



EASTERN ACADEMY of MANAGEMENT

ANNUAL MEETING

May 13 – 16, 2020 | Portland, Maine
The Westin Harborview
www.eaom.org

Conference Theme: Being Human in the Digital World

SUBMISSIONS ACCEPTED TILL JANUARY 5, 2020

In the new age of the digital world, human skills are in great demand. What are these skills? How do humans interact with digitization, automation, big data, artificial intelligence and other new frontiers of technology? How do we develop these skills required in this new age? How do faculty change the way we teach to prepare our students? The Eastern Academy of Management community will get together to explore these and other management issues in research, teaching and learning.



Join us in downtown historic art district of Portland, a short walk to the Old Port and some of the best restaurants, retail shops, museums and artistic venues in Maine. Each of the guest rooms features a stunning view of downtown, the harbor or Casco Bay. Situated adjacent to Interstate 95, two hours north of Boston and four hours from Hartford, Portland is convenient to get to for travelers coming from the north or the south. The Portland International Jetport (PWM), just 3 miles from downtown, offers nonstop flights to over a dozen cities across the U.S. and Canada as well as worldwide connections.

EAM is a learning community of college educators and scholars devoted to members' professional development as well as the advancement of management theory, research, education, and practice. Affiliated with the Academy of Management, we augment and complement AOM's activities by conducting our own domestic and international meetings.

Conference Theme: Being Human in the Digital World

Tracks for conceptual, empirical papers, panels, symposia, posters

** Conference theme submissions are especially welcome

- 1. Strategy, International Management:** Topics that focus on addressing the wide range of management and organizational issues related to the formulation, implementation, and execution of business policy and strategy. Additional topics in this track include cross-border business operations, strategic alliances, as well as social and cultural considerations in doing business in varied cultures. Theme topics would focus on the use of digital technology in strategic decision making.
Track Chairs: Vishal Gupta, University of Alabama, vkgupta@cba.ua.edu
Shanti Gopalakrishnan, New Jersey Institute of Technology, sgopalak@njit.edu
- 2. Entrepreneurship, Innovation, Information Technology:** Topics include new venture creation and failure, new and small firm management practices, new and small firm financing strategies, corporate venturing and innovation, and women-, minority-, and family-owned business. Submissions can also address the innovation process, the management of information technology, and the cognitive and social impacts of information systems.
Track Chairs: Huy (David) Tran, Albright Collage, htran@albright.edu
Heidi Bertels, College of Staten Island, CUNY, Heidi.bertels@csi.cuny.edu
- 3. Human Resources Management:** This track seeks submissions covering all aspects of human resource management, including recruitment, selection, training, performance appraisal, compensation, socialization, gender, diversity, strategic HRM and human capital.
Track Chair: Alison Wall, Southern Connecticut State University, walla4@southernct.edu
- 4. Organizational Behavior:** Papers that study individuals and groups in organizations as well as the dynamics of organizations in terms of practice, growth, and change. Areas of interest include individual and group differences and effectiveness, perception, communication, motivation, team dynamics, conflict, negotiation, organizational design, and organizational change.
Track Chairs: Tejinder Biling, Rowan University, billing@rowan.edu
Antigoni Papadimitriou, Johns Hopkins University, apapadi1@jhu.edu
- 5. Ethics, Corporate Responsibility, Sustainability, Leadership:** Topics include codes of conduct and labeling programs, business and government relations, corporate governance, the provision of global public goods, contemporary problems of leadership like shared leadership, team leadership, followership, leadership as process, leadership of self, leadership for the common good, and virtual leadership.
Track Chair: Elizabeth Turesky, University of Southern Maine, eturesky@maine.edu
- 6. Management Education & Development:** Work addressing teaching and learning at the classroom, program, or institutional level; workplace and organizational learning; and

innovation with technology in the classroom. Especially welcome are contributions that highlight the conference theme in the classroom.

