



Midwest Academy of
Management

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.”*





**Midwest Academy of
Management**

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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,

A handwritten signature in black ink, appearing to read 'Y. K. Ro', with a stylized, cursive script.

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."Pressing On and Moving Forward.*** 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,



Program Chair:

Ranjan Karri

Professor Strategic Management & Entrepreneurship

University of Illinois Springfield

Email: karri.ranjan@uis.edu



Program at a Glance

Friday, 13 October 2023

7:15am - 4:00pm	Registration (FORT DEARBORN)
8:00am - 8:45am	Breakfast - Keynote - Dr. Julianne Brown-Meola (ILLINOIS AB)
9:00am - 10:30am	ChatGPT as my Teaching Assistant (329 CARDINAL) Entrepreneurship & HR (Room 603) Leadership - Darkside (Room 605) Strategy and Performance (Room 613) Symposium - Create a leadership culture that can tolerate conflict.. (WHITE OAK)
10:45am - 2:00pm	Posters (ILLINOIS AB)
10:45am - 12:00pm	MWAOM - Mentorship Network Meeting (329 CARDINAL) Symposium - Compassionate Leadership; Ethically Navigating AI as students (Room 605) Symposium - Shaping Innovation and Technology (Room 613) PDW - Strategies for success in research (WHITE OAK)
12:00pm - 2:00pm	Lunch - Keynote speakers - Prof. Tom Lumpkin: Prof. Mark Werwath (ILLINOIS AB)
2:15pm - 3:45pm	PDW- Business Consulting (329 CARDINAL) Effects of social media, Emotional Intelligence (Room 603) Human resource Management & Careers (Room 605) Strategy, environment, customer satisfaction (Room 613) Symposium - Reimagining the Academy (WHITE OAK)
4:00pm - 5:30pm	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)
	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

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

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.

1962 – 1963 Rolin H. Simonds	1992 – 1993 Timothy Keaveny
1963 – 1964 Franklin Moore	1993 – 1994 Ralph Katerberg
1965 – 1966 Fremont Shull	1994 – 1995 Trudy Verser
1966 – 1967 Joseph Litterer	1995 – 1996 Aaron Buchko
1967 – 1968 Max Wortman	1996 – 1997 Inga Baird Hill
1968 – 1969 Alan C. Filley	1997 – 1998 Marilyn L. Fox
1969 – 1970 John Douglas	1998 – 1999 Brian P. Niehoff
1970 – 1971 Herbert Zollitsch	1999 – 2000 Douglas R. May
1971 – 1972 Elmer H. Burack	2000 – 2001 Nancy E. Day
1972 – 1973 Henry L. Tosi	2001 – 2002 Rob Moorman
1973 – 1974 Andre L. Delbecq	2002 – 2003 Joy Peluchette
1974 – 1975 John T. Douth	2003 – 2004 Lynn Harland
1975 – 1976 Kenneth M. Roland	2004 – 2005 Jeff Katz
1976 – 1977 James G. Hunt	2005 – 2006 Jill Kickul
1977 – 1978 Andrew Sikula	2006 – 2007 William Snively
1978 – 1979 Orlando Behling	2007 – 2008 Faye Smith
1979 – 1980 Charles N. Green	2008 – 2009 Dyanne Ferk
1980 – 1981 Edwin P. Miller	2009 – 2010 Therese Yaeger
1981 – 1982 Fred Luthans	2010 – 2011 Steven Moser
1982 – 1983 Richard N. Osborn	2011 – 2012 John E. Barbuto Jr.
1983 – 1984 Maryann Albrecht & Art Brief	2012 – 2013 Deb Orr
1984 – 1985 Ramon J. Aldag	2013 – 2014 Marilyn J. Bugenhagen
1985 – 1986 Thomas N. Martin	2014 – 2015 Jennifer L. Schultz
1986 – 1987 Ken Wexley	2015 – 2016 Sharon G. Heilmann
1987 – 1988 Jay S. Kim	2016 – 2017 Chanchai Tangpong
1988 – 1989 Allen Bluedorn	2017 – 2018 Carolyn Wiley
1989 – 1990 James McFillen	2018 – 2019 Millicent F. Nelson
1990 – 1991 Kenneth Thompson	2019 – 2021 Tim O. Peterson
1991 – 1992 H. Randy Bobbitt	2021-2022 Arun Pillutla

