



# EASTERN ACADEMY of MANAGEMENT

**59<sup>th</sup> ANNUAL MEETING**

**May 17 – 20, 2022 | Portland, Maine**

**The Westin Harborview**

**[www.eaom.org](http://www.eaom.org)**

**Conference Theme: Resilience and Reinvention: Moving Forward**

**SUBMISSIONS ACCEPTED TILL JANUARY 15, 2022**

“Life can only be understood backwards, but it must be lived forwards.”

Søren Kierkegaard

Racial injustice, a global pandemic, and political unrest. These are just a few of the myriad of world-wide events that have challenged individuals, businesses, and organizations during the past few years. They have led to what have been often dramatic changes coupled with financial pressures in our lives and our workplaces. Many individuals have had to work remotely while juggling family responsibilities. Many organizations had had to change how work is performed while they attempted to fulfill their missions and keep their staff safe. Entire industries such as hospitality and entertainment were shut down for extended periods, and academia was forced to look in the mirror and ask itself some hard questions. During the past few years, we have been tested in ways we never imagined. Yet we persisted, and we continue to persist. We have been resilient, and we look forward to the future, but do so with the realization that things have changed. So, let us reflect on the past as we consider the future and ask ourselves: What have we learned from the past few years? How will we as individuals and organizations use this new knowledge? What specifically can leaders do to help us move forward? How can we adapt as the rate of change keeps increasing? What role will technology play in this ever-changing landscape? What do businesses need from us as researchers? What does this mean for how and what we teach? What new skills should we be imparting on our students? Join us in Portland, Maine for the 59<sup>th</sup> Annual Meeting of the Eastern Academy of Management as we explore these questions and many others that ground our research, teaching and learning.



The downtown historic art district of Portland is a short walk to the Old Port and has 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.

**Program Chair: Lisa Stickney, [EAM2022@ubalt.edu](mailto:EAM2022@ubalt.edu)  
Merrick School of Business, University of Baltimore**

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**Conference Theme:  
Resilience and Reinvention: Moving Forward**

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

\*\* Conference theme submissions are especially welcome

- 1. Strategy, International Management:** Topics focus on addressing a wide range of management and organizational issues related to the analysis, formulation, and implementation of corporate-, business-, and/or functional-level strategies and policies as well as business model innovation in the context of both for-profit and not-for-profit organizations. Additional topics relevant to this track include, but are not limited to, cross-border business operations, strategic alliances, mergers and acquisitions, as well as social and cultural considerations of doing business in varied cultures. Theme topics would focus on the use of digital technology to support strategic decision making in the global marketplace.

Track Chairs: *Huy (David) Tran*, Albright Collage, [htran@albright.edu](mailto:htran@albright.edu)  
*Dev Dutta*, U. of New Hampshire, [dev.dutta@unh.edu](mailto:dev.dutta@unh.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 addressing the innovation process, management of information technology, and cognitive and social impacts of information systems are also welcome.

Track Chairs: *Vishal Gupta*, University of Alabama, [vkgupta@cba.ua.edu](mailto:vkgupta@cba.ua.edu)  
*Banu Goktan*, U. of North Texas, Dallas [Banu.Goktan@untdallas.edu](mailto:Banu.Goktan@untdallas.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 Chairs: *Alison Wall*, Southern Connecticut State U., [walla4@southernct.edu](mailto:walla4@southernct.edu)  
*Jestine Philip*, U. of New Haven, [jphilip@newhaven.edu](mailto:jphilip@newhaven.edu)
- 4. Organizational Behavior:** Work that covers any aspects of Organizational Behavior are welcome here. This includes but is not limited to papers that study individuals and groups in organizations as well as the dynamics of organizations themselves. Areas of interest are individual and group differences, perceptions, communication, motivation, team dynamics, leadership, conflict, negotiation, organizational design, organizational culture, and organizational change. Track Chairs: *Antigoni Papadimitriou*, Miami University (Ohio), [antigoni.papadimitriou1@gmail.com](mailto:antigoni.papadimitriou1@gmail.com)  
*R. Gabrielle Swab*, Towson U., [rswab@towson.edu](mailto:rswab@towson.edu)
- 5. Ethics, Corporate Responsibility & Sustainability:** Submissions are welcomed which address business strategy as relates to sustainability, ethics & corporate social responsibility (CSR). Those which address managerial challenges associated with reaching the UN's sustainable development goals (SDGs) are of particular interest. How companies bring about social, environmental and ethical changes would also be welcomed. Track Chairs: *Julie Stanton*, Pennsylvania State University, [jvs11@psu.edu](mailto:jvs11@psu.edu)  
*Alice Wieland*, Southern Connecticut State University, [wielanda2@southernct.edu](mailto:wielanda2@southernct.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](mailto:tpeters@ubalt.edu)  
*Joy Jones*, Stockton University, [joy.jones@stockton.edu](mailto:joy.jones@stockton.edu)
- 7. Hospitality Management:** This new track was introduced at the 2021 virtual conference. It welcomes submissions (conceptual and empirical) that examine hospitality management issues and innovations. Topics may include strategic matters for the hospitality sector's future, technology, and contact in hospitality. Other areas of interest might consist of responsible management, sustainable practices in the hospitality industry, and crisis & recovery in the hospitality industry. Track Chair: *Noel Criscione-Naylor*, Stockton University, [Noel.Criscione@stockton.edu](mailto:Noel.Criscione@stockton.edu)

