

NKU Faculty Research, Scholarship and Creative Activity Highlights

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Join us for Spotlight on Scholarship

The University Research Council is proud to present this year's Spotlight on Scholarship on October 27th in the Budig Theater, featuring research and creative work from more than 20 faculty. The day will begin with coffee and networking at 8:45 am followed by opening remarks from the President at 9:00. The awards presentation will begin at 3:45 pm. Check out the [Spotlight website](#) for the schedule and additional information. Please attend in person and invite your classes.

STEVE BIEN-AIME

Assistant Professor - School of Media and Communication

9/28/2022

[Dr. Bien-Aimé publishes co-edited book on East Asian sports](#)

In this collection of chapters on Asian and Asian American athletes and how they are perceived and represented in mainstream society, authors approach questions around the presence and media representation from various perspectives, with attention to critical race, colonialist dynamics, and global attitudes. The authors in this collection grapple with questions that address how Asian and Asian American/Canadian athletes navigate their identities. Some themes include how these athletes are represented in the media, how they negotiate their racial identities in their sports of choice, the institutional power dynamics inherent in playing sports, stereotypes of Asian and Asian American/Canadian athletes, the impact of global markets and diasporic networks on athletes of Asian descent, among others.

* Bien-Aimé, S. & Wang, C. (Eds.) (2022). Perceptions of East Asian and Asian North American Athletics. Palgrave Macmillan.

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RHONDA DAVIS

Lecturer – Integrative Studies

7/1/2022

[Rhonda Davis Publishes article on Mapping as a Way of Understanding Complexity](#)

This article describes the use of mapping strategies in an interdisciplinary course using *Interdisciplinary Research: Process and Theory* (Repko & Szostak, 2020). The study focused on interdisciplinary mapping that took place in a 300-level undergraduate course and focused on maps presented in the textbook, including the system map (and systems thinking), the research map, the concept or principle map, and the theory map. Mapping strategies guided students in developing a specific complex problem for the senior research project. This article emphasizes systems thinking and system mapping as a strategy for students to better understand qualitatively oriented complex problems. This discussion also includes examples of student work and an analysis of the impact of the mapping experience on students' experience of interdisciplinary learning.

* Davis, R. (2022). Mapping as a way of understanding complexity. *Issues in Interdisciplinary Studies*.

LINDA DYNAN

Professor - Accounting, Economics and Finance

6/10/2022

[Impact of automated information sharing on health care delivery to youths in foster care](#)

Children in foster care have higher health care costs and poor care coordinations, often due to inconsistent information exchanged between health care and child welfare systems. This study implemented secure automated information sharing and detected improvements in time spent gathering information, health care services delivered, and billing practices at participating health care systems.

* Beal, S. J., Dynan, L., Patzke, A., Nause, K., Flinchum, K., Cole, J., & Greiner, M. V. (2022). The Impact of Automated Information Sharing on Healthcare Delivery to Youth in Foster Care. *The Journal of Pediatrics*.

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LINDA DYNAN

Professor - Accounting, Economics and Finance

3/31/2022

[Sources of nurse-sensitive inpatient safety improvement](#)

We examine the association of hospital expenditure with continuing nurse education and staffing on improvements in nurse-sensitive, patient-safety outcomes using a 12-year (2007–2018) panel of Florida acute-care general hospitals. We assess the relationship of hospital expenditure on continuing nurse education and staffing on nurse-sensitive, patient-safety outcomes from the Agency for Healthcare Research and Quality: advanced-stage (stage 3 or 4) pressure injuries/ulcers, central venous catheter-related blood stream infection, and deep vein thrombosis. We attempt to mitigate expected omitted-variable bias by 1) exploiting the panel structure of our data, controlling for time and time-invariant hospital fixed effects and 2) incorporating measurable variables representing four unobserved hospital characteristics underlying hospital safety culture (organizational type, organizational structure, leadership, and market conditions) that are likely associated with both inpatient safety and our key determinants. We include two policy initiatives that took effect during the period under study. We find one standard deviation increase in nursing education-policy interaction is associated with a 16.6% ($p < 0.01$) reduction in the rate of catheter-related blood stream infection and associated with an almost 5% ($p < 0.05$) reduction in the rate of deep vein thrombosis; a one standard deviation increase in staffing per 1000 inpatient days is associated with a 68.5% reduction in pressure-ulcer rates: 31.4% from direct staffing ($p < 0.01$) and 37.1% from policy-staffing interaction ($p < 0.01$).

