



**2023 Annual Meeting of the North American Management Society (NAMS)
 Wednesday – Friday, March 22 – 24, 2023 | The Palmer House Hilton, Chicago IL**

2023 NAMS PROGRAM

Sessions are numbered consistent with MBAA International programming. NAMS does not have Sessions 4, 10, and 13.
Zoom links for all sessions will be provided closer to the conference.

Wednesday, March 22, 2023

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Friday, March 24, 2023

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 - [PANEL: Past, Present, Future: Aging Matters for Professors of Business](#)
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Questions?

Contact Erin Rae Fluegge, 2023 NAMS Program Chair, at 573-450-9187.

Session 1

MANAGEMENT

1:30–2:45 p.m. Burnham 4, 7th Floor

Plenary Session: How to get the most out of your NAMS experience

Chair: Erin Rae Fluegge, Southeast Missouri State University

This plenary session features commentary from current and past NAMS presidents and executive board members as well as a discussion of how to be involved in future activities, including an interactive question and answer session for first-time NAMS participants.

Session 2

MANAGEMENT

3:00–4:15 p.m. Burnham 2, 7th Floor

Panel: 104 Things to Know about Publishing

Chair: Regina A. Greenwood, Nova Southeastern University

Participants:

Peter Gordon, Southeast Missouri State University

Regina A. Greenwood, Nova Southeastern University

Barbara Nemecek, MBAA International

Foster Roberts, Auburn University at Montgomery

Neil Tocher, Idaho State University

Carolyn Wiley, Roosevelt University

Session 3

MANAGEMENT

4:30–5:45 p.m. Burnham 1, 7th Floor

North American Management Society Executive Council Meeting

Chair: Stephanie Trendowski, Ivy Tech Valparaiso

Wednesday Evening Activities

MBAA INTERNATIONAL

6:00-7:55 p.m. Crystal Room, 3rd Floor

International Track Chair Recognition Dinner & Advisory Council Meeting

8:00-11:00 p.m. Empire Room

Wednesday Fun Night

8:00-11:00 p.m. Room 128, 8th Floor

Hospitality Suite

Session 5

MANAGEMENT

9:15–10:30 a.m. Burnham 1, 7th Floor

Panel: Why Write Cases? A Panel Discussion on the Values of Cases as Research, Pedagogy, and Community Connection

Chair: Eric Dolansky, Brock University

Panelists:

Eric Dolansky, Brock University

Karin Schnarr, Wilfrid Laurier University

Meredith Woodwark, Wilfrid Laurier University

Terry McGovern, University of Wisconsin - Parkside

MANAGEMENT

9:15–10:30 a.m. Burnham 2, 7th Floor

Theme: Diversity, Equity, Inclusion, and Belonging - Cultural Elements

Chair: David Savino, Ohio Northern University

Discussant: Maria Lai-Ling Lam, Anderson University (SC)

A Chancellor's Asian Language Remarks at a University's Commencement Ceremony: An Analysis from the Perspective of Symbolic Management

Casimir Barczyk, Purdue University Northwest

Kasia Firlej, Indiana University Kokomo

Agency Theory in a Cross-Cultural Context

Pakanat Kiratikosolrak, Virginia Polytechnic Institute and State University

William Phillips, Emporia State University

Shawn Keough, Emporia State University

Ageism and Implicit Bias Preferences among GenZers and Millennials

Debra Hunter, Troy University

MANAGEMENT

9:15–10:30 a.m. Burnham 4, 7th Floor

Theme: Entrepreneurship and Non-Profits

Chair: Heather McMillan, Southeast Missouri State University

Discussant: Foster Roberts, Auburn University at Montgomery

Native American Entrepreneurship and Small Business

Yuanyuan Lin, University of South Alabama

Bhawe Nachiket, The University of North Carolina at Pembroke

Si Ahn Mehng, The University of North Carolina at Pembroke

Business Start-up as a Semester-Long Activity for Teaching Entrepreneurship

Steven Stovall, Southeast Missouri State University

Ed Crowley, Southeast Missouri State University

Rosemary's Babies - Providing life skills and support for teen moms

Joseph Trendowski, Mount St. Joseph University

Session 6

MANAGEMENT

10:45 a.m.–12:00 p.m. Burnham 1, 7th Floor

Panel: BLISS: Business Lessons for In-class Student Success

Chair: Harry E. Fisher, Eureka College

Panelists:

Harry E. Fisher, Eureka College

Cameron Horn, Eureka College

Bruce Bloom, Career Consulting Services

MANAGEMENT

10:45 a.m.–12:00 p.m. Burnham 2, 7th Floor

Theme: Diversity, Equity, Inclusion, and Belonging in Higher Education

Chair: Arlene Ramkissoon, Ohio Dominican University

Discussant: Jay Johnson, Northwest Missouri State University

Managing Today's Diverse Workforce

Steve Roussas, Purdue University Global

Diversity, Equity, and Inclusion in the Modern Workforce: An Exploration of Homogeneity and Heterogeneity

