Midwest Academy of Management
69th Annual Meeting

2026 Conference Program

Conference Theme:
People, Ideas, and Purpose: Building Bridges for Research and Community



Metropolitan State University
St. Paul, MN
October 8-10, 2026

Midwest Academy of Management

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The 69th Annual Meeting of the Midwest Academy of Management

Conference Theme:

People, Ideas, and Purpose:

Building Bridges for Research and Community

This year's conference theme, "People, Ideas, and Purpose: Building Bridges for Research and Community," invites attendees to explore how meaningful connections can emerge between and among scholars, practitioners, and students. We encourage submissions that help to drive impactful management research and strengthen the communities we serve. Management scholarship thrives when diverse perspectives come together—when innovative ideas are shared across disciplines, when research is guided by a clear sense of purpose, and when academic inquiry extends beyond the university to create real-world value. Our theme encourages participants to engage collaboratively, think boldly, and build bridges that link theory to practice, research to relevance, and people to one another.





Welcome to
Metropolitan State University,
and the
College of Business and Management
St. Paul, MN



69th Annual Meeting of the Midwest Academy of Management

President's Welcome

On behalf of the Midwest Academy of Management, I am honored to welcome you to the 69th Annual Meeting in St. Paul, Minnesota. Founded in 1957, the Midwest Academy of Management is the oldest of the regional affiliates of the national Academy of Management, and it remains a privilege to lead an organization with such a distinguished history.

As we gather under this year's theme, "People, Ideas, and Purpose: Building Bridges for Research and Community," I am reminded why this Academy continues to matter to so many of us. We are, first and foremost, "A Welcoming Community of Holistic Scholars." That tagline is not simply a phrase we repeat; it describes the atmosphere our members work to create every year, one where junior scholars find mentors, where practitioners and academics learn from one another, and where new ideas are met with genuine curiosity rather than gatekeeping.

I encourage each of you to make full use of this year's conference. Attend the sessions that challenge your thinking and reconnect you with the questions that drew you to this field. Seek out colleagues you have not yet met, and reconnect with those who have become part of your professional community over the years. Join us for the business meeting to learn how you can become more involved in shaping the Academy's future.

Having served this organization first as Program Chair for the 2025 conference in Cleveland and now as President, I have seen firsthand the dedication of our Board of Governors, our track chairs, our reviewers, and our members. This Academy runs on volunteer effort, and I am deeply grateful to everyone who gives their time to make each year's meeting possible.

Thank you for choosing to be part of the Midwest Academy of Management. I look forward to the ideas we will share and the connections we will build together this year.

Sincerely,

Michele L. Heath

Michele L. Heath, Ph.D.
President, Midwest Academy of Management
Cleveland State University

69th Annual Meeting of the Midwest Academy of Management Program Chair's Welcome

On behalf of the Midwest Academy of Management Board of Governors and Metropolitan State University, I am delighted to welcome you to the 69th Annual Meeting.

We are delighted that you have chosen to join us in St. Paul, Minnesota, for this gathering of leaders, scholars, practitioners, and innovators. Your presence enriches this conference, and we are honored to have you as part of this important community. Metropolitan State University is especially pleased to welcome you to our campus, and we hope your time here is both professionally rewarding and personally enjoyable.

This conference is more than a meeting of minds. It is an opportunity to learn from one another, build meaningful connections, and explore how we can collectively shape the future of management in a rapidly evolving world. I encourage you to find connections, forge new relationships, and share your best ideas, so we can all grow and learn.

Today's environment, in business and in higher education, is marked by constant change, technological advances, shifting global dynamics, evolving expectations, and an urgent need for sustainability. In this landscape, traditional strategies are no longer sufficient. Over the course of this program, we will explore critical themes including change management, digital transformation, and sustainable leadership. These are not simply current trends; they are essential capabilities for success in the modern business environment. Through keynote presentations, interactive sessions, and collaborative discussions, we aim to equip participants with the tools, insights, and inspiration needed to lead with purpose, foster innovation, and create lasting impact.

Whether you are presenting research, sharing professional experiences, reconnecting with longtime colleagues, or meeting new collaborators, we hope you will find these interactions energizing and meaningful. Together, we can create a supportive and developmentally oriented conference where it is safe to test our assumptions and stretch our capabilities.

Thank you for being part of this important learning environment. We are excited to hear your insights, learn from your experiences, and engage in the conversations that will emerge throughout the conference. Most of all, we are grateful that you are here.

Welcome to Metropolitan State University, welcome to St. Paul, and thank you for attending the 2026 Midwest Academy of Management Conference.

Marcia Hagen

2026 Program Chair, Midwest Academy of Management
Metropolitan State University

Quick-reference Guide

Thursday, October 8, 2026

8:30 am - 4:00 pm	Doctoral Consortium
5:30 pm - 7:30 pm	Conference Registration and Welcome Reception
6:45 pm - 8:00 pm	Optional Minnesota History Center visit

Friday, October 9, 2026

7:45 am – 9:00 am	Breakfast & Plenary - 2026 Midwest Scholar Speaker Keynote & Breakfast
9:15 am - 10:30 am	Concurrent Sessions #1
10:30 am - 10:45 am	Break - Refreshments/Snacks
10:45 am – 12:00 pm	Concurrent Sessions #2
12:00 pm –1:45 pm	Lunch - Plenary - 2026 Industry Panel and Midwest Awards Ceremony
2:00 pm – 3:30 pm	Concurrent Session #3
3:30 pm – 3:45 pm	Break - Refreshments/Snacks
4:00 pm – 5:30 pm	Concurrent Session #4
5:45 pm - 7:15 pm	Dinner & Business 2026 Meeting
7:30 pm – 8:30 pm	Optional Historical Union Station Tour
8:00 pm – 10:00 pm	7th Street Truck Park Get-together

Saturday, October 10, 2026

7:45 am – 9:00 am	Plenary - 2026 Industry Speaker Keynote & Breakfast
9:15 am – 10:30 am	Concurrent Session #5
10:30 am - 10:45 am	Break-Refreshments/Snacks
10:45 am – 12:15 pm	Concurrent Session #6
12:30 pm – 2:30 pm	Board of Governors meeting

Sunday, October 11 – Sunday, Oct. 18, 2026

12:00 am – 11:59 pm	Virtual On-Demand sessions available

Midwest Academy of Management

Conference Sponsors

Gold Sponsor:

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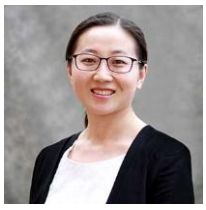
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Christine Fischer
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Sang-Heui Lee
Pittsburg State University
Editor-In-Chief – JMI



Carla Flores
Ball State University
Director of OpenConference



Ben Blackford
Northwest Missouri State University
Director of IT Operations

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
1963–1964	Franklin Moore
1965–1966	Fremont Shull
1966–1968	Joseph Litterer
1968–1968	Max Wortman
1968–1969	Alan C. Filley
1969–1970	John Douglas
1970–1971	Herbert Zollitsch
1971–1972	Elmer H. Burack
1972–1973	Henry L. Tosi
1973–1974	Andre L. Delbecq
1974–1975	John T. Doutt
1975–1976	Kenneth M. Roland
1976–1977	James G. Hunt
1977–1978	Andrew Sikula
1978–1979	Orlando Behling
1979–1980	Charles N. Green
1980–1981	Edwin P. Miller
1981–1982	Fred Luthans
1982–1983	Richard N. Osborn
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
2003–2004	Lynn Harland
2004–2005	Jeff Katz
2005–2006	Jill Kickul
2006–2007	William Snavely
2007–2008	Faye Smith
2008–2009	Dyanne Ferk
2009–2010	Therese Yaeger
2010–2011	Steven Moser
2011–2012	John E. Barbuto Jr.
2012–2013	Deb Orr
2013–2014	Marilyn J. Bugenhagen
2014–2015	Jennifer L. Schultz
2015–2016	Sharon G. Heilmann
2016–2017	Chanchai Tangpong
2017–2018	Carolyn Wiley
2018–2019	Millicent F. Nelson
2019–2021	Tim O. Peterson
2021-2022	Arun Pillutla
2022-2023	Young Ro
2023- 2024	Ranjan Karri
2024-2025	Shontarius Aikens

2026 Conference Organizing Team



Marcia Hagen
Metro State – St. Paul, MN
Program Chair

A Special Thank You to the many Metro State colleagues and administrators, students, and alumni, who helped make this conference happen:
President Ginny Arthur, Provost Amy Gort, Dean Rassule Hadidi, Becky Evan, Suanne Barthol, Jun Li, Crystal Fashant, Carol Bormann Young, Allen Bellas, Erica Berte, Mehmet Koseoglu, Shoptorshi Rahman, Michelle Krone, Cuas Chuyangheu, Sara Anderson, and the many others who are listed throughout the program, who stepped in to help.



