Full Program

If you would like to create a personalized program, check the boxes next to the sessions you would like to attend, then click the Create My Program button at the bottom of the page. You may then save or print your personalized program through your browser.

Time Zone: New York

Tuesday, 14 May 2024

12:30pm-1:30pm  ✔  EAM Board Lunch-Invitation ONLY (Ocean State Suite A)
1:30pm-5:00pm   ✔  EAM Board Meeting (Ocean State Suite A)
2:00pm-5:30pm   ✔  Registration, Check-in (17th Floor)
2:00pm-5:00pm   ✔  Exhibitor set up (L'Apogee)
5:30pm-7:30pm   ✔  Welcome Reception (Summit (18th Floor))

Wednesday, 15 May 2024
7:15am-8:00am  Poster Session (Organizational Behavior Focused) (Biltmore Ballroom) [POS]

UNLOCKING THE SECRETS: EXPLORING THE DYNAMIC RELATIONSHIP BETWEEN SOCIAL NETWORKS AND TACIT KNOWLEDGE IN ORGANIZATIONAL SETTINGS
Alexandra Galli-Debicella

Constructing Developmental Networks: A Qualitative Study of Early-Career Academics
Catrina Johnson; Emily Rosado-Solomon; Eu Gene Lee; Wendy Murphy

Making Connections: Understanding How Social Interaction Patterns Influence Work-related Outcomes for Individuals with Disabilities
Christine Manno; Lauren Simon

Negotiating for the Minimum?
Patrizia Porrini; David Jalajas

A Systematic Narrative Review of Microaggression Measures
Rebecca Harmata

Bottom-line Mentality: Systematic Literature Review and Future Research Directions
Sania Moazzam

7:30am-3:30pm  Refreshment Station (L'Apogee)

7:30am-9:00am  Breakfast (Biltmore Ballroom)

7:30am-7:45am  Opening Remarks (EAM & EAMI) (Biltmore Ballroom)

Welcome from Rhode Island's Secretary of Commerce, Liz Tanner.

8:00am-9:30am  Academic Publications (Summit) [PDW]
Session Chair: Melanie Robinson

From High Risk Major Revision to Accept - Tips and Strategies for Crafting Effective Reviewer Responses
Jestine Philip

Fostering academic publications with research goal groups
Elizabeth McCrea; Sarah Holtzen

8:00am-9:15am  ELA, CASE, HRM, OB
L'Apogee B
Narragansett Bayview
Ocean State Suite A
Ocean State Suite B
Ocean State Suite C
Summit C

□ Nominees for Best Experiential Exercises:
Identifying Biases and Immersing in Shared Problem Solving
Session Chair: Christy Goodnight

□ CASE Welcome
□ Novel Approaches to Strategic HRM:
Sustainability, Justice, and Attractiveness
Session Chair: Minnette Bumpus
Immigrant youth: The role of

□ OB Leadership Dynamics in the Modern Workplace:
Navigating Challenges and Fostering Well-being
Session Chair: Nabi Ebrahimi

□ E/CSR Organizational Trustworthiness and Employee Perception on Sustainability
Session Chair: Oluwatosin Comfort Awoyinka
Tackling Grand Challenges with

□ ENT, IT Exploring Entrepreneurial Frontiers: Local to Global
Session Chair: Qiongrui Yao
A Dynamic Capabilities View of Slack in Software Organizations
<table>
<thead>
<tr>
<th>Title</th>
<th>Authors</th>
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<tbody>
<tr>
<td>Identifying Implicit Biases: and Their Sources: An Experiential Exercise</td>
<td>Jeff Mello</td>
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<tr>
<td>Making the Grade: Defining Purpose When Interests Compete</td>
<td>Marta Geletkanycz</td>
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<td>Beyond Profit: A Vignette Study on the Role of Attitude in CSR’s Effect on Employer Attractiveness</td>
<td>R. Gabrielle Swab; Pankaj Patel</td>
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<td>Investigating Relationships between Entrepreneurial Passion and the Big Five Personality Traits</td>
<td>Veronica Leobner; Paul Goldmann; Björn Schäfer</td>
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<td>How Inclusive Leadership Fosters a Sustainable Career: The Mediating Role of Psychological Capital</td>
<td>Khadija Al; Indra Ponnuswamy; Amina Almoustafa</td>
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<td>Unpacking the Role of the Leader in Work-Family Conflict: An Experience Sampling Study of Daily Change</td>
<td>Valerie Morganson; Michael Ford; Timothy Golden</td>
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<td>Cooperatives: Democracy, Equity, and Ecological Wellbeing</td>
<td>Erim Ergene; Seray Ergene</td>
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<td>How do sensemaking and climate change education affect climate engagement at the grassroots level? A Case Study.</td>
<td>Henry Adobor</td>
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<td>Beyond Trust and Trustworthiness to Trust Equity: A Construct Extension</td>
<td>Senthil Kumar; Muthusamy; Toward a Paradigm Shift: The Significance of Social Responsibility in Business for Trustworthy Societies</td>
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<td>Interactions and Outcomes: Exploring the Tactical Evolution of Employee Activists and Firms in the Pursuit of Social Impact</td>
<td>Nishi Gautam; Edward Carberry; Theodore DeWitt</td>
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<tr>
<td>Cristina O. VLAS Not My Logic: A Systematic Review on Institutional Roadblocks to Healthcare’s Digital Revolution</td>
<td>Michele Heath; Kristin Burton; Yolanda Christophe</td>
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<tr>
<td>Born Global or International New Ventures: Bridging the Gap Between Developed and Emerging Economies</td>
<td>Marleth Judith; Morales Marenco; Stanford A. Westjohn; Vishal K. Gupta</td>
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<tr>
<td>Drivers of startup overvaluation: An ecosystem perspective</td>
<td>Qiongrui (Missy) Yao; LaKami Baker; Minghui Ma</td>
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<td>Industry experience and the entrepreneurial practice of spinning-out dt ogilvie; Matteo</td>
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9:00am-12:00pm

L’Apogee 17th Floor
**Exhibitors**

9:15am-9:30am

**Break (L'Apogee)**

9:30am-10:45am

<table>
<thead>
<tr>
<th>Biltmore Ballroom</th>
<th>L'Apogee B</th>
<th>Narragansett Bayview</th>
<th>Summit C</th>
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</table>
| **Mid/Senior Faculty Consortium**

Kickoff and Career Conversations about Competing Demands on Our Time

Facilitators:
Laurie Levesque Associate Professor, Suffolk U.

