



Midwest Academy of
Management

**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**



Midwest Academy of
Management

Table of Contents

Conference Theme	Page 03
Our Host Institution	Page 04
President's Welcome	Page 05
Program Chair's Welcome	Page 06
Program at a Glance	Page 07
Conference Sponsors	Page 08
Midwest Academy of Management Board of Governors	Page 09
Past Presidents	Page 10
2025 Conference Organizing Team	Page 11
2025 Conference Tracks and Track Chairs	Page 12
2025 Midwest Academy of Management Conference Reviewers	Page 13
Past Midwest Academy of Management Scholars	Page 15
2025 Midwest Scholar Recognition	Page 16
2025 Plenary Session	Page 18
2025 Midwest Industry Speaker	Page 19
2025 Awards	
- Best Student Paper	Page 20
- Best Paper	Page 21
Program Schedule by Day (Single Column View)	Page 22
Program Schedule by Day (Matrix View)	Page 33

The 68th Annual Meeting of the Midwest Academy of Management

Conference Theme:

Leading Tomorrow: Innovation and Strategy for the Future of Management "Leading Tomorrow:

"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

7:00am - 8:30am	Plenary - 2025 Midwest Scholar Speaker Keynote & Breakfast
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 - 8:30am	Plenary - 2025 Industry Speaker Keynote & 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



Midwest Academy of
Management

Conference Sponsors



Monte Ahuja
College of Business

Pearson

**Mc
Graw
Hill**

Midwest Academy of Management Board of Governors



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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 Sharp
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Lesley Page
Lewis University
Secretary



Jakari N. Griffith
Bridgewater State University
Membership Chair



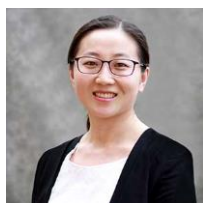
Mona Bahl
Illinois State University
Representative-At-Large



Houra Hajian
Southern Illinois University
Representative-At-Large



Vanessa Hills
Western Michigan University
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Dan Chen
Texas Woman's University
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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 Snavelly
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	Kenneth Thompson		
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		
2002–2003	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
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 Marcia Hagen Metro State University Conference Assistance	 Bart Sharp Northern Illinois University Doctoral Consortium Co- Coordinator	 Jennifer Bishop Case Western Reserve Doctoral Consortium Co- Coordinator
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 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
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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 Weerd

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

Jyoti P. Gupta

Kristin Burton

Lovina Bhavnani-Akowuah

Michele Heath

Dan Chen

Jasmine Kelley

K Dutta

Jessica 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

2023

- **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”***
 - Sina Eslamdoust
 - **Randall Davis**
 - Yaser Malekzadeh
- *“Caught in the Middle: Department Chairs Navigating Change in Tenured, Unionized Universities”*
 - David Szabla, Western Michigan University
 - Steven Way, Western Michigan University
 - 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”***
 - Kristina Harrison
 - Matthew Aplin-Houtz
 - Laura Muños
 - Stacey Schezsle
- *“Too Little, Too Much, or Just Right? Self-Compassion and the Optimal Levels of Leader Transparency Motivation”*
 - Shucheng Ge, University of Nebraska at Kearney
 - Zhen Yan, Emporia State University
 - Yingqin Lu, Philips China
- *“Mindful Trust Theory: A Relational Framework For Adaptive Leadership In Complex Systems”*
 - Stephanie Dygico Gapud, Spring Hill College
 - Joseph F. Hair Jr., University of South Alabama

2025 Midwest Academy of Management Annual Meeting

At-a-Glance Program

[Edit Program](#)**Thursday, 9 October 2025**

8:30am - 5:00pm	Doctoral Consortium (BU128)
5:30pm - 7:00pm	Conference Registration (Student Center Ballroom)
6:00pm - 8:00pm	Welcome Reception (Student Center Ballroom)

Friday, 10 October 2025

7:00am - 8:30am	2025 Midwest Scholar Speaker Keynote & Breakfast (Student Center Ballroom)
8:30am - 9:00am	Break (BU220)
9:00am - 10:15am	<i>Concurrent Sessions 1</i> 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 - AI-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 - 10:30am	Break
10:30am - 11:45am	Refreshments/Snacks (BU220) <i>Concurrent Sessions 2</i> LED 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)

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 (BU207)

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

**11:45am -
12:00pm**

Break

Break (BU220)

**12:00pm -
2:15pm**

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

**2:15pm -
2:30pm**

Refreshments/Snacks (BU220)

**2:30pm -
4:00pm**

Exhibitor / Poster

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**

Concurrent Sessions 4

MED Paper Session - Innovative Approaches to Student Development and Professional Preparedness (BU108)

PDW: DEI: Does It Matter for Leadership? (BU109)

