

Full Program

[Edit Program](#)

[📅 Thu, 9 Oct](#) [📅 Fri, 10 Oct](#) [📅 Sat, 11 Oct](#)

Thursday, 9 October 2025

8:30am-5:00pm	Doctoral Consortium (TBD) <i>*** Attendance and participation in the Doctoral Consortium requires a separate registration and additional fee. ***</i>
5:30pm-7:00pm	Conference Registration (Student Center Ballroom)
6:00pm-8:00pm	Welcome Reception (Student Center Ballroom)

Friday, 10 October 2025

7:00am-8:30am

2025 Midwest Scholar Speaker Keynote & Breakfast (Student Center Ballroom)

8:30am-9:00am

Break

9:00am-10:15am

CONCURRENT SESSIONS 1

TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD
HRDC Paper Session - Guilt, Gains, and Gender Gaps: The New Science of Work and Family	HRDC Paper Session - Workforce Retention, Development, and Strategy	LEAD Paper Session - Leadership Traits, Styles, and Development	OD Paper Session - Leadership, Culture, and Innovation in Evolving Organizational Landscapes	PDW - AI-Powered Research: Enhancing Writing, Review, and Discovery	PDW - Incorporating Digital Literacy in the Management Classroom: Designing Capstone Projects in Undergraduate Strategic Management	SCIST Paper Session - Trust by Design: Cultural, Digital, and Systemic Pathways to Smarter Organizations	Short Paper Session - Exploring Leadership Dynamics and Employee Growth	STRG Paper Session - Strategic Minds: Innovation, Leadership, and Boardroom Dynamics	Symposium - Barbers Get it Done: The Louisville Barber as an Agent of Social Change in the Wake of George Floyd and Breonna Taylor
8. The Paradox of Breadwinning: Fathers Are Less Identified With Work Than Mothers Sara Hendrick	56. Mitigating Turnover In Low-Wage Entry-Level Technology Roles: Evaluating The Impact of Voluntary Skill-Based Incentive Programs On Employee Retention Patricia Baszuk, Cleveland State University	15. An Exploratory Analysis of Fionn Mac Cumhaill's Leadership Traits Stephen Forsha, University College Cork	13. The Rise of Digital Coaching: Trends, Challenges, and The Future Sheila Boysen-Rotelli, Lewis University	32. Ai-Powered Research: Enhancing Writing, Review, and Discovery Houra Hajian	Undergraduate Strategic Management In The Management Classroom: Designing Capstone Projects In Undergraduate Strategic Management Jennifer Collins, Florida A&M University; Matrecia James, St. Bonaventure University; Millicent Nelson, Middle Tennessee State University; Angela Miles, North Carolina Central University	Capital For Innovation and Strategic Management: Leveraging Vartan Bhanji To Institutionalize Digital Trust In Pakistan Noreen Saher, International Islamic University Islamabad Pakistan	24. An Analysis of Peer Coaching Outcomes Marcia Hagen, Metropolitan State University; Loi Nguyen, Metropolitan State University	31. Psychological Independence: Overcoming Deficiencies of Symbolic Independence For Board Effectiveness Sanjay Goel, University of North Dakota	the Wake of George Floyd and Breonna Taylor As An Agent of Social Change In The Wake of George Floyd and Breonna Taylor Lisa Finucane, Phd
14. Unemployment Reverses The Tendency For Men To Benefit From Parenthood More Than Women Sara Hendrick	101. Optimizing Workforce Strategies In The Aggregates Industry: A Case Study In Strategic Human Resource Management	54. Beyond Transformational Leadership: How Transactional Leadership Can Also Help Remote Workers Manage Family-To-Work Conflict Hanna Kalmanovich-Cohen, Oakland University; Steven Stanton, Oakland University	49. Caught In The Middle: Department Chairs Navigating Change In Tenured, Unionized Universities David Szabla, Western Michigan University; Steven Way, Western Michigan University; Joshua Amponsah,	Karahroodi, southern university; Stephanie Dygico, Gapud, Spring Hill College	96. Blockchain and Corporate Governance: A Synthesis of Prior Literature Fowokemi Ogedengbe, University of Johannesburg; Micheal Adelowotan,	96. Blockchain and Corporate Governance: A Synthesis of Prior Literature Fowokemi Ogedengbe, University of Johannesburg; Micheal Adelowotan,	25. Skip-Level Meetings: Perspectives of Skipped First-Tier Us Tech Leaders Samuel Blacher, Anderson University, SC	60. Impact of Artificial Intelligence On Managerial Attention Dynamics In Strategic Decision-Making Ram Srinivas, University of Agder; Tor Helge Aas, University of Agder; Anne-Laure Mention, RMIT University;	