* Dynan, L., & Smith, R. B. (2022). Sources of nurse-sensitive inpatient safety improvement. Health Services Research.

ERIC R. JACKSON

Professor - History

1/25/2023

[Dr. Jackson publishes books on African American History/Studies, Race Relations, and Early American History](#)

In *An Introduction to Black Studies*, Eric R. Jackson demonstrates the continuing need for Black Studies, also known as African American Studies, in university curricula. Jackson connects the growth and impact of Black Studies to the broader context of social justice movements, emphasizing the historical and contemporary demand for the discipline. This book features seventeen chapters that focus on the primary eight disciplines of Black studies: history, sociology, psychology, religion, feminism, education, political science, and the arts.

* Jackson, Eric R. (2023) Introduction to Black Studies. Lexington: University Press of Kentucky.

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SARAH JOHNSON

Lecturer – Physics, Geology and Engineering Technology

5/24/2022

[Sarah Johnson publishes paper on the Grand Tetons](#)

This study examines the role of topography as a dynamic boundary condition that limits the efficiency of fluvial erosion in the post-glacial Teton Range landscape. The volume of sediment currently stored in two major catchments was estimated using high-resolution LiDAR and geometric reconstructions of depth to bedrock. Seismic reflection data in Moran Bay reveals post-glacial sediment preserved behind a submerged moraine, which isolates the bay from the larger Jackson Lake depocenter. The catchment-wide sediment production rate is 0.17 ± 0.02 mm/yr., but only ~2.6% of the total volume is transported to the bay. While the estimated sediment production rate in the canyons is similar to the uplift rate, the denudation rate derived from Moran Bay sediment is 0.004 ± 0.001 mm/yr., implying highly inefficient post-glacial sediment transport. The fluvial system has been disequilibrated by glacial erosion such that interglacial valley profiles lack the steepness needed to transport sediment, delaying sediment evacuation until the next glacial advance, or until uplift sufficiently steepens the fluvial system so that it regains efficiency. Furthermore, colluvial production rates are close to long-term denudation and uplift rates, suggesting that once topography has been equilibrated to glacial erosion processes, subsequent glaciers do not need to produce much bedrock erosion, but mainly sweep out accumulated sediment to maintain equilibrium.

* Johnson, S. E. (2022). The influence of glacial topography on fluvial efficiency in the Teton Range, Wyoming (USA). Earth and Planetary Science Letters.

BOSHRA KARIMI and MAHDI YAZDANPOUR

Assistant Professor - Marketing, Sport Business Event, and Construction Management and Assistant Professor – Physics, Geology and Engineering Technology

1/8/2021

[Drs. Boshra Karimi and Mahdi Yazdanpour publish paper at ASEE](#)

The COVID-19 pandemic has dramatically affected higher education across the country. Many colleges and universities responded swiftly to this outbreak by moving to remote learning in order to cope with the pandemic. The responses varied in different education systems at national and international levels, but a commonality can be found between the most institutions worldwide: transitioning delivery mode from face-to-face teaching to remote learning approaches using online platforms. Although this new remote teaching format was different from classic online pedagogy in many cases, it was the beginning of a new era in higher education to establish or expand the necessary infrastructure for online education. Unfortunately, many college students encountered some difficulties due to this fast transition in addition to facing personal challenges such as unexpected job loss, restricted social activities, and mental health conditions, such as anxiety, depression, etc. Studies show that psychological distress and symptoms of mental illness in college students have been dramatically increased due to social isolation result of campus closure since the pandemic started. The finding of our study demonstrate that the pandemic had greater mental impact on female students, however introverted and extroverted

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students have expressed similar experience. In addition, this research shows that all academic levels have been impacted by the pandemic to some extent.

