



60th ANNUAL MEETING
May 16 – 19, 2023 | Philadelphia (PA)
The Hilton at Penn’s Landing
www.eaom.org

SUBMISSIONS ACCEPTED TILL JANUARY 23, 2023
SUBMISSION PORTAL OPENS NOVEMBER 1, 2022

There has been a stunning improvement in the human condition over the past few centuries. This improvement has been paralleled by a broadening of inequality, including inequality of income, wealth, status, health, gender, and race. Addressing social and economic inequalities is a ‘grand challenge’ as it relates to a complex problem that cuts across disciplinary boundaries and involves actors with competing interests and objectives. Is it possible to make meaningful progress toward justice and equity in an unequal world? Can we reduce the structural, institutional, and psychological barriers that prevent individuals from realizing their full potential? What should we research and teach in the classroom that would help make the world a better place, one that is more egalitarian? Join us in Philadelphia (PA) for the 60th Annual Meeting of the Eastern Academy of Management as we explore these questions and many others that ground our research, teaching and learning.



Conference Theme:
Towards Justice and Equity in an Unequal World

Join us in downtown Philadelphia, the largest city in Pennsylvania and a “historical heavyweight” and “booming cultural and culinary destination” per the Wall Street Journal. The Declaration of Independence and Constitution were signed in Philadelphia, a city where Sylvester Stallone made his triumphant run in the film ‘Rocky’. Philadelphia is home to 67 National Historic Landmarks and the World Heritage Site of Independence Hall. It was the first World Heritage City in the United States.



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

** Conference theme submissions are especially welcome

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

Track Chairs: Huy (David) Tran, Albright College, htran@albright.edu; Banu Goktan, University of North Texas at Dallas, Banu.Goktan@untdallas.edu

- 2. Entrepreneurship, Innovation, Information Technology:** Topics include new venture creation and failure, new and small firm management practices, new and small firm financing strategies, corporate venturing and innovation, and women-, minority-, and family-owned business. Submissions addressing the innovation process, management of information technology, and cognitive and social impacts of information systems are also welcome.

Track Chairs: Dev Dutta, University of New Hampshire, dev.dutta@unh.edu; Smita Srivastava, Wichita State University, smita.srivastava@wichita.edu

- 3. Human Resources Management:** This track seeks submissions covering all aspects of human resource management, including recruitment, selection, training, performance appraisal, compensation, socialization, gender, diversity, strategic HRM and human capital.

Track Chairs: Jestine Philip, U. of New Haven, jphilip@newhaven.edu

- 4. Organizational Behavior:** Work that covers any aspects of Organizational Behavior are welcome. This includes but is not limited to papers that study individuals and groups in organizations as well as the dynamics of organizations themselves. Areas of interest are individual and group differences, perceptions, communication, motivation, team dynamics, leadership, conflict, negotiation, organizational design, organizational culture, and organizational change.

Track Chairs: Robin Frkal, Nichols College, Robin.Frkal@nichols.edu; John Harris, Georgia Southern University, jharris@georgiasouthern.edu.

- 5. Ethics, Corporate Social Responsibility & Sustainability:** There is an increasing understanding of the importance of working towards a sustainable planet. As the world is trying to reboot due to the covid pandemic, the business world needs skilled managers and leaders to make a substantial social impact and contribute to solving socio-economic problems stemming from the grand societal challenges of our times. Submissions which address issues related to sustainability, ethics and corporate social responsibility (CSR) are welcome. Those which address grand challenges associated with reaching the UN's Sustainable Development Goals (SDGs) are of particular interest. How companies and organizations bring about social, environmental, and ethical changes would also be welcomed as well as studies about research usefulness and social impact.

Track Chairs: Antigoni Papadimitriou, Lehigh University, antigoni.papadimitriou1@gmail.com; Julie Stanton, Pennsylvania State University, jvs11@psu.edu

- 6. Management Education & Development:** Work addressing teaching and learning at the classroom, program, or institutional level; workplace and organizational learning; and innovation with technology in the classroom. Especially welcome are contributions that highlight the conference theme in the classroom.

Track Chairs: Joy Jones, Stockton University, joy.jones@stockton.edu; Ted Peters, University of Baltimore, tpeters@ubalt.edu

7. Hospitality Management: This track welcomes submissions (conceptual and empirical) that examine hospitality management issues and innovations. Topics may include strategic matters for the hospitality sector's future, technology, and contact in hospitality. Other areas of interest might consist of responsible management, sustainable practices in the hospitality industry, and crisis & recovery in the hospitality industry.

Track Chair: Noel Criscione-Naylor, Stockton University, Noel.Criscione@stockton.edu

Tracks for alternative formats

8. Teaching Cases: The CASE Association holds its annual conference in conjunction with EAM's and attendees enjoy the benefits of both. You are invited to submit a teaching case for review and, if accepted, roundtable discussion. We also offer a free case writing hackathon where attendees join a team to develop a case on a contemporary business issue. CASE invites you to submit: a. Embryo cases – a one-page outline of a case idea including a list of developmental issues for which the author seeks guidance (authors must use the embryo case format available on our website); b. Cases without an instructor's manual – cases in development, authors will be assisted in preparing the instructor's manual; c. Cases with an instructor's manual – case and instructor's manual sufficiently developed to facilitate constructive criticism in preparation for submission for publication; Cases can be long/traditional or compact cases (1,000 words or less).

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

Track Chair: Heidi Bertels, College of Staten Island, CUNY, Heidi.bertels@csi.cuny.edu; Michael Lewis, Assumption University, milewis@assumption.edu

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

Track Chairs: R. Gabrielle Swab, Georgia Southern University., rswab@georgiasouthern.edu; Ian Mercer, Fairleigh Dickinson University, i.mercer@fdu.edu.

10. Professional Development Workshops and Symposiums (PDWS): Develop a panel, presentation, or hands-on session to share your best professional practices with EAM colleagues! Topics vary and have included: research roundtable, research methods, writing strategies, administration, career balance, assessment, service learning, curriculum development, Professors of practice etc. Submissions are 4-6 pages and include: title, brief abstract with key words, time requested for session (30, 60, 90 minutes), learning objective(s), and a detailed description of the workshop plan (including timeline).

Track Chairs: Nicole Bérubé, Royal Military College of Canada, Nicole.Berube@rmc.ca

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

Track Chairs: Elizabeth McCrea, Seton Hall University, Elizabeth.McCrea@shu.edu; Sarah Holtzen, Missouri Southern State University, Holtzen-s@mssu.edu.

12. Posters. Are you a Graduate student or a Faculty working with a student? Do you have a research paper from your course? GET RECOGNIZED! Submit a poster. Research posters summarize information or research concisely and attractively to help publicize it and generate discussion. The poster is usually a mixture of a brief text mixed with tables, graphs, pictures, and other presentation formats. At the conference (or virtually during the preconference days), the researcher displays the poster while other participants come and view it and interact with the author. Posters offer the opportunity to engage with one-on one conversations with conference attendees and enable you to talk about very specific aspects of your research.

Track Chairs: Alice Wieland, Southern Connecticut State University, wielanda2@southernct.edu