



Midwest Academy of
Management

**Midwest Academy of Management
67th Annual Meeting**

2024 Conference Program - Final

Ideas, Actions, and Outcomes



**Moorhead, MN
October 24-26, 2024**



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The 67th Annual Meeting of the Midwest Academy of Management

Conference Theme: *Ideas, Actions, and Outcomes*

An idea can change the world. And as management scholars and practitioners, our strength is in generating innovative ideas as part of our research and teaching efforts. A promising idea mobilizes us to take action to bring it to fruition. And finally, our actions produce outcomes that are assessed and evaluated. During this time of reflection, “what if” questions, recommendations, and suggestions typically lead to new, improved, or revised ideas and ways of thinking. This recursive process enables us to make an impact for the betterment of society. For this year’s Midwest Academy of Management conference, we invited all members of the academy – researchers, educators, practitioners, and students – to submit papers and proposals that would challenge and motivate us to a) be more innovative, b) share ways in which actions have been taken to advance new ideas, and c) share valuable knowledge and lessons learned to generate new ideas to be explored in the future. We encourage all conference attendees to think about their future **ideas**, **actions**, and desired **outcomes** as a result of attending and participating in the 2024 conference.

	What <u>IDEAS</u> come to mind?	What <u>ACTIONS</u> can I take?	What would be the desired <u>OUTCOMES</u> ?
Research			
Teaching			
Service			

Our Host Institution

Concordia College – Offutt School of Business

Moorhead, MN



67th Annual Meeting of the Midwest Academy of Management

President's Welcome

The Midwest Academy of Management (MWAOM) is delighted to warmly welcome you to the 67th Annual Conference, hosted in the beautiful city of Moorhead, MN. Since our founding in 1957, as the oldest regional affiliate of the Academy of Management, we have been dedicated to advancing scholarship and fostering meaningful connections among scholars. Our annual conference is a hallmark of this mission, offering an inviting and collegial environment where academic growth and networking flourish.

At MWAOM, you will find yourself among colleagues who are not only highly accomplished but also genuine and compassionate. The sessions, symposia, and professional development workshops are thoughtfully designed to provide you with diverse perspectives on scholarship, teaching, and service. These opportunities allow you to enhance your academic pursuits while building lasting relationships with fellow scholars.

Beyond the enriching academic content, we have also incorporated numerous intentional opportunities for networking. From professional development workshops to social gatherings, the conference is designed to help you form meaningful connections and collaborations. We look forward to welcoming you to what promises to be an inspiring and transformative experience.

Best regards,



Ranjan Karri, PhD
President, Midwest Academy of Management

67th Annual Meeting of the Midwest Academy of Management

Program Chair's Welcome

On behalf of the Midwest Academy of Management Board of Governors, I want to welcome you to the 67th Annual Meeting in Moorhead, MN.

The theme for this year is ***Ideas, Actions, and Outcomes***. So how did this theme come about? A while back, I came across an old handwritten list of dreams and goals that I had written years ago. As I looked at the list, I realized that some items on my list had come to fruition while others did not. Upon reflection, I realized that while generating ideas is a good thing, ideas will not come to fruition unless actions are taken. It was clear that those items I took some type of action on had materialized in some way. Now that I am older, I also understand through personal experience and formal education the importance of assessing if desired outcomes are being achieved.

I want to encourage you to generate ideas, identify actions you can take, and think about the outcomes you would like to have in the areas of research, teaching, and service for this upcoming year.

Planning and hosting an academic conference involves the work of so many people. A special thank you to the track chairs, reviewers, sessions chairs, the conference planning team, and the Board of Governors for their support, guidance, and feedback in helping to shape what I hope to be a very memorable and impactful conference.

Thank you very much for attending the 2024 conference.

Sincerely,

Shontarius D. Aikens

Shontarius D. Aikens
2024 Program Chair
Offutt School of Business
Concordia College (Moorhead, MN)

Program at a Glance

Thursday, October 24, 2024

8:00am - 5:00pm	Doctoral Consortium
5:30pm - 7:00pm	Conference Registration
7:00pm - 9:00pm	Welcome Reception

Friday, October 25, 2024

7:00am - 8:30am	Plenary - 2024 Midwest Scholar Speaker Keynote & Breakfast
8:30am - 9:00am	Shuttle / Travel Time to Concordia College (Offutt School of Business)
9:00am - 10:15am	Concurrent Sessions 01
10:15am - 10:30am	Break - Refreshments/Snacks
10:30am - 11:45am	Concurrent Sessions 02
11:45am - 12:00pm	Shuttle / Travel Time to Knutson Campus Center
12:00pm - 1:00pm	Lunch
1:00pm - 2:15pm	Plenary - 2024 Midwest Recognition and Awards Ceremony
2:15pm - 2:30pm	Shuttle / Travel Time to Offutt School of Business
2:30pm - 4:00pm	Poster Session 01
	Exhibitors & Sponsors
4:00pm - 5:15pm	Concurrent Sessions 03
5:15pm - 5:45pm	Shuttle / Travel Time to the Courtyard Hotel
6:00pm - 7:00pm	Plenary - 2024 Midwest Academy of Management Business Meeting
7:00pm - 8:00pm	Networking
7:30pm - 9:30pm	Midwest Academy Board of Governors Meeting

Saturday, October 26, 2024

7:00am - 8:30am	Plenary - 2024 Industry Speaker Keynote & Breakfast
8:30am - 9:00am	Shuttle / Travel Time to Concordia College (Offutt School of Business)
9:00am - 10:15am	Concurrent Sessions 04
10:15am - 10:30am	Break - Refreshments/Snacks
10:30am - 11:45am	Concurrent Sessions 05
11:45am - 12:00pm	Shuttle / Travel Time to Knutson Campus Center
12:00pm - 1:00pm	Lunch
1:00pm - 1:15pm	Shuttle / Travel Time to Offutt School of Business
1:15pm - 2:45pm	Poster Session 02
	Exhibitors & Sponsors
2:45pm - 3:30pm	Shuttle / Travel Time to the Courtyard Hotel



**Midwest Academy of
Management**

Conference Sponsors – Platinum



Conference Sponsors - Gold



Conference Sponsors - Metropolitan



Midwest Academy of Management Board of Governors



Young Ro
University of Michigan Dearborn
Past President



Ranjan Karri
University of Illinois Springfield
President



Shontarius Aikens
Concordia College - Moorhead, MN
Program Chair



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Northern Illinois University
Treasurer



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Michele Heath
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Mona Bahl
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Dan Chen
Texas Woman's University
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Stephanie Gapud
Spring Hill College
Representative-At-Large



Carla Flores
Ball State University
Director of OpenConference



Ben Blackford
Northwest Missouri State University
Director of IT Operations



Erin Hemm
St. Ambrose University
Director of Communications

Past 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 Snavelly
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	2017–2018	Carolyn Wiley
1989–1990	James McFillen	2018–2019	Millicent F. Nelson
1990–1991	Kenneth Thompson	2019–2021	Tim O. Peterson
1991–1992	H. Randy Bobbitt	2021–2022	Arun Pillutla
		2022–2023	Young Ro

2024 Conference Organizing Team



Shontarius Aikens
Concordia College - Moorhead, MN
Program Chair



Carol Hedberg
Conference Site Coordinator



Marcia Hagen
Metro State University
Doctoral Consortium Co-Coordinator



Rebecca Evan
Metro State University
Doctoral Consortium Co-Coordinator



Jun Li
Metro State University
Doctoral Consortium Co-Coordinator



Carla Flores
Ball State University
Director of OpenConference



Ben Blackford
Northwest Missouri State University
Director of IT Operations

2024 Conference Tracks and Track Chairs

Entrepreneurship, Small Business Management, & Innovation  Fredrick Rice Morgan State University	Human Resources, Diversity, & Careers  Kami Tsai Lewis University	Leadership & Ethics  Rachel Lundbohm University of Minnesota Crookston
Management Education & Innovative Instruction  Lesley Page Lewis University		Organizational Behavior  Michelle Hong North Dakota State University
Organizational Development  Therese Yaeger Benedictine University	Organizational Development  Donna Ogle Rockford University	Organizational Development  Peter Sorensen Benedictine University
Strategy  Greg Gokce Sendar Minnesota State University Moorhead	Supply Chain, Information Systems, & Technology  Marcia Scarpin Concordia College – Moorhead, MN	Supply Chain, Information Systems, & Technology  Faith Fox University of Evansville
Toward Impactful Research – Short Papers  Tim Peterson North Dakota State University	Toward Impactful Research – Short Papers  Ronda Smith Florida Institute of Technology	Posters  Kate Tulibaski North Dakota State University

2024 Conference Reviewers

Conference reviewers play a key role in academic conferences by providing authors with constructive feedback on improving their work and providing feedback used to determine submissions selected for acceptance at the conference. Numerous reviewers dedicated their time to review the work submitted to the MWAOM conference, making this conference possible. **Outstanding reviewers are noted with asterisk (*) and in bold.** Thank you to all of the reviewers! Much Appreciated!

