

2021 Midwest Academy of Management Annual Conference

Thursday, October 14, 2021

Time	Location	Session/Event
8:30AM-9:00AM	MCM 145	Doctoral Consortium Breakfast
9:00AM-2:30PM	MCM 145	Doctoral Consortium <i><u>Sponsored by Bowling Green State University</u></i>
2:30PM-5:30PM	Bus Leaves from MCM	Mississippi River Cruise (Optional)
5:30PM-8:00PM	Rogalski Center 2nd Floor	Conference Registration
6:30PM-8:00PM	Rogalski Center Ballroom	Welcome Reception, Meet and Greet MAM Members

Friday, October 15, 2021

Time	Location	Session/Event	Track	Title	Authors
7:30AM-4:45PM	Rogalski Center 2nd Floor	Conference Registration			
8:00AM-9:20AM	Rogalski Center Ballroom	Breakfast & Speaker Dr. David Deeds, Distinguished Scholar			Topic: Leading as an Academic

Friday, October 15, 2021

Time	Location	Session/Event	Track	Title	Authors
9:40AM-10:45AM	MCM 147	Professional Development Workshop	TIR-SP	Getting Involved is SO easy that choosing might be difficult!	Ronda Smith, Midwest Academy of Management Arun Pillutla, St. Ambrose University Young Ro, University of Michigan Dearborn Ranjan Karri, University Illinois Springfield Rebecca Badawy, University of Pittsburgh Shontarius Aikens, Concordia College Ben Blackford, Northwest Missouri State University Tim Peterson, North Dakota State University Jennifer Moss Breen, Creighton University
		Professional Development Workshop	OD	Leading in Academia Through COVID-19 and Beyond: A Conversation Corner	Ronda Smith, Midwest Academy of Management Benjamin Blackford, Northwest Missouri State University Shannon Juergens, Grand View University Jason C. Senjem, St. Ambrose University Jakari Griffith, Bridgewater State University
	MCM 003	Professional Development Workshop	OB	Building Your Resilience Using Creative Problem Solving	Dana Sendziol, Concordia University Chicago Tim Basadur, Basadur Applied Innovation
	MCM 145	Professional Development Workshop	MED	Do You Want to be a Book Editor? Tips and Tricks to Lead and Edited Book Project A Professional Development Workshop	Jennifer Moss Breen, Creighton University Carly Speranza, Marymount University
	MCM 046	Symposium	OD	Leading, Managing, and Learning In Organization Development: Global Perspectives	Okey Anyanwu, Basic Institute for Zonal African Advancement Velma Gordon, Benedictine University Heather Jarvis, Navistar, Inc. Victoria Gustafson, Verde Associates Therese Yaeger, Benedictine University
	MCM 045	Traditional Paper	EISB	The Bricolage Trap: Are Black Americans More Likely To Succumb?	Alana Bell
		Traditional Paper	EISB	The Emergence of GVCs for Frontier Markets: Insights from the African Mobile Telecommunications Industry	Mohammad Jahanbakht, University of Texas at Arlington Romel Mostafa, Ivey Business School
		Traditional Paper* Best Paper Nominee	EISB	Fact or Fiction? The Impact of Deepfakes on Venture Funding Decisions	Darel Hargrove, The University of Memphis Shao Liam Chew, The University of Memphis Feigu Zhou, The University of Memphis Michelle Amy Montague-Mfuni, The University of Memphis James Vardaman, The University of Memphis
		Traditional Paper	EISB	Startup Rates and Economic Growth: The Role of Value-Oriented Logic	Bao Hoang, Southern Arkansas University Bruce Walters, Louisiana Tech University Kirk Ring, Louisiana Tech University <u>Ruiyang Ma, Louisiana Tech University</u>
		Traditional Paper	EISB	A Multilevel, Contextualized Cross-Country Perspective on Institutional Quality, Characteristics and The Growth of Small and Medium-Sized Enterprises (SMEs)	Zhe Zhang, Eastern Kentucky University Jonathan Matthew Scott, Waikato Management School, University of Waikato Marco Chi Keung Lau, Teesside University Business School John A. Parnell, University of North Alabama

