

Midwest Academy of Management 68th Annual Meeting

2025 Conference Program - Final

Leading Tomorrow: Innovation and Strategy for the Future of Management



Cleveland, Ohio October 9-11, 2025



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The 68th Annual Meeting of the Midwest Academy of Management

Conference Theme:

<u>Leading Tomorrow: Innovation and Strategy for the Future of</u>
<u>Management "Leading Tomorrow:</u>

"Innovation and Strategy for the Future of Management" focuses on preparing leaders for an evolving business environment. By focusing on change management, digital transformation, and sustainability, leaders can ensure that their organizations remain resilient and competitive in an unpredictable future. It emphasizes fostering innovation, developing flexible strategies, and cultivating inclusive leadership. This approach helps organizations stay competitive and resilient in the face of future challenges. As the world becomes more interconnected and technology-driven, organizations need to adapt to new challenges while also embracing new opportunities. The future business environment will likely be characterized by rapid changes, including shifts in consumer preferences, economic fluctuations, and the rise of new technologies.



68th Annual Meeting of the Midwest Academy of Management Welcome from Host Institution

Welcome from Dean Gruys,

On behalf of the Monte Ahuja College of Business at Cleveland State University, it is my pleasure to welcome you to the 2025 Midwest Academy of Management Conference. We are honored to host this year's gathering and to provide a space where scholars, practitioners, and students can share ideas, strengthen connections, and advance the field of management.

Cleveland is a city known for its resilience, innovation, and collaborative spirit—qualities that resonate with the mission of this conference. We hope you will find inspiration not only in the sessions and conversations you engage in, but also in the energy of our campus and community.

Thank you for being here and for contributing to the important work of shaping the future of management. I wish you a rewarding and memorable conference experience.

Warm regards, Melissa Gruys, Ph.D., SPHR, SHRM-SCP Dean, Monte Ahuja College of Business Cleveland State University



68th Annual Meeting of the Midwest Academy of Management

President's Welcome

The Midwest Academy of Management (MWAOM) welcomes you to the 68th annual conference in Cleveland, OH. Founded in 1957, the Midwest Academy of Management is the oldest of the regional affiliates of the national Academy of Management organization.

At our annual conference, we strive to embody the spirit of our tagline – "A Welcoming Community of Holistic Scholars." We provide a forum for scholars and practitioners to share current research and best practices in management. And we also pride ourselves on creating a friendly, developmental, and collegial atmosphere for all attendees.

I want to encourage you to make the most of this year's conference. Reignite your passion for research, teaching, and service by attending the sessions that spark your curiosity. Grow your personal and professional networks by reconnecting with old friends and meeting new ones during social times and events. Come to the business meeting to learn about opportunities to become more involved and engaged with the Midwest Academy. I have no doubt that you will find that the Midwest Academy is a unique and special organization, and we are honored that you chose to attend the 2025 annual conference.

Sincerely,

Shontarius D. Aikens

Shontarius D. Aikens, PhD President, Midwest Academy of Management

68th 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 68th Annual Meeting in Cleveland, Ohio.

We are delighted to have you join us for this timely and transformative gathering of leaders, thinkers, and innovators. This conference is more than just a meeting of minds, it is a call to action for those shaping the future of management in a rapidly evolving world.

Today's business environment is marked by constant change, technological advances, shifting global dynamics, evolving consumer expectations, and an urgent need for sustainability. In this landscape, traditional strategies are no longer sufficient. Organizations must become more agile, inclusive, and forward-thinking to remain competitive and resilient.

Over the course of this program, we will explore critical themes including change management, digital transformation, and sustainable leadership. These elements are not just buzzwords, they are imperatives for success in the modern business arena. Through keynote presentations, interactive sessions, and collaborative discussions, we aim to equip you with the tools and insights needed to lead with purpose, foster innovation, and design strategies that are as dynamic as the world around us.

This conference is also a unique opportunity to connect with fellow leaders who share your commitment to navigating uncertainty with confidence and clarity. Together, we can challenge assumptions, spark bold ideas, and shape a future where leadership is defined by vision, adaptability, and impact.

Thank you for being part of this important journey. We look forward to the insights you will bring, the conversations we will share, and the collective momentum we will build.

Let's lead tomorrow together. Thank you very much for attending the 2025 conference.

Michele L. Heath

Michele Heath, 2025 Program Chair Monte Ahuja College of Business Cleveland State University

Program at a Glance

Thursday, October 9, 2025

8:30 am - 5:00pm Doctoral Consortium 5:30pm - 7:00pm Conference Registration 6:00pm - 8:00pm Welcome Reception

Friday, October 10, 2025

8:30am - 9:00am Break

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 Break

12:00pm – 2:15 pm Lunch - Plenary - 2025 Midwest Recognition and Awards Ceremony

2:15pm - 2:30pm Break - Refreshments/Snacks

2:30 pm – 3:45 pm Concurrent Session 03 2:30pm - 4:00pm Poster Session 01

Exhibitors & Sponsors

Fireside Chat

PDW

4:00pm - 5:15pm Concurrent 04

6:00pm - 7:30pm Plenary - 2025 Midwest Scholar Speaker & Business Meeting

7:30 pm – 10:00 pm Black Frog Brewery

Saturday, October 26, 2025

7.00am $0.20am$	Dlanaurr	・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・	diratur C	'maaltan l	70++m0+0	Dwoolrfoot
7:00am - 8:30am	Pieliaiv	- ZUZS II	iausti v 5	beaker i	veviiore o	k Breakfast

8:30am - 9:00am Break

9:00am - 10:15am Concurrent Sessions 05

9:15 am – 10:30 am Midwest Academy Board of Governors Meeting

10:15am - 10:30am Break – Refreshments/Snacks

10:30am - 11:45am Concurrent Sessions 06

12:00pm - 1:00pm Lunch at Cleveland State Cafeteria



Conference Sponsors







Midwest Academy of Management Board of Governors



Ranjan Karri University of Illinois Springfield Past President



Shontarius Aikens Concordia College Moorhead, MN President



Michele Heath Cleveland State University Program Chair



Marcia Hagen Metropolitan State University Program Chair-Elect



Bart SharpNorthern Illinois University
Treasurer



Lesley Page Lewis University Secretary



Jakari N. Griffith Bridgewater State University Membership Chair



Mona BahlIllinois State University
Representative-At-Large



Houra HajianSouthern Illinois University
Representative-At-Large



Vanessa Hills Western Michigan University Representative-At-Large



Dan Chen Texas Woman's University Representative-At-Large



Stephanie Gapud Spring Hill College Representative-At-Large



Christine Fischer
University of Michigan
Dearborn
Representative-At-Large



Sang-Heui Lee Pittsburgh State University Editor-In-Chief – Journal of Managerial Issues



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	2003-2004	Lynn Harland
1963-1964	Franklin Moore	2004-2005	Jeff Katz
1965-1966	Fremont Shull	2005-2006	Jill Kickul
1966-1968	Joseph Litterer	2006-2007	William Snavely
1968-1968	Max Wortman	2007-2008	Faye Smith
1968-1969	Alan C. Filley	2008-2009	Dyanne Ferk
1969-1970	John Douglas	2009-2010	Therese Yaeger
1970-1971	Herbert Zollitsch	2010-2011	Steven Moser
1971-1972	Elmer H. Burack	2011-2012	John E. Barbuto Jr.
1972-1973	Henry L. Tosi	2012-2013	Deb Orr
1973-1974	Andre L. Delbecq	2013-2014	Marilyn J. Bugenhagen
1974-1975	John T. Doutt	2014-2015	Jennifer L. Schultz
1975-1976	Kenneth M. Roland	2015-2016	Sharon G. Heilmann
1976-1977	James G. Hunt	2016-2017	Chanchai Tangpong
1977-1978	Andrew Sikula	2017-2018	Carolyn Wiley
1978–1979	Orlando Behling	2018-2019	Millicent F. Nelson
1979-1980	Charles N. Green	2019-2021	Tim O. Peterson
1980-1981	Edwin P. Miller	2021-2022	Arun Pillutla
1981–1982	Fred Luthans	2022-2023	Young Ro
1982–1983	Richard N. Osborn	2023- 2024	Ranjan Karri
1983-1984	Maryann Albrecht		
	& Art Brief		
1984–1985	Ramon J. Aldag		
1985–1986	Thomas N. Martin		
1986–1987	Ken Wexley		
1987–1988	Jay S. Kim		
1988–1989	Allen Bluedorn		
1989–1990	James McFillen		
1990-1991			
1991–1992	H. Randy Bobbitt		
1992–1993	Timothy Keaveny		
1993-1994	Ralph Katerberg		
1994–1995	Trudy Verser		
1995–1996	Aaron Buchko		
1996–1997	Inga Baird Hill		
1997-1998	Marilyn L. Fox		
1998–1999	Brian P. Niehoff		
1999-2000	Douglas R. May		
2000-2001	Nancy E. Day		
2001-2002	Rob Moorman		
2002 2022	T D 1 1		

2002–2003 Joy Peluchette

2025 Conference Organizing Team



Michele L. Heath Cleveland State – Cleveland, OH Program Chair



Navneet Grant Baldwin Wallace University Associate Editor

Special Thank You to the Following Individuals:

Dean Melissa Gruys Amanda Ho Janaye' D Johnson Kim A Gilan-Shafron



Marcia Hagen Metro State University Conference Assistance



Bart Sharp
Northern Illinois University
Doctoral Consortium CoCoordinator



Jennifer BishopCase Western Reserve
Doctoral Consortium CoCoordinator



Carla Flores
Ball State University
Director of OpenConference



Ben Blackford Northwest Missouri State University Director of IT Operations



Hanna Kalmanovich-Cohen Oakland University Session Chair Coordinator

2025 Conference Tracks and Track Chairs

Kristin Burton - Purdue University Northwest Ranjan Karri - University of Illinois Springfield **Dan Chen - Texas Woman's University Catrina Johnson - Kent State University** Oyin Sodiya - University of Texas at Arlington Stephanie Gapud - Spring Hill College Lovina Bhavnani-Akowuah - Hamline University **Lesley Page - Lewis University Jessica Peck - Cleveland State University Velvet Landingham - Kent State University Ifey Ajaiyeoba – University of Wisconsin–Parkside Donna Ogle - Rockford University** Candice M. Vander Weerdt - Cleveland State University **Deepa G. Iyer - Cleveland State University Abdullah Oguz - Cleveland State University Kyle Nash - Cleveland State University** Erika Williams - University of Southern Indiana **Joy Kanu - University of Texas at Arlington**

2025 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!

Cristiane Biazzin*

Vanessa Hills Brandon Griffin Stephanie Gapud Benjamin Blackford

Demo Reviewer

Kyle Nash

Candice Vander Weerdt

Joy Kanu

DeQuindre Spencer

Amy Beall

Elaine Alexander

Razie Pour Abbasi Shiraz

Navneet Grant

Cindy Stevens

Shibu Philip

Sheila Boysen-Rotelli

Dusti Baldwin

Oyinkansola Sodiya

Joshua Behl*

Helen MacLennan

Andrea Zimmerman

Foluso Oluwole

Wendelyn Risher

Alicia Clavell McCall

Hermano Jorge De Queiroz, Ph.D.

David Szabla

Richard Oxarart

Lorraine Chihora

Hoora Hajian Karahroodi

Luma Mahairi

Christine Fischer

Ekpen Owie

Daniel Dayton

Vanessa Hills*

Abisola Femi-Jegede

Rebecca Evan

David Brown

Pouya Haddadian Nekah*

Stephanie Newell

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Kristin Burton

Lovina Bhavnani-Akowuah

Michele Heath

Dan Chen

Jasmine Kelley

K Dutta

Iessica Krusinski*

Katheryn Zielinski

Theresa McBride

Andrew Johnson*

Kimberly Jordan

Terry Motley
Shavon Thurmond
George Faint
Jennifer Seyler
Wade Smith
Logan Barrett
Ovidiu Lucian Vatamanu
James Rink
Saad Ashraf

Hanna Kalmanovich-Cohen*

Thomas Anderson Kami Tsai Marcia Hagen Tina Sharifi Gregory Patton Reha Karadag Keith Anderson Imran Syed

Masum Patwary* Florentina Bardan Erika Williams

Mehrdad Alikhani Sina Eslamdoust Sarah Willey Ramanan Vijayaraghavan Gayle Baugh Oleksandr Tsaruk Patricia Henry Evelyn Owie Rizwan Ahmad Monica Forret Tim Peterson Abiodun Ige Phyu Phyu Aung Myint Sanjay Goel Pakanat Kiratikosolrak Margaret Johnsson Nityananda Behera Matthew Deeg Alankrita Pandey Rebecca Wilson Samuel Blacher

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

<u>2023</u>

• Robert Liden, University of Illinois Chicago

2024

• Therese Yaeger, Benedictine University

2025 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 Arun Pillutla as the 2025 Midwest Scholar.

Dr. Arun Pillutla is an associate professor with the College of Business at Central Washington University. Arun's higher education experience covers the whole gamut- teaching, scholarship, shared faculty governance, service to the institution, service to the profession, international higher education partnerships, peer evaluation for HLC, regional accrediting body, and service to the community as a board member of professional and cooperative organizations.