PDW: Still Drinking From a Firehose: Teaching With AI 2025 Edition (BU112)

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 (BU128)

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 (BU208)

**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

**7:00am -
8:30am**

Plenary - 2024 Industry Speaker Keynote & Breakfast - Teresa Lindsey (CEO at Channel Products)

**9:00am -
10:30am**

Poster Session #2 (Ground Floor)

Exhibitors & Sponsors (Outside BU220)

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

Concurrent 5

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 -
10:30am**

Midwest Academy Board of Governors Meeting (BU209)

**10:15am -
10:30am**

Refreshments/Snacks (BU220)

**10:30am -
11:45am**

Concurrent 6

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 -
1:00pm**

Lunch (Student Center Cafeteria)

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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)**CONCURRENT SESSIONS 1**

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

[Pandemic: A Longitudinal Examination Using The Kaleidoscope Career Model](#)
Monica Forret,
St. Ambrose
University;
Sherry
Sullivan,
Bowling Green
State
University;
John
Simmons, St.
Ambrose
University

10:15am-10:30am

BREAK

Refreshments/Snacks (BU220)

10:30am-11:45am

CONCURRENT SESSIONS 2

BU108	BU109	BU112	BU206	BU207	BU208
LED Paper Session - Ethical and Moral Dimensions of Leadership <i>Session Chair: Stephen Forsha, University College Cork</i> <u>3. Servant Leadership In The Military: Fostering Group Identity After Trauma</u> Robert Jimerson, Columbus State University; Kevin Hurt, Columbus State University <u>17. Moral Interpretation - The Bretha Crólige</u> Stephen Forsha, University College Cork <u>29. The Moralization of Moonlighting: Worker Resistance and Alternative Ethics In India's It Sector</u> Vipin Kumar Chathayam, Indian Institute of Management Calcutta; Swati Suravi, Indian Institute of Management Calcutta; Dharma Raju Bathini, Indian Institute of Management Calcutta <u>81. Moral Foundations Congruence and Perceptions of Ethical Leadership</u> Sarah Willey, University of Missouri-St. Louis; John Meriac, University of Missouri-St. Louis; Stephanie Merritt, University of Missouri-St. Louis	OB Paper Session: INTERPERSONAL CONFLICT MANAGEMENT IN THE WORKPLACE <i>Session Chair: Michael Beeson, University of Texas at Arlington</i> <u>46. Warring Identities: A Latent Profile Analysis</u> Michael Beeson, University of Texas at Arlington <u>64. Turning Feedback Into Value: The Role of Creativity and Turnover Intention In Shaping Employee Customer-Oriented Behavior</u> Sina Eslamdoust, Southern Illinois University; Rassam Dorri, University of California; Sevincgul Ulu, Southern Illinois University <u>67. Unveiling The Paradox: How Abusive Supervision Can Stimulate Employee Creativity</u> Sina Eslamdoust, Southern Illinois University; Tahmineh Borhani, University of Idaho	PDW: I Want to Use Clifton Strengths with My Students but the College Can't Afford It: An Alternative <u>53. I Want To Use Clifton Strengths With My Students But The College Can'T Afford It: An Alternative</u> Tim Peterson, North Dakota State University	PDW: Scarlet Letters: How We Discuss ESG (Environment, Social and Governance), CSR (Corporate Social Responsibility), and Stakeholder Management in Management Social Classes <i>Session Chair: Catrina Johnson, Kent State University</i> <u>48. Silence As Resistance: Negotiating Professional Identities In Higher Education Institutions</u> Devi Akella, Albany State University; Ria Chakram, Albany State University <u>52. From Classroom To Corporate: Evolving Entrepreneurial Intentions Among Entrepreneurship Majors Transitioning To Employment</u> Evelyn Owie, West Virginia University; Hyeonsuh Lee, West Virginia University; Ryan Angus, West Virginia University <u>114. Effectiveness Through Connection: A Social Capital Perspective On Communities of Practice In Pmo's</u> Suanne Barthol, Metropolitan State University; Amanda Remo, Western Michigan University <u>118. Ensuring Quality In Hybrid and Remote Learning: Integrating Regular and</u>	Short Paper Session - Identity, Learning, and Knowledge Sharing <i>Session Chair: Catrina Johnson, Kent State University</i> <u>48. Silence As Resistance: Negotiating Professional Identities In Higher Education Institutions</u> Devi Akella, Albany State University; Ria Chakram, Albany State University <u>52. From Classroom To Corporate: Evolving Entrepreneurial Intentions Among Entrepreneurship Majors Transitioning To Employment</u> Evelyn Owie, West Virginia University; Hyeonsuh Lee, West Virginia University; Ryan Angus, West Virginia University <u>114. Effectiveness Through Connection: A Social Capital Perspective On Communities of Practice In Pmo's</u> Suanne Barthol, Metropolitan State University; Amanda Remo, Western Michigan University <u>118. Ensuring Quality In Hybrid and Remote Learning: Integrating Regular and</u>	Symposium - Institutional Resilience Through Strategic Partnerships: A Higher Education Imperative <u>18. Institutional Resilience Through Strategic Partnerships: A Higher Education Imperative</u> Vanessa Hills, Western Michigan University; Elizabeth Backus, Northeast Ohio Medical University; Amanda Jeppesen, Western Michigan University; Erica Martinez, Western Michigan University; Marian Tripplett, Western Michigan University

