Midwest Academy of Management
62nd Annual Meeting

2019 Conference Program

Developing the Whole Professor
in order to Change the Organizational World

Omaha, Nebraska
October 10-12, 2019
The 62nd Annual Meeting of the Midwest Academy of Management

Developing the Whole Professor in order to Change the Organizational World

To be in the truth, we must know how to observe and reflect and speak and listen, with passion and with discipline, in the circle gathered around a given subject.

Parker J. Palmer
The Courage to Teach (p. 107)
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Announcement of the 63rd Annual MAM Meeting

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Cover
Omaha – Our Host City

College of Business Administration
University of Nebraska Omaha
Our Host Institution
Welcome to the 62nd Annual Meeting of the Midwest Academy of Management

You are here because you chose to attend the conference for the oldest regional affiliate of the Academy of Management. The Midwest Academy of Management (MWAOM) was founded in 1957 and the conference has a reputation for being friendly and accessible. We are happy you are here and look forward to talking, meeting and fellowshipping with you. Please take advantage of the many opportunities to revive your passion for research, teaching and service with our paper sessions, symposia, and professional development workshops. Be invigorated by our quality keynote speakers at breakfast/lunch and attend the business meeting to get more information about MWAOM and how you can become involved. Visit the tables for our vendors and learn more about products and services that could make a difference in your work. Network with new and old friends to build relationships and make plans for future endeavors. After you do all these things, I believe you will be far better for having spent this time with us.

Best wishes,

Millicent F. Nelson

Millicent F. Nelson, PhD
President, Midwest Academy of Management

Education is not preparation for life; education is life itself.
John Dewey
Welcome to the 62nd Annual Meeting of the Midwest Academy of Management

On behalf of the Midwest Academy of Management Board of Governors, welcome to the 62th Annual Meeting in Omaha, Nebraska. Our theme this year, Developing the Whole Professor in Order to Change the Organizational World, is inspired by a conversation with a colleague. He was expressing that we need to be scholarly teachers as well as research scholars. I added that we also need to serve our profession, our university, our college, and our department. As we talked, the phrase Developing the Whole Professor continued to cross my mind. Later as I sat looking at the phrase typed on my screen, I realized the reason we have to develop the whole professor is because that is what allows us to change the organizational world through our teaching, our research, and our service.

Many people played a significant role in creating this program, and I am thankful for their contributions. Some of those people contribute in the forms of serving as track chairs, reviewers, session chairs, and invited speakers. Others have provided helped with the site coordination. Of course many have served as authors, panelists, and workshop participants to provide the scholarly option of the program. We also have those who willingly agreed to share their scholarly teaching wisdom. It really does take a community to develop the whole professor. There are moments at the conference when you will be the clay and others when you are the sculptor. Each of you contribute to the development of the whole professor through your writing, teaching, and service. In doing so, you also contribute to your own development as a whole professor.

Thank you very much for attending the 2019 conference. Enjoy your conference and your time in Omaha!

Yours in service,
Tim O. Peterson
Tim O. Peterson
2019 Program Chair
College of Business
North Dakota State University

Volunteering is the ultimate exercise in democracy. You vote in elections once a year, but when you volunteer, you vote every day about the kind of community you want to live in.

-Marjorie Moore
Program at Glance

Thursday, October 10

8:30AM-5:00PM  Doctoral Consortium  EMBA Mammel Hall 100L
1:00PM-4:30PM  Strengths Professional Development Event  Mammel Hall 100E
1:00PM-5:00PM  Learning Journey Event (Meet in Mammel Atrium)  Omaha Zoo
5:30PM-6:30PM  MAM Board Meeting (open to MAM members)  Mammel Hall 100E
6:30PM-8:00PM  Registration
7:00PM-8:30PM  Welcome Reception
8:30PM-10:30PM “Meet and Greet” New MAM Members

Friday, October 11

7:00AM-5:00PM  Registration  Mammel Atrium
7:30AM-9:00AM  Breakfast & Industry Speaker
9:15AM-10:30AM Concurrent Sessions 1
10:45AM-12:00PM Concurrent Sessions 2
12:15PM-2:00PM Recognition Luncheon & Industry Speaker
2:15PM-3:30PM Concurrent Sessions 3
3:45PM-5:00PM Concurrent Sessions 4
5:15PM-6:30PM Midwest Academy of Management Business Meeting
6:30PM-8:00PM Social & Networking

Saturday, October 12

7:00AM-10:00AM Registration  Mammel Atrium
7:30AM-9:00AM  Breakfast & Midwest Scholar
9:15AM-10:30AM Concurrent Sessions 5
10:45AM-12:00PM Concurrent Sessions 6
12:15PM-1:30PM Luncheon & 2020 Conference Introduction
2:00PM-3:30PM  MAM Board Meeting (open to MAM members)

When and Where Are My Sessions?

If you are a presenter and/or session chair, you can easily locate when and where your sessions are by taking the following steps. (1) Look at the participant index at the back of this booklet. (2) Locate the page number that you are participating, right behind your name in the index. (3) Go to that page number in the program by day (on pp, 20-45 of this program booklet). (4) There, you will find the time and place of your session.
Mammel Hall (MH)
University of Nebraska Omaha
6708 Pine Street
Omaha, NE 68182
Conference Sponsors - President’s Circle

NDSU

UNIVERSITY OF NEBRASKA Omaha

case centre

YOUNGSTOWN STATE UNIVERSITY

Conference Sponsors - Platinum

Ethics GAME
Ethics Education Transformed
Conference Sponsors - Gold

Business Administration
ILLINOIS SPRINGFIELD

Exhibitors

interpretive simulations
LEARN BY DOING
Past Presidents

These individuals are excellent examples of the *Whole Professor*. Each taught well, researched thoughtfully, and served our profession with dedication.

1962 – 1963 Rolin H. Simonds  
1963 – 1964 Franklin Moore  
1965 – 1966 Fremont Shull  
1966 – 1967 Joseph Litterer  
1967 – 1968 Max Wortman  
1968 – 1969 Alan C. Filley  
1970 – 1971 Herbert Zollitsch  
1971 – 1972 Elmer H. Burack  
1972 – 1973 Henry L. Tosi  
1973 – 1974 Andre L. Delbecq  
1975 – 1976 Kenneth M. Roland  
1977 – 1978 Andrew Sikula  
1978 – 1979 Orlando Behling  
1979 – 1980 Charles N. Green  
1981 – 1982 Fred Luthans  
1982 – 1983 Richard N. Osborn  
1983 – 1984 Maryann Albrecht  
1984 – 1985 Ramon J. Aldag  
1985 – 1986 Thomas N. Martin  
1986 – 1987 Ken Wexley  
1988 – 1989 Allen Bluedorn  
1989 – 1990 James McFillen  
1990 – 1991 Kenneth Thompson

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  
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
Conference Organizing Team

Tim O. Peterson  
North Dakota State University  
Program Chair

Shontarius D. Aikens  
Concordia College  
Program Coordinator

Lynn Harland  
University of Nebraska Omaha  
Conference Site Coordinator

Ranjan Karri  
University of Illinois Springfield  
Doctoral Consortium

Ronda Smith  
Ball State University  
Registration

Jennifer Roberson  
Stinnett & Associates  
Clifton Strengths Coach

Jennifer Schultz  
St. Mary's University of Minnesota  
Learning Experience Coordinator