Leslie Page
Lewis University
Doctoral Consortium Co-Coordinator



Jun Li
Metro State University
Doctoral Consortium Co-Coordinator



Christine Fischer
Doctoral Consortium Co-Coordinator



Stephanie Gapud
Spring Hill University
Doctoral Consortium Co-Coordinator



Carla Flores
Ball State University
Director of OpenConference



Ben Blackford
Northwest Missouri State University
Director of IT Operations



Mona Bahl
Illinois State University
JMI Special Issue Editor

2026 Conference Track Chairs

We extend our sincere appreciation to our Track Chairs for their time, expertise, and dedication to reviewing submissions and shaping the conference program. Their leadership and service are essential to the success and quality of our conference, and we are deeply grateful for their contributions.

Al Fattal Anas – University of Minnesota, Crookston

Allan Bernard – Wartburg College

Suanne Barthol – Metropolitan State University

Erica Berte – Metropolitan State University

Kristin Burton – Purdue University Northwest

Tania Casado – University of Sao Paulo

Crystal Saric Fashant – Metropolitan State University

Eric Grube – Concordia University, St. Paul

Vanessa Hills – Western Michigan University

Deepa G. Iyer – Cleveland State University

Joy Kanu – University of Texas at Arlington

Mehmet Koseoglu – Metropolitan State University

Velvet Landingham – Kent State University

Rachel Lundbohm – University of Minnesota, Crookston

Jennifer Malarski – Minneapolis College

Donna Ogle – Rockford University

Apo Oguz – Cleveland State University

Lesley Page – Lewis University

Krysten Plautz – Metropolitan State University

Shoptorshi Rahman – Metropolitan State University

James Schultz – Metropolitan State University

Ronda Smith – Florida Institute of Technology

Scott Stone – Metropolitan State University

2026 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!

Mahsa Asgari
Jawaria Ashraf Abbasi*
Albert Aflakpi
Shontarius Aikens
Anthony Adamgbo*
Rizwan Ahmad
Amanda Remo
Matthew Aplin-Houtz
Oluwatosin Araba
Megan Barder
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Joseph deBono Paula
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Bex Takacs-Britz
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Hoora Hajian Karahroodi
Hanna Kalmanovich-Cohen*
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Nina Kostovski
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Shuang Liu
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Linda Dunn-Jensen
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Athina Skiadopoulou
Beckham Arthur
Krysten Plautz Dorman
Sigalit Ronen

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Aaron Willard
Rebecca Wilson
Kingsley Konadu Yeboah
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Abdullah Oguz
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Kamala Gollakota
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Eric Grube
Brandon Griffin
Merle Heckman
Julie Smith Hinders
J Goosby Smith
Ronda Smith
Wade Smith
Steve Sorsen
Annette Roter
Karen Stander
Scott Stone*
Cindy Stevens
Jennifer Seyler
Bret Richards
James Schulz
Zinat Shariati

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

Arun Pillutla, Central Washington University
Millicent F. Nelson, Middle Tennessee State University

2026 Midwest Scholar



Dr. Carolyn Wiley is an internationally known industry leader and management scholar with over 50 publications in high-level journals in management, leadership, ethics, and human resources. She is a recipient of outstanding teaching, leadership, and scholarly awards and recognitions. She earned a PhD in Administrative and Policy Studies from UCLA's Graduate School of Education & Information Studies with a secondary specialization from the UCLA Anderson School of Management. Her bachelor's and master's degrees are in business. She has been a conference and featured speaker for academic and industry events in the USA, France, Spain, Ireland, Russia, South Africa, Japan, Portugal, Czech Republic, and the UK, to name a few. She is one of few women of color elected to lead a Top 10, the MED (Management Education and Development) division of the Academy of Management, and to serve as an elected faculty trustee of Roosevelt University's Board of Trustees. Carolyn's publications can be found in top journals such as the Journal of Business Ethics, International Journal of Manpower, Human Resource Management, Human Resource Management Review, International Journal of Human Resource Management, and Journal of Leadership and Organizational Studies.

2026 Plenary Speaker



Virginia (Ginny) Arthur became the seventh president of Metropolitan State University, a member of the Minnesota State Colleges and Universities, on July 1, 2016. She joined Metropolitan State in 2012 as provost and executive vice president. During her tenure the university has completed a strategic plan focused on educational equity, forged baccalaureate completion partnerships with the ten two-year colleges located in the Twin Cities metropolitan area, opened the Jason R. Carter Science Education Center and a student center, expanded programs in the Natural Sciences and Cybersecurity, strengthened faculty development, and expanded online learning.

Metropolitan State is # 22 on CollegeNet's 2022 Ranking of Social Mobility.

President Arthur serves on the Executive Committee of the Coalition of Urban and Metropolitan Universities (CUMU), the Board of IAMN Campus Compact, Black Men Teach, and the Science Museum of Minnesota (SMM).

In 2019, she was honored as one of 50 Women in Business in the Twin Cities by the Minneapolis Saint Paul Business Journal and as one of AARP's 50 over 50 in 2020.

Previously, Arthur served the University of Northern Iowa as associate provost for faculty affairs from 2009 to 2012, and the College of Saint Benedict and Saint John's University from 1985 to 2009 as a faculty member in business law and strategy for 24 years, seven of those as chairperson of the Management Department.

Ginny holds a bachelor's degree in economics and business administration from Syracuse University and a Juris Doctor (JD) degree from the Washington College of Law at American University. She has presented at numerous conferences and authored dozens of publications.

2026 Midwest Industry Speaker Panel

AJ Austerman is the Senior Market President for the Twin Cities for Huntington National Bank. He leads a team of 8 commercial lenders and 8 additional staff, including SBA lending, equipment lending, and cash management. He has 22 Years of Commercial Banking experience and 12 years of experience leading high-producing teams. AJ has served on multiple Boards in the past and currently serves on the Boards of Women Venture, MNDARE, and Amplio, and is a past President of Minnetonka Boys Basketball. In his free time, AJ enjoys spending time with his 3 boys on the golf course and the basketball court.

Huntington National Bank is a $280B bank that ranks #12 nationally. They are the #1 SBA lender in the country and currently do business in 23 states. HNB is the #3 bank in the Twin Cities and the #2 SBA lender to small businesses. HNB has a microloan program called "Lift Local," which offers loans $5,000 to $150,000 to businesses that are minority owned, women-owned, and veteran-owned. HNB has lent over $8m in the Twin Cities as part of the Lift Local program.

Sarah Lawinger is a Senior Production Planner in Cargill's Animal Nutrition & Health business, where she coordinates production planning across six manufacturing facilities. A University of Wisconsin–Madison alum, Sarah has spent the past eight years with Cargill in operations and supply chain roles spanning the Protein, Oilseeds, and Animal Nutrition & Health businesses.