He received the prestigious Fulbright award to teach in Mongolia, 2022. Arun has extensive board level experience including two-decade long service as a board member of RIA Federal Credit Union. He served in many roles including Treasurer, Chair of Membership and Funds Management committees, and Vice Chair. He served on the Board of the Midwest Academy of Management (2016-2020), as Program Chair for 64th Annual Conference of the Midwest Academy of Management in 2021 and the President of the Midwest Academy of Management, 2021-22.

Arun is keen to share his thought leadership on strategy, business growth, corporate governance, credit unions, international education, accreditation, and diversity & inclusion. He enjoys racquet ball, pickle ball, traveling, and running.

2025 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 Millicent F. Nelson, as the 2025 Midwest Scholar.

Dr. Millicent F. Nelson is an Associate Professor of Management and Director of the Health Care Management Graduate Certificate Program at Middle Tennessee State University (MTSU). She received a B.S. in Business from Lane College in Jackson, TN, and an MBA in Finance and Management from Atlanta University in Atlanta, GA. After working as a corporate manager at Southern Bell and BellSouth Telecommunications for over seventeen years, she returned to academia and earned a Ph.D. in Business Administration in the area of Management with concentrations in Organizational Behavior and Human Resource Management from Oklahoma State University in 2003. She joined the faculty at the University of Tulsa in 2003 and served one year as a Visiting Professor of Management before joining the faculty at MTSU in 2004.

Millicent has received awards for her teaching and, most notably, her service in both academia and in the community. In 2020, she was selected by the MTSU Jones College of Business to receive the E. W. "Wink" Midgett Distinguished Service Award. In 2022, she was recognized by the Greater Nashville Alliance of Black School Educators (GNABSE) as the Outstanding Higher Educator of the Year. She has also received several awards from the Tennessee State NAACP Conference, where she serves as Co-Advisor for Youth and College units across the state. She was awarded the title of Chair Emeritus after nearly 20 years of leadership as Chairman of the Board for Bradley Academy Historical Association (BAHA).

Her service extends nationally through her leadership in professional associations. She has been an active member of the Midwest Academy of Management (MWAOM) for many years, serving on its board, as a conference track chair, and as Program Chair for the 61st Annual Conference in St. Louis, Missouri. From 2018–2019, Millicent served as President of MWAOM, where she oversaw revisions to the organization's bylaws and established new committees to strengthen accountability. During her leadership tenure with MWAOM, she recruited a diverse slate of new board members and track chairs. In 2024, she served as a reviewer for a special issue of the Journal of Managerial Issues in collaboration with MWAOM, which was published in 2025 and highlighted outstanding scholarship from the conference.

2025 Plenary Speaker



The Midwest Academy of Management is pleased to welcome Dr. Laura Bloomberg, who has served as the eighth president of Cleveland State University since spring 2022.

Prior to her presidency, she held the position of provost and senior vice president for academic affairs at CSU, starting in the fall of 2021. Since being appointed university president, she has guided strategic initiatives that support CSU's ability to create an academic community where everyone can thrive, including the introduction of the University's strategic plan Cleveland State United and the formation of the Division of Student Belonging and Success.

Before Cleveland State, Bloomberg served eight years as dean and prior associate dean of the Humphrey School of Public Affairs at the University of Minnesota. In that capacity, Bloomberg led the global expansion of the school, established a national pathway program for college students underrepresented in public policymaking, launched an internationally focused Human Rights degree, and developed the Mandela Washington Fellowship program to support young leaders from countries across Africa. She successfully led the Humphrey School's \$20M Leading Together fundraising campaign.

Since joining CSU and the Greater Cleveland community, Bloomberg has become an active board member of Northeast Ohio organizations, including the Playhouse Square Foundation Board, Team NEO's Talent Development Council, Greater Cleveland Partnership, and Destination Cleveland. In 2024, Bloomberg was named one of YWCA Greater Cleveland's Women of Achievement for her success as a leader, mentor, and community member.

Bloomberg is a three-time recipient of awards for graduate-level teaching and advising. Her academic research focuses on community-based leadership, program evaluation, creation of public value and P-20 educational policy. She is co-editor of the award-winning books "Public Value and Public Administration" and "Creating Public Value in Practice: Advancing the Common Good in a Multi-Sector, Shared-Power, No-One-Wholly-in-Charge World." Bloomberg has published dozens of peer-reviewed papers and made over 150 keynote and conference presentations about her work.

Bloomberg holds a bachelor's degree in special education from St. Cloud State University and master's degrees in psychometrics and educational psychology from Cornell University. She received her Ph.D. in educational policy and administration from the University of Minnesota.

2025 Midwest Industry Speaker



The Midwest Academy of Management welcomes Teresa Lindsey to the annual meeting. Teresa Lindsey is the CEO of Channel Products, a privately held, global manufacturer of electronic systems and technologies across many industries.

Under her decade of leadership, the Company has experienced global expansion and several years of record-breaking revenue and profit. She lives by the mantra of "leadi people, while managing process."

True to her passion for seeing women develop and thrive, Teresa is in the process of launching Everyboob™, an app based, one-stop solution for breastfeeding moms including community, tracking, resources, support, and product – celebrating hero moms and healthy babies.

An accomplished business executive, she serves on the Rock & Roll Hall of Fame Board, the Visiting Committee of Cleveland State University's Monte Ahuja College of Business and the Advisory Board for the Weston Ideation Lab. She holds a Bachelor of Business Administration degree and a Master of Organizational Leadership degree.

In addition to her career, Mrs. Lindsey mentors a number of young women and has earned a following as a keynote and panel speaker on issues of leadership, personal development, and business culture.

She resides in Cleveland, OH with her husband, with whom she shares a blended family of five children and three grandchildren.

It is my honor to present Teresa Lindsey with the Business and Technology Innovation Leadership Award.

2025 Midwest Academy Awards

The 2025 Midwest Academy Conference presents three paper awards at the annual conference: 1) Best Student Paper, and 2) 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:

- Marcia Hagen, Metro State University
- Mona Bahl, Illinois State University
- Vanessa Hill, Western Michigan University

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 2025 Best Student Paper award is indicated in bold.**

- "Demon or Angel: Leader Empathy Ignites Knowledge Hiding"
 - o Sina Eslamdoust
 - o Randall Davis
 - Yaser Malekzadeh
- "Caught in the Middle: Department Chairs Navigating Change in Tenured, Unionized Universities"
 - o David Szabla, Western Michigan University
 - o Steven Way, Western Michigan University
 - o Joshua Amponsah, Western Michigan University

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 2025 Best Paper award is indicated in bold.**

- "Beyond the Saleswoman's Smile: The Impact of Emotional Labor, Agency, and Burnout"
 - o Kristina Harrison
 - o Matthew Aplin-Houtz
 - o Laura Muňos
 - Stacey Schezsle
- "Too Little, Too Much, or Just Right? Self-Compassion and the Optimal Levels of Leader Transparency Motivation"
 - o Shucheng Ge, University of Nebraska at Kearney
 - o Zhen Yan, Emporia State University
 - o Yingqin Lu, Philips China
- "Mindful Trust Theory: A Relational Framework For Adaptive Leadership In Complex Systems"
 - o Stephanie Dygico Gapud, Spring Hill College
 - o Joseph F. Hair Jr., University of South Alabama

At-a-Glance Program

Edit Program

Thursday, 9 October 2025

8:30am - Doctoral Consortium (BU128)

5:00pm

5:30pm - Conference Registration (Student Center Ballroom)

7:00pm

6:00pm - Welcome Reception (Student Center Ballroom)

8:00pm

Friday, 10 October 2025

7:00am - 2025 Midwest Scholar Speaker Keynote & Breakfast (Student Center Ballroom)

8:30am

8:30am - Break (BU220)

9:00am

9:00am - Concurrent Sessions 1

10:15am

HRDC Paper Session - Guilt, Gains, and Gender Gaps: The New Science of Work and

Family (BU108)

HRDC Paper Session - Workforce Retention, Development, and Strategy (BU109)

LEAD Paper Session - Leadership Traits, Styles, and Development (BU112)

OD Paper Session - Leadership, Culture, and Innovation in Evolving Organizational

Landscapes (BU113)

PDW - Al-Powered Research: Enhancing Writing, Review, and Discovery (BU113)

PDW - Incorporating Digital Literacy in the Management Classroom: Designing

Capstone Projects in Undergraduate Strategic Management (BU117)

SCIST Paper Session - Trust by Design: Cultural, Digital, and Systemic Pathways to

Smarter Organizations (BU128)

Short Paper Session - Exploring Leadership Dynamics and Employee Growth (BU206)

STRG Paper Session - Strategic Minds: Innovation, Leadership, and Boardroom

Dynamics (BU208)

10:15am - *Break*

10:30am Refreshments/Snacks (BU220)

10:30am - Concurrent Sessions 2

11:45amLED Paper Session - Ethical and Moral Dimensions of Leadership (BU108)

OB Paper Session: INTERPERSONAL CONFLICT MANAGEMENT IN THE WORKPLACE

(BU109)

PDW: I Want to Use Clifton Strengths with My Students but the College Can't Afford It:

An Alternative (BU112)

MWAOM2025 At-a-Glance Program - OpenConf Abstract Submission, Peer Review, and Event Management System

PDW: Scarlet Letters: How We Discuss ESG (Environment, Social and Governance), CSR (Corporate Social Responsibility), and Stakeholder Management in Management Classes (BU206)

Short Paper Session - Identity, Learning, and Knowledge Sharing

Symposium - Institutional Resilience Through Strategic Partnerships: A Higher Education Imperative (BU208)

11:45am -Break

12:00pm Break (BU220)

12:00pm -Lunch- Speaker: President Laura Bloomberg -Plenary - 2024 Midwest Recognition and 2:15pm

Awards Ceremony (Student Center Ballroom)

Refreshments/Snacks (BU220) 2:15pm -2:30pm

2:30pm -Exhibitor / Poster 4:00pm

FiresideChat: Monarch in the Classroom: Bridging Theory and Practice for Evolving Strategy (BU206)

PDW - Charting Your Course: Developing Leadership Competencies in Academia (BU208)

Poster Session #1 (Ground Floor)

Exhibitors & Sponsors (Outside BU220)

2:30pm -Concurrent Sessions 3 3:45pm

MED Paper Sessions - Innovative Approaches to Learning, Innovation, and Performance in Business Education (BU108)

OB/LEAD Paper Session - Managing People, Policy, and Performance in Modern Organizations (BU112)

Short Paper Session -Shaping the Future of Work: People, Challenges, and Data-Driven Insights (BU117)

4:00pm -5:15pm

Concurrent Sessions 4

MED Paper Session - Innovative Approaches to Student Development and Professional Preparedness

PDW: DEI: Does It Matter for Leadership?

PDW: Still Drinking From a Firehose: Teaching With AI 2025 Edition

Short Paper Session - Leadership, Culture, and Values in a Changing Workplace (BU113)

Short Paper Session - Navigating Nonconformity, Diversity, and Institutional Change in Organizations (BU117)

Short Paper Session - Organizational Strategy, Change, and Inclusion

STRG Paper Session - Advancing Research on Global-Local Dynamics and Knowledge Exchange (BU206)

Symposium - A Historical Legacy: A Conversation With Past Midwest Academy Presidents (BU207)

Symposium - Preparing Students to Use AI in the Workplace

6:00pm -Plenary - 2025 Midwest Scholar Speaker & 2025 Midwest Academy of Management 7:30pm **Business Meeting** (Student Center Ballroom)

7:30pm -10:00pm Black Frog Brewery (Additional Networking) (1966 E 66th St)

Saturday, 11 October 2025

7:00am -	Plenary - 2024 Industry Speaker Keynote & Breakfast - Teresa Lindsey (CEO at Channel
8:30am	Products)

9:00am - Poster Session #2 (Ground Floor) **10:30am**

Exhibitors & Sponsors (Outside BU220)

9:00am - *Concurrent 5* **10:15am**

EISB Paper Session - Resilience and Adaptation in Global Business and

Entrepreneurship (BU108)

HRDC Paper Session: Gender, Work, and Family Intersections (BU109)

LED Paper Session: Adaptive and Relational Leadership in Complex Contexts (BU112)

PDW - Unlocking the Potential of AI: Making ChatGPT Your Teaching Assistant for

Enhanced Teaching and Student Engagement (BU113)

OB Paper Session - EMERGING DYNAMICS IN WORKPLACE BEHAVIOR AND

PERFORMANCE (BU117)

PDW - The Show Must Go On: Experiencing Management Topics Through Broadway

Musicals (BU128)

PDW: A Faculty Development Workshop for External Partnerships and Curricular

Relevance (BU206)

Symposium - An Artificial Intelligence (AI) Skeptic's Journey: An OD Perspective

(BU207)

Symposium: Social Entrepreneurship, Community Leadership, and Social Impact in

Detroit (BU207)

9:15am - Midwest Academy Board of Governors Meeting (BU209) **10:30am**

10:15am - Refreshments/Snacks (BU220)

Concurrent 6

10:30am

11:45am HRDC Paper Session - Organizational Power, Politics, and Technology (BU108)

HRDC Paper Session- Women's Leadership, Careers, and Emotional Labor (BU109)

PDW: Entrepreneurial Behavioral Competencies - Which Are the Most Essential?