Ben Blackford  
Northwestern Missouri State University  
Director of IT Solutions

Be the change you wish to see in the world...  
- Mahatma Gandhi
Conference Tracks and Track Chairs

**Diversity & Inclusion**

Rosemary Muriungi  
Gonzaga University

**Entrepreneurship, Innovation, & Small Business**

Onnolee Nordstrom  
North Dakota State University

**Health Care, Hospitality, & History**

Shelly Gompf (L) & Dan Anderson (R)  
Concordia College

**Human Resources & Careers**

Sean Valentine  
University of North Dakota

**Leadership & Ethics**

Katherine Tulibaski  
North Dakota State University

**Management Education**

Arun Pilluta  
St Ambrose University

**Organizational Behavior**

Gina Ligon  
University of Nebraska Omaha

**Organizational Development**

Peter Sorensen (L)  
Therese Yaeger (R)  
Benedictine University

**Professional Development Workshop**

Jennifer Schultz  
St Mary’s University of Minnesota

**Strategy**

ErinBass  
University of Nebraska Omaha

**Supply Chain & Information Systems**

Jon W. Beard  
Iowa State University

**Toward Impactful Research**

Claudette M. Peterson  
North Dakota State University
2019 MAM Conference Reviewers

Numerous reviewers dedicated their time to review the work submitted to the MAM conference, making this conference possible. Outstanding reviewers are noted with asterisk (*) and in bold. Thank you all reviewers! Much Appreciated! Their work is an excellent example of professional service which part of becoming the Whole Professor.

Margaret Andersen
Michelle Anyadioha
Olivera Anyadioha
Michael Appiah
Oluwatosin Araba*
Divine Ningue Arpellet
Mona Bahl
Somnath Banerjee
Christine Beech
Elizabeth Belgo
Cameron Borgholthaus*
Clara Braun
Kasi Breen
John Bunch*
Jay Caulfield
Kenneth Chukwuba
Debra Comer
Elizabeth Cooper
Aaron Cromar
Adam Damadzic
Alexis d'Amato
Joanna Davis*
Nancy Day
Daniel Dayton
Roy Dejoie
Douglas Derrick
Carla Earhart
Dianna Easton*
evelyne ello hart
Joel Elson
Errick Farmer
Crystal Fashant
Robert Fedorchak
Stephen Forsha
Jenni Frumer
Belinda L. Gardner
Geoffrey Geli
Bob Giacalone*
Brad Gilbreath
Lynn Godkin*
Ke Gong
Neena Gopalan

Martin Greller
Jyoti P. Gupta
Abu Haddud
Marcia Hagen*
Nancy Hanson-Rasmussen
Wayne Harrison
Andrea Hein
David Hollingworth
Bareerah Hafeez Hoorani
Adrian James
Scott Kerth
Vasiliki Kosmidou*
Mary Dana Laird
Derek Lehmberg
Vance Lewis*
Dan Lichter
Yan Liu
Robert Lloyd
Michael Logan*
Rachel Lundbohm
Sherri Lynch
Amy Martin
Izuchukwu Mbaraonye
Bryan McCusker
Michael McDaniel
Kelsey Medeiros
Patricia Meglich
Ralf Mehnert-Meland*
Nicholas Messina
Nicholas Miceli
Douglas Micklich
Luis Francisco Miranda Terraza
Susan Misterek
Kezia Mkwizu
Frank Murphy
Rachael Narel
Zoncita Norman
Dave O'Connell
Donna Ogle*
Ifeakandu Okoye
Brent Opall*
Lesley Page
Sunyoung Park  
Brittnee Parker  
Beth Polin  
**Rachel Rauvola***  
Patrick Schultz  
Charles Schwepker  
**Dawn Shearrow***  
**Ronda Smith***  
Wade Smith  
**Ernie Stark***  
Rachelle Strawther  
Imran Syed  
Manojprabhakaran Thirupal  
Herbert Thompson  
Aniekan Udoh  
Hui Wang  
Tekiae Warren  
**Christopher Winchester***  
Chiangkerleng Xiong  
Pakou Yang  
Alan Yen  
Alec Zama  
Jenifer Zinsmaster

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**Research is to see what everybody else has seen, and to think what nobody else has thought.**

Albert Szent-Gyorgyi
Past Midwest 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

Georg Wilhelm Friedrich Hegel

The learner always begins by finding fault, but the scholar sees the positive merit in everything.
2019 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 Kim Cameron as the 2019 Midwest Scholar. Kim will be recognized at Saturday’s Breakfast. His topic is The Impact of Positive Leadership on Changing the Organizational World.

Kim Cameron, Ph.D. is the William Russell Kelly Professor of Management and Organizations in the Ross School of Business and Professor of Higher Education in the School of Education at the University of Michigan. He is a founder of the discipline called Positive Organizational Scholarship—the scientific study of what produces extraordinary performance in organizations and their employees. His research on organizational virtuousness and the development of cultures of abundance has been published in more than 140 scholarly articles and 15 academic books. He was recently recognized as among the top 10 scholars in the organizational sciences whose work has been most frequently downloaded from Google.

He has served as Dean of the Weatherhead School of Management at Case Western Reserve University, Associate Dean Brigham Young University, and as Associate Dean and academic department chair at the University of Michigan. He actively consults with business organizations on five continents, federal and military organizations, and health care and educational organizations. He received BS and MS degrees from Brigham Young University and MA and PhD degrees from Yale University.

By choosing integrity, I become more whole, but wholeness does not mean perfection. It means becoming more real by acknowledging the whole of who I am.
Midwest Distinguished Industry Speaker

The Midwest Academy of Management welcomes Dr. Sangeeta Badal to the annual meeting. Sangeeta will speak at Breakfast on Friday October 11, 2019. Her topic is *What Are You Building to Change the Organizational World?*

Sangeeta Badal, Ph.D., is the Principal Scientist for Gallup’s Entrepreneurship and Job Creation initiative and a Wall Street Journal bestselling author. Dr. Badal’s research focuses on understanding the determinants of successful entrepreneurship, with special emphasis on the role of psychological factors in entrepreneurial decision-making. Her research has appeared in the *Gallup Business Journal, Forbes, The Huffington Post* and *The Washington Post.*

Dr. Badal has worked with many public and private organizations, educational institutions and economic development agencies on issues related to job creation, entrepreneurship training and development, business performance management and program evaluation. Dr. Badal is the co-author of the national best seller, *Born to Build,* with Gallup Chairman Jim Clifton.

Dr. Badal earned her doctorate in anthropology and geography from the University of Nebraska-Lincoln (UNL). She was formerly a faculty member at Miami University in Oxford, Ohio.

Midwest Distinguished Industry Speaker

The Midwest Academy of Management welcomes Dr. Catharyn A. Baird to the annual meeting. Cathayn will speak at Lunch on Friday October 11, 2019. Her topic is *Why Ethical Development is Critical in order to Change the Organizational World.*

Catharyn Baird, JD, is the Founder/CEO of EthicsGame, LLC and Professor of Business, Emeritus, Regis University, Denver, CO. Baird’s research resulted in the development of the *Ethical Lens Inventory™,* a typology that has been used by more than 550,000 people to determine their ethical preference and leadership style.