Passionate about talent development and industry engagement, Sarah previously served on the board of Cargill's Asian Alliance Network and helped build a partnership with Metropolitan State University, connecting students with career and professional development opportunities. She also serves on Metropolitan State University's College of Business and Management Dean's Advisory Committee, sharing perspectives on supply chain, operations, and workforce development. Sarah is honored to participate in the Midwest Academy of Management event and support conversations about career growth and success in today's business environment.

Dan Mallin is a serial entrepreneur, Board Member, Founder & CEO of Lucy, Founder of the Minnesota Cup, and Certified EOS Implementor, Dan specializes in driving business growth through AI innovation and strategic leadership. He has successfully founded and exited five technology companies, earning six U.S. patents in AI along the way. His passion lies in empowering fellow entrepreneurs to achieve their vision using the Entrepreneurial Operating System (EOS), a framework that has helped me and my clients transform their businesses. Dan is passionate about helping entrepreneurs and small business owners increase and maximize their growth while spending less time drowning in the day to day operations.

2026 Midwest Academy Awards

The 2026 Midwest Academy Conference presents three awards at the annual conference: 1) Best Student Paper, 2) Best Paper Cullen Award, and 3) Teaching Excellence Award. Nominees for the paper awards were identified through the conference review process; nominations were sought for the Teaching Award by MWAOM members and affiliates. Winners for each award were selected by the Midwest Academy Best Papers Selection Committee and the Midwest Academy Teaching Excellence Award Committee. Special thanks to the members of both committees;

Best Paper Award Committee:

- **Cris Biazzin**, Northern Kentucky University
- **Houra Hajian,** Southern Illinois University
- **Mehmet Koseoglu,** Metropolitan State University

Teaching Excellence Award Committee:

- **Hanna Kalmanovich-Cohen,** Oakland University
- **Shoptorshi Rahman,** Metropolitan State University
- **Houra Hajian,** Southern Illinois 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.

- *"Symbolic and Substantive CSR Decoupling in Corporate Groups: Parent Firms, Greenwashing Backlash, and Responsibility Management"*
  - Maryam Khokhar, Tongji University
  - Fahad Alam, Bahria University
  - Ihsan Thaheem, Ohio University
  - Yongrui Duan, Tongji University

- *"Living Infrastructure: Governing Care Labour Without Employment"*
  - Vipin Kumar Chathayam, Indian Institute of Management Calcutta
  - Dharma Raju Bathini, Indian Institute of Management Calcutta

- ***"Performance Appraisals & AI: Exploring Bias, Ethics, Organizational Justice & Management Consulting Implications" **Award Winner***
  - Megan Barder, Benedictine University

Best Paper Cullen Award

This award is given to the overall best paper written by a non-student. The nominees for this award category are listed below.

- *"Navigating Complex Challenges: A Change Leadership Model to Build Adaptive Capacity within Organizations"*
    - Vanessa Hills, Western Michigan University

- *"Algorithmic Institutionalization: How AI Reconfigures Legitimacy and Expertise in Project Management"*
    - David Szabla, Western Michigan University

- *Reimaging Business Skills Readiness: Employer Priorities for AI Competencies and Communication Skills"*
    - Kathy Richie, Minnesota State University - Mankato
    - Victoria Hailey, Minnesota State University - Mankato
    - Shane Bowyer, Minnesota State University - Mankato

- ***"Culture, Legal Origin, and Configurational Pathways to Formal Shareholder Protection" **Award Winner***
    - Pakanat Kiratikosolrak, North Dakota State University
    - William Phillips, Valparaiso University

- *"Leadership Beyond Gender Stereotypes: The Role of Agentic and Communal Traits in Shaping Employee Engagement and Well-Being"*
    - Aiswarya Ramasundaram, Loyola Institute of Business Administration
    - Ramasundaram Guru

    - samy, Saveetha Engineering College

- *"Building Bridges from Theory to Practice: Team Coaching as a Strategic Lever for Adaptive Performance in VUCA Environments"*
    - Devon Morris, 8typical

- *"Too Reliable to Last? A Process Theory of Sustained Discretionary Effort and Resource Imbalance"*
    - Linda Dunn-Jensen, CSU, Stanislaus
    - Katherine Ryan, Indiana University

Teaching Excellence Award

This award honors educators who demonstrate distinction in teaching effectiveness, innovation in business pedagogy, meaningful student mentorship, and sustained contributions to student development. The award reflects the conference's commitment to advancing high-quality, impactful business education across institutions and disciplines.

- ***Tim O. Peterson **Award Winner***
    - North Dakota State University

- *Ronda M. Smith*

- Florida Institute of Technology

At-a-Glance Program

Thursday, October 8, 2026

8:30 am - 4:30 pm

Doctoral Consortium (Library 302 Ecolab Room)

5:30 pm - 7:30 pm

Welcome Reception (Holiday Inn Downtown St. Paul)

Friday, October 9, 2026

7:45 am - 9:00 am

2026 Midwest Scholar Speaker Keynote & Breakfast (New Main Great Hall)

9:15 am - 10:30 am: Concurrent Session #1

PDW - Publishing in AMJ (Founders Hall Auditorium)

Poster Session (Library 300 Lounge Area)

Extended Abstracts - Strategy, Ecosystems, and Organizational Adaptation (Library 306)

Management Ed: Innovation, Learning, and AI-Enabled Transformation (Library 307)

PDW - From the Firehose into the Fire: Teaching and Assessing with AI in 2026 (Library 308)

OB: Employee Well-Being, Stress, and Recovery (New Main L210)

Panel - Building Bridges: Using Engagement in Management Courses to Provide Societal Impact (New Main L211)

10:30 am – 10:45 am: Break

New Main Great Hall

10:45 am - 12:00 pm: Concurrent Session #2

Research Roundtable #1: Entrepreneurship, Innovation, and Strategic Decision-Making (Library 302 Ecolab Room)

Entrepreneurship, Small Bus, & Innovation: Entrepreneurship at the Crossroads of Technology and Strategy (Library 306)

HR, Diversity, & Careers: Career Paths, Social Support, and Workforce Retention (Library 307)

Leadership: Influence, Employee Well-Being, and Workplace Resistance (Library 308)

OB: Social Structures, Identity, and Societal Impact (New Main L210)

OD: Capacity for Change and Organizational Resilience (New Main L211)

PDW - The Intersection Between Ethics and Effective Leadership (New Main L213)

12:00 pm - 1:45 pm: Lunch

2026 Midwest Recognition and Awards Ceremony and Industry Panel (New Main Great Hall). Lunch begins at noon, with the program beginning at 12:20.