(BU112)

PDW: Designing Impactful Assignments with Generative AI: A Practical Guide for

Business Educators (BU113)

12:00pm - Lunch (Student Center Cafetaria)

1:00pm

10:30am -

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2025 Midwest Academy of Management Annual Meeting

Full Program Edit Program

☐ Thu, 9 Oct ☐ Fri, 10 Oct ☐ Sat, 11 Oct

Thursday, 9 October 2025

8:30am-5:00pm	Doctoral Consortium (BU128)
	*** Attendance and participation in the Doctoral Consortium requires a separate registration and additional fee. ***
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 8:30am-9:00am 9:00am-10:15am 2025 Midwest Scholar Speaker Keynote & Breakfast (Student Center Ballroom)

Break (BU220)

HRDC Paper Session - Session - Session - Guilt, Gains, workforce - Congress The New Science of Work and Gender Gaps: The New Science of Work and Strategy of	PUIDO	PHIO	DII113	1	RENT SESSI		D11120	PHOO	DIIDOO
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Sassion Choir: Sara Hendrick, Carlo Flores, Honna Mohres III College Cork Life Management Cork Cork Cork Cork Cork Cork Cork Cork	Family			Landscapes	Discovery	Capstone	Pathways to	Employee	Boardroom
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<u> Covid-19</u>		Covid-19							

Pandemic: A								
<u>Longitudinal</u>								
<u>Examination</u>								
<u>Using The</u>								
<u>Kaleidoscope</u>								
Career Model								
Monica Forret,								
St. Ambrose								
University;								
Sherry								
Sullivan,								
Bowling Green								
State								
University;								
John								
Simmons, St.								
Ambrose								
University								
	BREAK							

10:15am-10:30am

Refreshments/Snacks (BU220)

10:30am-11:45am

		CONCURRENT S	ESSIONS 2		
BU108	BU109	BU112	BU206	BU207	BU208
LED Paper Session -	OB Paper Session:	PDW: I Want to Use	PDW: Scarlet	Short Paper Session	Symposium -
Ethical and Moral	INTERPERSONAL	Clifton Strengths	Letters: How We	- Identity, Learning,	Institutional
Dimensions of	CONFLICT	with My Students	Discuss ESG	and Knowledge	Resilience Through
Leadership	MANAGEMENT IN	but the College	(Environment,	Sharing	Strategic
	THE WORKPLACE	Can't Afford It: An	Social and		Partnerships: A
		Alternative	Governance), CSR		Higher Education
			(Corporate Social		Imperative
			Responsibility), and		
Session Chair: Stephen	Session Chair: Michael	53. I Want To Use	Stâkêholderetters:	Session Chair: Catrina	18. Institutional
Forsha, University College	Beeson, University of	<u>Clifton Strengths With</u>	<u>Manalgedianosin sg</u>	Johnson, Kent State	Resilience Through
Cork	Texas at Arlington	My Students But The	<u>ManagementSocial</u>	University	Strategic Partnerships
3. Servant Leadership In The	46. Warring Identities:	College Can'T Afford It:	<u>ChalsGesernance</u>), <u>Csr</u>	48. Silence As	<u>A Higher Education</u>
<u> Military: Fostering Group</u>	<u>A Latent Profile</u>	<u>An Alternative</u>	(corporate Social	<u>Resistance:</u>	<u>Imperative</u>
<u>Identity After Trauma</u>	<u>Analysis</u>	Tim Peterson, North	<u>Responsibility</u>), and	<u>Negotiating</u>	Vanessa Hills, Westerr
Robert Jimerson, Columbus		Dakota State	<u>Stakeholder</u>		Michigan University;
State University; Kevin Hurt,		University	<u>Management In</u>	<u>In Higher Education</u>	Elizabeth Backus,
Columbus State University	Arlington		<u>Management Classes</u>	<u>Institutions</u>	Northeast Ohio
17. Moral Interpretation -	64. Turning Feedback		Nick Bartkoski,	Devi Akella, Albany	Medical University;
<u>The Bretha Crólige</u>	Into Value: The Role of		University of	State University; Ria	Amanda Jeppesen,
Stephen Forsha, University	<u>Creativity and</u>		Oklahoma; Ben	Chakram, Albany	Western Michigan
College Cork	<u>Turnover Intention In</u>		Blackford, Northwest Missouri State	State University	University; Erica Martinez, Western
29. The Moralization of	Shaping Employee		University; Carla		Michigan University;
Moonlighting: Worker	<u>Customer-Oriented</u>		Flores, Ball State	<u>Corporate: Evolving</u>	Marian Tripplett,
Resistance and Alternative Ethics In India's It Sector	<u>Behavior</u> Sina Eslamdoust,		University	Entrepreneurial Intentions Among	Western Michigan
Vipin Kumar Chathayam,	Southern Illinois		Oniversity	Entrepreneurship	University
Indian Institute of	University; Rassam			<u>Majors Transitioning</u>	Oniversity
Management Calcutta;	Dorri, University of			<u>To Employment</u>	
Swati Suravi, Indian	California; Sevincgul			Evelyn Owie, West	
Institute of Management	Ulu, Southern Illinois			Virginia University;	
Calcutta; Dharma Raju	University			Hyeonsuh Lee, West	
Bathini, Indian Institute of	67. Unveiling The			Virginia University;	
Management Calcutta	Paradox: How Abusive			Ryan Angus, West	
81. Moral Foundations	Supervision Can			Virginia University	
Congruence and Perceptions	Stimulate Employee			114. Effectiveness	
of Ethical Leadership	Creativity			Through Connection: A	
Sarah Willey, University of	Sina Eslamdoust,			Social Capital	
Missouri-St. Louis; John	Southern Illinois			Perspective On	
Meriac, University of	University; Tahmineh			Communities of	
Missouri-St. Louis;	Borhani, University of			<u>Practice In Pmo's</u>	
Stephanie Merritt,	Idaho			Suanne Barthol,	
University of Missouri-St.				Metropolitan State	
Louis				University; Amanda	
				Remo, Western	
				Michigan University	
				<u>118. Ensuring Quality</u>	
				<u>In Hybrid and Remote</u>	
				<u>Learning: Integrating</u>	
				<u>Regular and</u>	

<u>Substantive</u> Interaction (rsi) With <u>Assurance of Learning</u> (<u>aol) Standards</u> Without Faculty **Burnout** Wendelyn Risher, Southeastern Oklahoma State University; Faith Fox, University of Evansville; George Faint, Troy University; Stephanie Gapud, Springhill College

11:45am-12:00pm

Break (BU220)

Lunch- Speaker: President Laura Bloomberg -Plenary - 2024 Midwest Recognition and Awards Ceremony (Student Center Ballroom)

BREAK

Refreshments/Snacks (BU220)

12:00pm-2:15pm 2:15pm-2:30pm 2:30pm-4:00pm

Bulgas	1	R / POSTER	A
BU206	BU208	Ground Floor	Outside BU220
iresideChat: Monarch in the	PDW - Charting Your Course:	Poster Session #1	Exhibitors & Sponsors
Classroom: Bridging Theory and	Developing Leadership		
Practice for Evolving Strategy	Competencies in Academia		
Session Chair: Hanan Alhaddi,	21. Charting Your Course:	20. Vertical and Horizontal	
Oxford University	<u>Developing Leadership</u>	<u>Differences In The Workplace:</u>	
he session, "Monarch in the	<u>Competencies In Academia</u>	<u>Implications For New Employee</u>	
lassroom: Bridging Theory and	Michele Heath, Cleveland State	<u>Onboarding</u>	
Practice for Evolving Strategy,"	University; Melissa Gruys,	Vahe Permzadian, Missouri	
ould explore how my book	Cleveland State University; Jakari	University of Science and	
Ionarch: Resilience through	Griffith, Bridgewater State	Technology; Vipanchi Mishra, West	
Evolution is being integrated into	University; Rebecca Badawy,	Chester University	
trategy teaching at Oxford	University of Pittsburgh; Matrecia	37. Unsupervised Machine Learning	
Jniversity's Saïd Business School and	James, St. Bonaventure University	<u>In Management Research:</u>	
other institutions. The discussion will		Illustration of Anomaly Detection	
ighlight how strategy education can		With Genetic Algorithm	
e revitalized through real-world		Abhishek Srivastava, Ball State	
pplication, industry-academic		University	
partnerships, and contemporary		84. Lighting The Way: Cognitive	
hallenges such as AI's strategic role.		<u>Apprenticeship and Competency</u>	
		Acquisition In Academic Careers	
Drawing on my 20+ years of corporate		David Brown, Ohio University	
trategy experience, I introduce two		87. International Professional	
nique perspectives that resonate		Mobility of Larger-Bodied Leaders	
trongly with the realities		Rebecca Evan, Metro State	
rganizations face today. First, the		University	
lagnifying Lens concept — a		91. Decentralized Autonomous	
tructured way of zooming in and out		Organization (dao)s and Trust: The	
etween the big picture and granular		Assertion That Trust Is The Most	
letails — helps leaders identify		Important Factor In The Success of A	
trategic blind spots and navigate		Team Or Dao.	
omplexity without losing sight of		Ramanan Vijayaraghavan, North	
overarching goals. Second, I frame		Dakota State University - Fargo, ND	
trategy as a negotiation, recognizing			
hat alignment among diverse		92. When Students Lead, Civility Follows	
nternal and external stakeholders is		Angela Miles, North Carolina	
ften the most critical (and most		Central University; Kimberly	
verlooked) part of successful		Weston Moore, North Carolina	
xecution. Both perspectives directly		· ·	
ackle the cultural and operational		Central University; Milicent Nelson,	
riction points that derail many		Middle Tennessee University;	
trategies in practice.		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

CONCURRENT SESSIONS 3							
BU108	BU112	BU117					
MED Paper Sessions - Innovative	OB/LEAD Paper Session - Managing People,	Short Paper Session -Shaping the Future of					
Approaches to Learning, Innovation, and	Policy, and Performance in Modern	Work: People, Challenges, and Data-Driven					
Performance in Business, Education of	Organization P atricia henry, Eastern Michigan	Besight€hair: Catrina Johnson, Kent State					
<u> Cimedinating On Values: A Character Assessment</u>	<u>Wniversitersonal Conflict Management In The</u>	<u> </u>					
<u>Drawn From A Military Academy Is A Marketing</u>	<u>Workplace: Implication For Employee Morale</u>	<u>Misconceptions – of Marriage, Parenthood, and</u>					
Curriculum Innovation At Northwestern	and Turnover Intention.	<u>Workplace Advancement</u>					
<u>Oklahoma State University.</u>	Fausiyat Moyosore, Southern Illinois university	Sara Hendrick					
Theresa McBride, Northwestern Oklahoma State	carbondale	33. From Office To Ovaries: Understanding The					
University	95. Navigating Compliance: Higher Education	Workplace Challenges and Coping Strategies of					
23. Exploring The Impact of Product Innovation	<u>Leadership Strategies Amid Federal</u>	<u>Women With Endometriosis</u>					
On The Performance of Global Saudi Arabian	<u>Government Dei Mandates</u>	Marlee Mercer, York University; Tina Sharifi,					
Firms: The Moderating Role of R&d Intensity	Patricia Henry, Eastern Michigan University	York University					
Othman Alshahrani, Morgan State University;	132. High-Frequency High-Performing Firms:	36. Ai-Driven Big Data Analytics and Decision-					
Mohammad Gharagozloo, Morgan State	What Sustains Superior Performance Over	Making Performance: The Roles of Data					
University	<u>Time?</u>	Analytics Capabilities and Organizational					
51. Investigating The Level of Curiosity In Gen	Pouya Haddadian Nekah, Barney Barnett	<u>Mindfulness</u>					
Z/freshman Students, How They Approach	School of Business and Free Enterprise, Florida	Rizwan Ahmad, Ca' Foscari University of Venice					
Expressing Curiosity, and Its Impacts On Their	Southern College; Houra Hajian Karahroodi,	110. Perceptions of Capability Development In					
<u>Learning Throughout An Undergraduate Degree.</u>	School of Management and Marketing,	Remote Work: The Moderating Effects of					
Shane Fudge, University of Cincinnati	Southern Illinois University Carbondale	<u>Satisfaction With Coworkers</u>					
119. The Polc Podcast Project: A Semester-Long		Andrea (andi) Zimmerman					

4:00pm-5:15pm

<u>Group Project</u>

Brandon Griffin, Troy University; G. Paul Willis, Try University; Natalie Bryant, Troy University;

