66th Annual Meeting

2023 Conference Program

“Reimagining the Academy: Creating and shaping innovation in dynamic environments.”

Chicago, IL

October 12-14, 2023
66th Annual Meeting of the Midwest Academy of Management

2023 Conference Program

“Reimagining the Academy: Creating and shaping innovation in dynamic environments.”
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Our Host City and Institution

Chicago, Illinois

Conference Location:

College of Business
University of Illinois, Chicago
(Student Center East)
750 Halsted St., Chicago, IL
President’s Welcome

Welcome to the 66th Annual Conference of the Midwest Academy of Management (MWAOM) in Chicago, IL! The Midwest Academy of Management was founded in 1957 and is the oldest regional affiliate of the Academy of Management. As such, MWAOM is a pioneering academic society with an inviting and friendly culture. The annual conferences have a reputation for being developmental and accessible, and the colleagues that you will find at our meetings are both authentic and accomplished.

At our conference, you will find ample opportunities to develop as an academic and professional scholar. Through the various program offerings and guest speakers, you will have a chance to learn and grow in the areas of research, teaching, and service. And through the relationships that you build in MWAOM and its annual meetings, you can grow your personal and professional networks and foster meaningful relationships.

I encourage all of you to make the Midwest Academy of Management your organization!

With best wishes,

[Signature]

Young K. Ro, Ph.D.
President
Midwest Academy of Management
Program Chair’s Welcome

Theme: Reimagining the Academy: Creating and shaping innovation in dynamic environments

On behalf of the Midwest Academy of Management Board of Governors, I welcome all of you to the 66th Annual Meeting in Chicago, IL. The theme of our meeting this year is “Reimagining the Academy: Creating and shaping innovation in dynamic environments.” I thank the College of Business at the University of Illinois at Chicago for being the President’s Circle sponsor of this event. I am also grateful to our Silver sponsors, Northwestern Missouri State University, St. Ambrose University, and the University of Illinois, Springfield.

I am gratified to see an amazing array of papers, symposia, and professional development workshops. Many of these papers are addressing this year’s theme from faculty, students, and practitioners. I hope you all will enjoy attending these sessions.

We also have great lineup of keynote speakers – Julianne Brown-Meola, a senior executive from John Deere; Prof. Tom Lumpkin a highly respected scholar in the field of Strategy and Entrepreneurship from University of Tennessee, Prof Mark Werwath a champion of Professional Education and Entrepreneurship from Northwestern University. Finally, we will have the opportunity to celebrate the Midwest Distinguished Scholar from University of Illinois Chicago, Prof. Robert Liden, a highly accomplished scholar in Leadership.

The preparation for this conference could not have been possible by the conference organizing committee, Arun Pillutla, Past President, Young Ro, President, Carla Flores, who deftly managed our conference submission site, Prof. Ben Blackford who is awake all the time managing our registration process. The doctoral consortium was organized Bart Sharp who is also our Treasurer. I also appreciate the support and active involvement of all the members of the board of the Midwest Academy of Management.

Sincerely,

Ranjan Karri
Program Chair:
Professor Strategic Management & Entrepreneurship
University of Illinois Springfield
Email: karri.ranjan@uis.edu
## Program at a Glance

**Friday, 13 October 2023**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:15am - 4:00pm</td>
<td>Registration (FORT DEARBORN)</td>
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<tr>
<td>8:00am - 8:45am</td>
<td>Breakfast - Keynote - Dr. Julianne Brown-Meola (ILLINOIS AB)</td>
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<tr>
<td>9:00am - 10:30am</td>
<td>ChatGPT as my Teaching Assistant (329 CARDINAL)</td>
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<td>Entrepreneurship &amp; HR (Room 603)</td>
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<td>Leadership - Darkside (Room 605)</td>
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<td>Strategy and Performance (Room 613)</td>
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<td>Symposium - Create a leadership culture that can tolerate conflict. (WHITE OAK)</td>
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<tr>
<td>10:45am - 2:00pm</td>
<td>Posters (ILLINOIS AB)</td>
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<td>MWAOM - Mentorship Network Meeting (329 CARDINAL)</td>
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<td>PDW - Strategies for success in research (WHITE OAK)</td>
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<td>12:00pm - 2:00pm</td>
<td>Lunch - Keynote speakers - Prof. Tom Lumpkin: Prof. Mark Werwath (ILLINOIS AB)</td>
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<td>2:15pm - 3:45pm</td>
<td>PDW - Business Consulting (329 CARDINAL)</td>
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<td>Effects of social media, Emotional Intelligence (Room 603)</td>
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<td>Human resource Management &amp; Careers (Room 605)</td>
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<td>Strategy, environment, customer satisfaction (Room 613)</td>
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<td>Symposium - Reimagining the Academy (WHITE OAK)</td>
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<tr>
<td>4:00pm - 5:30pm</td>
<td>PDW - Organizational Development through the mirror of L.O.V.E.: : Creating and Shaping Environments of</td>
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Belonging Through the Innovation of Hip-Hop (329 CARDINAL)
Symposium - Organizational Dynamics; Organizational Change (ILLINOIS AB)
Entrepreneurship (Room 603)
Leadership perspectives (Room 605)
Management Education (Room 613)
PDW - Exploring Social Impact Leadership (WHITE OAK)

6:00pm - 8:00pm Welcome reception - Drinks & Hors d'oeuvres (EAST TERRACE)

Saturday, 14 October 2023

7:45am - 8:45am Breakfast - Keynote
9:00am - 10:30am PDW - Unleashing Your Character Strengths and Spirit-Based Authentic Self (329 CARDINAL)
Organization Development (Room 603)
Organizational performance (Room 605)
Symposium - Reimagining Change and Teams (Room 613)
PDW - Strategies for success in teaching (WHITE OAK)