2:00 pm - 3:30 pm: Concurrent Session #3

Research Roundtable #2: AI, Technology, and the Future of Work (Library 302 Ecolab Room)

Extended Abstracts: Learning, Development, and Educational Innovation (Library 306)

Leadership: Leadership Processes and Perceptions (Library 307)

OB: Power, Hierarchy, and Governance (Library 308)

Panel - Utilizing Reflective Learning to Develop Critical Thinking in the Digital Age (New Main L210)

PDW - Rethinking Resistance (New Main L211)

Supply Chain: Systemic Resilience, Technology, and Performance (New Main L213)

3:30 pm - 3:45 pm: Break

Refreshments and Snacks (New Main Great Hall)

4:00 pm - 5:30 pm: Concurrent Session #4

Panel - AOM Career Services (Founders Hall Auditorium)

Research Roundtable #3: Organizational Culture, Leadership, and Employee Experience (Library 302 Ecolab Room)

OB: Leadership, Coaching, and Positive Workplace Relationships (Library 306)

PDW - Scarlet Letters: How We Discuss ESG, CSR, and Stakeholder Management (Library 307)

Strategy: AI, Innovation, and Competitive Advantage (New Main L210)

Strategy: Strategic Outcomes, Labor Markets, and Demographic Change (New Main L211)

5:45 pm - 7:15 pm: Dinner

Reception & Business Meeting (New Main Great Hall)

7:30 pm - 8:30 pm: Tour

Union Station Historic Tour (St. Paul Union Station)

8:00 pm - 10:00 pm: Mixer

Seventh Street Truck Park Get-together (Off-site: 214 Seventh Street W., St. Paul)

Saturday, October 10, 2026

7:45 am - 9:00 am: Breakfast

Plenary - 2026 Speaker and Breakfast (New Main Great Hall)

9:15 am - 10:30 am: Concurrent Session #5

PDW - Publishing in JMI (Founders Hall Auditorium)

Case Study - Part 1 (Library 302 Ecolab Room)

Extended Abstracts: Leadership, Workplace Dynamics, and Organizational Behavior (Library 306)

Leadership: Perspectives on Followership, Transitions, and Mindfulness (Library 307)

OB: Motivation, Commitment, and Persistence (Library 329)

PDW - Incorporating Debate into the Business Curriculum (New Main L210)

Strategy: Corporate Governance, Sustainability, and Institutional Context (New Main L211)

10:30 am - 10:45 am: Break

Refreshments and Snacks (New Main Great Hall)

10:45 am - 12:15 pm: Concurrent Session #6

Case Study - Part 1 Continuation (Library 302 Ecolab Room)

Entrepreneurship, Small Bus, & Innovation: Diversity and Entrepreneurial Resilience (Library 306)

Extended Abstracts: Leading Inclusive and Ethical Organizations in a Changing Workplace (Library 307)

HR, Diversity, & Careers: Talent Management and Workforce Inclusion (Library 329)

OD: AI, Technology, and the Future of Work (New Main L210)

PDW - Building Bridges Through Dialogue: Trust, Human Connection, and Collaborative Capacity (New Main L211)

PDW - The Intersection Between Ethics and Effective Leadership (New Main L213)

12:15 pm Oct. 11 - Oct. 18, 2026: VOD

Virtual On-Demand presentations- Available Oct. 11 - Oct. 18, 2026

Thursday Program

8:30am-4:30pm	Doctoral Consortium (Library 302 Ecolab Room)
5:30pm-7:30pm	Welcome Reception (Holiday Inn Downtown St. Paul) and Optional trip to Minnesota History Center

Friday Program

7:45am-9:00am	**Breakfast & 2026 Midwest Scholar Speaker Keynote** (New Main Great Hall)						
9:15am-10:30am	Concurrent Session #1						
	PDW - Publishing in AMJ (Founders Hall Auditorium)	Poster Session (Library 300 Lounge Area)	Extended Abstracts - Strategy, Ecosystems, and Organizational Adaptation (Library 306)	Management Ed: Innovation, Learning, and AI-Enabled Transformation (Library 307)	PDW - From the Firehose into the Fire: Teaching and Assessing with AI in 2026 (Library 308)	OB: Employee Well-Being, Stress, and Recovery (New Main L210)	Panel - Building Bridges: Using Engagement in Management Courses to Provide Societal Impact (New Main L211)
10:45am-12:00pm	Concurrent Session #2						
	Research Roundtable #1: Entrepreneurship, Innovation, and Strategic Decision-Making (Library 302 Ecolab Room)	Entrepreneurship, Small Bus, & Innovation: Entrepreneurship at the Crossroads of Technology and Strategy (Library 306)	HR, Diversity, & Careers: Career Paths, Social Support, and Workforce Retention (Library 307)	Leadership: Influence, Employee Well-Being, and Workplace Resistance (Library 308)	OB: Social Structures, Identity, and Societal Impact (New Main L210)	OD: Capacity for Change and Organizational Resilience (New Main L211)	PDW - The Intersection Between Ethics and Effective Leadership (New Main L213)
12:00pm-1:45pm	**Lunch** - 2026 Midwest Recognition and Awards Ceremony and Industry Panel (New Main Great Hall)						
2:00pm-3:30pm	**Concurrent Session #3**						
	Research Roundtable #2: AI, Technology, and the Future of Work (Library 302	Extended Abstracts: Learning, Development, and Educational	Leadership: Leadership Processes and Perceptions (Library 307)	OB: Power, Hierarchy, and Governance (Library 308)	Panel - Utilizing Reflective Learning to Develop Critical Thinking in the	PDW - Rethinking Resistance (New Main L211)	Supply Chain: Systemic Resilience, Technology, and Performance

	Ecolab Room)	Innovation (Library 306)			Digital Age (New Main L210)		(New Main L213)
3:30pm-3:45pm	**Break** - Refreshments and Snacks (New Main Great Hall)						
4:00pm-5:30pm	**Concurrent Session #4**						
	Panel - AOM Career Services (Founders Hall Auditorium)	Research Roundtable #3: Org. Culture, Leadership, Employee Experience (Library 302 Ecolab Room)	OB: Leadership, Coaching, and Positive Workplace Relationships (Library 306)	PDW - Scarlet Letters: How We Discuss ESG, CSR, and Stakeholder Management (Library 307)	Strategy: AI, Innovation, and Competitive Advantage (New Main L210)	Strategy: Strategic Outcomes, Labor Markets, and Demographic Change (New Main L211)	

5:45pm-7:15pm	**Dinner** – Reception & Business Meeting (New Main Great Hall)
7:30pm-8:30pm	Union Station Historic Tour (St. Paul Union Station)
8:00pm-10:00pm	Seventh Street Truck Park Get-together (Off-site: 214 Seventh Street W., St. Paul)

Saturday Program

7:45am-9:00am	**Breakfast & Plenary** - 2026 Speaker (New Main Great Hall)						
9:15am-10:30am	**Concurrent Session #5**						
	PDW - Publishing in JMI (Founders Hall Auditorium)	Case Study - Part 1 (Library 302 Ecolab Room)	Extended Abstracts: Leadership, Workplace Dynamics, and Organizational Behavior (Library 306)	Leadership: Perspectives on Followership, Transitions, and Mindfulness (Library 307)	OB: Motivation, Commitment, and Persistence (Library 329)	PDW - Incorporating Debate into the Business Curriculum (New Main L210)	Strategy: Corporate Governance, Sustainability, and Institutional Context (New Main L211)
10:30am-10:45am	**Break** - Refreshments and Snacks (New Main Great Hall)						
10:45am-12:15pm	**Concurrent Session #6**						
	Case Study - Part 1 Continuation	Entrepreneurship, Small Bus, &	Extended Abstracts:	HR, Diversity, & Careers: Talent	OD: AI, Technology, and	PDW - Building Bridges Through	PDW - The Intersection

	(Library 302 Ecolab Room)	Innovation: Diversity and Entrepreneurial Resiliance (Library 306)	Leading Inclusive and Ethical Organizations in a Changing Workplace (Library 307)	Management and Workforce Inclusion (Library 329)	the Future of Work (New Main L210)	Dialogue: Trust, Human Connection, and Collaborative Capacity (New Main L211)	Between Ethics and Effective Leadership (New Main L213)
12:15pm-11:55pm	**Virtual On-Demand**- Available Oct. 11 - Oct. 18, 2026						

Detailed Thursday, Oct. 8 Program

08:30 am - 4:30 pm

Doctoral Consortium (Library 302 Ecolab Room)

Chairs: Lesley Page, Jun Li, Christine Fischer, & Stephanie Gapud

5:30 – 7:30 pm

Welcome Reception

At Wild Bill's Saloon, adjacent to the Holiday Inn Downtown St. Paul.

