituality and Empowerment: A New Path Forward	Parbudyaj Singh, York University, Canada		
	OB4: #40 - Why do We Lead the Way We do? An Examination of Leadership Style and Cognitive Bias	Erica Henkel, Univ. of North Carolina, Greensboro		TIR4: #36 - The Influence of Resources on Organizational Capabilities	Duane Little, Appage Solutions, Inc. Richard Flanagan, Temple University			Ayesha Sengupta, Maharishi Int'l. Univ. Debra Louis, Maharishi Int'l. Univ.		
	OB5: #41 - Impact of COVID-19: The Relationship Between Risk Perception and Job-Related Outcomes Amongst Healthcare Workers	Steven Day, North Carolina Central Univ. Shing Kwaramba, Virginia Tech Univ. Quinton Nottingham, Virginia Tech Univ. Matthew Loos, Ballad Health		TIR5: #38 - Advancing the Analytics Skills of Human Resource Professionals	Robert Olinger, Drake University		HRDC4: #35 - How Old Are You? Synthesizing Workplace Ageism and the Way Forward (Best Paper Nominee)	Lij James, Indian Inst. of Mgmt., Kozhikode, India Apama Varma, Indian Inst. of Mgmt., Kozhikode, India		
						HRDC5: #44 - Person-Organization Mifit and Turnover Intent: How Succession Planning Awareness Can Retain Valued Employees	Amrith Anand, Esolia Business School, France Manoranjan Dhal, Indian Inst. of Mgmt., Kozhikode, India William Yeager, Kennesaw State Univ.*			

Terrace A			Terrace B			Terrace C			Author(s)	
9:00am-10:30am	EISB1: #29 - A Cross-cultural Comparison of Maximizing or Satisficing Decision Styles on the Propensity to Start New Business Ventures or Social Enterprises in the U.S. and Slovenia	Brandon Soltwisch, Univ. of Northern Colorado		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 Well: A Panel Discussion on Achieving Excellence Across Teaching, Research, and Service	Irran Syed, Ball State Univ.		
	EISB2: #30 - Gender Stereotypes and Social Support in the Digital Entrepreneurial Community	Xian Cao, Ball State Univ.* Hongfei Li, Chinese Univ. of Hong Kong Dan Hsu, North Dakota State Univ. Frederic Delmar, Em-lyon Business School, France			Carla Flores, Ball State Univ. Stephanie Wilson, Ball State Univ. Rob Mathews, Ball State Univ.			Ben Blackford, Northwest Missouri State Univ. Heather Dixon, Ball State Univ. Jakari Griffith, Bridgewater State Univ. Shannon Juergens, Grand View Univ.		
	EISB3: #77 - Survival and Growth in Entrepreneurial Systems: An Integration with Resource Dependency Theory and Entrepreneurial Orientation	Sonny Nguyen, Univ. of South Alabama		Sang Lee, Pittsburg State University		Ranjani Karri, Univ. of Illinois, Springfield				
	EISB4: #52 - Are You Being Well Served? Antecedents of Virtual Team Decisions and Solution Quality in Dynamic Innovation Tournaments	Sathishwar Kedas, PACT, Portugal Soumudip Sarkar, Univ. of Evora, Portugal Aakash Sapru, Iowa State Univ.				Janice Molloy, Univ. of Michigan, Dearborn				
	EISB5: #118 - Impact of Telework on Employee Creativity through Mediation of Employee Collaboration: A Demands-and-Resources Perspective (Best Paper Nominee)	Ayesha Tabassum, York University, Canada				Brian Whitaker, Ball State Univ.				