Robin Frkal, Dean, Graduate School, Nichols College

Description: Join us as we kickoff our consortium for faculty who consider themselves to be mid- to late-career. This interactive session is for faculty who are tenured, non-tenure track, or who were tenured and have since changed schools and want to reflect strategically about their career progress and plans. We'll start with small-group icebreakers to get to know each other and to map out issues of interest to participants. Topics not covered by the other consortium sessions (side hustles, maintaining a research pipeline) will be the focus of the second half of the session, such as: saying no (or yes!) to service, administrative, or editorial roles, changing

| Junior Faculty Consortium

Kickoff Event & Consortium Welcome: Navigating The “Rhode” to Success as a Junior Faculty Member

Facilitators:
Julia Eisenberg, Associate Professor, Department of Management and Management Science

Lubin School of Business, Pace University

Sarah Holtzen, Assistant Professor of Management, Plaster School of Business, Missouri Southern State University

Description: The kickoff event for our 2024 Junior Faculty Consortium! This interactive session is designed to welcome consortium participants to the EAM conference and junior faculty community. The session starts with small-group icebreakers. Next, a panel of faculty will share their perspectives and strategies for navigating academia as a junior faculty member. The session closes with a group discussion to

**CASE Embryo Cases**

Building a supportive neighborhood

Holly Chiu

Rivian Automotive Inc: The Road Ahead

Steven Congden


Andrew Webb; Amélie Cloutier

Ecommerce through Bookshop.org

Bridget Leonard; Nadeesha H. Bandara

PRIDE Predicament at the Walton Arts Center

Christine Manno; Sarah Holtzen

When Governance Logics Collide: The Firing and Rehiring of Sam Altman

Michael Lewis

DIRTT: Sustainable Leadership in Question

Branko Bucar; Karen Stock

Too Much of a Good Thing? Startup Supply Chain Challenges

Pauline Assenza

Coach Prime: The New Face of College Coaching

Arlisa Campbell; Mary Andrews Martin; L. Eli Moran

**Doctoral Student Consortium**

Introductions and ice-breaker

Facilitator:
Melenie Robinson, Associate Professor in the Department of Management, HEC Montréal and Co-Editor, Journal of Management Education

Developing a regular and productive writing practice

Facilitator:
Dev Dutta, Associate Professor, Strategic Management & Entrepreneurship

Associate Professor, Strategic Management & Entrepreneurship, University of New Hampshire

Becoming an excellent teacher

Facilitator:
Melenie Robinson

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institutions, teaching in executive education programs, charting a path to full professor, and taking on leadership roles in professional associations or conference management.

**Panelists:**

Elizabeth McCrea, Associate Professor, Seton Hall U.

Filiz Tabak, Dean and Professor of Management, U. of Mary Washington

Robert Yawson, Professor, Quinnipiac U.

Susan Davenport, Associate Professor, Stockton U.

consider strategies for making the most out of EAM. Participants will be provided with a general overview of the conference events, including keynote speakers, recommended sessions of interest to junior faculty, and off-site networking opportunities.

**Panelists:**

Jestine Philip, Assistant Professor, University of New Haven

PhD Project rep

Dr. Marcus Bellamy, Boston University

10:45am-11:00am  ✔ Break (L'Apogee)

This break session is sponsored by JWU College of Business.

Johnson & Wales University is a private, nonprofit, accredited institution with more than 8,000 graduate, undergraduate and online students at its campuses in Providence, Rhode Island and Charlotte, North Carolina. JWU’s educational model provides students with the personalized attention, academic expertise and industry connections that inspire professional success and personal growth. In the College of Business, students learn fundamental and advanced skills to develop ideas, implement business strategies and manage an organization. The college is a proud supporter of Eastern Academy of Management.

11:00am-12:15pm

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<tr>
<td><strong>Innovative Entrepreneurial Practices</strong></td>
<td><strong>Role Playing in the World of Business</strong></td>
<td><strong>CASE Editorial Panel</strong></td>
<td><strong>Strategic Management</strong></td>
<td><strong>Vertical Leadership Development</strong></td>
<td><strong>Responding to Digital Disruption</strong></td>
<td><strong>Instilling Professionalism Competencies (PDW)</strong></td>
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<td>Session Chair: Tuvana Rua</td>
<td>Session Chair: Elizabeth Goryunova Indirect Corporate</td>
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<td>Session Chair: Erica Anthony Vertical Leadership</td>
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<td>Session Chair: Ian Mercer</td>
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</table>
Break (L'Apogee)

Etiquette Guided Lunch with Fellow Announcements (Biltmore Ballroom)

Eastern Academy of Management partners with Etiquette Expert Michael Sabitoni, Chair for The Center for International Travel and Tourism Studies and The Center for Food & Beverage Management at Johnson and Wales University. During the conference provided lunch, Michael will share with you tips and pointers to refine any dining situation. Did you know that so much of dining is based in protocol, yet, do we always know what fork to use? During Michael’s interactive session, you will discover some of the important dining do’s and don’ts to successfully prepare you for your next business or social event.
<table>
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<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>1:45pm-2:00pm</td>
<td><strong>Break (L'Apogee)</strong></td>
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<td>2:00pm-5:00pm</td>
<td><strong>Exhibitors</strong></td>
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<tr>
<td>2:00pm-3:30pm</td>
<td><strong>Leveraging AI to Innovate (Summit C) [PDW]</strong></td>
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### Exhibitors