Conference Tracks and Track Chairs

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

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	Intae Choi	Martin Goossen
Lesley Page	Eric Tucker	Abiodun Ige
Cynthia Stevens	Therese Yaeger	Xing Liu
Kezia Mkwizu	Daniel Dayton	Mariam Yasmin
Namporn Thanetsunthorn	Nicholas Miceli	Jay O'Toole
Kate Tulibaski	Vasiliki Kosmidou	Greg-Victor Obi
Jakari Griffith	Terry Buckman	John Bunch
Rattaphon Wuthisatian	Tim Peterson	MITCHELL BREW
MONA BAHL	Katherine Ryan	Paul Benedict
Timothy Shick	Yan Liu	Giovanni Visentin
Ivan Steenkamp	Tanqueray Hart	Matt Deeg
Raul Beal Partyka	Krystal Geyer	Margaret Johnsson
Michele Heath	Rebecca Evan	Lisa Meneau, DBA
Imran Syed	Crystal Fashant	Donna Ogle
S. Gayle Baugh	Kami Tsai	Jaemin Kim
Michael Cherry	Frank Murphy	Tim Syfert
Dusti Baldwin	Carla Flores	Imran Syed
Thomas Zeni	Jennifer Seyler	jeanetta darno
Shameem Shagirbasha	George Klemic	Shavon Thurmond
George Faint	Antonio Carlos Jansch Porto	Ivelesse Mendez Justiniano
Matthew Swanson	Jennifer Schultz	Sherrie Whitaker
Danielle Crawford	Reha Karadag	David Brown
Heidi Helgren	Catherine Helmuth	Heather Jarvis
Abdullah Clark	Todd Harris	Vanessa Hills
Kwang-Ho Lee	Elaine Long	Bryan McCusker
Stephen Forsha	Benjamin Blackford	Rattaphon Wuthisatian
Douglas Micklich	Ranjan Karri	Namporn Thanetsunthorn
Vincent Parry	Daniel Dayton	Joy Ibedionu
Felicetta Iovino	D'Anita Fretwell	Christopher John
Stephanie Gapud	Meagan Luttenton Knoll	neha bellamkonda
Gundars Kaupins	Diana Wong	Rakoon Piyanontalee
Robert Chico	Ilgaz Arikan	Jun Todorovic
Rebecca Badawy	Staci Lugar Brettin	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 co-authored seven editions of a textbook entitled "Strategic Management: Creating Competitive Advantages" (with G. Dess, A. Eisner and G. McNamara). He also co-edited the 2013 book "The Landscape of Family Business" (with R. Sorenson, K. Brigham and A. Yu) and four editions of the "Advances in Entrepreneurship, Firm Emergence and Growth" series (with J. Katz and A. Stewart, 2007-2011).

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 Board 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

7:15am-4:00pm	Registration (FORT DEARBORN)				
8:00am-8:45am	Breakfast - Keynote - Dr. Julianne Brown-Meola (ILLINOIS AB)				
9:00am-10:30am	Entrepreneurship & HR (Room 603)	Leadership - Darkside (Room 605)	Strategy and Performance (Room 613)	Symposium - Create a leadership culture that can tolerate conflict.. (WHITE OAK)	ChatGPT as my Teaching Assistant (329 CARDINAL)
10:45am-2:00pm	Posters (ILLINOIS AB)				
10:45am-12:00pm	Symposium - Compassionate Leadership; Ethically Navigating AI as students (Room 605)	Symposium - Shaping Innovation and Technology (Room 613)	PDW - Strategies for success in research (WHITE OAK)	MWAOM - Mentorship Network Meeting (329 CARDINAL)	
12:00pm-2:00pm	Lunch - Keynote speakers - Prof. Tom Lumpkin: Prof. Mark Werwath (ILLINOIS AB)				
2:15pm-3:45pm	Effects of social media, Emotional Intelligence (Room 603)	Human resource Management & Careers (Room 605)	Strategy, environment, customer satisfaction (Room 613)	Symposium - Reimagining the Academy (WHITE OAK)	PDW- Business Consulting (329 CARDINAL)
4:00pm-5:30pm	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)				

