

2020 Midwest Academy of Management Annual Conference

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Monday, October 26, 2020

9:00am - 4:00pm

Doctoral Consortium (Virtual Conference)

Session Chair: Jennifer Schultz & Shontarius Aikens, Saint Mary's University (Minneapolis, MN) & Concordia College (Moorhead, MN)

Zoom Meeting Link: <https://cord.zoom.us/j/93623779459>

12:30pm - 2:00pm

Writing for the Academy of Management Perspectives (AMP)

Phil Phan, the Editor of the Academy of Management Perspectives (AMP), has agreed to do a Professional Development Workshop to help scholars understand how to write for AMP. This is a great opportunity for us to learn directly from the Editor.

Zoom Meeting Link: <https://zoom.us/j/99770133461?pwd=SDJKMDU1dFA4MXJm25PL05CcDBLUT09>

4:30pm - 5:45pm

Best Paper Nominees Session (Virtual Conference)

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

[The Bottom-Up Impact of Proactive Personality On Employee Job Crafting: A Serial Mediation Model](#)

Noha Alajhar, King Abdulaziz University

Saleh Bajaba, King Abdulaziz University

Abdulah Bajaba, Louisiana Tech University

[Seeing Workplace Bullying Through A Glass Darkly: Organizational and Individual Ethics As Illuminating Factors](#)

Sean Valentine, University of North Dakota
Patricia Meglich, University of Nebraska Omaha
Robert Giacalone, John Carroll University

Free, Cheap, Friendly and Fancy Samples: A Multi-Group Analysis of Convenience Sample Sources

Bradley Winton, University of Dallas
Misty Sabol, University of South Alabama

Zoom Meeting Link: <https://us02web.zoom.us/j/81852733555>

6:00pm - 7:00pm

Keynote Address: Bruce Avolio, University of Washington (Virtual Conference)
Session Chair: Ronda M. Smith, Ball State University

Topic: *Examining Where Leadership Science Ends and Leadership Development Begins*

The science characterizing the field of leadership has matured and broadened its focus over the last 100 years, far beyond the science of leadership development. To a large degree, leadership development research has become the “step child” of the overall field of leadership science, lagging behind in terms of both producing adequate theory and research. In my presentation, I will address the gap that exists between the science of leadership and the science of leadership development, and its implications for the leadership development practice. In my presentation, I will share some reasons why I believe this gap will persist if we don’t alter course, and how we might redirect some of our efforts to promote a more robust science and practice of leadership development.

Bio: Bruce has an international reputation as a researcher and practitioner in leadership, and was recently ranked in the top 25 management scholars going back over the last 50 years. In 2017, Bruce was recognized as being among the top 70 most highly cited researchers in the United States in Economics and Business, and among the top 3,000 across all sciences around the globe (Thompson Reuters). Bruce has published 12 books and over 150 articles on leadership and related areas. He has also consulted with public and private organizations in North and South America, Africa, Europe, and Southeast Asia.

Bruce’s latest interest and presentations focus on the following:

- How do we accelerate authentic leadership development?
- How do we use the positive psychological capacities of leaders to accelerate change?
- How do we show decision makers the ‘return on development’ investment in leadership?

Zoom Meeting Link: <https://us02web.zoom.us/j/82467039143>

7:00pm - 8:00pm

Midwest Academy of Management Awards Ceremony (Virtual Conference)
Session Chair: Tim O. Peterson, North Dakota State University

Zoom Meeting Link: <https://us02web.zoom.us/j/89855863132>

8:00pm - 10:00pm

T&S Gathering Hole - Hosted by Tim Peterson & Shontarius Aikens (Virtual Conference)

Meeting Link: <https://gather.town/app/aSgZLI6F0Ejo5T6u/T&SGatheringHole>

Tuesday, October 27, 2020

8:00am - 9:15am

Advances in OD (Virtual Conference)

Session Chair: Daniel Dayton, The Chicago School of Professional Psychology

Organization Development and Trust: do Cultural Values Matter?

Namporn Thanetsunthorn, Pennsylvania State University-Shenango

Organization Development Consultation: Collaborative Partnerships

Nicole Hobbs, Benedictine University

How Organization Development Facilitates Agile Design In A Vuca Environment

Robert Reinhard, Benedictine University

Zoom Meeting Link: <https://us02web.zoom.us/j/81077468910>

Extraordinary Future: PDW (Virtual Conference)

How To Maintain Quality of Life In The Vuca World: Exploring Resilience, Mindfulness, and Emotional Awareness

Sharon Pappas, The Chicago School of Professional Psychology

Kazuhiro Suzue, The Chicago School of Professional Psychology

Elaine Long, The Chicago School of Professional Psychology

The 2013 Work Stress Survey says that stress is a global crisis with 83% reporting work as their primary source of stress. In 2014, 83% of health cases were due to employee depression, stress, and anxiety up from 55% in 2012 (APA Work and Wellbeing Study, 2015). With the array of personal to professional stressors ranging from not being able to connect with family, conducting qualitative research in a pandemic, worrying about essential workers, high unemployment, feeling helpless because of quarantine guidelines, etc., people need to know that we can change the way we think, the amount of joy we experience, and how we relate to negative emotions. Lessons in this PDW from positive psychology will focus on why and how humans flourish and how the principles of neuropsychology are applicable in a work environment. First, the MAM participants will learn about the nervous system and how to change responses through mindfulness techniques. Secondly, they will learn how we talk to ourselves and how that has a direct impact on emotions and well-being. Using new frameworks and techniques the MAM participants will have a refreshed impact on their organizations, classes, and for themselves.

Zoom Meeting Link: <https://uis.zoom.us/j/95336414712>

9:45am - 11:00am

□ **Extraordinary Future: Symposium** (Virtual Conference)

Realities of International Leadership Research: Broadening Our Perspectives and Diversifying Approaches

Yulia Tolstikov-Mast, Creighton University
 Jennie Walker , Ashford University
 Jennifer Moss Breen , Creighton University
 Wanda Krause, Royal Roads University
 ALMARIE DONALDSON, INDIANA WESLEYAN UNIVERSITY
 Carly Speranza, Marymount University

For the past 20 years, leadership studies have widely expanded across cultures and societies (e.g., Jogulu, 2010; House et al., 2014; House et al., 2004; Leong & Fischer, 2011). Recent ProQuest search revealed an upward trend in intercultural, cross-cultural, or multinational research that involves varied leadership topics. Additionally, there is a noticeable increase in culture specific leadership theorizing and research that looks at local leadership from non-Western perspectives (Peus, Braun, & Knipfer, 2015; Pillai et al., 2011; Romero, 2004). Further, more leadership scholars emphasize the importance to capture context in leadership research especially when it's conducted internationally (Farid, 2011; Osland, Bird, & Oddou, 2012; Shamir, 2012; Scandura & Dorfman, 2004). Finally, growth in a number of international leadership studies has inspired international research partnerships where scholars with diverse leadership backgrounds collaborate on large scale projects and debate methodological approaches to leadership topics (Dorfman et al., 2012). Although the increase in international leadership research is evident, a discussion about an international research process, including nuances, challenges, or steps in conducting this type of research, is limited (Hanges & Shteynberg, 2004). At the same time, international leadership research is not simply about being responsive to different language and social customs. While critical, scholarship in many regions of the world also requires active preparation for performing research in an environment where traditional methods may not be welcome or effective. It may also require a dual focus on research and the safety of oneself and research participants. Techniques of international leadership research are not widely taught and are mostly acquired with experience. Additionally, nobody trains researchers to conduct studies in unstable political and economic times, during a global crisis, and within the VUCA environment. Doctoral students at the dissertation stage, scholars with research grants, researchers in the middle of their data collection - all have been caught off guard by the Covid-19 pandemic. Emotional traumas, constraints in international research collaborations, work pressure, health issues and concerns, challenges in data collection (especially in qualitative studies), etc. - those are new realities of international scholars across many disciplines and countries. This session will provide useful guidance from a diverse and highly experienced group of international leadership researchers on how to prepare yourself to conduct international studies and how to continue research during the global crisis. It will also inspire attendees to further explore questions that remain unanswered or in a state of debate in the field. The session directly speaks to the conference theme on scholarship in the VUCA environment, and will benefit participants by providing them with real-world experience and insights.

