2024 Annual Meeting of the North American Management Society (NAMS)
Wednesday – Friday, April 10 - 12, 2024 | The Palmer House Hilton, Chicago IL

2024 NAMS PROGRAM

Questions? Contact Foster Roberts, 2024 NAMS Program Chair, at 334-312-4711.

Wednesday, April 10, 2024

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  - Theme: Student Centric Management Education 4
  - Panel: Retirement Planning Amid Constant Uncertainty 4
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  - Theme: Culture and Group Performance 5
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Friday, April 12, 2024

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- 9:30-10:45 am, Session 12 10
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- 11:00-12:15 pm, Session 13 10
  - Through the Tipping Jar: Exploring the Intersection of Management and Hospitality Research 10

WEDNESDAY, APRIL 10, 2024

Session 1

MANAGEMENT

1:30–2:45 p.m. ..... Burnham 1, 7th Floor

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

Chair: Foster B. Roberts, Auburn University at Montgomery
This plenary session features commentary from current and past NAMS residents 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 1, 7th Floor

Theme: Social Identity, Social Capital, and Employee Quality

Chair: Laura A. Frost, Walsh College
Discussant: Sarah Shike, Western Illinois University

Empathetic Exchange: Unraveling Post-Pandemic Tipping Dynamics in U.S. Restaurants through Organizational Pride, Social Identity, and VAB Framework
Karalee A. Taves, University of Arkansas
Nicholas E. Johnston

Bridging Appreciative Inquiry and Artificial Intelligence to Rebuild Social Capital
Justin S. Nies, Tiffin University
Perry Haan, Tiffin University

Does the Stability of an Employee's Childhood Determine the Quality of the Employee?
Joshua Mitchell, University of South Alabama

3:00–4:15 p.m. ..... Burnham 2, 7th Floor

Panel: 106 Things to Know about Publishing

Chair: Arlene Ramkissoon, Franklin University
Participants:
Peter Gordon, Southeast Missouri State University
Foster Roberts, Auburn University at Montgomery
Jann Freed, Central College; The Genysys Group
Carolyn Wiley, Roosevelt University

Session 2

MANAGEMENT

3:00–4:15 p.m. ..... Burnham 4, 7th Floor

Theme: Management Education Today

Chair: Kristie McHugh, Ohio Northern University
Discussant: Erin Rae Fluegge, Southeast Missouri State University

Navigating the Ethical and Pedagogical Implications of AI in Higher Education: A Hero or Villain?
Sameer Ahmed, University of Wisconsin Platteville
Maya Jaber, University of Wisconsin Platteville

Artificial Intelligence, Real Grade: Assessing ChatGPT's Performance in an Introduction to Business Course
Carl Gahala, University of Wisconsin Milwaukee

A Study Abroad Cultural Immersion trip to Dubai: Impact on Graduate Students Cross-Cultural Intelligence
Elzotbek Rustambekov, Bryant University
Joseph Trendowski, Mount St. Joseph University

Session 3

MANAGEMENT

4:30–5:45 p.m. ..... Burnham 1, 7th Floor

North American Management Society Executive Council Meeting
Chair: Erin Rae Fluegge, Southeast Missouri State University

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 150, 10th Floor
Hospitality Suite

Session 5

MANAGEMENT

9:15–10:30 a.m. ..... Burnham 1, 7th Floor

Theme: Artificial Intelligence Application in Higher Education

Chair: Mark Bayer, Eastern Illinois University
Discussant: Kenneth Heischmidt, Southeast Missouri State University

"Teaching What AI Cannot Yet Do": The Development of an Undergraduate Business Course in Managerial Coaching Skills
Nina J. Morel, Lipscomb University

Decoding Adoption Dynamics: A Comprehensive Analysis of AI Integration in Higher Education through the TAM3 Lens
Anthony Narsing, Middle Georgia State University
Troy Sullivan, Middle Georgia State University
Mimi Ford, Middle Georgia State University
Victoria Horton, Middle Georgia State University

AI in HR: An Academic's Guide to Curriculum Design
Arlene Ramkissoon, Franklin University

9:15–10:30 a.m. ..... Burnham 2, 7th Floor

Theme: Student Centric Management Education

Chair: Heather McMillan, Southeast Missouri State University
Discussant: Cameron Horn, Eureka College