Baird’s unique approach to ethics and vibrant communication skills have resulted in national recognition. EthicsGame’s leading edge pedagogy was featured in the *January/February 2013 BizEd.* She was recognized by her professional organization, the Academy of Legal Studies in Business, as the 2014 Ethics Scholar in Residence. She is also a highly sought out speaker for universities and professional organizations. She was featured as a TEDxMileHi presenter in June of 2015, *Ideas Unbridled.* Her presentation, *Ethics For People on the Move,* explores how we define an ethical life, and how we can leverage ethical plurality to wisely build strong cultures.
Best Paper Award Winners

Best Overall Paper Committee
- Michele L. Heath, Cleveland State University
- Tracy H. Porter, Cleveland State University
- Charles Stevens, North Dakota State University

Best Overall Paper Award Winner
Applying Collective Change Leadership to Resolve Wicked Community Problems
Jay Caulfield, Marquette University
Elizabeth Brenner, Marquette University

Best Student Paper Committee
- Michele L. Heath, Cleveland State University
- Tracy H. Porter, Cleveland State University
- Chanchai Tangpong, North Dakota State University

Best Student Paper Award Winner
As A Lawyer, I Suggest You Tell the Truth: Attorney Directors and CEO Deception
Alexander Lewis, University of Texas San Antonio
Steven Hyde, University of Texas San Antonio
Cameron Borgholthaus, University of Nebraska - Lincoln

Research is formalized curiosity. It is poking and prying with a purpose.
- Zora Neale Hurston
Thursday, October 10, 2019

8:30am - 5:00pm

- Doctoral Consortium (Mammel Hall 100L)
  
  **Session Chair:** Ranjan Karri, University of Illinois Springfield

1:00pm - 4:30pm

- Strengths PD Event (Mammel Hall 100E)
  
  **Session Chairs:** Jennifer Roberson, Stinnett & Associates

1:00pm - 5:00pm

- Learning Journey Event - Omaha Zoo (Omaha Zoo)
  
  **Session Chair:** Jennifer Schultz, Saint Mary’s University of Minnesota

5:30pm - 6:30pm

- MAM Board Meeting (Mammel Hall 100E)

6:30pm - 8:00pm

- Registration (Mammel Hall Atrium)

7:00pm - 8:30pm

- Welcome Reception (Sponsored by the College of Business Administration University of Nebraska Omaha) (Mammel Hall Atrium)
Friday, October 11, 2019

7:00am - 5:00pm

☐ Registration (Mammel Hall Atrium)

7:30am - 9:00am

☐ Breakfast (Mammel Hall Atrium)

☐ Keynote Speaker: Dr. Sangeeta Badal, Gallup (Mammel Hall Auditorium 113)

Topic: "What Are You Building to Change the Organizational World?"

9:15am - 10:30am

☐ Scholarly Teaching Session: Erin Bass, University of Nebraska Omaha (Mammel Hall 216)

Topic: "Teaching MBAs"

☐ Best Paper Nominees - Session #1 (Mammel Hall 117)

Session Chair: Shontarius Aikens, Concordia College

Moral Imperative: A Case For Healthy Employee Engagement
Dale Hartz, Barry University

Indian Expatriate Nurses In The United Kingdom: A Longitudinal Study of The Impact of Host Country National Support
Arup Varma, Loyola University Chicago
Jossy Mathew, Middlesex University
Pawan Budhwar, Aston University
Anastasia Katou, University of Macedonia

Is Homophobic Bullying Different? Testing Two Bullying Scales In An LGB Sample
Nancy Day, University of Missouri - Kansas City
Patricia Meglich, University of Nebraska at Omaha
Tracy H. Porter, Cleveland State University
New Thinking for Potential Impactful Research (Mammel Hall 119)

Session Chair: Daniel Dayton, Colorado Technical University

Perceptions of Athlete/coach Leader Member Exchange and Influences On Organizational Citizenship Behaviors, An Exploration of USGA Clubs
Stephen Forsha, William Woods University

Reading Between The Lines: Context Orientation’s Influence On Recruitment Message Preference
Alan Yen, Ball State University

The Role of Need for Cognition in the Evaluation of Creative Ideas
Vignesh Murugavel, University of Nebraska at Omaha
Roni Reiter-Palmon, University of Nebraska at Omaha
Victoria Kennel, University of Nebraska Medical Center

Panel/Symposium (Mammel Hall 218)

Community-Based Learning—Developmental Opportunities For All
Marcia Hagen, Metropolitan State University
Crystal Saric Fashant, Metropolitan State University
Sanghamitra Chaudhuri, Metropolitan State University
Rebecca Evan, Cargill Corp.
Rick Moran, University of Wisconsin – Superior
Denise Williams, Metropolitan State University
Eric Grube, Concordia University

There has been an increase in both the interest in and application of community-based learning (CBL) within management classrooms. This panel symposium is intended to provide participants with some information and examples of CBL and its successful implementation. Our panel is intended to encourage attendees to consider various ways in which they can implement CBL into their own classes. We will provide a forum for participants to brainstorm possible CBL opportunities that they can use in their current courses that are enriching for all involved students, community partners, and the instructors themselves.
Friday, October 11, 2019 9:15am - 10:30am (Continued)

- **Panel/Symposium** (Mammel Hall 118)

  **MBA Programs in a Changing Environment**
  Derek Lehmberg, North Dakota State University
  Kristi Lynch, University of Nebraska Omaha
  Heather D. Read, Coastal Carolina University

  Driven by technological progress, shifting needs and perceptions of potential MBA students, and other environmental change, the landscape in which MBA programs operate has been rapidly changing over the past decade. Numerous two year traditional on site MBA programs have closed, while the variety of MBA formats has increased, and competing specialized business master’s programs have become more prominent. How to adapt to this changing environment is a critical issue for many business schools, where MBA programs have traditionally been the flagship offering and provided an important source of revenue. This panel is comprised of members who are on the front line of change as MBA Directors in AACSB-accredited institutions. The session is targeted at administrators and academics who teach in MBA programs. Attendees will learn about the changing environment, drivers of change, how different institutions have been adjusting their MBA offerings, and what lies ahead for graduate business programs.