6:45 – 8:00 pm

Optional trip to Minnesota History Center

Hosts: Suanne Barthol & Amanda Ramos. Meet in the hotel lobby.

Detailed Friday, Oct. 9 Program

07:45 - 09:00 am

2026 Midwest Scholar Speaker Keynote & Breakfast (New Main Great Hall)

Breakfast available beginning at 7:45, with the program starting shortly after 8:00 am. Midwest Scholar Speaker: Carolyn Wiley.

09:15 - 10:30 am

PDW - Publishing in AMJ (Founders Hall Auditorium)

Speaker: Quinetta Connally, Michigan State University

Poster Session (Library 300 Lounge Area)

Session Chairs: Erica Berte & Sang-Heui Lee

Minnesota State Agribusiness and General Business Curriculum Analysis: A Mixed-Methods Approach. T.J. Brown, South Central College

Quantitative Analysis of Metadata Obfuscation and The Managerial Feasibility. Brian Volkmuth, Metro State University

Analyzing Accent-Related Microaggressions In Higher Education: Implications For Psychological Safety and Professional Development. Shoptorshi Rahman; Rosymar Hjermstad; Tori Seymour, Metropolitan State University.

Unfiltered Social Media Data On Occupational Fit: Comparing Autistic and Allistic Perspectives On Job Suitability. Gundars Kaupins; Reine Bissember; Jawadul Islam, Boise State University

On Becoming A Neutral Researcher: The Appreciation of Qualitative and Quantitative Research. Ramanan Vijayaraghavan, North Dakota State University

Cancer In the HR Classroom: Lessons In Disability Accommodation, Inclusion, and Pedagogy for Management Faculty. Sarah Villanueva, University of Wisconsin - Oshkosh

Can Cultivated Meat Disrupt the Meat Industry? Kamala Gollakota, University of Redlands

Human Capital, Innovation, and Productivity in the U.S. Manufacturing Industry. Loi Nguyen, Metropolitan State University

Truth-Seeking In Cryptocurrency Investors. James Schulz, Metropolitan State University

Compassion Fatigue in Animal Welfare Organizations – Using Transactional Stress Theory Framework. Krysten Plautz Dorman, Metropolitan State University

Session Chairs:

Extended Abstracts - Strategy, Ecosystems, and Organizational Adaptation (Library 306)

Session Chair: Rebecca Wilson

Moving Toward a Sustainable Pyrotechnics Industry: A Scoping Review. Leah Feor; Caitlynn Bland, University of Wisconsin-Whitewater

Extrapolating From Dennis the Menace: Imitation as a Strategy. David Palmer, South Dakota State University

A Cognitive Social Structure Approach for Mapping Network Perception in Entrepreneurial Ecosystems. Joshua Marineau; Rushikumar Pandya; Cailen O'Shea, North Dakota State University

Management Ed: Innovation, Learning, and AI-Enabled Transformation (Library 307)

Session Chair: Katryna Johnson

The Three-Bridge Model: Aligning People, Ideas, and Purpose In Generative AI Integration In Business Education. Katryna Johnson, Metropolitan State University.

Developing Interns Through The Ph&d Skills Framework: An Aka Approach In A Sports Business Environment. Shane Bowyer, Minnesota State University

Mic Check: Creating Podcasts for Active Learning In Management Classes. Chantal Van Esch; Deborah Brazeal, Cal Poly Pomona

PDW - From the Firehose into the Fire: Teaching and Assessing with AI in 2026 (Library 308)

Session chair: Carla Flores

Carla Flores, Ball State University; Ben Blackford, Northwest Missouri State University; Xian Cao, Illinois State University; Cindi Kiner; Fred Kitchens; Imran Syed; Joel Whitesel, Ball State University

OB: Employee Well-Being, Stress, and Recovery (New Main L210)

Session Chair: Brian Dorr

Demands, Resources, and Distance: Rethinking Employee Well-Being in The Virtual Era. Shatha Alkhayyal, King Abdulaziz University; Saleh Bajaba, King Abdulaziz University; Abdulah Bajaba, Colorado Mesa University

It Has Been a Long Day At Work, and I Need A Drink: Work Stress and Alcohol Consumption. Michael Beeson, Lubbock Christian University; Cary Cooper Ivan Robertson

How Space Pulls Collaboration in Opposite Directions. Keith Pennington, Metropolitan State University

Panel - Building Bridges: Using Engagement in Management Courses to Provide Societal Impact (New Main L211)

Session Chair: Kristy Lauver

Building Bridges Between Students, Faculty, and the Community: Using Engagement in Management Courses to Provide Societal Impact. Kristy Lauver, Rachel Funk-Johnson; Scott Lester; Brent Opall; Rebecca Wyland, UW-Eau Claire.

10:30 am – 10:45 am

Break - Refreshments and Snacks (New Main Great Hall)

10:45 am - 12:00 pm

Research Roundtable #1: Entrepreneurship, Innovation, and Strategic Decision-Making (Library 302 Ecolab Room)

Session Chair: Stephanie D. Gapud

Entrepreneurs' Emotional Capabilities, Market Emotions, and Opportunity Formation. Chihmao Hsieh, Stony Brook University – Korea; Dan Hsu, North Dakota State University; Ashley Hsu

Hope Under Uncertainty: Regulatory Focus and Entrepreneurs' Unethical Decision-Making. Michelle Hong, North Dakota State University Dan Hsu, North Dakota State University; Ashley Hsu

AI or Human? How Support Source Shapes Entrepreneurial Nervousness Across Gender. Xian Cao, Illinois State University; Dan Hsu, North Dakota State University; Hongfei Li, The Chinese University of Hong Kong Qingyu Xu, City University of Hong Kong

Student Entrepreneurship As Resistance: A Three-Dimensional Power Analysis. Ezekiel Peter; Devi Akella; Edwin Nyamwala, Albany State University

Top Management Team Gender Heterogeneity and Firm Performance: Moderating Role of Structural Interdependence. Mahsa Asgari; Vishal Gupta, The University of Alabama

The Impact of Tariffs on Entrepreneurs. Michele Heath, Cleveland State University; Erika Williams, University of Southern Indiana; Kristen Burton, Purdue University NW

Entrepreneurship, Small Bus, & Innovation: Entrepreneurship at the Crossroads of Technology and Strategy (Library 306)

Session Chair: Rushikumar Pandya

Unpacking Perceived Irrelevance in Small-Business AI Adoption: A Mixed-Methods Investigation of Firm-Level Sensing Capability. Scott Stone, Metropolitan State University

'Against the Tide'-The Role of Agency Within the 5m Framework: Evidence from the Greek Maritime Shipping Sector. Athina Skiadopoulou, Saint Xavier University; Smita Srivastava, Wichita State University

Algorithmic Corporate Entrepreneurship: A Reformulation of Corporate Entrepreneurship for the AI Era. Shuang Liu, Georgia State University

Heterogeneity In Small-Business AI Adoption: Evidence from The Business Trends and Outlook Survey, 2023-2025. Scott Stone, Metropolitan State University

HR, Diversity, & Careers: Career Paths, Social Support, and Workforce Retention (Library 307)

Session Chair: Tim O. Peterson

What Every Career Mentor Should Know: An Empirical Study of Values and Career Anchors. Tim O. Peterson, TOPerformance

Perceived Alternative Quality and Turnover: The Role of Collective Turnover Climate. Houria Hadjadji, HEC Montreal

Ask, and You Shall Receive? Using An Intersectional Lens to Understand Help Seeking and Receiving. Chantal Van Esch, Cal Poly Pomona; William Luse, University of La Verne; Cleopatre Thelus, Lone Star College

Leadership: Influence, Employee Well-Being, and Workplace Resistance (Library 308)

