

My MWAOM2026 Program

Thursday, 8 October 2026

8:30am - 4:30pm Doctoral Consortium (Library 302 Ecolab Room)
 6:00pm - 7:30pm Welcome Reception (Holiday Inn Downtown St. Paul)

Friday, 9 October 2026

8:00am - 9:00am 2026 Midwest Scholar Speaker Keynote & Breakfast (New Main Great Hall)
 9:15am - 10:30am Extended Abstracts - Strategy, Ecosystems, and Organizational Adaptation
 * 87. *A Cognitive Social Structure Approach For Mapping Network Perception In Entrepreneurial Ecosystems*
 * 93. *Moving Toward A Sustainable Pyrotechnics Industry: A Scoping Review*
 * 130. *Extrapolating From Dennis The Menace: Imitation As A Strategy*
 Management Ed: Innovation, Learning, and AI-Enabled Transformation
 * 32. *The Three-Bridge Model: Aligning People, Ideas, and Purpose In Generative Ai Integration In Business Education*
 * 125. *Developing Interns Through The Ph&d Skills Framework: An Aka Approach In A Sports Business Environment*
 * 148. *Mic Check: Creating Podcasts For Active Learning In Management Classes*
 OB: Employee Well-Being, Stress, and Recovery
 * 48. *Demands, Resources, and Distance: Rethinking Employee Well-Being In The Virtual Era*
 * 74. *When Support Fits The Strain: Daily Romantic Partner Support and Burnout Recovery After Workplace Incivility*
 * 90. *It Has Been A Long Day At Work, and I Need A Drink: Work Stress and Alcohol Consumption*
 Panel - Building Bridges: Using Engagement in Management Courses to Provide Societal Impact
 * 99. *Building Bridges Between Students, Faculty, and The Community: Using Engagement In Management Courses To Provide Societal Impact*
 PDW - From the Firehose into the Fire: Teaching and Assessing with AI in 2026
 * 23. *From The Firehose Into The Fire: Teaching and Assessing With Ai In 2026*
 PDW - Publishing in AMJ
 Poster Session
 * 21. *Minnesota State Agribusiness and General Business Curriculum Analysis: A Mixed Method Approach*
 * 22. *Quantitative Analysis of Metadata Obfuscation and The Managerial Feasibility*
 * 35. *Analyzing Accent-Related Microaggressions In Higher Education: Implications For Psychological Safety and Professional Development*
 * 62. *The Structural Burden: How Government Regulation Constrains Small Business Formation, Advantages Large Firms, and Limits Municipal Economic Resilience*
 * 75. *Unfiltered Social Media Data On Occupational Fit: Comparing Autistic and Allistic Perspectives On Job Suitability*
 * 95. *On Becoming A Neutral Researcher: The Appreciation of Qualitative and Quantitative Research*
 * 98. *Cancer In The Hr Classroom: Lessons In Disability Accommodation, Inclusion, and Pedagogy For Management Faculty*
 * 105. *Can Cultivated Meat Disrupt The Meat Industry?*
 * 137. *Human Capital, Innovation, and Productivity In The Us Manufacturing Industry*
 10:45am - 12:00pm Entrepreneurship, Small Bus, & Innovation: Entrepreneurship at the Crossroads of Technology and Strategy
 * 38. *Unpacking Perceived Irrelevance In Small-Business Ai Adoption: A Mixed-Methods Investigation of Firm-Level Sensing Capability*
 * 29. *Driving and Maintaining Motivation In Commission Only Compensation Sales Roles*
 * 44. *'Against The Tide'-The Role of Agency Within The 5m Framework: Evidence From The Greek Maritime Shipping Sector*
 * 50. *Algorithmic Corporate Entrepreneurship: A Reformulation of Corporate Entrepreneurship For The Ai Era*
 * 37. *Heterogeneity In Small-Business Ai Adoption: Evidence From The Business Trends and Outlook Survey, 2023-2025*
 HR, Diversity, & Careers: Career Paths, Social Support, and Workforce Retention
 * 3. *What Every Career Mentor Should Know: An Empirical Study of Values and Career Anchors*
 * 51. *Perceived Alternative Quality and Turnover: The Role of Collective Turnover Climate*
 * 79. *Ask and You Shall Receive? Using An Intersectional Lens To Understand Help Seeking and Receiving*

