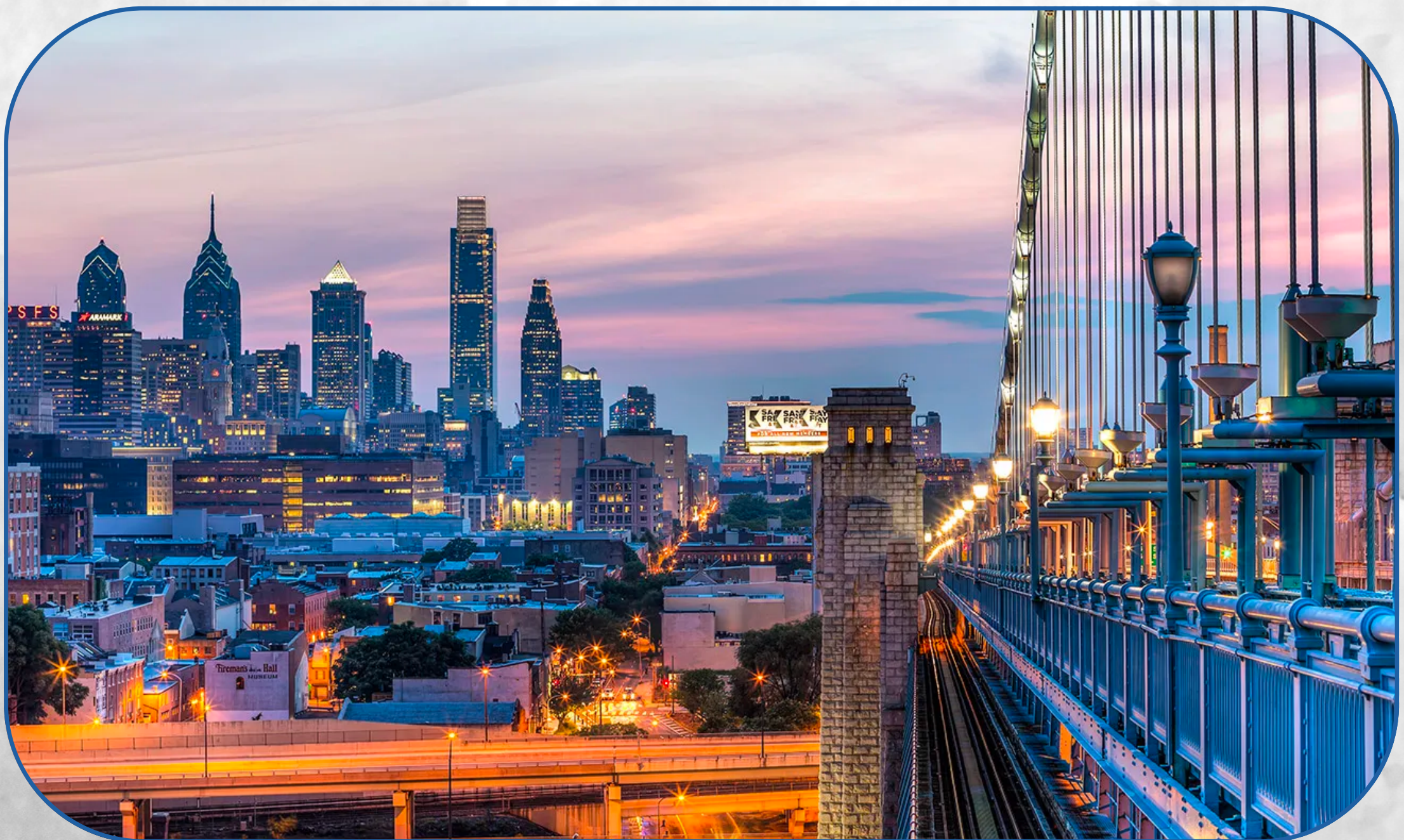


# Eastern Academy of Management Annual Meeting

May 16-19, 2023



Philadelphia, PA



**Edward W. Christensen:**

Congratulations to the Eastern Academy of Management on the occasion of its 60th Anniversary! I believe this is my 30th year of association with EAM, its conferences, its contributions to the academy, and its wonderful members (so many friendships I have were established here).



**Tony Butterfield:**

What does the EAM mean to me? Before going on my year-long sabbatical in 1994-95, I didn't ask about AOM Vancouver. The only thing I asked of the dean was to cover my trip from Athens (Greece), to Ithaca (New York) in May, to attend the EAM meeting and give the presidential address at the luncheon. He did and I did. It was titled, "Coming Home to the EAM." That's what the EAM means to me.



**Shanthi Gopalakrishnan:**

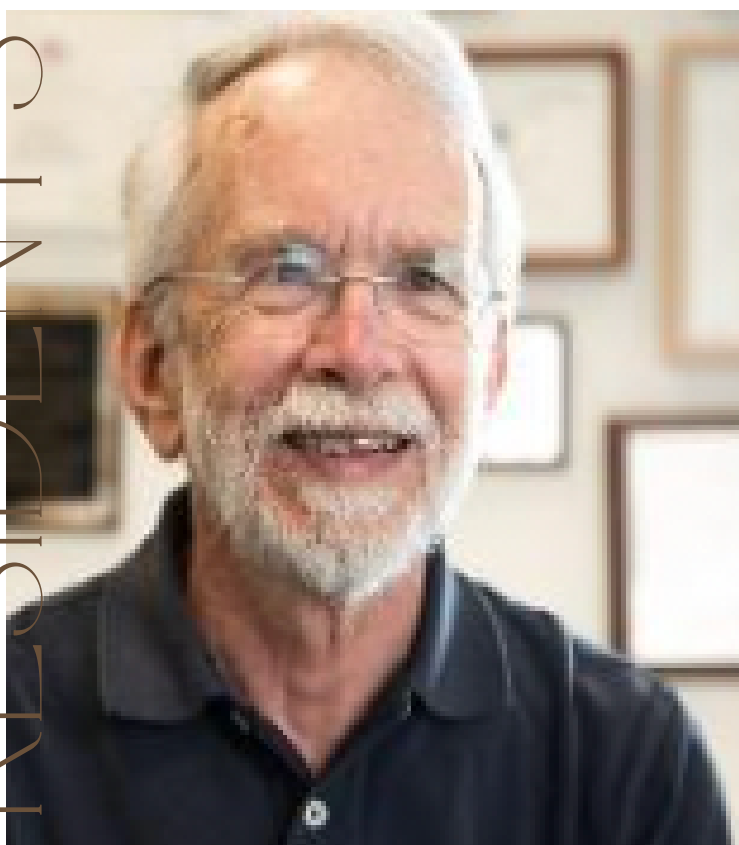
The Eastern Academy of Management has been my second family for over 30 years. Since my days as a doctoral student and subsequently as a faculty, it has been my go-to option for research and academic support. Throughout the 30 years at the EAM, my associations here have created amazing opportunities to meet scholars and visit exciting countries worldwide. The EAM is a welcoming and safe environment to explore, exchange, and work through ideas, without being judged. It is also the place to share a glass of wine, a good laugh, and be yourself.



## Joan Weiner:

Looking back almost 30 years, my story is similar to many. A new(ish) academic found a supportive research outlet, colleagues who valued experiential learning and importantly, accepted the need to explore new ways of doing things and connecting, including with National AOM. Back then, Proceedings came from original paper mats (thanks Mzamo). Communication was by mail. EAMI Managing in a Global Economy VI was in Singapore in 1995. I was the third woman to serve in the role, soon to be followed by many others.

We had arrived.



## Gary Powell:

**The EAM served as a launching pad for my academic career. I met great colleagues at other schools, many of whom became life-long friends. It enabled me to indulge my passion for experiential learning with like-minded colleagues and gave me the opportunity to contribute to a strong professional association. I will always treasure the rewarding experiences I have had from being a part of EAM.**



## Timothy D. Golden:

On this occasion of EAM's 60th anniversary, it is a pleasure to greet friends old and new! EAM's motto "where scholarship and collegiality meet" reminds us of all of our organization's core values of providing opportunities to enhance our scholarship in a supportive environment. Each conference I look forward to the stimulating ideas and discussions that generate new thoughts and insights, and I anticipate EAM will continue providing those opportunities for the next 60 years and beyond!



**Dilip Mirchandani:**

I feel like EAM is my second family as I have always felt welcomed and supported since the days I was still a doctoral student. We are a wonderful group who nurture and support talent, those who are embarking on a life long journey as educators, scholars and facilitators of processes that allow civil society to continue to be relevant and to thrive.



**Marty Gannon:**

I was President of EAM in 1973. or thereabouts, and am proud to see its growth. It's a wonderful organization. The first bit of advice I give is that it is much easier getting to know fellow academics at the regional conferences such as the EAM than the national meeting in August, even in the interest and specialized areas, as many involved individuals attend both, but tend to be too busy at the national conference. Congratulations on the 60th. I wish I could join you, but age is a deterrence.

## PRESIDENT'S MESSAGES



**Jeffrey A. Mello:**

EAM was the first professional conference for many of us and it continues to play a vital role in our careers and professional development. While “Where Scholarship and Collegiality Meet” is our motto, there’s essentially no line separating collegiality from friendship at EAM. As every voice is valued and supported, it’s your individual contributions that make us who and what we are. Thanks to each of you for continuing to make EAM so extraordinary.

## **EAM PAST PRESIDENTS**

- John G. Hutchinson
- Dean F. Berry
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- C. Wickham Skinner
- Harold Lazarus
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- John F. Veiga
- Randall S. Schuler
- Gary N. Powell
- Carolyn R. Dexter
- Michael J. Kavanagh
- D. Jeffrey Lenn
- Nicholas J. Beutell
- Eugene G. Gomolka
- Joseph Seltzer 1992
- William P. Ferris 1993
- Craig C. Lundberg 1994
- D. Anthony Butterfield 1995
- David D. Palmer 1996
- Joan Weiner 1997
- Eileen Kaplan 1998
- Alison M. Konrad 1999
- Bonnie Betters-Reed 2000
- Joel Harmon 2001
- Steven I. Meisel 2002
- Mzamo Mangaliso 2003
- Judi Neal 2004
- dt ogilvie 2005
- Eric Kessler 2006
- Shanthi Gopalakrishnan 2007
- Edward Christensen 2008
- Dilip Mirchandani 2009
- Laurel Goulet 2010
- John Ogilvie 2011
- Elizabeth Davis 2012
- Theodore Peters 2013
- Timothy Golden 2014
- Kristin Backhaus 2015
- Paul Szwed 2016
- Kathleen Barnes 2017
- Filiz Tabak 2018
- Laurie Levesque 2019
- Elizabeth McCrea 2020
- Jeff Mello 2021
- Mousumi Bhattacharya 2022

## **EAM FELLOWS**

- Bonnie Betters-Reed
- Nick Beutell
- Tony Butterfield
- Edward Christensen
- Kathleen Dechant
- Carolyn R. Dexter
- David Fearon
- Jeanie M. Forray
- William P. Ferris
- Timothy Golden
- Martin J. Gannon
- Timothy Golden
- Shanthi Gopalakrishnan
- Laurel Goulet
- Joel Harmon
- Claudia Harris
- David H. Holt
- Mariann Jelinek
- Eric Kessler
- Alison Konrad
- Michael J. Kavangh
- D. Jeffrey Lenn
- Laurie Levesque
- Joseph Litterer
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- Mzamo Mangaliso
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- Judith A. Neal
- David D. Palmer
- Theodore Peridis
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- Gary N. Powell
- Joy Schneer
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- Henry P. Sims, Jr.
- Filiz Tabak
- Cheryl Tromley
- John F. Veiga
- Heidi Vernon
- Joan Weiner
- John N Yanouzas

## FROM THE PRESIDENT'S DESK



It is my great pleasure and honor to welcome you to the 60th annual conference of the Eastern Academy of Management. The carefully thought and curated conference program will create a vibrant and dynamic atmosphere during the three days of the conference. The agenda has multiple opportunities to collaborate and explore, from keynote speeches to panel discussions, workshops to interactive sessions, and paper development workshops with top editors.