Albert Aflakpi
Vetrikumaran Anantha Sayanam
Keith Anderson
Matthew Aplin-Houtz
Joseph Asare
Phuong Bach
Rebecca Badawy
Mona Bahl
Somnath Banerjee
Joshua Beck
Elizabeth Belgio
Paul Benedict
Allan Bernard
Cristiane Biazzin *
Benjamin Blackford
Alex Bolinger
Mitchell Brew
John Bunch *
Leslie Campbell
Dan Chen
Lorraine Chihora
Kenneth Chukwuba
Aaron Cromar
Daniel Dayton
Eric Demirjian
Nic Dolar
Ravikiran Dwivedula
Michelle Edenborg
Crystal Fashant

Rashmi Fernando
Christine Fischer
Stephen Forsha
Veronica Freitas de Paula
Dee Fretwell
Stephanie Gapud
Krystal Geyer
Brandon Griffin *
Jakari Griffith
Houra Hajian
Sheila Hanson
Robert Harris
Erin Hemm
Kate Hill
Vanessa Hills
Les Hollingsworth *
Felicetta Iovino
Timothy Adamu Jaafaru
Heather Jarvis
Amanda Jeppesen
Reha Karadag
Gundars Kaupins
Jasmine Kelley
George Klemic
Meagan Knoll
Vikas Kochhar
Vasiliki Kosmidou *
Anna Kravchenko
Kayla Lacey

2024 Conference Reviewers (Continued)

Keith Lavine
Derek Lehmberg
Jennifer Liehr
Yan Liu *
Staci Lugar Brettin
Luma Mahairi
Tobias Mandt
Rohit Mattu *
Linda McCann
Cyntia Meireles Martins
Lisa Meneau
Nicholas Miceli
Douglas Micklich
Kezia Mkwizu
Dekuwmini Mornah
Tabitha Muchungu
Aynur Nabiyeve
Sonal Nayak
Greg-Victor Obi
Jay O'Toole
Ekpen Owie
Michael Owusu-Kyei
Lucinda Parmer
Vincent Parry
Sajeda Pervin
Antonio C. J. Porto
Jonathan Preedom
James Rink
Young Ro *
Emmalinde Roelofse
João Fernando Rossi Mazzoni
Michele Ryan
Marcelo Sa
Guruprasad Sathyanath

Sandra Schimek
Jennifer L. Schultz
Amel Serat
Jennifer Seyler *
Shameem Shagirbasha
Nitin Sharma
Sachin Sharma
Dawn Shearrow
Timothy Shick *
Janaina Siegler
Sarthak Singh
Judy Smetana
Wade Smith
Wally Smith *
Oyinkansola Sodiya
Abhishek Srivastava
Cynthia Stevens
Matthew Swanson
Imran Syed
Donald Terheide
Shavon Thurmond
Nicole Treeman
Karynne Turner
Sean Valentine *
Arup Varma
Sarah Villanueva
Sen Wang
Penny Warner
Sarah Willey
Jin Yan
Robert Yonker
Thomas Zeni
Yue Zhang
Andrea Zimmerman

Past Midwest Academy of Management 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

- **Jerry Davis**, University of Michigan

2023

- **Robert Liden**, University of Illinois Chicago

2024 Midwest Scholar



The Midwest Scholar Recognition award was established to honor outstanding professional achievements, which constitute significant contributions to research, theory and practice of management. Wide recognition by the academic community is essential with the award based on a body of achievement rather than a particular piece of research, creative work, or other achievements. This year the Midwest Academy of Management proudly names **Therese Yaeger as the 2024 Midwest Scholar**.

Therese Yaeger, PhD, is Professor Emerita in the Organization Development PhD program and the Master of Science (M.S.) in Management and Organizational Behavior program at Benedictine University. She is a Past Chair of the Management Consulting Division of National Academy of Management. She has served on the Executive Boards of the Midwest Academy of Management, the Southwest Academy of Management, and Management Consulting Division of AOM. Yaeger is a Past President of the Midwest Academy of Management.

With more than 100 publications, her primary foci of study involves Organization Development and change, appreciative inquiry, and global consulting efforts. Her research has appeared in various journals including Emerald Publishing, Edward Elgar Publishing, Elsevier Publishing, Palgrave MacMillan, Pfeiffer Wiley Publishing, Sage Publishing, Information Age Publishers, and Oxford Press. Yaeger's research has been published in five languages: French, Danish, Spanish, Mandarin and English. With Dr. Peter Sorensen, they have created the book series "Contemporary Trends in Organization Development and Change" that includes more than 12 books. These books involve topics such as Organization Development in the US Military, Global Organization Development, Strategic Organization Development, and Coaching.

Yaeger is recipient of Benedictine University awards including Distinguished Faculty Award for Research, and the Whinfrey Distinguished Faculty Award for Leadership. She has been named the OD Consultant of the Year from ISODC, Distinguished Educator Award from the Southwest Academy of Management, the OD Network's Share the Wealth Award (with Sorensen), and most recently the 2003 Pasmore-Woodman Award from the ODC Division of the Academy of Management. Yaeger received her PhD from Benedictine University.

Therese has presented at the Midwest Academy of Management more than 30 times, alongside students, professors, and MWAOM colleagues.

2024 Midwest Industry Speaker



The Midwest Academy of Management welcomes Glen Stevens to the annual meeting. Glen Stevens, known as "The Mental Fitness Guy," is a Speaker and Executive Coach. He specializes in mental fitness and leadership development for entrepreneurial leaders and C-suite executives.

Drawing on over 25 years of public speaking, coaching, and leadership experience, Glen helps business leaders build resilience, achieve peak performance, and develop the mental strength to navigate today's challenging business environment. Glen's expertise integrates insights from neuroscience, positive psychology, performance science, and cognitive-behavioral psychology to foster professional and personal growth.

He is a former pastor with a deep passion for equipping leaders to create sustainable success while maintaining personal well-being.

2024 Midwest Academy Awards

The 2024 Midwest Academy Conference presents three paper awards at the annual conference: 1) Best Student Paper, 2) Best Paper, and 3) John B. Cullen Best Paper. Nominees were identified through the conference review process and the winners for each award were selected by the Midwest Academy Best Papers Selection committee members. Special thanks to the members of the Best Papers Selection committee members:

- **Ranjan Karri**, University of Illinois, Springfield
- **Arun Pillutla**, St. Ambrose University
- **Michele Heath**, Cleveland State University
- **Lesley Page**, Lewis University
- **Young Ro**, University of Michigan-Dearborn

Best Student Paper

This award is given to the best paper written by a student. The nominees for this award category are listed below; **the winner of the 2024 Best Student Paper award is indicated in bold.**

- ***“Detecting Gender Stereotypes in Large Language Models”***
 - **Xian Cao**, Illinois State University
 - **Hongfei Li**, The Chinese University of Hong Kong
 - **Qingyu Xu**, City University of Hong Kong
 - **Ruoqing Zhu**, University of Illinois Urbana-Champaign
- *“From Intent to Impact: Co-Constructing Meaningful Organizational Rewards Through the Lens of Symbolic Interactionism”*
 - Amanda Jeppesen, Western Michigan University
 - Vanessa Hills, Western Michigan University
- *“Attraction-Selection-Attrition Unveiled: Probing Gig Worker Well-being Beyond Conventions”*
 - Bhumika Ray, Indian Institute of Management Sambalpur
 - Atri Sengupta, Indian Institute of Management Sambalpur
- *“The relationship between Servant Leadership and Innovative Work Behavior through the lens of Self-Determination Theory”*
 - Vikas Kochhar, University of Dallas
 - Taylor L. Walden, University of Dallas
 - Mina Nazem, University of Dallas
- *“Exploring the Effects of Employee Greed on Organizational Climate; Does Gender Really Matter?”*
 - Houra Hajian, Southern Illinois University at Carbondale
 - Pouya Haddadian Nekah, Illinois Institute of Technology

Best Paper

This award is given to the overall best paper written by a non-student. The nominees for this award category are listed below; **the winner of the 2024 Best Paper award is indicated in bold.**

- ***“Ethical Decision-Making in Young Adults under Stress: The Role of the Nonreactivity Facet of Mindfulness”***
 - **Sheila Hanson, University of North Dakota**
 - **David Hollingworth, University of North Dakota**
 - **Sean Valentine, University of North Dakota**
- *“Shifting Grounds: Benefits and Drawbacks of Working from Home and Work Location Variability”*
 - Teng Iat Loi, University of Minnesota Duluth
 - Chandresh Baid, Grand Valley State University
- *“Utilizing Differential Equations to Extend the Conservation of Resources Theory of Stress”*
 - Abhishek Srivastava, West Virginia University
 - Brandi Binkley, West Virginia University

John B. Cullen Best Paper Award

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

This award is designed to recognize authors whose work represents original, creative, and rigorous approaches to address complex challenges in the business world. All full paper submissions to the MWAOM conference are eligible for consideration for this award, and the winner(s) will represent the best theoretical and practical research impacting the future of business.