Jasmine Kelley, Auburn University

CONCURRENT SESSIONS 4

BU108	BU109	BU112	BU113	BU117	BU128	BU206	BU207	BU208
MED Paper	PDW: DEI:	PDW: Still	Short Paper	Short Paper	Short Paper	STRG Paper	Symposium -	Symposium -
Session -	Does It	Drinking	Session -	Session -	Session -	Session -	A Historical	Preparing
Innovative	Matter for	From a	Leadership,	Navigating	Organizational	Advancing	Legacy: A	Students to
Approaches to	Leadership?	Firehose:	Culture, and	Nonconformity,	Strategy,	Research on	Conversation	Use Al in the
Student		Teaching	Values in a	Diversity, and	Change, and	Global-Local	With Past	Workplace
Development		With AI 2025	Changing	Institutional	Inclusion	Dynamics	Midwest	
and		Edition	Workplace	Change in		and	Academy	
Professional				Organizations		Knowledge	Presidents	
Preparednėss	127. Dei: Does	66. Still	Session Chair:	Session Chair:	Session Chair:	Exchangeair:	133. A	<u>57. Preparing</u>
Vanessa Hills,	<u>It Matter For</u>	Drinking From	Karen	Kristin Burton,	Marcia Hagen,	Abiodun ige,	<u>Historical</u>	Students To
Western	<u>Leadership?</u>	<u> A Firehose:</u>	Leonard,	Purdue	Metropolitan	University of	<u>Legacy: A</u>	Use Ai In The
Michigan	Millicent	<u>Teaching With</u>	University of	University	State University	Detroit Mercy	<u>Conversation</u>	<u>Workplace</u>
<u> សភារVersiting</u> The	Nelson,	<u>Ai 2025</u>	<u>A0k0aī⊓bae</u> s at	Alonthheesthe	76. Strategy	10. Navigating	<u>With Past</u>	Kami Tsai,
Tacit Curriculum	Middle	<u>Edition</u>	<u>Mietila:Roi</u> ck	<u>Unorthodox</u>	<u>Development</u>	<u>Geopolitical</u>	<u>Midwest</u>	Lewis
of Online Phd	Tennessee	Carla Flores,	<u>Culture</u> ,	Strives For	<u>and Leadership</u>	Tensions: The	<u>Academy</u>	University;
<u>Programs:</u>	State	Ball State	<u>Gender, and</u>	<u>Achievement:</u>	<u>Communication</u>	Role of	<u>Presidents</u>	Lesley Page,
<u>Doctoral</u>	University;	University;	<u>Negotiation: A</u>	<u>The Interaction</u>	<u>In The</u>	<u>Industrial and</u>	Shontarius D.	Lewis
<u>Students</u>	Karynne	Xian Cao,	<u>Conceptual</u>	Effect of Ceo	<u>Blockchain</u>	<u>Technological</u>	Aikens,	University
<u>Reimagine</u>	Turner, Middle		<u>Framework On</u>	<u>Nonconformity</u>	<u>Sector: An</u>	<u>Factors On</u>	Concordia	
<u>Research</u>	Tennessee	University;	<u>The Mediating</u>	and Promotion	<u>Exploratory</u>	<u>Knowledge</u>	College;	
Communities	State	Cindi Kiner,	Role of	Focus On Firm	<u>Interview-Based</u>	Flows Between	Therese	
Vanessa Hills,	University;	Ball State	<u>Personal</u>	<u>Performance</u>	<u>Study</u>	<u>U.s. and China</u>	Yaeger,	
Western	Angela Miles,	University;	<u>Values and</u>	Tahmineh	Christine	Lin Deng,	Benedictine	
Michigan	North	Fred	<u>Behaviors</u>	Borhani,	Fischer,	University of	University;	
University;	Carolina	Kitchens, Ball		University of	University of	Wisconsin -	Carolyn Wiley,	
Mariam	Central	State	Sharda,	Idaho; Oleksandr	0	Milwaukee	Roosevelt	
Bertapelle,	University	University;	Wayne State	Tsaruk,	Dearborn	40. Uncovering	University;	
Western		Imran Syed,	University	University of	98. Impact of	<u>Intensity of</u>	Tim O.	
Michigan		Ball State	<u>116. Unseen,</u>	Idaho; Abhishek	<u>Geopolitical</u>	The Actions	Peterson,	
University;		University;	<u>Unheard,</u>	Srivastava, Ball	Stress On	<u>and Behaviors</u>	North Dakota	
Kevin Curiel-		Ben	Essential:	State University;	Employees In	<u>of Local</u>	State	
Vazquez,		Blackford,	<u>Capital-</u>	Hassan	<u>Taiwan</u>	<u>Stakeholders</u>	University;	
Western		Northwest	<u>Conscious</u>	Gandomkar,	Rebecca Evan,	<u>In Foreignness</u>	Arun Pillutla,	
Michigan		Missouri	<u>Leadership</u>	University of	Metro State	<u>Research</u>	Central	
University;		State	<u>For The</u>	Idaho	University;	Abiodun Ige,	Washington	
Marian		University;	<u>Working Poor</u>	74. Navigating	Marcia Hagen,	University of	University;	
Tripplett,		Joel Whitesel,		<u>Institutional</u>		Detroit Mercy	Young Ro, The	

MWAO	M2025 Full Program	- OpenConf A	bstract Submissi	on, Peer Reviev	v, and Event M	lanagement Sy	/stem
Western	Ball State	Michele	Logics: Barriers	Metro State	61. Artificial	University of	
Michigan	University	Heath,	<u>To Hospital-</u>	University	<u>Intelligence</u>	Michigan,	
University		Cleveland	<u>Startup</u>	117. The Role of	<u>and</u>	Dearborn	
<u>111. Leading</u>		State Theory;	<u>Collaboration In</u>	<u>Board</u>	<u>Sustainable</u>		
<u>Tomorrow:</u>		Jamila Maxie,	<u>U.s. Digital</u>	<u>Chairperson</u>	<u>Project</u>		
<u>Lessons From</u>		University of	<u>Health</u>	<u>Activism In</u>	<u>Management:</u>		
<u>Team Identity</u>		Arkansas;	<u>Innovation</u>	<u>Board Gender</u>	<u>A Structured</u>		
<u>Formation In</u>		Stephanie	Kristin Burton,	<u>Diversity and</u>	<u>Literature</u>		
<u>The Integrated</u>		Gapud, Spring	Purdue	<u>Inclusion</u>	<u>Review</u>		
<u>Business Cluster</u>		Hill College;	University	Phyu Phyu	Rizwan		
Kimberly		William Luse,	Northwest;	Aung Myint,	Ahmad, Ca'		
Jordan, Ohio		University of	Michele Heath ,	Indiana	Foscari		
University		LaVerne	Cleveland State	University East	University of		
<u>129. Helping</u>			University;	<u>124. When Are</u>	Venice		
<u>Students To</u>			Navneet Grant,	<u>Organizations</u>			
<u>Enter The</u>			Baldwin Wallace	<u>More (or Less)</u>			
<u>Workforce As</u>			University	<u>Responsive To</u>			
<u>Successful</u>			<u>86. Leading</u>	<u>New Practices</u>			
<u>Protégés</u>			<u>Tomorrow</u>	<u>During</u>			
S. Gayle Baugh,			<u>Through Od: A</u>	<u>Institutional</u>			
University of			<u>Strategic Causal</u>	<u>Change? The</u>			
West Florida;			<u>Pathway To</u>	Role of Slack,			
Stephanie			<u>Organization</u>	Experience, and			
Maynard-			Continuity and	<u>Internalization</u>			
Patrick, Empire			<u>Performance</u>	Jun Li,			
State			Jennifer Seyler,	Metropolitan			
University;			Elmhurst	State university			
Madeline			University and				
Crocitto, State			Business				
University of			Strategy and				
New York - Old			Operation				
Westbury			Consulting, LLC				
			125. Diverse Or				
			<u>Divergent?</u>				
			<u>Investor</u> <u>Reactions To</u>				
			Nascent				
			Ventures' Formal				
			Diversity				
			<u>Initiatives</u>				
			Jasmine Kelley,				
			Auburn				
			University;				
			Rajdeep Kaur,				
			Auburn				
			University;				
			Brandon Griffin,				
			Troy University				
			1.10 J Olliversity				

6:00pm-7:30pm

Plenary - 2025 Midwest Scholar Speaker & 2025 Midwest Academy of Management Business Meeting (Student Center Ballroom)

7:30pm-10:00pm

Black Frog Brewery (Additional Networking) (1966 E 66th St)

Saturday, 11 October 2025

^{***} All conference attendees are welcome and encouraged to attend. ***

Outside BU220

7:00am-8:30am 9:00am-10:30am Plenary - 2024 Industry Speaker Keynote & Breakfast - Teresa Lindsey (CEO at Channel Products)

Exhibitors & Sponsors

Poster Session #2

47. Beyond Coffee Runs To Empowering Interns For Mutual Success: A <u>Qualitative Case Study of The Company and Intern Experience.</u>

Ground Floor

Robert Olinger, Iowa State University

79. Reimagining Leadership In The Digital Age: The Impact of

<u>Transformational Leadership On Gen Z Job Satisfaction Through</u>

<u>Organizational Culture and Ai Moderation</u>

Jiksa Tafara, Metro State University

97. Unveiling Predictability In Atm Network Traffic Via Statistical Analysis of

Ip Packet Attributes

Brian Volkmuth, Metropolitan 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

<u>Ownership Beyond Dei</u>

Rebecca Wilson, Lindenwood University

122. Self-Verification, Shame, and Pride: A Conceptual Framework For

<u>Understanding Emotional Experiences of Lgb Employees In The Workplace</u>

Rajdeep Kaur, Auburn University; Jasmine Kelley, Auburn University 131. Strategy-Washing: The Next Frontier For Organizational Culture

<u>Change?</u>

Jasmine Kelley, Auburn University

9:00am-10:15am

				CONCORRENT	5			
BU108	BU109	BU112	BU113	BU117	BU128	BU206	BU207	BU207
EISB Paper	HRDC Paper	LED Paper	PDW -	OB Paper	PDW - The	PDW: A	Symposium -	Symposium:
Session -	Session:	Session:	Unlocking	Session -	Show Must	Faculty	An Artificial	Social
Resilience and	Gender,	Adaptive	the	EMERGING	Go On:	Development	Intelligence	Entrepreneurship,
Adaptation in	Work, and	and	Potential of	DYNAMICS IN	Experiencing	Workshop	(AI) Skeptic's	Community
Global Business	Family	Relational	Al: Making	WORKPLACE	Management	for External	Journey: An	Leadership, and
and	Intersections	Leadership	ChatGPT	BEHAVIOR AND	Topics	Partnerships	OD	Social Impact in
Entrepreneurship		in Complex	Your	PERFORMANCE	Through	and	Perspective	Detroit
		Contexts	Teaching		Broadway	Curricular		
			Assistant for		Musicals	Relevance		
			Enhanced					
Session Chair:	Session Chair:	Session	Teaching ing	Session Chair:	58. The Show	90. A Faculty	<u>106. An</u>	72. Social
Abiodun Ige,	Matthew	Chair:	āhd/Student	Houra Hajian	Must Go On:	<u>Development</u>	<u>Artificial</u>	Entrepreneurship,
University of Detroit	Aplin-Houtz,	Stephanie	<u>Engagement</u>	Karahrood,	Experiencing.	Workshop For	<u>Intelligence (ai)</u>	<u>Community</u>
Mercy	Brooklyn	Dygico	<u>Chatgpt Your</u>	Southern illinois	<u>Management</u>	<u>External</u>	Skeptic's	<u>Leadership</u> , and
	College	Gapud,	<u>Teaching</u>	university	<u>Topics</u>	<u>Partnerships</u>	Journey: An Od	Social Impact In
41. Organizational	30. Navigating	Sørine nhilli Or	<u>Assistant For</u>	<u>68. The</u>	<u>Through</u>	and Curricular	<u>Perspective</u>	<u>Detroit</u>
Responses To	<u>Disclosure of</u>	<u>Aobjebteader</u>	<u>Enhanced</u>	Intersection of	<u>Broadway</u>	<u>Relevance</u>	Donna Ogle,	Marcus Harris,
<u>Macroeconomic</u>	<u>Female-</u>	<u>Empathy</u>	<u>Teaching and</u>	<u>Emotional</u>	<u>Musicals</u>	Brenda	Rockford	University of
Crisis: Lessons From	<u>Predominant</u>	<u>Ignites</u>	<u>Student</u>	<u>Intelligence and</u>	Tim O.	Flannery,	University;	Michigan-Dearborn
<u>The Nigerian</u>	Conditions:	<u>Knowledge</u>	<u>Engagement</u>	<u>Artificial</u>	Peterson,	Minnesota	Therese	
<u>Foreign Currency</u>	<u>Workplace</u>	<u>Hiding</u>	Sheila	<u>Intelligence In</u>	North Dakota	State	Yaeger,	
<u>Crisis</u>	<u>Support,</u>	Sina	Boysen-	<u>The Workplace:</u>	State	University,	Benedictine	
Abiodun Ige,	<u>Performance,</u>	Eslamdoust,	Rotelli, Lewis	<u>Investigating</u>	University;	Mankato	University;	
University of	<u>and Gendered</u>	Southern	University	<u>Adaptability and</u>	Cristiane		Bryan	
Detroit Mercy	<u>Organizational</u>	Illinois		<u>Attitudes Toward</u>	Biazzin,		McCusker, HFI	
43. Exploring The	<u>Dynamics</u>	University;		<u>Ai Tools</u>	Northern		Manufacturing,	
Ecosystems of	Alana Bell;	Randall		Michele Ryan,	Kentucky		Inc; Jennifer	
<u>Social Enterprises</u>	Marlee Mercer,	Davis,		Lewis University	University;		Seyler,	
<u>In The Global</u>	York	Southern		70. Greed At The	Carla C.		Business	
South: A Systematic		Illinois		Front Desk: How	Flores, Ball		Strategy and	
<u>Literature Review</u>	35. When Work	University;		Competition and	State		Operation	
Ivan Steenkamp,	and Family	Yaser		<u>Moral</u>	University		Consulting,	
Unicaf University -	<u>Collide</u>	Malekzadeh, Southern		<u>Disengagement</u>			LLC; Shavon	
Zambia	<u>Unequally: A</u>	Illinois		<u>Drive Unethical</u>			Thurmond, Benedictine	
73. Bridging The	<u>Dif Analysis of</u> The Bellavia	University		<u>Loyalty</u> Houra Hajian			University;	
Entrepreneurial Gap: Comparison of		85. Mindful		Karahroodi.			Russell Ogle,	
				southern illinois			Russell Ogle	
Founders'	(2005) Work- Family Conflict	<u>Trust Theory:</u> A Relational		university; Omid			Consulting,	
Orientation and	Scale	<u>A Relational</u> Framework		Kamran Disfani,			LLC	
Backers' Risk	Matthew	For Adaptive		southern illinois				
<u>Propensity In</u> <u>Crowdfunding</u>	Aplin-Houtz,	Leadership In		university; Saad				
<u>crowarunanig</u>	Brooklyn	<u>Leauersnip III</u>		Ashraf, southern				
	DIOOKIYII			Asinai, southern				
	I	I	l	l	l	l	I	l