Working Mother Matthew Aplin-Houtz, Brooklyn College; Emily Lane, University of Missouri - St. Louis; April Rowsey, Union University; Bahar Javadizadeh, San Francisco State University	Carla Flores, Ball State University 103. Frontline Fault Lines: Safety Through The Eyes of Grocery Stores, Managers, and Workers During Covid-19 Alankrita Pandey, Eastern Michigan University Stephanie Newell, Eastern Michigan University 107. The Career Impact of The Covid-19 Pandemic: A Longitudinal Examination Using The Kaleidoscope Career Model Monica Forret, St. Ambrose University; Sherry Sullivan, Bowling Green State University; John Simmons, St. Ambrose University	Leadership Model Janice Honeycutt Hering, Anderson University 75. Too Little, Too Much, Or Just Right? Self-Compassion and The Optimal Levels of Leader Transparency/Motivation/ Shucheng Ge, University of Nebraska at Kearney; Zhen Yan, Emporia State University; Yingqin Lu, Philips China	Western Michigan University 88. On The Consequences of Orientation: Crisis Management and Gendered Cultures Ayesha Sengupta, Saint Joseph's University; Vickie C. Gallagher, Cleveland State University 102. Organizational Dna: Biological Principles For Innovation, Adaptation, and Resilience In Dynamic Business Ecosystems Luma Mahairi			University of Johannesburg 128. Left In The Cyber Dust: The Impact of Digital Platformization and Ai Adoption On Anticipated Job Performance Via Perceived Affect and Event Systems Jasmine Kelley, Auburn University; Brandon Griffin, Troy University; Ying Schwarte, Troy University	Courage: Exploring Character Strengths As Drivers of Differences Between Self and Supervisor Ratings of Professional Moral Courage Matthew Deeg, Abilene Christian University 109. Misaligned Expectations: The Tension Between Erg. Participation, Belonging, and Career Growth Jeanetta Darno	Ahmad Alaassar, RMIT University 69. Top Management Team Inclusion In The Board Network and Firm Performance Jyoti P. Gupta, Indiana University 99. A Game Theoretical Analysis of Supervisor-Employee Communication: Strategically Balancing Knowledge Transfer and Efficiency Vanessa Hills, Western Michigan University
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Refreshments/Snacks (TBD)