Zoom Meeting Link: <https://uis.zoom.us/j/96857645150>

□ **OD: Symposium** (Virtual Conference)

Trends In Scholarship and Practice: Organization Development and Teams

Therese Yaeger, Benedictine University
 Peter Sorensen, Benedictine University
 Heather Jarvis, Navistar Inc
 Luma Mahairi, Benedictine University
 Chris Malek, Technical Safety Services
 Kaday Sesay, Benedictine University

Opportunities for collaboration in OD research abound, specifically with regard to groups and teams. Existing research on OD and change topics involve more contemporary approaches such as data-based approaches, strength-based approaches, appreciative inquiry, and organization culture research. This panel symposium is of interest to Midwest Academy of Management attendees in that it provides scholar/practitioner knowledge in a dialogic format. In essence, the field of Organization Development involves cultural components, as according to OD guru W. Warner Burke who states, "OD is a planned process of change in an organization's culture through the utilization of behavioral science technology, research, and theory" (Burke, 2017). The concept of culture plays a major role in shaping the customs and practices that occur within organizations. With culture and OD research fundamental to this session, consistent with Burke, the concepts of culture and behavioral science technology will be the primary focus for the four researchers/panelists. Most important for this PANEL SYMPOSIUM is that each of these presenters is a first-year doctoral student at Benedictine University with current OD research topics to present herein.

Zoom Meeting Link: <https://us02web.zoom.us/j/85901601233>

11:30am - 12:45pm

Meet the Scholarship of Teaching Journal Editors (Virtual Conference)

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

Paul Hibbert, Academy of Management Learning Education
 Jen Leigh & Alex Bolinger, Journal of Management Education
 Jane Schmidt-Wilk, Management Teaching Review
 Matt Marvel, Entrepreneurship Education and Pedagogy

Zoom Meeting Link: <https://us02web.zoom.us/j/85159818114>

1:15pm - 2:30pm

Extraordinary Future: Symposium (Virtual Conference)

Fostering Agility In Higher Education

Elizabeth Belgio, Lewis University
 Rachael Narel, Benedictine University

Aligned with this year's theme, "Scholarship in a volatile, uncertain, complex and ambiguous world", the panelists will discuss the importance of agility in all organizations, but specifically addressing the importance within higher education. As part of the discussion, the panelists will highlight the many different external factors that are currently forcing organizations, including higher education, to adapt and thrive. Panelists will also discuss current research on ways to create an environment that fosters agility, and provide specific examples of how they adapted their classroom approaches to adjust to a continually changing learning environment during the

COVID-19 pandemic.

Zoom Meeting Link: <https://uis.zoom.us/j/99614658501>

OD: Symposium (Virtual Conference)

Opportunities In Organization Development: Cases and Complexities

Therese Yaeger, Benedictine University
 Bryan mcCusker, HFI Manufacturing
 David Anderson, Benedictine University
 Victoria Gustafson, Verde Associates
 Samantha Paruchuri, United Airlines
 Savannah Price, Benedictine University

According to the 6th edition of Wendell French and Cecil Bell's Organization Development: Behavioral Science Interventions for Organization Improvement (1999), perhaps the oldest and most frequently cited OD textbook, Organization Development is a "systematic process for applying behavioral science principles and practices in organizations to increase individual and organizational effectiveness. It is an organizational improvement strategy, and it is about how people and organizations function and how to get them to function better" (1999, p. 1). This panel symposium is of interest to Midwest Academy of Management attendees in that it provides scholar/practitioner knowledge in a dialogic format. This panel presents how various and different industries may be more effective by incorporating Organization Development concepts. Four presenters will present OD opportunities from four different perspectives – the public service arena (police force), Corporate America, professional service firms, and consulting.

Zoom Meeting Link: <https://us02web.zoom.us/j/86880442241>

3:00pm - 4:15pm

Extraordinary Future: Symposium (Virtual Conference)

It's A Small, Small World: International Student Success In Uncertain Times

Jennifer L. Schultz, Saint Mary's University of Minnesota
 Belinda Gardner, Saint Mary's University of Minnesota
 Akin Falade, Saint Mary's University of Minnesota
 Hui Wang, Saint Mary's University of Minnesota
 Leke Ijiyode, Saint Mary's University of Minnesota
 Abisola Femi-Jegede, Saint Mary's University of Minnesota
 Wei Zhang, Saint Mary's University of Minnesota
 Divine Ningue Arpellet, Saint Mary's University of Minnesota
 Gina Muigai, Saint Mary's University of Minnesota
 Bayogar Anthony McCritty, Saint Mary's University of Minnesota
 Cecilia Mutharia, Saint Mary's University of Minnesota

The session will initiate a dialog with business students from around the world! College classrooms are a unique gathering of diverse learners, often from very different backgrounds, religions, countries, and experiences—yet focused on common learning objectives. This discussion driven session will focus on cultural and social awareness competencies for faculty from a student viewpoint. The panel will share narratives and experiences of best practices for

international student learning and teaching in the business classroom. The aim is to consider barriers and inclusivity with a lens on international, intercultural, and inter-organizational learning success contexts.

Zoom Meeting Link: <https://uis.zoom.us/j/91370829928>

OD: Symposium (Virtual Conference)

Fostering Employee Resilience In A Pandemic Era: Exploring New Ways of Thinking About Work and The Workplace

Elizabeth Belgio, Lewis University
 Sheila Boysen, Lewis University
 Keith Lavine, Lewis University
 Lesley Page, Lewis University
 Kami Tsai, Lewis University

The purpose of this symposium is to explore the topic of employee resilience. We will review some of the latest literature on resilience and factors (e.g., boundaryless careers; vocational calling) that are related. In addition, we will discuss practical implications, particularly around employee career development and reward and recognition systems.

Zoom Meeting Link: <https://us02web.zoom.us/j/83093557466>

4:45pm - 6:00pm

Meet the Management Journal Editors (Virtual Conference)

Session Chair: Ben Blackford, Northwest Missouri State University

Kerri Crowne Brannen, Organization Management Journal
 Yair Berson, Journal of Leadership & Organizational Studies
 Sang-Heui Lee, Journal of Managerial Issues
 Greg Fisher, Business Horizons

Zoom Meeting Link: <https://zoom.us/j/94765445095>

OD: Symposium (Virtual Conference)

Global Organization Development In A Volatile and Uncertain World

Therese Yaeger, Benedictine University
 Peter Sorensen, Benedictine University
 Rana Alhayek, Illinois Tool Works
 Kamaljit Jackson, Wisconsin Women's Business Initiative Corporation
 Velma Gordon, Benedictine University
 Okey Anyanwu, Basic Institute for Zonal African Advancement (BIZAA)

The applicability and effectiveness of OD in countries and cultures outside of the United States

has been a recent subject of debate. Because OD was developed predominantly by American and Western European practitioners, its practices and methods are heavily influenced by the values and assumptions of industrialized cultures. Thus, the traditional approaches to planned change may promote management practices that conflict with the values and assumptions of other societies (Cummings & Worley, 2015). With particular reference to Americans, Boyacigiller and Adler state, "Americans have developed theories without being sufficiently aware of non-US contexts, models, research, and values", suggesting that OD practices must be more sensitive in an international context (1996). This panel of global researchers will present Organization Development through the lens of global and/or cross cultural opportunities. Each presenter is a first-year doctoral student with PhD faculty as the Chair and the Discussant. This panel symposium is of interest to Midwest Academy of Management attendees in that it provides scholar/practitioner knowledge in a dialogic format.