Friday, October 15, 2021

Time	Location	Session/Event	Track	Title	Authors
9:40AM-10:45AM	MCM 044	Traditional Paper	HRDC	Quest for International Corporate Social Governance	Jacqueline Jaeger, St. Ambrose University
		Traditional Paper	HRDC	Work Passion in Recruiting Messages: An Analysis of Two Samples	Jannifer David, University of Minnesota Duluth Rachel Prom, Blattner Company Taylor Oswald, U.S. Bank
		Traditional Paper	HRDC	Artificial Intelligence in Staffing	Loi A. Nguyen, Metropolitan State University Minjung Park, Metropolitan State University
		Traditional Paper	HRDC	HR They Just Aren't That Into You: An Examination of the Growing Issue of Ghosting in the Workplace	Jennifer Nevers, St Ambrose University
		Traditional Paper	HRDC	Pay Truth: An Accurate, Holistic and Contextual Understanding of Pay	Ormonde Cragun, University of Minnesota, Duluth Jason Kautz, University of Texas, Dallas Lin Xiu, University of Minnesota, Duluth
11:00AM-12:05PM	MCM 147	Professional Development Workshop	MED	Teaching with the Scripted and Unscripted: Using TV and Reality TV in the Classroom	Ronda Smith, Ball State University Ben Blackford, Northwest Missouri State University Carla Flores, Ball State University Tim O. Peterson, North Dakota State University Fred Kitchens, Ball State University Jennifer Schultz, Saint Mary's University of Minnesota Jennifer Moss Breen, Creighton University Rebecca Badawy, Pittsburgh State University
	MCM 003	Symposium	HRDC	Inclusive Classrooms: Broadening Perspectives in the Business and Management Classroom	Rebecca Evan, Metropolitan State University Erica Berte, Metropolitan State University Sanghamitra Chaudhuri, Metropolitan State University Jun Li, Metropolitan State University Marcia Hagen, Metropolitan State University
	MCM 001	Symposium	OD	The future of work and people development	Sheila Boysen, Lewis University
	MCM 145	Professional Development Workshop	MED	Crafting an Edited Book (Part 2) A Professional Development Workshop	Jennifer Moss Breen, Creighton University Carly Speranza, Marymount University
	MCM 046	Traditional Paper	OD	Grand Challenges Facing a Law Enforcement Agency during COVID-19 and Social Upheaval	David Anderson, Benedictine University
		Traditional Paper	OD	From Fear to Fortuity: Organization Development in the Fourth Industrial Revolution	Chris Malek, Benedictine University
		Traditional Paper	OD	Mental Health and Changes in Organization Design Post COVID-19	Luma Mahairi, Benedictine University
		Traditional Paper	OD	Leading, Managing, and Learning in View of Today's Digital Transformation	Donna Ogle, Rockford University
		Traditional Paper	OD	Digital Transformation and Cultural Dimensions Within Professional Sub-Groups: Implications for Digital Leadership	Monica Brar, Benedictine University Rachael Narel, Benedictine University

