Midwest Academy of Management
59th Annual Meeting

2016 Conference Program

Making Connections,
Making a Difference:
Engaging Business with Academic Work

Fargo, North Dakota
October 6-8, 2016
“You know it the moment you hit the ground. You can sense it in the air and feel it on the prairie wind. This place is different. Not like anywhere you’ve been before. It’s unfamiliar ground, but it is ground you want to spend some time on. Welcome to Fargo, a place that sets the bar far above the norm.” (www.fargomoorehead.org)
The 59th Annual Meeting of the Midwest Academy of Management

Making Connections, Making a Difference: Engaging Business with Academic Work

Conference program booklet proudly printed by ShortPrinter (Fargo, ND)
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Welcome to the 59th Annual Meeting of the Midwest Academy of Management

On behalf of the Midwest Academy of Management (MAM) Board of Governors, welcome to the 59th MAM Annual Meeting in Fargo, North Dakota. Our theme this year, “Making Connections, Making a Difference: Engaging Business with Academic Work,” is inspired by a series of interviews with business and civic leaders, suggesting that key challenges in today’s business landscape and changing workforce can be best addressed through better connections between business and academia. The keynote presentations and theme-related events in this program aim at reflecting on business-academia connections and paving ways to advance them. Our program also includes many interesting features, including the distinguished speaker series, paper sessions, professional development workshops, doctoral consortium, and social events at Microsoft Fargo and Prairie Den, which are highlighted in the next few pages of this program book. I am confident that you will find various features of the program stimulating and of interest to you.

A number of people played significant roles in creating this program, and I am thankful for their contributions. Over 270 authors/co-authors, several session chairs/discussants, and invited speakers have provided key contents to this program. Over 160 reviewers contributed during the review process, which was coordinated by our track chairs and co-chairs. They are the key pillars to the creation of this program. The design and organization of this conference is also greatly supported by the MAM Board, the Conference Organizing Team, our sponsors, and local event supporters. Briefly acknowledging them in this letter will not do the justice to their contributions. Several pages of this program booklet are dedicated to properly acknowledge them for their contributions, which have made this conference possible.

About Fargo... I came to this city about 10 years ago. I found it to be a hidden treasure. Many people won’t know that until visiting this place. There is nothing really big in Downtown Fargo, but many little things, a few small art galleries here, several nice local restaurants there, together with Plain Art Museum, Historic Fargo Theatre, and other local attractions, collectively make the ambience of Downtown Fargo unique. In preparing for this conference, we have tried to localize various features/events of the conference to the extent possible, such as bringing attendees to Microsoft Fargo, a major employer here, and to Prairie Den, a hub for several entrepreneurial start-ups, selecting local signature foods at Radisson, and providing music performance from local high-school bands during social networking hours, etc. Some space of this program booklet is designated to provide some information about local attractions to attendees. I trust that Fargo will give you a unique feel that you never get elsewhere, living up to its “North of Normal” tagline!

Thank you very much for attending the 2016 MAM conference. Enjoy your conference and your time in Fargo!

Regards,

Chanchai Tangpong
2016 MAM Program Chair
College of Business
North Dakota State University
# Program at Glance

## Thursday, October 6

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<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>9:00AM-4:30PM</td>
<td>Doctoral Consortium</td>
<td>Radisson, The Loft/City B, 3rd Floor</td>
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<tr>
<td>5:30PM-6:30PM</td>
<td>MAM Board Meeting (open to MAM members)</td>
<td>Radisson, Metropolitan, 3rd Floor</td>
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<tr>
<td>6:30PM-8:00PM</td>
<td>Registration</td>
<td>Radisson, 3rd Floor</td>
</tr>
<tr>
<td>7:00PM-8:30PM</td>
<td>Welcome Reception</td>
<td>Radisson, City A, 3rd Floor</td>
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<tr>
<td>8:30PM-10:30PM</td>
<td>“Meet and Greet” New MAM Members</td>
<td>Radisson, City A, 3rd Floor</td>
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## Friday, October 7

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<th>Time</th>
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<tr>
<td>7:00AM-8:25AM</td>
<td>Breakfast &amp; Conference Theme Keynote</td>
<td>Radisson, Cityscape Ballroom, 3rd Floor</td>
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<tr>
<td>8:30AM-11:30PM</td>
<td>“Coffee to Go” provided</td>
<td>3rd &amp; 16th Floors, Radisson</td>
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<td>8:35AM-11:35AM</td>
<td>PDW/Paper Sessions</td>
<td>3rd &amp; 16th Floor breakout rooms, Radisson</td>
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<td>9:00AM-11:40AM</td>
<td>OD Panels 1, 2, and 3</td>
<td>US Bank Meeting Room</td>
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<tr>
<td>9:45AM-11:30PM</td>
<td>“Snacks to Go” provided</td>
<td>3rd &amp; 16th floors, Radisson</td>
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<td>11:45AM-1:15PM</td>
<td>Luncheon &amp; MAM Business Meeting</td>
<td>Radisson, Cityscape Ballroom, 3rd Floor</td>
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<tr>
<td>11:45AM-1:15PM</td>
<td>Luncheon &amp; MAM Business Meeting</td>
<td>Radisson, Cityscape Ballroom, 3rd Floor</td>
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<td>1:30PM-5:00PM</td>
<td>Microsoft Fargo Campus Visit</td>
<td>Microsoft, Executive Briefing Center</td>
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<td>5:30PM-6:30PM</td>
<td>Prairie Den Visit</td>
<td>122 1/2 N Broadway</td>
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<td>6:40PM-8:15PM</td>
<td>President’s Circle Dinner (by MAM President’s Invitation)</td>
<td>Toscana, 202 Broadway N</td>
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<td>8:00PM-10:30PM</td>
<td>Jazz Combo Social Networking</td>
<td>Radisson, Cityscape Ballroom, 3rd Floor</td>
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## Saturday, October 8

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<tr>
<td>7:00AM-8:25AM</td>
<td>Breakfast &amp; Midwest Scholar Keynote</td>
<td>Radisson, Cityscape Ballroom, 3rd Floor</td>
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<tr>
<td>9:00AM-9:55AM</td>
<td>Distinguished Speaker Presentation</td>
<td>Richard H. Barry Hall, Room 120</td>
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<td>9:00AM-12:00PM</td>
<td>PDW/Paper Sessions</td>
<td>Classrooms in Richard H. Barry Hall</td>
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<td>10:00AM-12:00PM</td>
<td>“Coffee &amp; Snacks to Go” provided</td>
<td>Richard H. Barry Hall, 1st Floor</td>
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<td>Luncheon &amp; Recognitions</td>
<td>Richard H. Barry Hall</td>
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<td>12:10PM-1:50PM</td>
<td>Luncheon &amp; Recognitions</td>
<td>Richard H. Barry Hall</td>
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<td>2:00PM-4:00PM</td>
<td>PDW/Paper Sessions</td>
<td>AgCountry Auditorium (Room 140)</td>
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<tr>
<td>3:30PM-4:20PM</td>
<td>Conference Organizing Team Meeting (MAM Board invited)</td>
<td>Classrooms in Richard H. Barry Hall</td>
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<td>4:30PM-5:30PM</td>
<td>MAM Board Meeting (open to MAM members)</td>
<td>Richard H. Barry Hall, Eide Bailly Boardroom</td>
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<td>6:00PM-7:30PM</td>
<td>Closing Reception</td>
<td>Radisson, Sky View, 16th Floor</td>
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<tr>
<td>7:30PM-10:30PM</td>
<td>Skyview Social Networking with Apollo Strings</td>
<td>Radisson, Sky View, 16th Floor</td>
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## When and Where Are My Sessions?

If you are a presenter, discussant, and/or session chair, you can easily locate when and where your sessions are by taking the following steps. (1) Look at the participant index at the back of this booklet. (2) Locate the session number that you are participating, right behind your name in the index. (3) Go to that session number in the program by day (on pp, 28-38 of this booklet, numerically ordered). (4) There, you will find the time and place of your session.
Places to Visit in Downtown Fargo

**Historic Fargo Theatre, 314 Broadway N.**

“Built in 1926 as a cinema and vaudeville theatre, the beautifully restored Fargo Theatre now serves as an art house theatre featuring independent and foreign film. The Theatre is also Fargo’s hottest downtown venue for concerts and other live events...” (http://www.fargotheatre.org/about)

**Depot, 701 Main Avenue**

“The Northern Pacific was the first major railroad to go through Fargo. The Northern Pacific Depot has been a Fargo landmark since its construction in 1898. Designed by the architect of the Minnesota State Capitol, Cass Gilbert, this station has a fine profile with its overhanging roof and red tiles...” (http://www.fargoparks.com/facilities-recreation/depot.html)

**Plain Art Museum, 704 1st Avenue N.**

“Plains Art Museum began as the Red River Art Center in 1965 and was housed in the former Moorhead, Minnesota, post office. The Museum acquired its present name in 1975 and maintained residency in Moorhead until 1996. The Museum renovated a turn-of-the-century warehouse in downtown Fargo, North Dakota, and opened to the public in October 1997...” (http://plainsart.org/about/)

Admission: Adults $7.50, Seniors $5, Educators w/ ID: $5, Students w/ ID Free, and Youth Free.

**Shops, Art Galleries, and Restaurants on Broadway and Others**

On Broadway and nearby areas, there are several local shops, art galleries (e.g. Ecce Art Gallery), and classy restaurants (e.g., HoDo at Hotel Donaldson, Old Broadway, Toscana, the Boiler Room, and Mezzaluna). Be sure to check them out during your leisure time.

**And More Places...**

Don’t forget to check on the downtown walking map available at the conference registration desk.
Conference Sites

Radisson Fargo
201 5th St N.
Fargo, ND 58102
(701) 232-7363

Walking from Radisson to Richard H. Barry Hall through 2nd Ave. N.

(North)

(South)
Richard H. Barry Hall, North Dakota State University
811 2nd Ave N
Fargo, ND 58102

AgCountry Auditorium (Room 140)

Eide Bailly Boardroom

1st Floor Layout

Note: Room 20 is on the basement floor of Richard H. Barry Hall.
Conference Sponsors - President’s Circle

NDSU COLLEGE OF BUSINESS

Gate City Bank
For a Better Way of Life.

