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.
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.

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.

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!
**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.

**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.

**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
- Charles E. Summer
- Walter A. Hill
- C. Wickham Skinner
- Harold Lazarus
- Ogden Hall
- Stanley Young
- Rocco Carzo, Jr.
- M. William Frey
- John W. Slocum, Jr.
- John N. Yanounzas
- Martin J. Gannon
- Don Hellriegel
- Louis K. Bragaw
- Mahmoud A. Wahba
- Joseph A. Alutto
- Henry P. Sims Jr.
- Mariann Jelinek
- 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. Kavanagh
- D. Jeffrey Lenn
- Laurie Levesque
- Joseph Litterer
- Craig Lundberg
- Mzamo Mangaliso
- Steve Meisel
- Dilip Mirchandani
- Judith A. Neal
- David D. Palmer
- Theodore Peridis
- Ted Peters
- Gary N. Powell
- Joy Schneer
- Joseph Seltzer
- Henry P. Sims, Jr.
- Filiz Tabak
- Cheryl Tromley
- John F. Veiga
- Heidi Vernon
- Joan Weiner
- John N Yanouzas
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
Welcome to the Eastern Academy of Management 60th 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
Curtis Gregory
Dave Fearn
Dave Ford
Dilip Mirehandani
Ed Christiensen
Elizabeth McCrea
Filiz Tabak
Gayle Baugh
Holly Chiu
Jeanie Forray
Jeff Mello
Joe Seltzer
Joel Harmon
Joy Schneer
Laurel Goulet
Laurie Levesque
Lisa Stickney
Mariana Lebron
Mousumi Bhattacharya
Mzamo Mangaliso
Nick Beutell
Noel Criscione-Naylor
Robert Yawson
Sarah Holtzen
Steve Meisel
Ted Peters
Tejinder Billing
Theo Peridis
Tim Golden
Tony Butterfield
Vicki Fairbanks Taylor
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!

25th 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

OFFICERS

President
Tejinder Billing, Rowan University

President-Elect
Mariana Lebron, Towson University

Vice-President, Program
Vishal Gupta, The University of Alabama

Vice-President, -Elect
Noel Criscione-Naylor, Stockton University

Past President
Mousumi Bhattacharya, Fairfield U.

Vice-President International
Marie-Line Germain, Western Carolina University

Treasurer
Yifeng (Felix) Fan, Fairfield University

Secretary
Julie Stanton, Pennsylvania State University

Director (Fellows)
Ed Christensen, Monmouth University

Director (Membership)
Heidi Bertels, College of Staten Island

Director (Publications)
Regina Kim, Fairfield University

Director (Communications)
Alison Wall, Southern Connecticut State University

Director (At Large)
Lisa Stickney, University of Baltimore

DIRECTORS

Term Expires 2023
Mousumi Bhattacharya, Fairfield U.
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)

Entrepreneurship, Innovation, Information Technology

Dev Dutta (University of New Hampshire, USA) and Smita Srivastava (Wichita State University, USA)

Human Resources Management

Jestine Philip (University of New Haven, USA)

Organizational Behavior

Robin Frkal (Nichols College, USA) and John Harris (Georgia Southern University, USA)

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)

Teaching Cases

Heidi Bertels (College of Staten Island, CUNY, USA) and Michael Lewis (Assumption University, USA)

Management Education & Development

Ted Peters (University of Baltimore, USA) and Joy Jones (Stockton University, USA)

Experiential Learning Activities (ELA)

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

Posters

Alice Wieland (Southern Connecticut State University, USA)

OUR CONSORTIUM LEADERS

DOCTORAL STUDENT CONSORTIUM

Devkamal Dutta (University of New Hampshire, USA)

Indu Khurana (Hampton-Sydney College, USA)

JUNIOR FACULTY CONSORTIUM

Tejinder Billing (Rowan University, USA)

MID-CAREER/SENIOR FACULTY CONSORTIUM

Laurie Levesque (Suffolk University, USA)

NON-TENURE TRACK/ADJUNCT CONSORTIUM

Rick Jonsen (Rowan University, USA)

Greg Payton (Rowan University, USA)
OFFICERS & DIRECTORS

President
Miriam F. Weismann, Florida International University

Secretary
Sarah Holtzen, Missouri Southern State University

Treasurer
Steven Congden, University of Hartford

VP Membership
Mike Grandinetti, Brown University

VP Programs
Heidi M. J. Bertels, City University of New York (CUNY)