Session Chair: Ramanan Vijayaraghavan

Quiet Quitting As A Dyadic Phenomenon: Leader Identification, Disidentification, and The Mediating Role of LMX. Fahad Aljaeed, King Abdulaziz University; Saleh Bajaba, King Abdulaziz University; Basma Khoja, King Abdulaziz University

Exploring The Relationship Between Leadership Civility and Follower Mental Health. Lovina Bhavnani-Akowuah, Hamline University; Aditya Simha, University of Wisconsin - Whitewater

Behind The Curtain: A Social Influence Perspective On How Leaders Shape Subordinates' Opinions of Organizational Good Deeds. Sigalit Ronen, California State University Northridge; Magda Donia, Telfer School of Management, University of Ottawa; Ahmed Khalil Ben Ayed, Telfer School of Management, University of Ottawa

Existential Resistance In AI-Augmented Organizations: A Theory of How Workers Defend Occupational Selfhood Against The Displacement of Identity-Constituting Creative Practice. Dan Doan, Western Michigan University

OB: Social Structures, Identity, and Societal Impact (New Main L210)

Session Chair: Velvet Weems-Landingham

Motivation To Acquire Social Capital: The Role of Gender Identity As A Symbolic Boundary. Claudia Gomez, The University of Texas at El Paso; Mary Hogue, Kent State University; Velvet Weems-Landingham, Kent State University; Catrina Johnson, North Carolina Agricultural and Technical State University

An Exploratory Investigation of Organizational Culture and The United Nations Sustainable Development Goals. Michael J. Pawlish, Georgian Court University; Stanley J. Kowalczyk, San Francisco State University

Passive Relational Infrastructure: Hybrid Work and Career-Stage Stratification In Relational Capital Formation. Ritesh Kumar, IIM Calcutta; Dharma Raju Bathini, IIM Calcutta

OD: Capacity for Change and Organizational Resilience (New Main L211)

Session Chair: Vanessa Hills

Driving and Maintaining Motivation in Commission-Only Compensation Sales Roles. John Rickgarn, Metro State University

Navigating Complex Challenges: A Change Leadership Model To Build Adaptive Capacity Within Organizations. Vanessa Hills, Western Michigan University

Access As Leadership: Identity, Inclusion, and Everyday Practice. Catherine Nolan, Western Michigan University; Amanda Jeppesen, Western Michigan University

PDW - The Intersection Between Ethics and Effective Leadership (New Main L213)

Session Chair: Malcolm Gabriel

Leading Change from The Middle: Enabling Middle Managers To Drive Transformational Change In Large Organizations. Malcolm Gabriel, The Chicago School; Charmon Parker-Williams, The Chicago School

12:00 - 1:45 pm

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

Lunch will be served starting at noon, with the program beginning at 12:20.

2:00-3:30 pm

Research Roundtable #2: AI, Technology, and the Future of Work (Library 302 Ecolab Room)

GenAI Tools In Reducing Cognitive Load and Boosting Learning Performance. Chien Chung Chen, Indiana University East; Phyu Phyu Aung Myint, Indiana University East

Does Emotional Intelligence Matter When the Algorithm Speaks? EI as a Moderator Between AI-Generated Insights and Strategic Decision Outcomes on Financial Organizations. Kingsley Yeboah

Daos and Trust: How Trustworthy Or "Trustless" Are They? Ramanan Vijayaraghavan, North Dakota State University - Fargo, ND

Integrating Applied Business Process Automation: A Hybrid Instructional Model. Ibrahim Mescioglu; Toli Xanthopoulos, Lewis University

Adaptive Inequality in the AI Economy: Workforce Vulnerability and Perceived Job Displacement Risk. Montressa Washington, Shenandoah University

Mentorship Marketplaces: How Platform Signals Shape Access to High-Quality Developmental Relationships. Chantal Van Esch, California Poly Pomona; Seth Ketron, University of St. Thomas

Extended Abstracts: Learning, Development, and Educational Innovation (Library 306)

Session Chair: Dan Doan

Learning ERP Through Decisions: A Quest-Based Simulation for Management Education. Muhammad Usama Islam, Foluso Ayeni; Shoptorshi Rahman, Metropolitan State University

Building Entrepreneurial Judgment Through Case-Based Learning: A Conceptual Framework for Entrepreneurial Ecosystem Infrastructure. Rebecca Wilson, Lindenwood University

Reverse Mentoring as a Pathway to Inclusion: From Challenges to Belonging, Engagement, and Retention of the Neurodiverse Workforce. Sanghamitra Chaudhuri, Temple University; Ana Carolina Dalla Martha Rodriguez, University of Minnesota; Jolene Thibedeau Boyd, University of Minnesota; Jawaria Ashraf Abbasi, Temple University

Leadership: Leadership Processes and Perceptions (Library 307)

Session Chair: Godfred Beckham-Arthur

Transactional Leadership Reconsidered: Psychological Well-Being As The Missing Link To Employee Turnover. Godfred Beckham-Arthur, North Dakota State University; Joshua King Sarfo Lartey, University of Wollongong; Sean Brotherson; Joel Hektner; Margaret Fitzgerald, North Dakota State University

Transformative Leadership Communication As Meaning-Making: Introducing the Transformative Leadership Communication Model(tlcm). Christine Fischer, University of Michigan Dearborn

Seeing Leaders Through A Greedy Lens: Dispositional Greed, Trait Competitiveness, and Perceived Leader Bottom-Line Mentality. Hoora Hajian Karahroodi, Southern Illinois University; John Kouraklis, University of Westminster; Stephanie D. Gapud, Spring Hill College

AI-Based Selection Signals, Procedural Justice, and Organizational Attractiveness: A Signaling Theory Framework. Kristin Burton, Purdue Northwest University; Kimberly Weston, North Carolina Central University; Michele Heath, Cleveland State University; William Luce, University of LaVerne

OB: Power, Hierarchy, and Governance (Library 308)

Session Chair: Maurice Harris

Going Backstage: How Organizational Hierarchy Shapes Whether Having Control Over Monitoring Is Perceived as Fair. Maurice Harris, University of Northern Colorado; Daniel Baack, University of Denver

Active Agency Amid Structural Constraints: A Strong Structuration Theory Examination of How Nonprofit Organizational Actors Navigate Acute Federal Policy Disruption Across Hierarchical Levels. Kevin Curiel-Vazquez, Western Michigan University.

The Internal Architecture of Power: How Power Dynamics Within Nonprofit Organizations Shape Their Capacity for Community Empowerment. Kevin Curiel-Vazquez, Western Michigan University

Panel - Utilizing Reflective Learning to Develop Critical Thinking in the Digital Age (New Main L210)

Session Chair: Rachel Lundbohm

Utilizing Reflective Learning to Develop Critical Thinking In The Digital Age. Rachel Lundbohm; Courtney Bergman; Annette Roter; Julie Smith Hinders; Anas Al-Fattal, University of Minnesota Crookston;

PDW - Rethinking Resistance (New Main L211)

Session Chair: David Szabla

Rethinking Resistance: An Interdisciplinary Exploration Across The Physical Sciences, Social Sciences, and Humanities. David Szabla; Vanessa Hills; Western Michigan University

Supply Chain: Systemic Resilience, Technology, and Performance (New Main L213)

Session Chair: Michele Heath

Resilient it: Winning with People and Process. Wesam Helou; Michele Heath; Raymond Henry, Cleveland State University

Understanding Faculty Perceptions of Identity and Access Management (IAM) Controls in Higher Education. Richard Balderrama, Metro State University

Conditional Supplier Proactivity: How Suppliers Interpret, Allocate, and Sustain Initiative in Buyer–Supplier Relationships. Aaron Willard; Naserian Lemayian; Bryan Jones; Matias Enz, University of Missouri - St. Louis

3:30 - 3:45 pm

Break - Refreshments and Snacks (New Main Great Hall)