Perceived Learning Climate: Building Better Learning Environments for Student Motivation and Wellbeing
Marta Guivernau, Kent State University
Jaume Franquesa, Ohio Northern University

A Design Focus on Learners: Defining and Leveraging Empathy in the Design and Development of Courses in Management
Laura A. Frost, Walsh College

9:15–10:30 a.m. ..... Burnham 4, 7th Floor

Panel: Retirement Planning Amid Constant Uncertainty

Chair: Matthew Raunio, University of Wisconsin, Green Bay
Panelists:
Matthew Raunio, University of Wisconsin, Green Bay
Bruce Bloom, Career Consulting Service

Session 6

MANAGEMENT

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

Theme: Issues in Human Resource Management

Chair: Cameron Horn, Eureka College
Discussant: Bruce Bloom, Career Consulting Services

The impact of variant levels of diversity on collective creativity
Mark A. Bayer, Eastern Illinois University
Yousef R. Nour, Eastern Illinois University

WCFL: The Voice of Labor and Its Role in Union Ownership of Broadcast Media
David M. Savino, Ohio Northern University

A Conceptual View of the Relationship Between Adventure and Extreme Sports and Recovery from Work, & Job Performance
Sarah E. Shike, Western Illinois University

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

Theme: Culture and Group Performance

Chair: Laura Frost, Walsh College
Discussant: Arlene Ramkissoon, Franklin University

Navigating the Game: A Study of NIL Opportunities for Division II and Division III Student Athletes
Olivia K. Gamoke, Winona State University Marcy
Faircloth, Winona State University
Stephanie S. Dunn, Winona State University
Jason Kight, Winona State University

Kazakhstan's Young, Elite, and Educated Population: An Exploratory Cultural Assessment with Comparisons to the USA and Other Countries
Casimir Barczyk, Purdue University Northwest
Charles Rarick, Purdue University Northwest
Gregory Winter, American University of Iraq - Baghdad

The Impact of Heterogeneous Personality Group Formation on Performance
Kevin Ernst, Ohio Northern University Kristie
McHugh, Ohio Northern University

Session 6

MANAGEMENT

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

Panel: Post Covid International Education Exchange Programs: Rejuvenating the interest and participation

Chair: Kenneth Heischmidt, Southeast Missouri State University
Panelists:
Willie Redmond, Southeast Missouri State University
James Caldwell, Southeast Missouri State University

Session 7

MANAGEMENT

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

Theme: NAMS Luncheon

Chairs: Erin Rae Fluegge, 2023-2024 NAMS President; Foster B. Roberts, 2024 NAMS Program Chair

Session 8

MANAGEMENT

1:30–2:45 p.m. ..... Burnham 1, 7th Floor

Theme: Leadership in High Pressure Environments

Chair: Kristie McHugh, Ohio Northern University
Discussant: Nina J. Morel, Lipscomb University

A Guide for Developing a Personal Philosophy of Ethics in Leadership
Natalie D. Kompa, Ohio Dominican University

Impacts of Servant Leadership on Burnout Level of Nursing Staff: A Structural Equation Model
Grace Chi, Andrews University
Jerry Chi, Andrews University

The Leadership of Barack Obama
Leah Carnegie, Ohio Northern University
Justin Duckwall, Ohio Northern University
Georgia Van Horn, Ohio Northern University
Kristie McHugh, Ohio Northern University

Session 8

MANAGEMENT

1:30–2:45 p.m. ..... Burnham 2, 7th Floor

Panel: AI Policies for Courses: Necessity or Fantasy?