Leadership: Influence, Employee Well-Being, and Workplace Resistance

- * 47. *Quiet Quitting As A Dyadic Phenomenon: Leader Identification, Disidentification, and The Mediating Role of Lmx*
- * 67. *Exploring The Relationship Between Leadership Civility and Follower Mental Health*
- * 85. *Behind The Curtain: A Social Influence Perspective On How Leaders Shape Subordinates' Opinions of Organizational Good Deeds*
- * 100. *Existential Resistance In Ai-Augmented Organizations: A Theory of How Workers Defend Occupational Selfhood Against The Displacement of Identity-Constituting Creative Practice*

OB: Social Structures, Identity, and Societal Impact

- * 58. *Living Infrastructure: Governing Care Labour Without Employment*
- * 61. *Motivation To Acquire Social Capital: The Role of Gender Identity As A Symbolic Boundary*
- * 77. *An Exploratory Investigation of Organizational Culture and The United Nations Sustainable Development Goals*
- * 120. *Passive Relational Infrastructure: Hybrid Work and Career-Stage Stratification In Relational Capital Formation*

OD: Capacity for Change and Organizational Resilience

- * 39. *Navigating Complex Challenges: A Change Leadership Model To Build Adaptive Capacity Within Organizations*
- * 72. *Building Bridges From Theory To Practice: Team Coaching As A Strategic Lever For Adaptive Performance In Vuca Environments*
- * 83. *Catalysis Over Contribution: Keystoning and The Design of Adaptive Capacity*
- * 131. *Access As Leadership: Identity, Inclusion, and Everyday Practice*

PDW - The Intersection Between Ethics and Effective Leadership

- * 13. *Leading Change From The Middle: Enabling Middle Managers To Drive Transformational Change In Large Organizations*

Research Roundtable #1: Entrepreneurship, Innovation, and Strategic Decision-Making

- * 34. *Entrepreneurs' Emotional Capabilities, Market Emotions, and Opportunity Formation*
- * 40. *Hope Under Uncertainty: Regulatory Focus and Entrepreneur's Unethical Decision-Making*
- * 45. *AI Or Human? How Support Source Shapes Entrepreneurial Nervousness Across Gender*
- * 55. *Student Entrepreneurship As Resistance: A Three-Dimensional Power Analysis*
- * 122. *Top Management Team Gender Heterogeneity and Firm Performance: Moderating Role of Structural Interdependence*
- * 132. *The Impact of Tariffs On Entrepreneurs*

12:15pm - 1:45pm

Lunch - 2026 Midwest Recognition and Awards Ceremony and Industry Panel (New Main Great Hall)

2:00pm - 3:30pm

Extended Abstracts: Learning, Development, and Educational Innovation

- * 6. *Faculty At The Inflection Point: Generative AI Adoption, Anxiety, and Institutional Readiness In Higher Education*
- * 129. *Learning ERP Through Decisions: A Quest-Based Simulation For Management Education*
- * 139. *Building Entrepreneurial Judgment Through Case-Based Learning: A Conceptual Framework For Entrepreneurial Ecosystem Infrastructure*

Leadership: Leadership Processes and Perceptions

- * 42. *Transactional Leadership Reconsidered: Psychological Well-Being As The Missing Link To Employee Turnover.*
- * 46. *Leadership Beyond Gender Stereotypes: The Role of Agentic and Communal Traits In Shaping Employee Engagement and Well-Being*
- * 111. *Transformative Leadership Communication As Meaning-Making: Introducing The Transformative Leadership Communication Model (tlcm)*
- * 114. *Seeing Leaders Through A Greedy Lens: Dispositional Greed, Trait Competitiveness, and Perceived Leader Bottom-Line Mentality*