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11:00AM-12:05PM	MCM 045	Traditional Paper	MED	That's just how I am: The Role of Disposition and Context in Discretionary Effort of Manufacturing Workers	Shawn Andrews, Western Michigan University
		Traditional Paper	MED	Who They Are Versus What They Want: How DISC Profiles Can Aid in Developing Student Employability	Jason Fertig, University of Southern Indiana Bonnie O'Neill, Marquette University Pamela Wells, San Jose State University Carelle Bassil, Baruch College Alex Fryer, Indaba Global <u>Mike Ortega, Indaba Global</u>
		Traditional Paper* Best Paper Nominee	MED	The Effects of COVID-19 on College Students	Dianne Murphy, Univ. of Wisconsin-Green Bay Brittany Cassidy, Univ. of Wisconsin-Green Bay Rita Ebbott, Univ. of Wisconsin-Green Bay Brlinley Kowalkowski, Univ. of Wisconsin-Green Bay <u>David Radosevich, Univ. of Wisconsin-Green Bay</u>
		Traditional Paper* Best Paper Nominee	MED	How does the location of a university impact demand for its online MBA program?	Eric Neuman, Creighton University Kristie Briggs, Creighton University
		Traditional Paper	MED	A Place for Business: A Story of a Building, Community, Student Loyalty and Satisfaction	David O'Connell, St. Ambrose University Joseph Miller, St. Ambrose University Janela McCarty, St. Ambrose University
	MCM 044	Traditional Paper	HRDC	Can the composition of the board of financial companies impact their profitability and their liquidity?	Dallys Medali, Creighton University
		Traditional Paper	HRDC	Age Diversity, Social Integration and Outcomes: A Multilevel Study	Sadia Mansoor, Queensland University of Technology Muhammad Ali, Queensland University of Technology Erica French, Queensland University of Technology
		Traditional Paper	HRDC	Fearless Whistleblowing-Backing Down Schoolyard Bullies	Andrew Rhoades, Saint Mary's University of Minnesota Lelna Desta, Saint Mary's University of Minnesota <u>Keith Anderson, Saint Mary's University of Minnesota</u>
		Traditional Paper	HRDC	An Examination of Support for Knowledge Sharing Behaviors and the Moderating Role of Organization Structure	Tricia Behnke, St. Ambrose University Shelly McCallum-Ferguson, Saint Mary's University of MN Monica Forret, St. Ambrose University
		Traditional Paper	HRDC	Effects of Team Unity in Diversity on Team Performance: The Moderating Roles of Self- and Shared Leadership	Anindita Bandyopadhyay, West Virginia University Jeffery Houghton, West Virginia University Richard Oxarart, West Virginia University
12:15PM-2:00PM	Rogalski Center Ballroom	Recognition Luncheon & Keynote, Dr. Michael Hitt, Midwest Scholar	Topic: Managing Strategically in a Non-Ergodic World: Meta Capabilities and Entrepreneurial Strategies <u>Sponsored by DBA Program, St. Ambrose University College of Business</u>		
2:15PM-3:20PM	MCM 147	Professional Development Workshop	OB	Modifying Teaching Methods for Large Classes: A Conversation Corner	Ronda Smith, Midwest Academy of Mangement Rebecca Badawy, University of Pittsburgh Jonathan C. Butler, Oklahoma State University
		Professional Development Workshop	OB	Finding Like Minded Methodologists: A Conversation Corner	Ronda Smith, Midwest Academy of Management Rick Moran, Univ of Wisconsin - Superior Nicholas S. Miceli' Park University <u>Sam Padmanabhuni, Ball State University</u>
	MCM 003	Professional Development Workshop	HRDC	Are YOU Ready for Gen Z?	Robert Bergman, Lewis University Dawn Schneider, Lewis University Joe Pavone, South Chicago Management Group Andrew Rogers, Fastenal Brittni Burfoot, Fastenal