- **L’Apogee**
- **17th Floor**
- **Registration, Check-in**

### Leveraging AI to Innovate (Summit C) [PDW]

**Session Chair:** Jaynne Rivas

**Intrapreneurship & Enterprise Communication: Leveraging AI to Innovate from Within**

Erin O’Hanlon; J. Russell Manson

**Human-Centered Leadership Development in an AI (Artificial Intelligence) World**

Julia Fullick-Jagiela; Patricia Kelly

### Idea Incubator

**Session 1**

**Session Chair:** Elizabeth McCrea/Sarah Holtzen

- The Family-Driven Innovation Model and the Role of Family CEOs’ Narcissistic Tendencies
- Vasiliki Kosmidou

**Sustainability tools for the front end of innovation**

Heidi Bertels; Lauren Mullins; Ananya Sheth

**The Nexus of Corporate Social Responsibility Initiatives and Sustainability Performance in North American Manufacturing Companies**

Oluwatoyin Awoyinka; Adeola Adeniyi

**Ethics, Justice, and Corporate Social Responsibility in**

### Anchoring Learning (PDW)

**Session Chair:** John Meyer

- Anchoring Learning: The Art (and Science) of a Successful Debrief
- Vicki Taylor; Stephen Meisel

**Cases with Completed Instructor’s Manual / Cases without Completed Instructor’s Manual**

David’s Bridal Bankruptcy Take Two: Stakeholder Analysis

Lucas Dille; Arlisa Campbell; Deborah Combs

Microsoft: clouds, cornfields, oceans, and sustainability

Anthony Furnelli

ALOE HEALTH A & B

Joel Harmon; Dennis Scotti

**The X Factor: Twitter’s quest for super-app status**

Nasar um Minullah

**Fear, Burnout, Innovation, and Leadership Influence at Work - A variety of Quantitative and Review Papers on OB Topics**

Session Chair: Khadija Al Arkoubi

**Fear and Performance at Work: A Quantitative Review and Theoretical Integration**

Sasha Pustovit; Chao Miao; Shanshan Qian

**Oh, the Tangled Web We Weave: An Integrative Review of**

**PDW**

**PDW**

### Teaching Diversity

**Session Chair:** Gordon Schmidt

**Brave New World: Frameworks, Perspectives, and Experiences for Teaching Diversity and Inclusion in a Post Affirmative Action World**

Jeffrey Mello; Andrea Smith-Hunter

**Presidental Panel**

**Presidental Panel on Managing in a Global Economy: A 40-year Narrative History of the EAM-I Conference Series.**

Mzamo P Mangalisio; Dilip Mirchandani; dt ogilvie; Tony Butterfield; Shanthi Gopalakrishnan; Eric Kessler; Theodore Peridis; Joy Schneer; Joan Weiner

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<table>
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<tr>
<th>Performance Management</th>
<th>Financing and valuing a residential rooftop solar installation</th>
<th>Creativity and Innovation</th>
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<td>Aharon Tziner; Menachem Persoff</td>
<td>Patrick McHugh; Marco Ms</td>
<td>Malek Albalawi</td>
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<td>Challenges and Opportunities in Measuring Social Impact: A Business Perspective</td>
<td>Miswired: Modelling returns and addressing concerns with a residential solar installation</td>
<td>The Impact of CEO Power on International Performance: Examining the Influence of CEO Educational and Functional Background</td>
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<td>Katy Grigg; Shubham Singh</td>
<td>Patrick McHugh; Marco Ms</td>
<td>Malek Albalawi</td>
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<td>Do We Negotiate to Exceed Our Minimum While Hoping for the Maximum?</td>
<td>A Career Development Impasse</td>
<td>Mindfulness as a Personal Resource: Testing Emotional, Cognitive, and Motivational Connections to Burnout and Work</td>
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<td>Patrizia Porrini</td>
<td>Nicole Bérubé</td>
<td>Christopher Lyddy; Darren Good; Eric Michel</td>
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<td>Women CEOs as Targets of Anger: An Inclusion Tax Above the Glass Ceiling</td>
<td>“One Day Longer, One Day Stronger”: The Nanny Leads a Labor Strike</td>
<td>The Influence of Legacy Thinking on Leadership</td>
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<td>Samantha E. Erskine</td>
<td>Sarah Holtzen; Sinead Ruane; Aimee Williamson; Megan Douglas; Kim Sherman</td>
<td>MD Haque; Angela Angela Titi Amayah</td>
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<td>Hospitality, Travel, and Tourism Survey Development: Examining the Relationship between Preferred Leadership Style, Quality of Work Life, and Performance in Crises</td>
<td>Employee Share Ownership in a PCB Design Business</td>
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<td>Eric Demirjian; Kate Hill</td>
<td>Daphne Berry</td>
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<td>Emotional Intelligence and Leadership Dynamics: Navigating Organizational Goals through Influential Management and Resonant Leadership</td>
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<td>Monica Amadio</td>
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3:15pm-3:30pm  **Break (L’Apogee)**  
This break session is sponsored by JWU College of Business.
Johnson & Wales University is a private, nonprofit, accredited institution with more than 8,000 graduate, undergraduate and online students at its campuses in Providence, Rhode Island and Charlotte, North Carolina. JWU's educational model provides students with the personalized attention, academic expertise and industry connections that inspire professional success and personal growth. In the College of Business, students learn fundamental and advanced skills to develop ideas, implement business strategies and manage an organization. The college is a proud supporter of Eastern Academy of Management.