OB: Power, Hierarchy, and Governance

- * 94. *Going Backstage: How Organizational Hierarchy Shapes Whether Having Control Over Monitoring Is Perceived As Fair*
- * 96. *Active Agency Amid Structural Constraints: A Strong Structuration Theory Examination of How Nonprofit Organizational Actors Navigate Acute Federal Policy Disruption Across Hierarchical Levels*
- * 106. *The Internal Architecture of Power: How Power Dynamics Within Nonprofit Organizations Shape Their Capacity For Community Empowerment*

Panel - Utilizing Reflective Learning to Develop Critical Thinking in the Digital Age

- * 126. *Utilizing Reflective Learning To Develop Critical Thinking In The Digital Age*

PDW - Rethinking Resistance

- * 27. *Rethinking Resistance: An Interdisciplinary Exploration Across The Physical Sciences, Social Sciences, and Humanities*

Research Roundtable #2: AI, Technology, and the Future of Work

- * 15. *GenAI Tools In Reducing Cognitive Load and Boosting Learning Performance*
- * 84. *Does Emotional Intelligence Matter When The Algorithm Speaks? EI As A Moderator Between AI-Generated Insights and Strategic Decision Outcomes In*

Financial Organizations

- * 97. *Daos and Trust: How Trustworthy Or "Trustless" Are They?*
- * 124. *Integrating Applied Business Process Automation: A Hybrid Instructional Model*
- * 141. *Adaptive Inequality In The Ai Economy: Workforce Vulnerability and Perceived Job Displacement Risk*
- * 142. *Ai Credibility Capital: Symbolic Legitimacy and The Dynamic Social Interpretation of Ai Use*
- * 147. *Mentorship Marketplaces: How Platform Signals Shape Access To High-Quality Developmental Relationships*

Supply Chain: Systemic Resilience, Technology, and Performance

- * 14. *Resilient It: Winning With People and Process*
- * 26. *Understanding Faculty Perceptions of Identity and Access Management (iam) Controls In Higher Education*
- * 107. *Conditional Supplier Proactivity: How Suppliers Interpret, Allocate, and Sustain Initiative In Buyer-supplier Relationships*

3:30pm - 3:45pm

Break - Refreshments and Snacks (St. Paul Room - Second Floor, New Main)

4:00pm - 5:30pm

OB: Leadership, Coaching, and Positive Workplace Relationships

- * 68. *Compassion At Work In An Age of Disruption: Validating A Compassionate Leadership Scale*
- * 73. *Coaching The Teams Everyone Would Write Off: Evidence That Team Coaching Has Its Strongest Effect Where Adaptive Capacity Is Lowest*
- * 138. *Reflective Structured Dialogue As An Organizational Capability: Building Trust and Collaborative Capacity Under Conditions of Relational Fragmentation*

OD: Governance, Systems, and Institutional Adaptation

- * 41. *The Myth of Pure Rcm: Governance Drift and The Hybridization of Decentralized Budgeting Systems In Higher Education*
- * 54. *From Mandate To Meaning: Court-Ordered Volunteerism, Belonging, and Organizational Adaptation In Nonprofit Engagement Systems*
- * 86. *Governing Through Complexity: An Alignment-Based Conceptual Model For Effective Interorganizational Collaboration In Environmental Governance*

Panel - AOM Career Services

Panel: Faculty at the Inflection Point

- * 7. *Faculty At The Inflection Point: Generative Ai, Institutional Readiness, and The Future of Management Education*

PDW - Scarlet Letters: How We Discuss ESG, CSR, and Stakeholder Management

- * 104. *Scarlet Letters: How We Discuss Esg (environment, Social and Governance), Csr (corporate Social Responsibility), and Stakeholder Management In Management Classes*

Research Roundtable #3: Organizational Culture, Leadership, and Employee Experience

- * 28. *Social Media's Influence On First-Generation College Decisions: A Quantitative Extension of Qualitative Findings Part Ii*
- * 43. *Narrative Analysis of Multigenerational Group Members In A Business Classroom Project*
- * 52. *Bridging The Gap Between Turnover Intention and Actual Turnover: A Construal Level Perspective*
- * 69. *Navigating Upward Bullying In Higher Education: A Phenomenological Study of Its Differential Impact On The Teaching, Grading, and Classroom Decision-Making of Tenure-Track, Tenured, and Non-Tenure Track Faculty*
- * 91. *Watching The Baby, Watching The Inbox: Competing Pathways Following The Transition To Parenthood In Remote and Hybrid Workers*
- * 110. *Representations of Organizational Culture In U.s. Retail Annual Reports: A Schein-Based Qualitative Content Analysis*
- * 112. *How Culture and Structure Influence Follower Behaviors In Leadership and Organizations*
- * 115. *From 'Important' To 'Significant': Achieving Meaningful Impact Through Collective Purpose In Organizational Development.*