Zoom Meeting Link: <https://us02web.zoom.us/j/87442855281>

6:30pm - 7:30pm

OD meets VUCA (Virtual Conference)

Session Chair: Dawn Shearrow, UW-Whitewater

[A Vuca World Calls For Vuca Leadership To Foster Inclusion](#)

Bryan Brenner, Case Western University/FirstPerson Advisors

Rebecca Ellis, Benedictine University/FirstPerson Advisors

[Motivating Employees and Organizations To Adopt A Cybersecurity-Focused Culture](#)

Ron Fisher, Idaho National Laboratory

Celia Porod, Idaho National Laboratory

Sydeny Peterson, Idaho National Laboratory

Zoom Meeting Link: <https://us02web.zoom.us/j/83907978553>

6:30pm - 7:45pm

OB: PDW (Virtual Conference)

[3 Actions To Regain A Productive Workforce During A Pandemic](#)

Lesley Page, Lewis University

Stephanie Gandsey, Leadership Extension Consulting

Laura Norek, Leadership Extension Consulting

In March 2020, COVID-19 disrupted our lives. Our realities changed and so has the way we work. Employees are experiencing more stress, which can have a lasting effect on employee engagement, productivity, and retention. While we need to stay informed on the evolving pandemic, leaders must also consider ways to show employees that personal health and wellbeing are an organizational priority. The challenge is understanding how to do that when so much of our work is virtual and we do not have a clear sense of when we will return to a more recognizable workday. We conducted a survey about habit formation in times of uncertainty, which allowed us to identify several trends that can help leaders prioritize their efforts. The survey consisted of 23 questions about stress levels, maintenance of positive habits and introduction of bad habits. All questions were reviewed and approved by the Lewis University Internal Review Board (IRB) and administered via SurveyMonkey. A total of 329 survey

responses were analyzed. Using this data, we developed a series of meaningful activities to help leaders thrive in this uncertain time. Attendees of this workshop will learn about our survey results along with three actions that leaders can use to promote a productive workforce during these turbulent times.

Zoom Meeting Link: <https://uis.zoom.us/j/99417679455>

8:00pm - 10:00pm

T&S Gathering Hole - Hosted by Tim Peterson & Shontarius Aikens (Virtual Conference)

Meeting Link: <https://gather.town/app/aSgZLI6F0Ejo5T6u/T&SGatheringHole>

Wednesday, October 28, 2020

8:00am - 9:15am

A Look at Nascent Entrepreneurs (Virtual Conference)

Session Chair: Sally Sledge, Norfolk State University

[Nascent Entrepreneur Values and Motives For Venturing: Is There Consistency?](#)

Aric Wilhau, Georgia College and State University
 Steve Karau, Southern Illinois University Carbondale

[Nascent Entrepreneurship, Opportunity Recognition, and The Moderators of Government Support, Gender, and Minorities](#)

Jason Cavich, Nova Southeastern University
 Ravi Chinta, Nova Southeastern University

[Effects of Entrepreneurship Training Participation On Startup Performance](#)

Danielle Ailts Campeau, Saint Mary's University of Minnesota

Zoom Meeting Link: <https://zoom.us/j/99897234056>

On Fire or Burned Out? (Virtual Conference)

Session Chair: Kalan Norris, University of Buffalo

[Positive Employee Health: Development and Construct Validation](#)

Yan Liu, Indiana University East
 Bryan Fuller, Louisiana Tech University
 Kim Hester, Arkansan State University

[Balance Satisfaction, Job Burnout, and Citizenship Behavior Among Business Faculty In Aacsb Schools: A Conservation Resource Approach](#)

Christopher Mathis, Morgan State University
 Natasha Randle, University of North Carolina at Charlotte

Dewaynna Horn, Texas Women's University

Feeling Burned Out Or Enthusiastic? Linking Regulatory Focus To Job Performance Through Psychological States

Brian Waterwall, East Carolina University
Cody Chullen, East Carolina University

Zoom Meeting Link: <https://pitt.zoom.us/j/92965916708>

9:45am - 11:00am

Examining Small Business (Virtual Conference)
Session Chair: Frank Mullins, University of Alabama Huntsville

Finding Opportunity In Uncertainty: A Qualitative Study of Small Business Owners

Megan Chapman, Southern Illinois University
Steven Karau, Southern Illinois University

The Impact of Covid-19 On Small and Medium-Sized Enterprises In Armenia: Evidence From A Labor Force Survey

Mane Beglaryan, American University of Armenia
Gayane Shakhmuradyan, American University of Armenia

Micro Firms' Path To Success: An Investigation of Conflicting Strategic Orientations

Daniel Degischer, Management Center Innsbruck
Maria Wallnoefer, Management Center Innsbruck

Zoom Meeting Link: <https://zoom.us/j/93644300152>

MED: PDW (Virtual Conference)

How Women Rise In Academia In Vuca: A Professional Development Workshop

Jennifer Moss Breen, Creighton University
Carly Speranza, Marymount University

Women in higher education often suffer from imposter syndrome, feeling they need to do more than others to be respected in the world of academe. Given our volatile, uncertain, complex and ambiguous (VUCA) work today, the mindset of women in academia may be causing not only mental exhaustion, but also emotional distress. It is known that women tend to engage in more university service, put their research on the back burner, and put others needs before their own. But in our complex world today, forgetting ourselves and our values is even more detrimental to one's career. With the call for greater diversity and inclusion in higher education, it is essential that institutions of higher education embrace all women and build pathways for their career advancement. This highly engaging professional development workshop will help women unpack the unconscious habits they bring to their work such as trying to please, minimizing their accomplishments, taking on too much, ruminating about their work and more.

Zoom Meeting Link: <https://pitt.zoom.us/j/94938495514>

11:30am - 12:45pm

☐ **Entrepreneurship Plenary: Henry C. McKoy, Jr., North Carolina Central University** (Virtual Conference)

Session Chair: Angela Miles, North Carolina Central University

Topic: *Race, Entrepreneurship, and COVID-19: Black Small Business Survival in Pre- and Post-Pandemic America*

Bio: Dr. Henry C. McKoy, Jr. is the lead entrepreneurship faculty and Director of Entrepreneurship at North Carolina Central University in the School of Business. He is also on the faculty of the Kenan-Flagler School of Business at the University of North Carolina at Chapel Hill where he is Professor of Practice in Strategy and Entrepreneurship. In addition, he teaches in Duke University's Sanford School of Public Policy and is part of the faculty of Duke's Executive Leadership Institute where he teaches on Public-Private Partnerships. Dr. McKoy has been a Fellow of the Kenan Institute of Private Enterprise at UNC-Chapel Hill, as well as an Aspen Institute Scholar. He currently has an appointment at Harvard University Kennedy School's Ash Center, where he is an Associate Fellow of Municipal Innovation, and leads the effort to launch a national network of economically inclusive and equitable cities. He served from 2010-2012 in the North Carolina Department of Commerce where he was appointed by the Governor as Assistant Secretary of Commerce. He holds degrees from UNC-Chapel Hill (BS, Ph.D.) and Duke (MS).