VP Programs Elect
Michael Lewis, Assumption University

VP Communications
Heidi M. J. Bertels, City University of New York (CUNY)

Director of Technology and Webmaster
Open

Journal Editor
Christopher Craig, Emerald Publishing

Board Member
Margaret (Peggy) Naumes, University of New Hampshire (retired)

Board Member
William Naumes, University of New Hampshire (retired)

CASE FELLOWS
Barry Armandi*, SUNY Old Westbury
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

CONFERENCE CO-HOSTS

MONMOUTH UNIVERSITY | LEON HESS BUSINESS SCHOOL

WILLIAM G. ROHRER COLLEGE OF BUSINESS
ROWAN UNIVERSITY
1972 - 2022
50 YEARS
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.
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.

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 15th 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/](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

Suffolk University
Boston

University of Baltimore

CONFERENCE BRONZE SPONSORS

Nichols College
AACSB Accredited

Morgan State University

CONFERENCE CONTRIBUTOR

The City University of New York
College of Staten Island
CONFERENCE EXHIBITORS

- Interpretive Simulations
- Case Centre
- Market Games
- The PhD Project
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


OMJ Best Teaching & Learning Paper Award

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!

Aastha Tripathi
Abdulrahman Alfayyadh
Alexandra Galli-Debicella
Ali Alshehri
Alìf Laila Tisha
Alison Wall
Alka Gupta*
Ameer Basit
Amélie Cloutier
Amro Aljbour*
Amy Paros
Amy Yamei Wang
Ana Câmara
Andrea Farro
Anjum Fayyaz
Anthony Furnelli
Arlisha Campbell
Arti Sharma
Athina Skiadopoulou*
Avirupa Basu
Aynur Nabiyeva
Babita Srivastava
Benjamin Pincus
Brenda Ghitulescu
Bret Sanner
Bridget Leonard
C. Christopher Lee
Carmen Figueroa
Cheri Thomas
Chris Willis
Cristina Vlas
D Anthony Butterfield
Dalal AlQahtani
Dale Finn
Dave Fearon
Dawn Sime
Deborah Combs
Dilip Mirchandani
Diwakar Singh
Donghwi Josh Seo
Douglas Sanford*
Eda Sanchez-Persampieri
Eduardo Millet
Elizabeth Goryunova

Elizabeth Ohara
Elizabeth Siler
Ellen Kraft*
Erica Berte
Erim Ergene
Erin McGuinness
Erin Rae Fluegge
Esther Lawrence
Felicetta Iovino
Frances Fabian
Filiz Tabak*
Gail Latta
Gayle Baugh
Halimat Ogunbekun
Heather Richards
Heather Swenddal
Holly Chiu
Honghua Li
Hyoun Sook Lim
Indra Ponnuswamy
Isabel Rechberg
James Wilkerson
Jasmine Banu
Jason Price
Jeff Mello
Jeffrey Alstete
Jen Hart
Jennifer Leigh*
Jenny Dutton
Joe McManus*
Joel Rudin
John B. (Jack) White
John Meyer
Johnna Capitano
Joseph Seltzer
Juhi Bhardwaj*
Julia Eisenberg
Kaleigh May
Kate Hall
Kaushik Mukherjee*
Kenneth Chukwuba
Kerri Beckert
Kerri Crowne
Keshab Acharya
Kevin Coopersmith
Kevin Taylor
Kimberly Sherman
Koushikee Dutta
Kristin Backhaus
Laura Blake
Laurie Levesque*
Lee Lee
Leonard Samborowski
Leslie Campbell
Liad Bareket Bojmel
Lisa Lewin
Lori Gibson
Lucas Dille
Lutisha Vickerie
Majid Rahimi
Malerie Gatti
Mariana Lebron
Mark Zajack
Mayuri Srivastava
Melanie Robinson
Melissa Fender
Melissa Intindola
Michele Thornton
Miriam Weismann*
Mirudhuneka Varadarajan Senthil
Monica Zimmerman
Muhammad Zia Aslam
Nairitee Sil
Nasar um Minullah*
Natalie Sova
Nicholas Beutell
Olugbenga Adeyinka
Oscar Montiel
Patrick McHugh
Paul Boyd
Paul Jacques
Paul Szwed*
Pauline Assenza
Pauline Stamp
Philip Mutisya
Rania Radwan
Ranjita Islam
Rayan Aljadani
Riaheen Farzana
Richard Kopelman
Richard Pana
Richard Ross
Rick Moran
Robert D'Intino
Robert Sroufe
Ruixue Jiang
Russell Seidle
Sainath Srikanth Karthik Bhuvanagiri
Samina Saifuddin
Sandra Fonseca
Sanjay Chaudhary*
Sarah Kostanski
Sarah Stookey
Scott Behson
Seethil Kumar Muthusamy
Sequetta Sweet
Shani Carter
Shankar Naskar
Shedia Laguer*
Simona Ileana Giura
Sinead Ruane
Sridhar Sundararajan
Stacy Boyer
Stephen Betts
Steven Congden
Steven Meisel
Sut Sakchutchawarn
Suzanne Edinger
Swapan Ghosh*
Tanja Darden
Teresa Plummer
Todd Drew
Tyler Skinner
V.K Narayanan
Valerie Christian
Vasiliki Kosmidou
Warren Cook
Weichu Xu
Xiaochuan Song
Yi-Ren Wang
Yolanda Christophe
Zahra Heydarifard

