# 2020 Meeting of the Southern Management Association

### **Event Schedule**

Tue, Oct 20, 2020

### 7:30pm

### **Pre-Conference Consortia Reception**

② 7:30pm - 8:30pm, Oct 20

**♀** Bird Key

**♥** Speaker



Melissa Carsten Assistant Professor of Management, Winthrop University

### Wed, Oct 21, 2020

### 8:30am

### **Late Stage Doctoral Consortium**

② 8:30am - 4:30pm, Oct 21

**♀** Banyon

Sponsored by College of Business and Economics, Towson University

By Invitation Only.

**♥** Speaker



Don Kleumper Associate Professor of Management, University of Illinois at Chicago

### 9:00am

### **Pre-Doctoral Consortium**

**9**:00am - 4:30pm, Oct 21

**♀** Blue Heron

### **Sponsored by East Carolina University**

By Invitation Only.

Organizer: John Baur

### Panelists:

Aaron D. Hill, University of Florida Ace M Beorchia, University of Tennessee Alison Hall Birch, University of Texas Arlington Ashley Robinson, University of Memphis William Gardner, Texas Tech University

C. Justice Tillman, Baruch College, CUNY Charn Patrick McAllister, Northeastern University Esther Lamarre Jean, University of Texas at Arlington Frankie J Weinberg, Loyola University New Orleans Hettie Richardson, Texas Christian University Jeffrey Joseph Haynie, Louisiana Tech University Jeremy Mackey, Auburn University Jeremy David Meuser, University of Mississippi (Ole Miss) James Combs, University of Central Florida Lance Frazier, Creighton University Laura E. Marler, Mississippi State University Lucy R Ford, Saint Joseph's University Lucy Gilson, University of Connecticut M. Ronald Buckley, University of Oklahoma Mary Beth Rousseau, Valdosta State University Matt Bowler, Oklahoma State University Matthew J Quade, Baylor University Michael Pfarrer, University of Georgia Miles Zachary, Auburn University Peter D. Harms, University of Alabama Robert Lee Bonner, San Francisco State University

Thomas Russell Crook, University of Tennessee Timothy M Madden, East Carolina University Tyge Payne, Texas Tech University Wayne Hochwarter, Florida State University Wei Shi, University of Miami

Samantha L Jordan, Florida State University

Young Eun Lee, Texas A&M University

### **♥** Speaker



John Baur University of Nevada Las Vegas

### **Executive Board Meeting**

② 9:00am - 11:00am, Oct 21

**♀** Jasmine

### Speaker



Hettie Richardson Texas Christian University

### 9:30am

### **Early Stage Doctoral Consortium**

**9**:30am - 5:00pm, Oct 21

**♀** Citrus

### Sponsored by the University of North Texas Department of Management

By Invitation Only.

Organizer: James Summers, Iowa State University

Panelists:

Hettie Richardson, Texas Christian University

Tyge Payne, Texas Tech University

Timothy P Munyon, The University of Tennessee

Emilija Djurdjevic, University of Rhode Island

Adam Stoverink, University of Arkansas

Mary Dana Laird, Creighton University

Wendy Bedwell-Torres, University of Memphis

Manjot S Bhussar, Iowa State University

Sean Lux, Texas Tech University

Brad Harris, Texas Christian University

Elizabeth Karam, Texas Tech University

Diane Lawong

Robyn Brouer, Canisius College

Stephanie R Seitz, California State University, East Bay

G. James Lemoine, SUNY - University at Buffalo

### **♥** Speaker



**James Summers** Max S. Wortman Jr. Professor and Associate Professor of Organizational Behavior, Iowa State University

### 11:15am

### **New Board Member Orientation**

① 11:15am - 11:45am, Oct 21

**♀** Jasmine

### ▼ Speaker



Hettie Richardson Texas Christian University

### 1:00pm

### **Faculty Consortium**

**1:00pm - 4:00pm, Oct 21** 

**♀** Glades

Sponsored by the Spears School of Business - Oklahoma State University

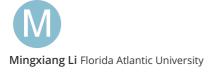
### **♥** Speakers



Aaron Hill Department of Management, University of Florida - Warrington College of Business



Patricia Lanier University of Louisiana, Lafayette



### 1:30pm

### **Outgoing Board Meeting**

**1:30pm - 4:30pm, Oct 21** 

**♀** Jasmine

### **₹** Speaker



Hettie Richardson Texas Christian University

### Thu, Oct 22, 2020

### 8:30am

The Entrepreneur and Context: Charisma, Collaboration, Followership, and Social Institutions

② 8:30am - 10:00am, Oct 22

**♀** Banyon

Track 1: Entrepreneurship and Family Business/Technology and Innovation

**RECORDING OF THE SESSION FAILED** 

### **♥** Speaker



Jon Carr Jenkins Distinguished Professor of Entrepreneurship, North Carolina State University

### 4 Subsessions

- Entrepreneurial Charisma: A Systematic Review And Actionable Research Agenda
  - **②** 8:30am 10:00am, Oct 22
  - **♀** Banyon
- Suboptimal Level Of Collaboration On Entrepreneurial Idea Generation

② 8:30am - 10:00am, Oct 22

- **♀** Banyon
- Converting Entrepreneur Identity Aspiration Into Followership Outcomes Via Thriving: An Identity-Based Motivation Perspective

② 8:30am - 10:00am, Oct 22

- **♀** Banyon
- The Effects Of Social Institutions On Entrepreneurial Activity

② 8:30am - 10:00am, Oct 22

**♀** Banyon

### Stepping Into Uncertainty: Taking Stock And Setting A Future Research Agenda

② 8:30am - 10:00am, Oct 22

**♀** Bird Key

Track 9: Professional Development Institute

Authors: Sasha Pustovit, Towson University; Ibraiz Tarique, Pace University; Kathleen Sutcliffe, John Hopkins University; Michael Kramer, University of Oklahoma; Lucy Gilson, University of Connecticut; Gerard Hodgkinson, University of Manchester; Kristian Sund, Roskilde University

Recent events such as the coronavirus pandemic cast uncertainty over every aspect of our lives, including our economic, social, and political circumstances. Despite the ubiquitous presence of uncertainty in our lives, management research on uncertainty waned over the past three decades (Alvarez, Afuah, & Gibson 2018). As a result, we need more knowledge to sufficiently manage its effects. This symposium aims to reignite research on this timely topic. Scholars representing the individual, team, and macro/strategy domains of study will bring the audience up to speed on the state of the literature and discuss valuable streams for future research.

### ▼ Speaker



Sasha Pustovit Assistant Professor, Towson University

### **Qualitative Comparative Analysis**

② 8:30am - 10:00am, Oct 22

**♀** Blue Heron

Track 9: Professional Development

Presenter: Thomas Greckhamer, Louisiana State University

This PDI offers an introduction to Qualitative Comparative Analysis (QCA), an approach that has rapidly gained in popularity in management studies. I will provide a general overview of QCA's set theoretic foundations and logic. I will also introduce the basics of crisp set (csQCA) and fuzzy set (fsQCA) approaches and illustrate these approaches' potential for research on management and organizations

### **▼** Speaker



Thomas Greckhamer Catherine M. Rucks Professor of Management, Louisiana State University

### Masters of Puppets: CEO Characteristics and Stakeholder Strategy

② 8:30am - 10:00am, Oct 22

**♀** Citrus

Track 7: Strategic Management

### **♥** Speaker



Katia Galdino Georgia Southern University

#### 4 Subsessions

Thirty-Five Years At The Top: A Bibliometric Analysis Of Upper Echelons Research
 8:30am - 10:00am, Oct 22

**♀** Citrus

CEO Psychological Attributes And Their Impact On Corporate Carbon Performance

② 8:30am - 10:00am, Oct 22

**♀** Citrus

• I'M Out Of Here: How CEO Personality Impacts Team Turnover

② 8:30am - 10:00am, Oct 22

**♀** Citrus

CEO Gender Differences In Usage And Outcomes Of Tentative Language

② 8:30am - 10:00am, Oct 22

**♀** Citrus

### Corporate Social (Ir)Responsibility: Firm & Contextual Influences

② 8:30am - 10:00am, Oct 22

**♀** Glades

Track 5: Careers Social Issues Diversity Issues Ethics

### Speaker



Miranda Welbourne Eleazar University of Texas- Dallas

### 4 Subsessions

 Social (Ir)Responsibility And Corporate Social Responsibility - All Responsible Firms Are Very Similar; Each Irresponsible Firm Is Irresponsible In Their Own Way.

② 8:30am - 10:00am, Oct 22

**♀** Glades

 Selfless Or Selfish? Firms' Strategic Motivation For Engaging In Different Types Of Csr Actions

② 8:30am - 10:00am, Oct 22

**♀** Glades

 Examination Of Entry Mode Of Foreign Competition And Domestic Corporate Social Responsibility Response

② 8:30am - 10:00am, Oct 22

**♀** Glades

Beyond Distancing: The Coronavirus' Lasting Impact On Organizational Morality

② 8:30am - 10:00am, Oct 22

**♀** Glades

### Emerging Technology, Digital Tools, And Virtual Learning To Enhance Student Outcomes

**②** 8:30am - 10:00am, Oct 22

**♀** Indian Key

Track 9: Professional Development Institute

Authors: Jestine Philip, University of New Haven; Wenjuan Guo, Valdosta State University; Mesut Akdere,

Purdue University; Mariya Gavrilova Aguilar, University of North Texas; Julie Hancock, UNT; Marvin Bontrager, Georgia Gwinnett College; Sheron Lawson, Wayland Baptist University; Clifton Mayfield, University of Houston – Clear Lake; Alix Valenti, University of Houston – Clear Lake

Digital technologies allow business educators to improve teaching effectiveness and student engagement. Even with clear positive influences on student outcomes, these technologies and tools are not widely used in the classroom, perhaps due to a lack of adequate instructor knowledge and confidence in using these tools. This symposium brings together papers that discuss the use of virtual reality and web-based simulations, student response systems, and social media in management courses. We also compare student outcomes when working in face-to-face versus virtual environments. We hope that this symposium will offer attendees insights into these specific digital tools to utilize in their courses and serve as a platform to discuss the future of pedagogical research in the digital age.