Track Chairs: Ted Peters, University of Baltimore, tpeters@ubalt.edu

Joy Jones, Stockton University, joy.jones@stockton.edu

Tracks for alternative formats

- 7. Experiential Learning Activities (ELA):** Have you developed a new learning exercise, game, simulation, role-play, or other learning tool or activity? ELA submissions (a) describe the activity, (b) explain the pedagogical theory/evidence behind the activity, and (c) outline a session plan that includes learning goals, instructions, timing, and any crucial handouts/props. At the conference, authors facilitate a hands-on learning session that demonstrates key experiences from the activity

Track Chairs: Dale Finn, University of New Haven, DFinn@newhaven.edu

Noel Criscione, Stockton University, Noel.Criscione@stockton.edu

- 8. Teaching Cases:** Teaching Cases: The CASE Association holds its annual conference in conjunction with EAM's and attendees enjoy the benefits of both. You are invited to submit a teaching case or related materials. CASE has tracks for: (1) "embryo" cases i.e., in the idea development stage (special form required), (2) a fully developed case without an instructor's manual, (3) a fully developed case with an instructor's manual, or (4) workshop/symposium. Please review the details for submitting your teaching case at: <https://www.caseweb.org/resources/>

Track Chairs: Miriam Weismann, Florida International University, mweisman@fiu.edu

Steve Ellis, Florida International University, ellisc@fiu.edu

- 9. Professional development workshops (PDWs):** Develop a panel, presentation, or hands-on session to share your best professional practices with EAM colleagues! Topics vary and have included: research roundtable, research methods, writing strategies, administration, career balance, assessment, service learning, curriculum development, Professors of practice etc. Submissions are 2-3 pages and include: title, brief abstract with key words, time requested for session (30, 60, 90 minutes), learning objective(s), and a detailed description of the workshop plan (including timeline).

Track Chair: Julie Stanton, Pennsylvania State University, Brandywine, jvs11@psu.edu

- 10. Idea Incubator.** Do you have a scholarship idea that is promising, but needs more development? Submit an abstract (500+ words) outlining your research idea. These sessions are structured as roundtable discussions to facilitate development and coaching of individual papers. Authors and project titles are listed in the program, but the abstracts will not appear in the proceedings.

Track Chairs: Pamela Derfus, St. Thoman Aquinas College, pderfus@stac.edu

Julaine Rigg, Morgan State University, julaine.rigg@morgan.edu

AFFILIATE ORGANIZATION

CASE Association. Join us at our workshops focusing on case writing, reviewing, teaching, and publishing. Case topics can include: Management, Strategy, Organizational Behavior/Development Human Resources, Business Ethics, Operations, Project Management, Accounting, Finance, Hospitality and Tourism, Entrepreneurship, Marketing,

and others. CASE invites you to submit: (a) *Embryo cases* – a one-page outline of a case idea including a list of developmental issues for which the author seeks guidance (limit of one embryo submission per author); (b) *Cases without an Instructor's Manual* – cases in development, authors will be assisted in preparing the teaching note; (c) *Cases with an Instructor's Manual* – case and Instructor's Manual sufficiently developed to facilitate constructive criticism in preparation for submission for publication; and/or (d) *Compact Cases* (1,000 words or less) – provide a focused exploration of a real event, issue, or incident in a real organization. A full Instructor's Manual must be included. See www.caseweb.org for more details.

ACADEMIC CONSORTIA

There is no additional fee for these programs, but conference registration is required.

Doctoral Student Consortium. Students at any stage of their Ph.D. or D.B.A. programs are welcome to join this dynamic consortium. The goal is to contribute to their professional development as scholars, teachers and colleagues.

Junior Faculty Consortium. Participants will learn practical strategies for successfully navigating the demanding first stage of an academic career.

Mid-Career/Senior Faculty Consortium. This consortium is designed to help established faculty develop their own “six-year plans” for the future.

PAPER SUBMISSION INFORMATION

Submissions are due by November 30, 2019 at EAM's website at <http://www.eaom.org/>. Paper submission and formatting guidelines at the website. At least one author (for symposia, each panelist) must register and present their work at the conference. Authors are requested to assist in the review process. All accepted papers are eligible to appear in the proceedings.