CONCURRENT 5

	MWAOM2025	Full Program	- OpenConf	Abstract Submis	sion, Peer Rev	view, and Event
Mehrdad Alikhani,	College; John	<u>Complex</u>		illinois		
Old Dominion	Meriac,	<u>Systems</u>		university;		
University; Anil	University of	Stephanie		Shima Motlagh,		
Nair, Old Dominion	Missouri - St.	Dygico		Azad University;		
University	Louis	Gapud,		Mirinda Kurtz,		
	82. In It For	Spring Hill		Murray State		
	The Long Call:	College;		University		
	The Relational	Joseph F.		77. Social		
	<u>Life of Calling</u>	Hair Jr.,		<u>Loafing In</u>		
	<u>In Dual-Career</u>	University of		<u>Nigerian</u>		
	<u>Couples</u>	South		Workplaces: The		
	Tina Sharifi,	Alabama		Role of Perceived		
	York	93. Beyond		<u>Group Cohesion</u>		
	University;	<u>Profit: How</u>		<u>and Task</u>		
	Marlee Mercer,	<u>Culture,</u>		<u>Visibility</u>		
	York	Corruption,		Fausiyat		
	University;	and Maslow		Moyosore,		
	Christopher	<u>Shape Public</u>		Southern Illinois		
	Chan, York	<u>Trust In</u>		university		
	University	<u>Business</u>		carbondale;		
	89. The Mid-	Stephanie		Aziza B Adekoya,		
	Career Worker:	Gapud,		Virginia		
	<u>Evolving</u>	Spring Hill		commonwealth		
	<u>Through</u>	College;		university		
	<u>Upskilling and</u>	Wendelyn		<u>102.</u>		
	<u>Reskilling</u>	Risher,		<u>Organizational</u>		
	Thomas	Southeastern		<u>Dna: Biological</u>		
	Anderson,	Oklahoma		Principles For		
	Metropolitan	State		<u>Innovation,</u>		
	State	University;		<u>Adaptation, and</u>		
	University	Faith Fox,		<u>Resilience In</u>		
		University of		<u>Dynamic</u>		
		Evansville;		<u>Business</u>		
		George Faint		<u>Ecosystems</u>		
		III, Troy		Luma Mahairi		
		University				

9:15am-10:30am Midwest Academy Board of Governors Meeting (BU209)

10:15am-10:30am Refreshments/Snacks (BU220)

10:30am-11:45am

CONCURRENT 6							
BU108	BU109	BU112	BU113				
HRDC Paper Session -	HRDC Paper Session- Women's	PDW: Entrepreneurial Behavioral	al PDW: Designing Impactful				
Organizational Power, Politics,	Leadership, Careers, and	Competencies - Which Are the	Assignments with Generative AI:				
and Technology	Emotional Labor	Most Essential?	A Practical Guide for Business				
Session Chair: Sina Esladoust,	Session Chair: Michele Ryan, Lewis	105. Entrepreneurial Behavioral	Educatogsing Impactful				
Southern Illinois University	University	Competencies - Which Are The Most	<u>Assignments With Generative Ai: A</u>				
28. Shadow Politicization: Political	9. Beyond The Saleswoman's Smile:	Essential?	<u>Practical Guide For Business</u>				
<u>Capture of Quasi-Formal</u>	The Impact of Emotional Labor,	Margaret Johnsson, Bridgewater	<u>Educators</u>				
Administrative Structures In	<u>Agency, and Burnout</u>	State University; Lisa Hollis-Sawyer,	Phyu Phyu Aung Myint, Indiana				
<u>Developing Democracies</u>	Kristina Harrison, Indiana State	Northeastern Illinois University	University East				
Vipin Kumar Chathayam, Indian	University; Matthew Aplin-Houtz,						
Institute of Management Calcutta;	Brooklyn College; Laura Muňos ,						
Dharma Raju Bathini, Indian	University of Dallas; Stacey Schezsle,						
Institute of Management Calcutta	University of Tampa						
44. Dao and Dividends: The	27. Beyond Ability: How Self-Beliefs						
Revolutionizing of Financial	and Training Shape Female Sales						
<u>Dividends Via Web-Based</u>	<u>Professionals</u>						
<u>Decentralized Autonomous</u>	Matthew Aplin-Houtz, Brooklyn						
<u>Organizations (dao)</u>	College; Stacey Schetzsle, University						
Ramanan Vijayaraghavan, North	of Tampa; Kristina Harrison, Indiana						
Dakota State University - Fargo, ND	University; Laura Munoz, University						
104. Susceptible Classes In The	of Dallas						
<u>Workplace: Political Ideology As A</u>	38. Humor From My Perspective: A						
<u>Stigmatized Identity</u>	Qualitative Exploration of Humor						
Andrew Johnson, Texas A&M	<u>Displays By Women Leaders</u>						
University-Corpus Christi; Katherine	Tina Sharifi, York University; Leonard						
Roberto, Texas A&M University-	Karakowsky, York University; Mark						
Corpus Christi	Podolsky, York University						
126. Ethical In Whose Eyes?							
<u>Leveraging Ai Chatbots For The</u>							
Ethical Virtue Matrix							

10/7/25, 12:09 PM	MWAOM2025 Full Program - OpenConf Abstract Submission, Peer Review, and Event Management System					
	Jasmine Kelley, Auburn University;	1				
	Franz Lohrke, Auburn University;					
	Ying Schwarte, Troy University;					
	Brandon Griffin, Troy University					
12:00pm-1:00pm	Lunch (Student Center Cafetaria)					

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2025 Midwest Academy of Management Annual Meeting

At-a-Glance Program

Edit Program

Thursday, 9 October 2025

8:30am - Doctoral Consortium (BU128)

5:00pm

5:30pm - Conference Registration (Student Center Ballroom)

7:00pm

6:00pm - Welcome Reception (Student Center Ballroom)

8:00pm

Friday, 10 October 2025

7:00am - 2025 Midwest Scholar Speaker Keynote & Breakfast (Student Center Ballroom)

8:30am

8:30am - Break (BU220)

9:00am

9:00am - Concurrent Sessions 1

10:15am

HRDC Paper Session - Guilt, Gains, and Gender Gaps: The New Science of Work and

Family (BU108)

HRDC Paper Session - Workforce Retention, Development, and Strategy (BU109)

LEAD Paper Session - Leadership Traits, Styles, and Development (BU112)

OD Paper Session - Leadership, Culture, and Innovation in Evolving Organizational

Landscapes (BU113)

PDW - Al-Powered Research: Enhancing Writing, Review, and Discovery (BU113)

PDW - Incorporating Digital Literacy in the Management Classroom: Designing

Capstone Projects in Undergraduate Strategic Management (BU117)

SCIST Paper Session - Trust by Design: Cultural, Digital, and Systemic Pathways to

Smarter Organizations (BU128)

Short Paper Session - Exploring Leadership Dynamics and Employee Growth (BU206)

STRG Paper Session - Strategic Minds: Innovation, Leadership, and Boardroom

Dynamics (BU208)

10:15am - *Break*

10:30am Refreshments/Snacks (BU220)

10:30am - Concurrent Sessions 2

11:45amLED Paper Session - Ethical and Moral Dimensions of Leadership (BU108)

OB Paper Session: INTERPERSONAL CONFLICT MANAGEMENT IN THE WORKPLACE

(BU109)

PDW: I Want to Use Clifton Strengths with My Students but the College Can't Afford It:

An Alternative (BU112)

MWAOM2025 At-a-Glance Program - OpenConf Abstract Submission, Peer Review, and Event Management System

PDW: Scarlet Letters: How We Discuss ESG (Environment, Social and Governance), CSR (Corporate Social Responsibility), and Stakeholder Management in Management Classes (BU206)

Short Paper Session - Identity, Learning, and Knowledge Sharing

Symposium - Institutional Resilience Through Strategic Partnerships: A Higher Education Imperative (BU208)

11:45am -Break

12:00pm Break (BU220)

12:00pm -Lunch- Speaker: President Laura Bloomberg -Plenary - 2024 Midwest Recognition and 2:15pm

Awards Ceremony (Student Center Ballroom)

Refreshments/Snacks (BU220) 2:15pm -2:30pm

2:30pm -

Exhibitor / Poster

4:00pm FiresideChat: Monarch in the Classroom: Bridging Theory and Practice for Evolving

Strategy (BU206)

PDW - Charting Your Course: Developing Leadership Competencies in Academia

(BU208)

Poster Session #1 (Ground Floor)

Exhibitors & Sponsors (Outside BU220)

2:30pm -3:45pm

Concurrent Sessions 3

MED Paper Sessions - Innovative Approaches to Learning, Innovation, and Performance in Business Education (BU108)

OB/LEAD Paper Session - Managing People, Policy, and Performance in Modern

Organizations (BU112)

Short Paper Session -Shaping the Future of Work: People, Challenges, and Data-

Driven Insights (BU117)

4:00pm -5:15pm

7:30pm

Concurrent Sessions 4

MED Paper Session - Innovative Approaches to Student Development and

Professional Preparedness

PDW: DEI: Does It Matter for Leadership?

PDW: Still Drinking From a Firehose: Teaching With AI 2025 Edition

Short Paper Session - Leadership, Culture, and Values in a Changing Workplace

(BU113)

Short Paper Session - Navigating Nonconformity, Diversity, and Institutional Change

in Organizations (BU117)

Short Paper Session - Organizational Strategy, Change, and Inclusion

STRG Paper Session - Advancing Research on Global-Local Dynamics and Knowledge

Exchange (BU206)

Symposium - A Historical Legacy: A Conversation With Past Midwest Academy

Presidents (BU207)

Business Meeting

Symposium - Preparing Students to Use AI in the Workplace

(Student Center Ballroom)

6:00pm -Plenary - 2025 Midwest Scholar Speaker & 2025 Midwest Academy of Management 7:30pm -10:00pm Black Frog Brewery (Additional Networking) (1966 E 66th St)

Saturday, 11 October 2025

8:30am Products)

9:00am - Poster Session #2 (Ground Floor)

10:30am Exhibitors & Sponsors (Outside BU220)

9:00am - *Concurrent 5*

10:15am EISB Paper Session - Resilience and Adaptation in Global Business and

Entrepreneurship (BU108)

HRDC Paper Session: Gender, Work, and Family Intersections (BU109)

LED Paper Session: Adaptive and Relational Leadership in Complex Contexts (BU112)

PDW - Unlocking the Potential of AI: Making ChatGPT Your Teaching Assistant for

Enhanced Teaching and Student Engagement (BU113)

OB Paper Session - EMERGING DYNAMICS IN WORKPLACE BEHAVIOR AND

PERFORMANCE (BU117)

PDW - The Show Must Go On: Experiencing Management Topics Through Broadway

Musicals (BU128)

PDW: A Faculty Development Workshop for External Partnerships and Curricular

Relevance (BU206)

Symposium - An Artificial Intelligence (AI) Skeptic's Journey: An OD Perspective

(BU207)

Symposium: Social Entrepreneurship, Community Leadership, and Social Impact in

Detroit (BU207)

9:15am - Midwest Academy Board of Governors Meeting (BU209)

10:30am

10:15am - Refreshments/Snacks (BU220)

10:30am -

Concurrent 6

11:45am

HRDC Paper Session - Organizational Power, Politics, and Technology (BU108)

HRDC Paper Session- Women's Leadership, Careers, and Emotional Labor (BU109)

PDW: Entrepreneurial Behavioral Competencies - Which Are the Most Essential?