Beyond the formal sessions, we have also organized networking events, poster presentations, and informal gatherings that provide invaluable opportunities to connect with fellow attendees. Please use these opportunities to make new connections and strengthen friendships.

I also encourage you to embrace the spirit of our host city. From the iconic landmarks to the hidden gems, immerse yourself in this city's unique atmosphere. Take the time to engage with fellow attendees, share stories, and forge lasting connections beyond the annual conference.

Lastly, I would like to thank our Program Chair, Vishal Gupta, and the program committee, who have worked tirelessly behind the scenes to bring this exciting program. I would also like to thank our sponsors for their trust and support. Their generosity has allowed us to create a stimulating and enriching program for all attendees.

Thank you, and enjoy the conference!

Tejinder Billing  
Rowan University  
EAM-23 President

## FROM THE PROGRAM CHAIR



Welcome to the Eastern Academy of Management 60<sup>th</sup> Conference: Our Diamond Jubilee Celebration. The program team, comprising of our wonderful track chairs, has put together an incredible program that includes sessions related to research, teaching, and service, the three pillars of academic life. There are opportunities to meet with editors of top journals, hear from academic leaders, get feedback on your research ideas and teaching practices, and share your insights and experiences. Most of all, make some (new) friends! If there is anything we can do to support you at the conference, please reach out anytime.

Don't forget to stop by the exhibitor displays, so you can get some freebies (who doesn't like to get some freebies!). EAM receptions are often world class when it comes to food choices. Indulge and enjoy; the next few days are not the time to watch your weight.

Vishal K. Gupta  
The University of Alabama  
EAM-23 Program Chair

## The Heist at EAM

Welcome to our new *EAM Mega Game 60th anniversary edition*: “**The Heist**” The Board sanctioned the purchase of a great talisman to be forever displayed as a symbol of our rich EAM collegiality. However, the talisman is missing! Your mission is to retrieve the talisman. In your quest, you will be presented with a series of clues. The clues go beyond the tangible—greeting and interacting with presidents, committee members and EAM officers will point you in the right direction (hint: be sure to examine special EAM business cards you discover during the conference). And, if you stumble upon a map at conference, it may reveal the thieves' past activities and the intention/location of the final crime. You are being called upon to be detectives, puzzle solvers and astute observers. We look forward to solving the mystery with you!

Though more details are to come, the game will begin with each registrant being placed in 1 of 4 teams (further participation is optional). Upon check-in at the registration desk, you will receive additional information. However, you are looking for the WHO, WHERE, and WHAT! The following Eastern Academy of Management fellows, leaders, and/or involved members might be who you are looking for!

Alison Konrad	Jeff Mello	Noel Criscione-Naylor
Curtis Gregory	Joe Seltzer	Robert Yawson
Dave Fearon	Joel Harmon	Sarah Holtzen
Dave Ford	Joy Schneer	Steve Meisel
Dilip Mirchandani	Laurel Goulet	Ted Peters
Ed Christensen	Laurie Levesque	Tejinder Billing
Elizabeth McCrea	Lisa Stickney	Theo Peridis
Filiz Tabak	Mariana Lebron	Tim Golden
Gayle Baugh	Mousumi Bhattacharya	Tony Butterfield
Holly Chiu	Mzamo Mangaliso	Vicki Fairbanks Taylor
Jeanie Forray	Nick Beutell	Vishal Gupta

### YES! THERE ARE PRIZES FOR WINNING!

In addition to the conference wide game, we have partnered with five board game companies who have graciously donated games as prizes for our heist winners! Thank you to these companies. We encourage you to support them for your future gaming needs!



25<sup>th</sup> Century Games <https://www.25thcenturygames.com/>

Arcane Wonders <https://www.arcanewonders.com/>

Cyber Wizard Games <https://cyberwizardgames.com/>

Gamelyn Games <https://www.gamelyngames.com/>

Tunnel Monster Collective <https://tunnelmonster.games/>

## **EASTERN ACADEMY OF MANAGEMENT**

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Heidi Bertels, CUNY Staten Island  
Julie Stanton, Pennsylvania State U.

## **THE INCREDIBLE PROGRAM COMMITTEE**

### **Strategy and International Management**

Huy (David) Tran (Albright College, USA) and A. Banu Goktan (University of North Texas at Dallas, USA)

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### **Organizational Behavior**

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### **Ethics, Corporate Social Responsibility & Sustainability**

Antigoni Papadimitriou (Lehigh University, USA) and Julie Stanton (Pennsylvania State University, USA)

### **Hospitality Management**

Noel Criscione-Naylor (Stockton University, USA)

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### **Management Education & Development**

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R. Gabrielle Swab (Georgia Southern University, USA) and Ian Mercer (Fairleigh Dickinson University, USA)

### **Professional Development Workshops and Symposiums**

Nicole Bérubé (Royal Military College of Canada)

## **Idea Incubator**

Elizabeth McGrea (Seton Hall University, USA) and Sarah Holtzen (Missouri Southern State University, USA)

## **Posters**

Alice Wieland (Southern Connecticut State University, USA)

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### **MID-CAREER/SENIOR FACULTY CONSORTIUM**

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Greg Payton (Rowan University, USA)



## **OFFICERS & DIRECTORS**

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### **Secretary**

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### **Board Member**

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Bill Naumes, University of New Hampshire  
Jim Carroll, Georgian Court University  
Peggy Naumes, University of New Hampshire  
Steve Congden, University of Hartford  
John Seeger, Bentley College  
David Desplaces, College of Charleston  
Herb Sherman, Southampton College -LIU  
Timothy Edlund, Morgan State University  
Gina Vega, Organizational Ergonomics  
Rebecca Morris, Westfield State University  
Miriam F. Weismann, Florida International University

## **CASE PAST PRESIDENTS**

Rebecca Morris  
Margaret (Peggy) Naumes  
David Desplaces  
Gina Vega

## EAM SPONSORS

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**MONMOUTH**  
UNIVERSITY

LEON HESS  
BUSINESS SCHOOL



# ABOUT OUR CO-HOSTS

## **MONMOUTH UNIVERSITY LEON HESS BUSINESS SCHOOL**

The Leon Hess Business School (LHBS) of Monmouth University provides learners personalized instruction through a community of teachers, scholars, and practitioners. LHBS learners develop knowledge, skills, and critical thinking that prepare them to lead businesses as a force for good. With a degree from the LHBS, students gain the competitive edge through small classes that promote innovative thinking and build leadership skills. Our AACSB accredited programs are developed, taught, and regularly updated by dedicated faculty members who have the “real-world” expertise that help our students meet today’s – and tomorrow’s – challenges. The Leon Hess Business School awards bachelor’s degrees in business administration with concentrations in accounting, economics, economics and finance, finance, international business, management and leadership, marketing, marketing and management, and real estate. Qualified students also have the option of enrolling in a five-year program in which they can earn both their B.S. and M.B.A.

The Leon Hess Business School houses two centers of distinction. The Kislak Real Estate Institute offers degree and certificate programs for students and professionals, and addresses the many issues and areas associated with the real estate industry. The Center for Entrepreneurship helps our students, surrounding communities of Monmouth County, and beyond to fulfill their entrepreneurial potential. The Center for Entrepreneurship hosts entrepreneurial skill-building events and provides access to foundational business-building experiences, resources, and mentorship conversations. Through these centers and the business partnerships they make possible, LHBS students can make connections while also making a difference in their community.

## **ROWAN UNIVERSITY WILLIAM G. ROEHRER COLLEGE OF BUSINESS**

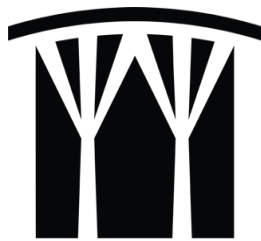
A top 100 national public research institution, Rowan University offers bachelor through doctoral and professional programs in person and online to 23,000 students. With eight colleges and nine schools, Rowan focuses on practical research at the intersection of engineering, medicine, science and business while ensuring excellence in undergraduate education. It has earned national recognition for innovation; high-quality, affordable education; and public-private partnerships. One of two public universities in the nation to offer M.D. and D.O. degree programs, Rowan is also developing New Jersey's first veterinary medical school. The William G. Rohrer College of Business at Rowan University's mission focuses on serving a diverse population, sustainable careers, real-world immersion, entrepreneurial thinking, responsible leadership/societal impact, faculty research with practical applications, and teaching excellence.

## CONFERENCE GOLD SPONSOR



*Culverhouse*  
College of Business

THE UNIVERSITY OF ALABAMA®



**STOCKTON**  
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BUSINESS &  
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## **ABOUT OUR GOLD SPONSORS**

### **THE UNIVERSITY OF ALABAMA CULVERHOUSE COLLEGE OF BUSINESS**

The Culverhouse College of Business at The University of Alabama, founded in 1919, offers degree programs at the bachelor's, master's, and doctoral levels, as well as an executive education program, and has a student body of nearly 10,000 individuals. Continuously accredited by The Association to Advance Collegiate Schools of Business (AACSB) since 1929, Culverhouse is the flagship business school in the state of Alabama.

The Culverhouse undergraduate program was ranked #26 among public offerings by U.S. News & World Report; the publication also ranks Culverhouse's MBA 26th among public programs and 55th overall, and the online non-MBA master's 14th overall and 4th in the SEC. Culverhouse's EMBA is 50th in the nation according to Forbes and 50th best in the world per CEO Magazine.

Culverhouse places emphasis on providing transformational learning opportunities for students, alumni, and business; creating impact through its research endeavors for business and society; and fostering engagement and connections with external partners, leveraging internal expertise to make a positive difference.

For the complete story, visit [culverhouse.ua.edu](http://culverhouse.ua.edu).

### **FAIRFIELD UNIVERSITY DOLAN SCHOOL OF BUSINESS**

Imagine a perfect college town. Now put it close to the beach and about an hour train ride from New York City. That's what you'll experience when you visit Fairfield University's main campus in Fairfield, Connecticut, and our Fairfield Bellarmine campus located in Bridgeport, Connecticut. Both locations offer picturesque New England views, are easy to navigate on foot, are close to public transportation access, and offer so many activities and attractions that you won't run out of things to do.

Fairfield's main and Bellarmine campuses are located in a region with the largest concentration of Fortune 500 companies in the United States, giving our students premier access to an unlimited number of internship and employment opportunities at some of the top organizations in the country. We're a community of well-educated and business-minded professionals who think big, have high standards, and know a great value when we see it.

### **STOCKTON UNIVERSITY**

Stockton University is an undergraduate and graduate university of the arts, sciences, and professional studies. Opened in 1971, the University is located 12 miles northwest of Atlantic City on a stunning 2000-acre campus in Galloway Township, NJ. Nestled in the Pinelands National Reserve, the University is just minutes west of Atlantic City and the Jersey Shore beaches while being an hour from Philadelphia and two hours from New York City. Stockton University is ranked among the nation's top public universities with more than 160 undergraduate and graduate programs, as well as continuing education opportunities. Stockton's Ed.D. in Organizational Leadership Program prides itself in a strong emphasis on diversity, equity, and inclusion, with a

curriculum designed to help develop students to address the social issues of today and tomorrow. The program's flexible, interdisciplinary online structure is geared to support working professionals, while the program's dynamic cohort model and dissertation-in-practice research focus provide students the ability to connect, collaborate, and conduct research related to solving leadership challenges in their industry and community.