Zoom Meeting Link: <https://zoom.us/j/98516043146>

☐ **OB Plenary: Paul Tesluk, University at Buffalo, The State University of New York** (Virtual Conference)

Session Chair: Rebecca Badawy, University of Pittsburgh

Title: *Leadership in a Virtual World: How Can OB Scholarship Make a Difference?*

The global pandemic has had a profound and likely lasting impact on how we work. It raises a host of questions regarding what makes for effective leadership in a world that is more reliant on virtual collaboration than ever before. The field of Organizational Behavior is well suited for making important contributions to addressing these questions. In this presentation, I will suggest ways in which OB scholarship can make a significant difference to addressing these key questions.

Bio: Paul Tesluk was named dean of the University at Buffalo School of Management in April 2016. A faculty member since 2011, Tesluk served as chair of the school's Organization and Human Resources Department. He also founded and served as academic director of the Center for Leadership and Organizational Effectiveness, a university-supported applied research center with a mission to advance both research and practice related to leadership development and organizational effectiveness. As dean, Tesluk has led expansions of the school's initiatives in entrepreneurship, leadership, health care management, social innovation and global programs. He also has championed new academic programs, including a Bachelor of Science in Information Technology and Management, an expanded set of interdisciplinary master's programs and several graduate certificate programs. Under his leadership, the UB School of Management has made a significant impact on organizations and the business community, increased its engagement with alumni and grown its base of philanthropic support. A national expert in leadership development, team design and effectiveness, and organizational change, Tesluk is a prolific scholar who has been widely published in the most selective journals in his field, and has served on the editorial boards of many leading academic journals in management. Additionally, his research has been supported by such agencies as the National

Science Foundation and the National Institutes of Health. Tesluk earned a bachelor's degree in industrial and labor relations from Cornell University, and doctoral and master's degrees from The Pennsylvania State University, where he majored in industrial/organizational psychology and minored in management and organization.

Zoom Meeting Link: <https://pitt.zoom.us/j/97211721670>

1:15pm - 2:30pm

Entrepreneurship and Corporate Social Responsibility (Virtual Conference)

Session Chair: Alice Gordon Holloway , University of South Alabama

[The Power of Good: Perceptions of Csr and Its Impact On Commitment, Turnover Intent, and Counterproductive Work Behaviors In Small Business](#)

Michael McDaniel, University of Texas at Arlington

[Do Do-Gooders do Well? Corporate Social Responsibility, Business Models and Ipo Performance.](#)

Koushikee Dutta, Louisiana tech University

Kirk Ring, Louisiana tech University

[Enhancing Reality: Marketing Dietary Supplements To Kids](#)

Andrea Lamoreaux, Creighton University

Zoom Meeting Link: <https://zoom.us/j/97263193082>

New Topics in OB (Virtual Conference)

Session Chair: Dallys Medali, Creighton University

[Changing Our Attitude About Errors In Decision-Making In R&d Teams](#)

Oleksandr Tsaruk, West Virginia University

[Mis-Fit, Impostor, Or Both? Impostor Perceived Self-Leader Fit Discrepancies](#)

Rebecca Badawy, University of Pittsburgh

[Impact of Team Player Styles On Followership Behavior](#)

Tim O. Peterson, North Dakota State University

Brian W. Rook, Lincoln Financial Group

Claudette M. Peterson, North Dakota State University

Zoom Meeting Link: <https://pitt.zoom.us/j/95818939849>

3:00pm - 4:15pm

Behavioral Issues in Entrepreneurship (Virtual Conference)

Session Chair: Steven Day, North Carolina Central University

[Yes, It's A Love-Hate Relationship: Investigating The Effects of Emotions On Firm Performance](#)

Nischal Thapa, University of Missouri - Kansas City
Puspa Shah, University of Missouri-Kansas City

[Killing Time: When Does Routinization Promote Creativity?](#)

Puspa Shah, University of Missouri - Kansas City
Nischal Thapa, University of Missouri - Kansas City
Chad Coffman, University of Missouri - Kansas City

[Overcoming Venture Challenges: A Person–organization Fit Model of Hybrid Entrepreneurs' Entrepreneurial Persistence](#)

Eric Asante, Lingnan University
Collins Azunu , Ghana Specialty Fats Ltd.
Barbara Danquah , Ghana Technology University College
Frederick Oduro , Beijing Normal University
Emmanuel Affum-Osei , The Chinese University of Hong Kong
Martinson Ankrah Twumasi , Sichuan Agricultural University

Zoom Meeting Link: <https://zoom.us/j/97264518994>

OB Looks at Work Relations (Virtual Conference)

Session Chair: Robert Reinhard, Benedictine University

[Knowing When You'Re The Punchline: Gender and The Evaluation of Disparaging Humor](#)

Ayesha Tabassum, York University
Len Karakowsky, York University

[Leader Power and Agency-Communion Orientations As Moderators of The Effects of Organizational Characteristics On Workplace Bullying](#)

Jeffery D. Houghton, West Virginia University
Richard A. Oxarart, West Virginia University
Joyce Thompson Heames, Berry College
M. Ronald Buckley, University of Oklahoma
Jerry A. Carbo, Shippensburg University

[Quality Relationships At Work: The Effect of Leader-Member Relationships and Peer Relationships On Team Effectiveness](#)

Lipika Arif, University of South Alabama
Mickey Smith, University of South Alabama

Zoom Meeting Link: <https://pitt.zoom.us/j/99794348628>

4:45pm - 6:00pm

Communication in OB (Virtual Conference)

Session Chair: Rebecca Ellis, Benedictine University/FirstPerson Advisors

[Employee Customer Interaction and Emotional Labour: The Moderating Role of Emotional Intelligence](#)

Shameem Shagirbasha, Great Lakes institute of Management Chennai

[Gender \(in\)consistent Communication Via Social Media and Hireability: An Exploratory Study](#)

Rebecca Badawy, University of Pittsburgh
Robyn Brouer, Canisius College

[Organizational Responses To Issue Selling](#)

David Jarrett, University of Missouri - Kansas City

[Motivating Volunteer Leaders In Adult Sports Organizations: A Look At Rugby Club Leadership](#)

Chase Szente, Wright State University
Sharon Heilmann, Wright State University

Zoom Meeting Link: <https://pitt.zoom.us/j/99467444750>

6:30pm - 7:45pm

Ideological Change and Job Crafting (Virtual Conference)

Session Chair: Renee Lucero, University of Dallas

[Using Job Crafting To Navigate An Underemployment Situation: The Effects On Turnover Intentions and Meaningfulness In Work](#)

Juan Carlos Morales, The University of Kansas

[Job Crafting As A Proactive Response To Abusive Supervision: A Qualitative Investigation](#)

Huda Masood, York University
Len Karakowsky, York University
Mark Podolsky, York University

[How Tempered Radicals Pursue Ideological Change In Organizations](#)

Saleh Bajaba, King Abdulaziz University
Bryan Fuller, Louisiana Tech University
Marcia Simmering, Louisiana Tech University
Jeffrey Haynie, Louisiana Tech University
John Kirk Ring, Louisiana Tech University
Abdulah Bajaba, Louisiana Tech University

Zoom Meeting Link: <https://pitt.zoom.us/j/92182053368>

8:00pm - 10:00pm

T&S Gathering Hole - Hosted by Tim Peterson & Shontarius Aikens (Virtual Conference)

Meeting Link: <https://gather.town/app/aSgZLI6F0Ejo5T6u/T&SGatheringHole>

Thursday, October 29, 2020

8:00am - 9:15am

- **Getting Involved in the Midwest Academy of Management** (Virtual Conference)
Session Chair: Ronda M. Smith, Ball State University

If you are interested in getting involved in Midwest, this session is for you!

