ABM
— ADVANCES IN —
BUSINESS
MANAGEMENT

ECU
MILLER SCHOOL OF ENTREPRENEURSHIP

— LEAD SPONSOR —



ADVANCES IN BUSINESS MANAGEMENT CONFERENCE 2026

RESEARCH. COLLABORATION. IMPACT.

OCTOBER 15–17, 2026

PALMA DE MALLORCA, SPAIN

SARATOGA HOTEL

IN PARTNERSHIP WITH

Dr. Sam Pack College of Business
TARLETON STATE UNIVERSITY.

DIGITAL TRANSFORMATION CENTER

FGCU
Daveler & Kauanui School of Entrepreneurship

McGraw Hill

LETTER FROM THE PRESIDENT

Welcome to the 2026 Advances in Business Management Conference in beautiful Palma de Mallorca, Spain.

It is a tremendous pleasure to welcome each of you to our second annual conference. What began as a vision to create a collegial, engaging, and high-quality conference for business scholars and professionals has continued to grow because of the incredible support of our participants, sponsors, donors, board members, and friends.

The success of ABM is truly a collective effort, and I am sincerely grateful to everyone who has contributed their time, resources, research, and enthusiasm to make this conference possible.

As we gather in Mallorca, I hope you will take full advantage of the opportunity to share your research, develop new collaborations, reconnect with colleagues, and build lasting friendships. Most importantly, I want to personally thank our donors and sponsors whose generosity makes so much of what we do possible, as well as every presenter and participant who chose to be part of ABM.

Our second annual conference is a great success because of you, and I am excited about what we are building together and the future of the Advances in Business Management Conference.

John. Batchelor

Dr. John H. Batchelor
President
Advances in Business Management Conference

CONFERENCE PROGRAM

THURSDAY, OCTOBER 15, 2026

4:00 – 5:00 PM	CONFERENCE REGISTRATION	L'Atic Restaurant Lobby
5:00 – 6:30 PM	WELCOME RECEPTION	L'Atic Restaurant 7th Floor

FRIDAY, OCTOBER 16, 2026

TIME	ACTIVITY	RAMBLAS ROOM	PASEO MALLORCA
Breakfast	On Your Own	—	—
8:30 – 10:00 AM	Concurrent Paper Presentation Sessions	Session 1A	Session 1B
10:00 – 10:15 AM	Break	—	—
10:15 – 11:45 AM	Concurrent Paper Presentation Sessions	Session 2A	Session 2B
12:00 – 1:30 PM	**LUNCH & KEYNOTE ADDRESS** Dr. George Banks, Editor, *The Leadership Quarterly* 1962 Restaurant (Minus One Floor)	—	—
1:45 – 3:15 PM	Concurrent Paper Presentation Sessions	Session 3A	Session 3B
3:15 – 3:30 PM	Break	—	—
3:30 – 5:00 PM	Research Development / Publishing Seminar Tips for Publishing in Top Journals	**Session 4A**	**Session 4B**
EVENING	Dinner on Your Own – Explore Palma!		



SATURDAY, OCTOBER 17, 2026

TIME	ACTIVITY	RAMBLAS ROOM	PASEO MALLORCA
Breakfast	On Your Own	—	—
8:30 – 10:00 AM	Concurrent Paper Presentation Sessions	**Session 5A**	**Session 5B**
10:00 – 10:15 AM	Break	—	—
10:15 – 11:45 AM	Concurrent Paper Presentation Sessions	**Session 6A**	**Session 6B**
12:00 – 1:30 PM	**AWARDS LUNCHEON** • Best Paper Awards • Best Extended Abstract Awards • Conference Recognition Awards 1962 Restaurant (Minus One Floor)	—	—
1:30 PM	CONFERENCE CONCLUDES		

¡Gracias!



THANK YOU FOR JOINING US IN PALMA DE MALLORCA!

FRIDAY, OCTOBER 16, 2026

SESSION 1A

Artificial Intelligence in Organizations

8:30 – 10:00 AM | Ramblas Room | Session Chair: Alli Forrester

Artificial Intelligence and the Employment Social Contract: Reciprocity, Legitimacy, and the Ethics of Algorithmic Governance

Full Paper

Authors: Tim McIlveene, University of West Florida; Stephen LeMay, University of West Florida; John Batchelor, University of West Florida; Scott Keller, University of West Florida; Ed Ranelli, University of West Florida; Andrea Gornall, University of West Florida; Jack Monger, University of West Florida

---

Why Do Small Business Owners Respond Differently to AI? An Appraisal-Based Framework

Full Paper

Authors: Sonny Nguyen, University of West Florida; Tim McIlveene, University of West Florida

---

The Great Boom Barrier(s): Can AI Adoption Help Boost Business for Texas' Small Oil Operators?