Winner(s) of the John B. Cullen 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.

The nominees for this award category are listed below; **the winner of the 2024 John B. Cullen Best Paper award is indicated in bold.**

- ***"The Dual Impact of Servant Leadership on Social Loafing: A Two-Wave Survey Study"***
 - **Brandon A. Griffin, Troy University**
 - **Steven J. Karau, Southern Illinois University, Carbondale**

- *"Love Under Duress: How Burnout Mediates the Relationship Between Partner Stress and the Perception of Romantic Partner Support"*
 - Matthew Aplin-Houtz, Brooklyn College
 - Ifeyimika Ajaiyeoba, University of Wisconsin - Parkside
 - Stephaine Merritt, University of Missouri St. Louis

- *"Rage Against the Dying of the Light: Moral Outrage, Anger Expression, and Employee Well-Being"*
 - Robert Giacalone, Texas State University
 - Sean Valentine, University of North Dakota
 - Bingqing (Miranda) Yin, California Polytechnic State University
 - Mark Promislo, Rider University

2024 Midwest Academy of Management Annual Conference

OpenConf Peer Review and Submission Management System

Thursday, 24 October 2024

8:00am - 5:00pm

Doctoral Consortium (Courtyard)

**** Attendance and participation in the Doctoral Consortium requires a separate registration and additional fee. ****

5:30pm - 7:00pm

Conference Registration (Courtyard - Pre-Function G)

7:00pm - 9:00pm

Welcome Reception (Courtyard - Grand Ballroom)

Friday, 25 October 2024

7:00am - 8:30am

Plenary - 2024 Midwest Scholar Speaker Keynote & Breakfast (Courtyard - Grand Ballroom)

8:30am - 9:00am

Shuttle / Travel Time to Concordia College (Offutt School of Business - Grant Center)

9:00am - 10:15am

EISB Paper Session: Venture Performance, Customer Satisfaction, and Investor Support (Grant 017)

Session Chair: Tabitha Muchungu, Morgan State University

[77. Pawn Or King: The Moderating Influence of Ipso On The Relationship Between Ceo Narcissism and New Venture Firm Performance](#)

Jasmine Kelley, Auburn University

LEAD Paper Session: Leadership, Ethics, and Innovation (Grant 018)

Session Chair: Andrea Zimmerman, Benedictine University

[17. The Impact of Transformative Leadership On Preaching: A Communication Perspective](#)

Christine Fischer, University of Michigan Dearborn (Lecturer) & Anderson University, SC (PhD student)

[41. The Dual Impact of Servant Leadership On Social Loafing: A Two-Wave Survey Study](#)

Brandon A. Griffin, Troy University
Steven J. Karau, Southern Illinois University, Carbondale

OB Paper Session: Organizational Agility, Performance, and Identity (Grant 028)

Session Chair: Sarthak Singh, University of Wisconsin-Milwaukee

[119. Do I Have To Change? The Role of Allyship In Identity Integration of First-Generation Immigrants At Workplace](#)

Sarthak Singh, University of Wisconsin-Milwaukee

PDW: "Drinking From a Firehose: Teaching With and About AI" (Grant 014)

[126. Drinking From A Firehose: Teaching With and About Ai](#)

Carla Flores, Ball State University
Ronda Smith, Florida Institute of Technology
Ben Blackford, Northwest Missouri State University
Xian Cao, Illinois State University
Cindi Kiner, Ball State University
Fred Kitchens, Ball State University
Jennifer Schultz, Minnesota State University
Imran Syed, Ball State University

Short Papers: Toward Impactful Research 01 (Grant 031)

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

[19. How An Organization Leader's Autism-Related Disclosures Influence Employee Perceptions of The Leader and The Organization](#)

Gundars Kaupins, Boise State University

[24. On My Own: Going Solo In Entrepreneurship: Evidence of Success of Solo Entrepreneurs Like Salespeople With Lwt.](#)

Ramanan Vijayaraghavan, North Dakota State University - Fargo, ND
Michelle Hong, North Dakota State University - Fargo, ND

[49. Can Two Wrongs Make A Right? A Case Study In Undergraduate Research Experiences](#)

Sarah Villanueva, University of Wisconsin Oshkosh
Timothy Brown, The University of Texas at El Paso
Arianna Camargo, The University of Texas at El Paso
Ivan Cervantes, The University of Texas at El Paso
M. Fernanda Garcia, The University of Texas at El Paso

[58. The Collective Underdog Identity: Analyzing The Impact On Employee Motivation and Job Satisfaction](#)

Salvador Villegas, Northern State University
Amber Henderson, Northern State University
Daniel Shannahan, Northern State University
Kristi Bockorny, Northern State University

[64. Innovation In The Context of Digital Transformation - A Delphi-Study](#)

Jennifer Liehr, Helmut Schmidt University Hamburg
Sven Hauff, Helmut Schmidt University Hamburg
Tobias Schlömer, Helmut Schmidt University Hamburg
Karen Schwien, Helmut Schmidt University Hamburg

STRG Paper Session: Competition and Valuation (Grant 032)

Session Chair: Cristiane Biazzin, Northern Kentucky University

[10. The Strategic Group Connection and Competition](#)

Sima Fortsch, Northern Kentucky University
Jing Liu, Northern Kentucky University

Cristiane Biazzin, Northern Kentucky University
Mohsen Ghodrat, University of Canada West

[14. Digital Health Startups: Growth Financing and Valuation Drivers That Signal Strength For Investors](#)

Kristin Burton, Purdue Northwest
Michele Heath, Cleveland State
William Luse, University of LaVerne
Yolanda Christophe, Syracuse

Symposium/Panel: How to Begin a Career in HR: Implications for Educators and Practitioners in the Field (Grant 114)

[15. How To Begin A Career In Hr: Implications For Educators and Practitioners In The Field](#)

Kami Tsai, Lewis University
Lesley Page, Lewis University
Lisa Johnson, Lewis University
Jocelyn Shaw, Lewis University

10:15am - 10:30am

Refreshments/Snacks (Grant - Lower Level)

10:30am - 11:45am

EISB Paper Session: Technological Revolutions and Culture in New Ventures (Grant 017)

Session Chair: Jasmine Kelley, Auburn University

[27. Cultural Factors and The Pursuit of Artificial Intelligence Innovation: An International Perspective](#)

Molly Schmidt, University of Wisconsin-Milwaukee
Antonio Porto, University of Wisconsin-Milwaukee
Lin Deng, University of Wisconsin-Milwaukee

[99. Digitalization and International Opportunity Recognition In New Ventures](#)

Tabitha Muchungu, Morgan State University
Golshan Javadian, Morgan State University
Christopher Mathis, Morgan State University
Omar Khan, Morgan State University

[113. The Impact of Migration, Institutions, and Culture On New Business Creation: Integrating Social Capital Theory and Institutional Theory](#)

Dekuwmimi (dee) Mornah, Northern Kentucky University
Raymond Macdermott, Virginia Military Institute
Felicia Naatu, SD Dumbo University of Business and Integrated Development Studies

HRDC Paper Session - Remote Work, The Gig Economy, and Turnover
(Grant 028)

Session Chair: Vincent Parry, DeVry University

[52. A Multi-Level Model of Quiet Quitting: A Synthesis and Review](#)

Huda Masood, Sam Houston State University
Marlee Mercer, York University

OB/OD Paper Session: Conservation of Resource Theory (Grant 032)

Session Chair: Amanda Jeppesen, Western Michigan University

[66. The Impact of Work-Family Conflict and Interpersonal Conflict On Employees' Intention To](#)

Quit

Yue Zhang , University of North Carolina Greensboro

80. Navigating Eldercare Stress As An Underemployed Worker: Investigating A Moderated Mediation Model For Eldercare and Mentorship

