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 MWAOM Members

Friday, October 14

7:45am-3:45PM  Conference Registration  Grand A & B (3rd 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

I think leadership is service and there is power in that giving to help people, to inspire and motivate them to reach their fullest potential.

Jane Disney
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
1970 – 1971 Herbert Zollitsch
1971 – 1972 Elmer H. Burack
1972 – 1973 Henry L. Tosi
1973 – 1974 Andre L. Delbecq
1975 – 1976 Kenneth M. Roland
1977 – 1978 Andrew Sikula
1978 – 1979 Orlando Behling
1979 – 1980 Charles N. Green
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
1988 – 1989 Allen Bluedorn
1989 – 1990 James McFillen
1990 – 1991 Kenneth Thompson
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
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

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

<table>
<thead>
<tr>
<th>Joyce Wang (L)</th>
<th>Marcus Harris (R)</th>
</tr>
</thead>
<tbody>
<tr>
<td>St. Cloud State University</td>
<td>University of Michigan, Dearborn</td>
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## Human Resources, Diversity & Careers

<table>
<thead>
<tr>
<th>Lesley Page (L)</th>
<th>Jakari Griffith (R)</th>
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<tbody>
<tr>
<td>Lewis University</td>
<td>Bridgewater State University</td>
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## Management Education

<table>
<thead>
<tr>
<th>Michele Heath (L)</th>
<th>Tim Hartge (R)</th>
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<tr>
<td>Cleveland State University</td>
<td>University of Michigan, Dearborn</td>
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## Organizational Behavior

<table>
<thead>
<tr>
<th>Jessie Lee (L)</th>
<th>Yinyin Cao (R)</th>
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<tr>
<td>University of Michigan, Dearborn</td>
<td>University of Michigan, Dearborn</td>
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## Organizational Development

<table>
<thead>
<tr>
<th>Peter Sorensen (L)</th>
<th>Therese Yaeger (R)</th>
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<tr>
<td>Benedictine University</td>
<td>University of Michigan, Dearborn</td>
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## Strategy

<table>
<thead>
<tr>
<th>Janice Molloy (L)</th>
<th>Mona Bahl (R)</th>
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<tr>
<td>University of Michigan, Dearborn</td>
<td>Illinois State University</td>
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## Business Ethics & Corporate Social Responsibility

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<thead>
<tr>
<th>Namporn Thanetsunthorn (L)</th>
<th>Rattaphon Wuthisatian (R)</th>
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<tr>
<td>SUNY, Farmingdale</td>
<td>Southern Oregon University</td>
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## Toward Impactful Research

<table>
<thead>
<tr>
<th>Jennifer Moss Breen</th>
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<td>Creighton University</td>
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## Business Practitioner

<table>
<thead>
<tr>
<th>Ranjan Karri</th>
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<tr>
<td>University of Illinois, Springfield</td>
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</table>
**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

---

*Be the change you wish to see in the world...*  
- Mahatma Gandhi
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 21st Century.*


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 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.*

![Mr. Greg Pflum](image)

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.
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
  o Laurie Paarlberg, IUPUI
  o Megan LePere-Schloop, Ohio State University
  o Wenpei You, IUPUI
  o Hyunseok Hwang, University of Houston
• Impact of Telework on Employee Creativity through Mediation of Employee Collaboration: A Demands-and-Resources Perspective
  o Ayesha Tabassum, York University
• Using Symbolic Role Models to Enable Entrepreneurship Education, Intention, and Efficacy
  o Aakash Sapru, Iowa State University
  o Ishva Minefee, University of Illinois
  o Madhu Viswanathan, University of Illinois
  o Srinivas Venugopal, University of Illinois
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

<table>
<thead>
<tr>
<th>Time</th>
<th>Location</th>
<th>Activities</th>
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<tbody>
<tr>
<td>8:30am-9:00am</td>
<td>Plaza A &amp; B</td>
<td>Doctoral Student Consortium Breakfast</td>
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<tr>
<td>9:00am-5:00pm</td>
<td>Top of the Pants</td>
<td>Doctoral Student Consortium (Sponsored by the University of Michigan, Dearborn, College of Business)</td>
</tr>
<tr>
<td>5:30pm-8:00pm</td>
<td>Top of the Pants</td>
<td>Conference Registration</td>
</tr>
<tr>
<td>6:00pm-8:00pm</td>
<td>Top of the Pants</td>
<td>Welcome Reception (Meet and greet MWAOM members)</td>
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## 2022 Midwest Academy of Management Annual Conference

**Friday (Morning), October 14, 2022**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session Title</th>
<th>Location</th>
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<tbody>
<tr>
<td>8:30am</td>
<td><strong>Tearoom A</strong></td>
<td></td>
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<tr>
<td>9:00am</td>
<td><strong>Tearoom B</strong></td>
<td></td>
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<tr>
<td>9:30am</td>
<td><strong>Tearoom C</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Tearoom A**

<table>
<thead>
<tr>
<th>Session Title</th>
<th>Authors</th>
</tr>
</thead>
</table>
| **9:00am** | **A New Framework for Understanding and Measuring Social Impact in Private Sector Enterprises**
|            | Andrew Christensen, University of Kentucky, USA |
| **9:30am** | **A Review of the Impact of Social Impact on the Performance of Socially Responsible Firms**
|            | Sarah Allen, Southern Methodist University, USA |
| **9:45am** | **The Role of Social Capital in the Success of Socially Responsible Firms**
|            | Robin B. M. Tom, University of Victoria, Canada |
| **10:00am** | **Social Entrepreneurship and the Role of Social Capital in the Success of Socially Responsible Firms**
|            | Jonathan Fields, University of Colorado, USA |