Extended Abstract

Authors: Macie Mille, Midwestern State University; Alli Forrester, Midwestern State University; Tony Dunkerley, Midwestern State University

---

Professional Identity Threat and AI Aversion: The Roles of Shame and Guilt in Employee Responses to Workplace AI

Extended Abstract

Author: Jennifer Ziegelmayer, IESEG School of Management



FRIDAY, OCTOBER 16, 2026

SESSION 1B

People, Engagement, and Growth

8:30 – 10:00 AM | Paseo Mallorca | Session Chair: Sharon Kerrick

Psychosocial Drivers of Workforce Engagement: Identity, Prosocial Impact, and Commitment Among Union Members

Full Paper

Authors: Brianna Roberts, University of Louisville; Denise Cumberland, University of Louisville; Sharon Kerrick, University of Louisville; Jason Immekus, University of Louisville

Passion and Self-Efficacy as Pathways to Growth Intentions: The Mediating Role of Effectuation Sub Dimensions

Full Paper

Authors: Abayomi Akinboye, University of Delaware; Sussie Morrish, University of Canterbury; Jamie Collins, Tarleton State University

Designing for Persistence: How Organizations Enable Sustained Prosocial Engagement

Extended Abstract

Authors: Frank Tillman, Midwestern State University; Sonia White, Midwestern State University; Alli Forrester, Midwestern State University

Talent Management as Resource Conservation in Small Businesses and Nonprofits

Extended Abstract

Author: Kristie Abston, Middle Tennessee State University



FRIDAY, OCTOBER 16, 2026

SESSION 2A

Leadership, Commitment, and Workplace Well-Being

10:15 – 11:45 AM | Ramblas Room | Session Chair: Kristie Abston

The Cost of Absent Leadership: A Model of Trust, Ethical Climate, and Employee Well-Being

Full Paper

Authors: Kelly Manix, Middle Tennessee State University; Matt Oglesby, University of North Alabama; Emory Serviss, Auburn University

Politically Skilled and Committed: A Dual Pathway Model Linking Servant Leadership to Individual and Organizational Citizenship Behaviors

Full Paper

Authors: Maggie Davis, University of West Florida; Tim McIlveeene, University of West Florida; Melissa Brode, University of West Florida; Nancy Osei Bonsu, University of West Florida; Ed Ranelli, University of West Florida

Winning is Everything: A Meta-Analytic Examination of Trait Competitiveness

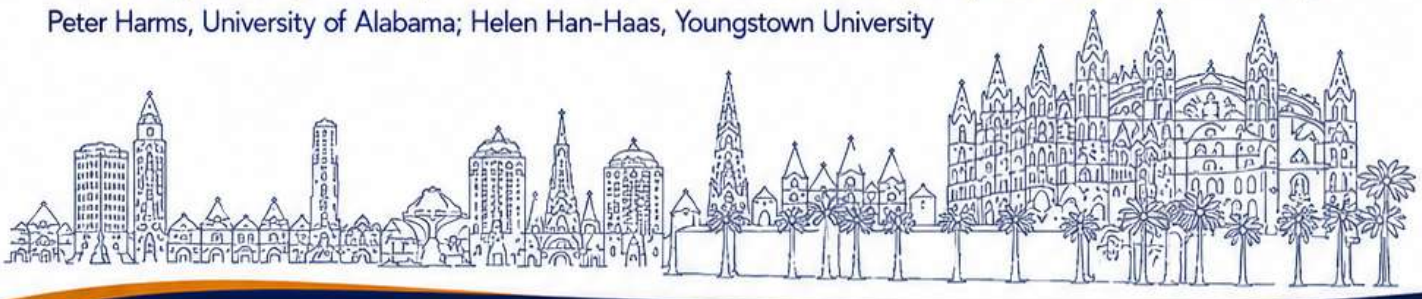
Extended Abstract

Author: Tyler Fezzey, University of West Florida

How Workplace Female Discrimination and Competitive Team Climate Erode Female Employee Well-Being

Extended Abstract

Authors: Tyler Fezzey, University of West Florida; Yuntao Bai, Xiamen University; Chen Yu, Xiamen University; Peter Harms, University of Alabama; Helen Han-Haas, Youngstown University