10:30am-11:45am

CONCURRENT SESSIONS 2

TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD
LED Paper Session - Ethical and Moral Dimensions of Leadership 3. Servant Leadership In The Military: Fostering Group Identity After Trauma Robert Jimerson, Columbus State University; Kevin Hurt, Columbus State University 17. Moral Interpretation - The Bretha Crólige Stephen Forsha, University College Cork 29. The Moralization of Moonlighting: Worker Resistance and Alternative Ethics In India's It Sector Vipin Kumar Chathayam, Indian Institute of Management	MED Paper Session - Innovative Approaches to Student Development and Professional Preparedness 46. Warring Identities: A Latent Profile Analysis Michael Beeson, University of Texas at Arlington 64. Turning Feedback Into Value: The Role of Creativity and Turnover Intention In Shaping Employee Customer-Oriented Behavior Sina Eslamdoust, Southern Illinois University; Rassam Dorri, University of California; Sevincgul Ulu, Southern Illinois University 67. Unveiling The Paradox: How Abusive Supervision Can Stimulate	OB Paper Session: INTERPERSONAL CONFLICT MANAGEMENT IN THE WORKPLACE 21. Charting Your Course: Developing Leadership Competencies In Academia Michele Heath, Cleveland State University; Melissa Gruys, Cleveland State University; Jakari Griffith, Bridgewater State University; Rebecca Badawy, University of Pittsburgh; Matrecia James, St. Bonaventure University	PDW - Charting Your Course: Developing Leadership Competencies in Academia 21. Charting Your Course: Developing Leadership Competencies In Academia Michele Heath, Cleveland State University; Melissa Gruys, Cleveland State University; Jakari Griffith, Bridgewater State University; Rebecca Badawy, University of Pittsburgh; Matrecia James, St. Bonaventure University	PDW - Unlocking the Potential of AI: Making ChatGPT Your Teaching Assistant for Enhanced Teaching and Student Engagement 53. I Want To Use Clifton Strengths With My Students But The College Can'T Afford It: An Alternative Tim Peterson, North Dakota State University	PDW: I Want to Use Clifton Strengths with My Students but the College Can't Afford It: An Alternative 53. I Want To Use Clifton Strengths With My Students But The College Can'T Afford It: An Alternative Tim Peterson, North Dakota State University	Scarlet Letters: How We Discuss ESG (Environment, Social and Governance), CSR (Corporate Social Responsibility), and Stakeholder Management in Management Classes 52. From Classroom To Corporate: Evolving Entrepreneurial Intentions Among Entrepreneurship Majors Transitioning To Employment Evelyn Owie, West Virginia University; Hyeonsuh Lee, West Virginia University; Ryan Angus, West	Short Paper Session - Identity, Learning, and Knowledge Sharing 48. Silence As Resistance: Negotiating Professional Identities In Higher Education Institutions Devi Akella, Albany State University; Ria Chakram, Albany State University 52. From Classroom To Corporate: Evolving Entrepreneurial Intentions Among Entrepreneurship Majors Transitioning To Employment Evelyn Owie, West Virginia University; Hyeonsuh Lee, West Virginia University; Ryan Angus, West	Symposium - Institutional Resilience Through Strategic Partnerships: A Higher Education Imperative 18. Institutional Resilience Through Strategic Partnerships: A Higher Education Imperative Vanessa Hills, Western Michigan University; Elizabeth Backus, Northeast Ohio Medical University; Amanda Jeppesen, Western Michigan University; Erica Martinez, Western Michigan University; Marian Tripplett, Western