WRIGHT STATE UNIVERSITY Changing Lives

UNIVERSITY OF NORTHERN COLORADO

YOUNGSTOWN STATE UNIVERSITY
Williamson College of Business Administration

College of BUSINESS
MINNESOTA STATE UNIVERSITY MANKATO
Conference Sponsors - Platinum

[Logos for University of North Dakota, Benedictine University, and Case Centre]

Conference Sponsors - Gold

[Logos for University of Nebraska Omaha, St. Ambrose University, and Concordia College Offutt School of Business]
Conference Sponsors - Silver

Exhibitor

Graduate Student Scholarship Endowment Fund
Local Event Supporters

NORTH OF NORMAL
FARGO
MOORHEAD | WEST FARGO

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SANFORD HEALTH

NDSU MBA PROGRAM

Microsoft

SCHHEELS

usbank

DOWNTOWN FARGO
NORTH OF NORMAL
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Conference Tracks and Track Chairs

**Case Teaching**

Lila Carden (N/A)
University of Houston-Downtown

John Vitton
University of North Dakota

**Conference Theme**

Karen Froelich (L)
North Dakota State University

Jane Pettinger (R)
Minnesota State University Moorhead

**Leadership and Ethics (LEAD/Ethics)**

Millicent Nelson (L)
Richard Tarpey (R)
Middle Tennessee State University

**Human Resources and Diversity (HRD)**

Kathy Lund Dean (L)
Gustavus Adolphus College

Jean Forray (R)
Western New England University

**Organizational Behavior (OB)**

Rebecca Wyland
University of Wisconsin-Eau Claire

**Organizational Development (OD)**

Peter Sorensen (L)
Therese Yaeger (R)
Benedictine University

**Entrepreneurship, Innovation, and Small Businesses (EISB)**

Shontarius Aikens
Concordia College

**Management Education and Development (MED)**

Vance Lewis
University of Central Arkansas

**Interorganizational Relations and Supply Chains (IRSC)**

Young Ro
University of Michigan-Dearborn

**Professional Development Workshop (PDW)**

Tim Peterson
North Dakota State University

**Strategy & Organization Theory (SOT)**

Bart Sharp
Northern Illinois University

**Toward Impactful Research (TIR)**

Dave O’Connell
St. Ambrose University

**Doctoral Consortium**

Kem Gambrell
Gonzaga University
Conference Organizing Team

Chanchai Tangpong  
North Dakota State University  
Program Chair

Dale Dwyer  
University of Toledo  
Registration

Kuo-Ting (Ken) Hung  
Suffolk University  
Conference Design Consultant

Jane Pettinger  
Minnesota State University Moorhead  
Radisson Site & Local Arrangement Person

Diane Axness  
North Dakota State University  
NDSU Site Arrangement Person & Administrative Assistant

Tim Peterson  
North Dakota State University  
Logistics Advisor

Jill Halvorson  
Fargo-Moorhead (F-M) Convention & Visitors Bureau  
F-M Community Representative

Lindsay Breuler  
Emerging Prairie  
F-M Community Representative

Gerry Macintosh  
North Dakota State University  
General Support Person

Jin Li  
North Dakota State University  
NDSU Site Support Person

Han Li  
University of New Mexico  
External Advisor

Supavich (Fone) Pengnate  
North Dakota State University  
Conference Photographer

Carolyn Wiley  
Roosevelt University  
MAM Board Representative

Barton Sharp  
Northern Illinois University  
MAM Board Representative

Fargo 2016
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1963 – 1964 Franklin Moore
1965 – 1966 Fremont Shull
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1968 – 1969 Alan C. Filley
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1973 – 1974 Andre L. Delbecq
1975 – 1976 Kenneth M. Roland
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1984 – 1985 Ramon J. Aldag
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1988 – 1989 Allen Bluedorn
1989 – 1990 James McFillen
1990 – 1991 Kenneth Thompson
1992 – 1993 Timothy Keaveny
1993 – 1994 Ralph Katerberg
1994 – 1995 Trudy Verser
1995 – 1996 Aaron Buchko
1996 – 1997 Inga Baird Hill
1997 – 1998 Marilyn L. Fox
1998 – 1999 Brian P. Niehoff
1999 – 2000 Douglas R. May
2000 – 2001 Nancy E. Day
2001 – 2002 Rob Moorman
2002 – 2003 Joy Peluchette
2003 – 2004 Lynn Harland
2004 – 2005 Jeff Katz
2005 – 2006 Jill Kickul
2006 – 2007 William Snavely
2007 – 2008 Faye Smith
2008 – 2009 Dyanne Ferk
2009 – 2010 Therese Yaeger
2010 – 2011 Steven Moser
2011 – 2012 John E. Barbuto, Jr. (Jay)
2012 – 2013 Deb Orr
2013 – 2014 Marilyn J. Bugenhagen
2014 – 2015 Jennifer L. Schultz
2015 – 2016 Sharon G. Heilmann*
2016 – 2017 Chanchai Tangpong**

*Current President
**Incoming President
2016 MAM Conference Reviewers

Numerous reviewers dedicated their time to review the work submitted to the MAM conference, making this conference possible. Outstanding reviewers are noted with asterisk (*) and in bold. Thank you all reviewers! Much Appreciated!

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The Midwest Scholar Recognition award was established to honor outstanding professional achievements, which constitute significant contributions to research, theory and practice of management. Wide recognition by the academic community is essential with the award based on a body of achievement rather than a particular piece of research, creative work, or other achievements. This year, the MAM proudly names “Kenneth R. Thompson” as the 2016 Midwest Scholar. Ken will be recognized as the Midwest Scholar during the Friday Luncheon, and he will make the 2016 Midwest Scholar Keynote presentation during the Saturday Keynote Breakfast.

Ken R. Thompson, Ph.D., is professor and the former chair of management at DePaul University, where he has been on staff since 1986. He has co-authored four books, contributed to six others, and has been published in a number of journals including the Academy of Management Executive, Organizational Dynamics, Journal of Social Psychology, Human Relations, and the Journal of Leadership and Organizational Studies, where he is senior editor. In addition, he was an IBM’s grant recipient to study the management operations of the Department of Defense, Finance and Accounting Services and the United States Postal Service. Most of Ken’s academic and professional life has focused on improving organizational performance and building an engaged workforce. Ken has a Ph.D. from the University of Nebraska in organizational behavior and strategic management. Ken is a member of the National Academy of Management. Most recently, he was chair of the Management Education and Development Division and served on the governance board of the Organizational Behavior Division. Ken has also been active in various local and regional positions, including president and chairman of the Board of Directors of the Midwest Academy of Management. Early in his career at the University of Arkansas, Ken helped develop the Walton Institute of Retailing where he worked directly with Sam Walton and other Wal-Mart executives developing training programs for their store and assistant managers. He was an assistant professor of management at Notre Dame University and during this time consulted for a General Motors Parts Division in Flint, Michigan. Married with two children, Ken enjoys spending his free time with his family and several volunteer boards.

For more details about his presentation, please go to the Keynotes & Distinguished Speaker Series section on page 20.

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
Conference Theme Keynote Speaker

The MAM welcomes “John W. Budd” to the MAM annual meeting, and proudly has him as our Conference Theme Keynote Speaker this year. He will make the 2016 Conference Theme Keynote presentation during the Friday Keynote Breakfast, and will be recognized during the Friday Luncheon.

John W. Budd is a Professor of Work and Organizations in the University of Minnesota’s Carlson School of Management, where he holds the Industrial Relations Land Grant Chair and is the Director of the Center for Human Resources and Labor Studies. He is a graduate of Colgate University and earned a Ph.D. degree in economics from Princeton University. Professor Budd is the author of Employment with a Human Face: Balancing Efficiency, Equity, and Voice (Cornell University Press), Labor Relations: Striking a Balance (McGraw-Hill/Irwin), Invisible Hands, Invisible Objectives: Bringing Workplace Law and Public Policy into Focus (with Stephen Befort, Stanford University Press), The Thought of Work (Cornell University Press), and numerous journal articles. Professor Budd has also been Director of Graduate Studies for the University of Minnesota’s graduate programs in Human Resources and Industrial Relations.

For more details about his presentation, please go to the Keynotes & Distinguished Speaker Series section on page 20.

Presentation Schedule Overview & Luncheons – Friday

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<th>Time</th>
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<th>11:45AM-1:15PM</th>
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Don’t Forget:

- Buses leaving Radisson for the Microsoft Campus Visit event at 1:30PM. **Be sure to have ID or passport with you!**
- Prairie Den Visit dovetailing the Microsoft event from 5:30-6:30PM
- “Easy and On-Your-Own” time in the evening of Downtown Fargo from 6:30-8:00PM
- Conclude a long productive day with “Jazz Combo Social Networking” back at Radisson, Cityscape Ballroom, 3rd Floor, from 8:00-10:30PM
## Presentation Schedule Overview & Luncheons – Saturday

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<td>Cityscape Ballroom, 3rd Floor, Radisson</td>
<td>Keynote Breakfast</td>
<td>Luncheon &amp; Recognitions</td>
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<tr>
<td>Richard H. Barry Hall, Atrium/Mezzanine/AgCountry Auditorium</td>
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<td>Richard H. Barry Hall, Room 20</td>
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<td>Entrepreneurship/Strategy Interaction (Session# 48)</td>
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<td>SOT Full Paper 2 (Session# 61)</td>
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<tr>
<td>Richard H. Barry Hall, Room 118</td>
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<td>PDW 4 (Session# 43) - Organized as a flow session; come in and go out anytime</td>
<td></td>
<td>Formative Interactions 1, 2, 3 (Session# 63, 64, 65)</td>
</tr>
<tr>
<td>Richard H. Barry Hall, Room 120</td>
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<td>Distinguished Speaker Presentation</td>
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<td>IRSC Full Paper 2 (Session# 58)</td>
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<tr>
<td>Richard H. Barry Hall, Room 126</td>
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<td>Case Session 1 (Session# 40)</td>
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<td>TIR 4 (Session# 62)</td>
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<tr>
<td>Richard H. Barry Hall, Room 262</td>
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<td>PDW 5 (Session # 44)</td>
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<td>PDW 6 (Session# 55) from 1:55-2:55PM</td>
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<tr>
<td>Richard H. Barry Hall, Room 266</td>
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<td>LEAD/OB Full Paper (Session# 51)</td>
<td></td>
<td>Conf. Theme 2 (Session# 56)</td>
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<td>Richard H. Barry Hall, Room 358</td>
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<td>TIR 3 (Session# 41)</td>
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<td>OB/HRD Interaction (Session# 60)</td>
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<td>Richard H. Barry Hall, Room 360</td>
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<td>EISB Symp. 1 (Session# 39)</td>
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<td>EISB Full Paper 2 (Session# 57)</td>
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<td>Richard H. Barry Hall, Room 368</td>
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<td>EISB Symp. 2 (Session# 42)</td>
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<td>LEAD/Ethics Interaction 2 (Session# 59)</td>
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<tr>
<td>Richard H. Barry Hall, Room 370</td>
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<td>MED 1 (Session# 46)</td>
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<td>OD Panel 5 (Session# 54) from 1:55-2:55PM</td>
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### Both Friday and Saturday Luncheons are sponsored by:

- NDSU College of Business
- Gate City Bank
- University of Northern Colorado
- Youngstown State University
- Williamson College of Business Administration
- Wright State University
- University of North Dakota
- Benedictine University
- Ambrose University
Keynotes & Distinguished Speaker Series

Conference Theme Keynote (Distinguished Speaker Series - Part 1)
Friday, October 7, 7:30 - 8:25AM (during breakfast), Radisson Hotel, Cityscape Ballroom, 3rd Floor
Title: The (Limited) Helpfulness of Academia in Managing the Changing Workforce
Keynote Speaker: John W. Budd, Carlson School of Management, University of Minnesota

Abstract: Effectively recruiting, retaining, motivating, and engaging workers are key challenges in many organizations. Academic research provides valuable insights for managers facing these challenges, but it is typically rooted in paradigms that homogenize the workforce. Research can help show managers the different reasons that workers work and what drives human behavior, but only managers can know their own employees’ motivations. Otherwise, applying research based on assumptions that do not fit a particular workforce will backfire. These assumptions and the potential for negative consequences will be explored. To make a positive difference, academic-business connections need to appreciate the (limited) helpfulness of research.

Bio: Please refer to the Conference Theme Keynote Speaker page for his bio.

Distinguished Speaker Series - Part 2
Friday, October 7, 8:35 - 11:35AM, Radisson Hotel, Corporate Room, 16th Floor
Title: Workshop on Latent Variable Techniques
Distinguished Speaker: Larry J. Williams, College of Business Administration, University of Nebraska Lincoln

Abstract: This workshop provides (a) introductory coverage of latent variable techniques, including confirmatory factor analysis and structural equation methods with latent variables, (b) discussion of special issues related to the application of these techniques in organizational research, and (c) a comparison of these techniques with traditional analytical approaches.

Bio: Larry J. Williams is the Donald and Shirley Clifton Chair of Survey Science and Professor of Management at University of Nebraska Lincoln. Prior to that, he was Professor of Management/Dean’s Research Chair and Professor Psychology at Wayne State University. He also was on the faculty at University of North Dakota, Virginia Commonwealth University and Purdue University after receiving his Ph.D. in organizational behavior from the Indiana University School of Business. Dr. Williams served as the Founding Editor of Organizational Research Methods (ORM), and he previously served as Consulting Editor for the Research Methods and Analysis section of the Journal of Management (1993-1996). He has been a member of the editorial board of Structural Equation Modeling: A Multidisciplinary Journal. Dr. Williams also has served as Chairperson for the Research Methods Division (RMD) of the Academy of Management. Dr. Williams established in 1997 and currently serves as Director of the Consortium for the Advancement of Research Methods and Analysis (CARMA), an interdisciplinary center devoted to helping faculty and students advance their knowledge of organizational and social science research methods and data analysis techniques. Among his recent accomplishments, in 2004 Dr. Williams was recognized by the Southern Management Association as an author of 2 of the 6 most highly cited articles in the 30 year history of the Journal of Management. He was also elected in 2004 to be a member of the Society for Organizational Behavior, an international group of approximately 80 leading scholars from the field of organizational behavior. In 2005, Dr. Williams was selected to be the recipient of the 2005 Distinguished Career Contributions Award by the Academy of Management’s Research Methods Division. In 2008, Dr. Williams was recognized as one of the 150 most-cited authors in the field of management (1981-2004) in an article published in the Journal of Management. He was elected a Fellow of the Society for Industrial Organizational Psychology in 2010. Finally, in 2015 he received the Academy of Management’s Distinguished Educator Award.

Midwest Scholar Keynote (Distinguished Speaker Series - Part 3)
Saturday, October 8, 7:30 - 8:25AM (during breakfast), Radisson Hotel, Cityscape Ballroom, 3rd Floor
Title: “Pull” in the Market: Building a Management Program to Ensure “In Demand” Graduates
Keynote Speaker/Midwest Scholar: Kenneth R. Thompson, Driehaus College of Business, DePaul University

Abstract: Recently, I had a dean say that companies do not want to pay the premium for MBAs, which has led a drop in demand. I wondered, why. Do we not provide the needed focus or require demonstrated development
that is worth the “premium?” In all cases, the fault for the drop in demand seems to be a function of program design, less on a fickle market. This presentation will focus on using an effective process to build an information flow to learn what employers require and translate these requirements into program design to build knowledge and skills for needed development of students in both graduate and undergraduate programs.

Bio: Please refer to the Midwest Scholar Recognition page for his bio.

Distinguished Speaker Series - Part 4
Saturday, October 8, 9:00 - 9:55AM, Richard H. Barry Hall, Room 120
Title: Why Are (Your) Supply Chain Disruptions Severe? Firm and Managerial Considerations
Distinguished Speaker: M. Johnny Rungtusanatham, Fisher College of Business, Ohio State University

Abstract: Supply chain disruptions are critical concerns for firms operating in the global economy. The good news is that there has been significant interest from both academics and practitioners on this topic. The bad news is that the topic has yet to reach consensus or closure. In this presentation, I will articulate several “quasi-informed” insights to answer the question of why firms face severe supply chain disruptions. These “quasi-informed” insights are conservative and thought-provoking since they are derived from (a) an ongoing (i.e., incomplete) review of literatures bases that, while overlapping, present ambiguity regarding the phenomenon of supply chain disruptions and (b) several research projects that are at different stages of completion.

Bio: M. Johnny Rungtusanatham (Ph.D., University of Minnesota) is Professor of Management Sciences in the Fisher College of Business at the Ohio State University, where he is also Faculty Director for Educational Technology and Academic Director for the Fisher EMBA: Energy. Prior to joining the Fisher College of Business in 2011, he held faculty and administrative positions at the University of Wisconsin-Madison, Arizona State University, and the University of Minnesota. Rungtusanatham is an awards-winning faculty member. His research into quality management, mass customization, supply chain design through buyer-supplier structural and relational dynamics, and online education have appeared in a number of prestigious academic and practitioner journals, such as the Academy of Management Review, Decision Sciences (DS), Decision Sciences Journal of Innovative Education (DSJIE), Journal of Operations Management, Journal of Supply Chain Management, Production Planning and Control (PPC), and Sloan Management Review. He and his co-authors received the Citation of Excellence in 2011 from Emerald Management Reviews for their 2007 article in the DS journal. His research has won the 2004 Best Paper Award from the PPC journal, the 2004 Best Paper Award from DSJIE, and the 2005 E. Grosvenor Plowman Best Paper Award from the Council of Supply Chain Management Professionals Annual Conference. He has also conducted research with, consulted with, and provided executive training for Arizona Public Services, CHS Inc., Chevron Corporation, Deere & Company, e-Bags.com, E-Source, Honeywell, Intel, LG Electronics, Medtronics, ON Semiconductor, Phelps Dodge, Seaquist Closures, United Technologies, and Zytec.

The Keynote Breakfasts and Distinguished Speaker Series are sponsored by:
Special Events & Receptions

**Welcome Reception & “Meet and Greet” New MAM Members**
Thursday October 6, 7:00PM - 10:30PM, Radisson Hotel, Cityscape Ballroom A, 3rd Floor
Meet MAM folks, welcome new members, and enjoy foods, ticket drinks, plus cash bar. For new members, this is a ‘must-attend’ event to get to know MAM’s senior members and to broaden your network.

**Microsoft Fargo Campus Visit**
Friday, October 7, 1:30PM – 5:00PM
Microsoft Fargo Campus is the second largest campus of Microsoft in North America. This Microsoft Fargo Campus Visit is a three-course event: (1) Microsoft Campus Tour, (2) Microsoft Panel Presentation/Discussion on “**Attracting, Leading, and Retaining Talent – The Microsoft Way**”, and (3) Reception hosted by the MBA Program of North Dakota State University (NDSU). Business representatives in this area are invited to this event to meet with our conference attendees. Enjoy the visit, presentation, and reception!

**Prairie Den Visit**
Friday, October 7, 5:30-6:30PM
Meet Fargo start-ups and enjoy light appetizers and snacks, plus free self-served drinks, and networking opportunities. This event is supported by Fargo-Moorhead Convention and Visitors Bureau and organized by Emerging Prairie. Enjoy an interesting change of place with this Prairie Den Visit!
Jazz Combo Social Networking
Friday October 7, 8:00PM - 10:30PM, Radisson Hotel, Cityscape Ballroom, 3rd Floor
More networking opportunities amidst live Jazz music from a half of dozen or so of musicians from the Inner City Sound band of Fargo South High School. Enjoy hors d’oeuvres, plus cash bar, and Jazz, all in one package.

“Inner City Sound is made up of musicians from the Fargo South High School Jazz Program. Inner City Sound performs regularly at Fargo South High School events, as well as at area business and community functions. The group was founded in 2015 and is known not only for their professionalism, but also for bringing a positive energy to any event through their performance. You are sure to enjoy the music of Inner City Sound.”

Closing Reception & Skyview Social Networking with Apollo Strings
Saturday October 8, 6:00PM - 10:30PM, Radisson Hotel, 16th Floor
One last impression with relaxing ambience on the highest floor of Radisson. Enjoy heavy hors d’oeuvres, plus cash bar, and live music from the Apollo Strings band from Moorhead High School.

***Note: Spouses/families of attendees also invited to the closing reception & Skyview Social Networking***

“The Apollo Strings is an auditioned string ensemble from Moorhead High School which performs for school and community events. The ensemble has a long tradition of performing string music that dates back to 1951. Founded by Vincent Pulicicchio, the Apollo Strings have performed not only in the Upper Midwest, but the ensemble has had performances in Europe, Mexico and throughout the United States. The Apollo Strings is directed by Jon Larson who has held that position since 2002.”