- Bold-typed name in purple with asterisk (*) indicates Session Chairs										
Plaza A			Plaza B			Plaza C			Author(s)	
10:45am-12:15pm	OB6: #43 - The Relationship Between Intercultural Marriage and Family-Work-Enrichment Through the Lens of Critical Contextual Empiricism	Marlee Mercer, York University, Canada Souha Ezedeen, York University, Canada Parbudyaj Singh, York University, Canada		TIR6: #48 - Breaking the Paywall of International Internships to Press on and Move Forward toward Equality and Inclusion in Business Education	Stephanie Gapud, Spring Hill College*		HRDC6: #49 - Diversity, Equity, and Inclusion in the Workplace: The Experience of White-Identified Employees on DEI Teams	Rebecca Evan, Metropolitan State Univ.		
	OB7: #45 - Team Member Mood and Intra-Team Helping Behavior: Exploring the Roles of Team and Leader Trustworthiness	Marlee Mercer, York University, Canada Len Karakowsky, York University, Canada Mark Podolny, York University, Canada		TIR7: #60 - The Impact of Disruptive Research on Grant Funding and the Contingent Role of Female-Led Teams	Nasha Gali, Univ. of Windsor, Canada Jason Owen-Smith, Univ. of Michigan			Crystal Fahant, Metropolitan State Univ. Stephanie Sisco, Univ. of Minnesota Stacey Robbins, St. Mary's Univ., CA		
	OB8: #50 - The Impact of Psychopathy on Types of Voluntary Turnover	Marek Kolinski, Kennesaw State Univ.		TIR8: #62 - What is the Tipping Point on Safety Spend for Organizations?	John Bushland, Metropolitan State Univ. Marcia Hagen, Metropolitan State Univ.		HRDC7: #51 - Artificial Intelligence (AI) in Employee Selection: How Algorithm-Based Decision Aids Influence Recruiters' Decision-Making in Resume Screening	Dan Chen, Univ. of Texas, Arlington*		
	OB9: #52 - True to Oneself: Code-Switching and Authentic Leadership	Alana Bell, Univ. of South Alabama		TIR9: #81 - Student's Perceptions of Culturally Responsive Teaching Practices (CRTP)	Rebecca Evan, Metropolitan State Univ. Erica Berte, Metropolitan State Univ. Jun Li, Metropolitan State Univ. Donnamaria Culbreth, Metropolitan State Univ.			HRDC8: #68 - Understanding the Impact of Invisible and Visible Stigmas in the Workplace through Political Ideology, Caste, and Gender	Faiz Ahmad, XIM Univ., Bhubaneswar, India	
	OB10: #76 - Finding Support and Positivity During Intense Uncertainty: The Roles of Positive Affect, Leadership, and Support in College Student Resilience During the COVID-19 Pandemic	Kamri Tsai, Lewis University Lesley Page, Lewis University* Melinda Hubbard, Univ. of Cincinnati Cameron Edom, Lewis University					HRDC9: #88 - Workaholic: A Personality and Situational Strength Perspective	Stephanie Black, Texas A&M Univ., San Antonio Andrew Johnson, Texas A&M Univ., Corpus Christi Timothy McIlwene, Univ. of South Alabama		
CONVCNR1: #109 Conv. Corner - Doctoral Program Connections	Jennifer Schulte, St. Mary's Univ. Arun Pillay, St. Ambrose Univ. K. Praveen Parboteeah, Univ. of Wisconsin, Whitewater Antar Salim, St. Mary's Univ.					HRDC10: #91 - An Upper Echelons Approach to Gender Diversity in Major League Baseball	Maggie Davis, Univ. of South Alabama Rachel O'Sullivan, Univ. of South Alabama Spencer Fraeuer, Univ. of Texas, Arlington Ryan Terry, Texas A&M Univ., Corpus Christi			