Calcutta; Swati Suravi, Indian Institute of Management Calcutta; Dharma Raju Bathini, Indian Institute of Management Calcutta <u>81. Moral Foundations Congruence and Perceptions of Ethical Leadership</u> Sarah Willey, University of Missouri-St. Louis; John Meriac, University of Missouri-St. Louis; Stephanie Merritt, University of Missouri-St. Louis		<u>Employee Creativity</u> Sina Eslamdoust, Southern Illinois University; Tahmineh Borhani, University of Idaho				Virginia University <u>114. Effectiveness Through Connection: A Social Capital Perspective On Communities of Practice In Pmo's</u> Suanne Barthol, Metropolitan State University; Amanda Remo, Western Michigan University <u>118. Ensuring Quality In Hybrid and Remote Learning: Integrating Regular and Substantive Interaction (rsi) With Assurance of Learning (aol) Standards Without Faculty Burnout</u> Wendelyn Risher, Southeastern Oklahoma State University; Faith Fox, University of Evansville; George Faint, Troy University; Stephanie Gapud, Springhill College	Michigan University
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11:45am-12:00pm	BREAK		
	Break (TBD)		
12:00pm-2:15pm	Lunch- Speaker: President Laura Bloomberg -Plenary - 2024 Midwest Recognition and Awards Ceremony (TBD)		
2:15pm-2:30pm	Refreshments/Snacks (TBD)		
2:30pm-4:00pm	EXHIBITOR / POSTER		
TBD	TBD	TBD	
Exhibitors & Sponsors	FiresideChat: Monarch in the Classroom: Bridging Theory and Practice for Evolving Strategy The session, “<i>Monarch in the Classroom: Bridging Theory and Practice for Evolving Strategy</i>,” would explore how my book <i>Monarch: Resilience through Evolution</i> is being integrated into strategy teaching at Oxford University’s Saïd Business School and other institutions. The discussion will highlight how strategy education can be revitalized through real-world application, industry-academic partnerships, and contemporary challenges such as AI’s strategic role. Drawing on my 20+ years of corporate strategy experience, I introduce two unique perspectives that resonate strongly with the realities organizations face today. First, the Magnifying Lens concept — a structured way of zooming in and out between the big picture and granular details — helps leaders identify strategic blind spots and navigate complexity without losing sight of overarching goals. Second, I frame strategy as a negotiation, recognizing that alignment among diverse internal and external stakeholders is often the most critical (and most overlooked) part of successful execution. Both perspectives directly tackle the cultural and operational friction points that derail many strategies in practice.	Poster Session #1 20. Vertical and Horizontal Differences In The Workplace: Implications For New Employee Onboarding. Vahe Permzadian, Missouri University of Science and Technology; Vipanchi Mishra, West Chester University ----- 37. Unsupervised Machine Learning In Management Research: Illustration of Anomaly Detection With Genetic Algorithm Abhishek Srivastava, Ball State University ----- 83. Taming The Algorithm: Wrangling Ai In The Hr Frontier Keanu Caridad, Eastern Michigan University; Alankrita Pandey, Eastern Michigan University ----- 84. Lighting The Way: Cognitive Apprenticeship and Competency Acquisition In Academic Careers David Brown, Ohio University ----- 87. International Professional Mobility of Larger-Bodied Leaders Rebecca Evan, Metro State University ----- 91. Decentralized Autonomous Organization (dao)s and Trust: The Assertion That Trust Is The Most Important Factor In The Success of A Team Or Dao. Ramanan Vijayaraghavan, North Dakota State University - Fargo, ND ----- 92. When Students Lead, Civility Follows Angela Miles, North Carolina Central University; Kimberly Weston Moore, North Carolina Central University; Milicent Nelson , Middle Tennessee University; Jennifer Collins, Florida A&M University; Matrecia James, Saint Bonaventure University ----- 112. From Burnout To Empowerment: Can Mentoring Curb Quiet Quitting?	

George Faint, Troy University; Wendy Risher, Southeastern Oklahoma State University; Faith Fox, University of Evansville
[115. Exploratory Global Study On Employees' Perceptions of Organizational Downsizing and Change](#)
 Shavon Thurmond