10:45am - 12:15pm PDW - Considering Administrative Roles (329 CARDINAL)
HR in changing environment (Room 603)
Leadership challenges (Room 605)
Organizations and technologies (Room 613)
Symposia - Fixing Climate Change (45 minutes); Reimagining Organization Development Thinking (45 minutes) (WHITE OAK)

12:30pm - 2:30pm Lunch & MWAOM Board Meeting & 2024 Conference Introduction (329 CARDINAL)
Conference Sponsors
(President’s Circle)

University of Illinois, Chicago
College of Business

Conference Sponsors
(Silver)

University of Illinois, Springfield
College of Business

Southwest Missouri State University
Midwest Academy of Management Board of Governors

<table>
<thead>
<tr>
<th>Name</th>
<th>Institution</th>
<th>Position</th>
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<tbody>
<tr>
<td>Arun Pillutla</td>
<td>St. Ambrose University</td>
<td>Past President</td>
</tr>
<tr>
<td>Young Ro</td>
<td>University of Michigan, Dearborn</td>
<td>President</td>
</tr>
<tr>
<td>Ranjan Karri</td>
<td>University of Illinois, Springfield</td>
<td>Program Chair and President-Elect</td>
</tr>
<tr>
<td>Shontarius Aikens</td>
<td>Concordia College</td>
<td>Director of Open Conference Program Chair-Elect</td>
</tr>
<tr>
<td>Bart Sharp</td>
<td>Northern Illinois University</td>
<td>Treasurer</td>
</tr>
<tr>
<td>Lesley Page</td>
<td>Lewis University</td>
<td>Secretary</td>
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<tr>
<td>Ben Blackford</td>
<td>Northwest Missouri State University</td>
<td>Director of IT Solutions</td>
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<tr>
<td>Erin Hemm</td>
<td>St. Ambrose University</td>
<td>Communications &amp; Social Media</td>
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<td>Carla Flores</td>
<td>Ball State University</td>
<td>Openconf – Conference submissions</td>
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<tr>
<td>Michele Heath</td>
<td>Cleveland State University</td>
<td>Membership Chair</td>
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<td>Jakari Griffith</td>
<td>Bridgewater State University</td>
<td>Representative-at-Large</td>
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<td>Namporn Thanetsunthorn</td>
<td>SUNY, Farmingdale</td>
<td>Representative-at-Large</td>
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<tr>
<td>Shannon Juergens</td>
<td>Grand View University</td>
<td>Representative-at-Large</td>
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<td>K. Praveen Parboteeh</td>
<td>University of Wisconsin, Whitewater</td>
<td>Representative-at-Large</td>
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<tr>
<td>Rebecca L. Badawy</td>
<td>University of Pittsburgh</td>
<td>Representative-at-Large</td>
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<tr>
<td>Mona Bahl</td>
<td>Illinois State University</td>
<td>Representative-at-Large</td>
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Previous Presidents

The following individuals have served as President of the Midwest Academy of Management, and each served our society with distinction during their respective terms.

# Conference Tracks and Track Chairs

<table>
<thead>
<tr>
<th>Conference Tracks</th>
<th>Track Chair</th>
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</thead>
<tbody>
<tr>
<td>Entrepreneurship, Innovation, &amp; Small Business</td>
<td>Imran Syed (Ball State University)</td>
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<tr>
<td>Human Resources, Diversity, &amp; Careers</td>
<td>Lesley Page (Lewis Univ.)</td>
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<tr>
<td>Management Education</td>
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<tr>
<td>Organizational Behavior</td>
<td>Michele Heath (Cleveland State Univ.)</td>
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<tr>
<td>Organizational Development</td>
<td>Therese Yaeger (Benedictine Univ.)</td>
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<td>Peter Sorensen (Benedictine Univ.)</td>
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<tr>
<td>Strategy</td>
<td>Mona Bahl (Illinois State Univ.)</td>
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<td>Supply Chain and Information Systems</td>
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<tr>
<td>Business Ethics, Corporate Social Responsibility</td>
<td>Namporn Thanetsunthorn (SUNY, Farmingdale)</td>
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<tr>
<td><strong>Specialty Tracks</strong></td>
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<tr>
<td>Poster session – Works in progress, Short papers suited for dissemination via a poster.</td>
<td>Ranjan Karri (University of Illinois Springfield)</td>
</tr>
<tr>
<td>Business Practitioner – Reflective Essays – by practicing professionals, theme-related, insights from practice (12p max. including abstract, any figures, graphs, diagrams, etc.)</td>
<td>Arun Pillutla (St. Ambrose University)</td>
</tr>
<tr>
<td>Professional Development Workshops</td>
<td>Ranjan Karri (University of Illinois Springfield)</td>
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</tbody>
</table>
2023 MWAOM Conference Reviewers

Numerous reviewers dedicated their time to review the work submitted to the MWAOM annual meeting, making this conference possible. Thank you, all reviewers! Your hard work is much appreciated!