(BU112)

PDW: Designing Impactful Assignments with Generative AI: A Practical Guide for

Business Educators (BU113)

12:00pm -

Lunch (Student Center Cafetaria)

1:00pm

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2025 Midwest Academy of Management Annual Meeting

Full Program Edit Program

☐ Thu, 9 Oct ☐ Fri, 10 Oct ☐ Sat, 11 Oct

Thursday, 9 October 2025

8:30am-5:00pm	Doctoral Consortium (BU128)
	*** Attendance and participation in the Doctoral Consortium requires a separate registration and additional fee. ***
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 8:30am-9:00am 9:00am-10:15am 2025 Midwest Scholar Speaker Keynote & Breakfast (Student Center Ballroom)

Break (BU220)

BU108 HRDC Paper Session - Guilt, Gains, and Gender Gaps: The New Science of Work and	BU109 HRDC Paper Session - Workforce	BU112 LEAD Paper Session -	BU113 OD Paper	BU113 PDW - AI-	BU117 PDW -	BU128 SCIST Paper	BU206 Short	BU208
Session - Guilt, Gains, and Gender Gaps: The New Science	Session -	•	OD Paper	PDW - AI-	DDW -	SCIST Danor	Short	
Guilt, Gains, and Gender Gaps: The New Science		Saccion -	- •			•		STRG Paper
and Gender Gaps: The New Science	Workforce		Session -	Powered	Incorporating	Session -	Paper	Session -
Gaps: The New Science		Leadership	Leadership,	Research:	Digital Literacy	Trust by	Session -	Strategic
New Science	Retention,	Traits, Styles,	Culture, and	Enhancing	in the	Design:	Exploring	Minds:
	Development,	and	Innovation in	Writing,	Management	Cultural,		Innovation,
of Work and	and Strategy	Development	Evolving	Review,	Classroom:	Digital, and	Dynamics	Leadership,
			•		Designing	Systemic	and 	and
Family			Landscapes	Discovery	Capstone	Pathways to	Employee	Boardroom
					Projects in	Smarter	Growth	Dynamics
					Undergraduate	Organizations		
Session Chair:	Session Chair:	Session Chair:	Session Chair:	<u>32. Ai-</u>	<u>Stra</u> tegic	Session Chair:	Session	Session Chair:
Sara Hendrick,	Carla Flores,	Hanna	David Szabla,	<u>Powered</u>	<u>Management</u>	Ria Blessica	Chair: Matt	Sanjay Goel,
University of	Ball State	Kalmanovich-	Western	Research:	<u>Digital Literacy</u>	Chakram,	Deeg,	University of
Northern	University	Cohen, Oakland	Michigan University	Enhancing	<u>In The</u>	Albany State	Abilene Christian	North Dakota
Colorado S. The Baradov	EC Mitigatina	University	University	Writing, Review, and	<u>Management</u> <u>Classroom:</u>	University		21
<u>8. The Paradox</u> of	56. Mitigating	<u>15. An</u> <u>Exploratory</u>	13. The Rise of	<u>Discovery</u>	<u>Designing</u>	<u>59. Cultural</u> <u>Capital For</u>	<u>Danimer</u> sity	<u>31.</u> Psychological
<u>uı</u> Breadwinning:	<u>Turnover In</u>	<u>Analysis of Fionn</u>	<u>Digital</u> <u>Coaching:</u>	Houra	Capstone	Innovation and	<u>Analysis of</u> <u>Peer</u>	Independence:
<u>Fathers Are</u>	<u>Low-Wage</u> <u>Entry-Level</u>	Mac Cumhaill's	Trends,	Hajian	<u>Cupstone</u> <u>Projects In</u>	<u>Strategic</u>	<u>Coaching</u>	Overcoming
Less Identified	<u>Technology</u>	Leadership Traits	<u>Challenges, and</u>	Karahroodi,	<u>Undergraduate</u>	<u>Management:</u>	Outcomes	<u>Deficiencies of</u>
With Work	Roles:	Stephen Forsha,	The Future	southern	<u>Strategic</u>	<u>Leveraging</u>	Marcia	Symbolic
Than Mothers	Evaluating The	University	Sheila Boysen-	illinois	<u>Management</u>	<u>Vartan Bhanji</u>	Hagen,	<u>Independence</u>
Sara Hendrick	Impact of	College Cork	Rotelli, Lewis	university;	Jennifer Collins,	<u>To</u>	Metropolitan	,
<u>14.</u>	Voluntary Skill-	<u>54. Beyond</u>	University	Stephanie	Florida A&M	<u>Institutionalize</u>	State	Effectiveness
<u>—</u> <u>Unemployment</u>	Based Incentive	Transformational	49. Caught In	Dygico	University;	<u>Digital Trust In</u>	University;	Sanjay Goel,
Reverses The	<u>Programs On</u>	Leadership: How	The Middle:	Gapud,	Matrecia James,	<u>Pakistan</u>	Loi Nguyen,	University of
<u>Tendency For</u>	<u>Employee</u>	<u>Transactional</u>	<u>Department</u>	Spring Hill	St. Bonaventure	Noreen Saher,	Metropolitan	North Dakota
Men To Benefit	<u>Retention</u>	<u>Leadership Can</u>	<u>Chairs</u>	College	University;	International	State	<u>69. Top</u>
<u>From</u>	Patricia	<u>Also Help</u>	<u>Navigating</u>		Millicent Nelson,	Islamic	University	<u>Management</u>
<u>Parenthood</u>	Baszuk,	<u>Remote Workers</u>	<u>Change In</u>		Middle	University	<u> 25. Skip-</u>	Team Inclusion
<u>More Than</u>	Cleveland	<u> Manage Family-</u>	<u>Tenured</u> ,		Tennessee State	Islamabad	<u>Level</u>	<u>In The Board</u>
<u>Women</u>	State	<u>To-Work Conflict</u>	<u>Unionized</u>		University;	Pakistan	<u>Meetings:</u>	<u>Network and</u>
Sara Hendrick	University	Hanna	<u>Universities</u>		Angela Miles,	<u>96. Blockchain</u>	<u>Perspectives</u>	<u>Firm</u>
Sara Hendrick,	101. Optimizing	Kalmanovich-	David Szabla ,		North Carolina	<u>and Corporate</u>	<u>of Skipped</u>	<u>Performance</u>
University of	<u>Workforce</u>	Cohen, Oakland	Western		Central	Governance: A	<u>First-Tier Us</u>	Jyoti P. Gupta,
Northern	<u>Strategies In</u>	University;	Michigan		University	<u>Synthesis of</u>	<u>Tech Leaders</u>	Indiana
Colorado	<u>The Aggregates</u>	Steven Stanton,	University;			<u>Prior Literature</u>	Samuel	University
<u>34. Blame,</u>	Industry: A	Oakland ·	Steven Way,			Fowokemi	Blacher,	<u>99. A Game</u>
Balance, and	Case Study In	University	Western			Ogedengbe, University of	Anderson	<u>Theoretical</u>
Beyond: The	<u>Strategic</u>	75. Too Little, Too	Michigan			,	University, SC	Analysis of
<u>Cognitive</u> Mechanics of	<u>Human</u> Resource	Much, Or Just Right? Self-	University; Joshua			Johannesburg; Micheal		Supervisor-
'Mom Guilt' In	<u>Management</u>	Compassion and	Amponsah,			Adelowotan,	50. Comparina	Employee Communication
Working	Carla Flores,	The Optimal	Western			University of	Courage:	<u>Strategically</u>
<u>Mother</u>	Ball State	Levels of Leader	Michigan			Johannesburg	Exploring	<u>Balancing</u>
Matthew	University	Transparency	University			128. Left In The	<u>Character</u>	<u>Knowledge</u>
Aplin-Houtz,	103. Frontline	Motivation/	88. On The			Cyber Dust: The	Strengths As	<u>Transfer and</u>
Brooklyn	Fault Lines:	Shucheng Ge,	<u>Consequences</u>			Impact of	Drivers of	Efficiency
College; Emily	Safety Through	University of	of Orientation:			<u>Digital</u>	Differences	Vanessa Hills,
Lane,	The Eyes of	Nebraska at	<u>Crisis</u>			<u>Platformization</u>		Western
University of	Grocery Stores,	Kearney; Zhen	<u>Management</u>			and Ai	and	Michigan
Missouri - St.	Managers, and	Yan, Emporia	and Gendered			Adoption On	Supervisor	University
Louis; April	<u>Workers During</u>	State University;	<u>Cultures</u>			<u>Anticipated Job</u>	<u>Ratings of</u>	-
Rowsey, Union	Covid-19	Yingqin Lu,	Ayesha			<u>Performance</u>	<u>Professional</u>	
University;	Alankrita	Philips China	Sengupta, Saint			<u>Via Perceived</u>	<u>Moral</u>	
Bahar	Pandey,		Joseph's			<u>Affect and</u>	<u>Courage</u>	
Javadizadeh,	Eastern		University;			Event Systems	Matthew	
San Francisco	Michigan		Vickie C.			Jasmine	Deeg,	
State	University;		Gallagher,			Kelley, Auburn	Abilene	
University	Stephanie		Cleveland State			University;	Christian	
	Newell,		University			Brandon	University	
	Eastern					Griffin, Troy		
	Michigan					University;		
	University					Ying Schwarte,		
	107. The Career					Troy University		
	<u>Impact of The</u>							
	Covid-19							

Pandemic: A				
<u>Longitudinal</u>				
Examination				
<u>Using The</u>				
<u>Kaleidoscope</u>				
Career Model				
Monica Forret,				
St. Ambrose				
University;				
Sherry				
Sullivan,				
Bowling Green				
State				
University;				
John				
Simmons, St.				
Ambrose				
University				

10:15am-10:30am

Refreshments/Snacks (BU220)

10:30am-11:45am

BREAK

		CONCURRENT S	ESSIONS 2		
BU108	BU109	BU112	BU206	BU207	BU208
LED Paper Session -	OB Paper Session:	PDW: I Want to Use	PDW: Scarlet	Short Paper Session	Symposium -
Ethical and Moral	INTERPERSONAL	Clifton Strengths	Letters: How We	- Identity, Learning,	Institutional
Dimensions of	CONFLICT	with My Students	Discuss ESG	and Knowledge	Resilience Through
Leadership	MANAGEMENT IN	but the College	(Environment,	Sharing	Strategic
	THE WORKPLACE	Can't Afford It: An	Social and		Partnerships: A
		Alternative	Governance), CSR		Higher Education
			(Corporate Social		Imperative
			Responsibility), and		
Session Chair: Stephen	Session Chair: Michael	53. I Want To Use	Stakeholderetters:	Session Chair: Catrina	18. Institutional
Forsha, University College	Beeson, University of	Clifton Strengths With	<u>Manageniensinisg</u>	Johnson, Kent State	Resilience Through
Cork	Texas at Arlington	My Students But The	Management Social	University	<u>Strategic Partnerships:</u>
<u>3. Servant Leadership In The</u>	<u>46. Warring Identities:</u>	College Can'T Afford It:	<u>atassesernance), Csr</u>	<u>48. Silence As</u>	<u>A Higher Education</u>
<u> Military: Fostering Group</u>	<u> A Latent Profile</u>	<u>An Alternative</u>	(corporate Social	<u>Resistance:</u>	<u>Imperative</u>
<u>Identity After Trauma</u>	<u>Analysis</u>	Tim Peterson, North	<u>Responsibility</u>), and	<u>Negotiating</u> .	Vanessa Hills, Western
Robert Jimerson, Columbus	,	Dakota State	<u>Stakeholder</u>		Michigan University;
State University; Kevin Hurt,	•	University	<u>Management In</u>	<u>In Higher Education</u>	Elizabeth Backus,
Columbus State University	Arlington		<u>Management Classes</u>	<u>Institutions</u>	Northeast Ohio
17. Moral Interpretation -	64. Turning Feedback		Nick Bartkoski,	Devi Akella, Albany	Medical University;
<u>The Bretha Crólige</u>	Into Value: The Role of		University of	State University; Ria	Amanda Jeppesen,
Stephen Forsha, University	<u>Creativity and</u>		Oklahoma; Ben Blackford, Northwest	Chakram, Albany	Western Michigan
College Cork	<u>Turnover Intention In</u>		Missouri State	State University	University; Erica Martinez, Western
29. The Moralization of	Shaping Employee		University; Carla		Michigan University;
Moonlighting: Worker	<u>Customer-Oriented</u> Behavior		Flores, Ball State	<u>Corporate: Evolving</u> <u>Entrepreneurial</u>	Marian Tripplett,
Resistance and Alternative Ethics In India's It Sector	Sina Eslamdoust,		University	Intentions Among	Western Michigan
Vipin Kumar Chathayam,	Southern Illinois		Oniversity	Entrepreneurship	University
Indian Institute of	University; Rassam			<u>Majors Transitioning</u>	
Management Calcutta;	Dorri, University of			To Employment	
Swati Suravi, Indian	California; Sevincgul			Evelyn Owie, West	
Institute of Management	Ulu, Southern Illinois			Virginia University;	
Calcutta; Dharma Raju	University			Hyeonsuh Lee, West	
Bathini, Indian Institute of	67. Unveiling The			Virginia University;	
Management Calcutta	Paradox: How Abusive			Ryan Angus, West	
81. Moral Foundations	Supervision Can			Virginia University	
Congruence and Perceptions	<u>Stimulate Employee</u>			114. Effectiveness	
<u>of Ethical Leadership</u>	<u>Creativity</u>			Through Connection: A	
Sarah Willey, University of	Sina Eslamdoust,			<u>Social Capital</u>	
Missouri-St. Louis; John	Southern Illinois			<u>Perspective On</u>	
Meriac, University of	University; Tahmineh			<u>Communities of</u>	
Missouri-St. Louis;	Borhani, University of			<u>Practice In Pmo's</u>	
Stephanie Merritt,	Idaho			Suanne Barthol,	
University of Missouri-St.				Metropolitan State	
Louis				University; Amanda	
				Remo, Western	
				Michigan University	
				118. Ensuring Quality	
				In Hybrid and Remote	
				<u>Learning: Integrating</u> <u>Regular and</u>	
				<u>Negalar aria</u>	

Substantive
Interaction (rsi) With
Assurance of Learning
(aol) Standards
Without Faculty
Burnout
Wendelyn Risher,
Southeastern
Oklahoma State
University; Faith Fox,
University of
Evansville; George
Faint, Troy University;
Stephanie Gapud,
Springhill College

11:45am-12:00pm

Break (BU220)