* Outstanding Reviewers
EAM-23
PROGRAM
AT-A-GLANCE
At-a-Glance Program

Edit

Time Zone: New York

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: Advise 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  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)

Powered by OpenConf®
Copyright ©2002-2022 Zakon Group LLC
Tuesday, 16 May Program

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

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

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30am-9:00am</td>
<td>Breakfast (Columbus Ballroom Foyer)</td>
</tr>
<tr>
<td>8:00am-9:15am</td>
<td>Discussing Early-Stage Ideas (Idea Incubator) (Columbus B)</td>
</tr>
<tr>
<td></td>
<td>Welcome to CASE (Columbus C)</td>
</tr>
<tr>
<td></td>
<td>Ideas Worth Considering (PDW) (Discovery A)</td>
</tr>
<tr>
<td></td>
<td>(Exhibitor: PhD Project) Empower Minorities to Teach – and Lead in Business (Discovery B)</td>
</tr>
<tr>
<td></td>
<td>Developing Research for Journals: Discussion with Editors of JME, MTR, and JPO (PDW) (Discovery C)</td>
</tr>
<tr>
<td></td>
<td>Non-traditional Ideas (PDW) (Innovation A)</td>
</tr>
<tr>
<td></td>
<td>Learning and Human Resources (Interactive Paper Session) (Innovation B)</td>
</tr>
<tr>
<td>8:00am-9:00am</td>
<td>Research Gallery (Poster Session I) (Columbus Ballroom Foyer)</td>
</tr>
<tr>
<td>9:00am-12:00pm</td>
<td>Exhibitors (Columbus Ballroom Foyer) Registration, Check-in (Lobby Perks Escalator)</td>
</tr>
<tr>
<td>9:15am-9:30am</td>
<td>Break</td>
</tr>
<tr>
<td>9:30am-10:45am</td>
<td>Doctoral Consortium I (Pre-registration Required) (Columbus A)</td>
</tr>
<tr>
<td></td>
<td>Junior Faculty Consortium I (Pre-registration Required) (Columbus B)</td>
</tr>
<tr>
<td></td>
<td>Cases with a Complete Instructor’s Manual (Columbus C)</td>
</tr>
<tr>
<td></td>
<td>Exhibitor: Practical ways to teach using our simulations (Discovery A)</td>
</tr>
<tr>
<td></td>
<td>Exhibitor: Nurturing Critical Thinking &amp; Teamwork Skills in First-Year Courses (Discovery B)</td>
</tr>
<tr>
<td>10:45am-11:00am</td>
<td>Break</td>
</tr>
<tr>
<td>11:00am-12:15pm</td>
<td>Publishing in Top Journals: Advise from the Gatekeepers (Columbus (ABC))</td>
</tr>
<tr>
<td></td>
<td>Changes in Academia (PDW) (Discovery A)</td>
</tr>
<tr>
<td></td>
<td>Faculty Career Transitions: Preparing for administrative roles (PDW) (Discovery B)</td>
</tr>
<tr>
<td></td>
<td>How to Get a Case Published? (Panel) (Discovery C)</td>
</tr>
<tr>
<td>12:15pm-1:45pm</td>
<td>Lunch Break</td>
</tr>
<tr>
<td>2:00pm-5:00pm</td>
<td>Registration, Check-in</td>
</tr>
<tr>
<td></td>
<td>Exhibitors (Columbus Ballroom Foyer)</td>
</tr>
<tr>
<td>2:00pm-3:15pm</td>
<td>Emerging Ideas: Discussion and Debate (Idea Incubator) (Columbus A)</td>
</tr>
<tr>
<td></td>
<td>Paper Development Workshop with Editors from TOP JOURNALS (Pre-registration Required) (Columbus B)</td>
</tr>
<tr>
<td></td>
<td>Cases: Without Complete Instructor’s Manual and Embryo (Columbus C)</td>
</tr>
<tr>
<td></td>
<td>Critical Insights for Hospitality Organizations (HM) (Discovery A)</td>
</tr>
<tr>
<td></td>
<td>Theoretical advances in understanding CSR and Sustainability (E/CSR) (Discovery B)</td>
</tr>
<tr>
<td></td>
<td>Creating a Semester-Long Simulation Utilizing Roleplaying (Discovery C)</td>
</tr>
<tr>
<td></td>
<td>Vertical Leadership Development Facilitating Growth, Change, and Inclusion (PDW) (Innovation A)</td>
</tr>
<tr>
<td>3:15pm-3:30pm</td>
<td>Break (Columbus Ballroom Foyer)</td>
</tr>
<tr>
<td>3:30pm-5:00pm</td>
<td>ALL EAM: Trends and Practices in Business School: The Deans' Panel (Columbus (ABC))</td>
</tr>
<tr>
<td>5:00pm-6:15pm</td>
<td>CASE Celebration Hour (Discovery A)</td>
</tr>
<tr>
<td>5:30pm-7:30pm</td>
<td>Networking dinner - outside restaurant self-paid (meet in the lobby at 5.30P)</td>
</tr>
<tr>
<td>6:00pm-8:00pm</td>
<td>Fellows Dinner - invitation only (Admiral's Quarters)</td>
</tr>
<tr>
<td>6:15pm-7:30pm</td>
<td>Case Association Business Meeting &amp; Dinner (Offsite)</td>
</tr>
<tr>
<td>8:30pm-10:00pm</td>
<td>Conversation and Collegiality (Hotel Bar)</td>
</tr>
</tbody>
</table>