### Tracks for alternative formats

- 8. 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 for review and, if accepted, roundtable discussion. We also offer a free case writing hackathon where attendees join a team to develop a case on a contemporary business issue. 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 (authors must use the embryo case format available on our website);
- b. Cases without an instructor’s manual – cases in development, authors will be assisted in preparing the instructor’s manual;
- c. Cases with an instructor’s manual – case and instructor’s manual sufficiently developed to facilitate constructive criticism in preparation for submission for publication; Cases can be long/traditional or compact cases (1,000 words or less).

Please review the details at: <https://www.caseweb.org/resources/>

Track Chair: *Heidi Bertels*, College of Staten Island, CUNY, [Heidi.bertels@csi.cuny.edu](mailto:Heidi.bertels@csi.cuny.edu)

- 9. 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: *Noel Criscione-Naylor*, Stockton University, [Noel.Criscione@stockton.edu](mailto:Noel.Criscione@stockton.edu)

*Nicole Bérubé*, Royal Military College of Canada, [Nicole.Berube@rmc.ca](mailto:Nicole.Berube@rmc.ca)

- 10. 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 4-6 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 Chairs: *Noel Criscione-Naylor*, Stockton University, [Noel.Criscione@stockton.edu](mailto:Noel.Criscione@stockton.edu)

*Nicole Bérubé*, Royal Military College of Canada, [Nicole.Berube@rmc.ca](mailto:Nicole.Berube@rmc.ca)

- 11. Idea Incubator.** Do you have a scholarship idea that is promising, but needs more development? Submit a draft manuscript or extended abstract (about 500-1000 words) outlining your research idea. You may also include one or two questions or issues you would like to pose for feedback, such as are my methods correct? how can I better frame this research question? etc. The incubator sessions are structured as roundtable discussions to facilitate development and coaching of individual projects. Authors and project titles are listed in the program, but the abstracts will not appear in the proceedings.

Track Chairs: *Elizabeth McCrea*, Seton Hall University, [Elizabeth.McCrea@shu.edu](mailto:Elizabeth.McCrea@shu.edu)

*Pauline Stamp*, Hartwick College, [stamp@hartwick.edu](mailto:stamp@hartwick.edu)

- 12. Posters.** Are you a Graduate student or a Faculty working with a student? Do you have a research paper from your course? GET RECOGNIZED! Submit a poster. 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 the conference (or virtually during the preconference days), the researcher displays the poster while other participants come and view it and interact with the author. Posters offer the opportunity to engage with one-on-one conversations with conference attendees and enable you to talk about very specific aspects of your research.

Track Chairs: *Yifeng Fan*, Fairfield University, [yfan@fairfield.edu](mailto:yfan@fairfield.edu)

*Robin Frkal*, Nichols College, [Robin.Frkal@nichols.edu](mailto:Robin.Frkal@nichols.edu)

## AFFILIATE ORGANIZATION

**CASE Association.** CASE is an affiliate of the North American Case Association (NACRA) and meets annually in May in conjunction with the Eastern Academy of Management (EAM). The CASE Journal, published by Emerald, is the official journal of the CASE Association. Join us at our workshops focused 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.

## 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 deal with current challenges and develop their own plans for the future.

## PAPER SUBMISSION INFORMATION

Submissions are due by January 15, 2022 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.

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