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: Micromanagers' 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**MWAOM - Mentorship Network Meeting (329 CARDINAL)****Session Chair:** Michele Heath

Mentee	Mentor
Faith Fox	Jay Caulfield
Ayesha Sengupta	Michele Heath
Brian A. Hickam	Tim Peterson
Robert Glenn Olinger	Arun Pillutla
Nicole Taylor	Kijana Jackson
Kijana Jackson	Gwendolyn M Combs
Nazha Gali	Jay Caulfield
Sonny L. Nguyen	Brian Hickman

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

Ranjan Karri, University of Illinois-Springfield

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

Michele Kramer, Lewis University

George Klemic, Lewis University

Ethically Navigating Ai As Students, Professors and Professionals

Elizabeth Belgio, Lewis University

Sheila Boysen, 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

Tanjia Coleman, Loyola University

Ivelisse Mendez-Justiniano , Benedictine University

Tanqueray Hart, Benedictine University

Arnum Cochran, Benedictine University

Bryan McCusker, Benedictine University

Heather Jarvis , Benedictine University

10:45am - 2:00pm

Posters ([ILLINOIS AB](#)) [PS-WIP-SP]

Poster On Posters: Learner Perceptions of Poster Presentation Assignments

Jennifer L. Schultz, Saint Mary's University of Minnesota
Abisola Femi-Jegede, Saint Mary's University of Minnesota
Debra R. Comer, Hofstra University
Amy S. Tong, Purdue University

Exploring The Interplay of Industry Structure and Resource-Based View During The Covid-19 Pandemic: Evidence From The Biotech and Pharmaceutical Industry

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 Radosevich, 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

Ippeita Dan, Chuo University
Yasushi Kyutoku, Chuo University

Symposium - Reimagining the Academy ([WHITE OAK](#))
Reimagining The Academy: Panel Symposium On Faculty Well-Being
Jennifer L. Schultz, Saint Mary's University of Minnesota
Carla C. Flores, Ball State University
Ronda M. Smith, Florida Institute of Technology
Shontarius D. Aikens, Concordia College
Michele Heath, Cleveland State University
Tim O. Peterson, North Dakota State University
Arun Pillurla, St. Ambrose University
Belinda Armstead, Saint Mary's University of Minnesota
Divine Arpellet, Saint Mary's University of Minnesota

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

A Moderation and Mediation Model of Heutagogy-Based Online Learning: Characteristic Variables, Behavioral Engagement, and Learning Performance

Kwang-Ho Lee, Ball Stat University

Alan Yen, Ball Stat University

Revisiting "The Case For Mandatory Diversity Education" In Times of Anti-Diversity Backlash and Overt Resistance

Faye K Cocchiara, University of Texas at Arlington

Myrtle P Bell, University of Texas at Arlington

Intersectionality Equality Praxis In Business Schools

Michele Heath, Cleveland State

Catherine Monaghan, Cleveland State

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]

Cortez Watson Jr, The Hip - Hop F.I.R.M. - Benedictine University

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

Ivellesse 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

7:45am-8:45am	Breakfast - Keynote – Prof. Robert Liden				
9:00am-10:30am	Organization Development (Room 603)	Organizational performance (Room 605)	Symposium - Reimagining Change and Teams (Room 613)	PDW - Strategies for success in teaching (WHITE OAK)	PDW - Unleashing Your Character Strengths and Spirit-Based Authentic Self (329 CARDINAL)
10:45am-12:15pm	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)	PDW - Considering Administrative Roles (329 CARDINAL)
12:30pm-2:30pm	Lunch & MWAOM Board Meeting & 2024 Conference Introduction (329 CARDINAL)				

Saturday, 14 October 2023

7:45am - 8:45am

Breakfast - Keynote

Breakfast

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 Faint, 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 Abdulaziz University
Saleh Bajaba, Florida Gulf Coast University

The Effort Dilemma: Unmasking The Impact of Diversity On Team Dynamics
Bianca 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](#)) [PDW]
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](#))**