Arun Pillutla
Lesley Page
Cynthia Stevens
Kezia Mkwizu
Namporn Thanetsunthorn
Kate Tulibaski
Jakari Griffith
Rattaphon Wuthisatian
MONA BAHL
Timothy Shick
Ivan Steenkamp
Raul Beal Partyka
Michele Heath
Imran Syed
S. Gayle Baugh
Michael Cherry
Dusti Baldwin
Thomas Zeni
Shameem Shagirbasha
George Faint
Matthew Swanson
Danielle Crawford
Heidi Helgren
Abdullah Clark
Kwang-Ho Lee
Stephen Forsha
Douglas Micklich
Vincent Parry
Felicetta Iovino
Stephanie Gapud
Gundars Kaupins
Robert Chico
Rebecca Badawy
Intae Choi
Eric Tucker
Therese Yaeger
Daniel Dayton
Nicholas Miceli
Vasiliki Kosmidou
Terry Buckman
Tim Peterson
Katherine Ryan
Yan Liu
Tanqueray Hart
Krystal Geyer
Rebecca Evan
Crystal Fashant
Kami Tsai
Frank Murphy
Carla Flores
Jennifer Seyler
George Klemic
Antonio Carlos Jansch Porto
Jennifer Schultz
Reha Karadag
Catherine Helmuth
Todd Harris
Elaine Long
Benjamin Blackford
Ranjan Karri
Daniel Dayton
D’Anita Fretwell
Meagan Luttenton Knoll
Diana Wong
Ilgaz Arikian
Staci Lugar Brettin
Martin Goossen
Abiodun Ige
Xing Liu
Mariam Yasmin
Jay O’Toole
Greg-Victor Obi
John Bunch
MITCHELL BREW
Paul Benedict
Giovanni Visentin
Matt Deeg
Margaret Johnsson
Lisa Meneau, DBA
Donna Ogle
Jaemin Kim
Tim Syfert
Imran Syed
jeanetta darno
Shavon Thurmond
Ivelesse Mendez Justiniano
Sherrie Whitaker
David Brown
Heather Jarvis
Vanessa Hills
Bryan McCusker
Rattaphon Wuthisatian
Namporn Thanetsunthorn
Joy Ibedionu
Christopher John
neha bellamkonda
Rakoon Piyantontalee
Jun Todorovic
Rebecca Badawy
Past Midwest Scholars

2013  Belle Rose Ragins, University of Wisconsin-Milwaukee
      Ramon “Ray” J. Aldag, University of Wisconsin-Madison

2014  Andrew Van de Ven, University of Minnesota
      Fred Luthans, University of Nebraska-Lincoln

2016  Ken R. Thompson, DePaul University

2017  Shaker Zahra, University of Minnesota
      Sandy Wayne, University of Illinois Chicago

2019  Kim Cameron, University of Michigan

2021  Michael A. Hitt, Texas A&M University

2022  Jerry Davis, University of Michigan
2023 Distinguished Practitioner, Keynote Address

The Midwest Academy of Management welcomes Dr. Julianne Brown-Meola to the annual meeting. Dr. Brown-Meola will speak at the Breakfast session on Friday, October 13, 2023.

Julianne holds a Ph.D. in Experimental Psychology with a concentration in Industrial-Organizational Psychology from the University of Memphis and a BA in Psychology from the University of Arkansas.

Julianne Brown-Meola joined John Deere in 2018 to lead Deere’s Global Talent Management Center of Excellence, focusing on succession and talent planning, leadership development, assessments, learning, skills ecosystem, and Deere’s engagement strategy. Prior to Deere, Julianne served as the Director of Executive Development & Diversity at Walmart home office. Here, she also led strategy and design of top talent programs, global assessments, executive coaching, and acted as the product owner for market-level HR. From 2012-14 Julianne acted as project manager for the President’s Global Council of Women Leaders.

She resides in Columbus, OH where she spends time riding her Peloton bike, seeking out live music, and enjoying the cooking skills of her husband, Joe.
2023 Scholar, Keynote Address

The Midwest Academy of Management welcomes Dr. Tom Lumpkin to the annual meeting. Dr. Lumpkin will speak at the Lunch session on Friday, October 13, 2023.

G.T. (Tom) Lumpkin, Ph.D., is a visiting senior research associate in the Haslam College of Business at the University of Tennessee, Knoxville. His primary research interests include entrepreneurial orientation, social entrepreneurship and family business. He is a globally recognized scholar whose research has been published in Academy of Management Review, Academy of Management Journal, Journal of Business Venturing, Entrepreneurship Theory and Practice, Strategic Entrepreneurship Journal, Journal of Management Studies, Family Business Review and other journals. He is also a professor emeritus of entrepreneurship in the Price College of Business at the University of Oklahoma.

In 2020, Tom’s paper “Civic wealth creation: A new view of stakeholder engagement and societal impact” (with Sophie Bacq) received the Academy of Management Perspectives Best Article Award. In 2018, Tom received the Mentor Award from the Entrepreneurship Division of the Academy of Management (AOM) which “recognizes exceptional mentoring activities at all educational levels in the field of entrepreneurship.” He is also the recipient of numerous other awards for his research. In 2022, Tom was named as one of Research.com’s top 1,000 scientists in the field of business and management. In 2021, Tom was included among the world’s top scientists in the business and management domain based on citations in a study published by Stanford University. In 2018, Tom was named among the top 100 most influential strategy authors in the Academy of Management Learning and Education.


Tom earned degrees from Hampden-Sydney College in Virginia (B.A.), the University of Southern California (MBA) and the University of Texas at Arlington (Ph.D.). Prior to becoming a professor, Tom founded and operated TLC Home Improvements and Lumpkin & Associates, a consulting firm that assisted businesses on new business development, market analysis and strategic positioning.
2023 Scholar- Practitioner, Keynote Address

The Midwest Academy of Management welcomes Prof. Mark Werwath to the annual meeting. Prof. Werwath will speak on the topic “Higher Ed Challenges and Opportunities” at the Lunch session on Friday, October 13, 2023.

Mark is a clinical associate professor with Northwestern University. Mark is currently the director of the Master of Engineering Management program at Northwestern University. Mark has a BSME degree from the University of Illinois, a Masters in Engineering Management degree from Northwestern University, and his Ph.D. in Organizational Development and Change from Benedictine University. Mark’s dissertation topic concerned organizing for technological innovation.