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<tr>
<td>3:30pm-5:00pm</td>
<td>EAM Academic &amp; Industry Panel Event</td>
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<td>Case Writing Hackathon</td>
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<td>5:15pm-6:30pm</td>
<td>CASE Social Hour, registration required (Narragansett Bayview)</td>
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<tr>
<td>5:15pm-6:15pm</td>
<td>University/College Liaisons Meeting (Ocean State Suite A)</td>
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<tr>
<td>6:00pm-7:00pm</td>
<td>ELA Social Hour, registration required (L'Apogee)</td>
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<td>6:30pm-8:30pm</td>
<td>CASE Board Dinner, Invite Only</td>
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<tr>
<td>7:00pm-9:00pm</td>
<td>Fellows Dinner - Invitation only (Raines Restaurant)</td>
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For additional information, contact Joe Seltzer.

EAM Fireside Chat

*Description*: Optional for consortium participants. Please join us for an evening of informal discussion with no predetermined agenda. We will gather as a group and allow the conversation to take shape based on the issues attendees are facing at work (career choices, frustrations, opportunities, etc.). Participants will have the opportunity to gain others’ insights about and/or advice on how to move forward or get beyond a challenge. This session is held outside of the regular EAM program to ensure that it is an informal, confidential, and supportive discussion. Note: attendees are welcome to participate in the conversations without the requirement to share issues.

*Facilitators*: Julia Eisenberg & Sarah Holtzen

**Thursday, 16 May 2024**
7:15am-8:00am

**Poster Session (Management, Communities, and Firms) (Biltmore Ballroom) [POS]**

**Technology Firms Today: The Association between Organizational Culture and a United Nations Sustainable Development Goal**
Valeska Yaninas; Michael Pawlish; Stanley Kowalczyk

**Community Engaged Experiential Learning for HR students**
Heidi Hughes; Natsuko Takemae; John Foshay

**CSR, Loyalty, And Social Media: Consistency In Findings From A Narrative-analysis Of Three Quantitative Research Studies**
Stephen Gustafson; Dana Sendziol; Elisabeth Bennett

**Empowering Rural Small Businesses: Unveiling Assets, Navigating Challenges, and Envisioning Growth through the ABCD Approach**
Jaynne Rivas; Yan Liu; Sanga Song; Todd Burkhardt; Rebecca Mankowski

**BLOCKCHAIN VISIBILITY AMONG CONSUMERS WITHIN THE AGRI-FOOD CHAIN**
Christine Shikutwa

**Sustainability Awareness among Undergraduate Business and Engineering Students and Across Class Levels**
Dilip Mirchandani; Tejinder Billing; Andrea Farro; Melissa Montalbo-Lomboy

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7:30am-3:30pm

**Refreshment Station (L’Apogee)**

7:30am-9:00am

**Breakfast (Biltmore Ballroom)**

7:30am-7:45am

**Opening Remarks (EAM & EAMI) (Biltmore Ballroom)**

8:00am-12:15pm

**Case Writing Hackathon (Narragansett Bayview) [CASE]**

8:00am-9:15am

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- **EAM Meet the Editors**
  - Session Chair: Julia Eisenberg
    - Robert Yawson, OMJ
    - Gordon Schmidt, MTR
    - Melanie Robinson, JME
    - Barbara Larson, AMLE
    - Shanthi Gopalakrishnan, SAJBS

- **Sustainable Business Design**
  - Session Chair: Karen Druffel
  - Designing Business for A Sustainable World
  - James A. F. Stoner; Joan Weiner; James Weichert; Linda Irwin

- **Strategy and Organizational Theory**
  - Session Chair: Senthil Kumar
  - An Institutional Theory View of Firms’ Learning in Alliances
  - Cristina O. VLAS; Radu E. VLAS; Mzamo MANGALISO

- **Sustainable Human Capital: Resilience Among Latinx Scholars**
  - Promoting a Culture of Sustainable Human Capital: Supporting Resilience Among Latinx Scholars

- **Breaking Barriers: Gender, Technology, and Leadership in Higher Education**
  - Session Chair: Edward Haberek
  - Entrepreneurship in due course: An examination of the gender gap in self-efficacy across different campuses using a

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Quinetta Roberson (video message), AMJ

Empirical Exploration
Rajiv Kashyap; Stephen Betts; Shan Feng; Raza Mir

Strategic Communication in Crisis: Unveiling Engagement through Computer-Aided Text Analysis in Higher Education During the Early Months of COVID-19 Pandemic
Antigoni Papadimitriou; Kevin Taylor; Sarah Schiffecker

Strategic Responses to Federal Prosecution: A Study of Lobbying Intensity and Breadth in Publicly Traded Firms
Rebecca Bogie; Lee Brown; Jenny Gu; Greg Bell

Patricia Martinez; Carlos Gonzalez

uniform teaching approach
Heidi Bertels; Nancy Forster-Holt; Meg Weber; Doan Winkel

UPOB at Innovative Firms and Startups: Challenges for AI Corporate Governance
Patrick McHugh; Ja-Nae Duane; Adrian Aamodt

Student Perceptions of AI Use in College Classes
Laurie Levesque; Amanda Patel; Rizwanur Rob; Erin Trauth

Sustaining Women Presidencies in Higher Education
Elizabeth Goryunova; Sandhya Balasubramanian; Joyce Gibson

ENTREPRENEURIAL ACTION
Ipek Koparan; Gorkem Aksaray; Tatiana Manolova; Linda Edelman

From Dreaming to Doing: Employees Entrepreneurial Identity Aspirations and Entrepreneurial Intentions
Yolanda Christophe; Christopher Mathis; Golshan Javadian; Ravi Ramani