Zoom Meeting Link: <https://bsu.zoom.us/j/91410876027>

- **HR: Symposium** (Virtual Conference)

[Rethinking Diversity, Inclusion and Belonging In An Era of Covid-19 and Social Protests](#)

E Anne Christo-Baker, University of Mount Union
Shehla Arif, University of Mount Union

We constantly hear and use the terms diversity and inclusion, and more recently belonging. Are they merely buzzwords that have no impact on how higher education institutions functions? Or do they drive strategy and practice? What role can faculty and administrators play, and what responsibilities do they have, in developing and promoting more inclusive institutions and classrooms? This interactive symposium will explore these and other questions while providing resources that will equip participants in building more diverse and inclusive spaces within their institutions and classrooms.

Zoom Meeting Link: <https://us02web.zoom.us/j/84131457270>

9:45am - 11:00am

- **Personality Dimensions in HR** (Virtual Conference)
Session Chair: Alan Yen, Ball State University

[Supervisor Family Support and Life Satisfaction: Role of Work-Family Conflict and Family-Work Conflict](#)

A K M Mominul Haque Talukder, University of Victoria and North South University

[Exploratory Study: What Factors Influence Teaching Self-Efficacy For New Business Professors? A Recent Doctoral Program Graduate Perspective](#)

Michele Heath, Cleveland State University
Erika Williams, University of Southern Indiana
William Luse , University of La Verne
Sharmaine Pechac

[The Ideal Self and Personal Values Across The Age-Spectrum](#)

Udayan Dhar, Case Western Reserve University

Zoom Meeting Link: <https://us02web.zoom.us/j/83253058058>

□ Strategic Ambidexterity, Performance Rationales, and Nascent Technology Adoption (Virtual Conference)

Session Chair: Craig Webster, Ball State University

[The Impact of Accreditation On Nascent Technology Adoption: Evidence From The U.s. Healthcare Industry](#)

Yeongsu (Anthony) Kim, Western Kentucky University

[Ethical and Performance Rationales For Informing Selection of Combined Or Separate Roles of Ceo and Board Chairperson In An Organization](#)

Erin Hemm, St. Ambrose University

[Congruence and Strategic Ambidexterity Between Stakeholders, Strategies, and Business Models: Why Stakeholders Want Impossible From The Firm?](#)

Oleksandr Tsaruk, West Virginia University

Zoom Meeting Link: <https://us02web.zoom.us/j/81584411973?pwd=bmFIZGRmemhYVGIkUeTnBlI0OENadz09>

Passcode: 8Cv4PN

11:30am - 2:30pm

□ Midwest Plenary: Larry J. Williams, Texas Tech University (Virtual Conference)

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

Topic: *Introduction to Structural Equation Methods*

This workshop provides an introduction to confirmatory factor analysis and latent variable structural equation methods, as applied to organizational research. These techniques will be compared to more traditional analytical approaches including exploratory factor analysis and multiple regression. Special emphasis will be given to measurement model development and model evaluation. Conceptual and statistical assumptions underlying latent variable analysis will be examined, as well as implementation with software programs like LISREL and LAVAAN.

Bio: Dr. Larry J. Williams joined the faculty at the Rawls College of Business at Texas Tech University in August 2019, relocating from the University of Nebraska Lincoln where he served as Director of the Survey Research and Methods Program and was the Donald and Shirley Clifton Chair of Survey Science. He received his Ph.D. in organizational behavior from the Indiana University School of Business and his main research interests involve the application of structural equation methods to various substantive and methodological concerns. He served as the Founding Editor of *Organizational Research Methods (ORM)*, a journal sponsored by the Research Methods Division (RMD) of the Academy of Management, and he previously served as Consulting Editor for the Research Methods and Analysis section of the *Journal of Management*. He has been a member of the editorial board of *Structural Equation Modeling: A Multidisciplinary Journal*. Dr. Williams also has served as Chairperson for the Research Methods Division (RMD) of the Academy of Management. Professor Williams established in 1997 and currently serves as Director of the Consortium for the Advancement of Research Methods and Analysis (CARMA), an interdisciplinary center devoted to helping faculty and students advance their knowledge of organizational and social science research methods and data analysis techniques.

Zoom Meeting Link: <https://us02web.zoom.us/j/83948783481>

1:15pm - 2:30pm

The Impact of Global HR (Virtual Conference)

Session Chair: Shannon Juergens, Grand View University

[Performance of High Level Expatriate Managers In A New Country Context: A Performance Management Perspective](#)

Caren Rodrigues, St. Joseph's Institute of Management

[Macro Talent Management and National Wellbeing Convergence In Developing Countries](#)

Alex Anlesinya, University of Ghana Business School, Legon

Kwesi Amponsah-Tawiah, University of Ghana Business School, Legon

Philip Kofi Adom, Ghana Institute of Management and Public Administration, Achimota

Obi Berko Obeng Damoah, University of Ghana Business School, Legon

["Your English Is Not Our English": How Perceived Linguistic Competence Affects Expatriate Outcomes](#)

Caren Rodrigues, St. Joseph's Institute of Management

Zoom Meeting Link: <https://us02web.zoom.us/j/86882624740?pwd=dU9MV05SdVExRnRyNFZmY0JlUG40QT09>

Passcode: 115

3:00pm - 4:15pm

Advances in HR (Virtual Conference)

Session Chair: Rakoon Piyantalee, University of Wisconsin-Madison

[The Interaction of Pay Equity Perceptions and Pay Transparency On Personal Pay Disclosure: An Initial Experiment](#)

Ormonde Cragun, University of Minnesota, Duluth

Jason Kautz, University of Texas, Dallas

Lin Xiu, University of Minnesota, Duluth

[Addressing The Silver Tsunami In The Accounting Industry](#)

Brian Dorr, Metropolitan State University

Shannon Feuerhelm, Metropolitan State University

[The Performance Appraisal: How Quality Impacts Ethical Climate Moderated By Ethical Leadership](#)

Dawn Shearrow, University of Wisconsin-Whitewater

[Does Reverse Mentoring Have A Bigger Impact On Income Than Traditional Mentoring?](#)

George Faint

Zoom Meeting Link: <https://us02web.zoom.us/j/84525268268>

☐ **MED: Symposium** (Virtual Conference)

[Powershift: The Changing Dynamics of Leading In A Vuca Environment](#)

Melonie Boone, Ph.D., The Chicago School of Professional Psychology
Vernon Johnson, Ph.D. , The Chicago School of Professional Psychology
Katie Pommier, Ph.D. , The Chicago School of Professional Psychology
Justin Shukas, Ph.D, The Chicago School of Professional Psychology
Maria Malayter, Ph.D. , The Chicago School of Professional Psychology

The global pandemic, economic uncertainty and increased focus on inequality and systematic racism has catapulted many leaders into uncharted territory. Organizations and their leaders are an unprecedented volatile, uncertain, complex, and ambiguous environment. Those who are slow or reluctant to change have lost valuable leadership lessons. This panel will address how leaders can thrive in a VUCA environment. The panelist will share valuable lessons learned from their experience in healthcare, financial services and professional services while leading in the challenging times of the global VUCA environment.