## **TOWSON UNIVERSITY COLLEGE OF BUSINESS & ECONOMICS**

The College of Business & Economics (CBE) at Towson University is the largest undergraduate business program in the University System of Maryland with more than 3,000 current students, 30,000 alumni, 11 areas of study, 7 minors, and 4 accelerated B.S./M.S. programs. The CBE offers its students a world-class business education with innovative academic programs and abundant experiential learning opportunities. With the highest seal of quality that business schools can earn worldwide—accreditation from the Association to Advance Collegiate Schools of Business (AACSB International) for both business and accounting—CBE provides a top-notch business education that transforms thousands of students into professionals each year. In the last five years, 47% of all CBE faculty publications have been in A and A\* journals per the Australian Business Deans Council list. The *U.S. News & World Report* and *Poets & Quants for Undergrads* both ranked TU's undergraduate business program among the top nationwide. This year, CBE ranked 15<sup>th</sup> in the nation among public universities in career outcomes, which includes internships, career placement, and starting salaries. The CBE's integrative curriculum includes numerous built-in opportunities for students to enhance their career, analytical, critical thinking, and people skills. Each year, CBE students earn over 3,000 professional certifications, including Microsoft Excel, Hubspot social media, Bloomberg, and SAP. With its high quality and innovative programs and resources, hands-on approach to learning, and dedicated faculty and mentors, the College of Business and Economics at Towson University transforms students into professionals who will have a positive societal impact within Maryland and beyond. For more, visit <https://www.towson.edu/cbe/>.

## **CONSORTIUM FOR THE ADVANCEMENT OF RESEARCH METHODS AND ANALYSIS**

CARMA, the Consortium for the Advancement of Research Methods and Analysis, is an interdisciplinary consortium devoted to helping faculty, graduate students and professionals learn of current developments in various areas of research methods and statistics. Our focus in research methods is relevant to the management and organizational sciences. CARMA is a non-profit unit at the Texas Tech University. CARMA was established in 1997 by Dr. Larry J. Williams (former Chairperson of the Research Methods Division of the Academy of Management and Founding Editor of *Organizational Research Methods*) and was located at Virginia Commonwealth University in Richmond, Virginia from 1997-2009. From 2010-2014 CARMA was located at Wayne State University in Detroit, MI. Then, from 2014-2016 CARMA was hosted at the University of North Dakota and from 2016-2019 at the University of Nebraska-Lincoln.

## CONFERENCE SILVER SPONSORS



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## CONFERENCE CONTRIBUTOR



## CONFERENCE EXHIBITORS



# AWARDS

## EAM Outstanding Reviewers

We thank all the reviewers who contributed to EAM 2023 by providing quality reviews.  
(Complete list of reviewers is provided later)

Alka Gupta	Filiz Tabak	Miriam Weismann
Amro Aljbour	Jennifer Leigh	Nasar um Minullah
Athina Skiadopoulou	Joe McManus	Paul Szwed
Douglas Sanford	Juhi Bhardwaj	Shedia Laguer
Ellen Kraft	Kaushik Mukherjee	Swapan Ghosh
Sanjay Chaudhary	Laurie Levesque	

Many thanks to the EAM Fellows who generously sponsored the OMJ Best Paper Awards, Best Conference Paper Awards, ELA Best Experiential Activity Award, and Best Track Paper Awards.

## Organization Management Journal (OMJ) Best Papers

### OMJ Best Paper Award

Dr. Saleh Bajaba, Mr. Abdulah Bajaba, Dr. Bryan Fuller (2022), "Enduring exploitative leaders at work: the buffering role of proactive personality on employee job strain", *Organization Management Journal*, Vol. 19, No. 2 pp. 60-71. <https://doi.org/10.1108/OMJ-11-2020-1090>

### OMJ Best Teaching & Learning Paper Award

Dr. Lisa Calvano, Dr. Liz Wang (2022), "Class size, student behaviors and educational outcomes", *Organization Management Journal*, Vol. 19, No. 4 pp. 126-142. <https://doi.org/10.1108/OMJ-01-2021-1139>

## **EAM NOMINATIONS FOR BEST EMPIRICAL PAPER**

### **Strategy and International Management Track**

Telling a New Story: Drawing Internationalization Lessons from the Timelines of South African Multinationals

By Leah Ndanga (West Chester University in Pennsylvania, USA) and Mzamo Mangaliso (University of Massachusetts Amherst, USA)

The Flow of Related and Unrelated Knowledge in Alliances: An Antecedent to the Acquisition of Alliance Partners

By Simona Ileana Giura (SUNY Oneonta, USA)

### **Entrepreneurship, Innovation, and Information Technology Track**

Homeownership, home equity, and Black-owned business starts: examining the impact of racial disparities in housing assets on firm creation

By Rachel Atkins (St. John's University, USA)

Entrepreneurial Orientation and Firm Performance: Does CEO Servant Leadership Play a Role?

By Sanjay Chaudhary (Jindal Global University, India), Vishal K. Gupta (The University of Alabama, USA), and Chitra Singla (Indian Institute of Management at Ahmedabad, India)

### **Organizational Behavior Track**

Just Call Me Megan: Who Benefits and How from Un-titling?

By Dana Kanze (London Business School, UK)

The Reduction of Discrimination Against Acid Attack Survivors for Customer Contact Jobs – An Experimental Study

By Arindam Bhattacharjee (Indian Institute of Management at Calcutta, India) and Chetan Joshi (Indian Institute of Management at Calcutta, India)

### **Human Resource Management Track**

Managing Employees From Afar: Remote Management of Workers and Implications for Employee Trust

By Timothy Golden (Rensselaer Polytechnic Institute, USA), Michael Ford (The University of Alabama, USA), and John Cocco (Rensselaer Polytechnic Institute, USA)

### **Ethics, Corporate Responsibility, and Sustainability Track**

Power Distance as a Relational Antecedent to Corporate Social Responsibility

By Edythe Moulton-Tetlock (Manhattan College, USA) and Poonam Arora (Quinnipiac University, USA)

### **Management Education Track**

How and why faculty enforce student academic misconduct policy

By Douglas Sanford (Towson University, USA), Bari Bendell (Suffolk University, USA), and Heidi Bertels (College of Staten Island, USA)

Neurodiversity Support Strategies in Management Education: Methods and Examples

By Jeffrey Alstete (Iona University, USA), John Meyer (Iona University, USA), and Nicholas Beutell (Iona University, USA)

### **EAM NOMINATIONS FOR BEST EMPIRICAL PAPER (STUDENT)**

#### **Strategy and International Management Track**

Strategic Leader Combinations: Expert Leadership, Executive Alignment, and Organizational Performance

By Tyler Skinner (University of Georgia, USA), Steven Salaga (University of Georgia, USA), and Matthew Juravich (University of Akron, USA)

#### **Human Resource Management Track**

AI-Enabled Recruiting: Should I Apply?

By Honghua Li (Morgan State University, USA), Samina Saifuddin (Morgan State University, USA), Seontaik Kim (Morgan State University, USA), and Linzhi Du (Lanzhou University, China)

#### **Ethics, Corporate Responsibility, and Sustainability Track**

Sustainable Product Purchase: Are Eco-labeling, Environment Concern, Consumer Demographics Important?

By Muhammad Mollah (St. Louis University, USA), Kaushik Mukherjee (Worcester State University, USA), Keith Ferguson (Florida State University, USA), and Joe Hair (University of South Alabama, USA)

### **EAM NOMINATIONS FOR BEST CONCEPTUAL PAPER (STUDENT)**

#### **Strategy and International Management Track**

“May I have your attention, please?”: A Bibliometric Analysis of Attention-Based View Research

By Athina Skiadopoulou (The University of Alabama, USA)

#### **Organizational Behavior Track**

Winning Through the Ages: A Bibliometric Review of Trait Competitiveness

Tyler Fezzey (The University of Alabama, USA) and R. Gabrielle Swab (Georgia Southern University, USA)

### **EAM NOMINATIONS FOR EXPERIENTIAL LEARNING ACTIVITY (ELA)**

The Invisible Backpack: An exercise to better understand, empathize with, and make recommendations for supporting employees with their work-life challenges.

By Scott Behson (Fairleigh Dickinson University, USA)

Battling Anti-Fat Bias in an Unequal World: An Experiential Exercise

By Maria Volkova Feddeck (Case Western Reserve University, USA), Pooja Khatija (Case Western Reserve University, USA), and Kaleigh May (Case Western Reserve University, USA)

### **NOMINATIONS FOR EMERALD BEST CASE AWARD**

Qualtrics and the Utah Jazz - A paradoxical relationship

By Skyler King (Weber State University, USA), Anthony Allred (Weber State University, USA), and Clinton Amos, Weber State University, Utah, USA

The Bakery Shop (TBS) takes the heat: crisis management, social media, and corporate reputation

By Ahmed Mohamed Abdel-Meguid (The American University in Cairo, Egypt)

Luckin Coffee Inc.: brewing fraud

Anupam Mehta (University of Birmingham, UK)

### **NOMINATIONS FOR BEST CASE AWARD FROM THE CASE ASSOCIATION**

Corporate policy or CEO activism? Citigroup's stance on reproductive healthcare in the United States

Sarah Holtzen (Missouri Southern State University, USA), Aimee Williamson (Suffolk University, USA), Kim Sherman (Westfield State University, USA), Megan Douglas (Missouri Southern State University, USA), and Sinead Ruane (Central Connecticut State University, USA)

Lee Valley: Oversized Challenges

Geoffrey Pond (Royal Military College of Canada), Nicole Bérubé (Royal Military College of Canada), and Nick Parsons (Carleton University, Canada)

Marsh & McLennan Brokering Problems

Joe McManus (Monmouth University, USA)

## A BIG THANKS TO OUR AWESOME REVIEWERS!

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Alka Gupta\*  
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\* Outstanding Reviewers

EAM-23  
PROGRAM  
AT-A-GLANCE



# Eastern Academy of Management 2023 Annual Conference

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## At-a-Glance Program

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Time Zone:  ▼

### Tuesday, 16 May 2023

- 12:30pm - 1:30pm EAM Board Lunch - invitation only (Conference/Boardroom)
- 1:30pm - 4:30pm EAM Board Meeting (Conference/Boardroom)
- 2:00pm - 5:30pm Registration, Check-in (Lobby Perks Escalator)
- 2:00pm - 5:00pm Exhibitor set up (Discovery)
- 5:00pm - 6:00pm Welcome Reception (Discovery)
- 6:00pm - 8:00pm Walk and Talk: Learn Philly's History (Meet at Hotel Lobby)
- 8:30pm - 10:00pm Conversation and Collegiality (Hotel Bar)

### Wednesday, 17 May 2023

- 7:30am - 9:00am Breakfast (Columbus Ballroom Foyer)
- 8:00am - 9:15am
  - Discussing Early-Stage Ideas (Idea Incubator) (Columbus B)
  - Welcome to CASE (Columbus C)
  - Ideas Worth Considering (PDW) (Discovery A)
  - (Exhibitor: PhD Project) Empower Minorities to Teach – and Lead in Business (Discovery B)
  - Developing Research for Journals: Discussion with Editors of JME, MTR, and JPO (PDW) (Discovery C)
  - Non-traditional Ideas (PDW) (Innovation A)
  - Learning and Human Resources (Interactive Paper Session) (Innovation B)
- 8:00am - 9:00am Research Gallery (Poster Session I) (Columbus Ballroom Foyer)
- 9:00am - 12:00pm
  - Exhibitors (Columbus Ballroom Foyer)
  - Registration, Check-in (Lobby Perks Escalator)
- 9:15am - 9:30am Break
- 9:30am - 10:45am
  - Doctoral Consortium I (Pre-registration Required) (Columbus A)
  - Junior Faculty Consortium I (Pre-registration Required) (Columbus B)
  - Cases with a Complete Instructor's Manual (Columbus C)
  - Exhibitor: Practical ways to teach using our simulations (Discovery A)
  - Exhibitor: Nurturing Critical Thinking & Teamwork Skills in First-Year Courses (Discovery B)
- 10:45am - 11:00am Break