* Karimi, B., Yazdanpour, M., & Lewis, P. (2021). COVID-19 Effects on Higher Education: A Case Study Paper presented at 2021 ASEE Virtual Annual Conference Content Access, Virtual Conference.

BOSHRA KARIMI

Assistant Professor - Marketing, Sport Business Event, and Construction Management

1/8/2021

[Dr. Boshra Karimi publishes a paper at ASCE](#)

The number of Hispanic workers in the construction industry is more than any other industry in US, but they are under-represented in management position. In an attempt to grow the number of Hispanic construction managers, there should first be a growth in Hispanics obtaining construction science degrees. Retention of Hispanic students who could be the future construction professionals is a problem in Construction education. The objective of this study was to explore which of the factors reported by the literature have the strongest positive effect on Hispanic students in undergraduate construction education programs. In order to identify which factors have the strongest impact to assist undergraduate construction programs in determining where best to focus retention strategies to enhance Hispanic student success, this study employed the Delphi method. The results of the study showed that “financial aid”, “academic advising”, and “mentoring programs” were the topmost important factors. Additionally, it was found that “Construction-related student organizations” as the least important retention factor on the list. Research in the area of Hispanics in construction education is limited. This study can serve as a basis for future research in Hispanic students’ retention.

* Mohammadreza Ostadalimakhmalbaf, Mohammadmehdi Danesh, Edelmiro Escamilla, Boshra Karimi and Manish Kumar Dixit. (2021). An Evaluation of Factors for Retaining Hispanic Students in Undergraduate Construction Programs. In Tom Leathem, Anthony J. Perrenoud and Wesley Collins (editors). 57th Annual Associated Schools of Construction International Conference.

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SUK-HEE KIM

Associate Professor – School of Social Work

8/30/2022

[Dr. Suk-hee Kim and her colleagues' peer reviewed manuscript has been accepted for publication in the Journal of the National Association of Social Workers](#)

Social communication is closely related to overall and general adolescent mental and predictive of problem behaviors in adulthood. Yet, adolescents with Social Communication deficits remain an under-identified and underserved population, especially in school-based settings. In part, this is due to the dearth of social communication measures developed for use, and within, school contexts. The School-based Social Communication Skillset Screener (SSCSS) was developed as a school-wide rapid assessment measure for students' perceptions of their own skills and problems stemming from potential Social Communication issues. This study aims to provide initial psychometric evidence for the SSCSS. A dataset of school-wide needs assessment responses conducted at an urban Appalachian high school was analyzed. Exploratory factor analyses identified a three-factor structure across 23 items. Internal consistency calculations found each factor, including a global factor, had high levels of internal consistency. Convergent validity findings are also provided. Initial psychometric evidence for the SSCSS indicates a potential valid and reliable tool to examine perceived social communication skills for high school students. Implications for future research and practice with this instrument are provided.

* Canfield, J. P., Kokotek, M. L., Kim, S., Kinney, W., & Harley, D. (Accepted, 2022). Screening for social communication and mental health needs in schools: Initial validation of the School-Based Social Communication Skillset Screener (SSCSS). *Journal of the National Association of Social Workers: Children and Schools*.

YOUNG SANG KIM

Professor - Accounting, Economics, and Finance

8/10/2022

[Dr. Kim publishes an article in Journal of Corporate Finance](#)

Using firm-level union membership data for the period of 2002–2016, we show that firms with higher union membership are more likely to engage in real earnings management than accrual-based earnings management, with abnormal production as the dominant form of real earnings management. We further show the causal effect of union membership on real earnings management by exploiting two natural experiments—the staggered enactment of state-level right-to-work (RTW) laws and the shock to unemployment insurance benefits (UIB)—as exogenous shocks to union power. Further exploration shows that the positive association between union membership and real earnings management is more pronounced for unionized firms with (1) high managerial incentives to reduce employee hiring and retention costs and (2) operating inflexibility created by labor overinvestment. Our evidence is consistent with managerial incentives for upward earnings management to mitigate employees' perceived job security and the cost of employee management in competitive labor markets.