Lunch- Speaker: President Laura Bloomberg -Plenary - 2024 Midwest Recognition and Awards Ceremony (Student Center Ballroom)

BREAK

Refreshments/Snacks (BU220)

12:00pm-2:15pm 2:15pm-2:30pm 2:30pm-4:00pm

	EXHIBITO	R / POSTER	_	
BU206	BU208	Ground Floor Outside BU220		
FiresideChat: Monarch in the	PDW - Charting Your Course:	Poster Session #1	Exhibitors & Sponsors	
Classroom: Bridging Theory and	Developing Leadership			
Practice for Evolving Strategy	Competencies in Academia			
Session Chair: Hanan Alhaddi,	21. Charting Your Course:	20. Vertical and Horizontal		
Oxford University	<u>Developing Leadership</u>	<u>Differences In The Workplace:</u>		
he session, " <i>Monarch in the</i>	Competencies In Academia	Implications For New Employee		
Classroom: Bridging Theory and	Michele Heath, Cleveland State	<u>Onboarding</u>		
Practice for Evolving Strategy,"	University; Melissa Gruys,	Vahe Permzadian, Missouri		
vould explore how my book	Cleveland State University; Jakari	University of Science and		
Nonarch: Resilience through	Griffith, Bridgewater State	Technology; Vipanchi Mishra, West		
Evolution is being integrated into	University; Rebecca Badawy,	Chester University		
trategy teaching at Oxford	University of Pittsburgh; Matrecia	37. Unsupervised Machine Learning		
Jniversity's Saïd Business School and	James, St. Bonaventure University	In Management Research:		
other institutions. The discussion will		Illustration of Anomaly Detection		
nighlight how strategy education can		With Genetic Algorithm		
oe revitalized through real-world		Abhishek Srivastava, Ball State		
application, industry-academic		University		
partnerships, and contemporary		84. Lighting The Way: Cognitive		
challenges such as AI's strategic role.		Apprenticeship and Competency		
		Acquisition In Academic Careers		
Drawing on my 20+ years of corporate		David Brown, Ohio University		
strategy experience, I introduce two		87. International Professional		
inique perspectives that resonate		Mobility of Larger-Bodied Leaders		
trongly with the realities		Rebecca Evan, Metro State		
organizations face today. First, the		University		
Magnifying Lens concept — a		91. Decentralized Autonomous		
tructured way of zooming in and out		Organization (dao)s and Trust: The		
etween the big picture and granular		Assertion That Trust Is The Most		
details — helps leaders identify		Important Factor In The Success of A		
trategic blind spots and navigate		Team Or Dao.		
complexity without losing sight of		Ramanan Vijayaraghavan, North		
overarching goals. Second, I frame		Dakota State University - Fargo, ND		
strategy as a negotiation, recognizing		92. When Students Lead, Civility		
hat alignment among diverse		Follows		
nternal and external stakeholders is		Angela Miles, North Carolina		
often the most critical (and most		Central University; Kimberly		
overlooked) part of successful		Weston Moore, North Carolina		
execution. Both perspectives directly		Central University; Milicent Nelson,		
ackle the cultural and operational		Middle Tennessee University;		
riction points that derail many		-		
trategies in practice.		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

CONCURRENT SESSIONS 3						
BU108	BU112	BU117				
MED Paper Sessions - Innovative	OB/LEAD Paper Session - Managing People,	Short Paper Session -Shaping the Future of				
Approaches to Learning, Innovation, and	Policy, and Performance in Modern	Work: People, Challenges, and Data-Driven				
Persiormance in Business, Education of	Organization Batricia henry, Eastern Michigan	Basight€hair: Catrina Johnson, Kent State				
<u>Cimediaating On Values: A Character Assessment</u>	<u>ปฏาเหersitpersonal Conflict Management In The</u>	<u>Ørûærdity</u> Differences In Expectations – and				
<u>Drawn From A Military Academy Is A Marketing</u>	Workplace: Implication For Employee Morale	<u>Misconceptions – of Marriage, Parenthood, and</u>				
<u>Curriculum Innovation At Northwestern</u>	and Turnover Intention.	<u>Workplace Advancement</u>				
<u>Oklahoma State University.</u>	Fausiyat Moyosore, Southern Illinois university	Sara Hendrick				
Theresa McBride, Northwestern Oklahoma State	carbondale	33. From Office To Ovaries: Understanding The				
University	95. Navigating Compliance: Higher Education	Workplace Challenges and Coping Strategies of				
23. Exploring The Impact of Product Innovation	<u>Leadership Strategies Amid Federal</u>	Women With Endometriosis				
On The Performance of Global Saudi Arabian	Government Dei Mandates	Marlee Mercer, York University; Tina Sharifi,				
Firms: The Moderating Role of R&d Intensity	Patricia Henry, Eastern Michigan University	York University				
Othman Alshahrani, Morgan State University;	132. High-Frequency High-Performing Firms:	36. Ai-Driven Big Data Analytics and Decision-				
Mohammad Gharagozloo, Morgan State	What Sustains Superior Performance Over	Making Performance: The Roles of Data				
University	<u>Time?</u>	<u>Analytics Capabilities and Organizational</u>				
51. Investigating The Level of Curiosity In Gen	Pouya Haddadian Nekah, Barney Barnett	<u>Mindfulness</u>				
Z/freshman Students, How They Approach	School of Business and Free Enterprise, Florida	Rizwan Ahmad, Ca' Foscari University of Venice				
Expressing Curiosity, and Its Impacts On Their	Southern College; Houra Hajian Karahroodi,	110. Perceptions of Capability Development In				
<u>Learning Throughout An Undergraduate Degree.</u>	School of Management and Marketing,	Remote Work: The Moderating Effects of				
Shane Fudge, University of Cincinnati	Southern Illinois University Carbondale	<u>Satisfaction With Coworkers</u>				
119. The Polc Podcast Project: A Semester-Long		Andrea (andi) Zimmerman				
<u>Group Project</u>						
Brandon Griffin, Troy University; G. Paul Willis,						
Try University; Natalie Bryant, Troy University;						
Jasmine Kelley, Auburn University						

4:00pm-5:15pm

CON	ac c	JKK	ENI	3E33	DIONS	4

BU108	BU109	BU112	BU113	BU117	BU128	BU206	BU207	BU208
MED Paper	PDW: DEI:	PDW: Still	Short Paper	Short Paper	Short Paper	STRG Paper	Symposium -	Symposium -
Session -	Does It	Drinking	Session -	Session -	Session -	Session -	A Historical	Preparing
Innovative	Matter for	From a	Leadership,	Navigating	Organizational	Advancing	Legacy: A	Students to
Approaches to	Leadership?	Firehose:	Culture, and	Nonconformity,	Strategy,	Research on	Conversation	Use Al in the
Student		Teaching	Values in a	Diversity, and	Change, and	Global-Local	With Past	Workplace
Development		With AI 2025	Changing	Institutional	Inclusion	Dynamics	Midwest	
and		Edition	Workplace	Change in		and	Academy	
Professional				Organizations		Knowledge	Presidents	
Preparedness	127. Dei: Does	66. Still	Session Chair:	Session Chair:	Session Chair:	Exchangeair:	133. A	<u>57. Preparing</u>
Vanessa Hills,	<u>It Matter For</u>	Drinking From	Karen	Kristin Burton,	Marcia Hagen,	Abiodun ige,	<u>Historical</u>	Students To
Western	<u>Leadership?</u>	A Firehose:	Leonard,	Purdue	Metropolitan	University of	<u>Legacy: A</u>	Use Ai In The
Michigan	Millicent	<u>Teaching With</u>	University of	University	State University	Detroit Mercy	<u>Conversation</u>	<u>Workplace</u>
<u> Biniversiting The</u>	Nelson,	<u> Ai 2025</u>	<u>Alokoaīībae</u> s at	Alonthheest he	76. Strategy	10. Navigating	<u>With Past</u>	Kami Tsai,
Tacit Curriculum	Middle	<u>Edition</u>	<u>MietlesRof</u> ck	<u>Unorthodox</u>	<u>Development</u>	<u>Geopolitical</u>	<u>Midwest</u>	Lewis
of Online Phd	Tennessee	Carla Flores,	<u>Culture,</u>	Strives For	<u>and Leadership</u>	Tensions: The	<u>Academy</u>	University;
<u>Programs:</u>	State	Ball State	<u>Gender, and</u>	<u>Achievement:</u>	<u>Communication</u>	Role of	<u>Presidents</u>	Lesley Page,
<u>Doctoral</u>	University;	University;	<u>Negotiation: A</u>	<u>The Interaction</u>	<u>In The</u>	<u>Industrial and</u>	Shontarius D.	Lewis
<u>Students</u>	Karynne	Xian Cao,	<u>Conceptual</u>	Effect of Ceo	<u>Blockchain</u>	<u>Technological</u>	Aikens,	University
<u>Reimagine</u>	Turner, Middle	Illinois State	<u>Framework On</u>	<u>Nonconformity</u>	<u>Sector: An</u>	<u>Factors On</u>	Concordia	
<u>Research</u>	Tennessee	University;	<u>The Mediating</u>	and Promotion	<u>Exploratory</u>	<u>Knowledge</u>	College;	
Communities	State	Cindi Kiner,	Role of	Focus On Firm	<u>Interview-Based</u>	Flows Between	Therese	
Vanessa Hills,	University;	Ball State	<u>Personal</u>	<u>Performance</u>	<u>Study</u>	<u>U.s. and China</u>	Yaeger,	
Western	Angela Miles,	University;	<u>Values and</u>	Tahmineh	Christine	Lin Deng,	Benedictine	
Michigan	North	Fred	<u>Behaviors</u>	Borhani,	Fischer,	University of	University;	
University;	Carolina	Kitchens, Ball	Sukriti	University of	University of	Wisconsin -	Carolyn Wiley,	
Mariam	Central	State	Sharda,	Idaho; Oleksandr	U	Milwaukee	Roosevelt	
Bertapelle,	University	University;	Wayne State	Tsaruk,	Dearborn	40. Uncovering	University;	
Western		Imran Syed,	University	University of	98. Impact of	Intensity of	Tim O.	
Michigan		Ball State	<u>116. Unseen,</u>	Idaho; Abhishek	<u>Geopolitical</u>	The Actions	Peterson,	
University;		University;	<u>Unheard,</u>	Srivastava, Ball	Stress On	<u>and Behaviors</u>	North Dakota	
Kevin Curiel-		Ben	Essential:	State University;	Employees In	<u>of Local</u>	State	
Vazquez,		Blackford,	<u>Capital-</u>	Hassan	<u>Taiwan</u>	<u>Stakeholders</u>	University;	
Western		Northwest	<u>Conscious</u>	Gandomkar,	Rebecca Evan,	<u>In Foreignness</u>	Arun Pillutla,	
Michigan		Missouri	<u>Leadership</u>	University of	Metro State	<u>Research</u>	Central	
University;		State	<u>For The</u>	Idaho	University;	Abiodun Ige,	Washington	
Marian		University;	<u>Working Poor</u>	74. Navigating	Marcia Hagen,	University of	University;	
Tripplett,		Joel Whitesel,		<u>Institutional</u>		Detroit Mercy	Young Ro, The	

MWAOM2025 Full Program - OpenConf Abstract Submission, Peer Review, and Event Management System								
Western	Ball State	Michele	Logics: Barriers	Metro State	61. Artificial	University of		
Michigan	University	Heath,	To Hospital-	University	<u>Intelligence</u>	Michigan,		
University		Cleveland	<u>Startup</u>	117. The Role of	<u>and</u>	Dearborn		
<u>111. Leading</u>		State Theory;	Collaboration In	<u>Board</u>	<u>Sustainable</u>			
<u>Tomorrow:</u>		Jamila Maxie,	<u>U.s. Digital</u>	<u>Chairperson</u>	<u>Project</u>			
<u>Lessons From</u>		University of	<u>Health</u>	<u>Activism In</u>	<u>Management:</u>			
<u>Team Identity</u>		Arkansas;	<u>Innovation</u>	<u>Board Gender</u>	<u>A Structured</u>			
<u>Formation In</u>		Stephanie	Kristin Burton,	<u>Diversity and</u>	<u>Literature</u>			
<u>The Integrated</u>		Gapud, Spring	Purdue	<u>Inclusion</u>	<u>Review</u>			
<u>Business Cluster</u>		Hill College;	University	Phyu Phyu	Rizwan			
Kimberly		William Luse,	Northwest;	Aung Myint,	Ahmad, Ca'			
Jordan, Ohio		University of	Michele Heath ,	Indiana	Foscari			
University		LaVerne	Cleveland State	University East	University of			
<u>129. Helping</u>			University;	<u>124. When Are</u>	Venice			
<u>Students To</u>			Navneet Grant,	<u>Organizations</u>				
Enter The			Baldwin Wallace	More (or Less)				
Workforce As			University	<u>Responsive To</u>				
<u>Successful</u>			<u>86. Leading</u>	<u>New Practices</u>				
<u>Protégés</u>			<u>Tomorrow</u>	<u>During</u>				
S. Gayle Baugh,			<u>Through Od: A</u>	<u>Institutional</u>				
University of			<u>Strategic Causal</u>	<u>Change? The</u>				
West Florida;			<u>Pathway To</u>	Role of Slack,				
Stephanie			<u>Organization</u>	Experience, and				
Maynard-			Continuity and	<u>Internalization</u>				
Patrick, Empire			<u>Performance</u>	Jun Li,				
State			Jennifer Seyler,	Metropolitan				
University;			Elmhurst	State university				
Madeline			University and					
Crocitto, State			Business					
University of			Strategy and					
New York - Old			Operation					
Westbury			Consulting, LLC					
			125. Diverse Or					
			<u>Divergent?</u>					
			<u>Investor</u>					
			Reactions To					
			Nascent					
			Ventures' Formal					
			<u>Diversity</u>					
			<u>Initiatives</u> Jasmine Kelley,					
			Auburn					
			University;					
			Rajdeep Kaur,					
			Auburn					
			University;					
			Brandon Griffin,					
			Troy University					
Division against the second	1	20251411				1 16 1 0 1		