FRIDAY, OCTOBER 16, 2026

SESSION 2B

AI, Decision-Making, and Franchising

10:15 – 11:45 AM | Paseo Mallorca | Session Chair: Denise Cumberland

AI-Enabled Decision Authority Alignment: A Framework for Digital Innovation in Small Businesses

Full Paper

Author: Senali Amarasuriya, Middle Tennessee State University

Adaptive Reinforcement Learning for Franchise Training: Cognitive Load, Attention, and Performance in Quick-Service Restaurant Systems

Extended Abstract

Author: Sri Latha Pravallika Alapati, University of Louisville; Denise Cumberland, University of Louisville

An Asymmetrical Framework of Substantive Skills in an AI Environment

Extended Abstract

Author: William Mesa, Metropolitan State University

Governance-Integrated Hybrid Intelligence: A Cross-Sector Framework for Operational Decision-Making Under Regulatory and Institutional Uncertainty

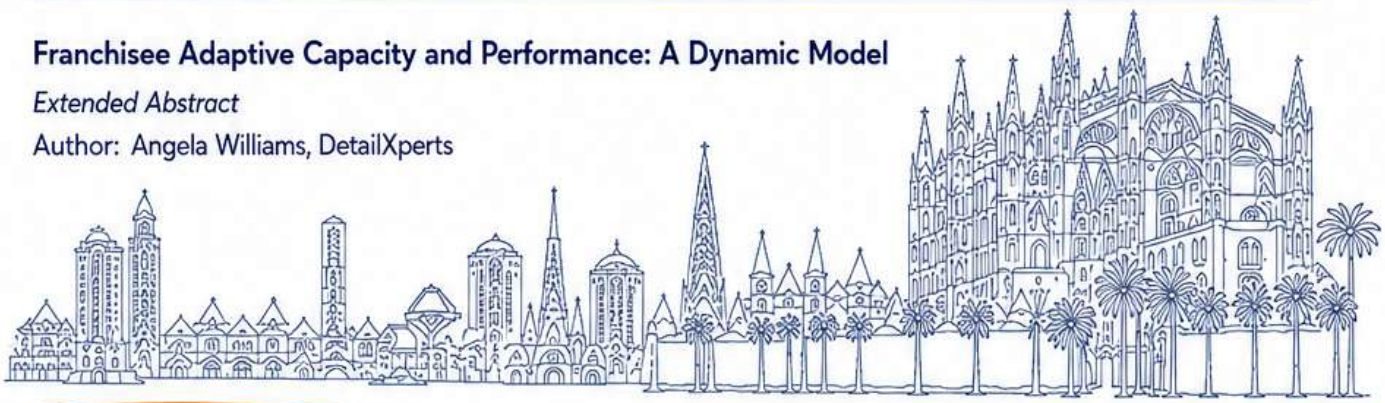
Extended Abstract

Author: Haris Alibašić, University of West Florida

Franchisee Adaptive Capacity and Performance: A Dynamic Model

Extended Abstract

Author: Angela Williams, DetailXperts



FRIDAY, OCTOBER 16, 2026

SESSION 3A

AACSB Special Session AI, Decision-Making, and Franchising

1:45 – 3:15 PM | Ramblas Room | Moderator: Maggie Davis

Gatekeepers of Power: Measuring Petty Tyranny Beyond the Supervisor-Subordinate Relationship

AACSB Panel

Presenters: John Batchelor, University of West Florida; Haris Alibašić, University of West Florida; Scott Keller, University of West Florida; Stephen LaMay, University of West Florida; Alperen Unlu, University of West Florida; Tyler Hymel, University of West Florida

Leveraging Academic Centers: Strategic Drivers of AACSB Accreditation Performance and Societal Impact