* Kiyong Chang, Young Sang Kim, Ying Li, and Jong Chool Park (2022). Labor unions and real earnings management. *Journal of Corporate Finance*

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JING LIU

Assistant Professor – Management

3/6/2022

[Dr. Liu publishes research article on ethical investing](#)

Existing research suggests people with stronger moral character traits are more inclined to ethical investing. We take a moral foundations framing approach that synthesizes framing theory and moral foundations theory to investigate whether a moral state of mind created by moral foundations frames can also increase retail investors' ethical investment intention. We also hypothesize how this moral foundations framing effect is moderated by the perceived return performance of the ethical fund. We test our hypotheses through two online experiments with retail investors in the United States. Study 1 demonstrates that the moral foundations framing effect varies by moral foundation. Focusing on the Fairness foundation, Study 2 shows that the framing effect is stronger under the win-win dual objective condition, relative to a conflict of interest condition. This stronger effect indicates that the moral foundations framing effect appears to be more effective when the investor perceives that ethical investments are financially lucrative. Our study provides preliminary evidence for the potential of the moral foundations framing approach and contributes to scholarship in both business ethics and ethical investing.

* Liu, J., & Peifer, J. L. (2022). A Moral Foundations Framing Approach. Retail Investors' Investment Intention in Ethical Mutual Funds. *Business & Society*.

JING LIU, YOHANN MAUGER, RICHARD GILSON, and DENISE J. LUETHGE

Assistant Professor, Assistant Professor, Associated Professor, Professor – Management

5/13/2022

[Drs. Liu, Mauger, Gilson, and Luethge publish an article on strategic case competition](#)

The current AACSB standards emphasize student engagement and the application of knowledge and skills to real-world situations. Engagement and real-world application are important because they influence the depth of student learning and commitment to their academic program and provide value to the businesses the students work with on these projects. The Covid-19 pandemic has challenged us to provide the same type of learning project to our students in an online-only (virtual) context. Online classes without direct face-to-face sessions pose a significant challenge to the use of student teams to accomplish these projects. Furthermore, there appears to be little research in business education to guide educators in designing and executing such projects for a virtual context. In this paper we describe a client-based learning project that we designed and conducted in a virtual context, discuss the outcomes of the project, and describe the challenges and implications for future practice.

* Liu, J., Mauger, Y., Gilson, R., & Luethge, D. M. J. (2022). Reflections on the Use of a Business Case Competition to Enhance Student Experiential Learning and Develop Business Partnerships. *Business Education and Innovation Journal*.

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SHARIF MAZUMDER

Assistant Professor - Accounting, Economics, and Finance

9/3/2022

[Dr. Mazumder publishes an article on Systemic Risk](#)

We systematically examine the relationship between a bank's characteristics and its exposure to systemic risk. We find that tier 1 requirements are negatively associated with a bank's exposure, while size has a positive association. This association is nonlinear because larger banks contribute more than their smaller competitors. Banks with greater financial constraints are less exposed to systemic risk. We find evidence that geographic distance between banks has a negative relationship with systemic risk and that institutional ownership has a positive one. Finally, we find that the risk-taking attributes of the board and the CEO have a positive association with systemic risk.