Melanie Cluley, Bryant University

Elzotbek Rustambekov, Bryant University

Joseph Trendowski, Mount St. Joseph University

Twenty Years of the Application of Rooney Rule and Diversity Practices in the NFL Workplace

David M. Savino, Ohio Northern University

MANAGEMENT

10:45 a.m.–12:00 p.m. Burnham 4, 7th Floor

Theme: Lessons Learned from the COVID-19 Pandemic

Chair: Kristie McHugh, Ohio Northern University

Discussant: Perry Haan, Tiffin University

CSR and SME Resilience: A Post-Pandemic Analysis of Illinois' Fastest Growing Companies

Md Ziad Haidar, Eastern Illinois University

David Boggs, Eastern Illinois University

Does COVID-19 Really Matter? The impact of Covid-19 on Employee Performance

Smriti Poudel, University of Louisiana Monroe

Chikaodili Aleke, University of Louisiana Monroe

Daniel Kennedy, University of Louisiana Monroe

Cameron Sumlin, University of Louisiana Monroe

Joe Story, Louisiana Tech University

**Self-Employment, Perceptions of Resource Losses, and Wellbeing during the COVID 19 pandemic:
Examining the UAS Survey**

Yamini Jha, Valparaiso University

Sanjeev Jha, Valparaiso University

Session 7

MANAGEMENT

12:15-1:30 p.m. ****LOCATION TBD****

Theme: NAMS Luncheon

Chairs: Stephanie Trendowski, 2022-2023 NAMS President; Erin Rae Fluegge, 2023 NAMS Program Chair

Session 8

MANAGEMENT

1:30–2:45 p.m. Burnham 1, 7th Floor

Panel: The New Retirement Planning

Chair: Bruce Bloom, Career Consulting Services

Panelists:

Bruce Bloom, Career Consulting Services

Matthew Raunio, University of Wisconsin, Green Bay

MANAGEMENT

1:30–2:45 p.m. Burnham 2, 7th Floor

Theme: Groups in the Classroom and Beyond

Chair: Kenneth Heischmidt, Southeast Missouri State University

Discussant: Perry Haan, Tiffin University

Maximizing the Benefits of Google Hangouts for Online Group Work: A Study of Student Perception

Jason Lambert, Texas Woman’s University

Mark Tengesdal, Texas Woman’s University

Dewaynna Horn, Texas Woman’s University

Lee Warren Brown, Texas Woman’s University

Group Creativity: State of the Science in Organization Studies

Mark A. Bayer, Eastern Illinois University

Yousef R. Nour, Eastern Illinois University

The Impact of Heterogeneous Personality Group Formation on Performance

Kevin Ernst, Ohio Northern University

Kristie McHugh, Ohio Northern University

MANAGEMENT

1:30–2:45 p.m. Burnham 4, 7th Floor

Theme: Faculty as Life-Long Learners

Chair: Sarah Shike, Western Illinois University

Discussant: Foster Roberts, Auburn University at Montgomery

Recovering from Mid-Career Burnout: An examination from theoretical and personal experience

Heather McMillan, Southeast Missouri State University

Lessons Learned from An Interdisciplinary Course Collaboration on Sustainable Business

Karolina Schneider, Lindenwood University

Kimberly Ulrich, Lindenwood University

DON’T PANIC!: ChatGPT doesn’t have all the answers.

Elizabeth Tate, Emporia State University

William Phillips, Emporia State University

Shawn Keough, Emporia State University

Session 9

MANAGEMENT

3:00–4:15 p.m. Burnham 1, 7th Floor

Panel: **Becoming and Remaining an Outstanding College Professor in Today’s Environment: Current Tips and Best Practices**

Chair: Carolyn Wiley, Roosevelt University

Participants:

Regina A. Greenwood, Nova Southeastern University

Arlene Ramkissoo, Ohio Dominican University

Foster Roberts, Auburn University at Montgomery

MANAGEMENT

3:00–4:15 p.m. Burnham 2, 7th Floor

Theme: **Leadership Styles and Practices**

Chair: Harry E. Fisher, Eureka College

Discussant: Kevin Ernst, Ohio Northern University

Angela Merkel: A Leadership Case Study

Sarah Seely, Ohio Northern University

Kristie McHugh, Ohio Northern University

How Humble Leaders Cultivate Reflexive Teams: Moderated Mediation Model

Sujin Son, Chosun University

Tae Seok Yang, Western Illinois University

Motivational Factors in Sales Team Management and Their Influence on Individual Performance

Gyongyi Konyu-Fogel, California Southern University

Adham Fayad, Business Advisor & Management Consultant

MANAGEMENT

3:00–4:15 p.m. Burnham 4, 7th Floor

Theme: **Diversity, Equity, Inclusion, and Belonging in the Workforce**

Chair: John Grant, Ohio Dominican University

Discussant: Bruce Bloom, Career Consulting Services

Building a Better Future for Christian Higher Education: Diversity, Equity, and Inclusion Officers