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2:15PM-3:20PM	MCM 001	Professional Development Workshop	MED	Practitioners in the Classroom: Sharing Best Practices and Added Value	Shannon Juergens, Grand View University Ben Blackford, Northwest Missouri State University Thomas Annis, Grand View University Rebecca Badawy, University of Pittsburgh Bruce Biggs, University of Indianapolis Jonathan Butler, Oklahoma State University Abisola Femi-Jegede, Saint Mary's University of MN Carla Flores, Ball State University Scott Kerth, Lewis University Todd Logan, Creighton University Matt Nowakowski, Saint Mary's University of MN
	MCM 145	Editors		Meet the Editors of AMP, JMI, JBE, & EIX	Gideon Markman, K. Praveen Parboteeah, Sang-Heui Lee, and David Deeds. Moderator: Ranjan Karri
	MCM 046	Symposium	OB	Leadership and Employee Resilience: Directions for Future Research	Kami Tsai, Lewis University Lesley Page, Lewis University Melinda Hubbard, Ball State University Cameron Edom, Lewis University
	MCM 045	Traditional Paper	HRDC	Career Empowerment: Exploring the Nomological Network	Mirit K. Grabarski Alison M. Konrad, Ivey Business School, Western University DuckJung Shin, Korea University Sherry E. Sullivan, Bowling Green State University
		Traditional Paper	HRDC	Investigating the Curvilinearity of Trickle-Down and Bottom-Up Effects of Women's Representation	Muhammad Ali, Queensland University of Technology Mirit K. Grabarski Alison M. Konrad, Ivey Business School, Western University
		Traditional Paper	HRDC	Sustaining Academic Careers amidst COVID 19: A Collaborative Autoethnography of Women Academicians	Judy Smetana, Pittsburg State University Ridhi Arora, Indian Institute of Management Shillong, India Sanghamitra Chaudhuri, Metropolitan State University, MN Krissey Lewis, Pittsburg State University Tatiana Goris, Pittsburg State University
		Traditional Paper	HRDC	The Importance of Job Candidates' High-Functioning Autism Disclosure and Teaching Topic on Support for Hiring College Instructors	Gundars Kaupins, Boise State University Tim Chenoweth, Boise State University
		Traditional Paper	HRDC	Holding Up Half of the Sky? The Effects of Sexism on Job Performance in China	Lin Xiu, University of Minnesota - Duluth Feng Lv Nankai University Yufei Ren, University of Minnesota - Duluth Xin Liang Thomas Lange, Australian Catholic University
	MCM 044	Traditional Paper	OB	Health Information Exchange Challenges and Benefits: Reexamined Twenty Years Later	Mark Gallagher, Cleveland State University Michele Heath, Cleveland State University
		Traditional Paper	OB	Smartpls Analysis of Leadership Style, Corruption, Community Mobility, and Country Culture During the Covip-19 Pandemic	Stephanie Gapud, Spring Hill College George Faint, Troy University Fabian Keiblinger, Spring Hill College
		Traditional Paper	OB	What's in it for me? The role of positive leadership, autonomy, and ambiguity in the Post-merger Integration (PMI) of Professional Service Firms (PSFs)	Terry Ruhl, Infradevco, LLC (Independent Management Consultant)
		Traditional Paper	OB	Bad Behavior and Blind Spots: Impediments to Perceiving Abusive Leadership in the Group Context	Marlee Mercer, York University Len Karakowsky, York University
		Traditional Paper	OB	Who Said That? Majority and Minority Influence and Team Leadership	S. Gayle Baugh