11:45am-12:00pm

BREAK**Break (BU220)**

12:00pm-2:15pm

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

2:15pm-2:30pm

Refreshments/Snacks (BU220)

2:30pm-4:00pm

EXHIBITOR / POSTER

BU206	BU208	Ground Floor	Outside BU220
FiresideChat: Monarch in the Classroom: Bridging Theory and Practice for Evolving Strategy <i>Session Chair: Hanan Alhaddi, Oxford University</i> The session, "Monarch in the Classroom: Bridging Theory and Practice for Evolving Strategy," would explore how my book <i>Monarch: Resilience through Evolution</i> is being integrated into strategy teaching at Oxford University's Saïd Business School and other institutions. The discussion will highlight how strategy education can be revitalized through real-world application, industry-academic partnerships, and contemporary challenges such as AI's strategic role. Drawing on my 20+ years of corporate strategy experience, I introduce two unique perspectives that resonate strongly with the realities organizations face today. First, the Magnifying Lens concept — a structured way of zooming in and out between the big picture and granular details — helps leaders identify strategic blind spots and navigate complexity without losing sight of overarching goals. Second, I frame strategy as a negotiation, recognizing that alignment among diverse internal and external stakeholders is often the most critical (and most overlooked) part of successful execution. Both perspectives directly tackle the cultural and operational friction points that derail many strategies in practice.	PDW - Charting Your Course: Developing Leadership Competencies in Academia <i>21. Charting Your Course: Developing Leadership Competencies In Academia</i> Michele Heath, Cleveland State University; Melissa Gruys, Cleveland State University; Jakari Griffith, Bridgewater State University; Rebecca Badawy, University of Pittsburgh; Matrecia James, St. Bonaventure University	Poster Session #1 <i>20. Vertical and Horizontal Differences In The Workplace: Implications For New Employee Onboarding</i> Vahe Permezadian, Missouri University of Science and Technology; Vipanchi Mishra, West Chester University <i>37. Unsupervised Machine Learning In Management Research: Illustration of Anomaly Detection With Genetic Algorithm</i> Abhishek Srivastava, Ball State University <i>84. Lighting The Way: Cognitive Apprenticeship and Competency Acquisition In Academic Careers</i> David Brown, Ohio University <i>87. International Professional Mobility of Larger-Bodied Leaders</i> Rebecca Evan, Metro State University <i>91. Decentralized Autonomous Organization (dao)s and Trust: The Assertion That Trust Is The Most Important Factor In The Success of A Team Or Dao.</i> Ramanan Vijayaraghavan, North Dakota State University - Fargo, ND <i>92. When Students Lead, Civility Follows</i> Angela Miles, North Carolina Central University; Kimberly Weston Moore, North Carolina Central University; Milicent Nelson, Middle Tennessee University; Jennifer Collins, Florida A&M University; Matrecia James, Saint Bonaventure University <i>112. From Burnout To Empowerment: Can Mentoring Curb Quiet Quitting?</i> George Faint, Troy University; Wendy Risher, Southeastern Oklahoma State University; Faith Fox, University of Evansville	Exhibitors & Sponsors