Mark (PMP), has a history of managing complex system (software) and product development, IT, and manufacturing and system implementation projects in 4 continents. Most of Mark’s career has been spent program managing high tech R&D and change management programs in large Fortune 500 firms. His main accomplishments include successfully building the program management office and portfolio management process for a variety of companies in high tech industries, working as a program manager in the Northrop Defense systems division for 3 years, delivering the Marconi Zeus and ALQ 162 support programs on time and on budget, managing major new product and system development projects for Motorola for 23+ years, including raising their process maturity levels from SEI level 1 to level 3 over a 3 year period of time.

Mark was on the IEEE EMS board of governors for 3 years and was VP of education for 2, VP of publications for 3 years and conference chair for TEMSCON 18,

Executive director of the PMO for WMS Gaming focused on new product development, 6 years as well as consulting with firms such as Abbott and Baxter. Mark is also an investor and sits on the boards of startups in the Chicagoland area

Mark is married and a father of three children.
2023 Midwest Distinguished Scholar, Keynote Address

The Midwest Scholar Recognition award was established to honor outstanding professional achievements that constitute significant contributions to research in management. Wide recognition by the academic community is a key basis for the award, one based on a body of achievement rather than a particular piece of research or creative work. To this highest honor, this year, the Midwest Academy of Management proudly names **Prof. Robert Liden as the 2023 Midwest Distinguished Scholar**.

The Midwest Academy of Management welcomes Dr. Robert Liden to the annual meeting. Prof. Liden will speak at the Breakfast on Saturday, October 14, 2023.

Robert C. Liden (Ph.D., University of Cincinnati) is Professor of Management at the University of Illinois at Chicago (UIC), where he is also Coordinator of the OB/HR Ph.D. His research focuses on interpersonal processes as they relate to such topics as leadership, groups, and career progression. He has over 100 publications, which have been cited over 71,000 times according to Google Scholar.

Professor Liden is a fellow of both SIOP and the Academy of Management. He won the award for the best article published in the Academy of Management Journal during 2001 with Scott Seibert and Maria Kraimer, the best article published in Human Resource Management during 2001 with Sandy Wayne and Maria Kraimer, and the best organizational behavior article published in any journal during 2005 (with Ray Sparrowe) by the Organizational Behavior Division of the Academy of Management.

In 2014 he won the Thomas A. Mahoney Mentoring Award for work with doctoral students sponsored by the Human Resource Management Division of the Academy of Management, and in 2015 he won the Academy of Management’s Network of Leadership Scholars “Eminent Leadership Scholar Award”.

In 2016 Professor Liden was named a University of Illinois “University Scholar,” the first UIC Management professor to receive this honor since 1986. Professor Liden is currently serving on the editorial boards of the Leadership Quarterly, Journal of Applied Psychology, Journal of Management, and Personnel Psychology. He was the 1999 Program Chair and 2000-01 Division Chair for the Academy of Management's Organizational Behavior Division.
John B. Cullen Best Paper Award

The Midwest Academy of Management launched the John B. Cullen Best Paper Award for the first time in 2021. This Award is designed to recognize authors whose work represents original, creative, and rigorous approaches to address complex challenges in the business world. Winner(s) will represent the best theoretical and practical research impacting the future of business.

This best paper award is dedicated to John Brooks Cullen for his impactful research contributions to ethical and cross-cultural differences in management, and for his unwavering and selfless mentorship to doctoral students and their success. Most importantly, this award and its sponsors want to recognize Prof. John Cullen for being an incredibly caring and generous human being.

A Midwest Academy of Management annual conference committee selects the paper for the John B. Cullen Best Paper Award. All full paper submissions to the MWAOM conference are eligible for consideration for this award.

Winner(s) of the Best Paper Award:

1. Will receive a plaque and a monetary award of $400, presented during the awards ceremony of the conference.

2. Will be highlighted on the Midwest Academy of Management (MWAOM) website.

3. Will receive free registration to the MWAOM conference in the following year.

Selection criteria for committee consideration include originality, creativity, and rigor demonstrated in addressing complex challenges in the world of business. The selection committee will ensure that the research meets the highest standards in terms of academic integrity in its evaluation of research considered for this award. The committee reserves the right to revoke a Best Paper nomination in the circumstances of discovered plagiarism, academic dishonesty, or other infractions.
Best Paper Award Nominees

**Best Papers Selection Committee**
- Ranjan Karri, University of Illinois, Springfield
- Arun Pillutla, St. Ambrose University
- Gary Wolbers, Illinois State University
- Drew Debry, St. Ambrose University

**Best Paper Award Nominees**

- **Narcissism and workplace attitudes and performance: The mediating roles of self-efficacy and political skill**
  - Maggie Davis, University of West Florida
  - Matt Howard, University of South Alabama

- **I Love You, But Do I Love Your Calling?: A Conceptual Exploration of an Individuals’ Calling Work-Nonwork Conflict on their Partners’ Work-Nonwork Outcomes**
  - Tina Sharifi, York University
  - Marlee Mercer, York University

- **How do I “Smile and Serve” Anymore? An Ego Depletion Perspective To Displaced Aggression**
  - Neha Bellamkonda, XLRI, India
  - Rahul Sheel, XLRI, India

- **Personality and The Romance of Leadership: The Impact of Leader Identification**
  - Diogo A Seixas, Southern Illinois University of Carbondale
  - Steven J Karau, Southern Illinois University of Carbondale
2023 Midwest Academy of Management Annual Conference

Agenda for Meals & Receptions

Thursday, October 12, 2023

Breakfast + Luncheon: For Doctoral Consortium only
Architectural Boat Tour: 400 N. Michigan Ave, Chicago, IL

Friday, October 13, 2023

Breakfast:
Opening Remarks: Young Ro, President
Speaker Introduction: Ranjan Karri, Program Chair
Guest Speaker: Dr. Joanne Brown-Meola, John Deere

Luncheon:
Scholar Keynote Speaker: Prof. Tom Lumpkin, University of Tennessee
Scholar-Practitioner Speaker: Prof. Mark Werwath, Northwestern University