### Speaker



Jestine Philip Assistant Professor, University of New Haven

### Work and family: Like chocolate and peanut butter, or oil and water?

② 8:30am - 10:00am, Oct 22

**♀** Jasmine

Track 6: Organizational Behavior

### Speaker



Anna Zabinski Oklahoma Sate University

### 4 Subsessions

 Going Above And Beyond...Me? How Supervisors Perceive Subordinate Work-To-Home Integration Behavior

② 8:30am - 10:00am, Oct 22

**♀** lasmine

 Trading Off Or Keeping It Equal: The Effects Of SES And Gender On Work-To-Family Conflict In Couples

② 8:30am - 10:00am, Oct 22

**♀** Jasmine

Miscarriage And The Workplace: Experienced Stress After Pregnancy Loss

② 8:30am - 10:00am, Oct 22

**♀** Jasmine

 A Two-Study Look At Primary, Spillover, And Crossover Effects Of Family-Building Stigma

② 8:30am - 10:00am, Oct 22

**♀** lasmine

### Positivity in action: The power of positive emotions

② 8:30am - 10:00am, Oct 22

**♀** Palm

Track 6: Organizational Behavior

### ▼ Speaker



**Jane Thomas** Assistant Professor of Organizational Behavior & Human Resource Management, Purdue University Northwest

#### 4 Subsessions

"I'Ll Know It When I See It:" Defining And Measuring Work Passion

② 8:30am - 10:00am, Oct 22

**♀** Palm

 Emotion Self-Leadership as a Means for Enhancing Emotional Authenticity and Personal Effectiveness in the Workplace

② 8:30am - 10:00am, Oct 22

**♀** Palm

 A Multilevel Investigation Of The Receipt Of Gratitude On Emotional Labor And Work Withdrawal: The Moderating Role Of Diversity Climate

② 8:30am - 10:00am, Oct 22

**♀** Palm

Examining Work Passion And Prosocial Behaviors At Work And Home

② 8:30am - 10:00am, Oct 22

**♀** Palm

### Why Is Work So Hard? Exploring The Roles Of Work Stressors On Health And Well-Being

② 8:30am - 10:00am, Oct 22

**♀** Sabal

Track 9: Professional Development

### **RECORDING OF THE SESSION FAILED**

Authors: Kelsey Merlo, University of South Florida; Keaton Fletcher, University of South Florida; Maryana Arvan, University of South Florida; Claire Burnett, Georgia Institute of Technology; Charles Calderwood, Virginia Tech; Trevin Glasgow, Virginia Tech; David Jevsevar, Dartmouth-Hitchcock Medical Center; Jane Jorgenson, University of South Florida; Emily Macias, University of Central Florida; Ilda Molloy, Dartmouth-Hitchcock Medical Center; Emily Rost, Virginia Tech; Logan Steele, University of South Florida; Paul Werth, Dartmouth-Hitchcock Medical Center

Work is emotional, depleting, and, at times, exhausting. Moreover, work can have profound implications for workers' psychological and physical health. In a series of four complementary presentations, we tackle this problem by exploring the unique stressors that face female engineers, orthopedic surgeons, students, and leaders. Using self-report and physiological indicators, these studies address how individuals respond to these stressors across various timeframes. By diving into these dynamic relationships between work events, physiological responses, recovery, and health behaviors, we explore the work-related threats and safeguards to living happy and healthy lives.

### **♥** Speaker



Kelsey Merlo Consortium Fellows Research Program

### Baby Steps: An Introduction To Growth Curve Modeling

② 8:30am - 10:00am, Oct 22

**♀** Sawgrass

Track 9: Professional Development Institute

Presenter: Lisa Schurer Lambert, Oklahoma State University

If you have not had the opportunity to find out what growth curve modeling is, then this workshop is for you. We review the conceptual basis for growth curve modeling, emphasizing an intuitive understanding, and explain how it is similar to and different from other approaches to testing longitudinal data. We will walk through examples proceeding from simple models to more complex models and participants can leave with some sample syntax.

### **₹** Speaker



Lisa Schurer Lambert Oklahoma State University

### 10:15am

## All About Money and Ownership Structure? Venture Capital, Equity Ownership, Equity Crowdfunding, and Accelerators

**1** 10:15am - 11:45am, Oct 22

**♀** Banyon

Track 1: Entrepreneurship and Family Business/Technology and Innovation

### **♥** Speaker



Pyayt Oo Home

3 Subsessions

The Paradox Of Professionalizing Innovation-Driven Portfolio Firms

**1**0:15am - 11:45am, Oct 22

**♀** Banyon

 Investor Search Behavior And Decision Confidence In Equity Crowdfunding: An Information Search Process Model Perspective

**1**0:15am - 11:45am, Oct 22

**♀** Banyon

 Are Men Or Women More Likely To Be Accepted By Accelerators? The Complementary Role Of Signals

**1** 10:15am - 11:45am, Oct 22

**♀** Banyon

### **Incubator For Management Education Scholarship**

**②** 10:15am - 11:45am, Oct 22

**♀** Bird Key

Track 9: Professional Development Institute

#### **RECORDING OF THE SESSION FAILED**

Authors: Jeanie Forray, Western New England University/Journal of Management Education; Paul Hibbert, University of St. Andrews/Academy of Management Learning & Education

This PDI workshop is designed as both a 'Meet the Editors' informational opportunity and a developmental incubator for scholarly work within the management education/innovative teaching domain. The editors of two management education journals, Academy of Management Learning & Education (AMLE) and Journal of Management Education (JME), will share insights on authoring for management education publications, discuss the basis for addressing issues related to evidence of student learning and educational impact, and provide via roundtable discussion developmental feedback on management education scholarship to participants who come with a 1-page (long abstract) description of current works-in-progress or ideas for future scholarship.

### Speaker



Jeanie Forray Professor of Management, Western New England University

### Strategies To Analyze Textual Data

**1**0:15am - 11:45am, Oct 22

**♀** Blue Heron

Track 9: Professional Development

### **RECORDING OF THE SESSION FAILED**

Presenters: Anne Smith, The University of Tennessee; Mike Lernan, Iowa State University

So, you have a pile of interview data, now what? How do you begin the process of making sense of your data? In this PDI, I will discuss different ways to approach the coding process using Computer Aided Qualitative Content Analysis Software (CAQDAS). I will share some ways to "get going" in the coding process as well as some tricks and tips (and if time, machine learning to help "see" if large datasets). I will be demonstrating these approaches using Wordstat8 and QDA Miner (both of which can be downloaded independently from Provalis Research www.provalisresearch.com) if you want to follow along.

### Speakers



Anne Smith University of Tennessee



Mike Lernan Iowa State University

### All in? CEO Motivations and Consequential Decisions

**②** 10:15am - 11:45am, Oct 22

**Q** Citrus

Track 7: Strategic Management

Speaker



Robert Bonner Assistant Professor, San Francisco State University

### 4 Subsessions

 Does Founder CEO Leadership Discourage Corporate Misconduct? An Empirical Examination

**1**0:15am - 11:45am, Oct 22

**♀** Citrus

 Does Paying CEOs Later Actually Restrain Their Risk Taking? Evidence From Mergers And Acquisitions Market

**1**0:15am - 11:45am, Oct 22

**♀** Citrus

• A CEO's Drive For Alliances: Need To Be Needed?

① 10:15am - 11:45am, Oct 22

**♀** Citrus

 New CEOs & Regulatory Focus: How Cognition And Context Influence Strategic Change

**1**0:15am - 11:45am, Oct 22

**♀** Citrus

### The Signals We Send: Reputation, Politics & Capital

① 10:15am - 11:45am, Oct 22

**♀** Glades

Track 5: Careers Social Issues Diversity Issues Ethics

### Speaker



Alanna Hirshman West Virginia University

### 4 Subsessions

 Product Recalls And Lobbying: Managing Multi-Stakeholder Impressions And Perceived Hypocrisy

**1**0:15am - 11:45am, Oct 22

**♀** Glades

 Specializing In Politics: An Analysis Of The Effects Of Specialization, Social Capital, And Human Capital On Corporate Lobbying Effectiveness

**1**0:15am - 11:45am, Oct 22

**♀** Glades

Prosocial Venturing, Capital Position Signaling And Social Impact Accelerators

**1**0:15am - 11:45am, Oct 22

**♀** Glades

 Nascent Entrepreneur Personal Value Priorities, Entrepreneurial Venture Mission And The Effects Of Gender

**O** 10:15am - 11:45am, Oct 22

**♀** Glades

### Rolling The Dice: An Interactive Symposium Exploring The Use Of Gaming In Management

② 10:15am - 11:45am, Oct 22

**♀** Indian Key

Track 9: Professional Development

### **RECORDING OF THE SESSION FAILED**

Authors: Ian Mercer, Auburn University; Paul Johnson, University of Mississippi; John Harris, Georgia Southern University; Gabrielle Swab, Towson University; David Tomczyk, Quinnipiac University; Jason Morningstar, Bully Pulpit Games

This linked two-session symposium explores the use of video gaming and tabletop gaming in management studies, education and practice. This symposium brings together management researchers with experience of the gaming industry, together with industry professionals who are active in supporting gaming in learning and education, to generate an interactive discussion of the implications of using games within research, management education and as a tool to assist in experimental design. Session 1 will be a discussion of the use of games within organizational settings and studies, including organizational behavior, strategic management, human resource management and general business management problem solving. Future research recommendations and practical implications will be highlighted. This session will allow participants to have brief involvement with game play to demonstrate some of the concepts discussed. Session 2 will involve attendees experiencing the use of different games that have been, or could easily be, used within an organizational setting and education. The facilitators and panelists will provide examples of adaptations that they have undertaken and recommendations for future adaptations.