- **Panel/Symposium** (Mammel Hall 120)

  **The Whole Professor: A Panel Discussion On Work and Non-Work Balance In The Academy**
  Belinda Gardner, Saint Mary’s University of Minnesota
  Nicholas Messina, Cleveland State University
  Tosin Araba, Cleveland State University
  Jennifer Schultz, Saint Mary’s University of Minnesota
  Tracy H. Porter, Cleveland State University
  Bart Sharp, Northern Illinois University
  Raj Beekie, Saint Mary’s University of Minnesota
  Matt J. Nowakowski, Saint Mary's University of Minnesota

  The aim of this panel is to provide a forum for discussion on issues related to balancing academic careers. Faculty and administrators will present personal narratives of managing work and non-work responsibilities. Panelists include faculty, directors, chairs, and deans from a variety of institutions and disciplines.
Friday, October 11, 2019 9:15am - 10:30am (Continued)

☐ **PDW Session** (Mammel Hall 220)

*Changing The Organizational World By Developing The Whole Professor Through Physical, Emotional, Spiritual and Mental Resilience: A Professional Development Workshop*

Jennifer Moss Breen, Creighton University
Jenni Frumer, Lynn University

We know that working in higher education requires resilience because it is complex, uncertain, ambiguous, and sometimes volatile (Elkington, Van Der Steege, Glick-Smith, & Moss Breen, 2016; Fitzgerald, Bruns, Sonka, Furco, & Swanson, 2019). Some days, just staying in the rat race is as good as we can do. Both scholarly research and society tells us that educators are our thought leaders whom we turn to with academic questions, when in need of content expertise, and for societal vision and preparedness (Evans, 2018). The roles of educational administration and professors include creating a vision, developing staff and students, providing support for others, empowering team members, being innovative and effective problem solvers, leading by example all while being thoughtful, caring, and selfless (Carless, Waring, & Mann, 2000; Coleman, & Bourne, 2018;). Often, educators invest in others as much or more than they invest in themselves (Elkington, Van Der Steege, Glick-Smith, & Moss Breen, 2018; Lewis, 2018) and remaining energized physically, spiritually, emotionally and mentally can become a true challenge. But, we ask this – what happens to the academy when educators are burned out, stressed, tired, and not physically well (Pace, D’Urso, Zappulla, & Pace, 2018). What happens when educators neglect themselves? Professors cannot change the organizational world if they are not resilient.

☐ **The Impact of CEOs and Women on Entrepreneurship** (Mammel Hall 122)

*Session Chair:* Kenneth Chuckwuba, Southwest University Minnesota Marshall

*The Strategic Influence of Founder CEOs*
Jyoti P. Gupta, University of Kentucky

*Authority Delegation: A Perspective of Women Entrepreneurship*
Hassan Imam, Riphah International University
Syeda Nimra Batool, Instituto Superior Técnico, Lisbon
Khawar Razzaq, The Superior College

*Mechanisms Underlying the Impact of Passion on Entrepreneurial Intention*
Imran Syed, Ball State University
Jonathan Butler, Oklahoma State University
Ronda Smith, Ball State University
Xian Cao, Ball State University
Workplace Bullying and Work Climate (Mammel Hall 121)

Session Chair: Lesley Page, Lewis University

Authoritarian Leadership and Workplace Bullying: The Mediating Effect of Ethical Work Climate and The Moderating Effect of Task Interdependence
  Wanzhu Kang, South China Normal University
  Patricia Meglich, University of Nebraska at Omaha
  Yiru Hou, South China Normal University

Workplace Bullying, Socially-Aversive Attitudes, Reduced Work Group Effectiveness, and Organizational Frustration
  Sean Valentine, University of North Dakota
  Robert Giacalone, John Carroll University
  Gary Fleischman, Texas Tech University

A scholar who loves comfort is not fit to be called a scholar.

Confucius
Scholarly Teaching Session: Paul Brown, North Dakota State University  
(Mammel Hall 216)  
Topic: "Teaching Undergraduates"

Best Paper Nominees - Session #2 (Mammel Hall 117)  
Session Chair: Millicent Nelson, Middle Tennessee State University

The Moderating Effects of Entitlement on the WFC-Job Satisfaction Relationship  
Mary Dana Laird, Creighton University  
Jim Zboja, Creighton University  
Anupama Narayan, The University of Tulsa  
Lisa Victoravich, The University of Denver  
Paul Harvey, The University of New Hampshire

Exploring The Brand: Brand Personality of Isis Messaging  
Alexis d'Amato, University of Nebraska at Omaha  
Michael K. Logan, University of Nebraska at Omaha  
Douglas C. Derrick, University of Nebraska at Omaha

Cognitive Dissonance In Higher Education: Inflating Grades and Not Feeling Guilty  
Ahmad Hassan, Morehead State University  
Fatma Mohamed, Morehead State University  
Johnathan Nelson, Morehead State University

Job Satisfaction and Commitment (Mammel Hall 118)  
Session Chair: Dave O'Connell, St. Ambrose University

The Role of Commitment, Perceived Organizational Support and Volition On Contingent Employees Job Performance  
Ifeyimika Ogunyomi, The University of Texas at Arlington

Re-Evaluation of Organizational Commitment: Introduction of Pay Satisfaction As An Antecedent Moderated By Intrinsic Job Satisfaction  
Angela Snyder, Cleveland State University

Knowledge Sharing As A Prosocial Behavior: The Role of Job Satisfaction, Employee Workload, and Individual Differences  
Oluwatosin Araba, Cleveland State University
Leadership and Influence (Mammel Hall 121)

Session Chair: Katherine Tulibaski, North Dakota State University

Who Feels Taught To Lead? Assessing Collegiate Leadership Skill Development
C. Douglas Johnson, Georgia Gwinnett College
P. Wesley Routon, Georgia Gwinnett College

Radical Recruitment: A Content Analysis of Extremist Influence Tactics
Herbert Thompson III, University of Nebraska-Omaha
Brittnee Parker, University of Nebraska-Omaha

Leadership in Diverse Organizations (Mammel Hall 119)

Session Chair: John Orr, Webster University

Leaning In: A Historical Perspective On Influencing Women’s Leadership
Simone Phipps, Middle Georgia State University
Leon Prieto, Clayton State University

Behavior-Related Hospital Energy Use and Its Implications for Energy Reduction Campaigns: A Pilot Study
Crystal Saric Fashant, Metropolitan State University
David Fashant, Fairview Health Services

Having and Communicating Ethics Codes To Enhance Manager and Employee Ethics: A Study of Hospitality and Recreation Organizations In Nigeria
Sean Valentine, University of North Dakota
Lynn Godkin, Lamar University

Panel/Symposium (Mammel Hall 215)

Demonstrating Leadership and Living Your Values In The Midst of Organizational Change Within A University
Session Chair: Peter Sorensen, Benedictine University
Session Discussant: Therese Yaeger, Benedictine University

Presenters:
Shelia Boysen, Lewis University
Mike Cherry, Lewis University
Scott Kerth, Lewis University
Lesley Page, Lewis University

As professors in the department of Organizational Leadership, our research and teaching focus on leadership, organizational change, organizational culture, ethics, and values. Our university and department are also undergoing significant organizational change with new leadership, reconfigured departments, colleges and significant changes to the university governance structure. This year’s theme looks at developing the whole professor in order to change the organizational world and our panel looks to address what happens if our personal and professional situations experience changes and challenges we address in our teaching and research. Can we “walk the walk” and do our real-world experiences confirm the actions and solutions we teach in our classrooms? How do we manage uncomfortable tensions between our academic knowledge with our professional experience?
Leadership Development Programs: Good, Bad and Ugly
Michele Heath, Cleveland State University
Tracy H. Porter, Cleveland State University
Tosin Araba, Cleveland State University

The purpose of this Professional Development Workshop (PDW) is to discuss the current state of leadership development programs in corporate America. US corporations spend enormous sums of money on leadership development programs each year with somewhat limited results. Often organizational leaders state they are not realizing their return on investment. According to one report published by Skillsoft, only 30% of human resource (HR) professionals believe that their organizations align leadership development programs with their business needs. This leads to the question of are organizations leveraging best practice to implement leadership development programs. There are clear benefits to leadership development programs, however, the challenges have also been cited as barriers. This PDW will provide a brief introduction of the topic. Next, we will conduct a brainstorming session on the initial perception of leadership development programs: what is working and what is not working. We will also conduct a brainstorming session on best practices for organizations moving forward. Lastly, we debrief as a group on what we have learned.