Welcome and Closing Receptions are sponsored by:
Doctoral Consortium

Thursday, October 6, 9:00AM - 4:30PM, Radisson Hotel, The Loft and Cityscape Ballroom B, 3rd Floor
Organizer: Kem Gambrell, Gonzaga University

Designed to bring together individuals who are currently working on their graduate degree. The intent is to create a supportive environment for conversation, development and equanimity regarding topics, such as research, publication, networking, and academic and non-academic career consideration and exploration. Discussion and meeting sessions are in The Loft, and plated lunch is provided in Cityscape Ballroom B. Pre-registration is required.

Doctoral Consortium is sponsored by:

Professional Development Workshops (PDW)

**PDW1: Workshop on Latent Variable Techniques** (---Distinguished Speaker Series---)
Friday, October 7, 8:35 - 11:35AM, Radisson Hotel, Corporate Room, 16th Floor
Organizer: Larry Williams, University of Nebraska Lincoln

**PDW2: The Value of Education Abroad**
Friday, October 7, 8:35-9:35AM, Radisson Hotel, Boardroom, 16th Floor
Organizers/Participants: Newell Wright and Jin Li, North Dakota State University

**PDW3: Living Case Studies: Widening the View of Organizational Performance**
Friday, October 7, 9:45 - 11:35AM, Radisson Hotel, Boardroom, 16th Floor
Organizer: Ramon Benedetto, University of Phoenix Chicago

**PDW4: Making Connections: Using Video Media to Enhance Learning in the Business Classroom** (**Showcase**)
Saturday, October 8, 10:00AM - 12:00PM, Richard H. Barry Hall, Room 118
Organizer: Jennifer Schultz, Metropolitan State University

**PDW5: Engaging High School Students in Entrepreneurship** (**Showcase**)
Saturday, October 8, 10:00 - 11:30, Richard H. Barry Hall, Room 262
Organizer: Shontarius Aikens, North Dakota State University

**PDW6: Academic Administration: What, Why, When, and How**
Saturday, October 8, 1:55-2:55PM, Richard H. Barry Hall, Room 262
Organizers/Participants: Jennifer Mencel, University of Minnesota Duluth, Dale Dwyer, University of Toledo, and Nancy Day, University of Missouri-Kansas City

**PDW7: For Novice, by Novice – How to get People Interested in Your Research!**
Saturday, October 8, 3:00-4:00PM, Richard H. Barry Hall, Room 262
Organizers/Participants: Rebecca Badawy and Ramesh Dangol, Youngstown State University
Showcase Panels and Papers***

Showcase Panels

**PANEL: Connecting Academics to Business through an Integrated Business Partnership Team**

Brenda Flannery, John Kaliski, Luke Howk, Bryan Hoffman, Minnesota State University-Mankato, and Don Morton, Microsoft

In the Conference Theme session on Friday October 7, 8:35 - 10:00AM, Radisson, Metropolitan, 3rd Floor

**PANEL: Executive Mentorship Program**

Jane Pettinger, Peter Geib, Minnesota State University Moorhead,
Ralf Mehnert-Meland,
Dustin Rietsema, Sterling Management LLC

In the Conference Theme session on Saturday October 8, 2:00 - 3:25PM, Richard H. Barry Hall, Room 266

Showcase Papers

**Selected Antecedents of Market Orientation: A Study of Small Independent Restaurants**

Giri Jogaratnam, Eastern Michigan University

In the Showcase session on Friday October 7, 8:35 - 10:00AM, Radisson, Prairie Rose Room A, 3rd Floor

**A New Approach to the Long-Term Performance Effect of National Cultural Differences in Cross-Border Acquisitions**

Zhi Huang, University of Kentucky, and Hong Zhu, Peking University HSBC Business School

In the SOT session on Friday October 7, 8:35 - 10:00AM, Radisson, Corner Room B, 16th Floor

**Learning to be Engaged: Leader/Employee Goal Orientation and Learning on Engagement and Performance**

Patrick Pollock, Genesis Systems Group, and Jessica Greenwald, St. Ambrose University

In the Showcase session on Friday October 7, 10:10 - 11:35AM, Radisson, Prairie Rose Room B, 3rd Floor

**Dyadic Perception Differences in an Impending Supply Disruption: The Effect of Agent Conflict Management Styles**

Hung-Chung Su, Yi-Su Chen, and Young Ro, University of Michigan – Dearborn

In the IRSC session on Saturday October 8, 10:35AM - 12:00PM, Richard H. Barry Hall, Room 120

***Note: Fewer than 10% of submissions recommended as “Showcase” pieces during the review process.***

Paper Award Winners and Nominees*

**Best General Management Paper Award Winner**

**Firm Competition for Sales Force Owned Customer Loyalty**

Somnath Banerjee, North Dakota State University, and Axel Stock, University of Central Florida

In the IRSC session on Saturday October 8, 10:35AM - 12:00PM, Richard H. Barry Hall, Room 120

**Best Behavioral Management Paper Award Winner**

**Corporate Social Responsibility, Organizational Development, and the Role of National Culture**

Namporn Thanetsunthorn, Defiance College, and Rattaphon Wuthisatian, Southern Oregon University

In the OD session on Saturday October 8, 10:00AM - 12:00PM, Richard H. Barry Hall, Room 370
Best Student Paper Award Winner (Qualitative)

*A Typology of Innovation Narratives: Structuring Stories to Sustain or Transform the Organizational Code*
Emily Bulger, University of Pittsburgh
In the Showcase session on Friday October 7, 8:35 - 10:00AM, Radisson, Prairie Rose Room A, 3rd Floor

Best Student Paper Award Winner (Quantitative)

*Demographic Differences in Protean, Boundaryless, and Exploratory Career Orientations: A Comprehensive Meta-Analysis*
Jack Kostal and Brenton Wiernik, University of Minnesota
In the Showcase session on Friday October 7, 10:10 - 11:35AM, Radisson, Prairie Rose Room B, 3rd Floor

Best Paper Award Nominees

*Black vs. White Owned New Venture Performance: A Study of Mediating Effects*
Mayank Jaiswal, Georgia Institute of Technology
In the Showcase session on Friday October 7, 8:35 - 10:00AM, Radisson, Prairie Rose Room A, 3rd Floor

*The Case of the Fargo Theatre: Challenges in Managing an Icon*
Dereck Ostdahl, Wayne Eastman, and Karen Froelich, North Dakota State University
In the Case session on Saturday October 8, 9:00 - 10:25AM, Richard H. Barry Hall, Room 126, 1st Floor

*The Relationship between Conceptual Skills and Organizational Strategy Alignment within the Information Technology Context*
Allan Bernard, Wartburg College, and Eric Grube, Metropolitan State University
In the SOT session on Saturday October 8, 2:00 – 3:25PM, Richard H. Barry Hall, Room 20 (ground level/basement)

Note: *Fewer than 5% of submissions nominated for Best Paper Awards during the review process.*

**The authors of the award winners will receive book credits as a prize from SAGE**

Impactful Research Idea Award Winner†

*Exploring the Antecedents of Servant Leader Behaviors in College Students: An Initial Investigation*
Curtis D. Beck, Concordia University, and Ronda M. Smith, Ball State University
In the TIR session on Saturday October 8, 2:00 – 3:25PM, Richard H. Barry Hall, Room 126

Impactful Research Idea Award Nominees†

*Strategic Entrepreneurship in Family Business: A Cognitive Perspective*
Shiva Nadavulakere, Saginaw Valley State University, and Anushri Rawat, Eastern Michigan University
In the TIR session on Friday October 7, 10:10 - 11:35AM, Radisson, Corner Room A, 16th Floor

*Coordination and Mitigation of Inter-firm Hazards*
Ghiyoung Im, University of Louisville, Jason Chung, Transform International Education Foundation, and Ji Ho Kim, Transform International Education Foundation
In the TIR session on Friday October 7, 10:10 - 11:35AM, Radisson, Corner Room A, 16th Floor

*Supporting Role Innovation: Does Organizational or Supervisor Support best explain the Role Innovation-Job Performance Relationship?*
Danielle Graham
In the TIR session on Saturday October 8, 9:00 – 10:25AM, Richard H. Barry Hall, Room 358

Note: †Impactful Research Idea Award Winner and Nominees rated during the review process as the top four of 28 short papers submitted to the Toward Impactful Research track.
Junior Faculty and Graduate Student Scholarships

The MAM has the commitment to support junior faculty and graduate students for their travels to the annual MAM conference. This year, the MAM has expanded its scholarship program to $4,500 to provide partial travel support to junior faculty and graduate students. This scholarship amount is then divided into five junior faculty scholarships ($500 each) and eight graduate student scholarships ($250 each). The finalists for the scholarships are as follows, and the MAM Membership/Scholarship Committee will announce the recipients and will award the scholarships during the Luncheon & Recognition on Saturday (12:10-1:50PM), Richard H. Barry Hall, AgCountry Auditorium (Room 140).

Finalists for Junior Faculty Scholarships

John Fazio, Marietta College  
Stephen Forsha, William Woods University  
Kyung Moon Kim, West Virginia University Institute of Technology  
Vance Lewis, University of Central Arkansas  
Patricio Mori, Montana State University Billings  
Lucinda Parmer, Miami University  
Kevin Schneider, Oral Roberts University  
Caren Rodrigues, St. Joseph’s College of Business Administration  
Julie Rothbardt, Monmouth College

Junior Faculty Scholarships are sponsored by:

Finalists for Graduate Student Scholarships

Anthony Adamgbo, Benedictine University  
Greg Beaver, University of Minnesota  
Emily Bulger, University of Pittsburgh  
Hyeran Choi, University of Illinois at Urbana-Champaign  
Mayank Jaiswal, Goregia Institute of Technology  
Sumeet Jhamb, Southern Illinois U. Carbondale  
Clark Johnson, Saint Louis University  
Jaewoo Kim, Purdue University  
Samuel Kusi, University of Vaasa  
John Lecounte, Texas A&M University  
Uzonna Olumba, Benedictine University  
Shubham Singh, University of Toledo  
Manojprabhakaran Thirupal, Gonzaga University  
Oleksandr Tkachenko, University of Minnesota  
Hongguo Wei, Case Western Reserve University  
Xiaoyu Yang, University of Wisconsin-Milwaukee

Graduate Student Scholarships are supported by the MAM’s Graduate Student Endowment Fund.
### Program Schedule by Day

#### THURSDAY PROGRAM

**1: Exhibitor Display**  
8:30 - 17:00PM and 18:30 - 20:30PM, Radisson Hotel, 3rd Floor  
*Tricia Haskell, The Case Centre*

**2: Doctoral Consortium**  
9:00 - 16:30, Radisson Hotel, The Loft/City B, 3rd Floor  
Chair: *Kem Gambrell*, Gonzaga University