Evening Main Reception:
Welcome remarks: Sandy Wayne, Dean College of Business

Saturday, October 14, 2023

Breakfast:
Midwest Distinguished Scholar – Prof. Robert Liden, University of Illinois, Chicago
Awards Ceremony

Luncheon: Box Lunch

MWAOM Boad Meeting
Introduction of 2024 MWAOM Conference
2023 Midwest Academy of Management Annual Conference

Detailed Program

Thursday, October 12, 2023

8:30am - 9:00am
Doctoral Consortium - Breakfast (329 CARDINAL)
Session Chair: Bart Sharp
9:00am - 5:00pm
Doctoral Consortium sessions (329 CARDINAL)

SCHEDULE

8:30 am – 9:00 am Registration

9:00 am – 9:15 am Welcome by Professor Ranjan Karri, Program Chair

9:15 am – 10:45 am The Power of a Good Question – Dr. Mahesh Subramony – Northern Illinois University

10:45 am – 11:00 am Break

11:00 am – 12:30 pm Finishing Your Dissertation – Dr. Praveen Parboteeah – University of Wisconsin – Whitewater

12:30 pm – 1:30 pm Lunch
1:30 pm – 3:00 pm Designing an Effective (and Interesting) Course – Dr. Bethany Cockburn – Northern Illinois University

3:00 pm – 3:15 pm Break

3:15 pm – 4:30 pm Finding the Right Career Path for You
Dr. Rebecca Badawy – University of Pittsburgh
Dr. Judy Hu – Advanced Learning Partnerships
Dr. Zhenyu Yuan – University of Illinois – Chicago
Dr. Bryan McCusker – HFI Manufacturing

4:30 pm – 5:00 pm Wrap-up

6:00pm - 8:00pm Reception - Chicago Architectural Boat Tour (Please meet at the river stop (Wendella Boats), 400 N. Michigan Ave
**Friday, October 13, 2023**

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<td>Welcome reception - Drinks &amp; Hors d'oeuvres (EAST TERRACE)</td>
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Friday, October 13, 2023

07:15 - 16:00
Registration (FORT DEARBORN)

08:00 - 08:45 Friday, October 13, 2023
Breakfast - Keynote - Dr. Julianne Brown-Meola (ILLINOIS AB)
Keynote Speaker: Julianne Brown-Meola, Ph.D., Global Talent Director, John Deere

9:00am - 10:30am
ChatGPT as my Teaching Assistant (329 CARDINAL) [PDW]
Carla Flores, Ball State University
Ronda Smith, Florida Institute of Technology
Shontarius Aikens, Concordia College
Ben Blackford, Northwest Missouri State University
Xian Cao, Ball State University
Cindi Kiner, Ball State University
Fred Kitchens, Ball State University
Tim Peterson, North Dakota State University
Jennifer Schultz, St. Mary’s University of Minnesota
Imran Syed, Ball State University

Entrepreneurship & HR (Room 603)
Session Chair: Michael Halinski

Hand-To-Mouth Or Powerful? The Curvilinear Effect of Trade Credit On Corruption In New Firms
Ikenna Uzuegbunam, Howard University
Stephanie Leonard, Howard University
Amanda Hinojosa, Howard University
Michael Ogbolu, Howard University

When Families Intensify Career Intentions: The Critical Role of Family-Interferes-With-Work and Boundary Enactment
Michael Halinski
Laura Gover
Linda Duxbury

How Algorithm-Based Decision Aids Influence Decision-Making In Application Screening Among Gendered Occupations
Dan Chen, Texas Woman’s University

Perceived Exploitability: The Role of Acculturation Strategies, and Documentation Status In The Hiring Recommendation of Immigrants.
Joy Ibedionu, The University of Texas at Arlington

Leadership - Darkside (Room 605)
Session Chair: Maggie Davis

Exploitative Leadership: Unveiling Its Impact On Psychological Distress Through The Lens of Perceived Distributive Injustice and Victim Sensitivity
Noha Alajhar, King Abdulaziz University
Muhammad Yaqub, King Abdulaziz University
Saleh Bajaba, Florida Gulf Coast University

Unraveling The Exploitative Leadership Knot: Insights On Employee Well-Being, Interactional Injustice Mediation, and The Power of 'Managing Your Boss
Saad Basaad, King Abdulaziz University
Saleh Bajaba, Florida Gulf Coast University

Narcissism and Workplace Attitudes and Performance: The Mediating Roles of Self-Efficacy and Political Skill
Maggie Davis, University of West Florida
Matt Howard, University of South Alabama

If You do It My Way: Micromangers’ Impact On Employee Self-Efficacy and Performance
Marlee Mercer, York University
Tina Sharifi, York University
**Strategy and Performance** (Room 613)

*Session Chair:* Mona Bahl
Organizational Responses To Human Resource Shortages Under Resource Dependence Theory
Erica Henkel, University of North Carolina Greensboro
Heterogenous Returns To Ceo Dismissal: Does Ceo Gender Matter?
Gurdeep Singh Raina, University of Texas of the Permian Basin
Arvin Sahaym, Washington State University
Anup M. Nandialath, University of Wisconsin, La Crosse
A Co-Evolutionary Process Theory of Conflict Management For Inter-Organizational Relationships
Charles Funk, Charles Funk

**Symposium - Create a leadership culture that can tolerate conflict..** *(WHITE OAK)*
Create A Leadership Team Culture That Can Tolerate Conflict and Researcher Scrutiny: An Insider Researcher Perspective On Using Multiple Methods & Tools, Plus Education, To Increase Reliability of Results During An Organizational Culture Change Agenda
Jennifer Seyler, Business Strategy and Operation Consulting, LLC
Dave Anderson, City of Des Plaines Police Department