4:00 - 5:30 pm

Panel - AOM Career Services (New Main L213)

Session Chair: Jennifer Collins

Speakers: Jennifer Collins and Millicent Nelson

Research Roundtable #3: Organizational Culture, Leadership, and Employee Experience (Library 302 Ecolab Room)

Session Chair: Christine Fischer

Social Media's Influence on First-Generation College Decisions: A Quantitative Extension of Qualitative Findings Part 2. Rosymar Hjermstad, Metro State University

Narrative Analysis of Multigenerational Group Members in a Business Classroom Project. Brian Dorr; Shoptorshi Rahman; Rebecca Evan, Metropolitan State University

Bridging The Gap Between Turnover Intention and Actual Turnover: A Construal Level Perspective. Houria Hadjadji, HEC Montreal

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. Annette Roter; Julie Smith Hinders; Ksenia Zhbanova, University of Minnesota Crookston

Watching The Baby, Watching the Inbox: Competing Pathways Following the Transition to Parenthood in Remote and Hybrid Workers. Brandon A. Griffin, Troy University; Guilin Zhang, Troy University; Vanessa Hills, Western Michigan University; Jasmine N. Kelley, The University of Tennessee at Chattanooga

Representations of Organizational Culture in U.S. Retail Annual Reports: A Schein-Based Qualitative Content Analysis. Osahenrumwen Ofumwengbe, Case Western Reserve University

How Culture and Structure Influence Follower Behaviors in Leadership and Organizations. Osahenrumwen Ofumwengbe, Case Western Reserve University

From 'Important' To 'Significant': Achieving Meaningful Impact Through Collective Purpose In Organizational Development. Anthony Adamgbo, Webster University

OB: Leadership, Coaching, and Positive Workplace Relationships (Library 306)

Session Chair: Kami Tsai

The Myth of Pure RCM: Governance Drift and The Hybridization of Decentralized Budgeting Systems In Higher Education. Erica Martinez, Western Michigan University

Compassion At Work in An Age of Disruption: Validating A Compassionate Leadership Scale. Kami Tsai; Lesley Page; Jennifer Gabrenya, Lewis University

Governing Through Complexity: An Alignment-Based Conceptual Model for Effective Interorganizational Collaboration in Environmental Governance. Virginia Breidenbach, Western Michigan University

Reflective Structured Dialogue as An Organizational Capability: Building Trust and Collaborative Capacity Under Conditions of Relational Fragmentation. Montressa Washington, Shenandoah University

PDW - Scarlet Letters: How We Discuss ESG, CSR, and Stakeholder Management (Library 307)

Session Chair: Nick Bartkoski

Scarlet Letters: How We Discuss ESG (Environment, Social and Governance), CSR (Corporate Social Responsibility), and Stakeholder Management in Management Classes. Nick Bartkoski, University of Oklahoma; Ben Blackford, Northwest Missouri State University; Carla Flores, Ball State University; Cindi Kiner, Ball State University; Imran Syed, Ball State University

Strategy: AI, Innovation, and Competitive Advantage (New Main L210)

Session Chair: Zhiyuan Yu

Re-evaluating Innovation: Partner Innovation Uncertainty, Governance, and Post-Transaction Performance. Zhiyuan Yu, Morgan State University; Long Su, Slippery Rock University; Haoran Yu, Dongbei University of Finance and Economics

Algorithmic Foresight and Temporal Asymmetry: How AI Decouples the Temporal and Informational Foundations of Competitive Advantage. Shuang Liu, Georgia State University

When Knowledge Constrains and When It Buffers: Feedback Noise Frequency, Scale, and Technological Exploration. Pouya Derayati

Global Technological Salience and Foreign Investor Attention: Evidence from AI Startups. Tabitha Muchungu, Northern Kentucky University

Strategy: Strategic Outcomes, Labor Markets, and Demographic Change (New Main L211)

Session Chair: Mahsa Asgari

Gender and Speed of Advancement: Replicating and Extending Bonet, Cappelli, and Hamori (2020). Mahsa Asgari, The University of Alabama; Tim Cao, Indiana University; Vishal Gupta, The University of Alabama; Sandra Mortal, The University of Alabama

Demographic Aging and Housing-Market Dynamics in Minnesota: A Strategic Analysis of Homeownership and Vacancy Trends. Shengqian Zhang, Saint Mary's University of Minnesota

Strategic Uniqueness and Cost of Debt Financing: The Role of The Information Environment. Athina Skiadopoulou, Saint Xavier University; Vishal Gupta, University of Alabama; Sandra Mortal, University of Alabama

5:45 - 7:15 pm

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

Dinner service begins at 5:45; the program starts at 6:00.

7:30 - 8:30 pm

Union Station Historic Tour (St. Paul Union Station)

Host: Becky Evan

Please pre-register for this event. Historic tour by a professional guide. If you missed the event registration but wish to go, please reach out to Becky or Marcia.

8:00 - 10:00 pm

Seventh Street Truck Park Get-together (Off-site: 214 Seventh Street W., St. Paul)

Host: Jun Li

Casual get-together with a cash bar. Across 7th Street and a few doors down from the Holiday Inn (conference hotel).

Detailed Saturday, Oct. 10 Program

7:45 - 09:00 am

Plenary - 2026 Speaker and Breakfast (New Main Great Hall)

Breakfast service opens at 7:45 am, with the program beginning shortly after 8:00 am.

9:15 – 10:30 am

PDW - Publishing in JMI (New Main L213)

Speaker: Sang-Heui Lee

Case Study - Part 1 (Library 302 Ecolab Room)

Session Chair: Erica Berte

Case Study, Embryo: Target Corporation and DEI from 2020-2025. Rebecca Evan, Metropolitan State University; Patricia Henry, Eastern Michigan University

Decisions of Impact: The Case of Provost Antonio Carlos Hernandes. Taina Martins; Fernanda Areias; Tania Casado, University of São Paulo

The Dilemma of AI Governance in Healthcare Decision-Making. Patricia Prado, USP - University of Sao Paolo; Erica Berte, Metropolitan State University

When The Strategy Planning Meeting Went Sour. Ana Carolina Rodriguez, University of Minnesota

Threads of Change: Should Farm Rio Pursue B Corp Certification While Scaling a Global Fashion Brand? Rebecca Wilson, Lindenwood University

Extended Abstracts: Leadership, Workplace Dynamics, and Organizational Behavior (Library 306)

Session Chair: Annette Roter

Exploring The Drivers and Impact of Upward Bullying Against Managers in Healthcare Organizations. Julie Smith Hinders; Annette Roter, University of Minnesota Crookston

From Threat to Courage: Identity Threat, Emotions, and Oppositional Courage at Work. Natasha Reed, Grand Valley State University; Katie Badura, Georgia Institute of Technology; Tiffany Johnson James, Georgia Institute of Technology

Enacting Leadership Through Followership: How Follower Behaviors Shape Leadership Effectiveness. Osahenrumwen Ofumwengbe, Case Western Reserve University

Leadership: Perspectives on Followership, Transitions, and Mindfulness (Library 307)

Session Chair: Catherine Nolan

Student-Athletes' Voices: The Relationship Between Courageous Follower Roles and Upward Influence Tactics. Jeffrey C. Stewart, Grand Canyon University; Tim O. Peterson, North Dakota State University

Navigating Leadership Transition Through Promotion and Prevention: Regulatory Focus Among Engineers Becoming Managers. Shoptorshi Rahman; Marcia Hagen, Metropolitan State University

Moral and Ethical Mindfulness: The Effects of Observing with Nonreactivity on Moral and Ethical Issue Recognition. Sheila Hanson; David Hollingworth, University of North Dakota