Strategy: AI, Innovation, and Competitive Advantage

- * 4. *Misevaluating Innovation: Partner Innovation Uncertainty, Governance, and Post-Transaction Performance*
- * 49. *Algorithmic Foresight and Temporal Asymmetry: How Ai Decouples The Temporal and Informational Foundations of Competitive Advantage*
- * 56. *When Knowledge Constrains and When It Buffers: Feedback Noise Frequency, Scale, and Technological Exploration*
- * 108. *Global Technological Salience and Foreign Investor Attention: Evidence From Ai Startups*

Strategy: Strategic Outcomes, Labor Markets, and Demographic Change

- * 71. *Gender and Speed of Advancement: Replicating and Extending Bonet, Cappelli, and Hamori (2020)*
- * 80. *Demographic Aging and Housing-Market Dynamics In Minnesota: A Strategic Analysis of Homeownership and Vacancy Trends*
- * 82. *Strategic Uniqueness and Cost of Debt Financing: The Role of The Information Environment*

6:00pm - 7:15pm

Dinner - Reception & Business Meeting (New Main Great Hall)

7:30pm - 8:30pm

Union Station Historic Tour (St. Paul Union Station)

7:30pm - 9:30pm Seventh Street Truck Park Get-together

Saturday, 10 October 2026

8:00am - 9:00am Plenary - 2026 Speaker and Breakfast (New Main Great Hall)

9:15am - 10:30am Case Study - Part 1

- * 59. *Case Study, Embryo: Target Corporation and Dei From 2020-2025*
- * 81. *Decisions of Impact: The Case of Provost Antonio Carlos Hernandez.*
- * 116. *The Dilemma of Ai Governance In Healthco Decision-Making*
- * 121. *When The Strategy Planning Meeting Went Sour*
- * 144. *Threads of Change: Should Farm Rio Pursue B Corp Certification While Scaling A Global Fashion Brand?*

Extended Abstracts: Leadership, Workplace Dynamics, and Organizational Behavior

- * 57. *Exploring The Drivers and Impact of Upward Bullying Against Managers In Healthcare Organizations*
- * 92. *From Threat To Courage: Identity Threat, Emotions, and Oppositional Courage At Work*
- * 109. *Guarding The Gate: Explaining Procurement Managers' Reluctance To Involve Internal Stakeholders In Supplier Relationships*
- * 118. *Enacting Leadership Through Followership: How Follower Behaviors Shape Leadership Effectiveness*

Leadership: Perspectives on Followership, Transitions, and Mindfulness

- * 33. *Student-Athletes' Voices: The Relationship Betewen Courageous Follower Roles and Upward Influnce Tactics*
- * 127. *Navigating Leadership Transition Through Promotion and Prevention: Regulatory Focus Among Engineers Becoming Managers*
- * 128. *Moral and Ethical Mindfulness: The Effects of Observing With Nonreactivity On Moral and Ethical Issue Recognition*

OB: Motivation, Commitment, and Persistence

- * 1. *No Snake Oil: Mindsets Varied Across Athletics and Academics and Grit Mattered In Higher Ed Persistence Intentions*
- * 36. *Wax Or Wane? How Organizational Commitment Changes Over Time Across Perceived Economic Conditions and Job Marketability*
- * 76. *Too Reliable To Last? A Process Theory of Sustained Discretionary Effort and Resource Imbalance*

PDW - Incorporating Debate into the Business Curriculum

- * 136. *Incorporating Debate Into The Business Curriculum: Enhancing Persuasive Skills To Promote Managerial and Leader Success*