Computer-Aided Text Analysis for Any Management Researcher
Kevin Taylor, DePaul University

Freud inferred meaning from slips of the tongue and since then language has provided an interesting avenue for exploring research questions in management, for example, how online text informs dispute resolution (Brett, Olekalns, Friedman, Goates, Anderson, & Lisco, 2007), how Twitter updates reveal a user’s Big 5 personality profiles (McCrae & Costa, 1999; Qiu, Lin, Ramsay, & Yang, 2012), and how shareholder letters reveal CEOs’ leadership effectiveness (Scheuerlein & Chládková, 2018). This tutorial session will introduce Linguistic Inquiry and Word Count (LIWC), a software application that is widely employed to conduct computer-aided text analysis (CATA) in academic research. According to its authors, LIWC shows how “language reveals our thoughts, feelings, personality, and motivations” (“Linguistic Inquiry and Word Count,” n.d., para. 1). This tutorial does not require any specialized computer skills or quantitative background. Participants will leave the session with an understanding of how computer-aided text analysis can be used in their projects, the steps and tools required, and the types of research questions appropriate to address with text analysis via the LIWC software.
Friday, October 11, 2019 10:45am - 12:00pm (Continued)

- Research on Ethics and Morality (Mammel Hall 120)
  
  Session Chair: Jay Caulfield, Marquette University

  The Ethicality of Point-of-Sale Marketing Campaigns: Normative Ethics Applied To Cause-Related Checkout Charities
  Jay Caulfield, Marquette University

  Good Intentions Are Not Enough: An Empirical Study On Moral Action
  Wanda Foster, Concordia University Chicago

  A Theory of Moral Collapse and A Duty To Engage In Balanced Leadership and Ethics: Proactively Turning The Tide of Sexual Assault In College Athletics
  Jay Caulfield, Marquette University
  Catharyn Baird, EthicsGame

Friday, October 11, 2019

12:15pm - 1:45pm

- Recognition Lunch (Mammel Hall Atrium)

- Keynote Speaker: Dr. Catharyn A. Baird, EthicsGame (Mammel Hall Auditorium 113)

  Topic: "Why Ethical Development is Critical in order to Change the Organizational World"

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It takes 20 years to build a reputation and five minutes to ruin it. If you think about that, you’ll do things differently.
-Warren Buffett
Friday, October 11, 2019

2:15pm - 3:30pm

- **Scholarly Teaching Session: Catharyn A. Baird, EthicsGame**
  (Mammel Hall 216)
  
  Topic: "Teaching Ethics"

- **Advances in Business Policy and Strategy** (Mammel Hall 118)
  
  **Session Chair:** Jyoti P. Gupta, University of Kentucky

  TMT Composition: Impact of the Origin of Incoming CEO and Pre-Succession Firm Performance
  
  Alec Zama, Grand View University
  Arun Pillutla, St. Ambrose University

  Bridging Disciplines Through Swot: Identifying Student Areas of Interest
  
  Nicholas Messina, Cleveland State University

  The Role of Organizational Learning Orientation On Corporate Political Activity
  
  Izuchukwu Mbaraonye, University of Nebraska
  Varkey Titus Jr., University of Nebraska

- **Diversity, Politics, and Inclusiveness** (Mammel Hall 117)
  
  **Session Chair:** Rebecca Badawy, Youngstown State University

  Factors Leading Diverse Candidates To Select A Faculty Position In Colleges of Business
  
  Brent Opall, University of Wisconsin - Eau Claire
  Nancy Hanson-Rasmussen, University of Wisconsin - Eau Claire
  Kranti Dugar, University of Wisconsin - Eau Claire
  Kevin Hansen, University of Wisconsin - Eau Claire
  Bridget Kurtenbach, University of Wisconsin - Eau Claire
  Brenda Thalacker, University of Wisconsin - Eau Claire

  How do Political Faultlines Impact Team Performance?
  
  Marla White, The University of Texas at Arlington
  Jamila Maxie, University of North Texas

  In The Face of Hate: Engaging The Whole Professor and Preparing Students For More Inclusive Organizations
  
  Kristine Hoover, Gonzaga University
  Molly Pepper, Gonzaga University
  Jim Mohr, Washington State University
Impact of Mentoring and Culture on Employees (Mammel Hall 119)

Session Chair: Joanna Davis, Augustana College

What Is Reverse Mentoring
George Faint, University of South Alabama

Is Mentoring Better Than Reverse Mentoring? Research So Far Is Inconclusive
George Faint, University of South Alabama

What Millennials Are Looking For In Organizational Culture
Jennifer Nevers, St. Ambrose University

Panel/Symposium (Mammel Hall 215)

Servant Leadership - A Missed Call
Pamela McGowan, Lewis University
Lesley Page, Lewis University

Since its formal inception in 1970 by Robert Greenleaf, servant leadership has gained the attention of leadership scholars interested in its unique look at leadership as a relationship-based vehicle for success. Despite the non-academic attention given to servant leadership, these first nearly fifty years of existence have produced surprisingly little research about servant leadership practices within organizations. This panel discussion proposes that the aversion to more research may be rooted in the macroculture of American society. Modern American culture is currently situated in a traditional vs. non-traditional dichotomous divide, which may lead to negative or culturally dismissed connotative assumptions of the term servant leader and the doctrine of servant leadership. The occupational cultural view of business leaders, particularly in C-Level executive subcultures where drive is directed solely towards organizational outcomes, may not readily notice the connection between servant leadership and business outcomes. The oversight may in part due to the aforementioned macrocultural assumptions. This panel suggests that more academic research could work to reduce the cultural load of servant leadership practices and potentially create more servant leader practitioners.
Social Connection and Well-Being: Combating Isolationism in The Academy
J'Aime Jennings, University of Louisville
Carliss Miller, Sam Houston State University

The challenges facing academic professionals are many, yet a challenge that receives little to no attention is the role that various dimensions of isolation play in academicians’ personal and professional lives. As scholars, we are tasked to exhibit independence in our thinking and to demonstrate this through conducting original analysis of relevant questions. While this independence, and its associated freedoms, may be the very reason that many of us choose to be in academia, it does come with unfortunate tradeoffs such as social and emotional isolation. The sources of isolation in academic life are varied as some are sourced at the individual’s personal characteristics, some stem from individual’s professional qualities (niche research foci, methodological expertise, etc.) and many of the sources of isolation stem from the interaction of individual academicians and their professional environments (university focus, university size and setting, departmental culture, teaching loads, research expectations, collegiality, views on collaboration, organizational diversity and inclusion, etc.). The purpose of this professional development workshop is to acknowledge the adverse effects of isolation in academic lives and to offer strategies to manage the influence of isolation on our social and emotional well-being.