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

4:00pm-5:15pm

CONCURRENT SESSIONS 4

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

Western Michigan University <u>111. Leading Tomorrow: Lessons From Team Identity Formation In The Integrated Business Cluster</u> Kimberly Jordan, Ohio University <u>129. Helping Students To Enter The Workforce As Successful Protégés</u> S. Gayle Baugh, University of West Florida; Stephanie Maynard-Patrick, Empire State University; Madeline Crocitto, State University of New York - Old Westbury	Ball State University	Michele Heath, Cleveland State Theory; Jamila Maxie, University of Arkansas; Stephanie Gapud, Spring Hill College; William Luse, University of LaVerne	<u>Logics: Barriers To Hospital-Startup Collaboration In U.s. Digital Health Innovation</u> Kristin Burton, Purdue University Northwest; Michele Heath, Cleveland State University; Navneet Grant, Baldwin Wallace University <u>86. Leading Tomorrow Through Od: A Strategic Causal Pathway To Organization Continuity and Performance</u> Jennifer Seyler, Elmhurst University and Business Strategy and Operation Consulting, LLC <u>125. Diverse Or Divergent? Investor Reactions To Nascent Ventures' Formal Diversity Initiatives</u> Jasmine Kelley, Auburn University; Rajdeep Kaur, Auburn University; Brandon Griffin, Troy University	Metro State University <u>117. The Role of Board Chairperson Activism In Board Gender Diversity and Inclusion</u> Phyu Phyu Aung Myint, Indiana University East <u>124. When Are Organizations More (or Less) Responsive To New Practices During Institutional Change? The Role of Slack, Experience, and Internalization</u> Jun Li, Metropolitan State university	<u>61. Artificial Intelligence and Sustainable Project Management: A Structured Literature Review</u> Rizwan Ahmad, Ca' Foscari University of Venice	University of Michigan, Dearborn
6:00pm-7:30pm	Plenary - 2025 Midwest Scholar Speaker & 2025 Midwest Academy of Management Business Meeting (Student Center Ballroom) *** All conference attendees are welcome and encouraged to attend. ***					
7:30pm-10:00pm	Black Frog Brewery (Additional Networking) (1966 E 66th St)					

Saturday, 11 October 2025

7:00am-8:30am

Plenary - 2024 Industry Speaker Keynote & Breakfast - Teresa Lindsey (CEO at Channel Products)

9:00am-10:30am

Ground Floor	Outside BU220
Poster Session #2 <u>47. Beyond Coffee Runs To Empowering Interns For Mutual Success: A Qualitative Case Study of The Company and Intern Experience.</u> Robert Olinger, Iowa State University <u>79. Reimagining Leadership In The Digital Age: The Impact of Transformational Leadership On Gen Z Job Satisfaction Through Organizational Culture and Ai Moderation</u> Jiksa Tafara, Metro State University <u>97. Unveiling Predictability In Atm Network Traffic Via Statistical Analysis of Ip Packet Attributes</u> Brian Volkmuth, Metropolitan State University <u>113. Digital Twin Adoption and Sustainable Supply Chains: An Empirical Study Using Structural Equation Modeling.</u> Adamu Timothy Jaafaru, Metro State University <u>121. Entrepreneurial Equity: A Strategic Framework For Inclusive Franchise Ownership Beyond Dei</u> Rebecca Wilson, Lindenwood University <u>122. Self-Verification, Shame, and Pride: A Conceptual Framework For Understanding Emotional Experiences of Lgb Employees In The Workplace</u> Rajdeep Kaur, Auburn University; Jasmine Kelley, Auburn University <u>131. Strategy-Washing: The Next Frontier For Organizational Culture Change?</u> Jasmine Kelley, Auburn University	Exhibitors & Sponsors

9:00am-10:15am

CONCURRENT 5

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

Mehrdad Alikhani, Old Dominion University; Anil Nair, Old Dominion University	College; John Meriac, University of Missouri - St. Louis <u>82. In It For The Long Call: The Relational Life of Calling. In Dual-Career Couples</u> Tina Sharifi, York University; Marlee Mercer, York University; Christopher Chan, York University <u>89. The Mid- Career Worker: Evolving Through Upskilling and Reskilling.</u> Thomas Anderson, Metropolitan State University	<u>Complex Systems</u> Stephanie Dygico Gapud, Spring Hill College; Joseph F. Hair Jr., University of South Alabama <u>93. Beyond Profit: How Culture, Corruption, and Maslow Shape Public Trust In Business</u> Stephanie Gapud, Spring Hill College; Wendelyn Risher, Southeastern Oklahoma State University; Faith Fox, University of Evansville; George Faint III, Troy University	illinois university; Shima Motlagh, Azad University; Mirinda Kurtz, Murray State University <u>77. Social Loafing In Nigerian Workplaces: The Role of Perceived Group Cohesion and Task Visibility</u> Fausiyat Moyosore, Southern Illinois university carbondale; Aziza B Adekoya, Virginia commonwealth university <u>102. Organizational Dna: Biological Principles For Innovation, Adaptation, and Resilience In Dynamic Business Ecosystems</u> Luma Mahairi				
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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 - Organizational Power, Politics, and Technology <i>Session Chair: Sina Esladoust, Southern Illinois University</i> <u>28. Shadow Politicization: Political Capture of Quasi-Formal Administrative Structures In Developing Democracies</u> Vipin Kumar Chathayam, Indian Institute of Management Calcutta; Dharma Raju Bathini, Indian Institute of Management Calcutta <u>44. Dao and Dividends: The Revolutionizing of Financial Dividends Via Web-Based Decentralized Autonomous Organizations (dao).</u> Ramanan Vijayaraghavan, North Dakota State University - Fargo, ND <u>104. Susceptible Classes In The Workplace: Political Ideology As A Stigmatized Identity.</u> Andrew Johnson, Texas A&M University-Corpus Christi; Katherine Roberto, Texas A&M University- Corpus Christi <u>126. Ethical In Whose Eyes? Leveraging Ai Chatbots For The Ethical Virtue Matrix</u>	HRDC Paper Session- Women's Leadership, Careers, and Emotional Labor <i>Session Chair: Michele Ryan, Lewis University</i> <u>9. Beyond The Saleswoman's Smile: The Impact of Emotional Labor, Agency, and Burnout</u> Kristina Harrison, Indiana State University; Matthew Aplin-Houtz, Brooklyn College; Laura Muñoz , University of Dallas; Stacey Schetzsl, University of Tampa <u>27. Beyond Ability: How Self-Beliefs and Training Shape Female Sales Professionals</u> Matthew Aplin-Houtz, Brooklyn College; Stacey Schetzsl, University of Tampa; Kristina Harrison, Indiana University; Laura Munoz, University of Dallas <u>38. Humor From My Perspective: A Qualitative Exploration of Humor Displays By Women Leaders</u> Tina Sharifi, York University; Leonard Karakowsky, York University; Mark Podolsky, York University	PDW: Entrepreneurial Behavioral Competencies - Which Are the Most Essential? <u>105. Entrepreneurial Behavioral Competencies - Which Are The Most Essential?</u> Margaret Johnsson, Bridgewater State University; Lisa Hollis-Sawyer, Northeastern Illinois University	PDW: Designing Impactful Assignments with Generative AI: A Practical Guide for Business Educators <u>Designing Impactful Assignments With Generative Ai: A Practical Guide For Business Educators</u> Phyu Phyu Aung Myint, Indiana University East