Michele Heath, Cleveland State University

William Luse , University of LaVerne

106. Abusive Supervision and Employee's Interpersonal Deviance: The Effect of Bottom-Line Mentality and Work Stress

Lorraine Chihora, Southern Illinois University Carbondale

124. Utilizing Differential Equations To Extend The Conservation of Resources Theory of Stress

Abhishek Srivastava, West Virginia University

Brandi Binkley, West Virginia University

PDW: "Excellence in Teaching: A Panel Discussion on Innovative Strategies for Effective Teaching" (Grant 114)

38. Excellence In Teaching: A Panel Discussion On Innovative Strategies For Effective Teaching

Imran Syed, Ball State University

Ben Blackford, Northwest Missouri State University

Seo-Young Byun, Ball State University

Xian Cao, Illinois State University

Heather Dixon, Ball State University

Carla C. Flores, Ball State University

Cindi Kiner, Ball State University

Fred Kitchens, Ball State University

Tim O. Peterson, North Dakota State University

SCIST Paper Session: E-Commerce, Logistics Clusters (Grant 018)

Session Chair: Cristiane Biazzin, Northern Kentucky University

85. The New Dynamics of Logistics Clusters: Insights From Northern Kentucky/greater Cincinnati Region

Cristiane Biazzin, Haile College of Business - Northern Kentucky University

Sima Fortsch , Haile College of Business - Northern Kentucky University

Mark Thackeray , Haile College of Business - Northern Kentucky University

Bulent Erenay, Haile College of Business - Northern Kentucky University

Symposium/Panel: "Ideas and Actions in OD: Voice of the Consultants" (Grant 014)

90. Ideas and Actions In Od: Voice of The Consultants

Therese Yaeger, Benedictine University

Peter Sorensen, BENEDICTINE UNIVERSITY

Donna Ogle, Rockford University

Arnum Cohran, BENEDICTINE UNIVERSITY

Jennifer Seyler, Benedictine University

Shavon Thurmond, BENEDICTINE UNIVERSITY

Andrea Zimmerman, BENEDICTINE UNIVERSITY

11:45am - 12:00pm

Shuttle / Travel Time to Knutson Campus Center

12:00pm - 1:00pm

Lunch (Knutson Campus Center - Anderson Commons)

1:00pm - 2:15pm

Plenary - 2024 Midwest Recognition and Awards Ceremony (Knutson Campus Center - Centrum)

2:15pm - 2:30pm

Shuttle / Travel Time to Offutt School of Business - Grant Center

2:30pm - 4:00pm

Exhibitors & Sponsors (Grant - Barry Auditorium - Pre-Function Area)

Academic Sponsors

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Poster Session 01 (Grant - Barry Auditorium)

18. Designing Jobs For Knowledge Workers

Nic Dolar, Royal Roads University

51. Negotiating Through Conflict: Wwjd?

Robert Yonker, The University of Toledo

67. Generative Artificial Intelligence: More Than Meets The Eye

Phuong Bach, Towson University

74. Balancing Bonds: Navigating Work-Life Challenges With 'Problem' Companion Dogs

Kirsten Robertson, University of the Fraser Valley

Tina Sharifi, York University

Souha Ezzedein, York University

94. Exploring The Effect of Media Representations On Women's Leadership Self-Efficacy and Leadership Emergence

Ramona Freimuth, DePaul University

Allysa Westring, DePaul University

Yvette Lopez, DePaul University

James Mourey, DePaul University

95. The Experiences of Neurodivergent Management Academics: Preliminary Results

Jennifer L. Schultz, Minnesota State University, Mankato

Debra R. Comer, Hofstra University

Elizabeth H. Follmer, University of Washington Bothell

108. Resilience of Small and Medium Businesses During Covid-19: A Bibliometric Analysis

Scott Stone, Metropolitan State University

Boern Vang

4:00pm - 5:15pm

EISB/HRDC Paper Session: Team Dynamics, Gender, and Intergenerational Succession (Grant 017)

Session Chair: Xian Cao, Illinois State University

81. [Detecting Gender Stereotypes In Large Language Models](#)

Xian Cao, Illinois state university
Hongfei Li, The Chinese University of Hong Kong
Qingyu Xu, City University of Hong Kong
Ruoqing Zhu, University of Illinois Urbana-Champaign

88. [Experiences and Perceptions of Authenticity In Bipoc Women's Entrepreneurship: A Conceptual Framework](#)

Tina Sharifi, York University
Parbudyal Singh, York University

OD Paper Session: Organizational Change and Critical Legal Theory (Grant 032)

Session Chair: Jennifer Seyler, Benedictine University

42. [A Three-Pronged Approach To Nonprofit Transformational Change Consulting Case Study: Values, Participatory Management + Whole Systems, and Dialogic-Diagnostic Integration](#)

Jennifer Seyler, Benedictine University

44. [Legal-Social-Ecological Theory & System Restructuring](#)

Luma Mahairi, Benedictine

71. [Challenging Conventional Change Models](#)

Ekpen Owie , University of Findlay
Shane Fudge, University of Cincinnati

PDW: "Creating Growth from Crisis: Using Storytelling to Unite, Learn and Adapt After Large Scale Organizational Change" (Grant 114)

4. [Creating Growth From Crisis: Using Storytelling To Unite, Learn and Adapt After Large Scale Organizational Change](#)

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

PDW: "Designing and Publishing Research on Management Education: Meet an Editor from the Journal of Management Education and Manuscript Development Workshop" (Grant 014)

116. [Designing and Publishing Research On Management Education: Meet An Editor From The Journal of Management Education and Manuscript Development Workshop](#)

Alex Bolinger, Idaho State University

PDW: "Using Social Support to Increase Retention and Graduation Success for Gen Z" (Grant 018)

73. [Using Social Support To Increase Retention and Graduation Success For Gen Z](#)

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

Short Papers: Toward Impactful Research 02 (Grant 028)

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

65. The Effects of Organizational and Professional Commitment On Project Managers Attitudes Towards Project Success

Suanne Barthol, Metropolitan State University
Amanda Remo, Western Michigan University

72. Undergraduate Students' Lived Experiences of Global Citizenship In Study Abroad Programs At Jesuit Catholic Universities In The U.s. Midwest

Rashmi Fernando, Creighton University

86. Industry 5.0: A Paradigm Shift For Human Resource Management

Ravikiran Dwivedula, Brandon University

93. Transformational Leadership and Students' Perceived Effort: Toward A Conceptual Model

Daniel Shannahan, Northern State University
Kristi Bockorny, Northern State University
Salvador Villegas, Northern State University
Amber Henderson, Northern State University

STRG Paper Session: Strategic Decision Making, Innovation, and Firm Performance (Grant 031)

Session Chair: Abhishek Srivastava, West Virginia University

8. The Interaction of Dynamic and Ordinary Capabilities; A Proximal Explanatory Variable To Mid-Sized Firm Growth

Gary Wolbers, Illinois State University
Arun Pillutla, St. Ambrose University

43. Disentangling Managerial and Organizational Capabilities: When Does Their Substitutability Threaten Performance?

Reha Karadag, University of Minnesota Duluth
Xin Liang, University of Minnesota Duluth
Danny Miller, HEC Montréal

83. From Digital Innovation To Competitive Advantage: Exploring The Impact of Digital Innovation Capability and Resources On Firm Performance

Yue Zhang , University of North Carolina - Greensboro

5:15pm - 5:45pm

Shuttle / Travel Time to the Courtyard Hotel

6:00pm - 7:00pm

Plenary - 2024 Midwest Academy of Management Business Meeting
(Courtyard - Grand Ballroom)

**** All conference attendees are welcome and encouraged to attend. ****

7:00pm - 8:00pm

Networking (Courtyard - Grand Ballroom)

7:30pm - 9:00pm

Midwest Academy Board of Governors Meeting

Saturday, 26 October 2024

7:00am - 8:30am

Plenary - 2024 Industry Speaker Keynote & Breakfast (Courtyard - Grand Ballroom)

8:30am - 9:00am

Shuttle / Travel Time to Concordia College (Offutt School of Business - Grant Center)

9:00am - 10:15am

EISB/HRDC Paper Session: Entrepreneurial Roles and Social Enterprises
(Grant 032)

Session Chair: Nick Bartkoski, University of Oklahoma

1. [Staying Ahead of The Game By 'Running Faster': The Entrepreneurial Role of Hrm On Performance](#)

Marlee Mercer
Parbudyal Singh

101. [Engagement of Social Enterprises In Third-Party Evaluations](#)

Aynur Nabiyeva, University of St. Thomas, Minnesota

114. [\(inter\)family Feuds: The Surprising Benefits \(and Potential Perils\) of Interfamily Rivalries](#)