Entrepreneurial Leadership: Systematic Literature Review – Four Decades of Research from 1984-2023
Mohammad Alshareef; Samina Saifuddin; Fredrick Rice

New Venture Survival: How Much Psychological Capital Do You Need?
Ali Alshehri; Golshan Javadian; Christopher Mathis

8:00am-9:00am
Track Chairs and Consortium Coordinators Breakfast - Invitation only (Summit)

9:00am-12:00pm
L’Apogee
17th Floor

9:15am-9:30am
Break (L’Apogee)

9:30am-10:45am
Exhibitors
Registration, Check-in

Biltmore Ballroom
L’Apogee B
Ocean State Suite B
Summit C

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11/22
**Mid/Senior Faculty Consortium**

Exploring Faculty Side Hustles/Side Gigs

**Facilitator:**
Robin Frkal, Dean, Graduate School, Nichols College

**Description:** This panel will share examples and experiences with money making work that is adjacent to or outside of their faculty roles. These side gigs range from developing and teaching workshops, business consulting, instructional design, paid speaking, contract work, coaching, developing online surveys for organizations or analyzing their survey data and the like.

**Panelists:**
- Tammy MacLean, Professor, Suffolk U.
- Curtis Gregory, Associate Professor, Temple U.
- Michael Grandinett
- Monica Amadio, Professor, Stockton U.

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**Junior Faculty Consortium**

Teaching & Service Obligations: Picking the Right Opportunities

**Facilitators:** Julia Eisenberg & Sarah Holtzen

**Description:** As the newest members of their institutions, junior faculty often find themselves at the center of many exciting (and some not-so-exciting) opportunities for additional teaching obligations, service commitments, and other projects. How do junior faculty learn to balance these competing demands on limited time? What strategies can help new faculty as they learn to teach? How can junior faculty cultivate work-life balance while making progress toward career goals? In this session, participants will learn from a panel of more seasoned faculty who have successfully navigated the path to tenure while balancing life, family, etc.

**Panelists:**
- Heidi Bertels, Associate Professor, CUNY College of Staten Island
- Elizabeth McCrea, Associate Professor, Seton Hall University

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**NTTP/Adjunct Faculty Consortium**

Contemporary Teaching Challenges in the Business College: Best Practices Inside and Outside the Classroom

**Facilitators:**
- Mark Flores, Lecturer, Department of Management, College of Business and Economics, Towson University
- Richard H. Jonsen, Senior Lecturer, Department of Management, Rohrer College of Business, Rowan University

**Description:** The consortium will consist of one meeting on Thursday morning, 9:30-10:45 AM, with a focus on open topic problem solving. The contemporary challenges facing business college educators are multitude: classroom integration of generative AI and other technology, the need for experiential learning, post-pandemic student preparation and engagement, student and faculty mental health, promoting and facilitating deep conversation of controversial topics, sustainability and responsible business, and DEI in the classroom and industry, are a few. Issues related to NTT

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**Doctorial Student Consortium**

Talk, Chat, Q&A with the Dean

**Facilitator:**
Dean Rogers, University of Rhode Island

**Junior Faculty: Career Pathways and Institutional Expectations**

**Facilitators:**
- Lee Zane, Associate Professor at Rowan University

**Concluding thoughts/Final Q&A**

**Facilitators:**
- Melenie Robinson; Dev Dutta, Lee Zane
role dynamics and integrating or balancing outside career responsibilities with teaching are also germane. Given this long list of potential topics and our limited time, we'll begin by developing a prioritized list of topics with participants, then facilitating a discussion of problems and solutions using the gathered expertise in the room.

**9:30am-10:30am**
- **CASE Executive Board Meeting** (Graduate Boardroom)

**10:45am-11:00am**
- **Break** (L'Apogee)

This break session is sponsored by Differnt.

Differnt Systems is a vibrant technology consulting, development, and implementation firm. Our expertise lies in bridging technology gaps for established and startup organizations, offering outcome-based solutions that turn aspirations into practical realities. Differnt serves diverse industries, catering to both technical and non-technical clients, including education, healthcare, legal, government, gaming, hospitality, entertainment, media, and logistics. We are a proud supporter of Stockton University and Eastern Academy of Management. With us, you will stay on the cutting edge of technology both physically and digitally. I look forward to connecting with you during the conference, Sage Del Valle, EAM Panelist.

**11:00am-12:15pm**

<table>
<thead>
<tr>
<th>IDEA</th>
<th>OB</th>
<th>PDW</th>
<th>ENT, IT</th>
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<tbody>
<tr>
<td>Biltmore Ballroom</td>
<td>Ocean State Suite A</td>
<td>Ocean State Suite B</td>
<td>Summit</td>
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<tr>
<td><strong>EAMI Open Session Taipei Taiwan</strong></td>
<td><strong>Organizational Politics, Conflict Resolution, and Generational and Minority Influences at Work</strong></td>
<td><strong>Evolution of the EAM</strong></td>
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<tr>
<td>Elizabeth McCrea/Sarah Holtzen</td>
<td>Session Chair: Sasha Pustovit</td>
<td>Back to the Future: A Changing EAM</td>
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<tr>
<td>Telecommuting and workplace dynamics: psychological safety as a mediator in knowledge sharing and job performance</td>
<td>Will the Real OP Stand Up? Reflections on the Status of Organizational Politics</td>
<td>Dilip Mirchandani, Rowan University</td>
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<tr>
<td>Daniel Ferreira</td>
<td>Amos Drory; Aharon Tziner</td>
<td>Long serving members, and Fellows, of the EAM will discuss the evolution of the EAM, over the last six decades, through</td>
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<tr>
<td><strong>Entreprenurial Strategies, Profits, and Beyond</strong></td>
<td><strong>Social Entrepreneurship:</strong> How do Social Entrepreneurs Overcome Disadvantages Embedded in Market Failures</td>
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<td>Session Chair: Kristin Burton</td>
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</table>
**Dimensions of commuting satisfaction and its influence on the appeal of telework and organizational commitment: An empirical analysis**