### Speaker



lan Mercer Doctoral Student, Auburn University

### Leadership in the 21st century: Moral and crisis leadership

**②** 10:15am - 11:45am, Oct 22

**♀** Jasmine

Track 6: Organizational Behavior

### Speaker



Jarvis Smallfield Postdoctoral Research Associate, University of Illinois at Urbana-Champaign Full-time

### 3 Subsessions

- Examining Servant Leader'S Effect On Employees' Performance Through Autonomy-Supportive Work Contexts And Intrinsic Motivation
  - ① 10:15am 11:45am, Oct 22
  - **♀** Jasmine
- Does Leadership Matter The Most During Times Of Crisis?
  - **②** 10:15am 11:45am, Oct 22
  - **♀** Jasmine
- Support During Uncertain Times: The Role Of Perceived Organizational Support

### **During The Covid-19 Pandemic**

**1** 10:15am - 11:45am, Oct 22

**♀** Jasmine

### Thinking more deeply about trust and justice: New approaches

**1** 10:15am - 11:45am, Oct 22

**♀** Palm

Track 6: Organizational Behavior

### Speaker



Lance Frazier Department Chair, Creighton University

### 4 Subsessions

 Equity Theory Revisited: A Theoretical And Meta-Analytic Review Of Equity Sensitivity

① 10:15am - 11:45am, Oct 22

**♀** Palm

Trust Tests: An Active Approach To Evaluating Trustworthiness

**1**0:15am - 11:45am, Oct 22

**♀** Palm

 Overall Justice And Job Embeddedness: An Empirical Analysis To Unlock This Relationship

② 10:15am - 11:45am, Oct 22

**♀** Palm

Trust Fit: Expanded View Of Subordinate-Supervisor Trust Asymmetry And Its Effects
 On Subordinate Voice Behavior

① 10:15am - 11:45am, Oct 22

**♀** Palm

## Rebels Without A Cause? A Symposium About Quantitative And Qualitative Counterproductive Work Behavior Research

**②** 10:15am - 11:45am, Oct 22

**♀** Sabal

Track 9: Professional Development Institute

### **RECORDING OF THE SESSION FAILED**

Authors: Jeremy Mackey, Auburn University; Pamela Perrewé, Florida State University; Paul Spector, University of South Florida; Peter D. Harms, University of Alabama; Marie Dasborough, University of Miami; Debra Lieberman, University of Miami; Dejun Tony Kong, University of Houston; Paul Lester, Naval Postgraduate School; Triparna de Vreede, University of South Florida; Charn McAllister, Northeastern University; Jack Carson, Auburn University; Parker Ellen, Northeastern University; Janelle Wells, University of South Florida; Logan Steele, University of South Florida; Marcus Credé, Iowa State University; Heath Gregg, University of Miami; Katherine Alexander, Auburn University; Lisa Brady, The University of Alabama

The research literature that examines counterproductive work behavior (CWB; behaviors that are detrimental to organizations and/or organizational members) is burgeoning. Scholars and practitioners alike have emphasized improving our understanding of CWB because it has detrimental financial, psychological, and societal effects on employees, organizations, and various other organizational stakeholders. We will present four papers that examine several types of CWBs from both quantitative and

qualitative perspectives so we can highlight some of the current work being done to improve our understanding of CWB. Our team represents scholars from 10 different institutions at varying stages of their academic careers so we can provide numerous perspectives on how to contribute to this literature. We intend for our various perspectives to generate thought-provoking discussion with the audience members so we can collectively generate interest, motivation, and opportunities for all attendees to engage in research in this area. Our discussant is well positioned to synthesize insights generated during the symposium because she is a world-renowned scholar in this area who has also served as a former president of the Southern Management Association (SMA). Collectively, our team has published influential measures, meta-analyses, quantitative studies, qualitative studies, and reviews of CWB topics. The purpose of our symposium is to use our experiences to create a practically useful and personally meaningful discussion about CWB research with SMA members who want to be a part of the discussion in this literature.

### **♥** Speaker



Jeremy Mackey Dean's Fellow and Associate Professor of Management, Auburn University

## Analyzing Round-Robin Dyadic Data: The Social Relations Model In The Organizational Sciences

**②** 10:15am - 11:45am, Oct 22

**♀** Sawgrass

Track 9: Professional Development

### RECORDING OF THE SESSION FAILED

Presenters: Jane Thomas, Purdue University Northwest; Andrew Loignon, Louisiana State University; David Woehr, University of North Carolina at Charlotte; Janaki Gooty, University of North Carolina at Charlotte

In this workshop, we review the Social Relations Model (SRM), an important analytical framework for examining interpersonal perceptions and behaviors that is underutilized in the organizational sciences. The SRM originated in social psychology, where it has been used to study a wide range of phenomenon (e.g., personality, helping behavior, and interpersonal power). The goal of this workshop is to formally introduce the SRM to management scholars, discuss how it differs from other forms of dyadic data analysis (e.g., actor-partner interdependence models, one-with-many models), and review recent advances associated with this approach (i.e., predictive and bivariate SRM). We will also provide a demonstration of the SRM using open-source software and data based on a study of project teams.

### Speakers



Jane Thomas Assistant Professor of Organizational Behavior & Human Resource Management, Purdue University Northwest



Andrew Loignon Louisiana State U



David Woehr University of North Carolina Charlotte



Janaki Gooty University of North Carolina at Charlotte

### 12:00pm

### **Track Chairs Virtual Lunch**

② 12:00pm - 1:00pm, Oct 22

**♀** Banyon

### Speaker



T. Russell Crook University of Tennessee

### **Research Speed Dating Topic A - Family Business**

② 12:00pm - 1:00pm, Oct 22

**♀** Bird Key

Track 9: Professional Development

### Sponsored by the McCoy College of Business at Texas State University

Topic A - Family Business

Each speed dating session has a topical theme, where participants in these sessions share interest in that area. The goal of these sessions is two-fold: (1) to introduce new scholars to an area and (2) to help new and current scholars in the area identify potential coauthors.

Presenters: Danny Holt, Louisiana State University; Paul Sanchez-Ruiz, DePaul University

### **♥** Speakers



Michele Medina-Craven Assistant Professor of Management, Mississippi State University



Daniel Holt Associate Professor of Entrepreneurship, Louisiana State University



Paul Sanchez-Ruiz DePaul University

### 1:15pm

### Entrepreneur's Passion, Confidence, Hubris, and Narcissism

② 1:15pm - 2:45pm, Oct 22

**♀** Banyon

Track 1: Entrepreneurship and Family Business/Technology and Innovation

### **▼** Speaker



**Ludvig Levasseur** Assistant Professor in Entrepreneurship and Young Faculty Research Chair, Indian Institute of Management Bangalore

#### 4 Subsessions

Entrepreneurial Passion: Key Dimensions And An Integrative Process Model

① 1:15pm - 2:45pm, Oct 22

**♀** Banyon

Too Much Of A Good Thing? Agency And Entrepreneurial Passion

① 1:15pm - 2:45pm, Oct 22

**♀** Banyon

There'S A Fine Line Between Confidence And Hubris

**②** 1:15pm - 2:45pm, Oct 22

**♀** Banyon

 Getting Ahead Over Getting Along: Social Perspectives On A Narcissistic Entrepreneurial Advantage

② 1:15pm - 2:45pm, Oct 22

**♀** Banyon

### Picking A Winning Team: Planning And Executing Successful Symposia

**1:15pm - 2:45pm, Oct 22** 

**♀** Bird Key

### Track 9: Professional Development Institute

Authors: Karen Landay, University of Missouri-Kansas City; Tyge Payne, Texas Tech University; Julie Hancock, UNT; G. James Lemoine, SUNY - University at Buffalo; David Arena, University of Texas, Arlington

Although symposia represent an important opportunity to discuss a topic and network with fellow scholars, the success of a symposium rests primarily on its organizer. Moreover, because few academics receive any training or advice on how to assemble symposia, many may be unable to reap the benefits. This professional development institute session presents a panel discussion with four scholars representing a variety of career stages and research areas, all of whom have had success in organizing symposia. Panelists will offer actionable best practices for planning and executing symposia and answer audience questions on the topic.

### Speaker



Karen Landay Assistant Professor of Management, University of Missouri-Kansas City

### Pushing the Boundaries: M&A and Alliances

① 1:15pm - 2:45pm, Oct 22

**♀** Citrus

Track 7: Strategic Management

### **♥** Speaker



Joseph Simpson Director, Integrated Security Education and Research Center, Virginia Tech

### 3 Subsessions

 Are Alliances Just Another Day At The Beach? A Bilateral Perspective Of Alliance Governance Mode

**1:15pm - 2:45pm, Oct 22** 

**♀** Citrus

 The Impact Of Distance On Cross-Border Acquisition Outcomes: Revisiting The Cage Framework

**1:15pm - 2:45pm, Oct 22** 

**♀** Citrus

 Improving Identification And Utilization Of Strategic Resources In Transactions Between Acquiring And Divesting Firms

**1:15pm - 2:45pm, Oct 22** 

**♀** Citrus

### The Dark Side: Bad Bosses, Mischief & Nasty Climates

① 1:15pm - 2:45pm, Oct 22

**♀** Glades

Track 5: Careers Social Issues Diversity Issues Ethics

### **₹** Speaker



Mickey Smith Assistant Professor of Management, University of South Alabama

### 3 Subsessions

 Unpredictable And Unfair: Boundary Theory And The Relationship Between Unpredictable Working Time And Supervisor Fairness

**1:15pm - 2:45pm, Oct 22** 

**♀** Glades

 In The Dark? Ethics May Not Be The Answer: A Moderated Mediation Study Of Machiavellianism

**1:15pm - 2:45pm, Oct 22** 

**♀** Glades

 Motivation For Mischief: An Investigation Of Regulatory Focus, Ethical Climate, Ethical Leadership, And Deviance

**1:15pm - 2:45pm, Oct 22** 

**♀** Glades

**1:15pm - 2:45pm, Oct 22** 

**♀** Indian Key

### Track 9: Professional Development

Authors: Lucy Gilson, University of Connecticut; Wayne Hochwarter, Auburn University; Pamela Perrewé, Florida State University; David Woehr, University of North Carolina at Charlotte; Lisa Schurer Lambert, Oklahoma State University; Shaker A. Zahra, Carlson School of Management at University of Minnesota; M. Ronald Buckley, University of Oklahoma

A panel of SMA Fellows will discuss the future of our profession drawing on their experiences in research, teaching, service, and administration. This year has brought unique challenges and events that make it a good time to take stock of where we've been as a profession and where we are likely to be going.

### **♥** Speaker



Pamela Perrewé Director, Center for Human Resource Management, Florida State University

### The importance of words

**1:15pm - 2:45pm, Oct 22** 

**♀** Jasmine

Track 6: Organizational Behavior

### **₹** Speaker



Andrew Loignon Louisiana State U

### 4 Subsessions

 Do Birds Of A Feather Tweet Better? Conversational Quality And Leader-Follower Trait Affect Similarity

**1:15pm - 2:45pm, Oct 22** 

**♀** lasmine

 How Unfairness Talk And Surface Acting Inform The Overall Injustice-Withdrawal Relationship

② 1:15pm - 2:45pm, Oct 22

**♀** Jasmine

 Rating Deviation In An Electronic Staff Word Of Mouth Context: An Exploration Of Implicit Motives

**1:15pm - 2:45pm, Oct 22** 

**♀** Jasmine

 Peer Motivating Language As A Mediator Between Leader Motivating Language And Employee Outcomes

**1:15pm - 2:45pm, Oct 22** 

**♀** Jasmine

### Injustice, abuse, and other pleasant things to talk about

① 1:15pm - 2:45pm, Oct 22

### Track 6: Organizational Behavior

### Speaker



Kalan Norris Management PHD Student, University at Buffalo

#### 4 Subsessions

 Can Coworker Injustices Influence How I See My Boss? A New Perspective On Supervisor Justice Formation

**1:15pm - 2:45pm, Oct 22** 

**♀** Palm

• The Show Must Go On...Or Must It? Breaking Character And Customer Mistreatment

② 1:15pm - 2:45pm, Oct 22

**♀** Palm

 Exploring The (In)Effectiveness Of Leader Behaviors In Relation To Workplace Deviance: A Meta-Analysis

② 1:15pm - 2:45pm, Oct 22

**♀** Palm

Abusive Supervision Or Just Another Negative Interaction At Work?