Mark Bolinger, Appalachian State University
Alex Bolinger, Idaho State University

MED/SCIST Paper Session: Interdisciplinary Innovative Teaching Ideas
(Grant 028)

Session Chair: Krysten Plautz, Metropolitan State University

11. [Towards The Sound of Ostracism: The Sonification of A Hierarchical Regression Model](#)

Matthew Aplin-Houtz, Brooklyn College
Young Ro, University of Michigan
Mark Sanders, Indiana University East

36. [Financial Statement Fraud: Warning Signs For The Retail Investor](#)

Sandra Schimek, St. Cloud Technical and Community College
Linda McCann, Metro State University

121. [Impact of Visualizations On Learning Accounting Data Analytics In Introductory Accounting Courses At Undergraduate Level.](#)

Bushra Malik, Lewis University
Apostolos Xanthopoulos, Lewis University

OB Paper Session: Workplace Flexibility, Ethical Culture, and Trust (Grant 018)

Session Chair: Ramanan Vijayaraghavan, North Dakota State University

16. [Shifting Grounds: Benefits and Drawbacks of Working From Home and Work Location Variability](#)

Teng Iat Loi, University of Minnesota Duluth
Chandresh Baid, Grand Valley State University

87. [Organizational Ethical Culture's Influence On Project Manager Behavior: A "Critical Path" To Moral Conduct?](#)

Keith Anderson, Saint Mary's University of Minnesota

118. [Trust In Supervisor and Contextual Performance: Effect of Dyad Tenure](#)

Lorraine Chihora, Southern Illinois University Carbondale

OD Paper Session: Innovative Work Behavior, Engagement, and Performance (Grant 017)

Session Chair: Jennifer Seyler, Benedictine University

25. [From Intent To Impact: Co-Constructing Meaningful Organizational Rewards Through The Lens of Symbolic Interactionism](#)

Amanda Jeppesen, Western Michigan University

Vanessa Hills, Western Michigan University

PDW: "Poetry Slam: Teaching Business with Rhyme and Reason" (Grant 114)

103. [Poetry Slam: Teaching Business With Rhyme and Reason](#)

Jennifer L. Schultz, Minnesota State University, Mankato

Carla C. Flores, Ball State University

Ronda M. Smith, Florida Institute of Technology

Michele Heath, Cleveland State University

Tim O. Peterson

Victoria C. Hailey, Minnesota State University

Katheryn L. Zielinski, Minnesota State University

STRG Paper Session: Institutional Logics Perspective (Grant 031)

Session Chair: Marek Kolinski, University of South Dakota

89. [Efficiencies As Drivers of Renewable Energy Projects In Emerging Economies: Does Foreign Participation Help?](#)

Mona Bahl, Illinois State University

Nandini Lahiri, American University

Sorin Krammer, University of Surrey

92. [Striving For Legitimacy: A Case Study of A Female-Led Social Enterprise Navigating Institutional Logics In A Post-Communist Economy](#)

Marek Kolinski, University of South Dakota

Jennifer Wronski, Private Researcher

Symposium/Panel: "Navigating Generative Artificial Intelligence in the Business and Management Classroom" (Grant 014)

55. [Navigating Generative Artificial Intelligence In The Business and Management Classroom](#)

Rachel Lundbohm, University of Minnesota Crookston

Marcia Hagen, Metro State University

Crystal Fashant, Metro State University

Rebecca Evan, Metro State University

Courtney Bergman, University of Minnesota Crookston

Al Fattal Anas, University of Minnesota

10:15am - 10:30am

Refreshments/Snacks (Grant - Lower Level)

10:30am - 11:45am

LEAD Paper Session: Ethical Reasoning and Ethical Impact (Grant 028)

Session Chair: Kami Tsai, Lewis University

110. [Ethical Decision-Making In Young Adults Under Stress: The Role of The Nonreactivity Facet](#)

of Mindfulness

Sheila Hanson, University of North Dakota
David Hollingworth, University of North Dakota
Sean Valentine, University of North Dakota

120. Rage Against The Dying of The Light: Moral Outrage, Anger Expression, and Employee Well-Being

Robert Giacalone, Texas State University
Sean Valentine, University of North Dakota
Bingqing (miranda) Yin, California Polytechnic State University
Mark Promislo, Rider University

MED Paper Session: Reflections on Undergraduate and Graduate Teaching
(Grant 017)

Session Chair: Gundars Kaupins, Boise State University

30. "Zemi" Undergraduate Seminars In The Japanese Post-Secondary Education System: Reflections From My Experience As A Visiting Scholar In Japan

Derek Lehmberg, North Dakota State University

104. An Examination of The Effectiveness of Team Agreements On Dissertation Chairs and Advisees: A Qualitative Study

Erin Hemm

OB Paper Session: Job Satisfaction, Well-Being, and Organizational Climate (Grant 018)

Session Chair: Abhishek Srivastava, West Virginia University

5. Crafting Control: Exploring The Impact of Machiavellianism On Job Crafting and Job Satisfaction

Matthew Aplin-Houtz, Brooklyn College
Lawrence Ugwu, North-West University
Sean Leahy, Loyola University
Mark Sanders, Indiana University East
Judith Brewer, Indiana State University

9. Love Under Duress: How Burnout Mediates The Relationship Between Partner Stress and The Perception of Romantic Partner Support

Matthew Aplin-Houtz, Brooklyn College
Ifeyimika Ajaiyeoba, University of Wisconsin - Parkside
Stephaine Merritt, University of Missouri St. Louis

123. Exploring The Effects of Employee Greed On Organizational Climate; Does Gender Really Matter?

Houra Hajian, Southern Illinois University at Carbondale
Pouya Haddadian Nekah, Illinois Institute of Technology

PDW: "Project Power: Integrating Project Management into Teaching and Research" (Grant 014)

40. Project Power: Integrating Project Management Into Teaching and Research

Karynne Turner, Middle Tennessee State University
Millicent Nelson, Middle Tennessee State University

Short Papers: Toward Impactful Research 03 (Grant 114)

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

22. Positive Identity Construction Spillovers of Entrepreneurial Side-Hustles

Pamela Gu, University of Wisconsin-Whitewater

23. Empowering Rural Small Businesses Through Strategic Doing: An Exploratory Study

Yan Liu, Indiana University east
Sanga Song, Indiana University east
Jayne Rivas, Indiana University east
Rebecca Mankowski, Indiana University
Todd Burkhardt, Indiana University

112. The Impact of Calling On Dual-Career Couples' Work-Nonwork Outcomes: A Qualitative Exploration

Tina Sharifi, York University
Marlee Mercer, York University
Christopher Chan, York University

127. Exploring The Imposter Phenomenon: The Relationship Between Influence Tactics and Authority

Rebecca Badaway, University of Pittsburgh
Jakari Griffith, Bridgewater State University

11:45am - 12:00pm

Shuttle / Travel Time to Knutson Campus Center

12:00pm - 1:00pm

Lunch (Knutson Campus Center - Anderson Commons)

1:00pm - 1:15pm

Shuttle / Travel Time to Offutt School of Business - Grant Center

1:15pm - 2:45pm

Exhibitors & Sponsors (Grant - Barry Auditorium - Pre-Function Area)

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Poster Session 02 (Grant - Barry Auditorium)

3. Empathetic Leadership Characteristics and Successful Conflict Management

Krysten Plautz, Metropolitan State University

39. Positive Vs. Negative Integrity: A New Paradigm For Exploring Ethical Leadership Behavior

Oscar Seman, Ohio University
Robert Holbrook, Ohio University

46. A Critical Review of Generation Z's Perspectives On Authentic Leadership: Insights For Organizational Practices

Joshua Beck, Shepherd University

50. [Teaching Negotiation To People You Never See: You Can do That?](#)

Robert Yonker, The University of Toledo

107. [Unveiling Key Non-Technical Skills For Graduate Employability Using Bibliometric Analysis](#)

Boern Vang, Metropolitan State University

Scott Stone, Metropolitan State University

2:45pm - 3:30pm

Shuttle / Travel Time to the Courtyard Hotel

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2024 Midwest Academy of Management Annual Conference

OpenConf Peer Review and Submission Management System

Thursday, 24 October 2024

8:00am-5:00pm **Doctoral Consortium** (Courtyard)

**** Attendance and participation in the Doctoral Consortium requires a separate registration and additional fee. ****

5:30pm-7:00pm **Conference Registration** (Courtyard - Pre-Function G)

7:00pm-9:00pm **Welcome Reception** (Courtyard - Grand Ballroom)