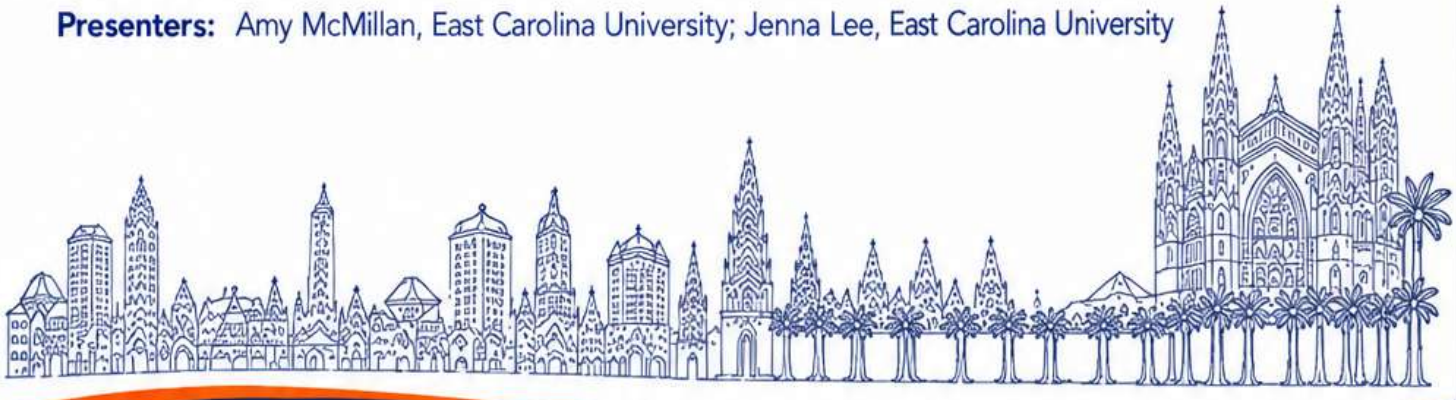
Full Paper

Author: Sonia White, Midwestern State University

Leading AACSB Work at the College Level: Governance, Strategy, and Impact

AACSB Panel

Presenters: Amy McMillan, East Carolina University; Jenna Lee, East Carolina University



FRIDAY, OCTOBER 16, 2026

SESSION 3B

Higher Education, Learning, and Talent

1:45 – 3:15 PM | Paseo Mallorca | Session Chair: April Mondy

From Career Ladder to Portfolio Life: Rethinking Entrepreneurial Education for Gen Z's Professional Reality

Extended Abstract

Authors: Monica Amadio, Stockton University; Christian Ehiobuche, Stockton University

The Great Academic Revolution: How Learning Is Being Reborn

Extended Abstract

Author: Françoise Chevalier, HEC Paris

École 42: A Disruptive Pedagogical Model in Higher Education

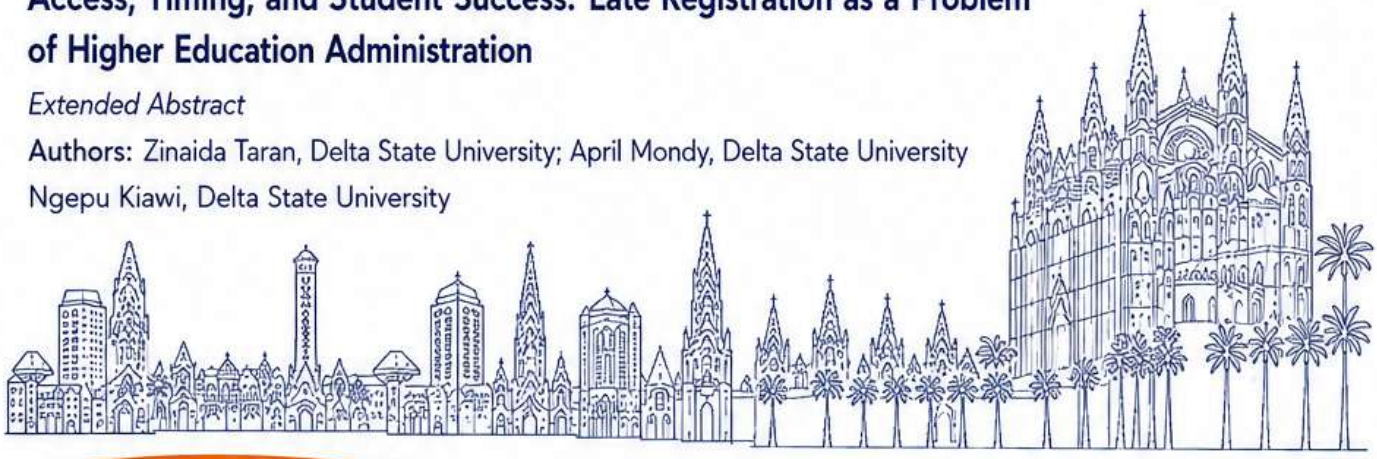
Extended Abstract

Authors: Dima Chdid, Smart Vision, Françoise Chevalier, HEC Paris; Diane Abdallah, ESA

Access, Timing, and Student Success: Late Registration as a Problem of Higher Education Administration

Extended Abstract

Authors: Zinaida Taran, Delta State University; April Mondy, Delta State University Ngepu Kiawi, Delta State University



SATURDAY, OCTOBER 17, 2026

SESSION 4A

Organizational Challenges and Strategic Tradeoffs

3:30 – 5:00 PM | Ramblas Room | Session Chair: Senali Amarasuriya

The Caregiver's Plight: A Teaching Case in Forensic Accounting and Fraud Examination

