Eastern Academy of Management
ANNUAL CONFERENCE & BUSINESS MEETING

2024 CONFERENCE
SOCIAL RESPONSIBILITY & SUSTAINABILITY; PROVIDENCE, RI

EASTERN ACADEMY OF MANAGEMENT
Where Scholarship and Collegiality Meet.
FELLOWS OF THE EAM ARE MEMBERS WHO HAVE CONTRIBUTED AT MULTIPLE LEVELS, IN MULTIPLE WAYS, AND OVER AN EXTENDED PERIOD TO FURTHER EAM’S OBJECTIVES. THE BODY OF FELLOWS CONSISTS OF INDIVIDUALS NOMINATED BY THE FELLOWS AND CONFIRMED BY THE EAM BOARD OF DIRECTORS. THROUGH CONFIRMATION THEY ARE RECOGNIZED FOR PAST CONTRIBUTIONS AND (JUST AS IMPORTANTLY) ARE EXPECTED TO CONTINUE CONTRIBUTING FOR THE BENEFIT OF THE ORGANIZATION.

THE EAM FELLOWS FUND SEEKS TO SUPPORT EAM ACTIVITIES AND INITIATIVES ACROSS A BROAD RANGE SUCH AS DOCTORAL STUDENT SCHOLARSHIPS AND THE DISTINGUISHED SPEAKER SERIES.
Welcome to the **61st Annual Meeting and Conference**, a forum where **thought leadership** converges with entrepreneurship, systems thinking, and the multifaceted landscape of management functions, all in the pursuit of **sustainability** and **social responsibility** in business and higher education. As part of this conference, we embark on a journey that celebrates cross-disciplinary approaches, recognizing the invaluable contributions of collaborations between business schools, academic departments, and community partners. Together, we explore the purpose, benefits, limitations, risks, and the myriad of new opportunities and challenges presented by language models and AI technologies in addressing global sustainability challenges and more. Let us engage in candid dialogue, share insights, and chart a course towards a future where **sustainability** and **social responsibility** are not mere aspirations but ingrained principles guiding every facet of our endeavors. Welcome, and may our deliberations pave the way for a brighter, more sustainable tomorrow.

Warm regards, EAM Board
Welcome members of the Eastern Academy of Management! We are thrilled to gather once again, united by our commitment to exploring the pivotal theme of social responsibility and sustainability in today’s dynamic landscape. As stewards of organizational excellence, our collective endeavors hold the power to shape a more equitable and sustainable future for all. Throughout this conference, let us engage in vibrant discussions, share insights, and ignite actionable ideas that transcend boundaries and propel us towards positive change. Together, we can harness the transformative potential of management practices to foster inclusive growth, environmental stewardship, and societal well-being. Thank you for your dedication to advancing the frontiers of management theory and practice. Let us embark on this journey of discovery and collaboration with enthusiasm, purpose, and a shared vision for a better tomorrow. #EAMTHOUGHTLEADERS

Warm regards, Noel Criscione-Naylor, Stockton University
Eastern Academy of Management is a community of college educators and scholars dedicated to using our skills and talents to help the world work better. As a learning community, we are devoted to the members’ professional development as well as the advancement of management theory, research, education, and practice. Formed in 1964 as the eastern regional division of the Academy of Management, we augment and complement AOM’s activities by conducting our own domestic and international meetings.

**Values**

- We value high quality research, teaching, and practice in the field of management and organization
- We cultivate and advocate ethical behavior in all aspects of our work
- We provide a dynamic and supportive community for all of our members, embracing the full diversity of our backgrounds and experiences
- We respect each of our members' voices and seek to amplify their ideas
- We build cooperative relationships with other institutions committed to the advancement of scholarship and teaching about management and organization

### Current Officers & Directors, Term Expiration

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### EAM Outreach Committee

- **Liaison Coordinators**
  - Julia Eisenberg, May 2025, Pace University

- **Publications**
  - Huy (David) Tran, May 2025, Albright College

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In-Coming Officers & Directors