**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, University 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 venture 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 Crowe, 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 1) (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: Advise 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 College

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 Crocito, 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**
Koushik ee 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 Tomczyk, 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 Marciniec, 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

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30am-9:00am</td>
<td>Breakfast (Columbus Ballroom Foyer)</td>
</tr>
<tr>
<td>8:00am-9:15am</td>
<td><strong>Knowledge Development Through Replication Studies</strong>&lt;br&gt;Human Resources: Diversity in Training, Talent Management, &amp; Strategic HRM (Columbus B)</td>
</tr>
<tr>
<td>8:00am-9:00am</td>
<td><strong>Poster Session: Research Gallery (Columbus Ballroom Foyer)</strong></td>
</tr>
<tr>
<td>9:15am-9:30am</td>
<td><strong>Break</strong></td>
</tr>
<tr>
<td>9:30am-10:45am</td>
<td><strong>Doctoral Consortium II (Pre-registration Required) (Columbus A)</strong>&lt;br&gt;Junior Faculty Consortium II (Pre-registration Required) (Columbus B)</td>
</tr>
<tr>
<td>11:00am-12:15pm</td>
<td><strong>Keynote Address: Dean Erik J. James, Wharton Business School (Columbus (ABC))</strong></td>
</tr>
<tr>
<td>12:15pm-1:45pm</td>
<td><strong>Methods Workshop I: Quantitative Methods (Columbus A)</strong>&lt;br&gt;Top of the Class – Experiential Exercise Runoff (ELA) (Columbus B)</td>
</tr>
<tr>
<td>2:00pm-3:15pm</td>
<td><strong>Break</strong></td>
</tr>
<tr>
<td>3:15pm-3:30pm</td>
<td><strong>Leadership Development as a Change Process (PDW) (Columbus A)</strong>&lt;br&gt;Online Instructions, Misconduct, and Internship outcomes in MED (Columbus B)</td>
</tr>
<tr>
<td>3:30pm-4:45pm</td>
<td><strong>Break</strong></td>
</tr>
<tr>
<td>5:30pm-6:30pm</td>
<td><strong>ALL EAM RECEPTION (Columbus (ABC))</strong></td>
</tr>
<tr>
<td>7:00pm-9:00pm</td>
<td>Mid-Career and Senior Faculty Collegiality (Columbus B)</td>
</tr>
<tr>
<td>7:00pm-8:00pm</td>
<td><strong>Track Chair Social Hour (Discovery B)</strong></td>
</tr>
<tr>
<td>7:30pm-8:30pm</td>
<td><strong>ELA Reception (Discovery B)</strong></td>
</tr>
<tr>
<td>8:30pm-10:00pm</td>
<td><strong>Conversation and Collegiality (Hotel Bar)</strong></td>
</tr>
</tbody>
</table>