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3:35PM-4:40PM	MCM 147	Professional Development Workshop	OB	Research Productivity Hacks & Strategies - Lessons from Lockdown: A Conversation Corner	Ronda Smith, Midwest Academy of Management Mary Lebens, Metropolitan State University Nicholas S. Miceli, Park University Phil Thompson, Virginia Tech Rick Moran, Univ of Wisconsin - Superior
		Professional Development Workshop	OB	Integrating Sustainability and Environmental Concerns into Teaching: A Conversation Corner	Ronda Smith, Midwest Academy of Management Greg Weisenborn, Fort Hays State University Richard Oxarart, West Virginia University
	MCM 003	Symposium	OD	Leading, Managing In View of Today's Grand Challenges: Contemporary Issues In Organization Development	Peter Sorensen, Benedictine University Christopher Malek, Benedictine University Samantha Paruchuri, Benedictine University Savannah Price, Benedictine University Kaday Sesay-Lee, Benedictine University Therese Yaeger, Benedictine University
	MCM 001	Symposium	HRDC	The Diversity Grand Challenge: Myths and Legends	Akin Falade, Saint Mary's University of Minnesota Adeniyi Adekunle, Saint Mary's University of Minnesota Jennifer L. Schultz, Saint Mary's University of Minnesota Michele Heath, Cleveland State University Simone T. A. Phipps, Middle Georgia State University Shontarius Aikens, Concordia College Maritza Espina, St. Ambrose University
	MCM 145	Professional Development Workshop	MED	Going Global Without Leaving the Building: Developing Shared Projects and Assignments to Develop Cultural Competence	Madeline Crocitto, State U of New York Claudia Prado-Meza, Universidad de Colima
	MCM 046	Symposium	MED	Utilizing Simulation to Enhance Problem Solving Skills in Undergraduate Students	Rachel Lundbohm, University of Minnesota Crookston Craig Miller, University of Minnesota Crookston
	MCM 045	Symposium	OB	Student Perceptions of Leadership Role Models: What is New in 2021?	Sally Sledge, Norfolk State University Jennifer Collins, Florida A&M University Matrecia James, St. Bonaventure University Angela Miles, North Carolina Central University Dan Morrell, Middle Tennessee State University Millicent Nelson, Middle Tennessee State University
	MCM 044	Traditional Paper	OB	The impact of Machiavellianism on types of turnover behavior	Marek Kolinski, Kennesaw State University
		Traditional Paper	OB	Workplace Incivility: The Silent Epidemic	Dan Chen, University of Texas at Arlington
		Traditional Paper	OB	It's Not Getting Better: A Different View of LMX	Faith Fox, University of Evansville Wendy Risher, University of South Alabama
Traditional Paper		OB	Is This Situation Ethical? Examining Employees' Perception of Workplace Behaviors	Tim Peterson, North Dakota State University Jill Zuber, North Dakota State University	
Traditional Paper		OB	An Examination of the Effect of Stress on the Employment-Ethics Relationship	Pamela Harper, Marist College William Brown, Marist College Pablo Rivas, Baylor John Cary, Marist College	
4:50PM-5:40PM	Rogalski Ballroom	MAM Annual Meeting			
5:45PM-6:45PM	Rogalski Center Ballroom	Social & Networking			
		Professional Development Workshop	OB	Program Pride – Networking with former Program Alumni: A Conversation Corner	Ronda Smith, Midwest Academy of Management Abisola Femi-Jegede, St. Mary's University of Minnesota Adeniyi Adekunle St. Mary's University of Minnesota Dawna Moore, Webster University
7:00PM-8:00PM	Galvin Fine Arts Center	Keynote, Dr. Jahmy Hindman, Distinguished Practitioner		Topic: A (Grand) challenge of feeding the world...we say "Bring it on!"	

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7:45AM-10:00AM	Rogalski Center 2nd Floor	Conference Registration			
7:45AM-8:30AM	Rogalski Center Ballroom	Breakfast			
8:45AM-9:50AM	MCM 147	Professional Development Workshop	OB	Taking Experiential Learning Virtual: A Conversation Corner	Ronda Smith, Midwest Academy of Management Almarie E. Donaldson, Indiana Wesleyan University Carly Speranza, Marymount University Carla Flores, Ball State University
		Professional Development Workshop	OB	Teaching with Technology: Technically & Managerially Speaking: A Conversation Corner	Ronda Smith, Midwest Academy of Management George G. Klemic, Lewis University Greg Weisenborn, Fort Hays State University Mary Lebens, Metropolitan State University Carla Flores, Ball State University
	MCM 003	Symposium	OD	Learning In View of Today's Grand Challenges: COVID and Organization Development	Peter Sorensen, Benedictine University Kamaljit Jackson, Benedictine University Dave Anderson, Benedictine University Luma Mahairi, Benedictine University Rana Alhayek, Benedictine University Therese Yaeger, Benedictine University
	MCM 001	Professional Development Workshop	MED	Creating an Inclusive Classroom to Foster Diversity, Equity and Inclusion	Jennifer Collins, Florida A&M University Angela Mile, North Carolina Central University Matrecia James, St. Bonaventure University Sallie Sledge, Norfolk State University Millicent Nelson, Middle Tennessee State University
	MCM 145	AMP		Publishing in the Academy of Management Perspectives	
	MCM 046	Traditional Paper	TIR-SP	The Effects of New Venture Team Diversity on Firm Performance: The Moderating Role of Prior Shared Experience	Ki Bum Noh, University of Minnesota
		Traditional Paper	TIR-SP	An Exploratory Study Comparing Student and Employee Food Choices in a Case of Student-Run Restaurants (SRRs)	Chih-Lun (Alan) Yen, Ball State University Kwang-Ho Lee, Ball State University
		Traditional Paper* Best Paper Nominee	TIR-SP	Examining Whiteness on Diversity and Inclusion Teams	Rebecca J. Evan, Metropolitan State University Crystal Saric Fashant, Metropolitan State University
		Traditional Paper	TIR-SP	A stigma perspective: How individuals use narratives to reconstruct identity through value hierarchy.	Aminat Muibi, University of Victoria
		Traditional Paper	TIR-SP	Extending Human Dominance Through Plant-Based Diets	Kavya Kalathur, Pleasant Valley High School