2:30pm-3:45pm

TBD	TBD	TBD	TBD
MED Paper Sessions - Innovative Approaches to Learning, Innovation, and Performance in Business Education <u>Business Education: A Character Assessment Drawn From A Military Academy Is A Marketing Curriculum Innovation At Northwestern Oklahoma State University.</u> Theresa McBride, Northwestern Oklahoma State University <u>23. Exploring The Impact of Product Innovation On The Performance of Global Saudi Arabian Firms: The Moderating Role of R&d Intensity</u> Othman Alshahrani, Morgan State University; Mohammad Gharagozloo, Morgan State University <u>51. Investigating The Level of Curiosity In Gen Z/freshman Students, How They Approach Expressing Curiosity, and Its Impacts On Their Learning Throughout An Undergraduate Degree.</u> Shane Fudge, University of Cincinnati <u>119. The Polc Podcast Project: A Semester-Long Group Project</u> Brandon Griffin, Troy University; G. Paul Willis, Try University; Natalie Bryant, Troy University; Jasmine Kelley, Auburn University	OB/LEAD Paper Session - Managing People, Policy, and Performance in Modern Organizations <u>42. Interpersonal Conflict Management In The Workplace: Implication For Employee Morale and Turnover Intention.</u> Fausiyat Moyosore, Southern Illinois university carbondale <u>95. Navigating Compliance: Higher Education Leadership Strategies Amid Federal Government Dei Mandates</u> Patricia Henry, Eastern Michigan University <u>132. High-Frequency High-Performing Firms: What Sustains Superior Performance Over Time?</u> Pouya Haddadian Nekah, Barney Barnett School of Business and Free Enterprise, Florida Southern College; Houra Hajian Karahroodi, School of Management and Marketing, Southern Illinois University Carbondale	Short Paper Session - Shaping the Future of Work: People, Challenges, and Data-Driven Insights	Short Paper Session -Shaping the Future of Work: People, Challenges, and Data-Driven Insights <u>Differences In Expectations – and Misconceptions – of Marriage, Parenthood, and Workplace Advancement</u> Sara Hendrick <u>33. From Office To Ovaries: Understanding The Workplace Challenges and Coping Strategies of Women With Endometriosis</u> Marlee Mercer, York University; Tina Sharifi, York University <u>36. Ai-Driven Big Data Analytics and Decision-Making Performance: The Roles of Data Analytics Capabilities and Organizational Mindfulness</u> Rizwan Ahmad, Ca' Foscari University of Venice <u>110. Perceptions of Capability Development In Remote Work: The Moderating Effects of Satisfaction With Coworkers</u> Andrea (andi) Zimmerman

4:00pm-5:15pm

CONCURRENT SESSIONS 4

TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD
MED Paper Session - Innovative	PDW: DEI: Does It Matter	PDW: Still Drinking From a Firehose:	Short Paper Session - Leadership,	Short Paper Session - Navigating	Short Paper Session - Organizational	STRG Paper Session - Advancing	Symposium - A Historical Legacy: A	Symposium - Preparing Students to