SUBMISSIONS ACCEPTED TILL JANUARY 5, 2020

Submit at www.eaom.org



GUIDELINES FOR SUBMISSION

- Submissions may take the form of conceptual or empirical paper, panel discussions, symposium, poster, case, or experiential learning session. All submissions are to be written in English, follow Eastern Academy of Management guidelines available at <https://www.eaom.org/Guidelines-for-submission> and be made via the conference website at <https://www.eaom.org/EAM2020> before the submission deadline, November 30, 2019.
- **Refereed Scholarly Submissions**
To help protect the integrity of the submission and review process, papers and symposia are blind reviewed.
Papers are double-blind reviewed, and are evaluated on clarity, analysis, methodological rigor and overall quality. Double-blind review means that author and submitter information is NOT known to the reviewers, and reviewer information is NOT known to the authors or submitter.
Symposia are single-blind reviewed, and are judged on overall quality, interest to EAM members, relevance to the division or interest group to which they are submitted, and innovation and contribution. Single-blind review means that author and submitter information IS known to the reviewers, but reviewer information is NOT known to the authors or submitter.
- Your paper must not have been previously presented or scheduled for presentation anywhere. Submitted papers must not have been published or accepted for publication. If a paper is under review, it must NOT appear in print before the EAM meeting. Subsequent publication elsewhere, with proper acknowledgement, is encouraged.
- During submission you must indicate
 - one suitable track for the submission, See track descriptions at <https://www.eaom.org/tracks>.
 - whether it relates to the conference theme
 - the submission type - paper, panel discussion, symposium, poster, case, or experiential learning activity.
 - Whether the submission is by a student
- If a proposed idea does not seem to fit any of the track descriptions, authors should contact Program Chair. Your submissions will be directed to the most appropriate track.
- The entire paper submission (abstract, main text, figures, graphs, tables, references, etc.) must be in **ONE** document submitted in Microsoft Word (.doc, .docx) or .pdf file format. **DO NOT INCLUDE AUTHORNAME(S) ON THE TITLE PAGE.** Supplementary file(s) may be uploaded to support the main submission.
- If your submission is accepted, at least one author (for symposium/panels and workshops, every author) must register and present their work at the conference. No participant is allowed to be included as an author/presenter in more than three program sessions. All authors are expected to serve as conference reviewers.

For Submission Guidelines and manuscript formatting for submission to the CASE Association, please visit: <https://www.caseweb.org/resources/>

MANUSCRIPT FORMATTING FOR SCHOLARLY PAPER

- A paper refers to a fully developed manuscript on a scholarly topic.
- It should be written as:

- title on each page (no author information);
 - abstract, keywords;
 - introduction, theoretical background, data and methods, results, discussion;
 - references (in APA style); appendices (as appropriate); table(s) with caption(s) (on individual pages); figures; figure captions.
- Each paper can be submitted to only ONE track.
 - Submission should be a maximum of 20 double-spaced pages of text, with no more than 10 additional pages of tables, figures, references and appendices. References may be single-spaced.
 - Your manuscript should be submitted as ONED file in Microsoft Word (.doc, .docx) or .pdf file format. All text in the manuscript should be double spaced, with a 1-inch margin on all four sides. The paper size should be set to ‘Letter’ (8.5 inches X 11 inches). Manuscripts should be prepared in Times New Roman Font, Font size 12.
 - Your submission will be blind peer reviewed, so it is very important that you ensure that author names and identifying information does not appear anywhere in your manuscript, not even on the title page (this does not apply to symposia/panels and workshops as they are not blind reviewed).

MANUSCRIPT FORMATTING FOR PANEL AND SYMPOSIUM

Proposal for a panel or a symposium are not double blind reviewed. A symposium can be in either a panel format or a presenter format. A panel symposium engages a group of panelists in a formal, interactive discussion around a topic. A presenter symposium involves a collection of authored papers revolving around a common theme. We are especially interested in symposium related to the Conference Theme: Being Human in the Digital World. Panel/Symposium may run for 30, 45, or 60-minute sessions, depending on space available. A panel or symposium can be submitted to only one track.

Your manuscript should be submitted as ONE file in Microsoft Word (.doc, .docx) or .pdf file format. All text in the manuscript should be double spaced, with a 1-inch margin on all four sides. The paper size should be set to ‘Letter’ (8.5 inches X 11 inches). Manuscripts should be prepared in Times New Roman Font, Font size 12.

In your proposal, please include:

- Proposal title, names and contact information for all participants
- An overview of the panel/symposium, with references (in APA style). References may be single-spaced.
- A synopsis of each participant’s contribution
- A ranking of preferred time options (30, 45 or 60 minutes)

MANUSCRIPT FORMATTING FOR POSTER

New submission category!