Teaching Case

Authors: Sheri Betzer, Metropolitan State University; Rebecca Sheppard, Metropolitan State University

Private Equity Buyouts in Healthcare

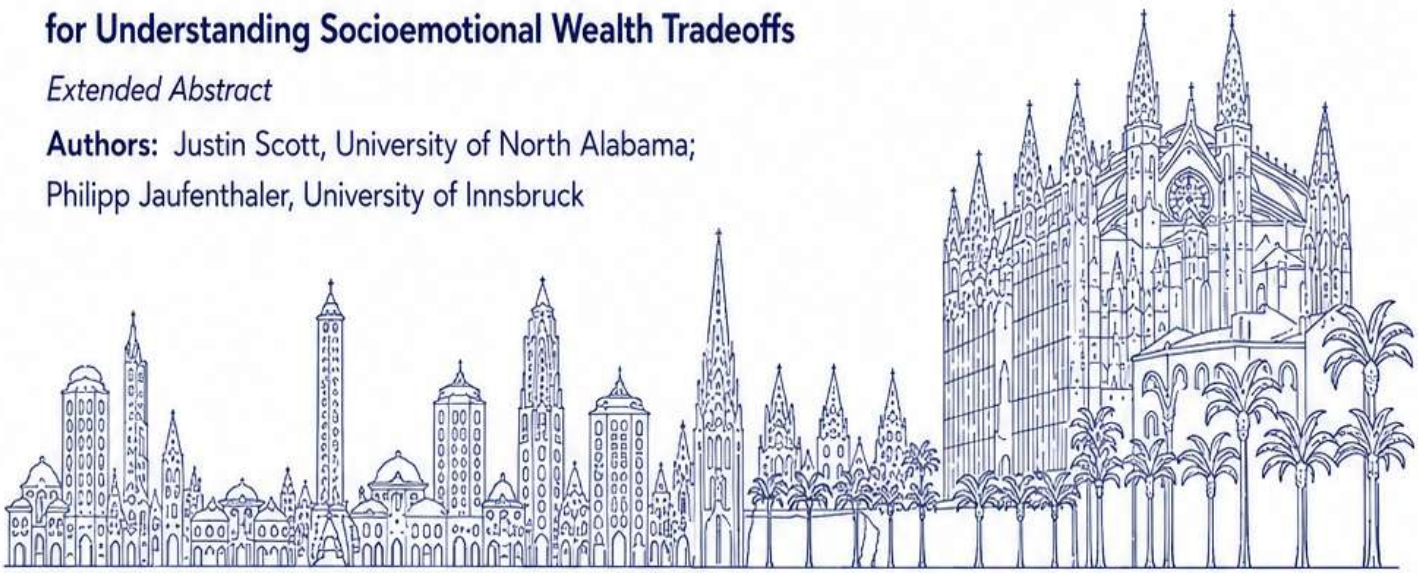
Extended Abstract

Author: Barry Ripps, Global LIFE, LLC

Different Brands, Different Futures: A Framework for Understanding Socioemotional Wealth Tradeoffs

Extended Abstract

Authors: Justin Scott, University of North Alabama; Philipp Jaufenthaler, University of Innsbruck



FRIDAY, OCTOBER 16, 2026

SESSION 4B | PLS-SEM Workshop

3:30 – 5:00 PM | Paseo Mallorca | Instructor: Dr. Misty Sabol, University of South Alabama

PLS-SEM (Partial Least Squares Structural Equation Modeling) Workshop

Instructor: Dr. Misty Sabol, University of South Alabama

This hands-on workshop provides an introduction to Partial Least Squares Structural Equation Modeling (PLS-SEM), covering model specification, measurement and structural model assessment, and interpretation of results using PLS-SEM software. Participants will gain practical skills to apply PLS-SEM to business and management research.