Zoom Meeting Link: <https://us02web.zoom.us/j/82303347472?pwd=eUx5cTZDeTc1ZHlnanJpRFo0UVA0Zz09>

Passcode: 1JtiRa

4:45pm - 5:45pm

☐ **Environmental Change and Organizational Alignment** (Virtual Conference)

Session Chair: Nischal Thapa, University of Missouri - Kansas City

[The 2016 Presidential Election, Dodd-Frank, and Bank Performance: Aligning Firm Capabilities and Political/legal Environments](#)

Luis A. Perez-Batres, Central Michigan University
Abu Amin, Central Michigan University
Len J. Treviño, Florida Atlantic University

[Momentum Or Deceleration? An Integrated View of The Effect of Prior Changes On A Subsequent Change of The Same Kind](#)

Jun Li, Metropolitan State University

Zoom Meeting Link: <https://us02web.zoom.us/j/85789827339?pwd=SGpOTW5zK3lodW1NK0lBemcvTmpldz09>

Passcode: 6j5WbH

4:45pm - 6:00pm

☐ **HR: PDW** (Virtual Conference)

[Still Getting The Job Done \(despite The Storm\): Female Perspectives On Navigating](#)

Insecurities, Social Unrest, Isolation, Education, Inaccessible Self-Care and The Possibility of Forever Remote Inside The Covid-19 Pandemic

Ronda Smith, Ball State University
Carla Flores, Ball State University
Jennifer Schultz, Saint Mary's University of Minnesota
Laura Handrick, Laura H Consulting, LLC
Seo-Young Byun , Ball State University
Shannon Juergens, Grand View University
Hak-Yoon Kim, University of Nottingham Ningbo China
Shruti Sardeshmukh, University of South Australia

Work Life Balance and Work-Family Conflict research have a long history of examining the effects on women as gender roles are continually biased with women shouldering the bulk of the family support and housework. In response to the Coronavirus outbreak, women were once again asked to shoulder multiple additional roles and responsibilities with many trying to work from home, or just trying to "make it work" at home. This panel brings together professional women from around the world representing scholars and practitioners who have experienced varying perspectives in response to the dynamics of the pandemic's impact on work/family life. Panelists will each be asked to share their thoughts, experiences, and reactions around several themes as they experienced them and then take questions from the audience as time permits. The goal of this panel discussion is to bring together interested researchers and practitioners and conference participants to engage in a conversation that will advance research and practical advice as we continue to navigate new ways of working in a volatile, uncertain, complex, and ambiguous world. Of specific interest is how the constructs of work/family conflict may need to be revised for a "new normal" or this temporal period of time.

Zoom Meeting Link: <https://us02web.zoom.us/j/89294579885>

6:30pm - 7:45pm

HR: Symposium (Virtual Conference)

Finding An Academic Appointment In A Volatile, Uncertain, Complex, and Ambiguous World

Danielle Ailts Campeau, Saint Mary's University of Minnesota
Nathaniel Siats, Saint Mary's University of Minnesota
Jennifer L. Schultz, Saint Mary's University of Minnesota
Michele L. Heath, Cleveland State University
Matt J. Nowakowski, Saint Mary's University of Minnesota
Tim O. Peterson, North Dakota State University
Ronda M. Smith, Ball State University
Phil Thompson, Virginia Tech

The aim of this panel symposium is to provide a forum for discussion on academic job searches. Topics may include networking, cover letters, interviewing, CVs, campus interviews, teaching/research statements, and other issues relevant to obtaining an academic appointment. Faculty and administrators will present personal narratives of search strategies and experiences. Panelists include current and former faculty, directors, chairs, deans, and provosts 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 obtaining an academic position.

Zoom Meeting Link: <https://us02web.zoom.us/j/81391844617>

8:00pm - 10:00pm

T&S Gathering Hole - Hosted by Tim Peterson & Shontarius Aikens (Virtual Conference)

Meeting Link: <https://gather.town/app/aSgZLI6F0Ejo5T6u/T&SGatheringHole>

Friday, October 30, 2020

8:00am - 9:15am

Different Perspectives on Learning (Virtual Conference)
Session Chair: Sara Bharwani, Creighton University

[Psychological Capital and Perceptions of Social Support As Solutions To Student Burnout and Performance Issues](#)

Hilary Schloemer, Arkansas State University
 Matthew Deeg, University of Kansas
 Karen McDaniel, Arkansas State University
 Ahad Sanjrani, Arkansas State University

[Pedagogical Practices, Trends, and Effects of Entrepreneurship Education](#)

David Clifford, Creighton University/John Carroll University

[Leading At The Crossroads: Critical Success Factors For Physician Leaders](#)

Michael Cherry, Lewis University
 Betty Till, Lifework Solutions

Zoom Meeting Link: <https://creighton.zoom.us/j/96014287698>

Toward Impactful Research: PDW (Virtual Conference)

[Demystifying Academic Writing: Misconceptions, Common Struggles, and Tips To Make Your Writing Life Easier](#)

Ali Ferguson, Purple Ink Editing
 Ronda Smith, Ball State University

Writing and publishing are important activities in most researchers' careers, and they often have a lot riding on them (job placement, tenure, promotion, funding). However, outside of fields like English and communications, most scholars do not receive enough formal training in writing. Indeed, many have not taken more than one or two general education courses in basic writing, let alone training in more complex research writing and the accompanying publication process. As a result, they are ill prepared for the writing and publishing activities inherent to an academic career and often struggle with the more challenging aspects of these activities (e.g., generating and organizing ideas, developing drafts, revising after substantial feedback, etc.). What's more, for many scholars, the writing and publication processes are shrouded in uncertainty because most institutions, departments, and more experienced scholars do not discuss these processes openly and honestly with early-career academics. As such, scholars are often left to "go it alone," forced to figure out how to overcome the many challenges, difficulties, and negative emotions that are likely to arise throughout these processes. Therefore, the purpose of this workshop is to demystify academic writing by having a frank

discussion about the common misconceptions and struggles academic writers face as well as to provide tips (e.g., for planning, collaborating, managing stress) to help scholars meaningfully progress in their writing lives.

Zoom Meeting Link: <https://bsu.zoom.us/j/95266963748>

9:45am - 11:00am

Exploring Migration, Organizational Design, and Aging (Virtual Conference)
Session Chair: Andrew Hanna, University of Nebraska-Lincoln

[Successful Aging At Work: The Added Explanatory Power of Entrainment](#)
 David Palmer, South Dakota State University

[Innovation of Organizational Design: Transforming Social Purpose Organizations](#)
 Stephen Callaway, University of Toledo

[Exploring The Gendered Facets of Skilled Migration: A Phenomenological Study](#)
 Huda Masood, York University

Zoom Meeting Link: <https://bsu.zoom.us/j/96740875751>

MED: Symposium (Virtual Conference)

[Effective Teaching Vs. Efficient Teaching – Can The Twain Ever Meet?](#)

Imran Syed, Ball State University
 Shontarius D. Aikens, Concordia College (Moorhead, MN)
 Ben Blackford, Northwest Missouri State University
 Jonathan Craig Butler, Oklahoma State University
 Shannon Juergens, Grand View University
 Ronda M. Smith, Ball State University
 Chih-Lun (Alan) Yen, Ball State University

This symposium aims to provide its attendees with a portfolio of teaching strategies that are both effective and efficient. It has been designed with the busy academic and/or practitioner educator in mind. This symposium's panelists are experienced educators who understand what it means to work in time-constrained environments and positions, and with that in mind plan to share some teaching strategies that are highly effective yet relatively efficient. This symposium could thus help relieve some of the time pressure faced by the attendees and has the potential to help enhance their overall productivity. This symposium will start with brief introductions that will be followed by a short discussion of effective teaching strategies. This initial discussion will then be followed by a more detailed discussion of teaching strategies that are both effective and efficient. Finally, the symposium will conclude with a Q&A session that will provide attendees with an opportunity to ask any additional questions they might have.