Developing a Successful Writing in the Discipline Faculty Development Program for Management Educators
Jennifer Collins, Florida A&M University
Matrecia James, St. Bonaventure University
Angela Miles, North Carolina Central University
Millicent Nelson, Middle Tennessee State University

The 2018 National Association of Colleges and Employers survey lists written communication as one of the top five skills that employers want graduating students to possess. However, management education faculty struggle with developing and deploying meaningful writing assignments. Many faculty are hesitant to incorporate writing assignments into their classes for many reasons. While Writing Across the Curriculum has been around for almost 50 years, there is a shortage in the literature on faculty development initiatives designed explicitly for management educators. This Professional Development workshop will engage participants in developing and deploying faculty development for management educators.
Research on Performance and Commitment (Mammel Hall 120)

Session Chair: Jennifer Moss Breen, Creighton University

A Model of Workload Assignment Preference and Its Effect On Performance, Productivity, and Stress
  Christopher Winchester, University of Nebraska at Omaha
  Amy Risch Rodie, University of Nebraska at Omaha

Committed For Good: A Review of Corporate Social Responsibility’s Effect on Commitment Outcomes
  Mike McDaniel, University of Texas at Arlington

Believing That What We do Matters: A Moderator between Organizational Commitment and Retention
  Mike McDaniel, University of Texas at Arlington
Friday, October 11, 2019

3:45pm - 5:00pm

☐ Scholarly Teaching Session: Derek Lehmberg, North Dakota State University
(Mammel Hall 216)
Topic: "Teaching Using Cases"

☐ Advances in Management Education (Mammel Hall 118)

Session Chair: C. Douglas Johnson, Georgia Gwinnett College

Factors That Influences Diversity In Classroom: Humanistic Approach
Michele Heath, Cleveland State University
Candice Vander Weerdt, Cleveland State University

Linking Students’ Personal Goals To Class Objectives In Business Classes
Abeer Alkasbbi, Cleveland State University
Michele Heath, Cleveland State University

Inclusion In The Virtual Classroom: Critical Element For University Retention
Oluwatosin Araba, Cleveland State University
Angela Snyder, Cleveland State University
Michelle Heath, Cleveland State University

☐ Best Papers - Winners (Mammel Hall 117)

Session Chair: Tim O. Peterson, North Dakota State University

Best Overall Paper -- Applying Collective Change Leadership To Resolve Wicked Community Problems
Jay Caulfield, Marquette University
Elizabeth Brenner, Marquette University

Best Student Paper -- As A Lawyer, I Suggest You Tell The Truth: Attorney Directors and CEO Deception
Alexander Lewis, University of Texas San Antonio
Steven Hyde, University of Texas San Antonio
Cameron Borgholthaus, University of Nebraska – Lincoln
Different Perspectives on Leadership (Mammel Hall 120)

Session Chair: Chanchai Tangpong, North Dakota State University

Leadership Then and Now: A Review of Integrative Reviews from The Last Decade
Lesley Page, Lewis University
Michele Kramer, Lewis University
George Klemic, Lewis University

Developing the Whole Professor in the Age of Adjuncts
James Martin, Creighton University
Sarah Lux, Creighton University

Toward A Theory and Practice for Whole Person Learning and Leadership
Denise E. Williams, Metropolitan State University
Pier C. Rogers, North Park University
Crystal S. Fashant, Metropolitan State University
Marcia Hagen, Metropolitan State University

Ideas on Innovation (Mammel Hall 119)

Session Chair: Christopher Winchester, University of Nebraska at Omaha

The Effects of Market-Driven Acquisitions on Innovation Performance In Pharmaceutical and Computer Industries
Dapeng Cheng, University of Nebraska-Lincoln
Jifeng Yu, University of Nebraska-Lincoln

From Diffusion To Internalization: The Adoption of Management Innovation
Jun Li, Metropolitan State University

Fuzzy-Set Qualitative Comparative Analysis In Organizational Innovation Research: A Review of Recent Developments and Future Directions
Vasiliki Kosmidou, University of New Haven

Panel/Symposium (Mammel Hall 215)

Organization Development & Change: Education, Professional Development, and Emergency Triage

Session Chair: Therese Yaeger, Benedictine University
Session Discussant: Peter Sorensen, Benedictine University

Presenters:
Karen Dombrowski, BD
Nicole Hobbs, Higher Education
Michael O’Hara, Executive Director
Janell Whaley, Leadership Development & Training

Each panelist will provide an introduction, history, research focus and plan, supporting literature, and implications these topics will have in the field of Organization Development. We learn from Cummings and Worley (2015) that “OD and change management both address the effective implementation of planned change. They are both concerned with the sequence of activities, the processes, and the leadership that produce organizational improvements (p. 4), which encompasses an underlying common theme and objective of each presenter listed. The research presented at this conference very well could be the start of dissertation research.
Friday, October 11, 2019 3:45pm - 5:00pm (Continued)

PDW (Mammel Hall 220)

Considering Administrative Roles and Alternative Career Paths In Academia, Is One Right For You?
- Ben Blackford, Northwest Missouri State University
- Gwendolyn Combs, University of Nebraska-Lincoln
- Lynn Harland, University of Nebraska at Omaha
- Deborah Wells, Creighton University
- Shannon Juergens, Grand View University
- C. Allen Gorman, East Tennessee State University
- Angela Miles, North Carolina Central University

In academia there are many ways to have a successful and meaningful career, but one—research—often gets the bulk of the attention. This panel was assembled with the theme of the conference, “Developing the Whole Professor to Change the Organizational World,” to create a space for the conversation about alternative roles in academia, specifically administrative career options and choices. Sometimes an administrative career is part of a strategic career plan to advance outside of the traditional research-teaching-service role; for others, a situation arises and leadership is needed when a position needs to be filled. Whichever way you are called into administrative assignments, participants in this panel will share with you their motivations and concerns as they entered into administrative assignments. The panel includes current and former Dean’s, School Directors, Department Chairs, and Center Directors and was assembled to provide faculty and doctoral students at all career stages an opportunity to think beyond the traditional academic role as they consider their career in academia.

PDW (Mammel Hall 218)

Experiential Exercise Exchange: The Triple E For Teaching Impact!
- Ronda Smith, Ball State University
- Shannon Juergens, Grand View University
- Imran Syed, Ball State University
- Alan Yen, Ball State University
- Dave O'Connell, St. Ambrose University
- Brandon Soltwisch, University of Northern Colorado
- Carla Flores, Ball State University
- Curt Beck, Concordia University
- Tiffani Luethke, University of Nebraska-Lincoln
- Shontarius Aikens, Concordia College
- Kwang-Ho Lee, Ball State University

As experiential learning becomes more popular, faculty are developing new activities to teach a variety of important management topics in their classrooms. Experiential activities add value to the student experience by offering hands on, practical experiences and serve to more fully engage students in their learning experience. In this session we invite you to join us in a conversation about experiential exercises, teaching resources, movies, simulations, cases and other activities that you have found useful in the classroom. The session has some listed presenters, but the session is intended to create a place for teaching innovation exchange.
Friday, October 11, 2019 3:45pm - 5:00pm (Continued)

☐ Research on Prosocial and Jobcrafting (Mammel Hall 122)