Friday, 25 October 2024

7:00am-8:30am

8:30am-9:00am

9:00am-10:15am

Plenary - 2024 Midwest Scholar Speaker Keynote & Breakfast (Courtyard - Grand Ballroom)**Shuttle / Travel Time to Concordia College (Offutt School of Business - Grant Center)**

CONCURRENT SESSIONS 01						
Grant 014	Grant 017	Grant 018	Grant 028	Grant 031	Grant 032	Grant 114
PDW: "Drinking From a Firehose: Teaching With and About AI" 126. Drinking From A Firehose: Teaching With and About Ai Carla Flores, Ball State University; Ronda Smith, Florida Institute of Technology; Ben Blackford, Northwest Missouri State University; Xian Cao, Illinois State University; Cindi Kiner, Ball State University; Fred Kitchens, Ball State University; Jennifer Schultz, Minnesota State University; Imran Syed, Ball State University	EISB Paper Session: Venture Performance, Customer Satisfaction, and Investor Support Session Chair: Tabitha Muchungu, Morgan State University 77. Pawn Or King: The Moderating Influence of Ipos On The Relationship Between Ceo Narcissism and New Venture Firm Performance Jasmine Kelley, Auburn University	LEAD Paper Session: Leadership, Ethics, and Innovation Session Chair: Andrea Zimmerman, Benedictine University 17. The Impact of Transformative Leadership On Preaching: A Communication Perspective Christine Fischer, University of Michigan Dearborn (Lecturer) & Anderson University, SC (PhD student) 41. The Dual Impact of Servant Leadership On Social Loafing: A Two-Wave Survey Study Brandon A. Griffin, Troy University;	OB Paper Session: Organizational Agility, Performance, and Identity Session Chair: Sarthak Singh, University of Wisconsin- Milwaukee 119. Do I Have To Change? The Role of Allyship In Identity Integration of First-Generation Immigrants At Workplace Sarthak Singh, University of Wisconsin- Milwaukee	Short Papers: Toward Impactful Research 01 Session Chair: Tim O. Peterson, North Dakota State University 19. How An Organization Leader's Autism- Related Disclosures Influence Employee Perceptions of The Leader and The Organization Gundars Kaupins, Boise State University 24. On My Own: Going Solo In Entrepreneurship: Evidence of Success of Solo Entrepreneurs Like Salespeople With Lwt. Ramanan Vijayaraghavan, North Dakota State University - Fargo, ND;	STRG Paper Session: Competition and Valuation Session Chair: Cristiane Biazzin, Northern Kentucky University Strategic Group Connection and Competition Sima Fortsch, Northern Kentucky University; Jing Liu, Northern Kentucky University; Cristiane Biazzin, Northern Kentucky University; Mohsen Ghodrat, University of Canada West 14. Digital Health Startups: Growth Financing and Valuation	Symposium/ Panel: How to Begin a Career in HR: Implications for Educators and Practitioners in the Field 15. How To Begin A Career In Hr: Implications For Educators and Practitioners In The Field Kami Tsai, Lewis University; Lesley Page, Lewis University; Lisa Johnson, Lewis University; Jocelyn Shaw, Lewis University

		Steven J. Karau, Southern Illinois University, Carbondale	Michelle Hong, North Dakota State University - Fargo, ND 49. Can Two Wrongs Make A Right? A Case Study In Undergraduate Research Experiences Sarah Villanueva, University of Wisconsin Oshkosh; Timothy Brown, The University of Texas at El Paso; Arianna Camargo, The University of Texas at El Paso; Ivan Cervantes, The University of Texas at El Paso; M. Fernanda Garcia, The University of Texas at El Paso 58. The Collective Underdog Identity: Analyzing The Impact On Employee Motivation and Job Satisfaction Salvador Villegas, Northern State University; Amber Henderson, Northern State University; Daniel Shannahan, Northern State University; Kristi Bockorny, Northern State University	Drivers That Signal Strength For Investors Kristin Burton, Purdue Northwest; Michele Heath, Cleveland State; William Luse, University of LaVerne; Yolanda Christophe, Syracuse
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64. Innovation In The Context of Digital Transformation - A Delphi-Study
 Jennifer Liehr,
 Helmut Schmidt University
 Hamburg; Sven Hauff, Helmut Schmidt University
 Hamburg; Tobias Schlömer, Helmut Schmidt University
 Hamburg; Karen Schwien, Helmut Schmidt University
 Hamburg

10:15am-10:30am

BREAK**Refreshments/Snacks** (Grant - Lower Level)

10:30am-11:45am

CONCURRENT SESSIONS 02

Grant 014	Grant 017	Grant 018	Grant 028	Grant 032	Grant 114
Symposium/Panel: "Ideas and Actions in OD: Voice of the Consultants" <i>90. Ideas and Actions In Od: Voice of The Consultants</i> Therese Yaeger, Benedictine University; Peter Sorensen, BENEDICTINE UNIVERSITY; Donna Ogle, Rockford University; Arnum Cohran, BENEDICTINE UNIVERSITY; Jennifer	EISB Paper Session: Technological Revolutions and Culture in New Ventures Session Chair: Jasmine Kelley, Auburn University <hr/> <i>27. Cultural Factors and The Pursuit of Artificial Intelligence Innovation: An International Perspective</i> Molly Schmidt,	SCIST Paper Session: E-Commerce, Logistics Clusters Session Chair: Cristiane Biazzin, Northern Kentucky University <hr/> <i>85. The New Dynamics of Logistics Clusters: Insights From Northern Kentucky/greater Cincinnati Region</i> Cristiane Biazzin,	HRDC Paper Session - Remote Work, The Gig Economy, and Turnover Session Chair: Vincent Parry, DeVry University <hr/> <i>52. A Multi-Level Model of Quiet Quitting: A Synthesis and Review</i> Huda Masood, Sam Houston State University; Marlee	OB/OD Paper Session: Conservation of Resource Theory Session Chair: Amanda Jeppesen, Western Michigan University <hr/> <i>66. The Impact of Work-Family Conflict and Interpersonal Conflict On Employees' Intention To Quit</i> Yue Zhang ,	PDW: "Excellence in Teaching: A Panel Discussion on Innovative Strategies for Effective Teaching" <i>Effective Teaching - A Panel Discussion On Innovative Strategies For Effective Teaching</i> Imran Syed, Ball State University; Ben Blackford, Northwest Missouri State University; Seo-Young Byun,