SATURDAY, OCTOBER 17, 2026

SESSION 5A

Panel Discussion on Rural Entrepreneurship and Small Business

8:30 – 10:00 AM | Ramblas Room | Moderator: Josh Aaron

Revisiting Small Business Performance

Full Paper

Authors: Brandon Roberts, University of North Alabama; Justin Scott, University of North Alabama

Assessing the Integration of Artificial Intelligence in Organizations: A Framework for Small Businesses

Full Paper

Authors: David E. Cavazos, Tarleton State University; Jamie D. Collins, Tarleton State University; Nathan Heller, Tarleton State University

Access to Capital in a Rural Setting: The Biggest Obstacle Rural Entrepreneurs Face

Panel

Authors: Bill Leaverton, Tarleton State University; Jamie Collins, Tarleton University; Wyatt E. Lee, Tarleton State University

Beyond Wages: Workforce System Entrepreneurship and Community-Embedded Resilience at Sprague Ranch

Panel

Presenters: Gordon "Flash" Sprague, University of West Florida; Tyler Fezzy, University of West Florida



SATURDAY, OCTOBER 17, 2026

SESSION 6A

Community Impact, Nonprofits, and Entrepreneurship

10:15 – 11:45 AM | Ramblas Room | Session Chair: Sonia White

Leveraging Migrant Capital: A Case Study of Aligning Nonprofit Strategy and Mission with Honduran Remittance Trends and Policy Recommendations

Full Paper

Authors: Sonia White, Midwestern State University;
Pablo Garcia-Fuentes, Midwestern State University

Time, Talent, Treasure, and Ties: What Impact Do Small Businesses Have on Philanthropic Behaviors

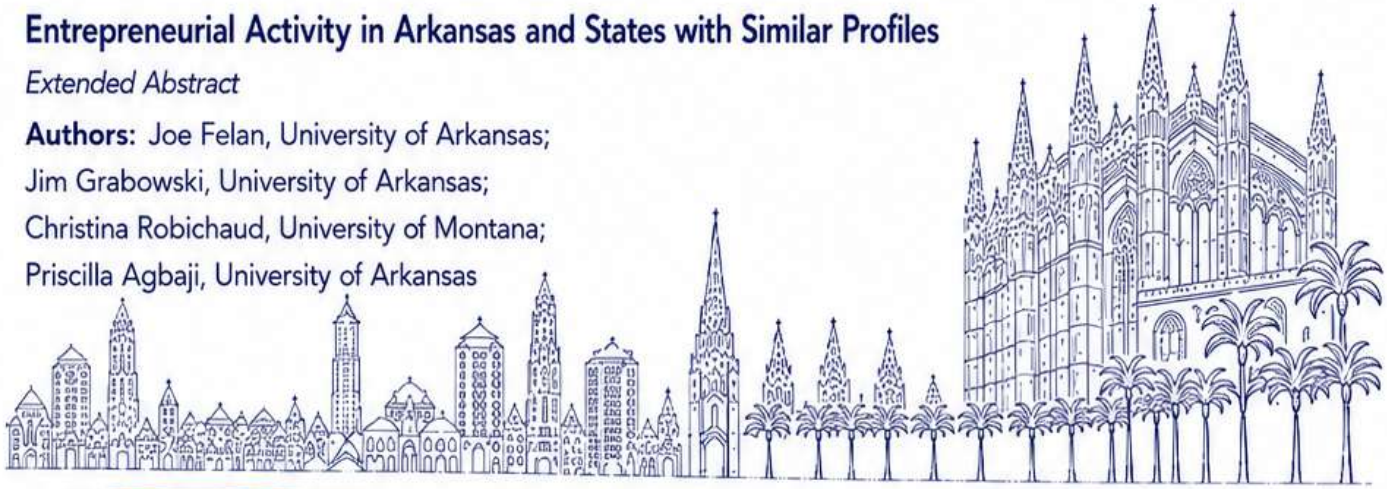
Extended Abstract

Authors: Sydney Fosnaugh, Midwestern State University;
Sonia White, Midwestern State University;
Alli Forrester, Midwestern State University

Entrepreneurial Activity in Arkansas and States with Similar Profiles

Extended Abstract

Authors: Joe Felan, University of Arkansas;
Jim Grabowski, University of Arkansas;
Christina Robichaud, University of Montana;
Priscilla Agbaji, University of Arkansas



SATURDAY, OCTOBER 17, 2026

SESSION 6B

Strategy, Governance, Marketing, and Operations

10:15 – 11:45 AM | Paseo Mallorca | Session Chair: Senali Amarasuriya

Resource Mobility Asymmetry and Airport Inefficiency: How Ultra-Low-Cost Carriers Amplify Seasonal Cost Volatility at Florida Airports

Extended Abstract

Authors: Richard Hawkins, University of West Florida; Stephen LeMay, University of West Florida

The Birth of Marketing Management: A Historical Inflection in Printers' Ink (1888–1924)

Extended Abstract

Authors: Richard Germain, University of Louisville; Katina Kulow, University of Louisville; Mina Kwon, University of Louisville; Brittany Green, University of Louisville; Marc Broering, University of Louisville; Logan Pant, Western Michigan University

When Location and Influence Converge: A Theoretical Framework for Understanding Geofenced Influencer Marketing

Extended Abstract

Authors: Christina Saewert, University of South Alabama; Mark Sciuchetti, Jacksonville State University

Enforcing Minority Shareholder Rights to Accountability in U.S. and U.K. Private Companies: Potential Issues and Pitfalls for Small Investors

Extended Abstract

Authors: Sheri Betzer, Metropolitan University; Andrew Holt, Metropolitan University

SOCIAL ACTIVITIES

Join us for these social events and make the most of your experience in beautiful Mallorca!