Session Chair: Kelsey Medeiros, University of Nebraska Omaha

Resilience and Meaningfulness in Work: A Job Crafting Perspective
Juan Carlos Morales, The University of Kansas
Douglas R. May, The University of Kansas
Jiatian Chen, California State University, Bakersfield
Catherine E Schwoerer, The University of Kansas

Prosocial Networking Behaviors
Joanna Davis, Augustana College

Supervisor-Subordinate Fit, Need for Autonomy and Follower Job Crafting: A Moderated Mediation Model
Koushikee Dutta, Louisiana Tech University
Jerry Bryan Fuller, Louisiana Tech University
Saleh Bajaba, Louisiana Tech University

5:15pm - 6:30pm

☐ Midwest Academy of Management Business Meeting (Mammel Hall Auditorium 113)

6:30pm - 8:00pm

☐ Social Hour (Sponsored by the Center for Collaboration Science, University of Nebraska Omaha) (Mammel Hall Atrium)
Saturday, October 12, 2019

7:00am - 10:00am

☐ Registration (Mammel Hall Atrium)

7:30am - 9:00am

☐ Breakfast (Mammel Hall Atrium)

☐ Keynote Speaker: Dr. Kim Cameron, University of Michigan (Mammel Hall Auditorium 113)

Topic: "The Impact of Positive Leadership on Changing the Organizational World"

9:15am - 10:30am

☐ Scholarly Teaching Session: Carolyn Wiley, Roosevelt University (Assisted by Holly Miller) (Mammel Hall 216)

Topic: Teaching Using Simulations

Advances in Diversity and Inclusion (Mammel Hall 119)

☐ Session Chair: Robert Shorty, Benedictine University

An Examination of the Masculine Subculture InBanking
Jillian Reynolds, St. Ambrose University

Cooperative Advantage during the Exoduster Movement: The Lessons of Nicodemus, Kansas for Modern Black Communities
Robert Lloyd, Fort Hays State University
Ashley Adams, Mills College
Christianna Pruden, Fort Hays State University

Applying The IMB Diversity Model To Facilitate Diversity Management Competency Development
McKenzie Preston, University of Pennsylvania
C. Douglas Johnson, Georgia Gwinnett College

☐ Conversation with Kim Cameron (Mammel Hall 218)
Impactful Research on Diversity and Conflict (Mammel Hall 120)

**Session Chair:** Kranti Dugar, University of Wisconsin - Eau Claire

- Dynamics of Communication Between Heterosexual and Homosexual Peers
  Carol Mattox, St. Ambrose University

- The Role of Individual Diversity Value On Recruitment Message Preference and Job Pursuit Intention
  Alan Yen, Ball State University
  Brian Webster, Ball State University

- A Company Came To Me: A Case Study of Cultural Conflict
  Hilary Schloemer, Arkansas State University
  John Mello, Arkansas State University

Information Systems and Ecosystems (Mammel Hall 122)

**Session Chair:** Patricia Meglich, University of Nebraska at Omaha

- Can A Fintech Mashup of Blockchain, M-Pesa and Smart Contracts Improve Development Project Execution In Sub Saharan Africa?
  Erik Westgard, Metropolitan State University
  Sammy Marwa, Metropolitan State University
  Firasat Khan, Metropolitan State University
  Justus Ogeto, Metropolitan State University
  Bassie Kamara, Metropolitan State University

- Framed! The Ecosystem Culture In America’s Silicon Prairie
  Onnolee Nordstrom, North Dakota State University
  Joshua Marineau, North Dakota State University

Panel/Symposium (Mammel Hall 215)

Increasing Organizational Learning in Education

- Tammy Ferrin, Benedictine University
- Dan Lichter, Benedictine University
- Erica Sokol, Benedictine University

In support of MWAOM’s 2019 conference theme: Developing the Whole Professor in Order to Change the Organizational World, the three panelists will approach organizational learning in the classroom from varying perspectives including use of self, information technology and its global impact, and creating psychologically safe climates in the classroom. All three perspectives reference historical research in the traditional study of organizational development in the “business” world. This panel takes the learnings of this research and applies it to the world of higher education.
Panel/Symposium (Mammel Hall 118)

**Positive Organizational Development, Faculty Leadership, and A Culture of Diversity and Inclusion**
- Sonia Watson, College of DuPage
- Robert Reinhard, Drahnier Enterprises
- Dina Puthenpurakal, Benedictine University
- Gabriel Lopez, K2 Business Solutions, LLC

A group of Benedictine University second year doctoral students will present several aspects connecting this year’s conference theme to the field of organization development as they pertain to higher education which consists of inclusion in the classroom, student experience, training, and leadership development.

PDW (Mammel Hall 220)

**Action Design Research Methodology: Bridging The Academic – Practitioner Gap**
- Richard Tarpey, Middle Tennessee State University
- Millicent Nelson, Middle Tennessee State University

Action Design Research (ADR) is acknowledged as a viable research methodology that has been gaining larger levels of acceptance within the research community. As business schools continue their drive to retain relevance by seeking partnerships with practitioners not only to supply future talent but to also provide new strategies and insights to move industries forward, researchers need to find ways to bridge the gap between academic research and practitioner utility. The ADR approach has the potential to help foster these objectives through active research collaboration and knowledge co-creation to bring academics and practitioners together solving some of today’s most relevant business opportunities. This PDW examines the ADR methodology to provide best practices for engagement in ADR research.

PDW (Mammel Hall 218)

**Everything You Wanted To Know, but Were Afraid To Ask: The Shift from PhD Student to the Classroom**
- Imran Syed, Ball State University
- Ronda Smith, Ball State University
- Benjamin Blackford, Northwest Missouri State University
- Shontarius Aikens, Concordia College
- Jonathan Butler, Oklahoma State University
- Carla Flores, Ball State University
- Shannon Juergens, Grand View University
- Brandon Soltwisch, University of Northern Colorado
- Katherine Tulibaski, North Dakota State University
- Alan Yen, Ball State University

This professional development workshop was developed to provide junior faculty and doctoral students a forum to explore best practices, recommendations, and suggestions to help them in the classroom during the early portion of their careers. This PDW brings together panelists that are at various points in their own careers with a range of backgrounds to help provide the broadest experience possible to attendees.
Symbolism and Trust in Leadership (Mammel Hall 117)

Session Chair: Curt Beck, Concordia University

The Impact of Symbolic Leadership Style On Followers In Organizations
Mahamat Abdourrahmane, St Ambrose University

Trust Among Leaders: Does Role Modeling Make A Difference
Dawn Shearrow, University of Wisconsin Whitewater

Perceptions of Unethical Leadership and Trust: Exploring The Accounts of Mena Refugee and Immigrant Women Through Ethnographic Research
Tiffani Luethke, University of Nebraska
Gina Matkin, University of Nebraska – Lincoln