Approaches to Student Development and Professional Preparedness	for Leadership?	Teaching With AI 2025 Edition	Culture, and Values in a Changing Workplace	Nonconformity, Diversity, and Institutional Change in Organizations	Strategy, Change, and Inclusion	Research on Global-Local Dynamics and Knowledge Exchange	Conversation With Past Midwest Academy Presidents	Use AI in the Workplace
63. Tackling The Tacit Curriculum of Online Phd Programs: Doctoral Students Reimagine Research Communities Vanessa Hills, Western Michigan University; Mariam Bertapelle, Western Michigan University; Kevin Curiel-Vazquez, Western Michigan University; Marian Tripplett, Western Michigan University 111. Leading Tomorrow: Lessons From Team Identity Formation In The Integrated Business Cluster Kimberly Jordan, Ohio University 129. Helping Students To Enter The Workforce As Successful Protégés S. Gayle Baugh, University of West Florida; Stephanie Maynard-Patrick, Empire State	127. Dei: Does It Matter For Leadership? Millicent Nelson, Middle Tennessee State University; Karynne Turner, Middle Tennessee State University; Angela Miles, North Carolina Central University	66. Still Drinking From A Firehose: Teaching With Ai 2025 Edition Carla Flores, Ball State University; Xian Cao, Illinois State University; Cindi Kiner, Ball State University; Fred Kitchens, Ball State University; Imran Syed, Ball State University; Ben Blackford, Northwest Missouri State University; Joel Whitesel, Ball State University	6. Dyadic Differences In Cultural Values: Impact On The Responses To Feedback Karen Leonard, University of Arkansas Little Rock 94. Leading In The Digital Age: Exploring The Interplay of Leadership, Organizational Culture, and Artificial Intelligence In Indian Organisations Nityananda Behera, Indian Institute of Technology Mandi, India; Ridhi Arora, Indian Institute of Technology Mandi , India; Akhaya Kumar Nayak, Indian Institute of Management Indore, India. 100. The Nexus of Culture, Gender, and Negotiation: A Conceptual Framework On	45. When The Unorthodox Strives For Achievement: The Interaction Effect Of Ceo Nonconformity and Promotion Focus On Firm Performance Tahmineh Borhani, University of Idaho; Oleksandr Tsaruk, University of Idaho; Abhishek Srivastava, Ball State University; Hassan Gandomkar, University of Idaho 74. Navigating Institutional Logics: Barriers To Hospital-Startup Collaboration In U.s. Digital Health Innovation Kristin Burton, Purdue University Northwest; Michele Heath , Cleveland State University; Navneet Grant,	76. Strategy Development and Leadership Communication In The Blockchain Sector: An Exploratory Interview-Based Study Christine Fischer, University of Michigan Dearborn 98. Impact of Geopolitical Stress On Employees In Taiwan Rebecca Evan, Metro State University; Marcia Hagen, Metro State University 117. The Role of Board Chairperson Activism In Board Gender Diversity and Inclusion Phyu Phyu Aung Myint, Indiana University East 124. When Are Organizations More (or Less) Responsive To	10. Navigating Geopolitical Tensions: The Role of Industrial and Technological Factors On Knowledge Flows Between U.s. and China Lin Deng, University of Wisconsin - Milwaukee 40. Uncovering Intensity of The Actions and Behaviors of Local Stakeholders In Foreignness Research Abiodun Ige, University of Detroit Mercy 61. Artificial Intelligence and Sustainable Project Management: A Structured Literature Review Rizwan Ahmad, Ca' Foscari University of Venice 78. The Influence of Local Logics On Conformity	133. A Historical Legacy: A Conversation With Past Midwest Academy Presidents Shontarius D. Aikens, Concordia College; Therese Yaeger, Benedictine University; Carolyn Wiley, Roosevelt University; Tim O. Peterson, North Dakota State University; Arun Pillutla, Central Washington University; Young Ro, The University of Michigan, Dearborn	57. Preparing Students To Use Ai In The Workplace Kami Tsai, Lewis University; Lesley Page, Lewis University

University; Madeline Crocitto, State University of New York - Old Westbury			<u>The Mediating Role of Personal Values and Behaviors</u> Sukriti Sharda, Wayne State University <u>116. Unseen, Unheard, Essential: Capital- Conscious Leadership For The Working Poor</u> Michele Heath, Cleveland State Theory	Baldwin Wallace University <u>86. Leading Tomorrow Through Od: A Strategic Causal Pathway To Organization Continuity and Performance</u> Jennifer Seyler, Elmhurst University and Business Strategy and Operation Consulting, LLC <u>125. Diverse Or Divergent? Investor Reactions To Nascent Ventures' Formal Diversity Initiatives</u> Jasmine Kelley, Auburn University; Rajdeep Kaur, Auburn University; Brandon Griffin, Troy University	<u>New Practices During Institutional Change? The Role of Slack, Experience, and Internalization</u> Jun Li, Metropolitan State university	<u>With Global Corporate Brands: The Case of The United Way</u> Wenpei You, Lilly Family School of Philanthropy, Indiana University Indianapolis; Hwang Hyunseok, Department of Sociology, Ajou University; Laurie E. Paarlberg, Lilly Family School of Philanthropy, Indiana University Indianapolis; Megan Lepere- Schloop, John Glenn College of Public Affairs, The Ohio State University	
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6:00pm-7:00pm **Plenary - 2025 Midwest Scholar Speaker & 2025 Midwest Academy of Management Business Meeting** (Student Center Ballroom)

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

7:00pm-8:00pm **Networking** (Student Center Ballroom)

7:30pm-9:00pm **Midwest Academy Board of Governors Meeting** (TBD)