**10:45am - 12:00pm**

*MWAQM - Mentorship Network Meeting* *(329 CARDINAL)*

*Session Chair:* Michele Heath

<table>
<thead>
<tr>
<th>Mentee</th>
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<tbody>
<tr>
<td>Faith Fox</td>
<td>Jay Caulfield</td>
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<tr>
<td>Ayesha Sengupta</td>
<td>Michele Heath</td>
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<td>Brian A. Hickam</td>
<td>Tim Peterson</td>
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<td>Robert Glenn Olinger</td>
<td>Arun Pillutla</td>
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<td>Nicole Taylor</td>
<td>Kijana Jackson</td>
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<td>Kijana Jackson</td>
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<td>Nazha Gali</td>
<td>Jay Caulfield</td>
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<td>Sonny L. Nguyen</td>
<td>Brian Hickman</td>
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**PDW - Strategies for success in research** *(WHITE OAK)* [PDW]
Strategies For Success In Research: A Panel Discussion On Research Productivity and Excellence
Imran Syed, Ball State University
Seo-Young Byun, Ball State University
Jakari Griffith, Bridgewater State University
K. Praveen Parboteeah, University of Wisconsin-Whitewater
Brian Whitaker, Ball State University

*Symposium - Compassionate Leadership; Ethically Navigating AI as students* *(Room 605)*
Compassionate Leadership: A New Leadership Paradigm To Address Employee Well-Being
Lesley Page, Lewis University
Michelle Kramer, Lewis University
George Klemic, Lewis University
Ethically Navigating AI As Students, Professors and Professionals
Elizabeth Belgio, Lewis University
Sheila Boyesen, Lewis University
Scott Kerth, Lewis University
Lesley Page, Lewis University

*Symposium - Shaping Innovation and Technology* *(Room 613)*
Shaping Innovation and Technology: Change Management and Chatgpt
Kathleen Becker, Benedictine University
Tanja Coleman, Loyola University
Iveyes Mendez-Justiniano, Benedictine University
Tanqueray Hart, Benedictine University
Arnun Cohran, Benedictine University
Bryan McCusker, Benedictine University
Heather Jarvis, Benedictine University
10:45am - 2:00pm

Posters (ILLINOIS AB) [PS-WIP-SP]
Posters On Posters: Learner Perceptions of Poster Presentation Assignments
Jennifer L. Schultz, Saint Mary's University of Minnesota
Abiola Femi-Jegede, Saint Mary's University of Minnesota
Debra R. Comer, Hofstra University
Amy S. Tong, Purdue University

Junseok Goh, University of Wisconsin - Madison
Elton Li-Yi, University of Wisconsin – Madison

Coping With Crisis: A Multi-Industry Assessment of Firms’ Product Recall Actions and Response Strategies
Catherine Helmuth, Central Michigan University
Sebastien Vendette, Central Michigan University

The Effects of Covid-19 On College Student Stress and Resources
Brinley Kowalkowski, Univ. of Wisconsin-Green Bay
Emily Brosig, Univ. of Wisconsin-Green Bay
Connor Ruffing, Univ. of Wisconsin-Green Bay
Nevaeh Schmechel, schmnc02@uwgb.edu
Dianne Murphy, Univ. of Wisconsin-Green Bay
David Radosевич, Univ. of Wisconsin-Green Bay

Who Cares About The Servant Leader? The Vicious Cycle of Selflessness
Drew Nielsen, Creighton University
Kim Rocheville, Creighton University
Regina Taylor, Creighton University

12:00pm - 2:00pm

Lunch - Keynote speakers - Prof. Tom Lumpkin: Prof. Mark Werwath (ILLINOIS AB)
Keynote Speaker (12:30PM - 1:15PM)
Prof. Tom Lumpkin, Professor Emeritus, University of Tennessee

Keynote Speaker (1:15PM-2PM)
Mark Werwath, Ph.D., Executive Director, Professional Education, Northwestern University

2:15pm - 3:45pm

Effects of social media, Emotional Intelligence (Room 603)
Session Chair: Vanessa Hills
Selection Protections In The Social Media Landscape: More Justice Needed?
Andrew Johnson, Texas A&M University-Corpus Christi

Pizza As The Punchline: Reddit Users’ Perceptions of Organizational Pizza Parties As Employee Rewards
Vanessa Hills, Western Michigan University

Influencers and Organizational Performance: Investigating Influencing Factors
Dan Chen, Texas Woman's University

Contemporary Emotional Intelligence Assessment Related To The Workplace
Claudia Pragman, Minnesota State University - Mankato
Christine Pigsley, Minnesota State University - Mankato
Kathy Richie, Minnesota State University – Mankato

Human resource Management & Careers (Room 605)
Session Chair: Benjamin Blackford
University Student Attitudes of Employment Interviews
Michael Major, West Virginia University
Natalie Schneider, University of Wisconsin Milwaukee

The Mediating Role of Engagement Between Organizational Climate and Job Satisfaction.
Claudia Hernandez Gonzalez, Northwest Missouri State University
Benjamin Blackford, Northwest Missouri State University
Santiago Ibarreche, University of Texas at El Paso
Navigating Lasting Career Growth – A View From My Seat As An Experienced Mid-Level Manager
Laura Helmuth

The Relationship Between Employment Protection Legislation and Hr Downsizing Practices: Evidence Across Time and Countries
Rakoon Piyanontalee

PDW- Business Consulting (329 CARDINAL) [PDW]
Business Consulting: Developing Learning Opportunities For Faculty
Velvet Weems-Landingham, Kent State University
Millicent Nelson, Middle Tennessee State University

Strategy, environment, customer satisfaction (Room 613)
Session Chair: Tina Sharifi
Calling For Your Security and Support: A Conceptual Exploration of The Impact of One’s Romantic Partner On The Relationship Between Perceiving and Living One’s Calling
Tina Sharifi, York University
Parbudyal Singh, York University
Souha Ezzedeen, York University