"When one teaches, two learn"
-Robert Heinlein
Saturday, October 12, 2019

10:45am - 12:00pm

- **Advances in Organizational Development** (Mammel Hall 118)
  - **Session Chair:** Lionel Sweeny, Benedictine University
  - **Motivations for Volunteerism: Implications for Engagement, Recruitment and Retention**
    - Crystal S. Fashant, Metropolitan State University
    - Rebecca Evan, Metropolitan State University
    - Marcia Hagen, Metropolitan State University
  - **"It Keeps Me Inspired": The Power of Relational Mentoring On Mentor Wellbeing**
    - Onnolee Nordstrom, North Dakota State University
    - Katherine Tulibaski, North Dakota State University
  - **Transition of Knowledge: Appreciative Inquiry and Dialogic Od At Work**
    - Lionel Sweeny, Benedictine University

- **Future Directions in Organizational Behavior Research** (Mammel Hall 117)
  - **Session Chair:** Dawn Shearrow, University of Wisconsin Whitewater
  - **That Was Intense: The Effects of Case Moral Intensity On Individual Awareness and Judgement**
    - Adam Damadzic, University of Nebraska Omaha
    - Kelsey Medeiros, University of Nebraska Omaha
  - **Sleeping Better To Perform Better: The Relationship of Sleep and Work Engagement**
    - Christopher Darden, Maharishi University of Management
    - Maxwell Rainforth, Maharishi University of Management
  - **Using Psychological Reactance and Reappraisal of Emotion To Reduce Effects of Negotiator Anxiety**
    - Dawna Moore, Webster University
Future Research Trends (Mammel Hall 121)

Session Chair: Nancy Hanson-Rasmussen, University of Wisconsin - Eau Claire

Body Art In Business: Confronting A New Generation
Carson Lopez, Fort Hays State University
Candace Mehaffey-Kultgen, Fort Hays State University

Let's Make Environment More Sustainable: A Conceptual Frame Work of Green HRM and Pro-Environmental Behavior
Hassan Imam, Riphah International University
Rizwan Ahmad, Riphah International University

Collaborating With Artificial Intelligence: Exploring the Relationship Between System Embodiment, Utilization and Trust
Joel S. Elson, University of Nebraska at Omaha, Center for Collaboration Science
Douglas Derrick, University of Nebraska at Omaha, Center for Collaboration Science

Ideas for Potential Impactful Research (Mammel Hall 122)

Session Chair: Sammy Marwa, Metropolitan State University

The Effect On Stock Price From Nike Announcing An Ad Campaign With Colin Kaepernick
Eric Sommermeyer, Wartburg College
Allan Bernard, Wartburg College

The Distinction Between Customers In Established and Unestablished Areas For A Family Restaurant Chain In Japan
Yasushi Kyutoku, Chuo University
Tadaaki Nakamura, Saizeriya Co., LTD
Chih-Lun Yen, Ball State University
Yutaka Ogawa, Saizeriya Co., LTD
Ippeita Dan, Chuo University

Case Study In Using Value Stream Mapping In Higher Education
Candace Bloomquist, Creighton University
Lydia Holtz, Creighton University
Angela Lampe, Creighton University
Christine Carmichael, Creighton University

Organizational Behavior and The Institution (Mammel Hall 119)

Session Chair: Mary Dana Laird, Creighton University

An Institutional Perspective on Workplace Incivility: Case Studies From Academia
Devi Akella, Albany State University
Niveen Eid, Birzeit University

An Analysis of Perceived Trust In The Police By Youth
Kinshuk Sharma, Purdue University
David Schoorman, Purdue University
Hwee Hoon Tan, Singapore Management University
Panel/Symposium (Mammel Hall 218)

The Rest of the Story: Using Literature to Enhance Learning in the Business Classroom
Jennifer Schultz, Saint Mary’s University of Minnesota
Olivera Anyadioha, Saint Mary’s University of Minnesota
Michelle Anyadioha, Saint Mary’s University of Minnesota
Aniekan Udoh, Saint Mary’s University of Minnesota
Tracy H. Porter, Cleveland State University
Matt J. Nowakowski, Saint Mary’s University of Minnesota
Ronda Smith, Ball State University
Raj Beekie, Saint Mary’s University of Minnesota
Chanchai Tangpong, North Dakota State University
Scott A. Kerth, Lewis University
Jon W. Beard, Iowa State University

This professional development workshop will provide attendees with practical, low-cost high-impact teaching activities that demonstrate complex or abstract business concepts. This session highlights presenters from a variety of institutions and numerous content areas who will share their innovative pragmatic teaching strategies. Topics include: organizational behavior, personality, emotions, humanism and spirituality, self-efficacy, resourcefulness, career success, competitive advantage, entrepreneurship, risk-taking, decision-making, strategic management, strength/weakness, competitive advantage, innovation, business strategy, feedback, systems thinking, teams, and leadership. Facilitators will share vetted teaching materials that can be used with little or no modifications. Attendees will be encouraged to ask questions and discuss teaching strategies.

PDW (Mammel Hall 220)

Getting Involved Is So Easy That Choosing Might Be Difficult!
Ronda Smith, Ball State University
Ben Blackford, Northwest Missouri State University
Carolyn Wiley, Roosevelt University
Tim Peterson, North Dakota State University
John Orr, Webster University
Young Ro, University of Michigan-Dearborn
Angela Miles, North Carolina Central University
Rebecca Badawy, Youngstown State University

You come to the meeting, you present a paper and you look around at those who are serving and leading, and think, “I can do that!” Perhaps you want to add to your vita of professional service or experience, we can help with that! Come to this session where current and past leaders (elected, appointed and volunteers) will share how they got involved in the Midwest Academy of Management. Presenters will share the value they received and the Membership Services committee will share expectations for involvement for the many opportunities to engage with the Midwest Academy of Management. Opportunities are plentiful and we can’t do it alone! Join us for this informative and networking session. We look forward to meeting you and sharing our excitement with you.
Saturday, October 12, 2019 10:45am - 12:00pm (Continued)

☐ Research on Human Resources (Mammel Hall 120)
   Session Chair: Christopher Harris, Texas Woman's University
   Strategic Human Capital and Corporate Political Activity: An Analysis of Internal
   and External Factors of Performance
      Christopher Harris, Texas Woman's University
      Lee Brown, Texas Woman's University
   The Causes of Chinese Couples' Unwillingness To Have The Second Child: A Look
   At China'S Second-Child Policy and Low Birthrate
      Dan Chen, University of Texas at Arlington
      Myrtle Bell, University of Texas at Arlington
   Political Ideology and Performance Management: An Investigation of An
   Implicit Bias In Performance Assessment
      Drew Debrey, St. Ambrose University
      Arun Pillutla, St. Ambrose University

☐ Panel/Symposium (Mammel Hall 216)
   Blockchain: Uses, Implications, and Security
      Susan Misterek, Metropolitan State University
      Firasat Khan, Metropolitan State University
      Shannon Feuerhelm, Metropolitan State University
   As examples of the potential influence of this technology, this symposium will
   examine the impact of blockchain on supply chain management and accounting
   activities. Cybersecurity issues associated with blockchain will also be addressed. The
   underlying technology of blockchain is poised to be a very important technology with
   implications for management scholars and practitioners.

12:15pm - 1:30pm

☐ Luncheon (Mammel Hall Atrium)
☐ Meeting (Mammel Hall Auditorium 113)
   2020 MAM Conference Introduction

2:00pm - 3:30pm

☐ MAM Board Meeting (Mammel Hall 116)
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Arun K. Pillutla, Ph.D.
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