Terrace A			Terrace B			Terrace C			Author(s)		
10:45am-12:15pm	EISB6: #122 - The role of personality and franchisee satisfaction as a successful franchise owner	Mitchell Brew, JM / St. Mary's Univ. MN*		PDW4: #57 - Looking Back to Move Forward: Organization Development's History and Development (45 min.)	Theresa Yeager, Benedictine University Peter Sorensen, Benedictine University		PDW6: 'Meet the Editors' Panel - Traditional Discipline Research	K. Praveen Parboteeah, Univ. of Wisconsin, Whitewater			
	EISB7: #137 - Entrepreneur-Opportunity Fit: The Transitioning to Paid Employment and Its Effect on Entrepreneur Employee Retention	April Sledge, Kennesaw State Univ.			AND			Sang Lee, Pittsburg State Univ.			
	EISB8: #349 - Examining the Penrose Effect in Newly Public Firms' First Acquisitions	Peiyi Jia, Cal State Univ., San Bernardino Li Sun, Univ. of Massachusetts, Lowell		PDW5: #58 - Organization Development and Teams: Pressing On and Moving Forward (45 min.)		(Additional contributors for PDW4 #57 appear below)		Tim Peterson, North Dakota State Univ. Tingting Yan, Wayne State Univ.			
	EISB9: #151 - Using Symbolic Role Models to Enable Entrepreneurship Education, Intention, and Efficacy (Best Paper Nominee)	Aakash Sapru, Iowa State Univ. Nwaha Minesef, Univ. of Illinois Madhu Viswanathan, Univ. of Illinois Srinivas Venugopal, Univ. of Illinois		(Additional contributors for PDW5 #58 appear below)		Cortez Watson, Benedictine University Dani (Ekeinde) Olujobi, Benedictine University Francine Bigans, Benedictine University Sherri Whitaker, Benedictine University Adeleki Akindute, Benedictine University Arunum Coltran, Benedictine University Kathleen Becker, Benedictine University		Larry Williams, Texas Tech Univ.			
						Ivy Mendez-Justiniano, Benedictine University Andrea Zimmerman, Benedictine University Scott Filer, Benedictine University Tanquesha Hart, Benedictine University Jeanetta Darno, Benedictine University Teddy Foster, Benedictine University Jennifer Seyler, Benedictine University Ngusse Erkmo, Benedictine University Shaun Thurmond, Benedictine University					

12:30pm-1:45pm	LUNCHEON					Guest Speaker: Mr. Chet Dhruva (Ford Next Head of Strategy & Business Planning, Ford Motor Company)				
(Co-sponsored by University of Michigan, Dearborn + St. Ambrose University + Benedictine University)										