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8:45AM-9:50AM	MCM 045	Traditional Paper* Best Paper Nominee	STRG	Female-Friendly Boards In Family Firms	Joyce C. Wang, St. Cloud State University Yiyi Zhao, UIBE Sunny Li Sun, UMass Lowell Jigao Zhu, UIBE
		Traditional Paper	STRG	A Two-Stage Model of CEO Hubris and Its Organizational Consequences	Spencer Fraseur
		Traditional Paper	STRG	The Effects of Leadership Tenure, Age, and Humility on Strategic Risk-Taking and Organizational Performance	Diamond Wheeler, Webster University
		Traditional Paper	EISB	Impact of PsyCap on College Students Entrepreneurial Intentions: Replication and Extension	Tim O. Peterson, North Dakota State University Shontarius D. Aikens, Concordia College Craig Silvernagel, South Dakota State University Barb Heller, South Dakota State University
		Traditional Paper	EISB	Strategic Firm Behavior in New Product Preannouncement	Liang Zhao
9:50AM-10:10AM	MCM	Coffee Break			
10:10AM-11:15AM	MCM 147	Professional Development Workshop	OB	Using Gallup Strengths in Academia: A Conversation Corner	Ronda Smith, Midwest Academy of Management Almarie E. Donaldson, Indiana Wesleyan University Carly Speranza, Marymount University Fred Kitchens, Ball State University
		Professional Development Workshop	OB	Publishing in JMI – Journal of Managerial Issues – MAM Special Issue and Beyond: A Conversation Corner	Ronda Smith, Ball State University Rebecca Badawy, University of Pittsburgh Sang-Heui Lee, Pittsburg State University
	MCM 003	Professional Development Workshop	MED	Do Grand Challenges Require Grand Solutions? Or Have We Misplaced the Fundamental Principles of Leading, Managing, and Learning?	Dawn Shearrow, University of Wisconsin Oshkosh
	MCM 001	Symposium	OB	Labor and the Impact on Modern Workforce Challenges: Social Justice and Labor in the 21st Century, Who is Essential or Sacrificial?	Mara Adams, St. Ambrose University Regina Matheson, St. Ambrose University David O'Connell, St. Ambrose University William Parsons, St. Ambrose University
	MCM 145	Professional Development Workshop	HRDC	Academy of Management Ombudsperson Team: Professional Collaborations Workshop	Jennifer L. Schultz, Saint Mary's University of Minnesota Mary Sue Love, Southern Illinois University Edwardsville Gregory K. Stephens, Texas Christian University Anne Swearingen, Saint Mary's University of Minnesota Lelna Desta, Saint Mary's University of Minnesota Keith Anderson, Saint Mary's University of Minnesota

