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
- 1:30-2:45 pm, Session 1: Plenary: How to get the most out of your NAMS experience .................................................. 2
- 3:00-4:15 pm, Session 2: Panel: 104 Things to Know About Publishing ............................................................ 2
- 4:30-5:45 pm, Session 3: NAMS Executive Council Meeting ................................................................. 2
- MBAA International Evening Activities ........................................................................................................... 2

Thursday, March 23, 2023
- 9:15-10:30 am, Session 5 ................................................................................................................................. 3
  ▪ PANEL: Why Write Cases? A Panel Discussion on the Values of Cases as Research, Pedagogy, and Community Connection
  ▪ THEME: Diversity, Equity, Inclusion, and Belonging - Cultural Elements
  ▪ THEME: Entrepreneurship and Non-Profits
- 10:45 am-12 pm, Session 6 .................................................................................................................................... 4
  ▪ PANEL: BLISS: Business Lessons for In-class Student Success
  ▪ THEME: Diversity, Equity, Inclusion, and Belonging in Higher Education
  ▪ THEME: Lessons Learned from the COVID-19 Pandemic
- 12:00 pm-1:30 pm, Session 7: NAMS Luncheon .................................................................................................. 5
- 1:30-2:45pm, Session 8 ........................................................................................................................................ 5
  ▪ PANEL: The New Retirement Planning
  ▪ THEME: Groups in the Classroom and Beyond
  ▪ THEME: Faculty as Life-Long Learners
- 3:00-4:15 pm, Session 9 .................................................................................................................................... 6
  ▪ PANEL: Becoming and Remaining an Outstanding College Professor in Today’s Environment: Current Tips and Best Practices
  ▪ THEME: Leadership Styles and Practices
  ▪ THEME: Diversity, Equity, Inclusion, and Belonging in the Workforce
- MBAA International Evening Activities ........................................................................................................... 6

Friday, March 24, 2023
- 8:00-9:15 am, Session 11: North American Management Society Membership Meeting ........................................... 7
- 9:30-10:45 am, Session 12 ...................................................................................................................................... 7
  ▪ PANEL: Past, Present, Future: Aging Matters for Professors of Business
  ▪ THEME: General Management – Strategic Considerations
  ▪ THEME: Leadership in Difficult Situations
- 11:00 am-12:15 pm, Session 14 ........................................................................................................................ 8
  ▪ SYMPOSIUM: NAMS Past Presidents: Research and Activities Showcase
  ▪ THEME: Online Technology and Tools
  ▪ THEME: Ethical Issues and Impacts

List of Participants .................................................................................................................................................. 9-10

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

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
THURSDAY, MARCH 23, 2023

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 Heinischmidt, 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 Ramkissoon, Ohio Dominican University
Foster Roberts, Auburn University at Montgomery

MANAGEMENT
3:00–4:15 p.m. ........................................................................................................................................烧ham 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. ........................................................................................................................................烧ham 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
### LIST OF PARTICIPANTS

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