**3: MAM Board Meeting (open to MAM members)**  
17:30 - 18:30, Radisson Hotel, Metropolitan, 3rd Floor  
Chair: *Sharon Heilmann*, Wright State University

**4: Conference Registration (Pre-registrants only)**  
18:30 - 20:00, Radisson Hotel, 3rd Floor  
Chair: *Dale Dwyer*, University of Toledo

**5: Welcome Reception**  
19:00 - 20:30, Radisson Hotel, City A, 3rd Floor  
Chair: *Sharon Heilmann*, Wright State University

**6: “Meet and Greet” New MAM Members**  
20:30 - 22:30, Radisson Hotel, City A, 3rd Floor  
Chair: *Brandon Soltwisch*, University of Northern Colorado

#### FRIDAY PROGRAM

**7: Breakfast**  
7:00 - 8:25, Radisson Hotel, Cityscape Ballroom, 3rd Floor

**8: Conference Registration**  
7:00 - 12:00, Radisson Hotel, 3rd Floor  
Chair: *Dale Dwyer*, University of Toledo

**9: Exhibitor Display**  
7:00 - 12:00, Radisson Hotel, 3rd Floor  
*Tricia Haskell, The Case Centre*

#### KEYNOTE & DISTINGUISHED SPEAKER PRESENTATIONS

**10: Conference Theme Keynote (Distinguished Speaker Series - Part 1)**  
7:30 - 8:25, Radisson Hotel, Cityscape Ballroom, 3rd Floor  
Title: *The (Limited) Helpfulness of Academia in Managing the Changing Workforce*  
Keynote Speaker: *John W. Budd*, University of Minnesota

**11: Distinguished Speaker Series - Part 2 (PDW1)**  
8:35 - 11:35, Radisson Hotel, Corporate Room, 16th Floor  
Title: *Workshop on Latent Variable Techniques*  
Distinguished Speaker: *Larry J. Williams*, University of Nebraska Lincoln

#### PAPER, PDW, AND PANEL SESSIONS

**12: Conference Theme 1: Bridging Business and Academia**  
8:35 - 10:00, Radisson Hotel, Metropolitan 3rd Floor  
Session Chair/Discussant: *Eduardo Pablo*, Minnesota State University Moorhead  
*PANEL: Bridging the Academia – Practice Gap in the Business School Classroom*  
*Jeff Hicks*, University of Texas at Dallas  
*Michael Krush*, North Dakota State University  
*Derek Lehmberg*, North Dakota State University  
*PANEL: Connecting Academics to Business Through an Integrated Business Partnership Team*  
*Brenda Flannery*, Minnesota State University-Mankato  
*John Kaliski*, Minnesota State University-Mankato  
*Luke Howk*, Minnesota State University-Mankato  
*Bryan Hoffman*, Minnesota State University-Mankato  
*Don Morton*, Microsoft  
***Showcase Panel***

**13: EISB Showcase: Drive Behind New Ventures and Innovations**  
8:35 - 10:00, Radisson, Prairie Rose Room A, 3rd Floor
Selected Antecedents of Market Orientation: A Study of Small Independent Restaurants
Giri Jogaratnam, Eastern Michigan University
***Showcase Paper***

Black vs White Owned New Venture Performance: A Study of Mediating Effects
Mayank Jaiswal, Georgia Institute of Technology
***Best Paper Award Nominee***

A Typology of Innovation Narratives: Structuring Stories to Sustain or Transform the Organizational Code
Emily Bulger, University of Pittsburgh
***Best Student Paper Award Winner (Qualitative)***

14: HRD Full Paper 1: Those Complex Millennials!
8:35 - 10:00, Radisson Hotel, Prairie Rose Room B, 3rd Floor
Session Chair/Discussant: Shelly McCallum-Ferguson, Saint Mary's University of Minnesota

Are Millennials Really All That Different? What Do Different Generations Want from Work?
Tim Peterson, North Dakota State University
Claudette Peterson, North Dakota State University
Sydney Thielbar, North Dakota State University

Entitled to Opportunity: A Three-Study Analysis of the Millennial Generation and how Work Preferences Relate to Job Choice and Motivation
Bethany Cockburn, University of Iowa
Shuang Liu, University of Iowa
Amy Cockburn, Grace College

Building high Quality LMX Relationships with the Future Millennial Workforce: An exploratory Qualitative Study
Shontarius D. Aikens, Concordia College
Katherine L. G. Tulibaski, North Dakota State University
Kay Hopkins, North Dakota State University

15: OB Full Paper 1: Cognition, Perception, and Psychology at Work
8:35 - 10:00, Radisson Hotel, Loft, 3rd Floor
Session Chair/Discussant: Oleksandr Tkachenko, University of Minnesota

You Can see the Forest and the Trees: Negotiators’ Focus and Creative Agreements
Hyeran Choi, University of Illinois at Urbana-Champaign

The Role of Perceived Organizational Support and Emotional Intelligence on Job Satisfaction and Intention to Quit
John Fazio, Marietta College
Randi Sims, Nova Southeastern University
Baiyun Gong, Nova Southeastern University
Yuliya Yurova, Nova Southeastern University
Willingness to Share Knowledge: The Influence of Psychological Capital
Ronda M. Smith, Ball State University
Gwendolyn M. Combs, University of Nebraska-Lincoln
Shruti R. Sardeshmukh, University of South Australia

Role Commitments, Life Balance, and Gender Difference: A Cross-Country Perspective
Xiaoyu Yang, University of Wisconsin-Milwaukee
Margaret Shaffer, University of Wisconsin-Milwaukee
Yanfen You, University of Wisconsin-Milwaukee
Anne Marie Francesco, Hong Kong International Management Consulting Company
Theresa Lau, Hong Kong Polytechnic University
Janice Joplin, Southern Illinois University Edwardsville

16: SOT Full Paper 1: Corporate Strategies and Capabilities
8:35 - 10:00, Radisson Hotel, Corner Room B, 16th Floor
Session Chair: Mona Bahl, Youngstown State University
Discussant: Rick Moran, University of Wisconsin-Superior

When Subsidiaries Follow their Parents’ CSR Focus: The Influence of Organizational Characteristics
Caren Rodrigues, St. Joseph's College of Business Administration
Anup Krishnamurthy, St. Joseph's College of Business Administration

The Influence of Absorptive Capacity Capabilities and Employee Turnover on Firm Performance: An Empirical Study
Mona Bahl, Youngstown State University
Aldas Kriauciunas, Purdue University
Nandini Lahiri, Temple University

Examining Competing Explanations of Acquisition Divestment
Sina Amiri, Iowa State University
David King, Iowa State University

A New Approach to the Long-Term Performance Effect of National Cultural Differences in Cross-Border Acquisitions
Zhi Huang, University of Kentucky
Hong Zhu, Peking University HSBC Business School

17: TIR 1 - OB/Leadership
8:35 - 10:00, Radisson Hotel, Corner Room A, 16th Floor
Session Chair: Wooyang Kim, Minnesota State University Moorhead
Discussant: Lawrence Trossen, St. Ambrose University

Does Service Learning Make Student-workers Better Soldiers at Work? The Role of Service Learning, Work-to-school Facilitation, and School-to-work Facilitation in Organizational Citizenship Behaviors.
Frazier Clark, University of Wisconsin-Stout
Rebecca Wyland, University of Wisconsin-Eau Claire
Do You See What I See? Mutual Awareness of Dyadic Conflict Between Teammates
Eric Neuman, Creighton University
Ariel Avgar, University of Illinois at Urbana-Champaign
Mixed Signals: The Interactive Effects of Share Repurchases and Scope Decisions on Abnormal Returns
Jose Luis Iglesias, Viterbo University and University of Florida
Toward a Place for Grace in Management Research
Dave O’Connell, St. Ambrose University
Debunking Leadership Stereotypes in Children through Storytelling
Jay Caulfield, Marquette University
Calley Hostad, Marquette University

18: PDW2: Organizing Study Abroad
8:35 - 9:35, Radisson Hotel, Boardroom, 16th Floor
Organizer: Newell Wright, North Dakota State University
PDW Title: The Value of Education Abroad
Participants: Newell Wright and Jin Li, North Dakota State University

19: OD Panel 1: Strategic OD
9:00 - 9:50, US Bank Meeting Room
Session Chair: Therese Yaeger, Benedictine University
Discussant: Gilles Guyot
PANEL: Engaging Business - Strategic OD
Therese Yaeger, Benedictine University
Gretel Stock-Kupperman, Viterbo University
Jessica "DJ" Himstedt, Strategic Talent Solutions
Donald B. Harris, Strategic Resource, Inc.
Tricia Riedl, The Boeing Company
Elaine Alexander, The Evanston Group

20: PDW3: Living Case Studies
9:45 - 11:35, Radisson Hotel, Boardroom, 16th Floor
Organizer: Ramon Benedetto, University of Phoenix Chicago Campus
PDW Title: Living Case Studies: Widening the View of Organizational Performance
Participant: Ramon Benedetto, University of Phoenix Chicago Campus

21: OD Panel 2: Teams and Global Perspectives
9:55 - 10:45, US Bank Meeting Room
Session Chair: Peter Sorensen, Benedictine University
Discussant: Namporn Thanetsunthorn, Defiance College
PANEL: Making Connections: Teams and Global Perspectives
Peter Sorensen, Benedictine University
Peng Zhang, Benedictine University
Clifford Hill, Lundbeck Pharmaceuticals
Kim Adams, Benedictine University
Lisa Farinelli, National Institutes of Health

22: EISB Full Paper 1: Influencing Factors of Entrepreneurial Success
10:10 - 11:35, Radisson Hotel, Prairie Rose Room A, 3rd Floor
Session Chair/Discussant: Wooyang Kim, Minnesota State University Moorhead
The Impact of Top Management Teams Education on Firm Performance in Young IPO Firms: Moderating Roles of the Institutional Ranking
KyungMoon Kim, West Virginia University Institute of Technology
Psychological Capital and Entrepreneurial Success: Toward a Conceptual Model
Kristi Bockorny, Northern State University
Carolyn Youssef-Morgan, Bellevue University
The Influence of Proactive Personality on Entrepreneurial Self efficacy as Mediated Through New Resource Skills
Ronda M. Smith, Miller College of Business Ball State University
Shruti R. Sardeshmukh, UniSA Business School University of South Australia
Word-of-Mouth and the Brand Image of Small Businesses: A Consumer Expectations Lens
Anup Krishnamurthy, St. Joseph's College of Business Administration
Caren Rodrigues, St. Joseph's College of Business Administration

