

2019 Midwest Academy of Management Annual Conference

Thursday, October 10, 2019

9:00am - 4:00pm

Doctoral Consortium (Mammel Hall 100L)

Session Chair: Ranjan Karri, University of Illinois Springfield

1:00pm - 4:30pm

Strengths PD Event (Mammel Hall 100E)

Session Chair: Jennifer Roberson, Matthew Skoy, Stinnett & Associates, North Dakota State University

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) [STS]

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

Is Homophobic Bullying Different? Testing Two Bullying Scales In An Lgb Sample
Nancy Day, University of Missouri - KansasCity
Patricia Meglich, University of Nebraska at Omaha
Tracy H. Porter, Cleveland State 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

- **New Thinking for Potential Impactful Research** (Mammel Hall 119) [SP]
Session Chair: Daniel Dayton, Colorado Technical University

Perceptions of Athlete/coach Leader Member Exchange and Influences On Organizational Citizenship Behaviors, An Exploration of Usgaa 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.

□ **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. This session should be attended by students and faculty who are interested in discussing the challenges and opportunities inherent in multiple life roles.

□ **PDW Session** (Mammel Hall 220) [PDW]

[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) [EISB]
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 Intentions](#)

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) [LE]

Session Chair: Lesley Page, Lewis 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

[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

10:45am - 12:00pm

□ **Scholarly Teaching Session: Paul Brown, North Dakota State University**
(Mammel Hall 216) [STS]

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, MoreheadState University
Fatma Mohamed, Morehead State University
Johnathan Nelson, Morehead State University

□ **Job Satisfaction and Commitment** (Mammel Hall 118) [OB]
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) [LE]
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

[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](#)

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 we 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?

□ **PDW Session** (Mammel Hall 220) [PDW]

[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.

- **PDW Session** (Mammel Hall 218) [PDW]

[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 reveal[s] 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.

- **Research on Ethics and Morality** (Mammel Hall 120) [LE]

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

12:15pm - 1:45pm

- **Recognition Lunch** (Mammel Hall Atrium)

□ **Keynote Speaker: Dr. Catharyn A. Baird, CB Resources, LLC** (Mammel Hall Auditorium 113)

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

2:15pm - 3:30pm

□ **Scholarly Teaching Session: Catharyn A. Baird, CB Resources, LLC** (Mammel Hall 216) [STS]

Topic: *"Teaching Ethics"*

□ **Advances in Business Policy and Strategy** (Mammel Hall 118) [BPS]
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) [DI]
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, Spokane Campus

□ **Impact of Mentoring and Culture on Employees** (Mammel Hall 119) [HRC]
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, gfaint

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.

□ **PDW** (Mammel Hall 220) [PDW]

[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 novel and 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 (personality, racial and ethnic background, gender, generation, sexual orientation, family, etc.), 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.

- **PDW** (Mammel Hall 218) [PDW]

[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) [OB]
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

3:45pm - 5:00pm

- **Scholarly Teaching Session: Derek Lehmborg, North Dakota State University** (Mammel Hall 216) [STS]

Topic: *"Teaching Using Cases"*

- **Advances in Management Education** (Mammel Hall 118) [ME]
Session Chair: C. Douglas Johnson, Georgia Gwinnett College

[Factors That Influences Diversity In Classroom: Humanistic Approach](#)

Michele Heath, Cleveland State University
Candice Vander Weerd, 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, Ohio
Angela Snyder, Cleveland State University, Ohio
Michelle Heath, Cleveland State University, Ohio

□ **Best Papers - Winners** (Mammel Hall 117)

Session Chair: Tim 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, The Axelson Non Profit Center
Crystal S. Fashant, Metropolitan State University
Marcia Hagen, Metropolitan State University

□ **Ideas on Innovation** (Mammel Hall 119) [EISB]

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](#)

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

With the common theme of the MAM Conference being Organization Development & Change, each panelist has chosen a focused topic and will have completed research to present. 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. Each presenter is currently in their 2nd year of coursework, as a Ph.D. student in the Benedictine University, Organization Development program. The research presented at this conference very well could be the start of dissertation research, for their third and final year.

□ **PDW** (Mammel Hall 220) [PDW]

[Considering Administrative Roles and Alternative Career Paths In Academia, Is One Right For You?](#)

Ronda Smith, Ball State University
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 and discuss their perspectives and advice to those who may be considering similar paths. 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) [PDW]

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. Participants who attend and share an exercise with the group will receive a participation letter documenting their impact for the sharing of their expertise to share with their college leadership.

The session will begin with a quick overview of the available activities and where each will be in the room, followed by short sessions where attendees can learn more about the individual activities that are most applicable to them. Please join us with your business cards, or a handout of your teaching resource/exercise as we engage each other in our own "experiential education!"

- **Research on Prosocial and Jobcrafting** (Mammel Hall 122) [OB]

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 Schworer, 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

Koushik Dutta, Louisiana Tech University
Jerry Bryan Fuller, Louisiana Tech University
Saleh Bajaba, Louisiana Tech University

5:15pm - 6:30pm

- **MAM Business Meeting**

6:30pm - 8:00pm

- **Social Hour (Sponsored by 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: ?????** (Mammel Hall 216) [STS]

Topic: *"Teaching Using Simulations"*

- **Advances in Diversity and Inclusion** (Mammel Hall 119) [DI]
Session Chair: Robert Shorty, Benedictine University

[An Examination of The Masculine Subculture In Banking](#)
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) [SP]
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) [SCIS]

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, NDSU
Joshua Marineau, NDSU

[Blockchain: Uses, Implications, and Security](#)

Susan Misterek, Metropolitan State University
Firasat Khan, Metropolitan State University
Shannon Feuerhelm, Metropolitan 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) [PDW]

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) [PDW]

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. Some topics the PDW will address include assessing students, designing courses, and identifying teaching tools, all within the context of effectively completing a doctoral program or beginning to progress towards tenure. This PDW will include a brief overview by the panelists with some general suggestions, followed by discussions in small groups to address specific topics such as developing classroom policies and grading student work. At the conclusion of the session, attendees will have an opportunity to ask questions on topics that were not yet addressed or receive clarification on the information provided in the group settings.

□ **Symbolism and Trust in Leadership** (Mammel Hall 117) [LE]

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

10:45am - 12:00pm

□ **Advances in Organizational Development** (Mammal Hall 118) [OD]

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) [OB]

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) [OB]

Session Chair: Mary Dana Laird, Creighton University

[An Institutional Perspective On Workplace Incivility: Case Studies From Academia](#)

Devi Akella, Albany State University, GA

Niveen Eid, Birzeit University

[Examining The Relationship Between Mindfulness and Authenticity In A Higher Education Environment](#)

Denise Anderson, Wright State University

Sharon Heilmann, Wright State 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) [PDW]

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.

- **Research on Human Resources** [HRC]

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

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)