11:00am - 12:15pm	Publishing in Top Journals: Advice from the Gatekeepers (Columbus (ABC)) Changes in Academia (PDW) (Discovery A) Faculty Career Transitions: Preparing for administrative roles (PDW) (Discovery B) How to Get a Case Published? (Panel) (Discovery C)
12:15pm - 1:45pm	Lunch Break
2:00pm - 5:00pm	Registration, Check-in Exhibitors (Columbus Ballroom Foyer)
2:00pm - 3:15pm	Emerging Ideas: Discussion and Debate (Idea Incubator) (Columbus A) Paper Development Workshop with Editors from TOP JOURNALS (Pre-Registration Required) (Columbus B) Cases: Without Complete Instructor's Manual and Embryo (Columbus C) Critical Insights for Hospitality Organizations (HM) (Discovery A) Theoretical advances in understanding CSR and Sustainability (E/CSR) (Discovery B) Creating a Semester-Long Simulation Utilizing Roleplaying (Discovery C) Vertical Leadership Development: Facilitating Growth, Change, and Inclusion (PDW) (Innovation A) Thinking Out of the Box (Interactive Paper Session) (Innovation B)
3:15pm - 3:30pm	Break (Columbus Ballroom Foyer)
3:30pm - 5:00pm	ALL EAM: Trends and Practices in Business School: The Deans' Panel (Columbus (ABC))
5:00pm - 6:15pm	CASE Celebration Hour (Discovery A)
5:30pm - 7:30pm	Networking dinner - outside restaurant self-paid (meet in the lobby at 5.30P)
6:00pm - 8:00pm	Fellows Dinner - invitation only (Admiral's Quarters)
6:15pm - 7:30pm	Case Association Business Meeting & Dinner (Offsite)
8:30pm - 10:00pm	Conversation and Collegiality (Hotel Bar)

### **Thursday, 18 May 2023**

7:30am - 9:00am	Breakfast (Columbus Ballroom Foyer)
8:00am - 9:15am	Knowledge Development Through Replication Studies Human Resources: Diversity in Training, Talent Management, & Strategic HRM (Columbus B) Case Writing Hackathon: A quick overview on writing a case (Columbus C) Organizational Behavior: More than a Feeling: Stress and Emotions at Work (Discovery A) Knowing Me, Knowing You: Exercises in Understanding Oneself and the Environment (ELA) (Discovery B) Race and Gender Issues in Entrepreneurship (ENT/IT) (Discovery C)
8:00am - 9:00am	Poster Session: Research Gallery (Columbus Ballroom Foyer)
9:15am - 9:30am	Break
9:30am - 10:45am	Doctoral Consortium II (Pre-registration Required) (Columbus A) Junior Faculty Consortium II (Pre-registration Required) (Columbus B)

	Case Writing Hackathon: Writing Workshop in Small Groups Outcome: Case Ideation (Columbus C)
	Servant Leadership: Impacts on employee engagement and organizational outcomes (Discovery A)
	Non-Tenure Track and Adjunct Faculty Consortium (Discovery B)
	PDW: JEDI Aspirations (Discovery C)
	Resilience and Hermandad Among Latinx Scholars (PDW) (Innovation A)
	Exhibitor: CASE (Innovation B)
11:00am - 12:15pm	Keynote Address: Dean Erika James, Wharton Business School (Columbus (ABC))
	Case Writing Hackathon: Writing Workshop in Small Groups. (Discovery B)
12:15pm - 1:45pm	Conference Lunch
2:00pm - 3:15pm	Methods Workshop I: Quantitative Methods (Columbus A)
	Top of the Class – Experiential Exercise Run-off (ELA) (Columbus B)
	Tips on case writing (Columbus C)
	Challenge Stressors, Empathy, and Support in MED (Discovery A)
	Changing the Way We Think and Perceive Others (OB) (Discovery B)
	PDW: Replacing a Course Paper by a Service Learning Project (Discovery C)
	Business Education in the New Age (Innovation A)
3:15pm - 3:30pm	Break
3:30pm - 4:45pm	Leadership Development as a Change Process (PDW) (Columbus A)
	Online Instructions, Misconduct, and Internship outcomes in MED (Columbus B)
	Case Writing Hackathon: Next Steps (Columbus C)
	Firm Innovation and Learning (ENT/IT) (Discovery A)
	“Just Because Something Doesn’t Work, Doesn’t Mean It Can’t Be Improved” – Exercises in Team Dynamics (ELA) (Discovery B)
	Women in Leadership: Aspirations, Effectiveness, and Challenges (OB) (Discovery C)
	Companies in the Global Marketplace (STRAT/IM) (Innovation A)
	Different Facets of Leadership (Interactive Paper Session) (Innovation B)
5:30pm - 6:30pm	ALL EAM RECEPTION (Columbus (ABC))
7:00pm - 9:00pm	Mid-Career and Senior Faculty Collegiality (Columbus B)
7:00pm - 8:00pm	Track Chair Social Hour (Discovery B)
7:30pm - 8:30pm	ELA Reception (Discovery B)
8:30pm - 10:00pm	Conversation and Collegiality (Hotel Bar)

## **Friday, 19 May 2023**

7:30am - 9:00am	Breakfast (Columbus Ballroom Foyer)
8:00am - 9:00am	Awards (EAM, ELA, CASE, OMJ) (Columbus (ABC))
9:00am - 3:00pm	Exhibitors (Columbus Ballroom Foyer)
	Registration, Check-in (Columbus Ballroom Foyer)

9:30am - 10:45am	<p>Lets Discuss Research (Idea Incubator) (Columbus A)</p> <p>Methods Workshop II: Qualitative Methods (Columbus B)</p> <p>Uncertainty, Cults, and Neo-tribalism: Exploring Group Dynamics in Extreme Situations (OB) (Columbus C)</p> <p>Current topics in CSR and Sustainability efforts in educational organizations and business (E/CSR) (Discovery A)</p> <p>Exhibitor Session: CARMA (Discovery C)</p> <p>Entrepreneurial Factors and Performance (ENT/IT) (Innovation A)</p>
10:45am - 11:00am	Break
11:00am - 12:15pm	<p>Navigating Individual Competitiveness in the Era of AI: The Role of Coaching in Enhancing Work Engagement and Knowledge Processing (OB) (Columbus A)</p> <p>Researching and Teaching in the times of ChatGPT (Columbus B)</p> <p>Emerging Work Trends (HRM) (Columbus C)</p> <p>New Board Meeting (Conference/Boardroom)</p> <p>Non-Traditional Perspectives in Management Research (Discovery A)</p> <p>Sharing and Strategy (MED) (Discovery B)</p> <p>Lather, Rinse, But Don't Repeat: Creating New Experiential Exercises (Discovery C)</p> <p>Resilience, Creativity and Entrepreneurship (Interactive Paper Session) (Innovation B)</p>
12:15pm - 1:45pm	Lunch Break (on your own)
2:00pm - 3:15pm	<p>Interesting Strategic Topics (STRAT/IM) (Columbus A)</p> <p>Meet the Editors (Columbus B)</p> <p>Overcoming The Harm in Organizations (OB) (Discovery A)</p> <p>Stakeholder reaction to CSR and Sustainability practices (E/CSR) (Discovery B)</p> <p>Disparities, Inequality, and Entrepreneurial Success (ENT/IT) (Discovery C)</p> <p>Eastern Academy of Management International (Innovation A)</p> <p>Information and Innovation (Interactive Paper Session) (Innovation B)</p>
3:15pm - 3:30pm	Break
3:30pm - 4:45pm	EAM Business Meeting (Columbus B)

EAM-23

PROGRAM-IN-DETAIL



# Tuesday, 16 May Program

12:30pm-1:30pm	EAM Board Lunch - invitation only (Conference/Boardroom)
1:30pm-4:30pm	EAM Board Meeting (Conference/Boardroom)
2:00pm-5:30pm	Registration, Check-in (Lobby Perks Escalator)
2:00pm-5:00pm	Exhibitor set up (Discovery)
5:00pm-6:00pm	Welcome Reception (Discovery)
6:00pm-8:00pm	Walk and Talk: Learn Philly's History (Meet at Hotel Lobby)
8:30pm-10:00pm	Conversation and Collegiality (Hotel Bar)

**12:30 - 13:30**

**EAM Board Lunch - invitation only (Conference/Boardroom)**

**13:30 - 16:30**

**EAM Board Meeting (Conference/Boardroom)**

**14:00 - 17:30**

**Registration, Check-in (Lobby Perks Escalator)**

**14:00 - 17:00**

**Exhibitor set up (Discovery)**

**17:00 - 18:00**

**Welcome Reception (Discovery)**

**18:00 - 20:00**

**Walk and Talk: Learn Philly's History (Meet at Hotel Lobby)**

Marie-Line Germain

# Wednesday, 17 May Program

7:30am-9:00am	Breakfast (Columbus Ballroom Foyer)							
8:00am-9:15am	Discussing Early-Stage Ideas (Idea Incubator) (Columbus B)	Welcome to CASE (Columbus C)	Ideas Worth Considering (PDW) (Discovery A)	(Exhibitor: PhD Project) Empower Minorities to Teach – and Lead in Business (Discovery B)	Developing Research for Journals: Discussion with Editors of JME, MTR, and JPO (PDW) (Discovery C)	Non-traditional Ideas (PDW) (Innovation A)	Learning and Human Resources (Interactive Paper Session) (Innovation B)	
8:00am-9:00am	Research Gallery (Poster Session I) (Columbus Ballroom Foyer)							
9:00am-12:00pm	Exhibitors (Columbus Ballroom Foyer)				Registration, Check-in (Lobby Perks Escalator)			
9:15am-9:30am	Break							
9:30am-10:45am	Doctoral Consortium I (Pre-registration Required) (Columbus A)	Junior Faculty Consortium I (Pre-registration Required) (Columbus B)	Cases with a Complete Instructor's Manual (Columbus C)		Exhibitor: Practical ways to teach using our simulations (Discovery A)	Exhibitor: Nurturing Critical Thinking & Teamwork Skills in First-Year Courses (Discovery B)		
10:45am-11:00am	Break							
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**07:30 - 09:00**

**Breakfast (Columbus Ballroom Foyer)**

**08:00 - 09:15**

**Discussing Early-Stage Ideas (Idea Incubator) (Columbus B)**

Sarah Holtzen

**Intention Matters – Investigating Employees' Attitude Toward CSR Transparency**

Xiaochuan Song, Texas A&M University - Kingsville

### **The Mediating Role of Entrepreneurial Intentions in Proactive Personality led Job Crafting**

Jestine Philip, University of New Haven

Vasiliki Kosmidou, University of New Haven

### **Entrepreneurial Orientation and Innovation Performance in SMEs: What Price Justice?**

Othman Alshahrani, Morgan State University

Ravi Ramani, Morgan State University

### **Neurodiverse Perceptions of Leadership**

Catherine Hall, Roger Williams University

David Jorgensen, Roger William University

### **Entrepreneurship Challenges as Predictors of Firm Performance in Fragile Communities**

Elizabeth Muniz, Univeirsity of North Texas at Dallas

Banu Goktan, University of North Texas at Dallas

Isaura Flores, University of North Texas at Dallas

### **Entrepreneurship training and the moderating effect of entrepreneurial aptitude on vention creation**

Angelea Dukes, Morgan State University

### **Is Race a Moderating Factor in the Success of Black Women-Owned Small Businesses?**

Lolita Walker, Morgan State University

### **The Experience of Racial Microaggressions in PWOs: Non-Immigrant versus Immigrant Blacks**

Marcelius Lewis, Morgan State University

### **Progress towards Sustainable Development Goals: A Country-level Analysis of the Role of Environmental Performance Indicators**