Jasmine Kelley, Auburn University;
Franz Lohrke, Auburn University;
Ying Schwarte, Troy University;
Brandon Griffin, Troy University

12:00pm-1:00pm **Lunch** (Student Center Cafeteria)

2025 Midwest Academy of Management Annual Meeting

At-a-Glance Program

[Edit Program](#)**Thursday, 9 October 2025**

8:30am - 5:00pm	Doctoral Consortium (BU128)
5:30pm - 7:00pm	Conference Registration (Student Center Ballroom)
6:00pm - 8:00pm	Welcome Reception (Student Center Ballroom)

Friday, 10 October 2025

7:00am - 8:30am	2025 Midwest Scholar Speaker Keynote & Breakfast (Student Center Ballroom)
8:30am - 9:00am	Break (BU220)
9:00am - 10:15am	<i>Concurrent Sessions 1</i> 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 - AI-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 - 10:30am	Break
	Refreshments/Snacks (BU220)
10:30am - 11:45am	<i>Concurrent Sessions 2</i> LED 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)

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 (BU207)

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

**11:45am -
12:00pm**

Break

Break (BU220)

**12:00pm -
2:15pm**

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

**2:15pm -
2:30pm**

Refreshments/Snacks (BU220)

**2:30pm -
4:00pm**

Exhibitor / Poster

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**

Concurrent Sessions 4

MED Paper Session - Innovative Approaches to Student Development and Professional Preparedness (BU108)

PDW: DEI: Does It Matter for Leadership? (BU109)

PDW: Still Drinking From a Firehose: Teaching With AI 2025 Edition (BU112)

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 (BU128)

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 (BU208)

**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

**7:00am -
8:30am**

Plenary - 2025 Industry Speaker Keynote & Breakfast - Teresa Lindsey (CEO at Channel Products)

**9:00am -
10:30am**

Poster Session #2 (Ground Floor)

Exhibitors & Sponsors (Outside BU220)

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

Concurrent 5

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 -
10:30am**

Midwest Academy Board of Governors Meeting (BU209)

**10:15am -
10:30am**

Refreshments/Snacks (BU220)

**10:30am -
11:45am**

Concurrent 6

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 -
1:00pm**

Lunch (Student Center Cafeteria)

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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)**CONCURRENT SESSIONS 1**

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

[Pandemic: A Longitudinal Examination Using The Kaleidoscope Career Model](#)
Monica Forret,
St. Ambrose
University;
Sherry
Sullivan,
Bowling Green
State
University;
John
Simmons, St.
Ambrose
University

10:15am-10:30am

BREAK

Refreshments/Snacks (BU220)