**1:15pm - 2:45pm, Oct 22** 

**♀** Palm

### Successful Careers Outside Research-Intensive Universities

**1:15pm - 2:45pm, Oct 22** 

**♀** Sabal

### Track 9: Professional Development Institute

Authors: Susana Velez-Castrillon, University of West Georgia; Yifeng Fan, Georgia Tech; Joshua Knapp, University of Wisconsin-Whitewater; Ashley Salaiz, University of Tampa; Pooya Tabesh, California State University Los Angeles; Amy Breidenthal, Agnes Scott College; John Upson, University of West Georgia; Uma Kedharnath, University of Wisconsin - Whitewater

This PDI seeks to bring together faculty members in balanced or teaching-oriented institutions to discuss the career challenges of working in these schools and suggestions for successful careers. While the majority of academic jobs are from balanced or teaching-oriented institutions, Ph.D. programs typically do not prepare future faculty members for careers outside research-intensive institutions. Therefore, successfully managing this transition is key to long-term thriving and wellbeing. The discussions will focus 1) balancing the demands from these institutions and scholar's own research aspirations and 2) finding the beauty beyond the world of research-intensive institutions.

### Speaker



Susana Velez-Castrillon Assistant Professor of Management, University of West Georgia

### Track 9: Professional Development

Presenter: Justin DeSimone, University of Alabama

This PDI session focuses on options for assessing the relative importance of predictors in multiple regression models. After describing the history and purpose of relative importance indices, this session will explain the merits and limitations of a number of popular relative importance analyses (including dominance analysis, joint variance, and relative weights). The logic, computation, and interpretation of each technique will be explained, as well as how these analyses can be used to supplement multiple regression and hierarchical regression in management research. The presentation will also include illustrative examples and describe how to conduct relative importance analyses using statistical software.

### **♥** Speaker



Justin DeSimone Assistant Professor, University of Alabama

### 3:15pm

### Social Media, Social Support, Legitimacy, and Firm Performance

② 3:15pm - 4:45pm, Oct 22

**♀** Banyon

Track 1: Entrepreneurship and Family Business/Technology and Innovation

### **♥** Speaker



Duygu Phillips PhD Candidate, Oklahoma State University

### 4 Subsessions

 Understanding Social Media Presence And Success In Digital Competition: An Investigation Of Human Capital And Uniqueness

② 3:15pm - 4:45pm, Oct 22

**♀** Banyon

 Fake It 'Til You Make It? Emotional Communication, Rational Signaling, And Entrepreneurial Legitimacy On Social Media

**3**:15pm - 4:45pm, Oct 22

**♀** Banyon

• Immigrant Founder CEOs, Innovation, And Performance In Young IPO Firms

② 3:15pm - 4:45pm, Oct 22

**♀** Banyon

 Back Where I Come From: Factors Influencing Performance Among Returnee Nicaraguan Entrepreneurs

② 3:15pm - 4:45pm, Oct 22

**♀** Banyon

### Firms' Foreign Market Entry Decisions

Track 3: Organization Theory International Management Management History

### Speaker



John Upson Associate Professor of Management, University of West Georgia

#### 4 Subsessions

 Why And When Emerging Market Firms Invest In Advanced Markets: Revisiting The Competitive Advantage Of Nations

② 3:15pm - 4:45pm, Oct 22

**♀** Bird Key

• How Boards With High Female Representation Differ In Internationalization Strategies?

② 3:15pm - 4:45pm, Oct 22

**♀** Bird Key

How Does Asymmetric Institutional Distance Impact Entry Mode Decisions?

② 3:15pm - 4:45pm, Oct 22

**♀** Bird Key

Explaining Equity Sought By Emerging Market Firms In Advance Market Acquisitions

② 3:15pm - 4:45pm, Oct 22

**♀** Bird Key

### **Engaging Students Online Through Active Learning Strategies**

② 3:15pm - 4:45pm, Oct 22

P Blue Heron

Track 9: Professional Development

Authors: Jennifer Collins, Florida A & M University; Matrecia James, St Bonaventure University; Angela Miles, North Carolina Central University; Millicent Nelson, Middle Tennessee State University; Sally Sledge,

The COVID-19 pandemic sent shock waves through institutions of higher education around the world. In March 2020, colleges and universities began shuttering their classrooms and moving courses to online instruction. Some faculty members were prepared and made an easy transition to online course delivery while others struggled to make the adjustment. Concern for public health led many schools to continue online course delivery through the summer and some through the remainder of the year. Faculty development for teaching online became a major focus for administrators. The session will provide participants with strategies for engaging students in online course delivery to improve student success.

### Speaker



Jennifer Collins Florida A&M University

### Resistance is Futile: The Impact of Technology on Strategies

### **♥** Speaker



Richard Scoresby Ball State University

### 4 Subsessions

 Big Data Analytics And Firm Performance: The Role Of Managerial And Employee Analytics Human Capital

② 3:15pm - 4:45pm, Oct 22

**♀** Citrus

• Follow The Rules: Effective Governance Configurations For Platform Performance

② 3:15pm - 4:45pm, Oct 22

**♀** Citrus

Predictors Of Security Breaches: Industry And Organizational Factors

② 3:15pm - 4:45pm, Oct 22

**♀** Citrus

Learning By Being Imitated: Evidence From Video Game Sequel Releases

② 3:15pm - 4:45pm, Oct 22

**♀** Citrus

### Diverse Identities at Work: Stigmas, Status & Tokens

② 3:15pm - 4:45pm, Oct 22

**♀** Glades

Track 5: Careers Social Issues Diversity Issues Ethics

### **▼** Speaker



Darryl Rice Assistant Professor, Miami University

### 4 Subsessions

 Identity Centrality As A Moderator Of The Relationship Between Signaling And Concealing An Lgb Identity

② 3:15pm - 4:45pm, Oct 22

**♀** Glades

• Two Is Better Than One: How Organizational & Community Diversity Climates Influence Performance

② 3:15pm - 4:45pm, Oct 22

**♀** Glades

A Model Integrating Socio-Economic Status, Stigmas, And Employment Outcomes

② 3:15pm - 4:45pm, Oct 22

**♀** Glades

 Who Are The 'Firsts'? Tokenism Process Beliefs And The Organizational Attractiveness Of Homogeneous Firms

② 3:15pm - 4:45pm, Oct 22

**♀** Glades

### Exploring The Impact Of Work Technology Use On Employee Performance And Well-Being

② 3:15pm - 4:45pm, Oct 22

**♀** Indian Key

Track 9: Professional Development Institute

Authors: Stephanie Andel, Indiana University; Larissa Barber, San Diego State University; Busse Kaitlin, The Graduate Center & Baruch College, CUNY; Cheryl Gray, University of South Florida; David Howard, University of South Florida; Kim Johnson, University of South Florida; Shani Pindek, University of Haifa; Yanwei Shi, Shanghai Normal University; Paul Spector, University of South Florida; Logan Steele, University of South Florida; Diane Taylor, Portland State University; Michelle Van Laethem, University of Amsterdam; Zhiqing Zhou, Baruch College & The Graduate Center, CUNY

Due to the increased availability of work-related technology (e.g., smartphones, tablets, laptops) and dependency on it to perform work tasks, employees are often constantly connected to work. This increased availability and use of work-related technology is associated with a "practical paradox of technology", such that it has both positive and negative effects on employee outcomes (e.g., performance, well-being). Overall, the implications of increased work-related technology use are complex and not well understood. The papers in this symposium aim to elucidate this issue by investigating the conditions and situations under which work-related technology may help or hurt employee performance and well-being.

### ▼ Speaker



Stephanie Andel Assistant Professor of Psychology, Indiana University-Purdue University Indianapolis Full-time

### Negativity in action: The power of negative emotions and thoughts

② 3:15pm - 4:45pm, Oct 22

**♀** Jasmine

Track 6: Organizational Behavior

### Speaker



Heath Gregg University of Miami Business School

### 4 Subsessions

- A Values-Based Perspective Of The Functional Role Of Contempt In Organizations
   3:15pm 4:45pm, Oct 22
   Jasmine
- Thinking About Thinking About Work: A Meta-Analysis Of Off-The-Clock Positive And Negative Work-Related Thoughts

② 3:15pm - 4:45pm, Oct 22

- **♀** Jasmine
- Being A Jerk At Work: An Examination Of Disagreeableness, Narcissism, And

### Insubordination

② 3:15pm - 4:45pm, Oct 22

**♀** Jasmine

 When Positives And Negatives Collide: Evidence For A Systematic Model Of Employees' Responses To Ambivalence

② 3:15pm - 4:45pm, Oct 22

**♀** Jasmine

### Don't worry: We have new ways to look at stress

② 3:15pm - 4:45pm, Oct 22

**♀** Palm

Track 6: Organizational Behavior

Speaker



Jacob Whitmore University of South Alabama

4 Subsessions

 Antecedents And Outcomes Of Daily Anticipated Stress And Stress Forecasting Errors

② 3:15pm - 4:45pm, Oct 22

**♀** Palm

 Effect Of Individualized Leadership On Creative Performance: A Dual-Stage Moderated Mediation Approach

② 3:15pm - 4:45pm, Oct 22

**♀** Palm

 Trade-Offs Between Physical Activity Training Time And Work Outcomes: The Impact Of Grit And Resilience

② 3:15pm - 4:45pm, Oct 22

**♀** Palm

 The Benefits Of A Calm Mind: Examining The Effects Of Mindfulness On Work Stress

② 3:15pm - 4:45pm, Oct 22

**♀** Palm

### The Current And Future Life Of The Academic: Changing Realities For The Profession

② 3:15pm - 4:45pm, Oct 22

**♀** Sabal

Track 9: Professional Development Institute

Authors: Thomas Conklin, Georgia State University; Nathan Hartman, Illinois State University; Joy Karriker, East Carolina University; Patricia Lanier, University of Louisiana, Lafayette

This PDI will include a point/counterpoint panel unpacking the evolving experience of collegiality in higher education while higher education continues to go through significant changes. The panel will provide thoughts on how to understand and act in an increasingly challenging academic environment. The focus of interactive discussion will be on strategies for managing a career that demands balancing competing pressures and shifting responsibilities. We will examine how these challenges could breed short-term thinking that produces results measured in terms of dollars. We will also discuss with peers the impacts this tendency may have on creativity, cooperation, risk-taking, and original thinking. We will begin the

session with a view that is somewhat tarnished and then offer an alternative that suggests a more hopeful future. The PDI will also provide participants with opportunities for networking and will bring together colleagues with shared interests. Take-home deliverables for participants are (1) consideration of provocative questions through a plenary discussion, (2) insight into the changing dynamics of university life, and (3) an exploration of new possibilities for career development.