2022 Midwest Academy of Management Annual Conference

Friday (Afternoon), October 14, 2022

- Bold-typed name in purple with asterisk (*) indicates Session Chairs						
	Plaza A	Author(s)	Plaza B	Author(s)	Plaza C	Author(s)
2:00pm-3:30pm	OB11: #84 - The Interpersonal Implications of Differing Political Ideologies at Work	Andrew Soderberg, Univ. of Wisconsin, Oshkosh Teng Zhang, Penn State Univ., Harrisburg* Kibo Jun, United Intl. College, China	TIR11: #93 - Towards Understanding Blockchain for Facilitation of Corporate Social Responsibility	Jacqueline Jaeger, St. Ambrose Univ. Arun Pillutla, St. Ambrose Univ.*	HRDC1: #98 - A Policy of Potential Problems: the Amplifying Effects of the Perceptions of Pay Secrecy and Cynicism on Workplace Ostracism	Matthew Aglin-Houtz, Univ. of Missouri, St. Louis Mark Sanders, Univ. of Missouri, St. Louis Emily Lane, Univ. of Missouri, St. Louis
	OB12: #85 - Abusive Supervision and Motivation for Creativity: The Roles of Emotion and Leader Humor	Leonel Prieto, Texas A&M Intl. Univ. MdFarid Taludkar, Texas A&M Intl. Univ.	TIR12: #100 - Caregiver Employee Stress Outcomes and Moderators	Alankrita Pandey, Eastern Michigan Univ. Jillian Graves, Eastern Michigan Univ. Magan Endres, Eastern Michigan Univ.		HRDC1: #110 - Narcissistic Contagions: Managing Unmanageable Supervisors and Colleagues
	OB13: #86 - Detaching from the Organizational and Looking Inwards? A Medialional Analysis of Employee-Related and Organization-Related Constructs	Timothy McIlwaine, Univ. of South Alabama Maggie Davis, Univ. of South Alabama Somia White, Univ. South Alabama	TIR13: #102 - Is the Business Plan Dead?	Danielle Compeau, St. Mary's Univ., MN	HRDC1: #114 - Service Delivery to Justice Involved Persons During COVID-19: Work-life Effects and Implications for Essential Service Providers	Kerri Anzardo, Univ. of Windsor, Canada Candalyne Rade, Meredith College Rosemary Ricciardelli, Memorial Univ. of Newfoundland, Canada
	OB14: #87 - How Could You Think That? When Supervisor Misattribution Leads to Reductions in Subsequent Employee Organizational Citizenship Behavior	Brandon Griffin, Southern Illinois Univ. Steven Karau, Southern Illinois Univ. Tammy Parker, Utah Valley Univ. Kevin Rhoads, Utah Valley Univ.			HRDC1: #121 - Moving Forward: The Impact of Organizational Efficacy on Nursing Work Outcomes	Ifeyinka Ajalayeoba, Univ. of Wisconsin, Parkside
	OB15: #90 - I Want To Be Empowered: How Empowering Leadership Can Lead to an Increase in Employees' Psychological Meaningfulness and Proactive Work Behaviors.				HRDC1: #139 - The Ethical Problem of the Light Side of Technology Acceptance: the Effects of Light Triad on the Technology Acceptance Model	Sean Leahy, Univ. of Missouri, St. Louis Matthew Aglin-Houtz, Univ. of Missouri, St. Louis 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-3:30pm	POW3: #72 - What are the Opportunities for Management Education Scholarship?	Joy Beatty, Eastern Michigan Univ. Jennifer Leigh, Nazareth College Robert Holbrook, Ohio University Pedro Reyes, Baylor University Lee Freeman, University of Michigan, Dearborn	POWB: #128 - Protecting Your Cognitive Resources: The Invisible Cost of Saying Yes	Katherine Ryan, Indiana University Linda Dunn-Jensen, Cal. State Univ., Stanislaus	POW9: #46 - Political Ideology in Organizations: A Research Symposium and a Call for Collaborations (45 min.)	Arun Pillutla, St. Ambrose Univ. Drew DeBrey, St. Ambrose Univ. Michael DeWitt, St. Ambrose Univ.
					POW10: #75 - A Whole New World: Navigating the Future of Human Resources and New Employee Expectations (45 min.)	Kami Tsai, Lewis University Elizabeth Belgio, Lewis University Sheila Boyson, Lewis University Michele Kramer, Lewis University Lesley Page, Lewis University Michele Ryan, Lewis University