Strategic Resource Decay: Oil and Gas Production In Texas
Reha Karadag, University of Minnesota Duluth
Laura Poppo, University of Nebraska–Lincoln

An Event Based Exploration of Customer Mistreatment of Frontline Employees During The Pandemic
Nicholas Smith, Northern Illinois University
Mahesh Subramony, Northern Illinois University
Bethany Cockburn, Northern Illinois University
Xinyu (Judy) Hu, Advanced Learning Partnerships

Exhaustive Extraction of Environmental Factors For New Business Success In Large Companies From Text Data
Shoi Taki, Chuo University
Yuko Minami, Nichirei Corporation
Toru Handa, Nichirei Corporation

4:00pm - 5:30pm
Entrepreneurship (Room 603)
Session Chair: Brandon Soltwisch
Signals of Entrepreneurship In Applications To Elite Universities
Joseph Nixon, Emory University

The Role of Socioemotional Wealth and Generational Stage In Family Firm Innovation: A Comparison of Regression & Configurational Approaches
Vasiliki Kosmidou, University of New Haven

Promoting The Family Firm Status: A Configurational Examination
Vasiliki Kosmidou, University of New Haven

East Meets West: Exploring The Entrepreneurial Intentions of Maximizers Or Satisficers In The U.s. and China Through The Theory of Planned Behavior
Brandon Soltwisch
Robin Tang, University of Northern Colorado
Maurice Harris, University of Northern Colorado
Vish Iyer, University of Northern Colorado
Leadership perspectives (Room 605)

Session Chair: Catherine Helmuth
I See, Therefore I Perceive? The Impact of Individuals’ Characteristics, Group Composition and Time On The Mismatch Between Actual and Perceived Diversity
Bianca Sá, FGV EBAPE - Brazilian School of Public and Business Administration
Ishani Aggarwal, FGV EBAPE - Brazilian School of Public and Business Administration

Personality and The Romance of Leadership: The Impact of Leader Identification
Diogo A Seixas, Southern Illinois University of Carbondale
Steven J Karau, Southern Illinois University of Carbondale

Rethinking Authenticity and Leadership With Storytelling: Bringing Back The Relational Self
Catherine Helmuth, Central Michigan University
Sebastien Vendette, Central Michigan University
Melissa Intindola, Bucknell University

I Love You, But do I Love Your Calling?: A Conceptual Exploration of An Individuals’ Calling Work-Nonwork Conflict On Their Partners’ Work-Nonwork Outcomes
Tina Sharifi, York University
Marlee Mercer, York University

Management Education (Room 613)

Session Chair: Tim Peterson
The Learners’ Voices: What Does It Mean To Feel Included In A College Classroom
Tim Peterson, North Dakota State University

PDW - Exploring Social Impact Leadership (WHITE OAK) [PDW]
Exploring Social Impact Leadership In Social Entrepreneurship and Csr/sustainability Functions
Charmon Parker-Williams, The Chicago School of Professional Psychology
Amber Kiani, The Chicago School of Professional Psychology

PDW - Organizational Development through the mirror of L.O.V.E.: Creating and Shaping Environments of Belonging Through the Innovation of Hip-Hop (329 CARDINAL) [PDW]
Tanqueray Hart, Benedictine University

Symposium - Organizational Dynamics; Organizational Change (ILLINOIS AB)

Session Chair: Heather Jarvis
Organization Change and The Dynamic Environment
Adekemi Akindutire, Imerge Company, LLC
Jeanetta Darno, UC Health
Nigusse Denano Erkeno
Teddy Foster, NorthShore University HealthSystem
Andrea Zimmerman, Dulcian Associates

“Leveraging Organizational Development Practices Within Human Resources To Facilitate Change In Healthcare Organizations”
Theodore Umstead Foster, NorthShore University Health
Jeanetta Darno, UC Health
Ivelesse Mendez-Justiano, NYC Health + Hospitals
6:00pm - 8:00pm
Welcome reception - Drinks & Hors d’oeuvres (EAST TERRACE)

Session Chair: Ranjan Karri
Welcome from Prof. Sandy Wayne, Dean College of Business, University of Illinois at Chicago

2023 Midwest Academy of Management Annual Conference
Saturday, October 14, 2023

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<td>7:45am-8:45am</td>
<td>Breakfast - Keynote – Prof. Robert Liden</td>
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<td>9:00am-10:30am</td>
<td>Organization Development (Room 603)</td>
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<td>PDW - Unleashing Your Character Strengths and Spirit-Based Authentic Self (329 CARDINAL)</td>
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<td>10:45am-12:15pm</td>
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<td>Organizations and technologies (Room 613)</td>
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<td>Symposium - Fixing Climate Change (45 minutes); Reimagining Organization Development Thinking (45 minutes) (WHITE OAK)</td>
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<td>PDW - Considering Administrative Roles (329 CARDINAL)</td>
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<td>12:30pm-2:30pm</td>
<td>Lunch &amp; MWAOM Board Meeting &amp; 2024 Conference Introduction (329 CARDINAL)</td>
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Saturday, 14 October 2023
7:45am - 8:45am
Breakfast - Keynote
Keynote Speaker: Robert Liden, Professor, University of Illinois Chicago

9:00am - 10:30am
Organization Development (Room 603)
Session Chair: Stephanie Gapud
Toward A General Model of Reaction To Organizational Change
David Szabla, Western Michigan University

Physical Systems & Organizational Growth: Managing Chaos, Complexity, and Uncertainty
Luma Mahairi, Benedictine University

Charisma and Humanity: The Powerful Signals of Effective Leadership In Times of Uncertainty
Stephanie Gapud, Spring Hill College
Faith Fox, University of Evansville
George Richard, III, Troy University
Wendy Risher, University of Texas at Tyler