### **♥** Speaker



Thomas Conklin Georgia State Univeristy

### **Meet The Editors**

② 3:15pm - 4:45pm, Oct 22

**♀** Sawgrass

Track 9: Professional Development

Editors:

Brian Connelly, JOM Laszlo Tihanyi, AMJ Brian Edwards, JAP

This panel of editors will provide an insider's perspective on research and publishing. We will be joined by editors from the Journal of Management, Academy of Management Journal, and Journal of Applied Psychology. They will update SMA members on that state of their journals, discuss recent developments in the publishing process, and respond to questions and concerns from the SMA community. The editors will share their insights about how to be successful in your research endeavors and offer guidance to those who would like to know more about what happens behind the curtain after we submit our papers for peer review.

### **♥** Speaker



Brian Connelly Professor and Luck Eminent Scholar, Auburn University

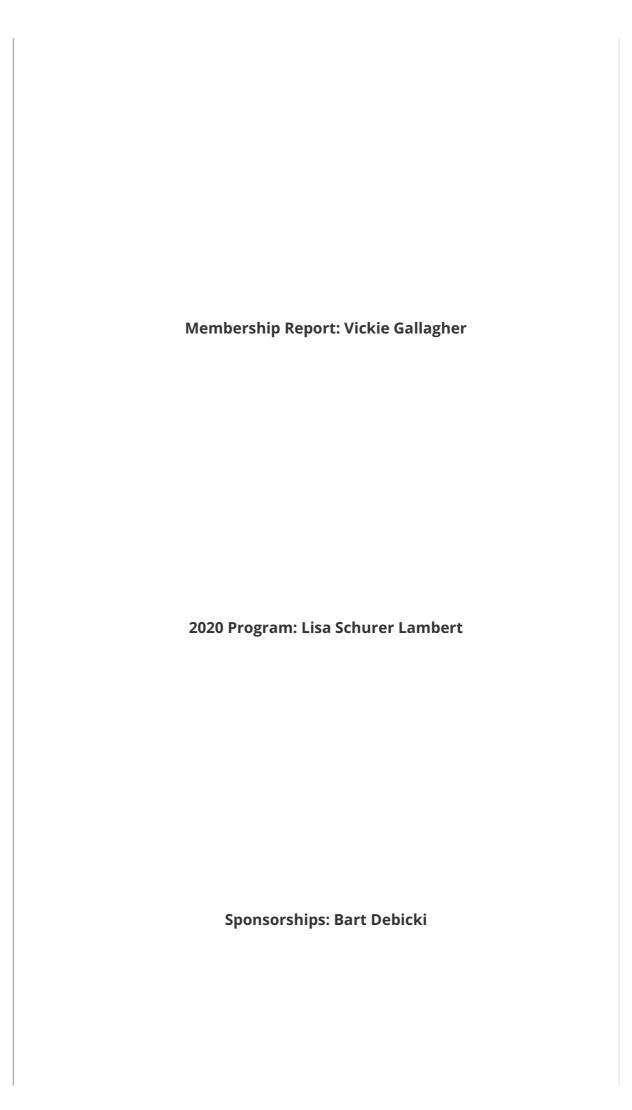
### 4:00pm

### **SMA Business Meeting**

**4**:00pm - 5:00pm, Oct 22

President's Address: Hettie Richardson





Professional Development Institute and the 2021 Program: Russell Crook
Outgoing and Incoming Officers and Board Members: Hettie Richardson
Transfer of Power and Incoming President's Remarks: Hettie & Janaki

### 5:00pm

### Research Speed Dating Topic B - Leadership

② 5:00pm - 6:00pm, Oct 22

**♀** Bird Key

Track 9: Professional Development Institute

### Sponsored by the McCoy College of Business at Texas State University

Topic B - Leadership

Each speed dating session has a topical theme, where participants in these sessions share interest in that area. The goal of these sessions is two-fold: (1) to introduce new scholars to an area and (2) to help new and current scholars in the area identify potential coauthors.

Presenters: Jeremy Meuser, Ole Miss; Terri Scandura, University of Miami

### **♥** Speakers



Michele Medina-Craven Assistant Professor of Management, Mississippi State University



Jeremy Meuser Assistant Professor of Management, University of Mississippi



Terri Scandura University of Miami

### 6:00pm

### Chianti Classico Wine Tasting with Certified Specialist of Wine Dave Nershi

**②** 6:00pm - 7:00pm, Oct 22

**♀** Jasmine

Track 9: Professional Development Institute

### **Chianti Classico Handout.pdf**

### Sponsored by the Spears School of Business - Oklahoma State University

Chianti Classico is one of the best known and appreciated wines in the world. This region of Tuscany has been producing wine for more than 300 years. In the session, you'll explore this fascinating region, learn about the grapes used in the wine, and have a guided tasting of Chianti Classico. Participants must provide their own bottle and, time permitting, will have a chance to share their thoughts with the group. A list of suggested wines will be available upon registration. There is no charge, but attendees must pre-register.

Dave Nershi is publisher of Vino-Sphere blog and an award-winning writer with a focus on wine, food, and travel. He is a Certified Specialist of Wine and has served as a wine judge at a number of competitions including being a guest judge for the Indianapolis International Wine Competition. He is a board member of the International Food, Wine & Travel Writers Association, and member of the Wine Century Club. He is the Executive Director of SMA.

### **▼** Speaker



Dave Nershi Executive Director, Southern Management Association

### **Vegan Cooking with Carla**

2 6:00pm - 7:00pm, Oct 22

**♀** Citrus

Track 9: Professional Development

### Sponsored by the Spears School of Business - Oklahoma State University

Have you ever wondered:

- ... what's the difference between vegan and vegetarian?
- ... do vegans only eat salad?
- ... how difficult (or easy!) is it to become a vegan?
- ... can I eat great tasting food without meat or dairy?

We will discuss the answers to these questions and more! Journey with me in preparing breakfast, lunch, dinner and a snack. This experience will be fun, & informative AND you will learn about ingredients and kitchen must-haves that do not break the bank!

Whether you are new to vegan cuisine, or looking to extend your vegan repertoire, I'm here to help so JOIN ME!

### Speaker



Carla Jones Professor, Sam Houston State University

### **SMA Open Socialization**

**②** 6:00pm - 9:00pm, Oct 22

**♀** Gather.town

Track 9: Professional Development Institute

## Sponsored by the Spears School of Business - Oklahoma State University https://bit.ly/2SXTg7L

### 7:00pm

### **Consortia Reunion Social**

**⊙** 7:00pm - 8:00pm, Oct 22

Banyon

Track 9: Professional Development Institute

### Sponsored by the McCoy College of Business at Texas State University

Calling all past consortia participants from 2015-2019! Join us for fun and dialogue during an SMA Consortia Reunion on Thursday, October 22nd from 7-8 pm! We will reconnect with our fellow consortia participants, answer questions about your current doctoral or career stage, and feature some of our favorite senior scholars who have presented at the consortia in the past!

### Speaker



Melissa Carsten Assistant Professor of Management, Winthrop University

### Stress Eating Through 2020

② 7:00pm - 8:00pm, Oct 22

**♀** Palm

Track 9: Professional Development Institute

### Sponsored by the Spears School of Business - Oklahoma State University

Freshman fifteen? More like the tenure-track twenty-five. This session is half Anthony Bourdain, half Alton Brown, and all fun. You'll see why everyone at the University of Tennessee lost weight after Tim graduated. There will be fun baking recipes, food science, and plenty of attendee interaction thanks to on-site sous chef and producer Laura Madden.

The recipes for this session are: buttermilk biscuits, soft pretzels, and almond macarons. They are attached to this session as printable PDFs. If you want to bake along in real-time, we're starting with the buttermilk biscuits at 7:05pm. This means you will have hot biscuits to eat by 7:30pm while you watch the rest of the session. The other two recipes will also be done live, but with some waiting times cut to account for proofing and drying.

### Speaker



Timothy Madden Assistant Professor of Management, East Carolina University

### **Scavenger Hunt**

② 7:00pm - 8:00pm, Oct 22

**♀** gather.town

Track 9: Professional Development

Sponsored by the McCoy College of Business at Texas State University

Join us for a twist on the scavenger hunt from your youth!

Instead of finding objects, your goal is to meet SMA'ers that meet certain criteria! Which SMA'er (within the event—no cheating) plays a musical instrument in their "other life?" Who can you meet that has published an article outside of our field?

We will be using Gather, an interactive program that allows you to create your own avatar and walk through a virtual room. Bring a fun drink (or two) and settle in to meet some new colleagues 2020 style.

For our super competitive members (you know who you are), you can practice using Gather on your own ahead of time. Eternal bragging rights (and maybe a free "virtual" drink ticket) to the winner.

Location: Gather (https://bit.ly/2SXTg7L) in the Sharktooth Tavern

Directions to the Sharktooth Tavern: From the main Meeting Room in Gather (there is a big circular rug in that room). If you are facing up, Sharktooth Tavern is directly on your left.

### **▼** Speakers



Nancy McIntyre Associate Professor, West Virginia University



Stacey Kessler Kennesaw State University

### Here For The A-Paws (paws) Pet Show

② 7:00pm - 8:00pm, Oct 22

**♀** Blue Heron

Track 9: Professional Development Institute

### Sponsored by the McCoy College of Business at Texas State University

Ever wish your best friend could tag along with you to the conference? Well your chance is MEOW! Grab your furry friends and join us for an hour of friendly competition and extensive yapping about whose furry friends are "top dog". There will be multiple categories including "Most School Spirit", "Most Likely to Secretly be Reviewer #2", "Best Authorship Team", "Most Resemblance to Owner", and "Unofficial SMA Mascot of the Year". Dogs, cats, and pets of all kind are welcomed to join and participate. Winners will be determined by live, real-time voting (via zoom polls). And we're not catty around here; this is a family-friendly event. Household participation and voting is encouraged! No bones about it!