Soma Ghosh, Albright College

### **Welcome to CASE (Columbus C)**

Miriam Weismann, CASE President

### **Ideas Worth Considering (PDW) (Discovery A)**

## **The Evolution of a Paper: Lessons Learned Along the Winding Road from Idea to Publication**

Kelly Davis McCauley, West Texas A&M University

Amanda Hinojosa, Howard University

## **(Exhibitor: PhD Project) Empower Minorities to Teach – and Lead in Business (Discovery B)**

### **Developing Research for Journals: Discussion with Editors of JME, MTR, and JPO (PDW) (Discovery C)**

#### **Developing Management Education-Related Research Designs: Join Members of the Editorial Teams from the Journal of Management Education and Management Teaching Review to Discuss Your Research Ideas!**

Melanie A. Robinson, HEC Montréal

Kerri Anne Crowne, Widener University

Steven Meisel, La Salle University

Joseph Seltzer, La Salle University (Emeritus)

### **Promoting Research on Experts and their Workplaces: A PDW for the Journal of Professions and Organization**

David Brock, Ben-Gurion University

Brooke Harrington, Dartmouth College

## **Non-traditional Ideas (PDW) (Innovation A)**

Noel Criscione-Naylor

### **“All work and no play makes Jack a dull boy:” Gaming in management education**

Ian Mercer, Fairleigh Dickinson University

Gabby Swab, Georgia Southern University

David Tomczyk, Quinnipiac University

John Harris, Georgia Southern University

Adam Hnatkovich, Tunnel Monster Collective

Ryan Bruns, Arcane Wonders

## **Building Diversity, Equity and Inclusion into Esports Curriculum and Communities**

Noel Criscione-Naylor, Stockton University

Jennifer Aarons, Stockton University

Petar Dobrev, Stockton University

Monica Amadio, Stockton University

Demetrios Roubos, Stockton University

## **Learning and Human Resources (Interactive Paper Session) (Innovation B)**

Gwen Jones

**Employee Engagement: A reconceptualization of an old construct – examining the dynamics between employee engagement as a psychological experience versus an organizational strategy.**

Jennifer Hart, University of Southern Maine

### **The Impact of Phubbing on Burnout in the Workplace**

Liad Bareket-Bojmel, Peres Academic Center

Nirit Toshav-Eichner, Peres Academic Center

### **The Moderating Effect of Perceived Pay-For-Performance on the Relationship Between Employees' Self-Efficacy and Outcome Expectations and Intention to Stay in SMEs**

Dalal AlQahtani, Morgan State University

Samina Saifuddin, Morgan State University

### **Tuning in to Empathy: Using Music to Explore Empathy**

Nathaniel Easton, University of Connecticut

## **08:00 - 09:00**

### **Research Gallery (Poster Session I) (Columbus Ballroom Foyer)**

Alice Wieland

#### **ePortfolios for Making Hiring Decisions**

Diane Holtzman, Stockton University

Ellen Kraft, Stockton University

Emmanuel Small, Stockton University

#### **The impact of leadership on employee support during organizational mergers: A psychological contract perspective**

Aneta Sieminski, The College of New Jersey

Brenda Ghitulescu, The College of New Jersey

#### **Examining shame as an affective response to employee time theft**

Kristian Gardner, Temple University

#### **The Impact of Diversity Climate on Employees' Health in Organizations**

Xiao Xiao, Temple University

**Youth Unemployment in the United States During COVID-19**

Jonas Benjamin Cabahug, Siena College

Andrea Smith-Hunter, Siena College

Daniel Robeson, Siena College

Joseph McCollum, Siena College

**09:30 - 10:45**

**Doctoral Consortium I (Pre-registration Required) (Columbus A)**

Dev Dutta

**Junior Faculty Consortium I (Pre-registration Required) (Columbus B)**

Tejinder Billing

**Cases with a Complete Instructor's Manual (Columbus C)**

**The Crisis at Burgers Supreme**

Elizabeth McCrea, Seton Hall University

Paul Sannitti

**Worcester Red Sox: Developing a marketing plan to expand their brand**

Elizabeth OHara, Assumption University

Bridget Leonard, Assumption University

**Space tourism: an Industry with a Future?**

Heidi Bertels, CUNY - College of Staten Island

Steven Congden, University of Hartford

David Desplaces, The Citadel

Todd Drew, The Citadel

**Too Good to Be True! Paid Parental Leave for 5 Years**

Chiajung Lin, Robert Morris University

Holly Chiu, Brooklyn College of City University of New York

**Silver Tongue Stealing in Silver City**

Debi Combs, Missouri Southern State University

Lucas Dille, Missouri Southern State University

### **Corporate policy or CEO activism? Citigroup's stance on reproductive healthcare in the United States**

Sarah Holtzen, Missouri Southern State University

Aimee Williamson, Suffolk University

Kim Sherman, Westfield State University

Megan Douglas, Missouri Southern State University

Sinead Ruane, Central Connecticut State University

### **Lee Valley: Oversized Challenges**

Geoffrey Pond, Royal Military College of Canada

Nicole Bérubé, Royal Military College of Canada

Nick Parsons, Carleton University

### **Biotechnology Meets Digital: Fujifilm joins DNA Data Storage Alliance**

Nasar um Minullah, EBS Business School, EBS University for Business and Law.

### **A Bridge for Some, a Barrier for Others**

Nicole Bérubé, Royal Military College of Canada

### **Marsh & McLennan Brokering Problems**

Joseph McManus, Monmouth University

### **Saxbys: A Mission Driven and Values Based Corporation**

Monica Zimmerman, West Chester University

James Gallagher, West Chester University

## **11:00 - 12:15**

### **Publishing in Top Journals: Advice from the Gatekeepers (Columbus (ABC))**

### **Changes in Academia (PDW) (Discovery A)**

### **Ways Management Academics Can Inspire Students to Become Social Entrepreneurs and Change the World**

Warner Woodworth, University of Utah

### **Designing an Executive Doctorate in Business Administration Program**

Mousumi Bhattacharya, Fairfield University

Zhan Li, Fairfield University

### **Faculty Career Transitions: Preparing for administrative roles (PDW) (Discovery B)**

#### **Faculty Career Transitions: Preparing for administrative roles**

Lisa Stickney, The University of Baltimore

Laurie Levesque, Suffolk University

Kris Backhaus, SUNY New Paltz

Nicole Bérubé, Royal Military College of Canada

Jeff Mello, Hofstra University

Filiz Tabak, Towson University

### **How to Get a Case Published? (Panel) (Discovery C)**

Miriam Weismann

## **14:00 - 15:15**

### **Emerging Ideas: Discussion and Debate (Idea Incubator) (Columbus A)**

Elizabeth McCrea

#### **Voice and Creativity: The Leadership Difference**

Hissah Alsuwayti, Morgan State University

Ravi Ramani, Morgan State University

### **Female Leaders in India**

Rupashree Baral, Indian Institute of Technology

Neena Gopalan, University of Redlands

Nicholas Beutell, Iona University

### **The relationship between social support and post-pandemic college student success**

Suzanne Edinger, Stonehill College

### **Leadership self-concept and influences: A qualitative analysis**

Andrea Becker, Nichols College

John Pratico, Anna Maria College

Jason Price, Nichols College

Leonard Samborowski, Nichols College

Emily Martin, Anna Maria

### **MULTIDIMENSIONAL TALENT MANAGEMENT IN GLOBAL TEAMS: FITTING THE PUZZLE PIECES**

Julia Eisenberg, Pace University

Ibraiz Tarique, Pace University

### **Something's Rotten in the State of Finance Education**

Cheri Thomas, University of Tennessee Southern

### **Impression Management in Defense of the Self: Examining the Duality of Self-Presentation in Response to Workplace Incivility**

Amy Yamei Wang, The Hang Seng University of Hong Kong

### **Disrupt, Devalue, Divide: Value Congruence and Organizational Commitment during a Hostile Takeover**

Mark Zajack, Lycoming College

### **The Role of Organizational Socialization Tactics in Predicting Organizational Citizenship Behaviors**

Ali Alshehri, Morgan State University

### **Can we learn mentoring? Can we teach mentoring?**

Madeline Crocitto, SUNY at Old Westbury

Gayle Baugh, University of West Florida

### **Paper Development Workshop with Editors from TOP JOURNALS (Pre-Registration Required) (Columbus B)**

### **Cases: Without Complete Instructor's Manual and Embryo (Columbus C)**

#### **Panera, the 4P's, and the pandemic: no, it's not a fable**

Anthony Furnelli, Westfield State University

### **Building A (New) Company Culture: Ma Reilly's Cafe**

Laurie Levesque, Suffolk University

George Kokoros, Suffolk University

**Elon Musk and Twitter: Chaos or Transformational Leadership**

Michael Lewis, Assumption University

Robin Frkal, Nichols College

**SPOTIFY'S CHALLENGE: GETTING AND KEEPING EVERYONE'S ATTENTION**

Mike Grandinetti, Harvard & Brown University

Miriam Weisman, Florida International University

**The 3Ps and the Crucible: How Cascade Engineering Continued its Mission of People, Planet, and Profit, While Going Head-to-head with the Covid-19 Pandemic**