Saturday, October 16, 2021

Time	Location	Session/Event	Track	Title	First Author
10:10AM-11:15AM	MCM 047	Professional Development Workshop	MED	Considering Administrative Roles: Alternative Career Paths in Academia is One Right for You?	Shannon Juergens, Grand View University Marcia Hagen, Metropolitan State University Ben Blackford, Northwest Missouri State University Jennifer Moss Breen, Creighton University Matt Nowakowski, St. Mary's University Jakari Griffith, Bridgewater State University Angela K. Miles, North Carolina Central University Almarie Donaldson, Indiana Wesleyan University Tim O. Peterson, North Dakota State University
		Traditional Paper	HRDC	Corporate Ethical Values and Practices as Catalysts for Accounting and Finance Professionals' Positive Career Experiences and Expected Development	Sean Valentine, University of North Dakota Martin Greller, The New School Sandra Richtermeyer, University of Massachusetts Lowell
		Traditional Paper* Best Paper Nominee	HRDC	Mentors and/or Networking Behavior? Career Management Profiles and an Investigation with Career Success Outcomes	Monica Forret, St. Ambrose University Shelly McCallum-Ferguson, Saint Mary's University of MN
	MCM 046	Traditional Paper	HRDC	Examining Networking Behaviors Through the Lens of the Kaleidoscope Career Model: A Longitudinal Investigation	John Simmons, St. Ambrose University Hans-Georg Wolff, University of Cologne Monica Forret, St. Ambrose University Sherry Sullivan, Bowling Green State University
		Traditional Paper	HRDC	Professional Mechanisms Linking Career Choice and Turnover Intentions	Ifeyimika Ogunyomi, University of Texas at Arlington
		Traditional Paper	TIR-SP	Proposition on the effects of crisis related changes to the relationship between locus of control, psychological ownership, and openness to change	Steve Estes, Webster University
		Traditional Paper	TIR-SP	Building Psychological Capital Benefits Students Holistically	Kelli Kidwell, Creighton University
	MCM 045	Traditional Paper	TIR-SP	Warning signs and red flags: An in-depth look into the impact of competitive industry pressure on occupational fraud	Demond Daniels, Metropolitan State University Jun Li, Metropolitan State University
		Traditional Paper	TIR-SP	Post-Traumatic Growth in Organizations: Leadership's Role in Deploying Organizational Energy Beyond Survival	Michele Kramer, Lewis University George Klemic, Lewis University Lesley Page, Lewis University
		Traditional Paper	TIR-SP	Goal Orientation and Production Deviance: The Moderating Role of Organizational Structure	Steven Russell, Creighton University Lance Frazier, Creighton University

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10:10AM-11:15AM	MCM 044	Traditional Paper	OD	Toward Impactful Research for Organizational Development: The Role of Co-Authorship In Advancing Academic Research In Performance Measurement	Hanan Alhaddi, Hult International School of Business
		Traditional Paper	OB	Antifragility: Disorder as The Wind That Energizes the Fire Within Us	Abdulah Bajaba, Louisiana Tech University Marcia Simmering, Louisiana Tech University Saleh Bajaba, King Abdulaziz University
		Traditional Paper	HRDC	Cheaper, Faster, Better: The Interconnectivity Between Automation, Outsourcing and Organizational Effectiveness	Alice Gordon Holloway, University of South Alabama
		Traditional Paper	OB	Creative Problem Solving Style & Employee Resilience: Different Styles Rely on Different Resilience Characteristics	Dana Sendziol, Concordia University Chicago Tim Basadur, Basadur Applied Innovation
11:25AM-12:30PM	MCM 147	Professional Development Workshop	MED	Creative Sustainability: A Demonstration & Discussion on How to Add Creative Projects and Pressing Issues into Your Course Curriculum	JJoan N. Shapiro Beigh, DePaul University
	MCM 003	Professional Development Workshop	MED	Do You See What I See? Introducing Aphantasia to Management Education Professionals	Dawna Moore, Webster University Zhichun Zhou, Webster University
	MCM 001	Symposium	MED	Managing Teaching Challenges at Small Colleges and Universities	Jason Senjem, St. Ambrose University Benjamin Blackford, Northwest Missouri State University Rachel Dolechek, Fort Hays State University Almarie Donaldson, Indiana Wesleyan University Shannon Juergens, Grand View University Greg Weisenborn, Fort Hays State University
	MCM 145	Professional Development Workshop	MED	Apps 'n Apps: Using Mobile Applications in the Business Classroom	Abisola Femi-Jegede, Saint Mary's University of Minnesota Andrew Rhodes, Saint Mary's University of Minnesota Bayogar Anthony McCritty, Sr., Saint Mary's University of MN Jennifer L. Schultz, Saint Mary's University of Minnesota Matthew J. Nowakowski, Saint Mary's University of Minnesota Maria Malayter, The Chicago School of Professional Psychology Tim O. Peterson, North Dakota State University Mary Sue Love, Southern Illinois University Edwardsville Mary Lebens, Metropolitan State University Ronda Smith, Ball State University Jon W. Beard, Iowa State University Carla Flores, Ball State University Ben Blackford, Northwest Missouri State University