Chair: Harry Fisher, Eureka College
Panelists:
Bruce Bloom, Career Consulting Services
Cameron Horn, Eureka College
Steven K. Oberg, Saint Charles Community College

1:30–2:45 p.m. ..... Burnham 4, 7th Floor

Theme: Diversity, Inclusion and the Environment: Influences on Performance and Expectations

Chair: Arlene Ramkissoon, Franklin University
Discussant: James Caldwell, Southeast Missouri State University

Importance of the different aspects of the workplace rated by business and engineering students
Alexander Redlein, Vienna University of Technology
Eva Stopajnik, Vienna University of Technology

Exploring the Significance of Diversity in the Aftermath of the George Floyd Incident and possible resistance after Claudine Gays resignation
Melanie Cluley, Bryant University
Elzotbek Rustambekov, Bryant University
Joseph Trendowski, State University of New York at Oswego

The Impact of Going Green on Employee Performance
Cameron Sumlin, University of Louisiana Monroe
Bruce Walker, University of Louisiana Monroe
Joe Story, Southeastern Oklahoma State University
Tammy Johnston, University of Louisiana Monroe
Veronika Humphries, University of Louisiana Monroe

Session 9

MANAGEMENT

3:00–4:15 p.m. ..... Burnham 1, 7th Floor

Theme: Sustainability, Teamwork, and Agility

Chair: Nicholas E. Johnston, University of Arkansas
Discussant: Erin Rae Fluegge, Southeast Missouri State University

Developing a Sustainability Mindset for Engineering Manager
Amy C. Hsiao, University of Prince Edward Island

Assessing Teamwork: A Longitudinal Study
Jill Halverson, University of Wisconsin Oshkosh

Agility in Fortune 500 Companies
Fatin Faruky, Eastern Illinois University
David J. Boggs, Eastern Illinois University
Yousef Nour, Eastern Illinois University

3:00–4:15 p.m. ..... Burnham 2, 7th Floor

Theme: Artificial Intelligence and the Curriculum

Chair: Heather McMillan, Southeast Missouri State University
Discussant: Sarah Shike, Western Illinois University

AI Generated Support: Help or Hinderance for Student Engagement
Cameron Horn, Eureka College
Harry Fisher, Eureka College

School District Decisions on AI and Ramifications for Higher Ed Teaching
Melissa Goodson, The College of St. Scholastica
Amy Pocrnich, The College of St. Scholastica

Leveraging Artificial Intelligence and Active Learning Strategies in Management Education - Integrating the Missing Voices and Insights of Our Key Stakeholders, Undergraduate Students
Andy Shome, Ferrum College

Session 9

MANAGEMENT

3:00–4:15 p.m. ..... Burnham 4, 7th Floor

Theme: The New Wave of Work Design Post Covid

Chair: Kevin Ernst, Ohio Northern University
Discussant: Bruce Bloom, Career Consulting Services

A Remote Workforce: Creating and Developing Capable Employees
Kristi M. Bockorny, Northern State University
Lindsey R. Huber, Northern State University

Principles, Perceptions, and Policies: How Well are Emerging Remote Work Guidelines Aligned with Employee-Employer Perceptions and Organizational Values?
Laura A. Frost, Walsh College
Joanne Hebert, Walsh College

Reluctance to "Return to Office" after "Work from Home" during the COVID-19 Pandemic: An Empirical Study of Influencing Factors
Ravi Chinta, University of District of Columbia
Arvind Gudi, Nova Southeastern University
Kimberly Deranek, Nova Southeastern University
Yuliya Yurova, Nova Southeastern 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 150, 10th Floor
Hospitality Suite

Session 11

MANAGEMENT

8:00–9:15 a.m. ..... Burnham 4, 7th Floor

North American Management Society Membership Meeting

Chair: Erin Fluegge, 2023-2024 NAMS President

Session 12

MANAGEMENT

9:30–10:45 a.m. ..... Burnham 1, 7th Floor

Theme: Virtual Grab Bag: Evictions, Edutainment, and Slack Resources

Chair: Nicholas E. Johnston, University of Arkansas
Discussant: Foster Roberts, Auburn University at Montgomery

Evicting a Problem Tenant
Jay Jones, University of Wisconsin - Stout

Utilizing Edutainment to Boost Enthusiasm and Excitement Among University Students in Ho Chi Minh City: Exploring the Influence of Edutainment as a Mediating Factor
Dr. Hao Anh Tran, FPT University Hochiminh City Branch

Using the theory of slack resources to ameliorate normal accidents: The case of slack time
Karen Moustafa Leonard, University of Arkansas Little Rock

Session 13

MANAGEMENT

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

Panel: Through the Tipping Jar: Exploring the Intersection of Management and Hospitality Research

Chair: Nicholas E. Johnston, University of Arkansas

Panelists:
All Welcome – Open Discussion