### Speaker



Rachel Frieder University of North Florida

### 8:00pm

② 8:00pm - 10:00pm, Oct 22

**♀** Sawgrass

Track 9: Professional Development

### Sponsored by the University of Mississippi

Organizers: Paul Johnson, University of Mississippi; Brian Connelly, Auburn University; Micki Kacmar, Texas State University; Allona Murry, The University of Southern Mississippi; Patricia Lanier, University of Louisiana Lafayette

One of the many benefits of attending SMA is the chance to meet and network with a variety of individuals. This session is designed to provide a networking opportunity by creating trivia teams of SMA attendees who do not know one another. Newly formed teams will work together to answer trivia questions in a relaxed environment. The top three teams will walk away with prizes. The session, which will be held after the Pre-Conference and Consortia Reception on Tuesday, will be moderated by Brian Connelly, Editor of JOM.

### **♥** Speaker



Paul Johnson University of Mississippi

### Fri, Oct 23, 2020

### 8:30am

### A Current Look at Health Care and Hospitality Issues

② 8:30am - 10:00am, Oct 23

Banyon

Track 2: Health Care Hospitality Public

### Speaker



Mel Fugate Professor of Management, Mississippi State University College of Business Full-time

### 3 Subsessions

 Examining Factors Associated With Patients' Willingness To Recommend: A Structural Equation Modelling Approach

② 8:30am - 10:00am, Oct 23

**♀** Banyon

 The Value Of Occupation-Specific Health And Safety Standards: An Examination Among Hotel Housekeepers

② 8:30am - 10:00am, Oct 23

**♀** Banyon

Developing A Taxonomy Of Us Freestanding Hospice Agencies

② 8:30am - 10:00am, Oct 23

**♀** Banyon

② 8:30am - 10:00am, Oct 23

**♀** Bird Key

Track 3: Organization Theory International Management Management History

### **♥** Speaker



Fatemeh Askarzadeh PhD Candidate, Old Dominion University

### 4 Subsessions

 An Analysis Of The Institutional Development Of The Emerging Markets Of Sub-Saharan Africa And Strategic Implications For Multinational Corporations

② 8:30am - 10:00am, Oct 23

- **♀** Bird Key
- Transaction Costs, Institutions And Blockchain Technology: Toward A New Paradigm
   8:30am 10:00am, Oct 23
  - **♀** Bird Key
- Institutional Theory And Hrm In Emerging Markets: A Western-Oriented Approach

② 8:30am - 10:00am, Oct 23

- **♀** Bird Key
- Institutional Fragmentation: The Dynamic Interplay Between Individual And Social Media Materialities

② 8:30am - 10:00am, Oct 23

**♀** Bird Key

### **Understanding Culture Across Levels**

② 8:30am - 10:00am, Oct 23

**♀** Blue Heron

Track 3: Organization Theory International Management Management History

### Speaker



Matthew Farrell PHD Student, Old Dominion University

### 4 Subsessions

Competitive Dynamics And National Culture

② 8:30am - 10:00am, Oct 23

**♀** Blue Heron

 Much More Than A Gold Rush: Self-Initiated Expatriation As An Emancipatory Journey

② 8:30am - 10:00am, Oct 23

- **♀** Blue Heron
- Speaking Cultural Values Into Existence: Using Language To Understand Culture As A Consequence

② 8:30am - 10:00am, Oct 23

**♀** Blue Heron

 The Importance Of An Organizational Learning Culture To Collective Psychological Ownership

② 8:30am - 10:00am, Oct 23

**♀** Blue Heron

### I Have Eight Managers, Bob: High Costs in Corporate Governance

② 8:30am - 10:00am, Oct 23

**♀** Citrus

Track 7: Strategic Management

**₹** Speaker



Feibo Shao Assistant Professor, Missouri State University

4 Subsessions

Classified Boards: A Competitive Perspective

② 8:30am - 10:00am, Oct 23

**♀** Citrus

 The High Cost Of Cheap Talk: How Disingenuous Ethical Language Can Reflect Agency Costs.

② 8:30am - 10:00am, Oct 23

**♀** Citrus

 To Embrace Or To Avoid Identity? The Influence Of Caste System On Corporate Social Responsibility

② 8:30am - 10:00am, Oct 23

**♀** Citrus

Is Managerial Discretion High In Small Firms? Insights For Strategic Leadership

② 8:30am - 10:00am, Oct 23

**♀** Citrus

### Will They Go or Will They Stay: Understanding Employee Withdrawal and Turnover

② 8:30am - 10:00am, Oct 23

**♀** Glades

Track 4: Human Resources Research

**♥** Speaker



Chen Wang Ph.D. Candidate, Florida International University

4 Subsessions

 When Do Trained Employees Leave Or Stay? Job Demands And Employee Benefits As Moderators

② 8:30am - 10:00am, Oct 23

**♀** Glades

 Walking On Eggshells At Work: Antecedents And Consequences Of Daily Political Correctness

② 8:30am - 10:00am, Oct 23

**♀** Glades

 Getting Better (Or Worse) All The Time: Pos Trajectories And Employee Turnover Intentions

② 8:30am - 10:00am. Oct 23

**♀** Glades

 Explicating Consequences Of Experienced Incivility On Withdrawal Behaviors: A Meta-Analysis

② 8:30am - 10:00am, Oct 23

**♀** Glades

### Impostors, mistakes, and sadness: What can we learn when things go wrong?

② 8:30am - 10:00am, Oct 23

**♀** lasmine

Track 6: Organizational Behavior

**♥** Speaker



Karen Landay Assistant Professor of Management, University of Missouri-Kansas City

3 Subsessions

 Oops I Did It (Again)! Social Gaffes In The Workplace And Their Emotional, Behavioral, And Relational Outcomes

② 8:30am - 10:00am, Oct 23

**♀** Jasmine

Supervisor Job Insecurity: Antecedents And Consequences

② 8:30am - 10:00am, Oct 23

**♀** lasmine

 What'S Behind The Mask? A Self-Concept Based Approach To The Impostor Phenomenon (Ip) In Organizations

② 8:30am - 10:00am, Oct 23

**♀** Jasmine

### Venus and Mars in OB: New Approaches to Gender

② 8:30am - 10:00am, Oct 23

**♀** Palm

Track 6: Organizational Behavior

**♥** Speaker



Clarissa Steele Assistant Professor, Kansas State University

#### 4 Subsessions

 Female CEOs' Cautious But Collaborative Take On Interorganizational Strategic Behavior

② 8:30am - 10:00am, Oct 23

**♀** Palm

 I Perform Better When You Speak Up: The Effects Of Team Voice On Job Performance

② 8:30am - 10:00am, Oct 23

**♀** Palm

 Applying Psychological Networks To Implicit Leadership Theories: Exploring Male And Female Differences

② 8:30am - 10:00am, Oct 23

**♀** Palm

 Is It Laissez-Faire Leadership Or Delegation? A Deeper Examination Of An Over-Simplified Leadership Phenomenon

② 8:30am - 10:00am, Oct 23

**♀** Palm

### Innovative Technology Use in the Classroom

**②** 8:30am - 10:00am, Oct 23

**♀** Sabal

Track 8: Innovative Teaching Management Education

**♥** Speaker



Smriti Prabhakar-Sood Assistant Professor, Fordham University

# 4 Subsessions

Social Media Use In Undergraduate Courses And Its Impact On Course Outcomes
 8:30am - 10:00am, Oct 23

**♀** Sabal

 The Effect Of Video Lecture Design And Production On Perceived Learning And Student Satisfaction In Online Mba Courses

② 8:30am - 10:00am, Oct 23

**♀** Sabal

Student-Created Videos In Business Education: Toward A Constructivist Framework
 Of Best Practices

② 8:30am - 10:00am, Oct 23

**♀** Sabal

 If You Can'T Beat Them, Join Them: A Beginner'S Guide To Incorporating Smartphones In Classrooms

# An Introduction To Python For Data Gathering And Processing

② 8:30am - 10:00am, Oct 23

**♀** Sawgrass

# Track 9: Professional Development Institute

Presenter: Jason Kiley, Oklahoma State University

Python is a general-purpose programming language that has a powerful and flexible set of data capabilities. These include accessing data from webpages, databases, and application programming interfaces (APIs), in addition to superior data inspection, cleaning, and transformation tools. In this PDW, we will walk through what we can gain from using these tools, with a roadmap for learning skills that have a high return on investment. Beginners are welcome, and no prior knowledge or experience is assumed.

### **♥** Speaker



Jason Kiley Assistant Professor, Oklahoma State University

# 10:15am

# Understanding Health Care Workers in Today's Times and Across Time

**1**0:15am - 11:45am, Oct 23

**♀** Banyon

Track 2: Health Care Hospitality Public Administration

#### **♥** Speaker



Karen Ford-Eickhoff Clinical Professor, University of North Carolina Charlotte

### 4 Subsessions

 New To The Job: Perceptions Of Organizational Identification And Patient Safety Among New Nurses

**1**0:15am - 11:45am, Oct 23

- **♀** Banyon
- The Effect Of Perceived Ethical Leadership And Agreeableness On Bullying And Burnout Among Nurses

① 10:15am - 11:45am, Oct 23

- **♀** Banyon
- A Text Mining Study Of Topics, And Trends In Health Care Management Journals 1998-2018

**1**0:15am - 11:45am, Oct 23

- **♀** Banyon
- Medical Technicians, The Pandemic'S Unsung Heroes

**②** 10:15am - 11:45am, Oct 23

**♀** Banyon

# **How To Evaluate Your Latent Variable Model**

**1**0:15am - 11:45am, Oct 23

**♀** Bird Key

Track 9: Professional Development Institute

Presenter: Larry Williams, Texas Tech University

This is an introduction to techniques and issues related to latent variable model evaluation. Topics to be covered include: overview of model evaluation, logic and computations for goodness-of-fit measures, model comparison strategies, analysis of residuals and other advanced techniques.