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11:25AM-12:30PM	MCM 046	Traditional Paper	STRG	Government Regulations and Corporate Social Responsibility: A Reciprocal Relationship	Namporn Thanetsunthorn, Pennsylvania State University-Shenango Rattaphon Wuthisatian, Southern Oregon University
		Traditional Paper	STRG	Exploring the Joint Relationship Between Photos and Past Experience on Prospective Hot Spring Hotels Customers in Japan	Chih-Lun (Alan) Yen, Ball State University Yasushi Kyutoku, Chuo University Ippeita Dan, Chuo University
		Traditional Paper	STRG	Making Sense of Entrepreneurial Failures	Julia Cheng, Illinois Wesleyan University
		Traditional Paper* Best Paper Nominee	TIR-SP	Reliance on Science: The Influence of Basic Scientific Foundations on Corporate Innovation	Sam Padmanabhuni, Ball State University Richard Scoresby, Ball State University Ronda Smith, Ball State University
		Traditional Paper	TIR-SP	Impact of 'Employee-Valued Training and Skills Development Activities'	Priya Cramer, Webster University
	MCM 045	Traditional Paper	BP-RE	Wargaming for Leading, Managing, and Learning	Terry Buckman, United States Strategic Command
		Traditional Paper	STRG	Strategy, Challenges, and Innovation: Global supply chain impact	Nermine Atteya, Madonna University Tashsa Young, Madonna University
		Traditional Paper	BP-RE	Meeting the Grand Challenge of Hiring and Developing Business Leaders	Lauri Flanagan, Management Resource Group Susan Stewart, Management Resource Group & Western Illinois University
		Traditional Paper	BP-RE	Improving Financial Management of a Small Church using the Logic Model and Gilbert's Behavior Engineering Model	KeToya Lacey, Technical College of the Low Country
		Traditional Paper	BP-RE	Challenges of a Student Entrepreneur in Emerging Knowledge-Based Startup Business	Vinay Joshi
	MCM 044	Traditional Paper	SCIS	Moving a Management Information Systems Course Online During the Pandemic: Changes in Students' Perceptions of Learning	Mary Lebens, Metropolitan State University
		Traditional Paper	TIR-SP	The Effect on Stock Price from Pfizer Receiving Emergency COVID-19 Vaccine Authorization	Eric Sommermeyer, Wartburg College Nana Quaicoe, Wartburg College Allan Bernard, Wartburg College
		Traditional Paper	TIR-SP	Effect of Crime on Export Intensity of Innovating Firms in Emerging Markets	Mona Bahl, Illinois State University
		Traditional Paper* Best Paper Nominee	SCIS	Analyzing the Online Word of Mouth Dynamics: A Novel Approach	Xian Cao, Ball State University Timothy B Folta, University of Connecticut Hongfei Li, The Chinese University of Hong Kong Ruoqing Zhu, University of Illinois Urbana-Champaign
		Traditional Paper	SCIS	Emergency Management Agents Assessment of the Value of Public-Private Relationships	Douglas McWilliams, University of West Georgia MaQueba L. Massey, Jackson State University Phylcia G. Taylor, Florida A&M University
	12:45PM-1:30PM	MCM 145	Lunch & 2022 Conference Introduction		
	1:30PM-3:00PM	MCM 147	MAM Board Meeting, open to MAM members		