Saturday, 11 October 2025

7:00am-8:30am
9:00am-10:30am

Plenary - 2024 Industry Speaker Keynote & Breakfast (Manther Mansion)

TBD	TBD
Exhibitors & Sponsors	Poster Session #2 47. Beyond Coffee Runs To Empowering Interns For Mutual Success: A Qualitative Case Study Of The Company and Intern Experience. Robert Olinger, Iowa State University 79. Reimagining Leadership In The Digital Age: The Impact of Transformational Leadership On Gen Z Job Satisfaction Through Organizational Culture and Ai Moderation Jiksa Tafara, Metro State University 97. Unveiling Predictability In Atm Network Traffic Via Statistical Analysis Of Ip Packet Attributes Brian Volkmuth, Metropolitan State University 108. Balancing The Scales: Ceo Pay Disparity and Internal and External Csr Karynne Turner, Middle Tennessee State University; Bukola Bakare, Middle Tennessee State University 113. Digital Twin Adoption and Sustainable Supply Chains: An Empirical Study Using Structural Equation Modeling. Adamu Timothy Jaafaru, Metro State University 121. Entrepreneurial Equity: A Strategic Framework For Inclusive Franchise Ownership Beyond Dei Rebecca Wilson, Lindenwood University 122. Self-Verification, Shame, and Pride: A Conceptual Framework For Understanding Emotional Experiences of Lgb Employees In The Workplace Rajdeep Kaur, Auburn University; Jasmine Kelley, Auburn University 131. Strategy-Washing: The Next Frontier For Organizational Culture Change? Jasmine Kelley, Auburn University

9:00am-10:15am

TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD
EISB Paper Session - Resilience and Adaptation in Global Business and Entrepreneurship 41. Organizational Responses To Macroeconomic Crisis: Lessons From The Nigerian Foreign Currency Crisis Abiodun Ige, University of Detroit Mercy	HRDC Paper Session: Gender, Work, and Family Intersections 30. Navigating Disclosure of Female-Predominant Conditions: Support, Performance, and Gendered	LED Paper Session: Adaptive and Relational Leadership in Complex Or Contexts Empathy Ignites Knowledge Hiding. Sina Eslamdoust, Southern Illinois University;	OB Paper Session - EMERGING DYNAMICS IN WORKPLACE BEHAVIOR AND PERFORMANCE Emotional Intelligence and Artificial Intelligence In The Workplace: Investigating Adaptability and	PDW - The Show Must Go On: Experiencing Management Topics Through Broadway: Musicals. Topics Through Broadway: Musicals Tim O. Peterson, North Dakota	PDW: A Faculty Development Workshop for External Partnerships and Curricular Relevance Workshop For External Partnerships and Curricular Relevance Brenda Flannery, Minnesota State	Symposium - An Artificial Intelligence (AI) Skeptic's Journey: An OD Perspective Intelligence (ai). Skeptic's Journey: An Od Perspective Donna Ogle, Rockford University; Therese Yaeger,	Symposium: Social Entrepreneurship, Community Leadership, and Social Impact in Detroit Community Leadership, and Social Impact In Detroit Marcus Harris, University of Michigan-Dearborn