Seyler, Benedictine University; Shavon Thurmond, BENEDICTINE UNIVERSITY; Andrea Zimmerman, BENEDICTINE UNIVERSITY	University of Wisconsin-Milwaukee; Antonio Porto, University of Wisconsin-Milwaukee; Lin Deng, University of Wisconsin-Milwaukee <i>99. Digitalization and International Opportunity Recognition In New Ventures</i> Tabitha Muchungu, Morgan State University; Golshan Javadian, Morgan State University; Christopher Mathis, Morgan State University; Omar Khan, Morgan State University <i>113. The Impact of Migration, Institutions, and Culture On New Business Creation: Integrating Social Capital Theory and Institutional Theory</i> Dekuwmini (dee) Mornah, Northern Kentucky University; Raymond Macdermott, Virginia Military Institute; Felicia Naatu, SD Dombo University of Business and Integrated	Haile College of Business - Northern Kentucky University; Sima Fortsch , Haile College of Business - Northern Kentucky University; Mark Thackeray , Haile College of Business - Northern Kentucky University; Bulent Erenay, Haile College of Business - Northern Kentucky University	Mercer, York University	University of North Carolina Greensboro <i>80. Navigating Eldercare Stress As An Underemployed Worker: Investigating A Moderated Mediation Model For Eldercare and Mentorship</i> Michele Heath, Cleveland State University; William Luse , University of LaVerne <i>106. Abusive Supervision and Employee's Interpersonal Deviance: The Effect of Bottom-Line Mentality and Work Stress</i> Lorraine Chihora, Southern Illinois Uniuersity Carbondale <i>124. Utilizing Differential Equations To Extend The Conservation of Resources Theory of Stress</i> Abhishek Srivastava, West Virginia University; Brandi Binkley, West Virginia University	Ball State University; Xian Cao, Illinois State University; Heather Dixon, Ball State University; Carla C. Flores, Ball State University; Cindi Kiner, Ball State University; Fred Kitchens, Ball State University; Tim O. Peterson, North Dakota State University
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	Development Studies					
11:45am-12:00pm	Shuttle / Travel Time to Knutson Campus Center					
12:00pm-1:00pm	Lunch (Knutson Campus Center - Anderson Commons)					
1:00pm-2:15pm	Plenary - 2024 Midwest Recognition and Awards Ceremony (Knutson Campus Center - Centrum)					
2:15pm-2:30pm	Shuttle / Travel Time to Offutt School of Business - Grant Center					
2:30pm-4:00pm	POSTER SESSION					
	Grant - Barry Auditorium			Grant - Barry Auditorium - Pre-Function Area		
	Poster Session 01 <i>18. Designing Jobs For Knowledge Workers</i> Nic Dolar, Royal Roads University ----- <i>51. Negotiating Through Conflict: Wwjd?</i> Robert Yonker, The University of Toledo ----- <i>67. Generative Artificial Intelligence: More Than Meets The Eye</i> Phuong Bach, Towson University ----- <i>74. Balancing Bonds: Navigating Work-Life Challenges With 'Problem' Companion Dogs</i> Kirsten Robertson, University of the Fraser Valley; Tina Sharifi, York University; Souha Ezzedein, York University ----- <i>94. Exploring The Effect of Media Representations On Women's Leadership Self-Efficacy and Leadership Emergence</i> Ramona Freimuth, DePaul University; Allysa Westring, DePaul University; Yvette Lopez, DePaul University; James Mourey, DePaul University ----- <i>95. The Experiences of Neurodivergent Management Academics: Preliminary Results</i> Jennifer L. Schultz, Minnesota State University, Mankato; Debra R. Comer, Hofstra University; Elizabeth H. Follmer, University of Washington Bothell ----- <i>108. Resilience of Small and Medium Businesses During Covid-19: A Bibliometric Analysis</i> Scott Stone, Metropolitan State University; Boern Vang			Exhibitors & Sponsors Academic Sponsors • Concordia College - Offutt School of Business (Platinum Sponsor): https://www.concordiacollege.edu/academics/programs-of-study/offutt-school-of-business/ • North Dakota State University - College of Business (Gold Sponsor): https://www.ndsu.edu/business/ Corporate Sponsors • Interpretive Solutions (Metropolitan Sponsor): https://www.interpretive.com • Mental Fitness Guy (Metropolitan Sponsor): https://www.mentalfitnessguy.com/		
4:00pm-5:15pm	CONCURRENT SESSIONS 03					
	Grant 014	Grant 017	Grant 018	Grant 028	Grant 031	Grant 032
	PDW: "Designing and Publishing Research on Management Education:	EISB/HRDC Paper Session: Team Dynamics, Gender, and Intergenerational Succession	PDW: "Using Social Support to Increase Retention and	Short Papers: Toward Impactful Research 02	STRG Paper Session: Strategic Decision Making, Innovation, and Firm	OD Paper Session: Organizational Change and Critical Legal Theory
						PDW: "Creating Growth from Crisis: Using Storytelling to Unite, Learn and Adapt

Meet an Editor from the Journal of Management Education and Manuscript Development Workshop"		Graduation Success for Gen Z"		Performance		After Large Scale Organizational Change"
<p>and Designing Manuscript Development Workshop"</p> <p>Education: Meet An Editor From The Journal of Management Education and Manuscript Development Workshop</p> <p>Alex Bolinger, Idaho State University</p>	<p>Session Chair: Xian Cao, Illinois State University</p> <hr/> <p>81. Detecting Gender Stereotypes In Large Language Models</p> <p>Xian Cao, Illinois state university; Hongfei Li, The Chinese University of Hong Kong; Qingyu Xu, City University of Hong Kong; Ruoqing Zhu, University of Illinois Urbana-Champaign</p> <hr/> <p>88. Experiences and Perceptions of Authenticity In Bipoc Women's Entrepreneurship: A Conceptual Framework</p> <p>Tina Sharifi, York University; Parbudyal Singh, York University</p>	<p>73. Using Social Support To Increase Retention and Graduation Success For Gen Z</p> <p>Millicent Nelson, Middle Tennessee State University; Jennifer Collins, Florida A & M University; Matrecia James, St. Bonaventure University; Angela Miles, North Carolina Central University; Karynne Turner, Middle Tennessee State University</p>	<p>Session Chair: Tim O. Peterson, North Dakota State University</p> <hr/> <p>65. The Effects of Organizational and Professional Commitment On Project Managers Attitudes Towards Project Success</p> <p>Suanne Barthol, Metropolitan State University; Amanda Remo, Western Michigan University</p> <hr/> <p>72. Undergraduate Students' Lived Experiences of Global Citizenship In Study Abroad Programs At Jesuit Catholic Universities In The U.s. Midwest</p> <p>Rashmi Fernando, Creighton University</p> <hr/> <p>86. Industry 5.0: A Paradigm Shift For Human Resource Management</p>	<p>Session Chair: Abhishek Srivastava, West Virginia University</p> <hr/> <p>8. Interaction of Dynamic and Ordinary Capabilities; A Proximal Explanatory Variable To Mid-Sized Firm Growth</p> <p>Gary Wolbers, Illinois State University; Arun Pillutla, St. Ambrose University</p> <hr/> <p>43. Disentangling Managerial and Organizational Capabilities: When Does Their Substitutability Threaten Performance?</p> <p>Reha Karadag, University of Minnesota Duluth; Xin Liang, University of Minnesota Duluth; Danny Miller, HEC Montréal</p> <hr/> <p>83. From</p>	<p>Session Chair: Jennifer Seyler, Benedictine University</p> <hr/> <p>42. A Three-Pronged Approach To Nonprofit Transformational Change Consulting Case Study: Values, Participatory Management + Whole Systems, and Dialogic-Diagnostic Integration</p> <p>Jennifer Seyler, Benedictine University</p> <hr/> <p>44. Legal-Social-Ecological Theory & System Restructuring</p> <p>Luma Mahairi, Benedictine</p> <hr/> <p>71. Challenging Conventional Change Models</p> <p>Ekpen Owie , University of Findlay; Shane Fudge, University of Cincinnati</p>	<p>4. Creating Growth From Crisis: Using Storytelling To Unite, Learn and Adapt After Large Scale Organizational Change</p> <p>Lesley Page, Lewis University; Michele Kramer, Lewis University; George Klemic, Lewis University</p>

			Ravikiran Dwivedula, Brandon University 93. <i>Transformational Leadership and Students' Perceived Effort: Toward A Conceptual Model</i> Daniel Shannahan, Northern State University; Kristi Bockorny, Northern State University; Salvador Villegas, Northern State University; Amber Henderson, Northern State University	<i>Digital Innovation To Competitive Advantage: Exploring The Impact of Digital Innovation Capability and Resources On Firm Performance</i> Yue Zhang , University of North Carolina - Greensboro	
5:15pm-5:45pm	Shuttle / Travel Time to the Courtyard Hotel				
6:00pm-7:00pm	Plenary - 2024 Midwest Academy of Management Business Meeting (Courtyard - Grand Ballroom) <i>*** All conference attendees are welcome and encouraged to attend. ***</i>				
7:00pm-8:00pm	Networking (Courtyard - Grand Ballroom)				
7:30pm-9:00pm	Midwest Academy Board of Governors Meeting				

Saturday, 26 October 2024

7:00am-8:30am

8:30am-9:00am

9:00am-10:15am

Plenary - 2024 Industry Speaker Keynote & Breakfast (Courtyard - Grand Ballroom)**Shuttle / Travel Time to Concordia College (Offutt School of Business - Grant Center)**