**Tearoom B**

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**Tearoom C**

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**Conferences and Events**

- Midwest Academy of Management Conference, October 15-16, 2022
- [Event Website](#)

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**Midwest Academy of Management Annual Conference, October 13-15, 2022**
# 2022 Midwest Academy of Management Annual Conference

## Friday (Afternoon), October 14, 2022

<table>
<thead>
<tr>
<th>Time</th>
<th>Session Title</th>
<th>Location</th>
<th>Author(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2:00pm-3:00pm</td>
<td><strong>Panel Session</strong></td>
<td>Midwest Academy of Management</td>
<td>Andrew Basset, University of Minnesota, Oulu (Chair)</td>
</tr>
<tr>
<td></td>
<td><strong>IMMEDIATE RESPONSE</strong></td>
<td></td>
<td>Andrew Basset, University of Minnesota, Oulu, Brazil, Dabrowa, and Viterbo University</td>
</tr>
<tr>
<td></td>
<td><strong>Panel Discussion</strong></td>
<td></td>
<td>Andrew Basset, University of Minnesota, Oulu</td>
</tr>
<tr>
<td></td>
<td><strong>Poster Session</strong></td>
<td></td>
<td>Andrew Basset, University of Minnesota, Oulu</td>
</tr>
<tr>
<td>3:00pm-4:00pm</td>
<td><strong>Panel Session</strong></td>
<td>Midwest Academy of Management</td>
<td>John S. Richter, University of Wisconsin, Madison (Chair)</td>
</tr>
<tr>
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<td><strong>IMMEDIATE RESPONSE</strong></td>
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</tr>
<tr>
<td>4:00pm-5:00pm</td>
<td><strong>Panel Session</strong></td>
<td>Midwest Academy of Management</td>
<td>Nancy F. Allen, University of Wisconsin, Madison (Chair)</td>
</tr>
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<td></td>
<td><strong>IMMEDIATE RESPONSE</strong></td>
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<td>Nancy F. Allen, University of Wisconsin, Madison, Brazil, and Viterbo University</td>
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**Midwest Academy of Management Annual Conference, October 13-15, 2022**
# Midwest Academy of Management Annual Conference
## Saturday (Morning), October 15, 2022

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Location</th>
<th>Speaker(s)</th>
<th>Title/Abstract</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00am-8:15am</td>
<td>Breakfast</td>
<td></td>
<td>Guest Speaker: Prof. Kevin Lambert (Purdue State University; Distinguished Scholar)</td>
<td></td>
</tr>
<tr>
<td>8:15am-9:45am</td>
<td>Session A</td>
<td>Terrace A</td>
<td>Lumina Seok, Univesity of South Alabama</td>
<td>The Evolution of the Pyramid of Need from a Societal Perspective on Towards Growth and Sustainability</td>
</tr>
<tr>
<td>8:15am-9:45am</td>
<td>Session B</td>
<td>Terrace B</td>
<td>Bethany Hopp, Spring Hill College*</td>
<td>Innovative Strategies for Advancing Careers of African American Women with Physical Disabilities</td>
</tr>
<tr>
<td>8:15am-9:45am</td>
<td>Session C</td>
<td>Terrace C</td>
<td>Teresa Jones, SJU Counseling Group</td>
<td>Promoting Wellness, Building the Environment: Building Positive Relationships with Foster Children and Undergraduate Participants via Social Anxiety</td>
</tr>
<tr>
<td>9:45am-10:15am</td>
<td>Breakfast</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10:15am-11:45am</td>
<td>Session A</td>
<td>Terrace A</td>
<td>Esperanza Oquendo, Western Michigan University</td>
<td>The Impact of Pandemic on Outcomes and the Need for Change</td>
</tr>
<tr>
<td>10:15am-11:45am</td>
<td>Session B</td>
<td>Terrace B</td>
<td>Jake Menden, University of Wisconsin-Madison</td>
<td>Traditional Work in a Remote Work: Employees’ Five Most Important Elements</td>
</tr>
<tr>
<td>10:15am-11:45am</td>
<td>Session C</td>
<td>Terrace C</td>
<td>Harold Blanding, University of Minnesota-Minneapolis</td>
<td>Resilience Building: How to Build Resilience in a Crisis</td>
</tr>
<tr>
<td>11:45am-12:15pm</td>
<td>Lunch</td>
<td></td>
<td></td>
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<tr>
<td>12:15pm-1:15pm</td>
<td>Session A</td>
<td>Terrace A</td>
<td>Laura Faulkner, SFU/UN</td>
<td>The Evolution of the Pyramid of Need from a Societal Perspective on Towards Growth and Sustainability</td>
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<td>12:15pm-1:15pm</td>
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<td>Megan Misch, Ohio State University</td>
<td>Innovative Strategies for Advancing Careers of African American Women with Physical Disabilities</td>
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*Denotes Keynote Speaker
Midwest Academy of Management
65th Annual Meeting

2023 Conference Program

Hosted By:

UIS College of Business and Management
UNIVERSITY OF ILLINOIS CHICAGO
College of Business Administration

Chicago
October 12-14, 2023

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