The Power of Vocational Branding In Shaping Career Pathways: A Descriptive Qualitative Study
Dave Zelnio, Garner Industries, Inc.
Tiffani N. Luethke, University of Nebraska at Kearney

Organizational performance (Room 605)
Session Chair: Saleh Bajaba
Exploring The Temporary Distraction Method For Stress Reduction: A Study Using The Letter N-Back Task
Hikari Tanaka, Chuo University
Fuduki Senuma, Chuo University
Kanon Yagushi, Chuo University
Shimon Kuwahara, Chuo University
Kiyomitsu Niioka, Research and Development Initiative, Chuo University
Yen Alan, Miller College of Business, Ball State University, Ball State University
Ippeita Dan, Chuo University
Yasushi Kyutoku, Research and Development Initiative, Chuo University

Intertextuality Effect: The Antecedent To Organizational Attention For The Multiplicative Model of Sustainability
Jaemin Kim, Oakland University
Empowering Online Teaching Effective For Diversity Education: High Impact Exercises
Christina Stello, Metropolitan State University

Denise Williams, Metropolitan State University
Shaping Success: The Development and Validation of A New Self-Commitment Scale
Areej Alarifi, King Abdulaziz University
Saleh Bajaba, Florida Gulf Coast University

PDW - Strategies for success in teaching (WHITE OAK) [PDW]
Strategies For Success In Teaching: A Panel Discussion On Effective Teaching
Imran Syed, Ball State University
Shontarius Aikens, Concordia College
Ben Blackford, Northwest Missouri State University
Carla Flores, Ball State University
Michele Heath, Cleveland State University
Tim Peterson, North Dakota State University

PDW - Unleashing Your Character Strengths and Spirit-Based Authentic Self (329 CARDINAL) [PDW]
Navigating The Changing Landscape: Unleashing Your Character Strengths and Spirit-Based Authentic Self
Elaine Long, The Chicago School of Professional Psychology
Kazuhiro Suzue, The Chicago School of Professional Psychology

Symposium - Reimagining Change and Teams (Room 613)
Reimagining Change and Teams: Challenges and Opportunities
Francine Birgans, Founder/Owner, ETHINLEAD Consulting & Coaching LLC
Jennifer Seyler, Owner, Business Strategy and Operation Consulting, LLC
Shavon Thurmond, Senior HR Consultant, Federal Reserve Bank of Chicago
Cortex Watson, Jr, Founder and Owner, The Hip - Hop F.I.R.M.
Sherrie Whitaker, Whitaker Coaching and Consulting

10:45am - 12:15pm
HR in changing environment (Room 603)
Session Chair: Arup Varma
Performance Appraisal In The Era of Remote and Hybrid Work: A Two-Nation Study In Poland and The Usa
Akanksha Jaiswal, Loyola Institute of Business Administration
Asha Thomas, Wroclaw University
Daicy Vaz, NEOMA Business School
Vijay Pereira, NEOMA Business School
Chun-Hsu Wang, National Taiwan University
Arup Varma, Loyola University, Chicago

Religion and Workplace Inequality: A Literature Review
Linda Brewer, University of North Carolina at Greensboro

**Leadership challenges (Room 605)**

**Session Chair:** Dexavia Turner

When and How The Environmental Transformational Leadership Influences Workplace Well-Being: A Dual-Stage Model
Saleh ALThnayan, King Abdulazuz University
Saleh Bajaba, Florida Gulf Coast University

The Effort Dilemma: Unmasking The Impact of Diversity On Team Dynamics
Blanca Sá, FGV EBAPE - Brazilian School of Public and Business Administration
Manuela Lorenzo, FGV EBAPE - Brazilian School of Public and Business Administration
Ishani Aggarwal, FGV EBAPE - Brazilian School of Public and Business Administration

Ethical Leadership and Interactional Justice: A Moderated Mediation Model
Dexavia Turner, University of South Alabama
A Facilitation Model To Leverage Organizational Paradox
Mary O'Kelly, Western Michigan University
Matt Strock, Western Michigan University

**Organizations and technologies (Room 613)**

**Session Chair:** Vanessa Hills

Blockchain: A Solution To Training Transfer Issues?
Tomas Thundiyil, Central Michigan University
Sebastien Vendette, Central Michigan University
Technology Acceptance and Perceived Impact On Human Sociability

Vanessa Hills, Western Michigan University
Anezka Viskova-Robertson, Western Michigan University

The Impact of Organization Dynamics On Cybersecurity Intervention: Qualitative Study
Charles McElroy, Cleveland State University
Michele Heath, Cleveland State University
Wesam Helou, Cleveland State University

How do I “Smile and Serve” Anymore? An Ego Depletion Perspective To Displaced Aggression
Neha Bellamkonda, XLRI
Rahul Sheel, XLRI

**PDW - Considering Administrative Roles (329 CARDINAL)**

Considering Administrative Roles: Reimagining Administration
Benjamin Blackford, Northwest Missouri State University
Jakari Griffith, Bridgewater State University
Shannon Juergens, Grand View University
Angela Miles, North Carolina Central University
Tim Peterson, North Dakota State University
Marcia Hagen, Metro State University

**Symposia - Fixing Climate Change (45 minutes); Reimagining Organization Development Thinking (45 minutes) (WHITE OAK)**

Fixing Climate Change Is A Leadership Challenge
Russell Ogle, Russell Ogle Consulting, LLC
Donna Ogle, Rockford University

Reimagining The Academy Means Reimagining Organization Development (od) Thinking: Creating and Shaping Od Innovation Through The Scholarship of Integration Towards Liberating!
Cortez Watson

12:30pm - 2:30pm
Lunch & MWAOM Board Meeting & 2024 Conference Introduction (329 CARDINAL)