23: HRD/LEAD/OB Showcase: Leader Development & Careers
10:10 - 11:35, Radisson Hotel, Prairie Rose Room B, 3rd Floor
Session Chair/Discussant: Nancy Day, University of Missouri-Kansas City
Developing leadership talent: The role of making connections
Shelly McCallum-Ferguson, Saint Mary's University of MN
Monica Forret, St. Ambrose University
A Rising Tide Lifts All Boats: An Evaluation of a Leadership Development Program and Measurement of Development Progress
Mark Whitmore, Kent State University
Tiffany Ackerman, Minnesota State University
Chad Luxenburg, Scitrain ltd.
Learning to be Engaged: Leader/Employee Goal Orientation and Learning on Engagement and Performance  
**Showcase Paper**  
Patrick Pollock, Genesis Systems Group  
Jessica Greenwald, St. Ambrose University  
***Showcase Paper***

Demographic Differences in Protean, Boundaryless, and Exploratory Career Orientations: A Comprehensive Meta-Analysis  
Jack Kostal, University of Minnesota  
Brenton Wiernik, University of Minnesota  
***Best Student Paper Award Winner (Quantitative)***

24: LEAD/Ethics Interaction 1: Leadership in Entrepreneurial Settings and Ethical Considerations  
10:10 - 11:35, Radisson Hotel, Metropolitan 3rd Floor  
Session Chair: Uzonna Olumb, Benedictine University  
Discussant: Richard Tarpey, Middle Tennessee State University  
Think Fast, Act Faster – Management and Leadership in the Agile World  
Steven Wille, Colorful Leadership  
James Rairdon, National American University  
Family Leadership Succession and Firm Performance: The Moderating Effect of Tacit Idiosyncratic Firm Knowledge  
Ralph Williams Jr., Middle Tennessee State University  
Torsten Pieper, Kennesaw State University  
Amy Henley, Kennesaw State University  
Casting a Long Shadow: Leader-leader Relationship and Employee Citizenship Behavior  
Jeffrey Muldoon, Emporia State University  
Satvir Singh, Emporia State University  
Prajya Vidyarthi, University of Texas at El Paso  
Antecedents to Green Purchasing  
Patrick O’Leary, St. Ambrose University  
Thomas Quinlan, St. Ambrose University  
Deterring Student Cheating: Detection and Punishment versus Academic Integrity Policy.  
Jaewoo Kim, Purdue University  
Chris Berger, Purdue University  

25: OB Full Paper 2: Addressing Challenges in Organizations: Change and Fit Issues  
10:10 - 11:35, Radisson Hotel, Loft, 3rd Floor  
Session Chair/Discussant: Jennifer Mencel, University of Minnesota Duluth  
Organizational Change and Work Engagement: the Mediating Effect of Leadership  
Jay Caulfield, Marquette University  
Tony Senger, Marquette University  
Change Management Overlooked: Physician Accounts from Three Major Midwest Hospitals  

Michele Heath, Cleveland State University  
Tracy Porter, Cleveland State University  
Defining Employee Realities: Lessons from Identity Theory on How Leaders Influence Employee Fit Perceptions  
Rebecca Badawy, Youngstown State University  
Brooke Shaughnessy, Ludwig-Maximilians Universität München  
Robyn Broer, Canisius College  
Sebastian Boland, Youngstown State University  
Darren Tredway, University at Buffalo  
Do You See What I See? The Role of Homophily in Shared Organizational Social Structure Schema  
Joshua Marineau, North Dakota State University  
Sukumarup Krishnakumar, Keck Graduate Institute  

26: TIR 2 - Entrepreneurship/Supply Chain Operations  
10:10 - 11:35, Radisson Hotel, Corner Room A, 16th Floor  
Session Chair: Arun Pillutla, St. Ambrose University  
Discussant: Anil Vegiragu, St. Ambrose University  
A Conceptual Re-examination of Project Management Maturity, Organizational Learning Capability, Organizational Culture, Perceived Multi-Project Success and Perceived Firm Performance  
Sumeet Jhamb, Southern Illinois University Carbondale  
Strategic Entrepreneurship in Family Business: A Cognitive Perspective  
Shiva Nadavulakere, Saginaw Valley State University  
Anushri Rawat, Eastern Michigan University  
***Impactful Research Idea Award Nominee***

An Exploration of Immigrant Entrepreneurs’ Motivations for the Use, and Contribution to Their Co-ethnic Community’s Social Capital  
Claudia Gomez, Kent State University at Stark  
Yasanthi Perera, Brock University  
Judith Weisinger, Case Western Reserve University  
David Tobey, Dogs-to-Stars Enterprises  
Coordination and Mitigation of Inter-firm Hazards  
Ghiyoung Im, University of Louisville  
Jason Chung, Transform International Education Foundation  
Ji Ho Kim, Transform International Education Foundation  
***Impactful Research Idea Award Nominee***

New Technology Integration in Old Supply Networks: The Case of Sustainability Capability Development in the Automotive Industry  
Young Ro, University of Michigan at Dearborn  
DP Golf Center: Leveraging the Entrepreneurial Network  
John Orr, Webster University
27: OD Panel 3: Contemporary Issues in OD  
10:50 - 11:40, US Bank Meeting Room  
Session Chair: Peter Sorensen, Benedictine University  
Discussant: William Towns, Benedictine University  

PANEL: Making a Difference: Contemporary Issues in Organization Development  
Peter Sorensen, Benedictine University  
Russ Barnes, Systron Consulting  
Shavonne Ri’Chard, Accretive Health  
Agnes Therady, Cook County Health and Hospitals Systems  
Ellen Winter, Organizational Architects, Inc.  
Jiayi Yu, Health Industry Investment Co. Ltd.

28: OD Panel 4: Structures & Technology  
10:50 - 11:40, Radisson Hotel, Corner Room B, 16th Floor  
Session Chair: Therese Yaeger, Benedictine University  
Discussant: Bryan McCusker, Benedictine University  

PANEL: Organizational Design: Structures and Technology  
Therese Yaeger, Benedictine University  
John P. Burns, Flint Hills Resources  
Jiang Charles Chang, Benedictine University  
Sotiraq Guta, Consultant  
Dan Jostes, US Military Processing Command  
Donna Ogle, Waubonsee Community College

LUNcheon & MAM Business Meeting

29: Luncheon & MAM Business Meeting  
11:45 - 13:15, Radisson Hotel, Cityscape Ballroom, 3rd Floor  
Business Meeting Chair: Sharon Heilmann, Wright State University

MICROSOFT SOCIAL EVENT

30: Microsoft Fargo Campus Visit  
13:30 - 17:00, Microsoft Fargo Campus, Executive Briefing Center  
Event Chair: Karen Froelich, North Dakota State University  
Host Coordinators: Gabby Crary, Star-Anne Schank, and Chad Sogge, Microsoft

***Important Note: ID or passport is required for Microsoft check in***

PRAIRIE DEN SOCIAL EVENT

31: Prairie Den Visit  
17:30 - 18:30, Prairie Den, 122 1/2 N Broadway  
Event Chair: Lindsay Breuler, Emerging Prairie

NETWORKING

32: President’s Circle Dinner (by MAM President’s Invitation Only)  
18:40 - 20:15, Toscana, 202 Broadway N  
Chair: Sharon Heilmann, Wright State University

33: Jazz Combo Social Networking (Open to All Attendees)  
20:00 - 22:30, Radisson Hotel, Cityscape Ballroom, 3rd Floor

SATURDAY PROGRAM

34: Breakfast  
7:00 - 8:25, Radisson Hotel, Cityscape Ballroom, 3rd Floor

KEYNOTE & DISTINGUISHED SPEAKER PRESENTATIONS

35: Midwest Scholar Keynote (Distinguished Speaker Series - Part 3)  
7:30 - 8:25, Radisson Hotel, Cityscape Ballroom, 3rd Floor  
Title: “Pull” in the Market: Building a Management Program to Ensure “In Demand” Graduates  
Keynote Speaker/Midwest Scholar: Kenneth R. Thompson, DePaul University

36: Distinguished Speaker Series - Part 4: Presentation on Supply Chain Disruptions  
9:00 - 9:55, Richard H. Barry Hall, Room 120  
Title: Why Are (Your) Supply Chain Disruptions Severe? Firm and Managerial Considerations  
Distinguished Speaker: M. Johnny Rungtusanatham, Ohio State University
REGISTRATION & EXHIBITION

37: Conference Registration
9:00 - 12:00, Richard H. Barry Hall, 1st Floor
Chair: Dale Dwyer, University of Toledo

38: Exhibitor Display
9:00 - 17:00, Richard H. Barry Hall, 1st Floor
Tricia Haskell, The Case Centre

PAPER, PDW, AND PANEL SESSIONS

39: EISB Symposium 1: Entrepreneur in Residence
9:00 - 9:55, Richard H. Barry Hall, Room 360
Session Chair/Discussant: Craig Silvernagel, South Dakota State University
SYMPOSIUM: The Emerging Entrepreneur in Residence: An Affordable and Uniquely Impactful Model for Connecting Students, Entrepreneurs, and the Community. Program outcomes from South Dakota State University.
Craig Silvernagel, South Dakota State University
Barb Heller, South Dakota State University
Jennifer Quail, Brookings Economic Development Corporation
David Dvorak, Field of View, LLC

40: Case Session 1: Case writing in different contexts
9:00 - 10:25, Richard H. Barry Hall, Room 126
Session Chair/Discussant: Arun Pillutla, St. Ambrose University
Human Resources Management (HRM) Practices at Integrity Construction Services (ICS)
Alec Zama, Grand View University
The Case of the Fargo Theatre: Challenges in Managing an Icon
Dereck Ostdahl, North Dakota State University
Wayne Eastman, North Dakota State University
Karen Froelich, North Dakota State University
**Best Paper Award Nominee**
An American Genesis in Japan
Arun Pillutla, St. Ambrose University
Gary Wolbers, St. Ambrose University

41: TIR 3 - HR/Innovation
9:00 - 10:25, Richard H. Barry Hall, Room 358
Session Chair: Jay Caulfield, Marquette University
Discussant: Drew Debrey, St. Ambrose University
Antecedents of CFO Performance
Lance Radziej, Metropolitan State University
Supporting Role Innovation: Does Organizational or Supervisor Support best explain the Role Innovation-Job Performance Relationship?
Danielle Graham
***Impactful Research Idea Award Nominee***
The Psychological Contract: Investigating Absenteeism
Danielle Cloutier, Winona State University
Jana Craft, Winona State University
Galactic Human Resources
Lawrence Tro, St. Ambrose University
Tensions between Creativity and Compensation: Clarifying the Effects of Pay-Based Extrinsic Motivation on Creative Performance
Hilary Schloemer, University of Kansas
Dongni Wan, University of Kansas
Morticianing in Adapting to Learning-based Engagement
Anil Vegiraju