10:30am-11:45am

CONCURRENT SESSIONS 2

BU108	BU109	BU112	BU206	BU207	BU208
LED Paper Session - Ethical and Moral Dimensions of Leadership <i>Session Chair: Stephen Forsha, University College Cork</i> <u>3. Servant Leadership In The Military: Fostering Group Identity After Trauma</u> Robert Jimerson, Columbus State University; Kevin Hurt, Columbus State University <u>17. Moral Interpretation - The Bretha Crólige</u> Stephen Forsha, University College Cork <u>29. The Moralization of Moonlighting: Worker Resistance and Alternative Ethics In India's It Sector</u> Vipin Kumar Chathayam, Indian Institute of Management Calcutta; Swati Suravi, Indian Institute of Management Calcutta; Dharma Raju Bathini, Indian Institute of Management Calcutta <u>81. Moral Foundations Congruence and Perceptions of Ethical Leadership</u> Sarah Willey, University of Missouri-St. Louis; John Meriac, University of Missouri-St. Louis; Stephanie Merritt, University of Missouri-St. Louis	OB Paper Session: INTERPERSONAL CONFLICT MANAGEMENT IN THE WORKPLACE <i>Session Chair: Michael Beeson, University of Texas at Arlington</i> <u>46. Warring Identities: A Latent Profile Analysis</u> Michael Beeson, University of Texas at Arlington <u>64. Turning Feedback Into Value: The Role of Creativity and Turnover Intention In Shaping Employee Customer-Oriented Behavior</u> Sina Eslamdoust, Southern Illinois University; Rassam Dorri, University of California; Sevincgul Ulu, Southern Illinois University <u>67. Unveiling The Paradox: How Abusive Supervision Can Stimulate Employee Creativity</u> Sina Eslamdoust, Southern Illinois University; Tahmineh Borhani, University of Idaho	PDW: I Want to Use Clifton Strengths with My Students but the College Can't Afford It: An Alternative <u>53. I Want To Use Clifton Strengths With My Students But The College Can'T Afford It: An Alternative</u> Tim Peterson, North Dakota State University	PDW: Scarlet Letters: How We Discuss ESG (Environment, Social and Governance), CSR (Corporate Social Responsibility), and Stakeholder Management in Management Social Classes <i>Session Chair: Catrina Johnson, Kent State University</i> <u>48. Silence As Resistance: Negotiating Professional Identities In Higher Education Institutions</u> Devi Akella, Albany State University; Ria Chakram, Albany State University <u>52. From Classroom To Corporate: Evolving Entrepreneurial Intentions Among Entrepreneurship Majors Transitioning To Employment</u> Evelyn Owie, West Virginia University; Hyeonsuh Lee, West Virginia University; Ryan Angus, West Virginia University <u>114. Effectiveness Through Connection: A Social Capital Perspective On Communities of Practice In Pmo's</u> Suanne Barthol, Metropolitan State University; Amanda Remo, Western Michigan University <u>118. Ensuring Quality In Hybrid and Remote Learning: Integrating Regular and</u>	Short Paper Session - Identity, Learning, and Knowledge Sharing <i>Session Chair: Catrina Johnson, Kent State University</i> <u>48. Silence As Resistance: Negotiating Professional Identities In Higher Education Institutions</u> Devi Akella, Albany State University; Ria Chakram, Albany State University <u>52. From Classroom To Corporate: Evolving Entrepreneurial Intentions Among Entrepreneurship Majors Transitioning To Employment</u> Evelyn Owie, West Virginia University; Hyeonsuh Lee, West Virginia University; Ryan Angus, West Virginia University <u>114. Effectiveness Through Connection: A Social Capital Perspective On Communities of Practice In Pmo's</u> Suanne Barthol, Metropolitan State University; Amanda Remo, Western Michigan University <u>118. Ensuring Quality In Hybrid and Remote Learning: Integrating Regular and</u>	Symposium - Institutional Resilience Through Strategic Partnerships: A Higher Education Imperative <u>18. Institutional Resilience Through Strategic Partnerships: A Higher Education Imperative</u> Vanessa Hills, Western Michigan University; Elizabeth Backus, Northeast Ohio Medical University; Amanda Jeppesen, Western Michigan University; Erica Martinez, Western Michigan University; Marian Tripplett, Western Michigan University

11:45am-12:00pm

BREAK**Break (BU220)**

12:00pm-2:15pm

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

2:15pm-2:30pm

Refreshments/Snacks (BU220)