Maria Lai-Ling Lam, Anderson University (SC)

Eliminating Silos with DEIB and Supporting University Staff

Tarrah Whitehead, Texas Woman’s University

The Contributions of Black Faculty at a Predominantly Midwestern University in the United States: Recommendations for Recruiting and Retaining Black Faculty Scholars – A Pilot Study

Chaunda L. Scott, Oakland University

Caress Dean, Oakland University

Thursday Evening Activities

MBAA INTERNATIONAL

4:20-6:00 p.m. Crystal Room, 3rd Floor

MBAA Annual Business Meeting

8:00-11:00 p.m. Empire Room

Thursday Fun Night

8:00-11:00 p.m. Room 128, 8th Floor

Hospitality Suite

Session 11

MANAGEMENT

8:00–9:15 a.m. Burnham 4, 7th Floor

North American Management Society Membership Meeting

Chair: Stephanie Trendowski, 2022-2023 NAMS President

Session 12

MANAGEMENT

9:30–10:45 a.m. Burnham 1, 7th Floor

Panel: Past, Present, Future: Aging Matters for Professors of Business

Chair: Kenneth Heischmidt, Southeast Missouri State University

Panelists:

Kenneth Heischmidt, Southeast Missouri State University

Peter Gordon, Southeast Missouri State University

Asa Wilson, Southeast Missouri State University

Willie Redmond, Southeast Missouri State University

MANAGEMENT

9:30–10:45 a.m. Burnham 2, 7th Floor

Theme: General Management – Strategic Considerations

Chair: John Grant, Ohio Dominican University

Discussant: Kevin Ernst, Ohio Northern University

Implementation of the FISH! Philosophy Within a Detention Center

Elizabeth Tate, Emporia State University

Differential Impact of Age, Gender, and Income on Hospital Charges for Hospital Admissions and Readmissions in the United States for Depressive Neurosis (DRG = 881)

Anne Fiedler, Nova Southeastern University

Ravi Chinta, University of the District of Columbia

Mark Aeschleman, Medtronic

Business Risk Perceptions of MBA Students

Tom Kennedy, Bryant University

Elzotbek Rustambekov, Bryant University

Joseph Trendowski, Mount St. Joseph University

MANAGEMENT

9:30–10:45 a.m. Burnham 4, 7th Floor

Theme: Leadership in Difficult Situations

Chair: Jay Johnson, Northwest Missouri State University

Discussant: Bruce Bloom, Career Consulting Services

Jacinda Ardern: Groundbreaking Leadership

Katherine Curry, Ohio Northern University

Kristie McHugh, Ohio Northern University

Pairing Effective Leadership Styles in Times of Conflict

Natalie Kompa, Ohio Dominican University

Managerial Practices and the Bullies Among Us: Successful Workplace Anti-Bullying Leaders

Ellen Kirchman, Metropolitan State University

Session 14

MANAGEMENT

11:00 a.m.–12:15 p.m. Burnham 1, 7th Floor

Symposium: NAMS Past Presidents: Research and Activities Showcase

Chair: Erin Rae Fluegge, Southeast Missouri State University

The Demise of Brick and Mortar in an Ever-growing Cyber World

Stephanie Trendowski, DePaul University, 2022-2023 NAMS President

Leading A Strange New World: Strategizing to Meet Market Needs with Cannabis Education

Jay Johnson, Northwest Missouri State University, 2015-2016 NAMS President

Women in Beer: Entrepreneurs in the Craft Beer Industry

Erin Rae Fluegge, Southeast Missouri State University, 2014-2015 and 2023-2024 NAMS President

MANAGEMENT

11:00 a.m.–12:15 p.m. Burnham 2, 7th Floor

Theme: Online Technology and Tools

Chair: TBD

Discussant: TBD

Money Path: A Tool for College, Financial, and Career Planning

Carl Gahala, University of Wisconsin - Milwaukee at Washington County

Say Aloha, Be Polite

C.R. Marshall, University of Wisconsin - Stevens Point

Nik Butz, University of Wisconsin - Stevens Point

Online Synchronous Learning: The Many Benefits

Megan Kalina, St. Catherine University

Mary Henderson, St. Catherine University

MANAGEMENT

11:00 a.m.–12:15 p.m. Burnham 4, 7th Floor

Theme: Ethical Issues and Impacts

Chair: Kristie McHugh, Ohio Northern University

Discussant: Maria Lai-Ling Lam, Anderson University (SC)

A Thanksgiving without Family: A Covid-19 Employer Dilemma Case

Michael E. Dobbs, Eastern Illinois University

How Job Status Affects Moral Development and Ethical Leadership

Sean Thomas, University of North Carolina at Pembroke

Si Ahn Mehng, University of North Carolina at Pembroke

Yuanyuan Lin, University of North Carolina at Pembroke

ChatGPT: Business School Friend or Foe?

Sarah Shike, Western Illinois University

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Thank you, NAMS family and friends. See you next year!