#### **₹** Speaker



Larry Williams Texas Tech University

# Preparing For And Navigating The Realities Of The Job Market

**②** 10:15am - 11:45am, Oct 23

**♀** Blue Heron

Track 9: Professional Development

### **♥** Speaker



Garry Adams Professor, Auburn University

# Stop Making Sense: Firm Communication in the Face of Adversity

**②** 10:15am - 11:45am, Oct 23

**♀** Citrus

Track 7: Strategic Management

**Session Recording Failed** 

# **₹** Speaker



Stephen Smulowitz Term Research Professor, IMD Business School

### 4 Subsessions

 Substantive Vs Symbolic Csr Reporting Of Chinese Listed Firms: The Effects Of Political Embeddedness

**②** 10:15am - 11:45am, Oct 23

**♀** Citrus

Laughing It Off: Humor As A Response Strategy In Crisis Communication

**1** 10:15am - 11:45am, Oct 23

**♀** Citrus

 A Stakeholder Approach To Crisis Management: Stakeholder Sensegiving, Firm Sensemaking, And Crisis Response

① 10:15am - 11:45am, Oct 23

**♀** Citrus

 Building Industry Identity: An Analysis Of Energy Industry Associations' Public Discourse

**1**0:15am - 11:45am, Oct 23

**♀** Citrus

### The New Frontiers of HR Selection and Training

**1**0:15am - 11:45am, Oct 23

**♀** Glades

Track 4: Human Resources Research

#### **♥** Speaker



Hongguo Wei University of Central Oklahoma

4 Subsessions

• 'Slip Out The Back Jack': Why Applicants Ghost Potential Employers

**1**0:15am - 11:45am, Oct 23

**♀** Glades

• Ai Is Coming, Is Hr Ready? A Close Look At Artificial Intelligence And Hr Selection.

**1**0:15am - 11:45am, Oct 23

**♀** Glades

Learned Or Stamped? Sensitive Periods For Human Capital Imprinting

**②** 10:15am - 11:45am, Oct 23

**♀** Glades

• Gamification And Motivation In Training Design: A Theory-Based Conceptual Model

**O** 10:15am - 11:45am, Oct 23

**♀** Glades

### New approaches to OB: Rethinking old topics and developing new streams

**②** 10:15am - 11:45am, Oct 23

**♀** Jasmine

Track 6: Organizational Behavior

# Speaker



Andreas Wihler Associate Professor, University of Exeter Business School

#### 4 Subsessions

 So, You Think You Are A Leader? A Qualitative Study To Understand The Four Dimensions Of Leader Identity And Patterns Of Development That Emerge

**1** 10:15am - 11:45am, Oct 23

**♀** Jasmine

• Generalists Versus Specialists: The Persistent Specialist Advantage In Feature Films

**1**0:15am - 11:45am, Oct 23

**♀** Jasmine

Construct Redundancy In The Interpersonal Skills Literature: An Inductive Evaluation
Of 26 Constructs

**②** 10:15am - 11:45am, Oct 23

**♀** Jasmine

 Regulatory Focus And Fit In Health-Specific Leadership: Influences On Employee Physical Activity And Work Outcomes

**1**0:15am - 11:45am, Oct 23

**♀** Jasmine

What makes them stay? New approaches to satisfaction, commitment, and turnover

**1**0:15am - 11:45am, Oct 23

**♀** Palm

Track 6: Organizational Behavior

3 Subsessions

Leader-Follower Affective Congruence And Follower Outcomes: The Mediating Role
 Of Leader-Member Exchange

① 10:15am - 11:45am, Oct 23

**♀** Palm

• Too Much Of A Good Thing? Prosocial Fit Predicting Job Satisfaction And Pride

**1**0:15am - 11:45am, Oct 23

**♀** Palm

 A Multilevel Study Of How Team Performance And Its Trajectory Influence Voluntary Turnover

**1** 10:15am - 11:45am, Oct 23

**♀** Palm

### Student Experiences in the Classroom

**②** 10:15am - 11:45am, Oct 23

**♀** Sabal

Track 8: Innovative Teaching Management Education

**♥** Speaker



Tracey Sigler Associate Professor, The Citadel

4 Subsessions

Bias In Student Peer Evaluations: Self-Efficacy And Identity Threat At Play

① 10:15am - 11:45am, Oct 23

**♀** Sabal

 Addressing The Gap: An Innovative Approach To Aligning Management Education With Business Needs

① 10:15am - 11:45am, Oct 23

**♀** Sabal

 Exploring Management Doctoral Students Attitudes, Training, And Use Of Classroom Experiential Learning Activities

① 10:15am - 11:45am, Oct 23

**♀** Sabal

 Ignoring Student Incivility In Business Education: Failing Students During And After Graduation

**1** 10:15am - 11:45am, Oct 23

**♀** Sabal

### So, You Want To Conduct An Experience-Sampling Study. Now What?

**1**0:15am - 11:45am, Oct 23

**♀** Sawgrass

#### Track 9: Professional Development Institute

Panel: Joel Koopman, Texas A&M University; Nitya Chawla, Texas A&M University; Nikos Dimotakis, Oklahoma State University

Moderator: Sherry Fu, Oklahoma State University

Scholars are increasingly using an experience-sampling methodology to answer their research questions. However, conducting such a study is quite different than conducting the more familiar cross-sectional or multi-wave study, and involves asking questions such as "How do I get people to stay in the study," "How do I design my surveys," and even "Should I conduct this study at all?" We will explore theoretical, empirical, and practical issues associated with conducting experience-sampling research.

In this panel, where we discuss the challenges associated with complex, intense, or otherwise demanding within-person data collection efforts. Panelists will answer questions on best practices, common pitfalls, and things they have learned while engaging in data collection efforts.

# **♥** Speakers



Joel Koopman Texas A&M University



Nitya Chawla Assistant Professor, Texas A&M University - Mays Business School



Nikolaos Dimotakis Oklahoma State University



Sherry Fu Oklahoma State University

# 12:00pm

# Research Speed Dating Topic C - Authenticity

**1**2:00pm - 1:00pm, Oct 23

**♀** Bird Key

Track 9: Professional Development Institute

# Sponsored by the McCoy College of Business at Texas State University

Topic C - Authenticity

Each speed dating session has a topical theme, where participants in these sessions share interest in that area. The goal of these sessions is two-fold: (1) to introduce new scholars to an area and (2) to help new and current scholars in the area identify potential coauthors.

Presenters: Kathryn Ostermeier, Bryant University; William Gardner, Texas Tech University

#### Speakers



Michele Medina-Craven Assistant Professor of Management, Mississippi State University



Kathryn Ostermeier Assistant Professor Of Management, Bryant University



William Gardner Rawls Professor of Leadership, Texas Tech University

# **Incoming Board Meeting**

**②** 12:00pm - 3:00pm, Oct 23

**♀** Jasmine

# **₹** Speaker



Janaki Gooty University of North Carolina at Charlotte

# 1:15pm

### Symposium: Influences on Early-Stage Venture Strategic Choices

**1:15pm - 2:45pm, Oct 23** 

**♀** Banyon

Track 1: Entrepreneurship and Family Business/Technology and Innovation

**₹** Speaker



Jared Allen University Of Central Florida

#### 1 Subsessions

Change In Entrepreneurial Settings

**1:15pm - 2:45pm, Oct 23** 

**♀** Banyon

# The Future of Management Education

**②** 1:15pm - 2:45pm, Oct 23

**♀** Bird Key

Track 8: Innovative Teaching Management Education

#### **♥** Speaker



Graham Lowman Assistant Professor of OB/HR, Kennesaw State University

#### 4 Subsessions

Preparing Managers For A Reconfigured World: Management Education'S New Gig

② 1:15pm - 2:45pm, Oct 23

**♀** Bird Key

Developing Reflective Leaders

**1:15pm - 2:45pm, Oct 23** 

**♀** Bird Key

• Teaching Ethical Reasoning With The Eight Key Questions

**②** 1:15pm - 2:45pm, Oct 23

**♀** Bird Key

 International ManagerS - Putting The Poly In Monopoly: A Customized Business Game To Increase Student Engagement

**1:15pm - 2:45pm, Oct 23** 

**♀** Bird Key

# Leaders and followers: Putting skills and ambition in perspective

**1:15pm - 2:45pm, Oct 23** 

Blue Heron

Track 6: Organizational Behavior

### **₹** Speaker



Jason Marshall PhD Candidate, Binghamton University

#### 4 Subsessions

 Identity Matching Behaviors: How Follower Impression Management Motivates Identity Work

① 1:15pm - 2:45pm, Oct 23

**♀** Blue Heron

 Reckless Ambition: Impulsivity Moderates The Effects Of Ambition On Transformational Leadership

**1:15pm - 2:45pm, Oct 23** 

**♀** Blue Heron

 Political Identity And Political Skill: Exploring The Impact Of Complex Identities On Leader Prototypicality

**1:15pm - 2:45pm, Oct 23** 

**♀** Blue Heron

 Social Projection Or Perception? How Political Skill Affects Ratings Of Transformational Leadership

**1:15pm - 2:45pm, Oct 23** 

**♀** Blue Heron

## Improving Management Research with Better Methods and Measures

**1:15pm - 2:45pm, Oct 23** 

**♀** Citrus

Track 4: Human Resources Research

#### **₹** Speaker



Ajay Ponnapalli Instructor, Wayne State University - Mike Ilitch School of Business

#### 4 Subsessions

 Topic Validation And Topic Modeling: Demonstrating Validity Using An Empirical Example

**1:15pm - 2:45pm, Oct 23** 

**♀** Citrus

 Measuring Leader Identity: Conceptualization And Validation Of A Multi-Dimensional Measure

**1**:15pm - 2:45pm, Oct 23

**♀** Citrus

 Career Calling Climate: The Development And Validation Of A Scale For A New Construct

① 1:15pm - 2:45pm, Oct 23

• Citrus

• Examining Psychometric Isomorphism In Measures Of Team Conflict And Cohesion

**1:15pm - 2:45pm, Oct 23** 

**♀** Citrus

# The Intricacies and Interplay between HR and Leadership

Track 4: Human Resources Research

#### **♥** Speaker



Cynthia Halliday Assistant Professor, The University of Texas at El Paso

3 Subsessions

 A Power-With Versus Power-Over Framework Of Leadership Behaviors And Creativity

**②** 1:15pm - 2:45pm, Oct 23

**♀** Glades

• The Effect Of Lmx On Employee Awareness Of Hr Practices

**1**:15pm - 2:45pm, Oct 23

**♀** Glades

 A Seat At The Table: Antecedents And Outcomes Of Hr Executives Presence On Top Management Teams

**②** 1:15pm - 2:45pm, Oct 23

**♀** Glades

# Family Business: Past Accomplishments and Current and Underdeveloped Topics

**1:15pm - 2:45pm, Oct 23** 

**♀** Palm

Track 1: Entrepreneurship and Family Business/Technology and Innovation

**₹** Speaker



Josh Daspit Assistant Professor of Management, Texas State University

4 Subsessions

 A Decade Of Family Business Research: A Systematic Review Of The Topics And Top Contributors

**1:15pm - 2:45pm, Oct 23** 

**♀** Palm

 Leveraging Sew For Recruitment Success: The Role Of Applicant Career Goals In Staffing The Family Firm

**1:15pm - 2:45pm, Oct 23** 

**♀** Palm

 Family Management And Performance In Private Family-Owned Firms: A Configurational Approach In The Role Of Socioemotional Wealth And Generational Involvement

① 1:15pm - 2:45pm, Oct 23

**♀** Palm

# The Behavioral Effect Of Family Firms On Wrongdoing

**1:15pm - 2:45pm, Oct 23** 

**♀** Palm

### Motivating Millennials: Strategies For Engagement From The Classroom To The Boardroom

① 1:15pm - 2:45pm, Oct 23

**♀** Sabal

Track 9: Professional Development

Authors: Millicent Nelson, Middle Tennessee State University; Dan Morrell, Middle Tennessee State University; Jennifer Collins, Florida A & M University; Matrecia James, St Bonaventure University; Angela Miles, North Carolina Central University; Sally Sledge, ; Richard Tarpey, Middle Tennessee State University

Millennials are currently the largest generation in the workforce and by the year 2025, it is predicted they will comprise three-fourths of the labor force. Studies have shown that millennials hold different attitudes toward work than previous generations. Due to the difference in the attitudes and the desires of millennials, academics and employers must do things differently to motivate and engage this generation. This interactive PDI will explore perceptions of millennials and discuss alternative techniques and strategies for motivation based on their unique characteristics. We conclude with recommendations for the engagement of millennials in the classroom and in the workplace.