2:30pm-4:00pm

EXHIBITOR / POSTER

BU206	BU208	Ground Floor	Outside BU220
FiresideChat: Monarch in the Classroom: Bridging Theory and Practice for Evolving Strategy <i>Session Chair: Hanan Alhaddi, Oxford University</i> The session, "Monarch in the Classroom: Bridging Theory and Practice for Evolving Strategy," would explore how my book <i>Monarch: Resilience through Evolution</i> is being integrated into strategy teaching at Oxford University's Saïd Business School and other institutions. The discussion will highlight how strategy education can be revitalized through real-world application, industry-academic partnerships, and contemporary challenges such as AI's strategic role. Drawing on my 20+ years of corporate strategy experience, I introduce two unique perspectives that resonate strongly with the realities organizations face today. First, the Magnifying Lens concept — a structured way of zooming in and out between the big picture and granular details — helps leaders identify strategic blind spots and navigate complexity without losing sight of overarching goals. Second, I frame strategy as a negotiation, recognizing that alignment among diverse internal and external stakeholders is often the most critical (and most overlooked) part of successful execution. Both perspectives directly tackle the cultural and operational friction points that derail many strategies in practice.	PDW - Charting Your Course: Developing Leadership Competencies in Academia <i>21. Charting Your Course: Developing Leadership Competencies In Academia</i> Michele Heath, Cleveland State University; Melissa Gruys, Cleveland State University; Jakari Griffith, Bridgewater State University; Rebecca Badawy, University of Pittsburgh; Matrecia James, St. Bonaventure University	Poster Session #1 <i>20. Vertical and Horizontal Differences In The Workplace: Implications For New Employee Onboarding</i> Vahe Permzadian, Missouri University of Science and Technology; Vipanchi Mishra, West Chester University <i>37. Unsupervised Machine Learning In Management Research: Illustration of Anomaly Detection With Genetic Algorithm</i> Abhishek Srivastava, Ball State University <i>84. Lighting The Way: Cognitive Apprenticeship and Competency Acquisition In Academic Careers</i> David Brown, Ohio University <i>87. International Professional Mobility of Larger-Bodied Leaders</i> Rebecca Evan, Metro State University <i>91. Decentralized Autonomous Organization (dao)s and Trust: The Assertion That Trust Is The Most Important Factor In The Success of A Team Or Dao.</i> Ramanan Vijayaraghavan, North Dakota State University - Fargo, ND <i>92. When Students Lead, Civility Follows</i> Angela Miles, North Carolina Central University; Kimberly Weston Moore, North Carolina Central University; Milicent Nelson, Middle Tennessee University; Jennifer Collins, Florida A&M University; Matrecia James, Saint Bonaventure University <i>112. From Burnout To Empowerment: Can Mentoring Curb Quiet Quitting?</i> George Faint, Troy University; Wendy Risher, Southeastern Oklahoma State University; Faith Fox, University of Evansville	Exhibitors & Sponsors

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

4:00pm-5:15pm

CONCURRENT SESSIONS 4

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

Western Michigan University <u>111. Leading Tomorrow: Lessons From Team Identity Formation In The Integrated Business Cluster</u> Kimberly Jordan, Ohio University <u>129. Helping Students To Enter The Workforce As Successful Protégés</u> S. Gayle Baugh, University of West Florida; Stephanie Maynard-Patrick, Empire State University; Madeline Crocitto, State University of New York - Old Westbury	Ball State University	Michele Heath, Cleveland State Theory; Jamila Maxie, University of Arkansas; Stephanie Gapud, Spring Hill College; William Luse, University of LaVerne	<u>Logics: Barriers To Hospital-Startup Collaboration In U.s. Digital Health Innovation</u> Kristin Burton, Purdue University Northwest; Michele Heath, Cleveland State University; Navneet Grant, Baldwin Wallace University <u>86. Leading Tomorrow Through Od: A Strategic Causal Pathway To Organization Continuity and Performance</u> Jennifer Seyler, Elmhurst University and Business Strategy and Operation Consulting, LLC <u>125. Diverse Or Divergent? Investor Reactions To Nascent Ventures' Formal Diversity Initiatives</u> Jasmine Kelley, Auburn University; Rajdeep Kaur, Auburn University; Brandon Griffin, Troy University	Metro State University <u>117. The Role of Board Chairperson Activism In Board Gender Diversity and Inclusion</u> Phyu Phyu Aung Myint, Indiana University East <u>124. When Are Organizations More (or Less) Responsive To New Practices During Institutional Change? The Role of Slack, Experience, and Internalization</u> Jun Li, Metropolitan State university	<u>61. Artificial Intelligence and Sustainable Project Management: A Structured Literature Review</u> Rizwan Ahmad, Ca' Foscari University of Venice	University of Michigan, Dearborn
6:00pm-7:30pm	Plenary - 2025 Midwest Scholar Speaker & 2025 Midwest Academy of Management Business Meeting (Student Center Ballroom) *** All conference attendees are welcome and encouraged to attend. ***					
7:30pm-10:00pm	Black Frog Brewery (Additional Networking) (1966 E 66th St)					

Saturday, 11 October 2025

7:00am-8:30am

Plenary - 2025 Industry Speaker Keynote & Breakfast - Teresa Lindsey (CEO at Channel Products)