42: EISB Symposium 2: Entrepreneurship and Small Businesses
10:00 - 10:55, Richard H. Barry Hall, Room 360
Session Chair/Discussant: Paul Brown, North Dakota State University
SYMPOSIUM: Entrepreneurship and Small Businesses: Promises, Challenges, and Best Practices
Paul Brown, North Dakota State University
Tom Clement, University of North Dakota
Matt Magness, Concordia College

43: PDW 4: Using Video Media in Classroom
10:00 - 12:00, Richard H. Barry Hall, Room 118
Organizer: Jennifer Schultz, Metropolitan State University
PDW Title: Making Connections: Using Video Media to Enhance Learning in the Business Classroom
Participants: Jennifer Schultz, Metropolitan State University, Tracy H. Porter, Cleveland State University, Barton M. Sharp, Northern Illinois University, Sunyoung Park, Louisiana State University, Brandon Soltwisch, University of Northern Colorado, Sharon Heilman, Wright State University, Hongguo Wei, Case Western Reserve University, Alexis Downs, University of Oklahoma, and Kathleen Barnes, William Paterson University
***Showcase PDW***

44: PDW 5: Engaging High School Students in Entrepreneurship
10:00 - 11:30, Richard H. Barry Hall, Room 262
Organizer: Shontarius D. Aikens, North Dakota State University
PDW Title: We Built It, and They Came! A Partnership Between NDSU, Junior Achievement, Gallup, and the Fargo/West Fargo Public Schools to Engage High School Students in Entrepreneurship

Participants: Shontarius D. Aikens, North Dakota State University, Tim O. Peterson, North Dakota State University, Lisa Metzger, Junior Achievement of The Upper Midwest, Inc., Carole Crary, West Fargo High School (West Fargo, ND), Janae Helvik, Sheyenne High School (West Fargo, North Dakota), Jason Holland, Davies High School (Fargo, North Dakota), Sangeeta Bharadwaj Badal, Gallup, Inc., and Todd Johnson, Gallup, Inc.

***Showcase PDW***

45: OD Full Paper 1: OD in Action
10:00 - 12:00, Richard H. Barry Hall, Room 370
Session Chair/Discussant: Gilles Guyot
Corporate Social Responsibility, Organizational Development, and the Role of National Culture
Namporn Thanetsunthorn, Defiance College
Rattaphon Wuthisatian, Southern Oregon University
***Best Behavioral Management Paper Award Winner***
AACSBB Accreditation as an Intervention to Boost Applications at Graduate Business Schools
David Brauer, Robert Morris University
Directionally Challenged
Bryan McCusker, Benedictine University
Time to Grow Up: Systemic Thinking is Not Learned, It Develops
Steven Page
Conceptual Evolution of Workforce Training and Development
Becky Lyons, North Dakota State University
Tim Peterson, North Dakota State University

46: MED 1: Emerging Issues in Business and Management Education
10:00 – 12:00, Richard H. Barry Hall, Room 368
Session Chair/Discussant: Sunil Ramlall, Cardinal Stritch University
Making the Case for Sociotechnical Systems in Higher Education
Uzonna Olumba, Benedictine University
Tweet or Not to Tweet: That Is the Question Twitter as A Pedagogical Tool In Undergraduate Management And Marketing Classes
Marilyn Eastman, Morningside College
Anne Power, Morningside College
An Effective MBA: Perspectives of Students, Faculty, and Employers
Sunil Ramlall, Cardinal Stritch University
Dhanmati Ramlall, Century College

Leadership in the Real/Reel World: A Memo to Self-development
Gregory Patton, Luther College
Virtue and Moral Development, Changing Ethics Instruction in Business School Education
Stephen Forsha, William Woods University

47: Case Session 2: Cases & Concerns
10:35 - 12:00, Richard H. Barry Hall, Room 126
Session Chair/Discussant: Derek Lehmberg, North Dakota State University
Case Characteristics and Student Team Grade: An Empirical Analysis
Timothy Harper, Skidmore College
Barbara Norelli, Skidmore College
Mary Taber, Skidmore College

PANEL: Evolving Toward Extinction of ‘Good’ Case Studies?
John Vitton, University of North Dakota
Derek Lehmberg, North Dakota State University
Peter Geib, Minnesota State University Moorhead
Arun Pillutla, St. Ambrose University

10:35 - 12:00, Richard H. Barry Hall, Room 20
Session Chair: Patricio Mori, Montana State University Billings
Discussant: Sumeet Jhamb, Southern Illinois University Carbondale
Ambidexterity in Startups: Addressing a Research Gap
Patricio Mori, Montana State University Billings
Ethnic Minority Entrepreneurs and Technology Usage: Culture, Resistance, Self-Efficacy
Denise E. Williams, Metropolitan State University
Monica C. Gavino, San Jose State University
David Jacobson, Metropolitan State University
Effective Strategic Planning Activities for Entrepreneurs
Rick Moran, University of Wisconsin - Superior
From the Transnational to the BoP Approach to Global Strategy: Opportunities and Challenges
Kevin Schneider, Oral Roberts University
Do Competitors Always Matter? An Examination of Divestment Decisions in the U.S. Insurance Industry
Ana Elisa Iglesias, University of Wisconsin-La Crosse

49: HRD Full Paper 2: Managing Across Diverse Boundaries
10:35 - 12:00, Richard H. Barry Hall, Room 358
Session Chair/Discussant: Gregory Beaver, University of Minnesota
Cross Racial Identity and Career Optimism  
Shelby Hubbard, Murray State University  
Janice Super, Murray State University

A Study of Institutional, Psychological and Behavioral Factors: Their Impact on Latino Student Success at an HSI  
Monica Gavino, San Jose State University  
Ekundayo Akinlade, Saint Xavier University  
James Hagen, Saint Xavier University

How Country-Level Factors Affect Expatriates’ Adjustment  
Caren Rodrigues, St. Joseph’s College of Business Administration

Expatriate Support Network and Work Adjustment from Identity and Network Perspectives: The Mediating Role of International Employee Identity  
Lu Zuo, West Virginia University  
Joyce Heames, West Virginia University

50: IRSC Full Paper 1: Dynamics in Supply Chain and Exchange Relationships  
10:35 - 12:00, Richard H. Barry Hall, Room 120  
Session Chair: Yi-Su Chen, University of Michigan - Dearborn  
Discussant: Somnath Banerjee, North Dakota State University

Information Asymmetry in Budget Allocation: An Analysis of the Truth-Inducing Incentive Scheme  
Yun Zhou, North Dakota State University  
Joseph Szmerekovsky, North Dakota State University  
Yarong Yang, North Dakota State University

Dyadic Perception Differences in an Impending Supply Disruption: The Effect of Agent Conflict Management Styles  
Hung-Chung Su, University of Michigan – Dearborn  
Yi-Su Chen, University of Michigan – Dearborn  
Young Ro, University of Michigan – Dearborn

***Showcase Paper***  
Firm Competition for Sales Force Owned Customer Loyalty  
Somnath Banerjee, North Dakota State University  
Axel Stock, University of Central Florida

***Best General Management Paper Award Winner***  
51: LEAD/OB Full Paper: Team and Performance  
10:35 - 12:00, Richard H. Barry Hall, Room 266  
Session Chair/Discussant: Carolyn Wiley, Roosevelt University

Supervisor to Coworker Social Undermining: The Moderating Roles of Employee Bottom-Line Mentality and Employee Self Efficacy  
Gabi Eissa, University of Wisconsin - Eau Claire  
Rebecca Wyland, University of Wisconsin - Eau Claire  
Ritu Gupta, IFHE University

Goal Orientations and Team Performance  
Maria Hamdani, University of Akron

Sorin Valcea, Cleveland State University  
Brett Bradley, University of Oklahoma

Courage in the Workplace: The Effects of Managerial Level and Gender on the Relationship between Behavioral Courage and Job Performance  
Oleksandr Tkachenko, University of Minnesota  
Louis Quast, University of Minnesota  
Wei Song, University of Minnesota  
Soebin Jang, University of Minnesota

52: EISB Symposium 3: Perspectives of Women in Entrepreneurship  
11:00 - 11:55, Richard H. Barry Hall, Room 360  
Session Chair/Discussant: Sheila Hanson, University of North Dakota

SYMPOSIUM: Perspectives of Women in Entrepreneurship  
Sheila Hanson, University of North Dakota  
Carol Cumber, South Dakota State University  
Sharon Danes, University of Minnesota - Twin Cities  
Rachel Lundbohm, University of Minnesota - Twin Cities

53: Luncheon & Recognitions  
12:10 - 13:50, Richard H. Barry Hall, Atrium, Mezzanine, and AgCountry Auditorium (Room 140)

54: OD Panel 5: Health Care and Change  
13:55 - 14:55, Richard H. Barry Hall, Room 370  
Session Chair: William Towns, Benedictine University  
Discussant: Gilles Guyot

PANEL: Innovative Partnerships: Applying Academic Theory to Real Health Care Industry Problems to Promote Change  
Sherry Roper, Benedictine University  
Deborah Jeziut, Benedictine University  
Margaret Richey, Benedictine University

55: PDW6: Academic Administration  
13:55 - 14:55, Richard H. Barry Hall, Room 262  
Organizer: Jennifer Mencel, University of Minnesota Duluth

PDW Title: Academic Administration: What, Why, When, and How  
Participants: Jennifer Mencel, University of Minnesota Duluth, Dale Dwyer, University of Toledo, and Nancy Day, University of Missouri-Kansas City
**56: Conference Theme 2: Connecting Students and Community Mentors**
14:00 - 15:25, Richard H. Barry Hall, Room 266
Session Chair/Discussant: **Kim Molberg**, Minnesota State University Moorhead

**PANEL: Executive Mentorship Program**
**Jane Pettinger**, Minnesota State University Moorhead  
**Peter Geib**, Minnesota State University Moorhead  
**Ralf Mehnert-Meland**  
**Dustin Rietsma**, Sterling Management LLC  
***Showcase Panel***