Research posters summarize information or research concisely and attractively to help publicize it and generate discussion. The poster is usually a mixture of a brief text mixed with tables, graphs, pictures, and other presentation formats. At a conference, the researcher stands by the poster display while other participants can come and view the presentation and interact with the author. GRADUATE STUDENTS ARE ESPECIALLY ENCOURAGED TO SUBMIT.

To submit a poster, you'll need to submit ONE file in Microsoft Word (.doc, .docx) or .pdf format **with the following information:**

- Poster title - Your poster should have a succinct title that describes the main finding of your research. Keep in mind that the poster title will be listed in conference program without the abstract and meeting attendees often use the titles to decide which posters to visit. When possible, the title should indicate the important result, rather than the experimental question.
- Poster abstract - The abstract should briefly describe your research findings (up to 250 words).
- Track - Choose the track to which your research belongs.
- Keyword - Select three keywords that best represents your poster. Keywords are used to organize presentations by topic in poster sessions.
- Summary - The summary describes the study in detail, including methods and results (up to 1000 words). The references do not count toward the word limit. Use APA citation style for references.

MANUSCRIPT FORMATTING FOR EXPERIENTIAL LEARNING ACTIVITIES

- Experiential exercises include structured activities, role plays, simulations and other forms that create active student involvement. Exercises should be original or represent substantial modifications of existing exercises (if a modification, also include the original exercise as an appendix)
- Your manuscript should be submitted as ONE file in Microsoft Word (.doc, .docx) or .pdf format. Supplementary files may be uploaded. All text in the manuscript should be double spaced, with a 1-inch margin on all four sides. The paper size should be set to 'Letter' (8.5 inches X 11 inches). Manuscripts should be prepared in Times New Roman Font, Font size 12.
- Your submission will be blind peer reviewed, so it is very important that you ensure that author names and identifying information does not appear anywhere in your manuscript, not even on the title page
- Papers for experiential exercises should include 8 parts
 1. Introduction to the exercise –write a short rationale for why the topic is important/relevant to the study of management, concepts or theories typically taught, and how the exercise will facilitate student learning. You need not review why experiential learning is needed.
 2. Instructions for presenting the exercise including the following: a) learning goals, b) approximate timing for whole exercise and individual parts, c)number of participants or group size, d) materials and technology needed, e)appropriate level (undergrad, grad, executive), and f) preparation needed for students and for the instructor.
 3. Teaching notes –describe in detail the steps and timing involved in doing the exercise. Try to write instructions that assume the instructor has never seen the exercise before and wants to use it the following day in class.
 4. Debriefing –discuss in detail how you debrief the exercise. Include specific questions for the instructor to ask to process the exercise, hints on ways to make the exercise work effectively, what could be expected when running the exercise, and possible variations in the use of the exercise.
 5. A summary of students' reaction to the exercise.

6. Presentation at ELA –explain how the exercise will be demonstrated during a 30-minute session at the ELA Conference. Discuss the extent to which session attendees will be able to participate in the exercise.
 7. References (in APA style). References may be single-spaced.
 8. Appendices –a copy of the complete exercise and any handouts, materials or resources used in the exercise.
- Submissions generally should be no longer than 30 pages including appendices but may be shorter if the above parts are all included.

PROFESSIONAL DEVELOPMENT WORKSHOP (PDW) SUBMISSION GUIDELINES

The Professional Development Workshops (PDWs) are a platform for colleagues to share knowledge and expertise and foster the professional development of workshop participants. It is an opportunity to develop innovative and creative workshops that will benefit EAM members. PDW proposals can be submitted only to the PDW track.

Proposals must be a minimum of 4 pages and must include and be organized in the following order:

- a. Page 1: Title page which contains up to 250-word abstract of the workshop
 - b. Page 2: One page explanation as to why the workshop should be of interest
 - c. Page 3: One page description of the workshops' format
 - d. Page(s) 4-6: One to three pages overview of the workshop
- PDW Proposals should use the following page format: Times New Roman 12-point font, double-spaced, 1-inch (2.5cm) margin all around, 8.5" x 11" page setting. Your proposal should be submitted as ONE file in Microsoft Word (.doc, .docx) or .pdf format.