Zoom Meeting Link: <https://creighton.zoom.us/j/98977788205>

11:30am - 12:45pm

▣ **MED Plenary: Edward D. "Drip" Parsons, Creighton University** (Virtual Conference)

Session Chair: Jennifer Moss Breen, Creighton University

Topic: *Nine minutes of leadership reflection*

In the wake of the deaths of African Americans, and other people of color, it is imperative to reflect on our leadership experiences. Our environment directly impacts organizations and how they are led. Nine minutes explores the meta thought of a leader navigating racial and social injustices.

Bio: Driko was born in Taylorsville, NC, in 1974. He graduated from Crest Senior High School in 1992 and enlisted into the United States Marine Corps in September of the same year. Driko attended boot camp at Parris Island, South Carolina, and graduated from Third Recruit Training Battalion in December of 1992. He was then transferred to Camp Geiger, North Carolina, where he was assigned to the School of Infantry (SOI) and subsequently trained as a 0341, Mortarman. Upon completion of SOI in February 1993, Driko was assigned to 2nd Battalion 2nd Marines, Camp Lejeune, North Carolina, where he deployed to Okinawa, Japan, from December 1993 through June 1994, and then re-deployed to Haiti in support of Operation UPHOLD DEMOCRACY in July of the same year. He later deployed aboard the U.S.S. Ponce with the 22nd Marine Expeditionary Unit from January through July 1996, where he served as a Forward Observer and Platoon Sergeant during operations in Monrovia, Liberia, in support of Operation ASSURED RESPONSE. In September 1996, he was assigned to Marine Barracks 8th & I, Washington, D.C., where he served as the Body Bearer Section Leader. In April 2000, he attended Drill Instructor School and was subsequently assigned to Company I, 3rd Recruit Training Battalion. Where he trained six platoons as a Drill Instructor, two as a Senior Drill Instructor, and served as the Battalion Operations Chief during his tour. Upon completion of Drill Instructor duty in July 2003, Driko was then transferred to 1st Battalion, 7th Marines at Twentynine Palms, California. He deployed from July through November 2003 in support of Operation IRAQI FREEDOM (OIF) as the Weapons Platoon Sergeant. In September 2004, he deployed again with 1st Battalion, 7th Marines in support of Operation IRAQI FREEDOM (OIF 1-2) to the Al Anbar Province as the Company Gunnery Sergeant and Weapons Platoon Commander and returned in March of 2005. Upon his return, he was assigned as the Headquarters and Services Company First Sergeant until December 2005. In December of 2005, Driko was assigned to the Twentynine Palms Sergeants Course, Marine Corps University as the Infantry and Tactics Instructor, Academics Chief, and Deputy Director. From August 2006 to August 2007, he was assigned to Embedded Training Team (1-8) and deployed to Afghanistan with the Afghan National Army's Commandos as the senior enlisted advisor in support of Operation ENDURING FREEDOM (OEF). Upon his return from Afghanistan, he resumed his duties as Deputy Director until he was promoted to First Sergeant in 2008. In July 2008, Driko was assigned to Region 1, Marine Corps Embassy Security Group, as the Region First Sergeant and covered Eastern Europe and Eurasia until July 2010. In July 2010, Driko was selected to attend the United States Army Sergeants Major Academy (Class 61) and graduated in June 2011 and completed his undergraduate degree from American Military University in Intelligence Studies. In July 2011, he was assigned to Company B, First Recruit Training Battalion, Parris Island, SC, as the Company First Sergeant until he was promoted to his current rank in December 2012. In January 2013, Driko was assigned to Marine Medium Tiltrotor Squadron 264 and deployed in support of OEF 13.2. From July 2014 to March 2015, he was deployed in support of Special Purpose Marine Air-Ground Task Force-Crisis Response-Africa 14.2. After this deployment, he completed his Master of Arts in Strategic Communications and Leadership from Seton Hall University. In October of 2015, Driko was assigned to Wounded Warrior Battalion-East, Camp Lejeune, North Carolina. In February 2017, SgtMaj Parsons was selected by the Sergeant Major of the Marine Corps to be the Headquarters and Service Battalion, Headquarters Marine Corps Sergeant Major. In April 2019, Driko was again selected by the Sergeant Major of the Marine Corps to be the Sergeant Major for Wounded Warrior Regiment. In 2019, he became a doctoral student at Creighton University's Interdisciplinary Leadership program. Driko's personal awards include the Bronze Star Medal, Meritorious Service Medal (3rd Award), Air Medal with Gold and Bronze numeral 1, Navy and Marine Corps Commendation Medal with Combat Distinguishing Device (3rd Award), Navy and Marine Corps Achievement Medal (4th Award), Combat Action Ribbon (3rd Award), Parachutist

Insignia, and Combat Aircrew Designation. Additionally, he has been recognized for his community service and leadership by the National Association for the Advancement of Colored People (Roy Wilkins Renown Service Award) and Omega Psi Phi Fraternity, Inc. (Colonel Charles Young Military Leadership Award).

Zoom Meeting Link: <https://creighton.zoom.us/j/97331773212>

Toward Impactful Research Plenary: Carol Kulik, Past Academy of Management President (Virtual Conference)

Session Chair: Ronda M. Smith, Ball State University

Topic: *What I Wish I'd Known Then: From Project to Portfolio*

Developing standalone research projects is the easy bit. Developing a research portfolio that is personally satisfying, can be sustained over a long-term career, and has external impact – that's a lot harder. Ultimately, though, it all boils down to two fundamental questions: "Who am I?" and "What do I do?" Carol will share what she's learned about answering the "Who am I?" question and suggest a few strategies for managing the "What do I do?" question. In the session, Carol will talk about finding research "sweet spots", explain why research projects are like vegetables, and describe a few of her favorite research productivity hacks. Be prepared to engage in a bit of self-reflection and maybe even some creative expression.

Bio: Carol T. Kulik is a Professor of Human Resource Management at the University of South Australia Business School, and a senior researcher within the Centre for Workplace Excellence. Professor Kulik's research focuses on the effective management of workforce diversity. Her current projects are investigating strategies for closing the gender gap in salary negotiations, reducing stereotype threat among mature-age workers, and motivating organisations to invest in diversity management. Professor Kulik is an elected fellow of the Society for Industrial and Organizational Psychology, the Academy of Management, and the Academy of the Social Sciences in Australia. She served as the 2018-2019 president of the Academy of Management – the first AOM president based outside North America. She has been an Associate Editor at the Academy of Management Journal and the Journal of Management.