### 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)
Jan 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
Damell 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 Mangalis, University of Massachusetts, Amherst
Joy Schnee, 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 Blanchero, 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
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
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 Influence 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 Crocito

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
Aithina 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

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30am-9:00am</td>
<td>Breakfast (Columbus Ballroom Foyer)</td>
</tr>
<tr>
<td>8:00am-9:00am</td>
<td>Awards (EAM, ELA, CASE, OMJ) (Columbus (ABC))</td>
</tr>
<tr>
<td>9:00am-5:00pm</td>
<td>Exhibitors (Columbus Ballroom Foyer) Registration, Check-in (Columbus Ballroom Foyer)</td>
</tr>
<tr>
<td>9:30am-10:45am</td>
<td>Lets Discuss Research (Idea Incubator) (Columbus A)</td>
</tr>
<tr>
<td></td>
<td>Methods Workshop II: Qualitative Methods (Columbus B)</td>
</tr>
<tr>
<td></td>
<td>Uncertainty, Cults, and Neo-tribalism: Exploring Group Dynamics in Extreme Situations (OB) (Columbus C)</td>
</tr>
<tr>
<td></td>
<td>Current topics in CSR and Sustainability efforts in educational organizations and business (E/CSR) (Discovery A)</td>
</tr>
<tr>
<td></td>
<td>Exhibitor Session: CARMA (Discovery C)</td>
</tr>
<tr>
<td></td>
<td>Entrepreneurial Factors and Performance (ENT/IT) (Innovation A)</td>
</tr>
<tr>
<td>10:45am-11:00am</td>
<td>Break</td>
</tr>
<tr>
<td>11:00am-12:15pm</td>
<td>Navigating Individual Competitiveness in the Era of AI: The Role of Coaching in Enhancing Work Engagement and Knowledge Processing (OB) (Columbus A)</td>
</tr>
<tr>
<td></td>
<td>Researching and Teaching in the times of ChatGPT (Columbus B)</td>
</tr>
<tr>
<td></td>
<td>Emerging Work Trends (HRM) (Columbus C)</td>
</tr>
<tr>
<td></td>
<td>New Board Meeting (Conference/Boardroom)</td>
</tr>
<tr>
<td></td>
<td>Non-Traditional Perspectives in Management Research (Discovery A)</td>
</tr>
<tr>
<td></td>
<td>Sharing and Strategy (MED) (Discovery B)</td>
</tr>
<tr>
<td></td>
<td>Lather, Rinse, But Don’t Repeat: Creating New Experiential Exercises (Discovery C)</td>
</tr>
<tr>
<td></td>
<td>Resilience, Creativity and Entrepreneurship (Interactive Paper Session) (Innovation B)</td>
</tr>
<tr>
<td>12:15pm-1:45pm</td>
<td>Lunch Break (on your own)</td>
</tr>
<tr>
<td>2:00pm-3:15pm</td>
<td>Interesting Strategic Topics (STRAT/IM) (Columbus A)</td>
</tr>
<tr>
<td></td>
<td>Meet the Editors (Columbus B)</td>
</tr>
<tr>
<td></td>
<td>Overcoming the Harm in Organizations (OB) (Discovery A)</td>
</tr>
<tr>
<td></td>
<td>Stakeholder reaction to CSR and Sustainability practices (E/CSR) (Discovery B)</td>
</tr>
<tr>
<td></td>
<td>Disparities, Inequality, and Entrepreneurial Success (ENT/IT) (Discovery C)</td>
</tr>
<tr>
<td></td>
<td>Eastern Academy of Management International (Innovation A)</td>
</tr>
<tr>
<td></td>
<td>Information and Innovation (Interactive Paper Session) (Innovation B)</td>
</tr>
<tr>
<td>3:15pm-3:30pm</td>
<td>Break</td>
</tr>
<tr>
<td>3:30pm-4:45pm</td>
<td>EAM Business Meeting (Columbus B)</td>
</tr>
</tbody>
</table>

### 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 Auldrige, 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

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 Wet Florida
Madeline Crocito, 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 SULTEST**

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 Uzugbunam, 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


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


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)