ROBIN A FRKAL
VP, PROGRAM ELECT

ALICE WIELAND
TREASURER
THE PROGRAM COMMITTEE

SCHOLARLY PAPER TRACKS

**NEW** Supply Chain and Operations Management
Birasnav Muthuraj, Southern Connecticut State University; Sakthirama Vadivelu, PSG College of Technology

Strategy, International Management
Huy (David) Tran, Albright College; Banu Goktan, University of North Texas at Dallas

Entrepreneurship, Innovation, Information Technology
Dev Dutta, University of New Hampshire; Smita Srivastava, Wichita State University

Human Resources Management
Michele Myers, Stockton University; Rachel Smith, Georgia Southern University

Organizational Behavior
Robin Frkal, Nichols College; R. Gabrielle “Gabby” Swab, Georgia Southern University

Ethics, Corporate Social Responsibility and Sustainability
Antigoni Papadimitriou, Lehigh University; Christy Goodnight, Stockton University; Oluwatoyin Comfort Awoyinka, Southern Connecticut State University

Management Education and Development
Ted Peters, University of Baltimore, Kevin Coopersmith, Stockton University

Hospitality and Tourism Management
Julaine Rigg, Morgan State University, Noel Criscione-Naylor, Stockton University
TRACKS FOR ALTERNATIVE FORMATS

Teaching Cases
Michael Lewis, Assumption University

Experiential Learning Activities (ELA)
Ian Mercer, Fairleigh Dickinson University; John Harris, Georgia Southern University

Professional Development Workshops and Symposiums (PDWS)
Julie Stanton, Penn State University; Nicole Bérubé, Royal Military College of Canada

Idea Incubator
Elizabeth McCrea, Seton Hall University; Sarah Holtzen, Missouri Southern State University

Posters
Alice Wieland, Southern Connecticut State University

FACULTY CONSORTIUMS

Senior/Mid Career Consortium
Laurie Levesque, Suffolk University; Robin Frkal, Nichols College

Junior Career Consortium
Julia Eisenberg, Pace University; Sarah Holtzen, Missouri Southern State University

NTTP/Adjunct Career Consortium
Mark Flores, Towson University; Richard H. Jonsen, Rowan University

Doctoral Student Consortium
Dev Dutta, University of New Hampshire; Lee Jeffrey Zane, Rowan University; Melenie Robinson, HEC Montréal
The CASE Association (CASE, formerly known as the Eastern Case Writers’ Association) 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 Association is a supportive network of engaged colleagues who are passionate about case research and the use of case studies in the classroom. In addition to hosting an annual conference in conjunction with the Eastern Academy of Management, the CASE Association works year-round to promote the case method among business scholars and educators.

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About pepelwerk

Pepelwerk is a place where people can evolve with work. A software system built by HR, technology and economic experts to connect people, organizations, educators and community stakeholders to improve economic equity.

Executive team

Kim Kelley, CEO/Co-Founder
Melshen Pirnelli, CTO/Co-Founder
Sherman Wyman, CFO/Co-Founder

Our ESG commitments and user impact

We were doing the “S” in ESG before ESG was cool. Our social commitments are:

4 QUALITY EDUCATION
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES
$2000 SPONSOR

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WILLIAM G. ROHRER COLLEGE OF BUSINESS

$1,800 BREAK SPONSOR

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Interpretive Simulations
LEARN BY DOING

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publishing company

EXHIBITOR

Case Centre
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Michael Lewis
Christy Goodnight
John Harris
Ian Mercer
Dev Dutta
Smita Srivastava
Michele Myers
Noel Naylor
Julaine Rigg
Elizabeth McCrea
Sarah Holtzen
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Sakthirama Vadivelu
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Heidi Bertels
Julia Fullick-Jagiela
Erim Ergene
Jestine Philip
Yongha Kwon
dt ogilvie
Mousumi Bhattacharya
Organization Management Journal Awards