6:00pm-7:30pm

Plenary - 2025 Midwest Scholar Speaker & 2025 Midwest Academy of Management Business Meeting (Student Center Ballroom)

7:30pm-10:00pm

Black Frog Brewery (Additional Networking) (1966 E 66th St)

Saturday, 11 October 2025

^{***} All conference attendees are welcome and encouraged to attend. ***

Outside BU220

7:00am-8:30am 9:00am-10:30am Plenary - 2025 Industry Speaker Keynote & Breakfast - Teresa Lindsey (CEO at Channel Products)

Exhibitors & Sponsors

Poster Session #2

47. Beyond Coffee Runs To Empowering Interns For Mutual Success: A <u>Qualitative Case Study of The Company and Intern Experience.</u>

Ground Floor

Robert Olinger, Iowa State University

79. Reimagining Leadership In The Digital Age: The Impact of

<u>Transformational Leadership On Gen Z Job Satisfaction Through</u>

<u>Organizational Culture and Ai Moderation</u>

Jiksa Tafara, Metro State University

97. Unveiling Predictability In Atm Network Traffic Via Statistical Analysis of <u>Ip Packet Attributes</u>

Brian Volkmuth, Metropolitan 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

<u>Ownership Beyond Dei</u>

Rebecca Wilson, Lindenwood University

122. Self-Verification, Shame, and Pride: A Conceptual Framework For

<u>Understanding Emotional Experiences of Lgb Employees In The Workplace</u> Rajdeep Kaur, Auburn University; Jasmine Kelley, Auburn University

131. Strategy-Washing: The Next Frontier For Organizational Culture

<u>Change?</u>

Jasmine Kelley, Auburn University

9:00am-10:15am

				CONCORRENT	5			
BU108	BU109	BU112	BU113	BU117	BU128	BU206	BU207	BU207
EISB Paper	HRDC Paper	LED Paper	PDW -	OB Paper	PDW - The	PDW: A	Symposium -	Symposium:
Session -	Session:	Session:	Unlocking	Session -	Show Must	Faculty	An Artificial	Social
Resilience and	Gender,	Adaptive	the	EMERGING	Go On:	Development	Intelligence	Entrepreneurship,
Adaptation in	Work, and	and	Potential of	DYNAMICS IN	Experiencing	Workshop	(AI) Skeptic's	Community
Global Business	Family	Relational	Al: Making	WORKPLACE	Management	for External	Journey: An	Leadership, and
and	Intersections	Leadership	ChatGPT	BEHAVIOR AND	Topics	Partnerships	OD	Social Impact in
Entrepreneurship		in Complex	Your	PERFORMANCE	Through	and	Perspective	Detroit
		Contexts	Teaching		Broadway	Curricular	-	
			Assistant for		Musicals	Relevance		
			Enhanced					
Session Chair:	Session Chair:	Session	Teaching	Session Chair:	58. The Show	90. A Faculty	106. An	72. Social
Abiodun Ige,	Matthew	Chair:	and/Student	Houra Hajian	Must Go On:	<u>Development</u>	<u>Artificial</u>	Entrepreneurship,
University of Detroit	Aplin-Houtz,	Stephanie	<u>Engagement</u>	Karahrood,	<u>Experiencing</u>	Workshop For	<u>Intelligence (ai)</u>	<u>Community</u>
Mercy	Brooklyn	Dygico	<u>Chatgpt Your</u>	Southern illinois	<u>Management</u>	<u>External</u>	Skeptic's	<u>Leadership, and</u>
	College	Gapud,	<u>Teaching</u>	university	<u>Topics</u>	<u>Partnerships</u>	Journey: An Od	Social Impact In
41. Organizational	30. Navigating	Sprine ntilli Or	<u>Assistant For</u>	68. The	<u>Through</u>	and Curricular	<u>Perspective</u>	<u>Detroit</u>
Responses To	Disclosure of	Aoÿe g∉eader	<u>Enhanced</u>	Intersection of	<u>Broadway</u>	<u>Relevance</u>	Donna Ogle,	Marcus Harris,
<u>Macroeconomic</u>	Female-	<u>Empathy</u>	Teaching and	<u>Emotional</u>	<u>Musicals</u>	Brenda	Rockford	University of
Crisis: Lessons From	<u>Predominant</u>	<u>Ignites</u>	<u>Student</u>	<u>Intelligence and</u>	Tim O.	Flannery,	University;	Michigan-Dearborn
<u>The Nigerian</u>	Conditions:	<u>Knowledge</u>	<u>Engagement</u>	<u>Artificial</u>	Peterson,	Minnesota	Therese	
<u>Foreign Currency</u>	<u>Workplace</u>	<u>Hiding</u>	Sheila	<u>Intelligence In</u>	North Dakota	State	Yaeger,	
<u>Crisis</u>	<u>Support,</u>	Sina	Boysen-	The Workplace:	State	University,	Benedictine	
Abiodun Ige,	<u>Performance,</u>	Eslamdoust,	Rotelli, Lewis	<u>Investigating</u>	University;	Mankato	University;	
University of	<u>and Gendered</u>	Southern	University	<u>Adaptability and</u>	Cristiane		Bryan	
Detroit Mercy	<u>Organizational</u>	Illinois		<u>Attitudes Toward</u>	Biazzin,		McCusker, HFI	
<u>43. Exploring The</u>	<u>Dynamics</u>	University;		<u>Ai Tools</u>	Northern		Manufacturing,	
Ecosystems of	Alana Bell;	Randall		Michele Ryan,	Kentucky		Inc; Jennifer	
<u>Social Enterprises</u>	Marlee Mercer,	,		Lewis University	University;		Seyler,	
<u>In The Global</u>	York	Southern		70. Greed At The	Carla C.		Business	
South: A Systematic		Illinois		Front Desk: How	Flores, Ball		Strategy and	
<u>Literature Review</u>	35. When Work	University;		Competition and	State		Operation	
Ivan Steenkamp,	<u>and Family</u>	Yaser		<u>Moral</u>	University		Consulting,	
Unicaf University -	<u>Collide</u>	Malekzadeh,		<u>Disengagement</u>			LLC; Shavon	
Zambia	<u>Unequally: A</u>	Southern		<u>Drive Unethical</u>			Thurmond,	
<u>73. Bridging The</u>	<u>Dif Analysis of</u>	Illinois		<u>Loyalty</u>			Benedictine	
<u>Entrepreneurial</u>	<u>The Bellavia</u>	University		Houra Hajian			University;	
<u>Gap: Comparison of</u>		<u>85. Mindful</u>		Karahroodi,			Russell Ogle,	
<u>Founders'</u>	<u>(2005) Work-</u>	<u>Trust Theory:</u>		southern illinois			Russell Ogle	
Orientation and	<u>Family Conflict</u>	<u>A Relational</u>		university; Omid			Consulting,	
<u>Backers' Risk</u>	<u>Scale</u>	<u>Framework</u>		Kamran Disfani,			LLC	
<u>Propensity In</u>	Matthew	<u>For Adaptive</u>		southern illinois				
<u>Crowdfunding</u>	Aplin-Houtz,	<u>Leadership In</u>		university; Saad				
	Brooklyn			Ashraf, southern				

CONCURRENT 5

MWAOM2025 Full Program - OpenConf Abstract Submission, Peer Review, and Event Management of the American Submission of the Conference of t							t Management S
Mehrdad Alikhani,	College; John	<u>Complex</u>		illinois			
Old Dominion	Meriac,	<u>Systems</u>		university;			
University; Anil	University of	Stephanie		Shima Motlagh,			
Nair, Old Dominion	Missouri - St.	Dygico		Azad University;			
University	Louis	Gapud,		Mirinda Kurtz,			
	82. In It For	Spring Hill		Murray State			
	The Long Call:	College;		University			
	The Relational	Joseph F.		<u>77. Social</u>			
	<u>Life of Calling</u>	Hair Jr.,		<u>Loafing In</u>			
	<u>In Dual-Career</u>	University of		<u>Nigerian</u>			
	<u>Couples</u>	South		Workplaces: The			
	Tina Sharifi,	Alabama		Role of Perceived			
	York	93. Beyond		Group Cohesion			
	University;	Profit: How		<u>and Task</u>			
	Marlee Mercer,	<u>Culture,</u>		<u>Visibility</u>			
	York	Corruption,		Fausiyat			
	University;	<u>and Maslow</u>		Moyosore,			
	Christopher	<u>Shape Public</u>		Southern Illinois			
	Chan, York	<u>Trust In</u>		university			
	University	<u>Business</u>		carbondale;			
	89. The Mid-	Stephanie		Aziza B Adekoya,			
	<u>Career Worker:</u>	Gapud,		Virginia			
	<u>Evolving</u>	Spring Hill		commonwealth			
	<u>Through</u>	College;		university			
	<u>Upskilling and</u>	Wendelyn		<u>102.</u>			
	<u>Reskilling</u>	Risher,		<u>Organizational</u>			
	Thomas	Southeastern		<u>Dna: Biological</u>			
	Anderson,	Oklahoma		<u>Principles For</u>			
	Metropolitan	State		<u>Innovation,</u>			
	State	University;		<u>Adaptation, and</u>			
	University	Faith Fox,		<u>Resilience In</u>			
		University of		<u>Dynamic</u>			
		Evansville;		<u>Business</u>			
		George Faint		<u>Ecosystems</u>			
		III, Troy		Luma Mahairi			
		University					

9:15am-10:30am Midwest Academy Board of Governors Meeting (BU209)

10:15am-10:30am Refreshments/Snacks (BU220)

10:30am-11:45am

ı	CONCURRENT 6									
BU108	BU109	BU112	BU113							
HRDC Paper Session -	HRDC Paper Session- Women's	PDW: Entrepreneurial Behavioral	PDW: Designing Impactful							
Organizational Power, Politics,	Leadership, Careers, and	Competencies - Which Are the	Assignments with Generative Al							
and Technology	Emotional Labor	Most Essential?	A Practical Guide for Business							
Session Chair: Sina Esladoust,	Session Chair: Michele Ryan, Lewis	105. Entrepreneurial Behavioral	Educatoysing Impactful							
Southern Illinois University	University	Competencies - Which Are The Most	<u>Assignments With Generative Ai: A</u>							
28. Shadow Politicization: Political	9. Beyond The Saleswoman's Smile:	Essential?	<u>Practical Guide For Business</u>							
<u>Capture of Quasi-Formal</u>	The Impact of Emotional Labor,	Margaret Johnsson, Bridgewater	<u>Educators</u>							
Administrative Structures In	<u>Agency, and Burnout</u>	State University; Lisa Hollis-Sawyer,	Phyu Phyu Aung Myint, Indiana							
<u>Developing Democracies</u>	Kristina Harrison, Indiana State	Northeastern Illinois University	University East							
Vipin Kumar Chathayam, Indian	University; Matthew Aplin-Houtz,									
Institute of Management Calcutta;	Brooklyn College; Laura Muňos ,									
Dharma Raju Bathini, Indian	University of Dallas; Stacey Schezsle,									
Institute of Management Calcutta	University of Tampa									
44. Dao and Dividends: The	27. Beyond Ability: How Self-Beliefs									
Revolutionizing of Financial	and Training Shape Female Sales									
<u>Dividends Via Web-Based</u>	<u>Professionals</u>									
<u>Decentralized Autonomous</u>	Matthew Aplin-Houtz, Brooklyn									
<u>Organizations (dao)</u>	College; Stacey Schetzsle, University									
Ramanan Vijayaraghavan, North	of Tampa; Kristina Harrison, Indiana									
Dakota State University - Fargo, ND	University; Laura Munoz, University									
104. Susceptible Classes In The	of Dallas									
<u> Workplace: Political Ideology As A</u>	38. Humor From My Perspective: A									
<u>Stigmatized Identity</u>	<u>Qualitative Exploration of Humor</u>									
Andrew Johnson, Texas A&M	<u>Displays By Women Leaders</u>									
University-Corpus Christi; Katherine	Tina Sharifi, York University; Leonard									
Roberto, Texas A&M University-	Karakowsky, York University; Mark									
Corpus Christi	Podolsky, York University									
126. Ethical In Whose Eyes?										
<u>Leveraging Ai Chatbots For The</u>										
Ethical Virtue Matrix										

10/7/25, 4:17 PM	MWAOM2025 Full Program - OpenConf Abstract Submission, Peer Review, and Event Management System						
	Jasmine Kelley, Auburn University;						
Franz Lohrke, Auburn University;							
	Ying Schwarte, Troy University;						
	Brandon Griffin, Troy University						
12:00pm-1:00pm	Lunch (Student Center Cafetaria)						

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