9:00am-10:30am

Ground Floor	Outside BU220
Poster Session #2 <u>47. Beyond Coffee Runs To Empowering Interns For Mutual Success: A Qualitative Case Study of The Company and Intern Experience.</u> Robert Olinger, Iowa State University <u>79. Reimagining Leadership In The Digital Age: The Impact of Transformational Leadership On Gen Z Job Satisfaction Through Organizational Culture and Ai Moderation</u> Jiksa Tafara, Metro State University <u>97. Unveiling Predictability In Atm Network Traffic Via Statistical Analysis of Ip Packet Attributes</u> Brian Volkmuth, Metropolitan State University <u>113. Digital Twin Adoption and Sustainable Supply Chains: An Empirical Study Using Structural Equation Modeling.</u> Adamu Timothy Jaafaru, Metro State University <u>121. Entrepreneurial Equity: A Strategic Framework For Inclusive Franchise Ownership Beyond Dei</u> Rebecca Wilson, Lindenwood University <u>122. Self-Verification, Shame, and Pride: A Conceptual Framework For Understanding Emotional Experiences of Lgb Employees In The Workplace</u> Rajdeep Kaur, Auburn University; Jasmine Kelley, Auburn University <u>131. Strategy-Washing: The Next Frontier For Organizational Culture Change?</u> Jasmine Kelley, Auburn University	Exhibitors & Sponsors

9:00am-10:15am

CONCURRENT 5

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

Mehrdad Alikhani, Old Dominion University; Anil Nair, Old Dominion University	College; John Meriac, University of Missouri - St. Louis 82. In It For The Long Call: The Relational Life of Calling. In Dual-Career Couples Tina Sharifi, York University; Marlee Mercer, York University; Christopher Chan, York University 89. The Mid-Career Worker: Evolving Through Upskilling and Reskilling. Thomas Anderson, Metropolitan State University	Complex Systems Stephanie Dygico Gapud, Spring Hill College; Joseph F. Hair Jr., University of South Alabama 93. Beyond Profit: How Culture, Corruption, and Maslow Shape Public Trust In Business Stephanie Gapud, Spring Hill College; Wendelyn Risher, Southeastern Oklahoma State University; Faith Fox, University of Evansville; George Faint III, Troy University	illinois university; Shima Motlagh, Azad University; Mirinda Kurtz, Murray State University 77. Social Loafing In Nigerian Workplaces: The Role of Perceived Group Cohesion and Task Visibility Fausiyat Moyosore, Southern Illinois university carbondale; Aziza B Adekoya, Virginia commonwealth university 102. Organizational Dna: Biological Principles For Innovation, Adaptation, and Resilience In Dynamic Business Ecosystems Luma Mahairi				
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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 - Organizational Power, Politics, and Technology <i>Session Chair: Sina Esladoust, Southern Illinois University</i> 28. Shadow Politicization: Political Capture of Quasi-Formal Administrative Structures In Developing Democracies Vipin Kumar Chathayam, Indian Institute of Management Calcutta; Dharma Raju Bathini, Indian Institute of Management Calcutta 44. Dao and Dividends: The Revolutionizing of Financial Dividends Via Web-Based Decentralized Autonomous Organizations (dao). Ramanan Vijayaraghavan, North Dakota State University - Fargo, ND 104. Susceptible Classes In The Workplace: Political Ideology As A Stigmatized Identity. Andrew Johnson, Texas A&M University-Corpus Christi; Katherine Roberto, Texas A&M University-Corpus Christi 126. Ethical In Whose Eyes? Leveraging Ai Chatbots For The Ethical Virtue Matrix	HRDC Paper Session- Women's Leadership, Careers, and Emotional Labor <i>Session Chair: Michele Ryan, Lewis University</i> 9. Beyond The Saleswoman's Smile: The Impact of Emotional Labor, Agency, and Burnout Kristina Harrison, Indiana State University; Matthew Aplin-Houtz, Brooklyn College; Laura Muños , University of Dallas; Stacey Schetzsl, University of Tampa 27. Beyond Ability: How Self-Beliefs and Training Shape Female Sales Professionals Matthew Aplin-Houtz, Brooklyn College; Stacey Schetzsl, University of Tampa; Kristina Harrison, Indiana University; Laura Munoz, University of Dallas 38. Humor From My Perspective: A Qualitative Exploration of Humor Displays By Women Leaders Tina Sharifi, York University; Leonard Karakowsky, York University; Mark Podolsky, York University	PDW: Entrepreneurial Behavioral Competencies - Which Are the Most Essential? 105. Entrepreneurial Behavioral Competencies - Which Are The Most Essential? Margaret Johnsson, Bridgewater State University; Lisa Hollis-Sawyer, Northeastern Illinois University	PDW: Designing Impactful Assignments with Generative AI: A Practical Guide for Business Educators Designing Impactful Assignments With Generative Ai: A Practical Guide For Business Educators Phyu Phyu Aung Myint, Indiana University East

Jasmine Kelley, Auburn University;
Franz Lohrke, Auburn University;
Ying Schwarte, Troy University;
Brandon Griffin, Troy University

12:00pm-1:00pm **Lunch** (Student Center Cafeteria)