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	Plaza A	Author(s)	Plaza B	Author(s)	Plaza C	Author(s)
3:45pm-5:15pm	BECSR1: #39 - Uniting Pedagogical Theory with Managerial Perspectives to Fill a Gap in Teaching Business Ethics for Developing Principled Moral Reasoning Ability	Jacqueline Jaeger, St. Ambrose Univ.	STRAT1: #4 - Market Entry, Resource Development and Environment Change: A Longitudinal Study of International Joint Ventures in China's Auto Industry	Qingju Tao, Univ. of Delaware Jing Sun, Wayne State Univ. John Prescott, Univ. of Pittsburgh Yushiang Hsu, Cal. State Univ., Fullerton	OD1: #33 - Pressing on into the Era of the Digital Organization: A Mental Journey of Leadership and Management Consulting (Best Paper Nominee)	David Scabla, Western Michigan Univ.*
	BECSR2: #53 - TMT Shareholder Letters and Environmental Actions: Discretionary and Non-discretionary intentions	Jaemin Kim, Oakland University Clay Dibrell, Univ. of Mississippi Chelsea Sherlock, Mississippi State Univ.	STRAT2: #47 - Multinational Bottom of the Pyramid Strategies for Poverty Alleviation in Emerging Markets (Best Paper Nominee)	Bindu Arya, Univ. of Missouri, St. Louis*	OD2: #56 - On Emerging Complexity in the Workplace through Social Systems Theory: Episodes for Internal Complexity	Drea Muloli, Western Michigan Univ. Weslam Abdelaziz, Western Michigan Univ. Hanan Alhaddi, Hullt Intl. Business School
	BECSR3: #54 - How and When Supervisor Technostress Predicts Abusive Supervisor Behavior: A Proposed Framework (Best Paper Nominee)	Ayesha Tabassum, York University, Canada	STRAT4: #78 - What Makes Companies Decide to Internationalize? An Alternative Approach to Internationalization Motivation Process (Best Paper Nominee)	Sabine Jentgens, SC Paris, France Karen Delchet-Cochet, AgroParis Tech, France	OD3: #99 - Updating Interdisciplinary Strategies for Virtual Dialogic Communication: A Conceptual Model for the Remote Practice of Dialogic Organization Development (Best Paper Nominee)	Vanessa Hills, Western Michigan Univ.
	BECSR4: #55 - Stakeholder Management and the Growth of the Firm	Joyce Wang, St. Cloud State Univ.*	STRAT5: #97 - The Impact of Combination of Market Orientation and Entrepreneurial Orientation on Firm Performance: The Moderating Role of Industry Context	Myroopi Gani, Univ. of Portsmouth, UK Akabe Ahoangba, Univ. of Portsmouth, UK Mohammad Elayyan, Jacksonville University Zonghui Li, Jacksonville University	OD4: #126 - The Impact of COVID-19 on Artificial Intelligence in Healthcare	Luma Mahari, Benedictine University Chris Malek, Benedictine University
	BECSR5: #59 - Digital Simulation: Applying Critical Thinking to the Practice of Ethical Decision Making	Jay Caulfield, Marquette Univ. Felissa Lee, Marquette Univ.			OD5: #127 - Using Action Research to Generate Change in a Police Environment	David Anderson, Benedictine University
	CONVCNR#2: #138 Conv. Corner - DEI in Business Schools: Knowns and Unknowns and Still Figuring It Out: A Conversation Corner	Jakari Griffith, Bridgewater State Univ. Rebecca Badawy, Univ. of Pittsburgh				

	Terrace A	Author(s)	Terrace B	Author(s)	Terrace C	Author(s)
3:45pm-5:15pm	SYMP1: #125 - Panel Symposium Considering Administrative Roles: Pressing on and Moving Forward in Your Career	Marcia Hagen, Metropolitan State Univ. Benjamin Blackford, Northwest Missouri State Univ. Heather Dixon, Ball State Univ. Almarie Donaldson, Indiana Wesleyan Univ. Jakari Griffith, Bridgewater State Univ. Shannon Juergens, Grand View Univ. Angela Miles, North Carolina Central Univ. Tim Peterson, North Dakota State Univ. Margaret Williams, Texas Tech Univ.	PDW1: #10 - This is So Real! A Diversity In-Basket Exercise	Tim Peterson, North Dakota State Univ. Claudette Peterson, North Dakota State Univ. Shontarius Aikens, Concordia College	N/A	N/A
5:30pm-8:00pm	MAIN RECEPTION + Business Meeting	Guest Speaker: Mr. Greg Pflum (COO, Locus Fermentation Solutions)				