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**57: EISB Full Paper 2: Entrepreneurship in Unconventional Settings**
14:00 - 15:25, Richard H. Barry Hall, Room 360
Session Chair/Discussant: **Onnolee Nordstrom**, North Dakota State University

*Shareholder Value and Social Entrepreneurship: Toward a Point Omega in Strategic Planning Systems?*
**Emily Bulger**, University of Pittsburgh  
**Shivendu Singh**, University of Pittsburgh  
**John Camillus**, University of Pittsburgh

*Setting a Place for Communal Entrepreneurship*
**Onnolee Nordstrom**, North Dakota State University  
**Jennifer Jennings**, University of Alberta

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**58: IRSC Full Paper 2: Different Contexts of Supply Chains, Sourcing and Logistics**
14:00 - 15:25, Richard H. Barry Hall, Room 120
Session Chair: **Ben Hazen**, Air Force Institute of Technology  
Discussant: **Mona Bahl**, Youngstown State University

*Brief Research on Global Third Party Logistics and Consolidation for e-Commerce Retailers Using Simulation*
**Mingwei Guo**, North Dakota State University

*A System Dynamics Model for Energy Saving in US Food Industry*
**Yuan Xu**, North Dakota State University

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**59: LEAD/Ethics Interaction 2: Values and Leadership**
14:00 - 15:25, Richard H. Barry Hall, Room 368
Session Chair: **Crissie Frye**, Eastern Michigan University  
Discussant: **Lucinda Parmer**, Miami University

*The Value of Values: An Analysis of Corporate Value Statements and Their Effect on Performance*
**Matthew Schatteman**, Benedictine University

*Employee Philosophical Value Base Structures and Dominant Conflict Management Styles within the Organizational Leader-Follower Dyadic Relationship*
**Lucinda Parmer**, Miami University

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**60: OB/HRD Interaction: Psychology and Sociology in Work**
14:00 - 15:25, Richard H. Barry Hall, Room 358
Session Chair: **Kimberly Lukaszewski**, Wright State University  
Discussant: **Richard Tarpey**, Middle Tennessee State University

*Fairness and the Use of Social Networking Systems and Search Engines in Employment Decisions*
**Kimberly Lukaszewski**, Wright State University  
**Andrew Johnson**, Texas A&M University-Corpus Christi

*Joint Influences of High Performance Work Practices and Job Design on Volunteers’ Attitudes and Behavioral Intentions in a Non Profit Context*
**Dayo Akinlade**, Saint Xavier University  
**Rebecca Shalack**, Saint Xavier University

*Socialization as a Security Countermeasure*
**Sammie Robinson**, Houston Baptist University  
**Shalei Simms**, State University of New York at Old Westbury

*Psychological Attachment and Work Performance Unbundled: Clarifying Two Key Nomological Nets and their Intersection*
**Carl P. Maertz**, Saint Louis University  
**Brittney C. Bauer**, Saint Louis University  
**Clark D. Johnson**, Saint Louis University

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**61: SOT Full Paper 2: Behavioral Issues in Strategy**
14:00 - 15:25, Richard H. Barry Hall, Room 20
Session Chair: **Ana Elisa Iglesias**, University of Wisconsin-La Crosse  
Discussant: **Alec Zama**, Grand View University

*The Relationship between Conceptual Skills and Organizational Strategy Alignment within the Information Technology Context*
Allan Bernard, Wartburg College
Eric Grube, Metropolitan State University
***Best Paper Award Nominee***

**Board Subgroups, the Power Dynamics between the Board and the CEO, and Firm Financial Performance**
Zhi Huang, University of Kentucky
Tejaswi Ajit, University of Kentucky

**Principal-Agent Financial Transactions: The Influence of Culture and Effectuation Logic**
Enoch Asare, University of Dallas
Samuel Kusi, University of Vaasa
Sri Beldona, University of Dallas

**Creating an Inimitable Resource: An Analysis of Engagement, Core Confidence, and Performance**
Robert Gilstrap, NAEIR
Jessica Greenwald, St. Ambrose University

62: TIR 4 - OB/Individual Differences
14:00 - 15:25, Richard H. Barry Hall, Room 126
Session Chair: Dave O’Connell, St. Ambrose University
Discussant: Gary Wolbers, Monmouth College

**Management Research and Persons with Disabilities: A Discourse Problem?**
Lizabeth Barclay, Oakland University
Karen Markel, Oakland University

**Rational or Ideological? The Unexplained Role of Political Ideology in Executive Decisions**
Drew Debrey, St. Ambrose University
Arun Pillutla, St. Ambrose University

Exploring the Antecedents of Servant Leader Behaviors in College Students: An Initial Investigation
Curtis D. Beck, Concordia University
Ronda M. Smith, Miller College of Business Ball State University

***Impactful Research Idea Award Winner---***

**Impact of Gay and Lesbian Identity on MLQ Self-Report Leader Behaviors: An Exploratory Analysis**
Robyn Berkley, Southern Illinois University Edwardsville
Roxanne Beard, McKendree University

**Safer and Healthier: Occupational Safe Havens and Sexual Minority Well-being**
Gregory Beaver, University of Minnesota, Carlson School
Christian Calderon, University of Memphis

Understanding Maximizers: Factors That Influence a Maximizing Decision Making Style and Future Research Directions
Brandon Soltwisch, University of Northern Colorado

63: Formative Interaction 1 - Business and Education
14:00 - 16:00, Richard H. Barry Hall, Room 118
Session Chair: Tim O. Peterson, North Dakota State University

Managing Alignment between Top of Pyramid (ToP) to Base of Pyramid (BoP) Market: A Linkage Framework for Business and Academe Partnership
Shubham Singh, University of Toledo
Tejovathi Inamanamelluri, University of Toledo

The Relationship between Personality Type and Team Effectiveness among Undergraduates Enrolled in an Integrated Business Experience
Kathleen Dale, Minnesota State University-Mankato
Marilyn Fox, Minnesota State University-Mankato

Faculty Tenure Process - The Silent Hazing Taking Place in Business Education
Milan Larson, University of Northern Colorado
David Thomas, University of Northern Colorado

64: Formative Interaction 2 - HR/OB
14:00 - 16:00, Richard H. Barry Hall, Room 118
Session Chair: Tim O. Peterson, North Dakota State University
Discussant: Jennifer Schultz, Metropolitan State University

The Reality of the Employer-Employee Relationship through the Perspective of Exchange and Equity
DelRae Chivers, North Dakota State University

Millennials in the Workforce: A Modern Approach to Business Strategies
Alec Leaf, Winona State University
Kyle Cleary, Winona State University
Jana Craft, Winona State University

CEO Succession Planning and Organizational Performance: A Human Capital Theory Approach
John LeCounte, Texas A&M University
Leon Prieto, Clayton State University
Simone Phipps, Middle Georgia State University

Best Practices for Online HR Recruitment
Rachel Lundbohm, University of Minnesota Crookston
Courtney Bergman, University of Minnesota Crookston

65: Formative Interaction 3 - LEAD/Social Science
14:00 - 16:00, Richard H. Barry Hall, Room 118
Session Chair/Discussant: Tim O. Peterson, North Dakota State University

Exploring Leadership Attitudes of Supervisors in the Indian Textile Industries
Manojprabhakaran Thirupal, Gonzaga University
Kem Gambrell, Gonzaga University

Abusing for the Bottom Line: The role of Abusive Leadership in Achieving Cost Leadership Advantage
Vance Lewis, University of Central Arkansas
Valid Estimation of Neurotransmitters in Social Science Research

George Langelett, South Dakota State University

Burnout in Cross-Cultural Virtual Teams: A Theoretical Model

Julie Rothbardt, Monmouth College

66: OD Panel 6: Contemporary Research in OD
15:00 - 16:00, Richard H. Barry Hall, Room 370
Session Chair: Namporn Thanetsunthorn, Defiance College
Discussant: Gilles Guyot

67: PDW7: Getting People Interested in Your Research
15:00 - 16:00, Richard H. Barry Hall, Room 262
Organizer: Rebecca Badawy, Youngstown State University

Participants: Rebecca Badawy, Youngstown State University, and Ramesh Dangol, Youngstown State University

Committee & Board Meetings

68: Conference Organizing Team Meeting (MAM Board invited)
15:30 - 16:20, Richard H. Barry Hall, Eide Bailly Boardroom
Meeting Chair: Chanchai Tangpong, North Dakota State University

69: MAM Board Meeting (open to MAM members)
16:30 - 17:30, Richard H. Barry Hall, Eide Bailly Boardroom
Meeting Chairs: Sharon Heilmann, Wright State University, and Chanchai Tangpong, North Dakota State University

Reception & Networking

70: Closing Reception
18:00 - 19:30, Radisson Hotel, Sky View, 16th Floor

71: Skyview Social Networking with Apollo Strings
19:30 - 22:30, Radisson Hotel, Sky View, 16th Floor

Participation Index & Sessions Featured

The participation index helps the authors, presenters, discussants, and session chairs locate which session(s) they are featured in the number(s) right behind the name is the session number corresponding with the time sequence of the sessions and events on pages 28-38 of this program booklet.

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Conference Theme:
“A New World of Opportunities for Meaningful Research and Learning – Building Theory and Contributing to Practice”
The 2017 MAM conference theme is inspired by the global nature of our industries, communications, management practices, work, and living today. Informal discussions with academics and business and civic leaders, and reviews of scholarship and practice confirm this. This new world of opportunities is invigorated by advances in technology as well. Knowing this, the 2017 conference is designed to provide current and future business scholars and practitioners with new opportunities to develop professionally, advance scholarly, and engage with the business community. In doing so, we can shape our work to more meaningfully build theory and enhance management practices at global, national, regional, and local levels.

Submission Due Date: Thursday, June 22, 2017
Please plan to attend the MAM’s 60th annual meeting in the Chicagoland, IL area. We welcome your research papers, symposia proposals, professional development workshop proposals, case studies, theme showcases, poster sessions, doctoral consortium proposals, and other creative works at this 2017 event.

Call for Volunteers:
To make the conference successful, we need a number of volunteers in various roles (e.g., networking, organizing events, chairing tracks/sessions, holding workshops, facilitating discussions, mediating plenaries, submitting/reviewing papers, etc.). If you are interested in helping, please let us know and please feel free to suggest how you would like to help the conference. Thank you very much in advance!

Carolyn Wiley
2017 MAM Conference Program Chair
Roosevelt University
cwiley@roosevelt.edu and 2017mam60@gmail.com
(312) 281-3281 (O); (312) 848-5010 (M)
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