**BEST PAPER**

Baek-Kyoo (Brian) Joo, Diane Galbraith

(2023), "The effects of organizational trust and empowering leadership on group conflict: psychological safety as a mediator," Vol. 20 No. 1, pp. 4-16.

https://doi.org/10.1108/OMJ-07-2021-1308

**BEST TEACHING AND LEARNING PAPER**

Julita Haber, Heng Xu, Kanu Priya, Haber, J., Xu, H. and Priya, K.


https://doi.org/10.1108/OMJ-02-2022-1482
The 2023 TCJ Best Case Award

Finalists

**Bad apples or poisonous tree? Corporate culture’s role in the Wells Fargo scandal**
Deborah M. Mullen, *The University of Tennessee at Chattanooga, USA*
Kathleen Wheatley, *The University of Tennessee at Chattanooga, USA*
Nai Lamb, *The University of Tennessee at Chattanooga, USA*

**A case study on marketing strategy of boAt**
Lakshya Singh, *International Institute of Information Technology - Naya Raipur, India*
Amit Kumar Agrawal, *International Institute of Information Technology - Naya Raipur, India*

**Tesla, Inc.: addressing ESG challenges**
Ram Subramanian, *Stetson University, DeLand, USA*

Winner

**Bad apples or poisonous tree? Corporate culture’s role in the Wells Fargo scandal**
Deborah M. Mullen, *The University of Tennessee at Chattanooga, USA*
Kathleen Wheatley, *The University of Tennessee at Chattanooga, USA*
Nai Lamb, *The University of Tennessee at Chattanooga, USA*
CASE 2024 AWARDS

BEST CASE NOMINEES

ALOE Health A & B
Joel Harmon and Dennis Scotti

The X Factor: Twitter’s quest for super-app status
Nasar-um Minullah

“One Day Longer, One Day Stronger”: The Nanny Leads a Labor Strike
Sarah Holtzen; Sinead Ruane; Aimee Williamson; Megan Douglas; Kim Sherman

BEST CASE AWARD

NASAR UM MINULLAH
The X Factor: Twitter’s Quest for Super-app Status

OUTSTANDING CASE REVIEWER
Nicole Bérubé
EAM 2024 CONFERENCE AWARDS

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GAYLE BAUGH*
ALISON WALL
LEE BROWN
NOEL CRISCIONE-NAYLOR**
MARIANA LEBRON**
P A U L J A C Q U E S
AMÉLIE CLOUTIER*
LAQUITA JOYNER-MCGRAW
DAVID BRANNON

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BEST TRACK PAPER AWARD WINNERS

HONORABLE MENTION REVIEWERS

ERIC DEMIRJIAN
CHRISTINE MAnNO
IRINA STOYNEVA
JUNSEOK GOH
MORGAN FLEMMING
EAM 2024 AWARDS

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**ENTREPRENEURISHP, INNOVATION, & INFORMATION TECHNOLOGY TRACK**

**NEW VENTURE SURVIVAL: HOW MUCH PSYCHOLOGICAL CAPITAL DO YOU NEED?**

ALI ALSHEHRI, GOLSHAN JAVADIAN, CHRISTOPHER MATHIS,

**EMOTIONAL INTELLIGENCE AND ENTREPRENEURSHIP RESEARCH: A SYSTEMATIC REVIEW**

NORA ALKHALDI, NAEMA ALBIMANI, ABDULLAH ALMAHROUQI


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**HUMAN RESOURCE MANAGEMENT TRACK**

**REMEDIATING ACCESS-RELATED DISCRIMINATION FOR TRANSGENDER JOB APPLICANTS**

DEEPAŃSHU WADHWA, CHETAN JOSHI
BEST TRACK PAPER AWARD WINNERS
STRATEGY & INTERNATIONAL MANAGEMENT TRACK

INDIRECT CORPORATE POLITICAL STRATEGY IN CROSS-BORDER ACQUISITIONS: INFLUENCE OF POLITICAL AFFINITY ON TARGET-DEPENDENT FIRM LOBBYING
DINESH HASIJA, MIRZOKHIDJON ABDURAKHMONOV, LEE BROWN, RU-SHIUN LIOU