43. Exploring The Ecosystems of Social Enterprises In The Global South: A Systematic Literature Review Ivan Steenkamp, Unicaf University - Zambia	Organizational Dynamics Alana Bell; Marlee Mercer, York University	Randall Davis, Southern Illinois University; Yaser Malekzadeh, Southern Illinois University	Attitudes Toward Ai Tools Michele Ryan, Lewis University	State University; Cristiane Biazzin, Northern Kentucky University; Carla C. Flores, Ball State University	University, Mankato	Benedictine University; Bryan McCusker, HFI Manufacturing, Inc; Jennifer Seyler, Business Strategy and Operation Consulting, LLC; Shavon Thurmond, Benedictine University; Russell Ogle, Russell Ogle Consulting, LLC
65. Considering A Dynamic Learning Management Model Janice Honeycutt Hering, Anderson University	35. When Work and Family Collide Unequally: A Dif Analysis of The Bellavia and Frone (2005) Work-Family Conflict Scale Matthew Aplin-Houtz, Brooklyn College; John Meriac, University of Missouri - St. Louis	85. Mindful Trust Theory: A Relational Framework For Adaptive Leadership In Complex Systems Stephanie Dygico Gapud, Spring Hill College; Joseph F. Hair Jr., University of South Alabama	70. Greed At The Front Desk: How Competition and Moral Disengagement Drive Unethical Loyalty Houra Hajian Karahroodi, southern illinois university; Omid Kamran Disfani, southern illinois university; Saad Ashraf, southern illinois university; Shima Motlagh, Azad University; Mirinda Kurtz, Murray State University			
73. Bridging The Entrepreneurial Gap: Comparison of Founders' Orientation and Backers' Risk Propensity In Crowdfunding. Mehrddad Alikhani, Old Dominion University; Anil Nair, Old Dominion University	82. In It For The Long Call: The Relational Life of Calling In Dual-Career Couples Tina Sharifi, York University; Marlee Mercer, York University; Christopher Chan, York University	93. Beyond Profit: How Culture, Corruption, and Maslow Shape Public Trust In Business Stephanie Gapud, Spring Hill College; Wendelyn Risher, Southeastern Oklahoma State University; Faith Fox, University of Evansville; George Faint III, Troy University	77. Social Loafing In Nigerian Workplaces: The Role of Perceived Group Cohesion and Task Visibility Fausiyat Moyosore, Southern Illinois university carbondale; Aziza B Adekoya, Virginia commonwealth university			

10:15am-10:30am

Refreshments/Snacks (TBD)

10:30am-11:45am

TBD	TBD	TBD	TBD
HRDC Paper Session - Organizational Power, Politics, and Technology 28. Shadow Politicization: Political Capture of Quasi-Formal Administrative Structures In Developing Democracies Vipin Kumar Chathayam, Indian Institute of Management Calcutta; Dharma Raju Bathini, Indian Institute of Management Calcutta 104. Susceptible Classes In The Workplace: Political Ideology As A Stigmatized Identity Andrew Johnson, Texas A&M University-Corpus Christi; Katherine Roberto, Texas A&M University-Corpus Christi 126. Ethical In Whose Eyes? Leveraging Ai Chatbots For The Ethical Virtue Matrix Jasmine Kelley, Auburn University; Franz Lohrke, Auburn University; Ying Schwarte, Troy University; Brandon Griffin, Troy University	HRDC Paper Session- Women’s Leadership, Careers, and Emotional Labor 9. Beyond The Saleswoman’s Smile: The Impact of Emotional Labor, Agency, and Burnout Kristina Harrison, Indiana State University; Matthew Aplin-Houtz, Brooklyn College; Laura Muños , University of Dallas; Stacey Schezsle, University of Tampa 27. Beyond Ability: How Self-Beliefs and Training Shape Female Sales Professionals Matthew Aplin-Houtz, Brooklyn College; Stacey Schetzsl, University of Tampa; Kristina Harrison, Indiana University; Laura Munoz, University of Dallas 38. Humor From My Perspective: A Qualitative Exploration of Humor Displays By Women Leaders Tina Sharifi, York University; Leonard Karakowsky, York University; Mark Podolsky, York University	PDW: Entrepreneurial Behavioral Competencies - Which Are the Most Essential? 105. Entrepreneurial Behavioral Competencies - Which Are The Most Essential? Margaret Johnsson, Bridgewater State University; Lisa Hollis-Sawyer, Northeastern Illinois University	PDW: Designing Impactful Assignments with Generative AI: A Practical Guide for Business Educators Designing Impactful Assignments With Generative Ai: A Practical Guide For Business Educators Phyu Phyu Aung Myint, Indiana University East

12:00pm-1:00pm

Lunch (TBD)