1. Friday Group Dinner at Cellar Pages (https://www.cellerpages.com/)



Friday, October 16, 2026 | 8:00 PM | Cellar Pages, Palma

Attendees are requested to RSVP as soon as possible at this link so we can get an accurate count:

https://docs.google.com/spreadsheets/d/1ORMb3RM1urlNLHlUTxh_jSKmqwPxmyAEEeUJxlZnWUk/edit?usp=sharing

2. Saturday group outing after the awards luncheon



Saturday, October 17, 2026 | Train departs Palma at 15:10 (3:10 PM)

- Train to Soller.
- We will take the 15:10 (3:10 pm) train from Palma.
- Attendees can buy a combined train to Soller town and tram ticket to the Port of Soller online at the website below. However, if they only want the train to Soller, they can buy it at the train station on Saturday.

https://trendesoller.com/





RECOMMENDED RESTAURANTS

Explore the flavors of Palma de Mallorca!

Here are some highly rated restaurants near the conference venue that are great options for group dinners or individual outings.



Opera Maritim

Italian, European

- 4.8 — 2025 Travellers' Choice Best of the Best
- Lunch, Dinner
- 13:00 – 23:30
- Accepts large groups
- Accepts credit cards
- Carrer De Monsenyor Palmer, 2 Ponent, 07014 Palma de Mallorca
- operamaritim.com



La Tagliatella Comte Sallent

Italian, Mediterranean

- 4.4 — 2025 Traveller's Choice
- Lunch, Dinner
- 13:00 – 15:30, 20:00 – 23:00
- Group size unknown
- Accepts credit cards
- Avenida Comte de Sallent 21 07003 Palma de Mallorca
- latagliatella.es



Ola del Mar

Seafood, Mediterranean

- 4.3 — *Seafront*
- Lunch, Dinner
- Closed Monday
  13:00 – 15:45, 19:00 – 22:30
- Accepts large groups
- Accepts credit cards
- Calle Vicari Joaquim Fuster 1, 07006 Palma de Mallorca
- oladelmar.es



Omnia Peruvian Restaurant

Peruvian, Latin

- 4.9 — 2025 Traveller's Choice
- Lunch, Dinner
- Closed Monday
  12:30 – 16:30, 19:30 – 22:30
- Group size unknown
- Accepts credit cards
- Carretera de Valldemissa, 35, 07010 Palma de Mallorca



Restaurante Toque

Belgian, Mediterranean

- 4.7
- Lunch, Dinner
- Closed Sunday and Monday
  13:00 – 15:30, 20:00 – 22:30
- Accepts large groups
- Accepts credit cards
- Calle Federico Garcia Lorca 6, 07014 Palma de Mallorca
- restaurante-toque.com



La Bottega de Michele

Italian, Mediterranean

- 4.4
- Lunch, Dinner
- 13:00 – 22:00
- Group size unknown
- Accepts credit cards
- Calle Fabrica N 17, 07013 Palma de Mallorca
- labottegadimichele.com

Find Them on the Map

All of these restaurants are within Palma de Mallorca and easily accessible from the conference venue.

Good Food Brings Great People Together!



THANK YOU FOR JOINING US IN PALMA DE MALLORCA!

RECOMMENDED RESTAURANTS

Explore the flavors of Palma de Mallorca!

Here are more highly rated restaurants near the conference venue that are great options for group dinners or individual outings.