* Mazumder, S., & Piccotti, L. R. (2022). Systemic Risk: Bank Characteristics Matter. Journal of Financial Services Research. (Forthcoming)

BANWARI MITTAL

Professor - Marketing, Sports Business, and Construction Management

7/12/2022

[Dr. Mittal looks inside the minds of consumers under pandemic anxiety](#)

COVID-19 turned the lives of all people across the world upside down. Everyone faced the threat of catching the virus and denial of access to the physical marketplace. For many, it also brought the threat of partial or full unemployment. This trinity of upheaval produced heightened anxiety. The author measured the degree of anxiety felt by Americans at the start of COVID-19 and also why some felt more and some less anxiety. The study found that people who engaged in voluntary productive activities (e.g., DIY projects, arts and crafts, hobbies, etc.) felt less anxiety. Also, people with mind positivity as a general personality trait showed more resilience during the pandemic and consequently felt less anxiety. On the flip side, consumers who loved shopping felt higher anxiety during the lockdown. The research has a lesson for our post-COVID lives: We should develop interest in broad creative activities and cultivate mind positivity. Also, as consumers, while we should enjoy the marketplace as a place to get products we want, we should curb our over-dependence on it as a source of recreation. The study also suggests a future consumer research agenda for when fate again brings us face-to-face with similar or even lesser catastrophes, which, according to scientific forecasters, it sadly but surely will.

* Mittal, B. (2022). Consumers Under Pandemic Anxiety: Suppressors, Intensifiers, and Resilients, International Journal of Consumer Studies.

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BANWARI MITTAL

Professor - Marketing, Sports Business, and Construction Management

7/10/2022

Dr. Mittal looks inside the minds of consumers under pandemic anxiety

[Professor Mittal publishes a research paper recommending urban management response to post-COVID citizenry](#)

Amidst the catastrophe of COVID-19, segments of the population globally experienced changes in their perspectives on life and the desire to live a more fulfilling life. The study here examines this emergent trend with secondary data available as published survey reports and personal observations using the inductive-reflective method of understanding and theorizing. The findings support the identification of five facets of this new mindset, namely, rise in altruism, growing community-mindedness, increasing focus on health and financial security, searching for work-life balance, and increasing experiences with nature. To channel this emergent mindset, we propose five categories of urban innovations: (1) revival of neighborhoods; (2) expansion of parks and nature; (3) investment in urban transportation and greenspaces, (4) incentivizing entrepreneurs for ecology and local “maker economy,” and (5) staging community projects for collective good. The study describes the benefits of these innovations to the general population and sets an agenda for urban planners, city managers, and social agencies as citizens begin their ongoing COVID lives. The study closes by advancing ten research proposals for future social science contributions to innovation and knowledge

* Mittal, B., & Woodside, A. G. (2022). Nurturing urban innovation and knowledge in the ongoing COVID-19 world. *Journal of Innovation & Knowledge*.

SOREN PAUL

Professor – School of Computing and Analytics

9/30/22

[Dr. Souren Paul recently published an article on Intelligence Augmentation](#)

The availability of parallel and distributed processing at a reasonable cost and the diversity of data sources have contributed to advanced developments in artificial intelligence (AI). These developments in the AI computing environment are not concomitant with changes in the social, legal, and political environment. While considering deploying AI, the deployment context and the end goal of human intelligence augmentation for that specific context have surfaced as significant factors for professionals, organizations, and society. In this research commentary, we highlight some important socio-technical aspects associated with recent growth in AI systems. We elaborate on the intricacies of human-machine interaction that form the foundation of augmented intelligence. We also highlight the ethical considerations that relate to these interactions and explain how augmented intelligence can play a key role in shaping the future of human work.

* Paul, S., Yuan, L., Jain, H. K., Robert, L. P., Spohrer, J., & Lifshitz-Assaf, H. (2022). Intelligence Augmentation: Human Factors in AI and Future of Work. *AIS Transactions on Human-Computer Interaction*.

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JACKI PERRMANN-GRAHAM

Assistant Professor – Management

7/25/2022

[Dr. Perrmann-Graham publishes teaching case on teaching Job Design Characteristics Model.](#)

Job design is an important aspect of job satisfaction and motivating employees to maximize productivity. This job design exercise examines important characteristics including skill variety, task identity, task significance, task autonomy, and job feedback, as found in the job characteristics model. Students often struggle to visualize the components of job characteristics theory in many organizational behavior classes. This exercise offers a short, anonymous, but biographical case that examines job characteristics theory in a practical setting. Teaching notes and recommended solution to the discussion questions are provided as well as a final decision point for the focal entity, Linda Harmon at Veritas Oversight Corp. Additional guidelines are provided in the teaching notes for using the case in-class and for out-of-class assignments.