2022 Midwest Academy of Management Annual Conference

Saturday (Morning), October 15, 2022

7:45am-8:45am	BREAKFAST	Guest Speaker: Prof. Kevin Linderman (Penn State University; Distinguished Scholar)					
- Bold-typed name in purple with asterisk (*) indicates Session Chairs							
	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	Jumana Sweth, Univ. of South Alabama Stephanie Gapud, Spring Hill College*	BUSPRAC1: #37 - Meeting the Challenge of Competitive Intensity Using Market Data Resources	Duane Little, Apogee Solutions, Inc. Richard Flanagan, Temple University	ME1: #11 - Teacher as Servant Leader: Impact of Good and Bad Learning Experiences	Tim Peterson, North Dakota State Univ.* Sydney Thielbar, North Dakota State Univ. Claudette Peterson, 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	Brandon Wilson, Texas A&M Univ., Corpus Christi Ryan Terry, Texas A&M Univ., Corpus Christi		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.
	TIR17: #144 - Leader Humility Weakens the Indirect Relationship between Prohibitive Voice Behaviors and Undesirable Employee Behaviors via Anxiety	Robert Chico, Arizona State Univ.					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 Identity 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

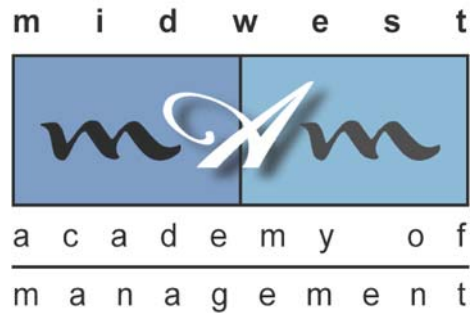
	Terrace A	Author(s)	Terrace B	Author(s)	Terrace C	Author(s)
9:00am-10:30am	PDW13: #112 - COVID-19 Pandemic Impact on Working Women and the Need for Change	Joanne Roehm, Western Michigan Univ. Elle Wilcox, Make-A-Wish Michigan Michelle Hodges, Rehmann Brittany Hunter, Atomic Object	PDW14: #143 - Traditional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

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	Plaza A	Author(s)	Plaza B	Author(s)	Plaza C	Author(s)
10:45am-12:15pm	STRAT6: #133 - The Antecedents of Institutional Conformity: The Case of the Local United Way Affiliates and their Response to Field Change Efforts (Best Paper Nominee)	Laurie Paarberg, 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		Kimberly Weston Moore, Kennesaw State Univ.		
	Hyunseok Hwang, Univ. of Houston	OB17: #101 - The Influence of Remote Work on the Supervisor-Subordinate Relationship: An LMX Perspective	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	OB18: #107 - Coaching to Develop Emotional Intelligence and Decrease Work-Family Conflict	Joseph Cooper, Univ. of Otago, New Zealand		
	BECSR7: #117 - Toward Sustainable Development in Online Education: Proctored vs. Non-proctored Testing	Malika Chaudhuri, Oakland University	OB19: #123 - Different? Same! Organizational Search for Optimal Distinctiveness in Rugged Landscapes	Courteney Buchanan, Univ. of Toledo		
BECSR8: #119 - Government-Business Partnerships for Sustainable Community Development	Namporn Thanetsunthorn, SUNY, Farmingdale*		Silvan Baier, Univ. of Chicago			
	Discussant: Janet Kirby, Millikin University					
	CONVCNR#3: #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-12:15pm	PDW16: #142 - Understanding and Implementing AACSB Accreditation Standards: Experiential Learning to Make a Positive Impact on Society	Milicent Nelson, Middle Tennessee State Univ. Jennifer Collins, Florida A&M Univ. Matria James, St. Bonaventure Univ. Angela Miles, North Carolina Central Univ. Sally Sledge, Norfolk State Univ.	PDW17: #69 - Articulating Your Teaching Philosophy	Joy Beatty, Eastern Michigan Univ. Jennifer Leigh, Nazareth College	PDW18: #147 - Gadgets and Grades: Innovative Technology Examples for Engagement	Shontarius Aikens, Concordia College Benjamin Blackford, Northwest Missouri State Univ. Jonathan Butler, Oklahoma State Univ. Carla Flores, Ball 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)				
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2023 MWAOM Annual Conference (coming soon...)



Midwest Academy of Management 65th Annual Meeting

2023 Conference Program

Hosted By:



UNIVERSITY OF
ILLINOIS CHICAGO

College of Business
Administration



Chicago

October 12-14, 2023

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