Mike Grandinetti, Harvard & Brown University

Thomas Persico, Brown University

**Andy, if... then ... go attend to your garden**

Isabel Rechberg, CUNY-CSI

**The Folly of Mistaking Followers for Customers**

Pauline Assenza, Western CT State University

**Tutorez, Crossing the Valley of Death**

David Jorgensen, Roger Williams University

Ryan Schill, Utah Valley University

Catherine Hall, Roger Williams University

Frances Fabian, The University of Memphis

Ronei Leonel, Salisbury University

**University Student Computer Lab Reduction**

Lucas Dille, Missouri Southern State University

**WittyFeed, a Digital Startup Fighting to Survive**

Erica Berte, Metropolitan State University

Nilesh Khare, ENABLEance

Poornima Mishra, Prestige Institute of Global Management

Vishal Gupta, The University of Alabama

## **Critical Insights for Hospitality Organizations (HM) (Discovery A)**

Julaine Rigg

### **Mobile Businesses: Criteria that Affect Specialty Food Trucks Location**

Eduardo Millet, State University of New York at New Paltz

Hale Kaynak, The University of Texas Rio Grande Valley

Amelia Carr, Bowling Green State University

## **A Systematic Review of Diversity, Inclusion and Equity in Hospitality Organizations**

Noel Criscione-Naylor, Stockton University

Michele Myers Reid, Stockton University

## **Theoretical advances in understanding CSR and Sustainability (E/CSR) (Discovery B)**

Sarah Stookey

### **Economic Growth, Inefficient Markets, and Economic Inequality**

Senthil Kumar Muthusamy, Slippery Rock University

Ramadevi Kannan, Owens College

## **Advancing justice and equity through clear talk about participation and ownership**

Sarah Stookey

## **CORPORATE SOCIAL RESPONSIBILITY AND NEW VENTURE PERFORMANCE: THE ROLE OF MEDIA ATTENTION**

Koushikee Dutta, Towson University

Kirk Ring, Louisiana Tech University

Benson Kinney, Louisiana Tech University

## **Creating a Semester-Long Simulation Utilizing Roleplaying (Discovery C)**

### **Creating a Semester-Long Simulation Utilizing Roleplaying**

David David Tomeczyk, Quinnipiac University

Kyle Trusch, Quinnipiac University

Danielle Giglione, Quinnipiac University

## **Vertical Leadership Development: Facilitating Growth, Change, and Inclusion (PDW) (Innovation A)**

### **Vertical Leadership Development: Facilitating Growth, Change, and Inclusion in an Ever-Changing World**

Kevin Coopersmith, Stockton University

Monica Amadio, Stockton University

## **Thinking Out of the Box (Interactive Paper Session) (Innovation B)**

Edy Moulton-Tetlock

### **Mirror, Mirror on the Wall: Soft Skill Perceptions of Millennials and Gen Zers**

Carol Stewart, Southern CT State University

Sheryl Marciniac, Southern CT State University

Alison Wall, Southern CT State University

Alice Wieland, Southern CT State University

LaQuita Joyner-McGraw, Southern CT State University

## **Institutional Isomorphism and Agency: Do MNCs Really Have Greater Discretion Than Local Firms in Decision-Making?**

Kayleigh Harris, University of Massachusetts Amherst

Mzamo Mangaliso, University of Massachusetts Amherst

## **Soothing the Self-Threat of Idea Theft**

Sara Wheeler-Smith, Manhattan College

Edy Moulton-Tetlock, Manhattan College

## **Corporate Citizenship and the United Nations Global Sustainable Development Goals**

Robert D'Intino, Rowan University

**15:30 - 17:00**

## **ALL EAM: Trends and Practices in Business School: The Deans' Panel (Columbus (ABC))**

**17:00 - 18:15**

## **CASE Celebration Hour (Discovery A)**

**17:30 - 19:30**

**Networking dinner - outside restaurant self-paid (meet in the lobby at 5.30P) ()**

**18:00 - 20:00**

**Fellows Dinner - invitation only (Admiral's Quarters)**

**18:15 - 19:30**

**Case Association Business Meeting & Dinner (Offsite)**

# Thursday, 18 May Program

7:30am-9:00am	Breakfast (Columbus Ballroom Foyer)							
8:00am-9:15am	Knowledge Development Through Replication Studies	Human Resources: Diversity in Training, Talent Management, & Strategic HRM (Columbus B)	Case Writing Hackathon: A quick overview on writing a case (Columbus C)	Organizational Behavior: More than a Feeling: Stress and Emotions at Work (Discovery A)	Knowing Me, Knowing You: Exercises in Understanding Oneself and the Environment (ELA) (Discovery B)	Race and Gender Issues in Entrepreneurship (ENT/IT) (Discovery C)		
8:00am-9:00am	Poster Session: Research Gallery (Columbus Ballroom Foyer)							
9:15am-9:30am	Break							
9:30am-10:45am	Doctoral Consortium II (Pre-registration Required) (Columbus A)	Junior Faculty Consortium II (Pre-registration Required) (Columbus B)	Case Writing Hackathon: Writing Workshop in Small Groups Outcome: Case Ideation (Columbus C)	Servant Leadership: Impacts on employee engagement and organizational outcomes (Discovery A)	Non-Tenure Track and Adjunct Faculty Consortium (Discovery B)	PDW: JEDI Aspirations (Discovery C)	Resilience and Hermandad Among Latinx Scholars (PDW) (Innovation A)	Exhibitor: CASE (Innovation B)
11:00am-12:15pm	Keynote Address: Dean Erika James, Wharton Business School (Columbus (ABC))				Case Writing Hackathon: Writing Workshop in Small Groups. (Discovery B)			
12:15pm-1:45pm	Conference Lunch							
2:00pm-3:15pm	Methods Workshop I: Quantitative Methods (Columbus A)	Top of the Class – Experiential Exercise Run-off (ELA) (Columbus B)	Tips on case writing (Columbus C)	Challenge Stressors, Empathy, and Support in MED (Discovery A)	Changing the Way We Think and Perceive Others (OB) (Discovery B)	PDW: Replacing a Course Paper by a Service Learning Project (Discovery C)	Business Education in the New Age (Innovation A)	
3:15pm-3:30pm	Break							
3:30pm-4:45pm	Leadership Development as a Change Process (PDW) (Columbus A)	Online Instructions, Misconduct, and Internship outcomes in MED (Columbus B)	Case Writing Hackathon: Next Steps (Columbus C)	Firm Innovation and Learning (ENT/IT) (Discovery A)	“Just Because Something Doesn’t Work, Doesn’t Mean It Can’t Be Improved” – Exercises in Team Dynamics (ELA) (Discovery B)	Women in Leadership: Aspirations, Effectiveness, and Challenges (OB) (Discovery C)	Companies in the Global Marketplace (STRAT/IM) (Innovation A)	Different Facets of Leadership (Interactive Paper Session) (Innovation B)
5:30pm-6:30pm	ALL EAM RECEPTION (Columbus (ABC))							
7:00pm-9:00pm	Mid-Career and Senior Faculty Collegiality (Columbus B)							
7:00pm-8:00pm	Track Chair Social Hour (Discovery B)							
7:30pm-8:30pm	ELA Reception (Discovery B)							
8:30pm-10:00pm	Conversation and Collegiality (Hotel Bar)							

**07:30 - 09:00**

**Breakfast (Columbus Ballroom Foyer)**

**08:00 - 09:15**

**Knowledge Development Through Replication Studies ()**

**Human Resources: Diversity in Training, Talent Management, & Strategic HRM (Columbus B)**

Julia Eisenberg

**Impact of the Occupational Segregation on Occupational Employment by Race during the Pandemic**

Shani Carter, Wagner College

**Cognitive Diversity in Workplace: Leveraging the Hidden Potential of Neurodivergent Talents – “Making the Invisible, Visible”**

Mirudhuneka Varadarajan Senthil, Pace University

Dr. Katherine Richardson, Pace University

**Case Writing Hackathon: A quick overview on writing a case (Columbus C)**

Rebecca Morris

**Organizational Behavior: More than a Feeling: Stress and Emotions at Work (Discovery A)**

Robin Frkal

**THE EXPLANATORY ROLE OF EMOTIONS IN THE IMPROVISATIONAL PROCESS RESULTING FROM CRISES**

Ana Câmara, Iona University

**What's Emotion got to do with it? Individual Emotion's Role in Collective Idea Generation**

Sarah Kostanski, University of Massachusetts Lowell

**Inclined to Stay: When Community Embeddedness Diminishes Stress and Enhances Employee Retention**

Nabi Ebrahimi, University of Massachusetts Lowell

Tamara Montag-Smit, University of Massachusetts Lowell

Brandon Smit, Bentley University

**Knowing Me, Knowing You: Exercises in Understanding Oneself and the Environment (ELA) (Discovery B)**

Ian Mercer

**Relating Porter's Five Forces to Students' Lives: Application to Post-Graduation Job Hunt Scenarios**

Julie Stanton, The Pennsylvania State University

Sophia Briseno, The Pennsylvania State University

**The Practice Reveal: An Exercise is Born**

David Fearon, Sr, Central Connecticut State University

**Asking a LEGO Person to Introduce Wicked Problems to Business Students: An Experiential Exercise**

Steven Meisel, La Salle University

Dilip Mirchandani, Rowan University

**Terms and Conditions of Remote Work Arrangements: A Multi-Issue Negotiation**

Timothy Golden, Rensselaer Polytechnic Institute

**Race and Gender Issues in Entrepreneurship (ENT/IT) (Discovery C)**

Banu Goktan

**WORK-LIFE BOUNDARY MANAGEMENT FOR WORKING WOMEN: AN EXAMINATION OF AGE AND MOTHERHOOD**

Donna McCloskey, Widener University

Kerri Crowne, Widener University

**Game on! Age, race, and performance in the board game industry**

R. Gabrielle Swab, Georgia Southern University

Marcus Wolfe, University of North Texas

**08:00 - 09:00**

**Poster Session: Research Gallery (Columbus Ballroom Foyer)**

Alice Wieland

**The Black Ceiling: African American Women Overcoming Leadership Barriers**

Crystal Mooring

**Impact of Job Embeddedness on Turnover Intention among Frontline Manufacturing Leaders**

Darnell Billups, Hood College

Nisha Manikoth, Hood College

David Gurzick, Hood College

James Jansen, Hood College

**On the Right Track: Discovering Tacit Criteria in the Creative Process**

Kaleigh May, Case Western Reserve University

**Women's Health in African Countries**

Andrea Smith Hunter, Siena College

Maria Carzo, Siena College

Gabrielle Hunter, University of Toronto

**No One Knows What It Means, but It's Provocative: The Development and Validation of a Political Correctness (PC) Scale**

Rose Brown, Cornell University

**Bodily Autonomy and Leadership**

Alif Laila Tisha, University of Dayton

Ayesha Sengupta, National Center for Principled Leadership & Research Ethics

**09:30 - 10:45**

**Doctoral Consortium II (Pre-registration Required) (Columbus A)**

Indu Khurana; Dev Dutta

**Junior Faculty Consortium II (Pre-registration Required) (Columbus B)**

Tejinder Billing

**Case Writing Hackathon: Writing Workshop in Small Groups Outcome: Case Ideation (Columbus C)**

Rebecca Morris

**Servant Leadership: Impacts on employee engagement and organizational outcomes (Discovery A)**

Kevin Coopersmith

**Heavy Work Investment, Workaholism, Servant Leadership and Organizational Outcomes: A Study among Italian Workers**

Yura Loscalzo, University of Florence

Aharon Tziner, Peres Academic Center and Tel-Hai University

Or Shkoler, HEC, Montreal

**Left Uninvolved and Unidentified? No More. The Effect of Servant Leadership on Languishers' Social Functioning and Organizational Identification**

Nabi Ebrahimi, University of Massachusetts Lowell

Tamara Montag-Smit, University of Massachusetts Lowell

Ann Kronrod, University of Massachusetts Lowell

## **The Impact of Perceived Leader Integrity on Employees' Job Satisfaction: The Mediating Role of Entrepreneurial Leadership**

Rayan Aljadani, Morgan State University

Golshan Javadian, Morgan State University

Christopher Mathis, Morgan State University

## **Non-Tenure Track and Adjunct Faculty Consortium (Discovery B)**

Kathy Finnegan, Rick Jonsen, Greg Payton

## **PDW: JEDI Aspirations (Discovery C)**

Dilip Mirchandani

### **JEDI Aspirations**

Dilip Mirchandani, Rowan University

David Fearon, Emeritus, Central Connecticut State University

Jeanie Forray, Western New England University

Eric Kessler, Pace University

Mzamo Mangaliso, University of Massachusetts, Amherst

Joy Schneer, Rider University

Theodore Peridis, York University

## **Resilience and Hermandad Among Latinx Scholars (PDW) (Innovation A)**

### **Resilience and Hermandad Among Latinx Scholars**

Carlos B. González, Cal Poly Pomona

Monica Gavino, San José State University

Donna Maria Blancero, Bentley University

Samantha E. Erskine, University of Massachusetts, Boston

## **11:00 - 12:15**

## **Keynote Address: Dean Erika James, Wharton Business School (Columbus (ABC))**

## **Case Writing Hackathon: Writing Workshop in Small Groups. (Discovery B)**

Rebecca Morris

## **12:15 - 13:45**

## **Conference Lunch ()**

**14:00 - 15:15**

**Methods Workshop I: Quantitative Methods (Columbus A)**

**Top of the Class – Experiential Exercise Run-off (ELA) (Columbus B)**

Gabby Swab

**The Invisible Backpack: An exercise to better understand, empathize with, and make recommendations for supporting employees with their work-life challenges**

Scott Behson, Fairleigh Dickinson University

**Battling Anti-Fat Bias in an Unequal World: An Experiential Exercise**

Maria Volkova Feddeck, Case Western Reserve University

Pooja Khatija, Case Western Reserve University

Kaleigh May, Case Western Reserve University

**Tips on case writing (Columbus C)**

Eric Dolansky, Editor-in-Chief, Case Research Journal (NACRA)

**Challenge Stressors, Empathy, and Support in MED (Discovery A)**

Theodore Peters

**Neurodiversity Support Strategies in Management Education: Methods and Examples**

Jeffrey Alstete, Iona University

John Meyer, Iona University

Nicholas Beutell, Iona University

**‘Woke’ Pedagogy: An Approach To Developing Empathy For Social Inequalities In The Classroom**

Tanja Darden, Towson University

**Harnessing Stress for Success: Implications of Challenge Stressors for Experiential Learning in Management Doctoral Programs**