CONCURRENT SESSIONS 04						
Grant 014	Grant 017	Grant 018	Grant 028	Grant 031	Grant 032	Grant 114
Symposium/ Panel: "Navigating Generative Artificial Intelligence in the Business and Management Classroom" <i>Co-Navigating Generative Artificial Intelligence In The Business and Management Classroom</i> Rachel Lundbohm, University of Minnesota Crookston; Marcia Hagen, Metro State University; Crystal Fashant, Metro State University; Rebecca Evan, Metro State University; Courtney Bergman, University of Minnesota Crookston; Al Fattal Anas, University of Minnesota	OD Paper Session: Innovative Work Behavior, Engagement, and Performance <i>Session Chair: Jennifer Seyler, Benedictine University</i> <i>25. From Intent To Impact: Co- Constructing Meaningful Organizational Rewards Through The Lens of Symbolic Interactionism</i> Amanda Jeppesen, Western Michigan University; Vanessa Hills , Western Michigan University	OB Paper Session: Workplace Flexibility, Ethical Culture, and Trust <i>Session Chair: Ramanan Vijayaraghavan, North Dakota State University</i> <i>16. Shifting Grounds: Benefits and Drawbacks of Working From Home and Work Location Variability</i> Teng Iat Loi, University of Minnesota Duluth; Chandresh Baid, Grand Valley State University <i>87. Organizational Ethical Culture's Influence On Project Manager Behavior: A "Critical Path" To Moral Conduct?</i> Keith Anderson,	MED/SCIST Paper Session: Interdisciplinary Innovative Teaching Ideas <i>Session Chair: Krysten Plautz, Metropolitan State University</i> <i>11. Towards The Sound of Ostracism: The Sonification of A Hierarchical Regression Model</i> Matthew Aplin- Houtz, Brooklyn College; Young Ro, University of Michigan; Mark Sanders, Indiana University East <i>36. Financial Statement Fraud: Warning Signs For The Retail Investor</i> Sandra Schimek, St. Cloud Technical and Community College; Linda McCann, Metro State University <i>121. Impact of Visualizations On Learning Accounting</i>	STRG Paper Session: Institutional Logics Perspective <i>Session Chair: Marek Kolinski, University of South Dakota</i> <i>89. Efficiencies As Drivers of Renewable Energy Projects In Emerging Economies: Does Foreign Participation Help?</i> Mona Bahl, Illinois State University; Nandini Lahiri, American University; Sorin Krammer, University of Surrey <i>92. Striving For Legitimacy: A Case Study of A Female-Led Social</i>	EISB/HRDC Paper Session: Entrepreneurial Roles and Social Enterprises <i>Session Chair: Nick Bartkoski, University of Oklahoma</i> <i>1. Staying Ahead of The Game By 'Running Faster': The Entrepreneurial Role of Hrm On Performance</i> Marlee Mercer; Parbudyal Singh <i>101. Engagement of Social Enterprises In Third-Party Evaluations</i> Aynur Nabiyeve, University of St. Thomas, Minnesota <i>114. (inter)family Feuds: The Surprising Benefits (and Potential Perils) of Interfamily Rivalries</i> Mark Bolinger,	PDW: "Poetry Slam: Teaching Business with Rhyme and Reason" <i>103. Poetry Slam: Teaching Business With Rhyme and Reason</i> Jennifer L. Schultz, Minnesota State University, Mankato; Carla C. Flores, Ball State University; Ronda M. Smith, Florida Institute of Technology; Michele Heath, Cleveland State University; Tim O. Peterson; Victoria C. Hailey, Minnesota

		Saint Mary's University of Minnesota <i>118. Trust In Supervisor and Contextual Performance: Effect of Dyad Tenure</i> Lorraine Chihora, Southern Illinois University Carbondale	<i>Data Analytics In Introductory Accounting Courses At Undergraduate Level.</i> Bushra Malik, Lewis University; Apostolos Xanthopoulos, Lewis University	<i>Enterprise Navigating Institutional Logics In A Post-Communist Economy</i> Marek Kolinski, University of South Dakota; Jennifer Wronski, Private Researcher	Appalachian State University; Alex Bolinger, Idaho State University	State University; Kathryn L. Zielinski, Minnesota State University
10:15am-10:30am	BREAK					
	Refreshments/Snacks (Grant - Lower Level)					
10:30am-11:45am	CONCURRENT SESSIONS 05					
	Grant 014	Grant 017	Grant 018	Grant 028	Grant 114	
	PDW: "Project Power: Integrating Project Management into Teaching and Research" <i>Project Power: Integrating Project Management Into Teaching and Research</i> Karynne Turner, Middle Tennessee State University; Millicent Nelson, Middle Tennessee State University	MED Paper Session: Reflections on Undergraduate and Graduate Teaching <i>Session Chair: Gundars Kaupins, Boise State University</i> <i>30. "Zemi" Undergraduate Seminars In The Japanese Post-Secondary Education System: Reflections From My Experience As A Visiting Scholar In Japan</i> Derek Lehmberg, North Dakota State University <i>104. An Examination of The Effectiveness of Team Agreements On Dissertation Chairs and Advisees: A Qualitative Study</i>	OB Paper Session: Job Satisfaction, Well-Being, and Organizational Climate <i>Session Chair: Abhishek Srivastava, West Virginia University</i> <i>University Control: Exploring The Impact of Machiavellianism On Job Crafting and Job Satisfaction</i> Matthew Aplin-Houtz, Brooklyn College; Lawrence Ugwu, North-West University; Sean Leahy, Loyola University; Mark Sanders, Indiana University East; Judith Brewer, Indiana State University <i>9. Love Under Duress: How Burnout Mediates The Relationship</i>	LEAD Paper Session: Ethical Reasoning and Ethical Impact <i>Session Chair: Kami Tsai, Lewis University</i> <i>110. Ethical Decision-Making In Young Adults Under Stress: The Role of The Nonreactivity Facet of Mindfulness</i> Sheila Hanson, University of North Dakota; David Hollingworth, University of North Dakota; Sean Valentine, University of North Dakota <i>120. Rage Against The Dying of The Light: Moral Outrage, Anger Expression, and Employee Well-Being</i>	Short Papers: Toward Impactful Research 03 <i>Session Chair: Tim O. Peterson, North Dakota State University</i> <i>22. Positive Identity Construction Spillovers of Entrepreneurial Side-Hustles</i> Pamela Gu, University of Wisconsin-Whitewater <i>23. Empowering Rural Small Businesses Through Strategic Doing: An Exploratory Study</i> Yan Liu, Indiana University east; Sanga Song, Indiana University east; Jaynne Rivas, Indiana University east;	

	Erin Hemm	<p><i>Between Partner Stress and The Perception of Romantic Partner Support</i> Matthew Aplin-Houtz, Brooklyn College; Ifeyimika Ajaiyeoba, University of Wisconsin - Parkside; Stephaine Merritt, University of Missouri St. Louis</p> <p><i>123. Exploring The Effects of Employee Greed On Organizational Climate; Does Gender Really Matter?</i> Houra Hajian, Southern Illinois University at Carbondale; Pouya Haddadian Nekah, Illinois Institute of Technology</p>	<p>Robert Giacalone, Texas State University; Sean Valentine, University of North Dakota; Bingqing (miranda) Yin, California Polytechnic State University; Mark Promislo, Rider University</p>	<p>Rebecca Mankowski, Indiana University; Todd Burkhardt, Indiana University</p> <p><i>112. The Impact of Calling On Dual-Career Couples' Work-Nonwork Outcomes: A Qualitative Exploration</i> Tina Sharifi, York University; Marlee Mercer, York University; Christopher Chan, York University</p> <p><i>127. Exploring The Imposter Phenomenon: The Relationship Between Influence Tactics and Authority</i> Rebecca Badaway, University of Pittsburgh; Jakari Griffith, Bridgewater State University</p>
11:45am-12:00pm	Shuttle / Travel Time to Knutson Campus Center			
12:00pm-1:00pm	Lunch (Knutson Campus Center - Anderson Commons)			
1:00pm-1:15pm	Shuttle / Travel Time to Offutt School of Business - Grant Center			
1:15pm-2:45pm	POSTER SESSION			
	Grant - Barry Auditorium	Grant - Barry Auditorium - Pre-Function Area		
	<p>Poster Session 02</p> <p><i>3. Empathetic Leadership Characteristics and Successful Conflict Management</i> Krysten Plautz, Metropolitan State University</p> <p><i>39. Positive Vs. Negative Integrity: A New Paradigm For Exploring Ethical Leadership Behavior</i> Oscar Seman, Ohio University; Robert Holbrook, Ohio University</p> <p><i>46. A Critical Review of Generation Z's Perspectives On Authentic Leadership: Insights For Organizational Practices</i> Joshua Beck, Shepherd University</p> <p><i>50. Teaching Negotiation To People You Never See: You Can do That?</i> Robert Yonker, The University of Toledo</p> <p><i>107. Unveiling Key Non-Technical Skills For Graduate</i></p>	<p>Exhibitors & Sponsors</p> <p>Academic Sponsors</p> <ul style="list-style-type: none"> Concordia College - Offutt School of Business (Platinum Sponsor): https://www.concordiacollege.edu/academics/programs-of-study/offutt-school-of-business/ North Dakota State University - College of Business (Gold Sponsor): https://www.ndsu.edu/business/ <p>Corporate Sponsors</p> <ul style="list-style-type: none"> Interpretive Solutions (Metropolitan Sponsor): https://www.interpretive.com Mental Fitness Guy (Metropolitan Sponsor): https:// 		

Employability Using Bibliometric Analysis

Boern Vang, Metropolitan State University; Scott Stone,
Metropolitan State University

www.mentalfitnessguy.com/

2:45pm-3:30pm

Shuttle / Travel Time to the Courtyard Hotel

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About the Midwest Academy of Management

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



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