* Munoz-Salgado, Maria, Peat, Daniel M., & Perrmann-Graham, J. (2022) Linda Harmon and Veritas Oversight Corp: A Job Characteristics Case. (forthcoming) Journal of Organizational Behavior Education.

JACKI PERRMANN-GRAHAM

Assistant Professor – Management

7/18/2022

[Dr. Perrmann-Graham publishes research on CEOs and TMT in Human Relations Journal.](#)

Does a chief executive officer's (CEO's) ability to manage and motivate their direct reports impact firm financial performance? Good or bad, CEO leadership research is increasingly romanticized, leading to investigations of CEO traits as visionary and transformational behaviors at the expense of understanding whether the mundane, everyday management of a top management team (TMT) is important for firm performance. In this paper, we developed and tested a model linking CEO performance management behaviors and firm performance through two mediating mechanisms. We hypothesized and found a positive relationship between CEO performance management behaviors and TMT flourishing. TMT flourishing related to TMT overall job attitudes and subsequently firm performance. Additionally, performance management behaviors were related to TMT overall job attitudes via TMT flourishing and performance management behaviors related to firm performance via TMT flourishing and job attitudes. Our analyses were based on a unique sample of 105 CEOs and 519 TMT members (60% response rate for CEOs and 90% response rate for TMT members). These findings provide important research directions for CEO research, performance management, upper echelons, and positive psychology research, highlighting the importance of CEO managerially oriented behaviors to create more optimally functioning environments for the TMT and organization.

* Christensen-Salam, A., Kinicki, A., Perrmann-Graham, J., & Walumbwa, F. (2022) (in press). Leading and Managing: CEO Performance Management Behaviors and TMT Flourishing Climate. Human Relations.

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SUSAN SPAID

Part-time Faculty - Sociology, Anthropology and Philosophy

4/21/2022

[The first philosophy book to address the significance of art exhibitions authored by Dr. Spaid, is published in paperback](#)

This book walks us through the process of how artworks eventually get their meaning, showing us how curated exhibitions invite audience members to weave an exhibition's narrative threads, which gives artworks their contents and discursive sense. Arguing that exhibitions avail artworks as candidates for reception, whose meaning, value, and relevance reflect audience responses, it challenges the existing view that exhibitions present "already-validated" candidates for appreciation. Instead, this book stresses the collaborative nature of curatorial practices, debunking the twin myths of autonomous artists and sovereign artistic directors and treating presentation and reception as separate processes. Employing set theory to distinguish curated exhibitions from uncurated exhibitions, installation art and collections, it demonstrates how exhibitions grant spectators access to concepts that aid their capacity to grasp artifacts as artworks. To inform and illuminate current debates in curatorial practice, Spaid draws on a range of case studies from Impressionism, Dada and Surrealism to more contemporary exhibitions such as Maurizio Cattelan "All" (2011) and "Damien Hirst" (2012). In articulating the process that cycles through exploration, interpretation, presentation and reception, curating bears resemblance to artistic direction more generally.

* Spaid, S. (2022). The Philosophy of Curatorial Practice: Between Work and World. Bloomsbury Academic Press

We are pleased to announce the return of Faculty Fridays! Join us for the last two fall dates: October 28th and December 2nd from 3-5 p.m. in the UC 3rd floor lobby. There will be a cash bar available as well as light snacks. Bring a colleague, celebrate recent research/creative inquiry, or enjoy the opportunity to socialize with your colleagues.

Do you have research, scholarship or creative activity to share?

Use this [link](#) to submit for the next edition.

Prepared by:

University Research Council and

Office of the Vice Provost for Graduate Education, Research and Outreach