#### **₹** Speaker



Millicent Nelson Middle Tennessee State University

#### **Multilevel Concepts And Principles**

① 1:15pm - 2:45pm, Oct 23

**♀** Sawgrass

Track 9: Professional Development

Presenter: Nikolaos Dimotakis, Oklahoma State University

This workshop focuses on the conceptual underpinnings of multilevel models. We will discuss how dependence within a dataset can be a nuisance or a phenomenon of interest, and how theory-derived processes can be homologous or heterologous across levels. We'll go over foundational models in multilevel approaches, and discuss how these can be used to answer various types of research questions. We will also have an overview of data analytical options and the decisions these involve.

#### **♥** Speaker



Nikolaos Dimotakis Oklahoma State University

### 3:15pm

### **Black Lives Matter In Academic Research**

② 3:15pm - 4:45pm, Oct 23

Banyon

Track 9: Professional Development

While the vast majority of organizational life is replete with diverse identities, academic research into the subjects of inclusion and equity are too often marginalized to the periphery of organizational behavior and strategy research (Roberts et al., 2018). This blindspot is particularly problematic in the current context in which we face a global "racism pandemic" (APA, 2020). A diverse panel of scholars will share their research into individual and organizational avenues to foster racial inclusion and create more equitable workplace policy and procedures, while exploring the methodologies that facilitate these investigations. Through interaction with our panelists in small groups, we hope that participants will become more familiar with the theories, methodologies and best practices that shape this area. While the emphasis of the general discussion will be on researching race in the workplace, small group discussions will discuss theories, methodologies, and best practices related to research on gender, religion, and sexual orientation.

#### **♥** Speakers



Alison Hall Faculty Fellow Researcher, University of Texas at Arlington



Michelle Hebl Rice University



Oscar IV Associate Dean of Undergraduate Programs, Rutgers University - Camden



Enrica Ruggs University of Memphis



Alexis Smith Washington Oklahoma State University

# Allying & Advocating In The Classroom And Beyond

② 3:15pm - 4:45pm, Oct 23

**♀** Bird Key

Track 9: Professional Development Institute

Pedagogy is best when it responds to contemporary events. This is arguably an unprecedented time in American history. One in which diverse Americans are attending to issues of social justice, societal equity and systemic oppressions. However, this heightened attention is matched by equally high levels of debate. This trend is reflected on our campuses and in our classrooms, and it can be challenging to facilitate productively. Therefore, the purpose of this PDI is to better equip participants to engage in and promote constructive conversations about the inequities of race, ethnicity, religion, gender, and sexual orientation on campus and in the workplace. Attendees will leave prepared to advance difficult, genuine and critical dialogues about inclusion and equity.

#### **₹** Speakers



Myrtle Bell Professor, University of Texas at Arlington



David Hekman Associate Professor, University of Colorado Boulder - Leeds School of Business



Liz Karam Associate Professor, Texas Tech University



Darryl Rice Assistant Professor, Miami University

# 5:00pm

### Research Speed Dating Topic D - Corporate Governance

**②** 5:00pm - 6:00pm, Oct 23

**♀** Bird Key

Track 9: Professional Development Institute

# Sponsored by the McCoy College of Business at Texas State University

Topic D - Corporate Governance

Each speed dating session has a topical theme, where participants in these sessions share interest in that area. The goal of these sessions is two-fold: (1) to introduce new scholars to an area and (2) to help new and current scholars in the area identify potential coauthors.

Presenters: Saurabh Srivastava, Texas A&M-Commerce; Guclu Atinc, Texas A&M-Commerce

# **♥** Speakers



Michele Medina-Craven Assistant Professor of Management, Mississippi State University



Saurabh Srivastava Texas A&M University - Commerce



Guclu Atinc Associate Professor, Texas A&M University-Commerce

# **Network of Leadership Scholars**

**⊙** 5:00pm - 6:00pm, Oct 23

**♀** Palm

Track 9: Professional Development Institute

Interested in the study of leadership? Join the Network of Leadership Scholars (NLS) for a casual and informal networking opportunity / happy hour. Come hang out, meet old friends and make some new ones! Junior scholars and first time NLS event attendees welcome and encouraged!

#### Speakers



Jeremy Meuser Assistant Professor of Management, University of Mississippi



Marie Dasborough Associate Professor, University of Miami

# 6:00pm

# **SMA Open Socialization**

**②** 6:00pm - 9:00pm, Oct 23

**♀** gather.town

Track 9: Professional Development

Sponsored by the Spears School of Business - Oklahoma State University https://bit.ly/2SXTg7L

# 7:00pm

# **Comedy Improv Night**

② 7:00pm - 9:00pm, Oct 23

**♀** Banyon

Track 9: Professional Development Institute

# Sponsored by the McCoy College of Business at Texas State University

Join SMA scholars and senior leaders as a participant or audience member for an academically-themed, potentially hilarious, and ruthlessly competitive evening of improvisational comedy. Join a team competing in a series of fun improv games themed around research and the classroom, or participate as an audience member helping to set the rules that the players must follow! The event will be followed by a brief awards ceremony and the chance to meet and network with each other.

Organizer: Jim Lemoine

Team 1: Southern Method Acting Improfessors

Team 2: The Irreplicables

## **Brave Participants:**

Micki Kacmar, Texas State University Stacey Kessler, Kennesaw State University Jason Marshall, Binghamton University, SUNY Jeremy Meuser, University of Mississippi Aleksandra Pustovit, Towson University Quinetta Roberson, Michigan State University Matt Rutherford, Oklahoma State University Chris Shook, Oklahoma State University

### **♥** Speakers



Jim Lemoine SUNY-University at Buffalo



Micki Kacmar Fields Chair of Ethics and Corporate Responsibility, Texas State University



Stacey Kessler Kennesaw State University



Jason Marshall PhD Candidate, Binghamton University



Jeremy Meuser Assistant Professor of Management, University of Mississippi



Aleksandra Pustovit



Quinetta Roberson Michigan State University



Matthew Rutherford Associate Professor and Johnny D. Pope Chair in Entrepreneurship, Oklahoma State University



Chris Shook WKU

# **School Reunions**

**②** 7:00pm - 8:00pm, Oct 23

**♀** Flying Bridge

Track 9: Professional Development Institute

# Sponsored by the McCoy College of Business at Texas State University

One of the best parts of the SMA Conference is seeing colleagues from your doctoral program or just getting an opportunity to 'shoot the breeze' with current school colleagues. You didn't think we'd leave that out of the schedule, did you? Don't worry, we didn't! Join our virtual **Zoom School Reunions** on **Friday**, **October 23 from 7pm-8pm** and catch up with former PhD cohort-mates and professors, and perhaps meet new colleagues. It's sure to be a night of good stories and many laughs. Oh yeah, and did I mention the open bar – no drink tickets needed!

Concurrent sessions – look for your school and join in! As of press time, the following schools have committed to having a reunion:

University of Alabama - Host: Karen Landay

Auburn University - Hosts: Lakami Baker, Katie Alexander

Florida State University – Host: Rachel Frieder Georgia State University – Host: Derek Stotler Louisiana State University – Host: Katelynn Sell

University of North Carolina at Charlotte – Hosts: Elizabeth Clayton, Amber Davidson

Oklahoma State University - Hosts: Bryan Edwards, Jennifer Coonce

Texas Tech University – Host: William Gardner University of Memphis – Host: Kurt Kraiger

University of Tennessee --- Hosts: Russell Crook, David Williams

West Virginia University - Host: Jeffrey Houghton

If you're interested in making sure your school has a dedicated break-out room, or if you would like to host a reunion for your school, please contact Tanja Darden (tdarden@towson.edu) for details.

If you haven't planned ahead and it is now Friday night, then please show up with your group in the zoom room and we will accommodate you.

### **♥** Speaker



Tanja Darden Assistant Professor, Towson University

# 8:30pm

### SMAKZ Party (SMA Karaoke Zoom Party)

② 8:30pm - 10:00pm, Oct 23

**?** Flying Bridge

Track 9: Professional Development

### Sponsored by College of Business and Economics, Towson University

Join us for the first ever SMA virtual karaoke party!

You might have tried it with your friends by now. You might have even endured family members trying to sing their favorite tune... to their phone. But have you seen your favorite scholar, professor, or colleague show off their musical chops in front of all their peers? Or better yet – do you think you have the stuff to do it yourself in front of your fellow SMA attendees? If the answer to any or all of the above questions is Yes, No, Maybe, or I don't know – the SMAKZ (SMA Karaoke Zoom) Party is where you belong on Friday, Oct. 23, from 8:30pm to 10:00pm ET.

Hosted by your SMA Sponsorship Chair – Bart Debicki.

To sign up to sing and be the SMAKZ Superstar – go to the sign up form below:

https://www.signupgenius.com/go/30E0548AFAE2DA5FD0-smakz

No special equipment is needed, just use whatever you use for your regular Zoom meetings (or any other virtual meeting platform). The only thing you will need is a background track for your song (most of them are on YouTube, Apple Music, or Spotify). Just play the background track from another device (your home stereo, computer speakers, phone, etc.) – and sing along! Please email your questions to bdebicki@towson.edu

#### **♥** Speaker



Bart Debicki Towson University