PDW - Publishing in JMI

Strategy: Corporate Governance, Sustainability, and Institutional Context

- * 30. *Culture, Legal Origin, and Configurational Pathways To Formal Shareholder Protection*
- * 70. *Conflicting Institutional Demands and Corporate Sustainability: The Role of Managerial Adaptability, Perceived Control, and Tactical Responses*
- * 89. *Symbolic and Substantive Csr Decoupling In Corporate Groups: Parent Firms, Greenwashing Backlash, and Responsibility Management*

10:00am - 11:00am Other

10:30am - 10:45am Break - Refreshments and Snacks (St. Paul Room - Second Floor, New Main)

10:45am - 12:15pm Case Study - Part 2

Entrepreneurship, Small Bus, & Innovation: Diversity and Entrepreneurial Resilience

- * 17. *Exploring The Impact of Product Innovation On The Performance of Global Saudi Arabian Firms: The Moderating Role of R&d Intensity*
- * 88. *Women Business Owners and Personal Health: A Longitudinal Examination of Self-Described Wellness Perceptions*
- * 103. *Relational Resources: How Small Rural Businesses Mobilize Community Assets Under Constraint*
- * 113. *Stronger Than Yesterday: Forging Entrepreneurial Resilience and Success In The Face of Financial Adversity In Small Business*
- * 143. *May The Strong Survive: Innovation Clusters and Gender Disparities In Venture Capital Outcomes*

Extended Abstracts: Leading Inclusive and Ethical Organizations in a Changing Workplace

- * 20. *Why Project Managers Trust The Machine: Organizational Commitment, Ethical Rationalization, and Ai Reliance*
- * 66. *From Hiring Friction To Bridge Design: Employer Priorities For University-Supported Pathways For Immigrants, Refugees, and Non-Traditional Learners*
- * 101. *When Does Moral Identity Make A Moral Leader? Allocentrism As The Missing Link*
- * 140. *Reverse Mentoring As A Pathway To Inclusion: From Challenges To Belonging, Engagement, and Retention of The Neurodiverse Workforce*
- * 145. *Union Employees' Perceptions and Lived Experiences of Organizational Culture and Job Satisfaction In Michigan Manufacturing Organizations*

HR, Diversity, & Careers: Talent Management and Workforce Inclusion

- * 60. *Why Stars Fade and How To Keep Them Shining: Star Employee Performance Decline and Sustaining Mechanisms*
- * 63. *From Neuro-Inclusive Remote Hrm Practices To Social Cohesion*
- * 65. *Identifying Work Passion In A Job Interview*

OD: AI, Technology, and the Future of Work

- * 19. *Algorithmic Institutionalization: How Ai Reconfigures Legitimacy and Expertise In Project Management*
- * 25. *Reimagining Business Skills Readiness: Employer Priorities For Ai Competencies and Communication Skills*
- * 133. *Performance Appraisals & Ai: Exploring Bias, Ethics, Organizational Justice & Management Consulting Implications*

PDW - Building Bridges Through Dialogue: Trust, Human Connection, and Collaborative Capacity

- * 134. *Building Bridges Through Dialogue: Trust, Human Connection, and Collaborative Capacity*

PDW - The Intersection Between Ethics and Effective Leadership

- * 119. *The Intersection Between Ethics and Effective Leadership Professional Development (pd) Workshop*

12:00pm - 11:55pm

VirtualOnDemand- Available Oct. 11 - Oct. 18, 2026

- * 16. *Endogenous Strategic Liability: How Strategizing Practices Stabilise Disadvantage*
- * 18. *A Systematic Review of Student Engagement Tools (2020-2025) and Future Directions For Management Educators*
- * 24. *The Strategy Cube: Strategic Observability, Attentional Calcification, and The Identification of Strategic Liabilities Through Spatial Tools*
- * 31. *Personality Traits and Family Business Dynamics: A Systematic Review of Current Knowledge and Future Research Challenges*
- * 53. *Beyond Craft: The Skill System of Professional Woodworkers*
- * 64. *Controlling For Capability: How Organizational Controls Shape Technological Capabilities In Private Firms*
- * 117. *The Ethics of Exclusion: Political Ideology As A Susceptible Class In The Workplace*