William Hampton-Sosa; Holly Chiu

**Patterns of Voluntary Associations: The "Dark" Side of Social Capital for Gender and Race Minorities**

Irina Stoyneva; Ana Câmara

**EVALUATING GENERATION ALPHA THROUGH THE LENS OF ORGANIZATIONAL PRACTICE**

Babita Srivastava; Raza Mir

**Get those global experiences!**

Intrapersonal and interpersonal outcomes of creative thinking in conflict resolution

Zeynep G. Aytug; Tuvana Rua; Leanna Lawter; Jeanine Andreassi

**Emotional Intelligence and Entrepreneurship Research: A Systematic Review**

Nora Alkhaldi; Dr. Naema Albimani; Dr. Abdullah Almahrouqi

**organizational narratives that highlight challenges, changes and continuity along the journey so far. The role of EAM’s organizational DNA in negotiating an increasingly turbulent future for Management higher education will be explored collectively.**

Dave Fearon, Emeritus, Central Connecticut State University

**Shanthi Gopalakrishnan, New Jersey Institute of Technology**

Elizabeth McCrea, Seton Hall University

**Steven Meisel, Emeritus, La Salle University**

Theodoros Peridis, York University, Canada

**Joseph Seltzer, Emeritus, La Salle University**

Heidi Vernon, Emerita, Northeastern University

**Joan Weiner, Emerita, Drexel University**

**When Allyship Backfires: How Nonnative Accent and Disclosure Agent Affect Evaluations and Decisions in an Entrepreneurial Context**

Regina Kim; Yunzi (Rae) Tan

**Proactive Personality and Venture Technology Adoption: The Mediating Role of Entrepreneurial Resilience**

Rawan Alyahyawi; Dr. Golshan Javadian; Dr. Christopher Mathis

**Digital Health Startups: Growth Financing and Valuation Drivers that Signal Strength for Investors**

Kristin Burton; Michele Health; Yolanda Christophe; Will Luse

**The Use of Social Media Platforms in Entrepreneurial Firms: A Systematic Review**

Rawan Alyahyawi; Dr. Javadian Golshan

**Beyond Just “Free Time”: Designing Effective Slack Programs in Organizations**

Heidi Bertels

**Influence, order decisions, and healthcare supply chain waste**

Sharon Franzetta

**Nitin Singh**
<table>
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<tr>
<th>Time</th>
<th>Event</th>
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<tr>
<td>11:00am-12:00pm</td>
<td>✅ Doctorial Student Advisory Board Meeting (Graduate Boardroom)</td>
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<tr>
<td>11:00am-11:30am</td>
<td>✅ Hospitality and Tourism Cases (Ocean State Suite C) [HTM]</td>
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<tr>
<td>11:00am-11:30am</td>
<td>Session Chair: Julaine Rigg</td>
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<tr>
<td>11:00am-11:30am</td>
<td>Exploring Visitor Perceptions: A Comprehensive Study of Atlantic City, New Jersey</td>
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<tr>
<td>11:00am-11:30am</td>
<td>Ashlyn Szczypinski; Ryan Nelson; Noel Criscione-Naylor</td>
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<tr>
<td>11:30am-12:15pm</td>
<td>✅ Curriculum and Collaboration of the Future (Ocean State Suite C) [PDW]</td>
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<tr>
<td>11:30am-12:15pm</td>
<td>Integrated and Interdisciplinary Programs: Curricula and Collaboration of the Future</td>
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<tr>
<td>11:30am-12:15pm</td>
<td>Noel Criscione-Naylor; Chad Roberts; Monica Amadio; Erin O’Hanlon; Christy Goodnight</td>
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<tr>
<td>12:15pm-12:30pm</td>
<td>Break (L'Apogee)</td>
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<tr>
<td>12:30pm-1:45pm</td>
<td>Lunch (on your own)</td>
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<td>12:30pm-1:45pm</td>
<td>JW Beverage Sensory Experience- Ticket Needed</td>
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<td>1:45pm-2:00pm</td>
<td>Break (L'Apogee)</td>
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<td>2:00pm-5:00pm</td>
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<td>2:00pm-3:45pm</td>
<td>Registration, Check-in</td>
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**L’Apogee**

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<tr>
<th>PDW</th>
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<tbody>
<tr>
<td>L’Apogee B</td>
<td>Ocean State Suite A</td>
<td>Ocean State Suite B</td>
<td>Summit</td>
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<tr>
<td>□ Faculty Development and Shifting Roles</td>
<td>□ Unlock Student Potential,</td>
<td>□ Business Designs for a</td>
<td>□ Technology, Teaching and Learning</td>
</tr>
<tr>
<td>□ Knowing Me, Knowing You</td>
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</tbody>
</table>
Session Chair: Indra Ponnuswamy
Faculty Development as a Strategic Imperative
Jeanie Forray; Alison Wall; Noel Criscione-Naylor; Jose Beltran
Sustaining Talent – Best Practices in Facilitating Shifting Roles of Faculty and Administrators
Susan Davenport

Bridging the Generational Gap
Session Chair: Esther Lawrence
Unlocking Student Potential: Raising Self-Awareness and Facilitating Intentionality
Matthew Eriksen; Catrina Caruso
“Enough is Enough: Microaggressions, Burnout and Inequities among Black Women Administrators in Higher Education”
Esther Lawrence

Sustainable World
Session Chair: Zeynep Aytug
Transforming Business Education for Sustainability and Social Responsibility
James A. F. Stoner; Joan Weiner; Linda Irwin; James Weichert
Demystifying Societal Impact
Donna Hauer