Zoom Meeting Link: <https://bsu.zoom.us/j/97509017108>

1:15pm - 2:30pm

Examining Linguistics Pedagogy and Expatriates (Virtual Conference)

Session Chair: Namporn Thanetsunthorn, Pennsylvania State University-Shenango

[Too Big \(in The Head\) To Fail: An Entrepreneurial Study of Founder Ceo Narcissism and Acquisitions](#)

Cameron Borgholthaus, University of Nebraska - Lincoln

[All Our Knowledge Begin With The Senses: Linguistic Sensegiving and Prosocial Crowdfunding](#)

Koushikee Dutta, Louisiana tech University

[Willingness To Expatriate: An Initial Examination Among College Students](#)

Ronda Smith, Ball State University

Carla Flores, Ball State University

[Pedagogy Amid A Pandemic: Seeking Help In A Turbulent Time](#)

Nancy Hanson-Rasmussen, University of Wisconsin-Eau Claire

Brent Opall, University of Wisconsin-Eau Claire

Zoom Meeting Link: <https://bsu.zoom.us/j/95153461432>

New and Old Topics in Management Education (Virtual Conference)

Session Chair: Nicole Hobbs, Benedictine University

[Performance Management Systems: The Effect of Feedback On Performance On Management Faculty](#)

Manoj D'Souza SJ, St. Joseph's Institute of Management
Caren Rodrigues, St. Joseph's Institute of Management
Anup Krishnamurthy, St. Joseph's Institute of Management

[Changing Times and Expectations In Higher Education: How Faculty Can Optimize Their Time and Effort](#)

Karen M. Leonard, University of Arkansas Little Rock
Naeem Bajwa, University of Arkansas Little Rock

[Digitally Native, Yet Technologically Illiterate: Methods To Prepare Business Students To Create Versus Consume](#)

Daniel Pfaltzgraf, University of Toledo
Gary Insch, University of Toledo

Zoom Meeting Link: <https://creighton.zoom.us/j/98518049002>

3:00pm - 4:15pm

MED: PDW (Virtual Conference)

[Contemplating Increasing Collegiate Engagement and Outcomes? Consider Service Learning Education](#)

Sally Sledge, Norfolk State University
Angela Miles, North Carolina Central University
Jennifer Collins, Florida A&M University
Millicent Nelson, Middle Tennessee State University
Matrecia James, St. Bonaventure University

Service learning is a unique experience that can help students gain real world experience in their chosen field of study while also volunteering to help make a difference in their communities. The general benefits of service learning, such as encouraging community engagement, understanding of differences, and reinforcing acceptance, have been illustrated by many scholars, to include Keen and Hall (2009). In addition, Brail (2013) actually found that students can achieve a more thorough understanding of their discipline-based principles by participating in service learning. This research study linked student achievement with the use of service learning. Although service learning has become a popular activity for many students on college campuses, it is still not used fully in credit courses. This PDW is designed to encourage faculty to include service learning in their courses. The PDW will illustrate how service learning can be used to reinforce content learning as well as provide students with self-directed learning. We will discuss how service learning can be an effective strategy to accelerate student engagement and enhance course outcomes with applicability to traditional, hybrid and online courses.

Zoom Meeting Link: <https://bsu.zoom.us/j/91231609849>

MED: PDW (Virtual Conference)

[Through The Eyes of The Beholder: Insights From Leading Study Abroad Programs In The Study of Global Leadership](#)

Maria Malayter, The Chicago School of Professional Psychology
Charmon Parker Williams, The Chicago School of Professional Psychology
Ting Fung (Harry) Luk, The Chicago School of Professional Psychology
Maryann Michael, The Chicago School of Professional Psychology

The proposed PDW focuses on elements and outcomes that need to be considered in educational curriculum to position individuals to lead effectively within a global context. Cultural differences and commonalities within and across borders will be discussed and experienced through activity within the context of leadership. The global transportability of leadership theories and frameworks will be presented. The practicality and variability of "global leadership competencies" will be explored. Additionally, the authors will discuss various pedagogical approaches such as collaborative, immersion-based and service learning that have been used to enhance the study of global leadership and management education.

Zoom Meeting Link: <https://creighton.zoom.us/j/92795932820>

4:45pm - 6:00pm

An Interest in Cities, Shopping Malls, and Billing (Virtual Conference)

Session Chair: Belinda Gardner, Saint Mary's University of Minnesota

[Indianapolis, Its Tourism Competitors, and Pragmatic Policy For Tourism Recovery: How To Bounce Back From The Covid-19 Biosecurity Threat](#)

Craig Webster, Ball State University
Chih-Lun (Alan) Yen, Ball State University
Sotiris Hji-Avgoustis, Ball State University

[What Is The Value of The Shopping Mall?: Toward Adaptation](#)

Pamela Harper, Marist College

[Investigating Surprise Billing](#)

Jesse Gabriel, University of Nebraska at Kearney
Michelle Fleig-Palmer, University of Saint Francis

[Reputation Complementarity Price Premium Effect In Platform-Based Markets: Conceptualizing Reputation Intra-Level Gap](#)

Oleksandr Tsaruk, West Virginia University

Zoom Meeting Link: <https://bsu.zoom.us/j/92519657878>

MED: Symposium (Virtual Conference)

[Teaching Internationally Focused Courses To Midwest Students: Challenges and Opportunities](#)

Derek Lehmborg, North Dakota State University
Jin Li, North Dakota State University
Rajani Ganesh Pillai, North Dakota State University

Teaching Midwestern students presents unique challenges for instructors of internationally related courses. This panel is intended to provide a forum for discussing these challenges and offering ideas to increase teaching effectiveness in internationally related courses. Our intended audience includes instructors of internationally related business courses such as International Business, International Finance, International Management, and International Marketing. Additionally, the topics discussed in this panel should be relevant for instructors who lead international study trips as well. The panelists all have extensive experience teaching Midwestern students in internationally related areas.

Zoom Meeting Link: <https://creighton.zoom.us/j/95573041099>

6:30pm - 7:45pm

Exploring Some New Ideas (Virtual Conference)

Session Chair: Abisola Femi-Jegede, Saint Mary's University of Minnesota

[Too Good To Fail: Examining Mediators and Moderators For The Relationships Between Perceived Overqualification and Employee Task and Extra-Role Behaviors](#)

ALANKRITA PANDEY, EASTERN MICHIGAN UNIVERSITY
 MEGAN ENDRES, EASTERN MICHIGAN UNIVERSITY
 OLIVIA SMITH, EASTERN MICHIGAN UNIVERSITY

[Ai, The Sixth Man: Is Artificial Intelligence A Substitute For Leadership?](#)

Elise Van Zandt, University of South Alabama
 Alice Gordon Holloway, University of South Alabama
 Christina Wassenaar, University of South Alabama

[Why Some Organizations Survive, and Others do Not: A Close Look At Learning In Crisis and Organizational Resilience](#)

Dan Chen, University of Texas at Arlington

Zoom Meeting Link: <https://bsu.zoom.us/j/92923607816>

MED: Symposium (Virtual Conference)

[A Model For Interprofessional Consultation Between Business and Healthcare Students At A Midwestern University: A Mixed-Methods Study](#)

Angela Lampe, Creighton University
 Brenda Coppard, Creighton University
 Alison Maloy, Creighton University
 Yongyue Qi, Creighton University
 Mackenzie Carlson, Creighton University

This interprofessional practice and Scholarship of Teaching and Learning (SoTL) project was designed to prepare students to work and lead in an increasingly complex world. This project involved occupational therapy students collaborating with accounting students who served as consultants to review the financial components of the occupational therapy students' program development plan assignment. Additionally, this project introduced the students to new modes of teaching and learning intended to improve the quality of instruction and inform and promote the SoTL while providing a real-world learning opportunity for students to practice leadership, advocacy, and consulting skills required in future career positions (Bishop-Clark & Dietz-Uhler, 2012). The purpose of this project was to describe and measure accounting and occupational therapy students' perception of participating in an interprofessional learning activity and to use

the students' experience to enrich the learning environment as well as to inform and promote the SoTL.

Zoom Meeting Link: <https://creighton.zoom.us/j/98348724302>

8:00pm - 10:00pm

T&S Gathering Hole - Hosted by Tim Peterson & Shontarius Aikens (Virtual Conference)

Meeting Link: <https://gather.town/app/aSgZLI6F0Ejo5T6u/T&SGatheringHole>

Create My Program