Amanda S. Hinojosa, Howard University

Kelly D. McCauley, West Texas A&M University

**Changing the Way We Think and Perceive Others (OB) (Discovery B)**

Isabel Rechberg

**Splintered Rule: The Effects of Structural Differentiation on Board Process and Dynamics**

Marta Geletkanycz, Boston College

**The Reduction of Discrimination Against Acid Attack Survivors for Customer Contact Jobs – An Experimental Study**

Arindam Bhattacharjee, Indian Institute of Management Calcutta

Chetan Joshi, Indian Institute of Management Calcutta

**Can We Reduce Student Bias against Individuals with Autism?**

Joel Rudin, Rowan University

Tejinder Billing, Rowan University

Richard Jonsen, Rowan University

Yuanmei Qu, Rowan University

Yang Yang, Rowan University

**PDW: Replacing a Course Paper by a Service Learning Project (Discovery C)**

**Replacing a Course Paper by a Service Learning Project**

C. Melissa Fender, Rutgers University - Camden

Lisa Stickney, The University of Baltimore

Michael D'Italia, Rutgers University - Camden

Daniel Tomé, Rutgers University - Camden

**Business Education in the New Age (Innovation A)**

Sarah Stookey

**ESG and Job Satisfaction of Gen Z and Gen Y Employees**

C. Christopher Lee, Central Connecticut State University

Victoria Companik, Central Connecticut State University

Thomas Picarelli, Central Connecticut State University

Gary Berman, Central Connecticut State University

Matthew Lombardi, Central Connecticut State University

Darshilkumar Patel, Central Connecticut State University

Hyoun Sook Lim, Central Connecticut State University

**Academic dishonesty, social contracts, unethical pro-organizational behavior and neo-tribalism: University student preparation, performance and cheating in an online learning environment**

Pat McHugh, Brown University

Larisa Leventon, Brown University

**Retention and Attrition of EdD Students - Support for a Mentoring Program**

Susan Adelizzi-Schmidt, Stockton University

**Esports Management and Entrepreneurship: Diversity, Social Mobility and Competitive Advantage in Innovative Management Education Degrees**

Noel Criscione-Naylor, Stockton University

Monica Amadio, Stockton University

**Implication of Artificial Intelligence in University Admissions and Equity in Writing Intensive Technology Management Courses**

Monica Amadio, Stockton University

Robert Heinrich, Stockton University

Scott Huston, Stockton University

**15:30 - 16:45**

**Leadership Development as a Change Process (PDW) (Columbus A)**

**Impact over Intent: A Practical Approach to Teaching Microaggression in the classroom**

Ashwini Gangadharan, Kutztown University of Pennsylvania

Ankur Nandedkar, Millersville University of Pennsylvania

**Online Instructions, Misconduct, and Internship outcomes in MED (Columbus B)**

Leonard Samborowski

**A Comparative Cross-National Examination of the Effects of Supervisors and Job Characteristics on Internship Outcomes**

Ravi S. Ramani, Morgan State University

Patrick P. McHugh, The George Washington University

**Online Instructions: Can They Be An Effective Learning Alternative for College Education?**

LEE LEE, Central Connecticut State University

Nam Lee, Central Connecticut State University

Glenn King, Jr, Independent Education Consultant

**How and why faculty enforce student academic misconduct policy**

Douglas Sanford, Towson University

Bari Bendell, Suffolk University

Heidi Bertels, College of Staten Island

### **Case Writing Hackathon: Next Steps (Columbus C)**

Rebecca Morris

### **Firm Innovation and Learning (ENT/IT) (Discovery A)**

Russell Seidle

### **The IPO Exit Window: How Unicorn Ventures Choose Their Focus and Make Acquisitions as They Age**

Xi Zhang, New Jersey Institute of Technology

Raja Roy, New Jersey Institute of Technology

Shanthi Gopalakrishnan, New Jersey Institute of Technology

### **The Role of CEO Biases and Heuristics for Large Firms' Innovation**

Cristina Vlas, University of Massachusetts Amherst

### **Searching Wide or Staying Close: The Relative Use of Distinct Organisational Learning Types in High and Low Novelty Innovations**

Russell Seidle, Suffolk University

### **“Just Because Something Doesn’t Work, Doesn’t Mean It Can’t Be Improved” – Exercises in Team Dynamics (ELA) (Discovery B)**

Petar Dobrev

### **Avoiding Cultural Blunders in Global Teams—Hofstede to the Rescue!**

Tuvana Rua, Quinnipiac University

Amy Paros, Quinnipiac University

Jeanine Andreassi, Sacred Heart University

Valerie Christian, Sacred Heart University

### **An Experiential Activity For Learning And Applying Zones of Target Resistance In The Influenc Process**

John Barbuto Jr, California State University Fullerton

Richard Pana, California State University Fullerton

Nathaniel Perkins II, California State University Fullerton

Thuy Moesta, California State University Fullerton

## **You've Got the Power To Change My Mind: An Experiential Learning Exercise in Harnessing and Leveraging Your Power**

Blythe Rosikiewicz, West Chester University of Pennsylvania

## **Motivation & Fries: Case Study & Role Play**

Mariana Lebron, Towson University

Filiz Tabak, Towson University

Jan Baum, Towson University

## **Women in Leadership: Aspirations, Effectiveness, and Challenges (OB) (Discovery C)**

Madeline Crocitto

## **Just Call Me Megan: Who Benefits and How from Un-titling?**

Dana Kanze, London Business School

## **Barriers and Enablers of women's leadership in higher education: A Comprehensive Evaluation**

Nairitee Sil, Indian Institute of Technology Roorkee

Usha Lenka, Indian Institute of Technology Roorkee

## **The Role of Gender Role Orientations in Leadership Aspiration: Insights from a Three Nation Investigation**

Samina Saifuddin, Morgan State University

Noemi Nagy, University of South Florida

Isis Olimpia Gutierrez-Martinez, Universidad de las Americas Puebla

Richard Blaese, ZHAW School of Management and Law

## **Companies in the Global Marketplace (STRAT/IM) (Innovation A)**

Banu Goktan

## **"May I have your attention, please?": A Bibliometric Analysis of Attention-Based View Research**

Athina Skiadopoulou, University of Alabama

## **Telling a New Story: Drawing Internationalization Lessons from the Timelines of South African Multinationals**

Leah Ndanga, West Chester University in Pennsylvania

Mzamo Mangaliso, University of Massachusetts Amherst

## **Strategic Leader Combinations: Expert Leadership, Executive Alignment, and Organizational Performance**

Tyler Skinner, University of Georgia  
Steven Salaga, University of Georgia  
Matthew Juravich, University of Akron

### **Different Facets of Leadership (Interactive Paper Session) (Innovation B)**

Nabi Ebrahimi

#### **Rise and Inclusion of Unconventional Leaders in an Unequal World**

Amélie Cloutier, Université du Québec à Montréal  
Andrew Webb, ENAP (École Nationale d'Administration Publique)

#### **How Leaders Kill the Cat**

Sarah Kostanski, University of Massachusetts Lowell

#### **Servant Leadership: A Review of Its Mechanisms**

Nabi Ebrahimi, University of Massachusetts Lowell  
Kimberly Merriman, University of Massachusetts Lowell  
Tamara Montag-Smit, University of Massachusetts Lowell

### **Innovating By Design: A Qualitative Study of Business School Faculty Processes for Designing and Adapting Experiential Innovations**

Melanie A. Robinson, HEC Montréal  
Marine Agogué, HEC Montréal

**17:30 - 18:30**

**ALL EAM RECEPTION (Columbus (ABC))**

**19:00 - 21:00**

**Mid-Career and Senior Faculty Collegiality (Columbus B)**

Laurie Levesque

**19:00 - 20:00**

**Track Chair Social Hour (Discovery B)**

**19:30 - 20:30**

**ELA Reception (Discovery B)**

# Friday, 19 May Program

7:30am-9:00am	Breakfast (Columbus Ballroom Foyer)							
8:00am-9:00am	Awards (EAM, ELA, CASE, OMJ) (Columbus (ABC))							
9:00am-3:00pm	Exhibitors (Columbus Ballroom Foyer)				Registration, Check-in (Columbus Ballroom Foyer)			
9:30am-10:45am	Lets Discuss Research (Idea Incubator) (Columbus A)	Methods Workshop II: Qualitative Methods (Columbus B)	Uncertainty, Cults, and Neo-tribalism: Exploring Group Dynamics in Extreme Situations (OB) (Columbus C)	Current topics in CSR and Sustainability efforts in educational organizations and business (E/CSR) (Discovery A)	Exhibitor Session: CARMA (Discovery C)	Entrepreneurial Factors and Performance (ENT/IT) (Innovation A)		
10:45am-11:00am	Break							
11:00am-12:15pm	Navigating Individual Competitiveness in the Era of AI: The Role of Coaching in Enhancing Work Engagement and Knowledge Processing (OB) (Columbus A)	Researching and Teaching in the times of ChatGPT (Columbus B)	Emerging Work Trends (HRM) (Columbus C)	New Board Meeting (Conference/Boardroom)	Non-Traditional Perspectives in Management Research (Discovery A)	Sharing and Strategy (MED) (Discovery B)	Lather, Rinse, But Don't Repeat: Creating New Experiential Exercises (Discovery C)	Resilience, Creativity and Entrepreneurship (Interactive Paper Session) (Innovation B)
12:15pm-1:45pm	Lunch Break (on your own)							
2:00pm-3:15pm	Interesting Strategic Topics (STRAT/IM) (Columbus A)	Meet the Editors (Columbus B)	Overcoming The Harm in Organizations (OB) (Discovery A)	Stakeholder reaction to CSR and Sustainability practices (E/CSR) (Discovery B)	Disparities, Inequality, and Entrepreneurial Success (ENT/IT) (Discovery C)	Eastern Academy of Management International (Innovation A)	Information and Innovation (Interactive Paper Session) (Innovation B)	
3:15pm-3:30pm	Break							
3:30pm-4:45pm	EAM Business Meeting (Columbus B)							

**07:30 - 09:00**

**Breakfast (Columbus Ballroom Foyer)**

**08:00 - 09:00**

**Awards (EAM, ELA, CASE, OMJ) (Columbus (ABC))**

**09:30 - 10:45**

**Lets Discuss Research (Idea Incubator) (Columbus A)**

Elizabeth McCrea

**Do Masculinity Contest Cultures Prevail Within Pink-Collar Industries? An Exploration of Community College Culture**

Angie Auldridge, Hood College

Nisha Manikoth, Hood College

**Hotel front line employees' emotional exhaustion in the era of Covid-19: The role of self-efficacy, supervisor support, and work engagement.**