STRATEGIC RESPONSES TO FEDERAL PROSECUTION: A STUDY OF LOBBYING INTENSITY AND BREADTH IN PUBLICLY TRADED FIRMS
REBECCA BOGIE, LEE BROWN, JENNY GU, GREG BELL

BEST TRACK PAPER AWARD WINNERS
ENTREPRENEURISHP, INNOVATION, & INFORMATION TECHNOLOGY TRACK

THE BOARD OF DIRECTORS AND INNOVATION: A REVIEW AND AGENDA FOR FUTURE RESEARCH
WILLAM C. ZHOU, ANDRES FELIPE CORTES, POL HERRMANN

DRIVERS OF STARTUP OVERVALUATION: AN ECOSYSTEM PERSPECTIVE
QIONGRUI (MISSY) YAO, LAKAMI BAKER, MINGHUI MA
EAM 2024 AWARDS

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DISCURSIVE STRATEGY IN 'SELF CELEBRITIZING' ENTREPRENEURIAL FIRMS: VIDEO-BASED ANALYSIS OF SPACEX

JINGNING AO

DYNAMIC CAPABILITIES VIEW OF SLACK IN SOFTWARE ORGANIZATIONS (STRONGLY RECOMMENDED; WELL-DONE QUANTITATIVE STUDY)

CRISTINA O. VLAS

BEST TRACK PAPER AWARD WINNERS

HUMAN RESOURCE MANAGEMENT TRACK

HOW DOES GROUP DIVERSITY INCREASE MULTI-LEVELS PERFORMANCE?

THE MEDIATING ROLE OF GROUP PERSONALITY COMPOSITION

MARIE-ÉLÈNE, WEN-ROU HUANG, HAESANG PARK, QIUMEI JANE XU

THE INTERPLAY OF POWER, INCENTIVES, ACADEMIC FREEDOM AND GENDER EQUITY

ALICE WIELAND, AMY JANSEN
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MANAGEMENT EDUCATION TRACK

ENTREPRENEURSHIP IN DUE COURSE: AN EXAMINATION OF THE GENDER GAP IN SELF-EFFICACY ACROSS DIFFERENT CAMPUSES USING A UNIFORM TEACHING APPROACH

HEIDI BERTELS, NANCY FORSTER-HOLT, MEG WEBER, DOAN WINKEL

BEST EXPERIENTIAL LEARNING ACTIVITY NOMINEES

IDENTIFYING IMPLICIT BIASES AND THEIR SOURCES: AN EXPERIENTIAL EXERCISE

JEFF MELLO

MAKING THE GRADE: DEFINING PURPOSE WHEN INTERESTS COMPETE

MARTA GELETKANYCZ
BEST OVERALL CONFERENCE PAPER AWARD WINNERS

BEST OVERALL CONFERENCE
STUDENT PAPER AWARD

REMEDIATING ACCESS-RELATED DISCRIMINATION FOR TRANSGENDER JOB APPLICANTS

DEEPAŃSHU WADHWA, CHETAN JOSHI
BEST OVERALL CONFERENCE PAPER AWARD

OUTSTANDING EMPIRICAL PAPER

ENTREPRENEURSHIP IN DUE COURSE: AN EXAMINATION OF THE GENDER GAP IN SELF-EFFICACY ACROSS DIFFERENT CAMPUSES USING A UNIFORM TEACHING APPROACH

HEIDI BERTELS, NANCY FORSTER-HOLT, MEG WEBER, DOAN WINKEL

BEST OVERALL CONFERENCE PAPER AWARD

OUTSTANDING CONCEPTUAL PAPER

THE BOARD OF DIRECTORS AND INNOVATION: A REVIEW AND AGENDA FOR FUTURE RESEARCH

WILLIAM C. ZHOU, ANDRES FELIPE CORTES, POL HERRMANN
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MAKING THE GRADE:
DEFINING PURPOSE WHEN INTERESTS COMPETE

MARTA GELETKANYCZ

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