It's About the Match: Aligning Leadership Empowerment with Employee Expectations To Foster Innovation. Lawrence Loi, University of Minnesota, Duluth; Juan Peng, Guangxi University; Yixue He, Guangxi University

OB: Motivation, Commitment, and Persistence (Library 329)

Session Chair: Jacqueline Jaeger

No Snake Oil: Mindsets Varied Across Athletics and Academics and Grit Mattered In Higher Ed Persistence Intentions. Jacqueline Jaeger

Wax Or Wane? How Organizational Commitment Changes Over Time Across Perceived Economic Conditions and Job Marketability. Myungjune Song, University of Wisconsin-River Falls; Hak Yoon Kim, University of Utah Asia Campus

Too Reliable To Last? A Process Theory of Sustained Discretionary Effort and Resource Imbalance. Linda Dunn-Jensen, CSU, Stanislaus; Katherine Ryan, Indiana University

PDW - Incorporating Debate into the Business Curriculum (New Main L210)

Session Chair: Michelle Fleig-Palmer

Incorporating Debate into The Business Curriculum: Enhancing Persuasive Skills To Promote Managerial and Leader Success. Michelle Fleig-Palmer, South Dakota State University; Abby Gilk, Wealth Enhancement; Andrew Morgan, South Dakota State University; Andrea Carlile, South Dakota State University

Strategy: Corporate Governance, Sustainability, and Institutional Context (New Main L211)

Session Chair: Pakanat Kiratikosolrak

Culture, Legal Origin, and Configurational Pathways to Formal Shareholder Protection. Pakanat Kiratikosolrak, North Dakota State University; William Phillips, Valparaiso University

Conflicting Institutional Demands and Corporate Sustainability: The Role of Managerial Adaptability, Perceived Control, and Tactical Responses. Oluwatosin Araba; Michele Heath, Cleveland State University

Guarding The Gate: Explaining Procurement Managers' Reluctance to Involve Internal Stakeholders In Supplier Relationships. Jen Carron; Christina Coyle; Joseph Debonopaula; Ashlie Vickers; Matias Enz, University of Missouri - St. Louis

10:30 - 10:45 am

Break - Refreshments and Snacks (New Main Great Hall)

10:45 - 12:15 am

Case Study - Part 1 Continuation (Library 302 Ecolab Room)

Session Chair: Erica Berte

Case Study, Embryo: Target Corporation and DEI from 2020-2025. Rebecca Evan, Metropolitan State University; Patricia Henry, Eastern Michigan University

Decisions of Impact: The Case of Provost Antonio Carlos Hernandes. Taina Martins; Fernanda Areias; Tania Casado, University of São Paulo

The Dilemma of AI Governance in Healthcare Decision-Making. Patricia Prado, USP - University of Sao Paolo; Erica Berte, Metropolitan State University

When The Strategy Planning Meeting Went Sour. Ana Carolina Rodriguez, University of Minnesota

Threads of Change: Should Farm Rio Pursue B Corp Certification While Scaling a Global Fashion Brand? Rebecca Wilson, Lindenwood University

Entrepreneurship, Small Bus, & Innovation: Diversity and Entrepreneurial Resilience (Library 306)

Session Chairs: James Schulz and Shoptorshi Rahman

Relational Resources: How Small Rural Businesses Mobilize Community Assets Under Constraint. Sanga Song; Jaynne Rivas; Yan Liu, Indiana University East

Stronger Than Yesterday: Forging Entrepreneurial Resilience and Success in The Face of Financial Adversity In Small Business. Rachel Funk-Johnson, University of Wisconsin-Eau Claire; K Praveen Parboteeah, University of Wisconsin-Whitewater; Aditya Simha, University of Wisconsin-Whitewater

May The Strong Survive: Innovation Clusters and Gender Disparities In Venture Capital Outcomes. Jasmine N. Kelley, University of Tennessee at Chattanooga; Brandon A. Griffin, Troy University; Michele L. Heath, Cleveland State University; Kristin Burton, Purdue University Northwest; Ying Schwarte, Troy University

Extended Abstracts: Leading Inclusive and Ethical Organizations in a Changing Workplace (Library 307)

Session Chair: Amanda Remo

Why Project Managers Trust The Machine: Organizational Commitment, Ethical Rationalization, and AI Reliance. Amanda Remo, Western Michigan University; Suanne Barthol, Metro State University

From Hiring Friction To Bridge Design: Employer Priorities for University-Supported Pathways for Immigrants, Refugees, and Non-Traditional Learners. Brett Bantle, North Dakota State University

When Does Moral Identity Make A Moral Leader? Allocentrism As the Missing Link. Shucheng Ge, University of Nebraska at Kearney; Zhen Yan, Emporia State University

Union Employees' Perceptions and Lived Experiences of Organizational Culture and Job Satisfaction In Michigan Manufacturing Organizations. Dr. Angela Wantuck

HR, Diversity, & Careers: Talent Management and Workforce Inclusion (Library 308)

Session Chair: Reha Karadag

Why Stars Fade and How To Keep Them Shining: Star Employee Performance Decline and Sustaining Mechanisms. Reha Karadag; Lin Xiu, University of Minnesota Duluth

From Neuro-Inclusive Remote HRM Practices to Social Cohesion. Hanna Kalmanovich-Cohen, Oakland University

Identifying Work Passion in A Job Interview. Jannifer David, University of Minnesota Duluth

OD: AI, Technology, and the Future of Work (New Main L210)

Session Chair: Anthony Adamgbo

Algorithmic Institutionalization: How AI Reconfigures Legitimacy and Expertise In Project Management. David Szabla, Western Michigan University

Reimaging Business Skills Readiness: Employer Priorities for AI Competencies and Communication Skills. Kathy Richie; Victoria Hailey; Shane Bowyer, Minnesota State University - Mankato

Performance Appraisals & AI: Exploring Bias, Ethics, Organizational Justice & Management Consulting Implications. Megan Barder, Benedictine University

PDW - Building Bridges Through Dialogue: Trust, Human Connection, and Collaborative Capacity (New Main L211)

Building Bridges Through Dialogue: Trust, Human Connection, and Collaborative Capacity. Montressa Washington, Shenandoah University

PDW - The Intersection Between Ethics and Effective Leadership (New Main L213)

The Intersection Between Ethics and Effective Leadership Professional Development (pd) Workshop. Antar Salim, Saint Mary's University

Oct. 11 - Oct. 18, 2026

Virtual On-Demand Sessions- Available: www.youtube.com/MWAOM

Session Chairs: Vanessa Hills & Scott Stone
Please access the sessions through this link: www.youtube.com/MWAOM
Endogenous Strategic Liability: How Strategizing Practices Stabilize Disadvantage. Karen Stander, University of South Africa

A Systematic Review of Student Engagement Tools (2020-2025) and Future Directions for Management Educators. Stephanie Black, Texas A&M University - San Antonio; Sandra Degrassi, Texas A&M University-Corpus Christi; Cate Wengelnik

The Strategy Cube: Strategic Observability, Attentional Calcification, and the Identification of Strategic Liabilities Through Spatial Tools. Karen Stander, University of South Africa

Personality Traits and Family Business Dynamics: A Systematic Review of Current Knowledge and Future Research Challenges. Salma Askar; Marek Kolinski, University of South Dakota

Beyond Craft: The Skill System of Professional Woodworkers. Andrew Johnson, Texas A&M University Corpus Christi

Controlling For Capability: How Organizational Controls Shape Technological Capabilities in Private Firms. Sean Leahy, Loyola University; Matthew Aplin-Houtz, University of Louisiana Monroe; Seemantini Pathak, Western University, Ivey Business School

The Ethics of Exclusion: Political Ideology As A Susceptible Class In The Workplace. Andrew Johnson, Texas A&M University-Corpus Christi; Katherine Roberto, Texas A&M University-Corpus Christi