Restaurante S'Angel Palma

International, Mediterranean

- 4.1
- Lunch, Dinner
- 12:30 – 23:00
- Should accept large groups
- Accepts credit cards
- Plaza de la Puerta de Santa Catalina 7A, 07012 Palma de Mallorca
- restaurantesangel.es



Koa

Barbeque, Grill

- 4.3
- Lunch, Dinner
- 13:00 – 16:00, 18:30 – 23:30
- Accepts large groups
- Accepts credit cards
- Calle Sant Joan 3, 07012 Palma de Mallorca
- fomprojects.com/restaurante/koa



La Malvasia

Mediterranean

- 4.7
- Lunch, Dinner
- Closed Sunday 11:30 – 22:00
- Group size unknown
- Accepts credit cards
- Plaça Del Mercat, 15, 07001 Palma de Mallorca
- lamalvasiamallorca.com



Agra Tandoori Indian Restaurant

Indian

- 4.8
- Lunch, Dinner
- 12:15 – 15:30, 18:30 – 23:15
- Should accept large groups
- Accepts credit cards
- Avinguda Gabriel Roca, 23, 07014 Palma de Mallorca
- agraindianrestaurant.es



El Fogón de Saby

Mediterranean, European

- 4.5
- Lunch, Dinner
- 12:00 – 16:00, 19:00 – 23:30
- Accepts large groups
- Accepts credit cards
- Carrer de Monsenyor Palmer, 2 Ponent, 07014 Palma de Mallorca
- elfogondesaby.es



Buscando El Norte - San Miguel

Mediterranean, European

- 4.3
- Lunch, Dinner
- 12:00 – 23:59
- Group size unknown
- Accepts credit cards
- Calle Sant Miquel, 77, 07002 Palma de Mallorca
- restaurantebuscandoelnorte.com



Chez Camille

Mediterranean, European

- 4.3
- Lunch, Dinner
- 13:00 – 16:00, 16:30 – 23:30
- Group size unknown
- Accepts credit cards
- C/ del Mar 18, 07012 Palma de Mallorca
- chezcamille.es



Bianco e Rosso

Italian, Pizza

- 4.4
- Lunch, Dinner
- Closed Monday 12:30 – 16:00, 19:00 – 23:30
- Group size unknown
- Accepts credit cards
- Calle Fabrica 6, 07013 Palma de Mallorca
- biancoerossomallorca.com

Find Them on the Map

All of these restaurants are within Palma de Mallorca and easily accessible from the conference venue.

Good Food Brings Great People Together!



THANK YOU FOR JOINING US IN PALMA DE MALLORCA!

THANK YOU TO OUR SPONSORS

We appreciate their generous support of our conference and our mission.

ECU MILLER SCHOOL OF ENTREPRENEURSHIP

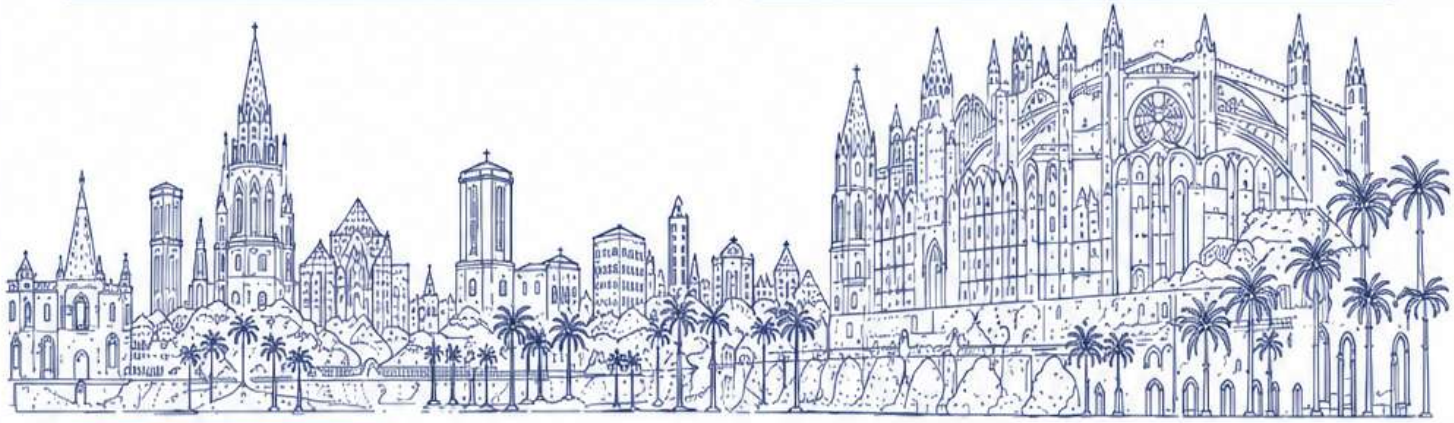
— LEAD SPONSOR —

Dr. Sam Pack College of Business
TARLETON STATE UNIVERSITY.

DIGITAL TRANSFORMATION CENTER

FGCU Daveler & Kauanui School of Entrepreneurship

McGraw Hill



Thank you for being part of the Advances in Business Management Conference.

We appreciate your continued support and partnership.