Session Chair: Heidi Bertels
Pedagogy of Care: Utilizing Technological Innovation to Enhance Learning
Patricia Kelly; Susan Riello
How Can the Rise of Digital Platform Ecosystems Affect What and How We Teach Strategic Management and Entrepreneurship?
Huy (David) Tran
Leading Through Change in Collegiate Esports
Demetrios Roubos; Jesus Causing

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Leading Through Change in Collegiate Esports
Demetrios Roubos; Jesus Causing

Session Chair: David Tomczyk
Knowing the Unknown: Helping Students to Improve their Self-Awareness using the Johari Window as an Experiential Learning Exercise.
Olugbenga Adeyinka; Oluwatoyin Awoyinka
Grow Your Likes, Laughs & Loves Currency: Discovering Power in Leadership Voices on Social Media
Mariana Lebron; Anne Valentino; Doug Sanford

IDEA
Biltmore Ballroom

- Idea Incubator Session 3
  Session Chair: Elizabeth McCrea/Sarah Holtzen
  In the Wonderland of Academe: Institutional Strategies for Enhancing Women’s Academic Career Resilience
  Khadija Al Arkoubi; Vasiliki Kosmidou
  Imposters in Academia: Sensemaking of Professional Identity
  B. Yasanthi Perera; Khadija Al Arkoubi; Claudia Gomez; Michelle Lau
- A Potential Problem with Pitch Competitions: What’s the Pedagogical Purpose?
  Pauline Assenza
- Learning Through Mentoring: Some Suggestions for College Mentoring Programs
  S. Gayle Baugh; Madeline C. Crocitto
- Tech-Savvy Trailblazers: Unveiling Generation Z’s Entrepreneurial Perceptions in the Digital Age
  Laquita Joyner-McGraw
- To Dream the Impossible Dream - Achieving Sustainable Development: “Civic Engagement Involving Youth”
  George De Feis

CASE
Narragansett Bayview

- CASE Panel: Technology and Case Writing
  For Thursday, May 16th, 2:00 pm – 3:15 Case Panel: Technology and Case Writing – you can include the following details:
  Moderator: Mike Grandinetti, Faculty, Harvard, Brown, Babson Executive Education, Rutgers
- Panelists:
  Dr. Nasar um Minullah, Senior Lecturer of Technology Management at European Business School, Frankfurt, Germany.
  Eric Palson, Director, Babson Academic Technology Group

https://www.openconf.org/eam2024/modules/request.php?module=oc_program&action=program.php&p=program&chair=1
HBCU Hospitality Management Students’ Attitude Towards Sustainable Hospitality Firms When Making Career Choices
Julaine Rigg; Kimberly Peterkin

Gen Z Leaders: Driving Sustainable Business with Social Entrepreneurial Excellence
Laquita Joyner-McGraw

2:00pm-3:00pm
☐ OMJ Meeting- Invite Only (Graduate Boardroom)

3:00pm-4:00pm
☐ Latinx Task Force Meeting (Graduate Boardroom)

3:45pm-4:00pm
☐ Break (L'Apogee)

This break session is sponsored by Differnt.

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4:00pm-4:25pm
☐ TEDx Talk: Harnessing AI for a Better World (Biltmore Ballroom)
Session Chair: Mike Grandinetti

4:25pm-4:30pm
☐ Keynote Opening Remarks from VP of Program (Biltmore Ballroom)

4:30pm-5:30pm
☐ Keynote Kim Kelly- Change Agent, Futurist and Founder of Pepelwerk (Biltmore Ballroom)

5:30pm-7:30pm
☐ EAM Reception (Capital Ballroom)

8:30pm-9:15pm
☐ Conversation and Collegiality (Mid/Senior Faculty Consortium) (Summit (18th Floor))

Collegial Conversations *Signature Event*

Facilitators:
Joe Setzler, Professor Emeritus, La Salle U.
Joan Weiner, Professor Emeritus, Drexel U.
Laurie Levesque, Associate Professor, Suffolk U.

Description: This longtime favorite session at EAM is optional for consortium participants. It is a popular event that is set up as an informal discussion with no predetermined agenda. It takes shape based on the issues attendees are facing at work (career choices, frustrations, opportunities, political issues, etc.). They often want to get others’ insights about and/or advice on how to move forward or get beyond a challenge. A lively and supportive discussion typically ensues. This session is held
outside of the regular EAM program to ensure that it is an informal, confidential, and supportive discussion. Note: attendees are welcome to participate in the conversations and are not required to share issues.

Friday, 17 May 2024
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<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Location</th>
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<tbody>
<tr>
<td>7:00am</td>
<td>Guided Meditation Group Activity (Parkview Terrace)</td>
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<td>7:30am</td>
<td>Refreshment Station (L'Apogee)</td>
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<td>7:30am</td>
<td>Breakfast (Biltmore Ballroom)</td>
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<td>8:00am</td>
<td>EAM, EAMI, and CASE Awards (Biltmore Ballroom)</td>
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<td>9:15am</td>
<td>Break (L'Apogee)</td>
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<tr>
<td>9:30am</td>
<td><strong>Mid/Senior Faculty Consortium</strong></td>
<td>Biltmore Ballroom</td>
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<td>Mid-Career Research Strategies – stay in the game and thrive!</td>
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<td><strong>Facilitator:</strong> Matthew Eriksen, Chair &amp; Raymond T. Butkus Professorship in Management, Providence College</td>
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<td><strong>Description:</strong> Concerned about keeping your research active mid- or late-career? This panel will share strategies for mid- and senior-career faculty to develop, renew, or maintain a productive research pipeline. Discussion points and advice may cover the benefits and risks of writing books or publishing in non-academic journals, finding new research partners or streams of research, turning research into practice, use of sabbaticals, working with collaborators, etc.</td>
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</table>
|        | **Panelists:** Dev Dutta, Associate Professor, U. of New Hampshire, dev.dutta@unh.edu  
Frank I. Mullins, Associate Professor, The U. of Rhode Island  
Tuvana Rua, Associate Professor, Quinnipiac U. |
| 9:30am | **Junior Faculty Consortium**                                            | L'Apogee B                |
|        | Building and Maintaining a Research Pipeline through Collaboration       |                           |
|        | **Facilitators:** Julia Eisenberg & Sarah Holtzen                       |                           |
|        | **Description:** One of the most pressing concerns for junior faculty is learning to develop and maintain a healthy research pipeline. The final session of the junior faculty consortium brings together a distinguished panel of seasoned researchers to share strategies for developing, renewing, and maintaining a productive stream of research as junior faculty members. Discussion topics will also explore tips for identifying new research partners and/or topics, turning research into practice, leveraging writing groups and other motivational tools, strategies for managing research collaborations, etc. |
|        | **Panelists:** Holly Chiu, Associate Professor, Brooklyn College CUNY  
Tim Golden, Professor, Rensselaer Polytechnic Institute  
Mariana Lebron, Associate Professor, Towson University |
| 9:30am | Doctorial Student Consortium                                             | Summit C                  |
|        | Special workshop topics.                                                 |                           |