Julaine Rigg, Morgan State University

Kimberly Peterkin, Hainan University/ASU Joint International Tourism College

Joonwoo Moon, Morgan State University

**Work Life Balance Policies of the Fortune 150 Companies and the Impact of COVID-19: An Empirical Investigation**

Rania Radwan, Hood College

Anita Joes, Hood College

**ENTREPRENEURIAL DECISION MAKING FOR SECOND STAGE SUCCESS: TRANSITIONING THE ENTREPRENEURIAL LIFE CYCLE**

Pauline Assenza, Western CT State University

**Commuting model of telework**

William Hampton-Sosa, Brooklyn College of City University of New York

Holly Chiu, Brooklyn College of City University of New York

**Online teaching policy**

Heather Richards, Nichols College

Laura Blake, Nichols College

**Toxic Masculinity: Defined and Measured**

Curtis Gregory, Temple University

**The Conditional Effects of Personality, Soft Skills and Stress in Virtual Teams**

Elena Lvina

Mahdi Moshirian Farahi, Carleton University

Sujit Sur, Carleton University

Catalin Ratiu, California State University San Marcos

**Learning and Interest Generation from Gamifying Introductory Business Education**

David Tomczyk, Quinnipiac University

Kyle Trusch, Quinnipiac University

Danielle Giglione, Quinnipiac University

### **Organizational Citizenship Behaviors in Predicting Saudi Arabian SMEs' Survival**

Ali Alshehri, Morgan State University

### **No More Small Talk – The Loss of Casual Conversations in Online, Asynchronous Courses**

Mark Promislo

### **Student Mentoring Programs**

S. Gayle Baugh, University of West Florida

Madeline Crocitto, State University of New York - Old Westbury

### **The influence of student-centered versus teacher-centered syllabi on student perceptions**

Elizabeth McCrea, Seton Hall University

Amy Hunter, Seton Hall University

### **Methods Workshop II: Qualitative Methods (Columbus B)**

### **Uncertainty, Cults, and Neo-tribalism: Exploring Group Dynamics in Extreme Situations (OB) (Columbus C)**

Yuanmei Qu

### **The Anti-Wisdom of Cultic Groups: Modeling Systematic Distortion and Subjugation Processes**

Eric Kessler, Pace University

### **Effectuation and Co-creation in Social Enterprises: Examining the Relationship in the Context of Uncertainty**

Xiaoming Yang, University of Nebraska at Omaha

Vijayabaskar Masilamani, GITAM University

Usha Rani Budumuru, GITAM University

Nithin Sai Kolli, GITAM University

Phani Tej Adidam, University of Nebraska at Omaha

### **Neo-tribalism and Organizational Studies Research: A UPOB Studies Agenda**

Patrick McHugh, Brown University

Adrian Aamodt, Brown University

Georgios Koutsoumpis, Brown University

### **Current topics in CSR and Sustainability efforts in educational organizations and business (E/CSR) (Discovery A)**

Antigoni Papadimitriou

#### **CSR Transparency Among Small Firms: Evidence from benefit corporations**

Aynur Nabiyeva, University of Massachusetts Boston

Edward Carberry, University of Massachusetts Boston

Nardia Haigh, University of Massachusetts Boston

Theodore DeWitt, University of Massachusetts Boston

### **Sustainable Product Purchase: Are Eco-labeling, Environment Concern, Consumer Demographics Important?**

Muhammad Mollah, St. Louis University

Kaushik Mukherjee, Worcester State University

Keith Ferguson, Florida State University

Joe Hair, University of South Alabama

### **Organizational commitment to RME selected US business schools: An exploratory study**

Antigoni Papadimitriou, Lehigh University - College of Business

### **Sustainability Literacy: Comparing First Year, Mid-level and Upper Level (Fourth and Fifth Year) Business Majors Using the SULITEST**

Dilip Mirchandani, Rowan University

Tejinder Billing, Rowan University

Andrea Farro, Rowan University

### **Exhibitor Session: CARMA (Discovery C)**

#### **Entrepreneurial Factors and Performance (ENT/IT) (Innovation A)**

Jan Baum

#### **Unforgiven? Demographic-Based Inequality in PPP Loan Forgiveness in a Pandemic**

Michael Ogbolu, Howard University

Ikenna Uzuegbunam, Howard University

Amanda Hinojosa, Howard University

### **Entrepreneurial Orientation and Firm Performance: Does CEO Servant Leadership Play a Role?**

Sanjay Chaudhary, O.P Jindal Global University

Vishal K Gupta, University of Alabama

Chitra Singla, Indian Institute of Management, Ahmedabad

### **The Impact of Entrepreneurial Self-Efficacy on Entrepreneurial Resilience: The Mediating Role of Entrepreneurial Alertness and the Moderating Role of Digital Entrepreneurship**

Mohammad Meateg, Morgan State University

Christopher Mathis, Morgan State University

Golshan Javadian, Morgan State University

Samina Saifuddin, Morgan State University

**10:45 - 11:00**

**Break ()**

**11:00 - 12:15**

### **Navigating Individual Competitiveness in the Era of AI: The Role of Coaching in Enhancing Work Engagement and Knowledge Processing (OB) (Columbus A)**

John Adekunbi

### **Winning Through the Ages: A Bibliometric Review of Trait Competitiveness**

Tyler Fezzey, The University of Alabama

R. Gabrielle Swab, Georgia Southern University

### **Artificial Intelligence for Performance Tasks and Creative Tasks: A Demands-Resources Typology**

Jestine Philip, University of New Haven

Indra Ponnuswamy, University of New Haven

### **Coaching the knowledge processing enabler? An inquiry**

Isabel Rechberg, CUNY-College of Staten Island

### **Researching and Teaching in the times of ChatGPT (Columbus B)**

Theodoros Peridis

### **Emerging Work Trends (HRM) (Columbus C)**

Xiaochuan (Shelton) Song

**AI-Enabled Recruiting: Should I Apply?**

Honghua Li, Morgan State University

Samina Saifuddin, Morgan State University

Seontaik Kim, Morgan State University

Linzhi Du, Lanzhou University

**What can OD Theory teach us about the Great Resignation and Quiet Quitting?**

Teresa Plummer, University of Southern Maine

**Managing Employees From Afar: Remote Management of Workers and Implications for Employee Trust**

Timothy Golden, Rensselaer Polytechnic Institute

Michael Ford, University of Alabama

John Cocco, Rensselaer Polytechnic Institute

**New Board Meeting (Conference/Boardroom)**

Tejinder Billing

**Non-Traditional Perspectives in Management Research (Discovery A)**

Majid Rahimi

**Sustainable Development in Morocco: Opportunities and Challenges**

Khadija AL Arkoubi, University of New Haven

Fadoua Tahari, Business Science Institute

**Organisational disclosures on vulnerable groups: the New Zealand context**

Ralph Adler, Otago University

Mansi Mansi, University of Tasmania

Rakesh Pandey, University of Tasmania

**The Impact of Technology Adoption and Gender on Entrepreneur's Digital Literacy**

Abdulrahman Alfayyadh, Morgan State University

Golshan Javadian, Morgan State University

Christopher Mathis, Morgan State University

## **Sharing and Strategy (MED) (Discovery B)**

Christy Goodnight

### **Sharing, Collaboration, and Improvisation: Military & Civilian Teachers of Organizational Behavior & Leadership at the USCGA**

Theresa McBride, United States Coast Guard Academy

Edward Gailor, United States Coast Guard Academy

Jon Heller, United States Coast Guard Academy

## **Digital Platform Ecosystems and the New Rules of Strategy: How We May Teach Strategic Management and Entrepreneurship Differently**

Huy (David) Tran, Albright College

## **Lather, Rinse, But Don't Repeat: Creating New Experiential Exercises (Discovery C)**

John Meyer

### **Lather, Rinse, But Don't Repeat: Creating New Experiential Exercises**

Vicki Taylor, Shippensburg University of Pennsylvania

Steven Meisel, La Salle University

## **Resilience, Creativity and Entrepreneurship (Interactive Paper Session) (Innovation B)**

Erica Berte

### **THE TALE OF RESILIENCE ADMIST ECONOMIC SANCTIONS AND A PANDEMIC**

Monica Sharif, California State University, Los Angeles

Farshad Ghodoosi, California State University, Northridge

## **The Relationship between Narcissism & Entrepreneurship: A Systematic Review**

Vasiliki Kosmidou, University of New Haven

## **Entrepreneurial Activities and the Impact of Change Readiness**

Fatmah Alangari, Morgan state university

## **Global-Enlight-Entanglement: A Review of Socio-Political Contexts and Evolution of Organization and Management**

Senthil Kumar Muthusamy, Slippery Rock University

## **Does age increase or decrease creativity? The moderating effect of perceived organizational support**

Hyoun Sook Lim, Central Connecticut State University

Wonseok Choi, University of Detroit Mercy

**12:15 - 13:45**

**Lunch Break (on your own) ()**

**14:00 - 15:15**

**Interesting Strategic Topics (STRAT/IM) (Columbus A)**

Theo Peridis

**INNOVATION VS. CONTROL: DILEMMAS OF THE NEW MULTINATIONAL CORPORATION**

Babita Srivastava, William Paterson University

Raza Mir, William Paterson University

**The Flow of Related and Unrelated Knowledge in Alliances: An Antecedent to the Acquisition of Alliance Partners**

Simona Ileana Giura, SUNY Oneonta

**IPO: A Bibliometric Analysis of Top Business Journals**

Majid Rahimi, University of Alabama

**Meet the Editors (Columbus B)**

**Overcoming The Harm in Organizations (OB) (Discovery A)**

Khadija Al-Arkoubi

**Counteracting Workplace Bullying: A Qualitative Analysis of Employees' Resistance Strategies within the Service Industry**

Tolulope Sanusi, Albany State University

Devi Akella, Albany State University

**Microaggressions in the Workplace: A Systematic Review**

Michele Thornton, SUNY Oswego

Kristin Sotak, SUNY Oswego

Steven Abraham, SUNY Oswego

Laura Harris, SUNY Oswego

Fadi Gaye, SUNY Oswego

Fuhe Jin, SUNY Binghamton

Min Jong Jun, SUNY Binghamton

Biying Yang, SUNY Binghamton

**In the Air or Out with It: An Experimental Examination of Stereotype Explicitness, Ethnic Status, and Women's Leadership Outcomes**

Stacy Boyer, Moravian University

**Stakeholder reaction to CSR and Sustainability practices (E/CSR) (Discovery B)**

Nishant Kathuria

**HOW DOES FAILING TO MEET FINANCIAL ASPIRATIONS INFLUENCE COMPLIANCE TO MANDATORY CORPORATE SOCIAL RESPONSIBILITY?**

Nishant Kathuria, Towson University

**HOW DO SHAREHOLDERS REACT IF CSR IS MANDATED? EVIDENCE FROM INDIA**

Nishant Kathuria, Towson University

Cuili Qian, University of Texas at Dallas

Mike Peng, University of Texas at Dallas

**Power Distance as a Relational Antecedent to Corporate Social Responsibility**

Edythe Moulton-Tetlock, Manhattan College

Poonam Arora, Quinnipiac University

**Disparities, Inequality, and Entrepreneurial Success (ENT/IT) (Discovery C)**

Pauline Assenza

**INFORMAL COMPETITION AND NEW PRODUCT DEVELOPMENT: A replication and reexamination**

Athina Skiadopoulou, University of Alabama

**Homeownership, home equity, and Black-owned business starts: examining the impact of racial disparities in housing assets on firm creation**

Rachel Atkins, St. John's University

**THE GENDER CONGRUENCE BIAS IN ENTREPRENEURIAL INVESTMENTS**

ALICE WIELAND, Southern Connecticut State University

**Eastern Academy of Management International (Innovation A)**

## **Information and Innovation (Interactive Paper Session) (Innovation B)**

Charlotte Michele Scott

### **Firm's Information Technology Orientation and the Firm's Business Performance: The Role of IT Department**

LEE LEE, Central Connecticut State University

Raghu Kowshik, Independent IT Consultant

Ruoqing Zhang, Central Connecticut State University

### **A Quasi-Longitudinal Examination of the Cube One Framework**

Richard Kopelman

Jeffrey Augugliaro, Baruch College

Ann Brandwein, Baruch College

Roger McKechnie, Baruch College

### **Motivating the Project Team: Applying Vroom's Expectancy Theory**

Benjamin Pincus, Seton Hall University

Elizabeth McCrea, Seton Hall University

### **Damned if you Don't, Damned if you Don't: The Development and Validation of a Workplace Political Correctness Scale**

Rose Brown, Cornell University

### **Supply Chain the Convergence of Globalization and Innovation among Emerging Economies**

Oluwatoyin Comfort Awoyinka, Southern New Hampshire University

Adeola Abosede Adeniyi, Southern New Hampshire University

**15:30 - 16:45**

## **EAM Business Meeting (Columbus B)**

# 2023 Annual Meeting of the Eastern Academy of Management

*Towards Justice and Equity in an Unequal World*



May 16 – 19, 2023

Philadelphia, PA | Hilton at Penn's Landing