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19/22
Yi Yang, Associate Dean of Graduate Studies and Strategic Initiatives, Co-Director of Jack Wilson Center, Professor of Entrepreneurship & Innovation, UMass Lowell.

Jeanie Forray, EAM Fellow, MOBTS, founder Seneca Consortium

Dr. Shanthi Gopalakrishnan, Professor of Management and Associate Dean Research and Strategic Initiatives, MT School of Management

Editor - South Asian Journal of Business Studies

9:30am-10:30am  
☑️ EAM Board Meeting (with new Board Members), invite only (Graduate Boardroom)

10:45am-11:00am  
☑️ Break (L'Apogee)

11:00am-12:15pm  
☐ JW University Lab  
☐ L'Apogee B  
☐ Narragansett Bayview  
☐ Ocean State Suite A  
☐ Ocean State Suite B  
☐ Ocean State Suite C  
☐ Summit C

☐ Practical Ways to Teach Using Interpretive Solutions Simulations  
Session Chair: Tim Sams, Director of Marketing

Learn best practices, solutions to common challenges, and how to align the simulation experience with your curriculum. Leave with actionable strategies to improve student performance.

☐ Research Methods: Management Education Research and Teaching  
Session Chair: Ed Christensen

Designing Management Education Research and Teaching

Unveiling and Unleashing Potential, Power, and Influence  
Session Chair: Samantha Erskine

Unleashing Hidden Potential: Supporting Neurodivergent Faculty Development in Management Education

Diversity's Impact on Performance, Hiring, Power and Leadership  
Session Chair: Alice Wieland

How Does Group Diversity Increase Multi-Levels Performance? The Mediating Role of Group Personality Composition

Unleashing the Power of Peer Coaching: Impact on Analytical

Adaptability and Innovation: Pioneering Change in Entrepreneurship  
Session Chair: Dt Ogilvie

HUMAN CAPITAL WITH AI KNOWLEDGE AND FIRM INNOVATION: A CONTINGENCY MODEL

Youstina Masoud; Bruce Skaggs

The board of directors and innovation: A review and agenda for future research

Gender, Benevolent Sexism and

Artificial Intelligence and Remote Work: A Look at the Influence of Technology and Innovation  
Session Chair: Timothy Golden

Technostress and Employee Well-being in Virtual Work: The Buffering Role of Work-Based Learning and Digital Leadership Capability: A Moderated Mediation Model

Gender, Benevolent Sexism and

The effect of heterogenous M&A on firm’s innovation

6/3/24, 8:00 PM  
EAM2024 - OpenConf Abstract Submission, Peer Review, and Event Management System

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<table>
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<th>Time</th>
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<tr>
<td>12:15pm-12:30pm</td>
<td><strong>Break (L'Apogee)</strong></td>
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<tr>
<td>12:30pm-2:00pm</td>
<td><strong>EAM Business Meeting</strong> <em>(Biltmore Ballroom)</em></td>
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<tr>
<td>1:45pm-2:30pm</td>
<td><strong>EAM Board, Conference Breakdown</strong></td>
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### Abstracts

- **Thinking in Early Career MBA Programs**
  - Gordon Schmidt
  - Robin Frkal; Arthur McGovern; Evan Healy
  - Unveiling the Influence of Proctored Testing in Online Graduate Business Courses
  - Rattaphon Wuthisatian; Namporn Thanetsunthorn

- **Leadership Aspirations**
  - Alice Wieland; Amy Jansen
  - Remedying Access-Related Discrimination for Transgender Job Applicants
  - Deepanshu Wadhwa; Chetan Joshi
  - The Interplay of Power, Incentives, Academic Freedom and Gender Equity
  - Alice Wieland; Amy Jansen

- **in a fast-moving industry**
  - Muntasir Shohrab; Fuqin Zhou; Raja Roy; Dantong Yu
  - Navigating a Crisis: Leveraging Community Interactions, Networks, and Strategic Effectiveness for Entrepreneurial Innovation
  - Bhaskar Goswami; Shanti Gopalakrishnan; Xi Zhang
  - Entrepreneurship Activities and the Impact of Change Readiness
  - Fatmah Alangari

- **Shatha Alkhayyal; Saleh Bajaba**
  - Sustaining Remote Work: The Role of Flexibility and Community Embeddedness
  - Nabi Ebrahimi; Tamara Montag-Smit; David Greenway
  - Jolts & Artificial Intelligence: The Positive Performance Impact of Employee-Experienced Events Moderated by Performance & Quality of Work Life
  - Eric Demirjian; Kate Hill

Create My Program

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