



Midwest Academy of Management 55th Annual Conference

October 4 - 6, 2012
Eaglewood Resort and Spa
Itasca, Illinois

Program

**Leadership
And
The Dawn of the New Economy**



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The Lay of the Land

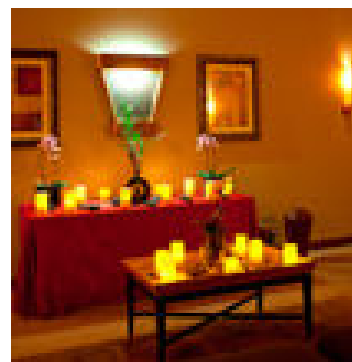
**The Eaglewood Resort and Spa
1401 Nordic Road
Itasca, Illinois 60143**



The Eaglewood Resort and Spa is a premier conference center boasting AAA Four Diamond Award status, an IACC Certification and a Green Seal Silver-level for environmental sustainability. Featuring fully-integrated LCD projector systems in all meeting rooms, high-back leather chairs with casters and arm rests and continuous breaks that include coffee/tea, cold drinks and snacks, this conference center is one that meets the needs of the most experienced presenters. The resort also has an on-site golf course and an on-site spa.

For a tee time, call: 630-773-3510. For details on the course and expenses, click on this link: http://www.eaglewoodresort.com/Golf/golf_index.asp

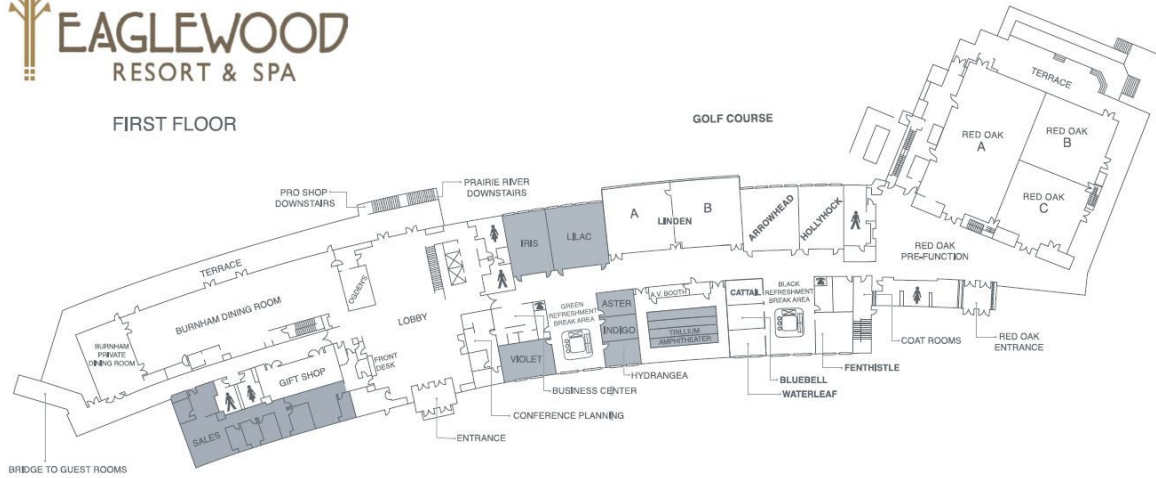
For a spa appointment, call: 630-694-5903. For a menu of spa services, click on this link: http://www.eaglewoodresort.com/Spa/spa_index.asp



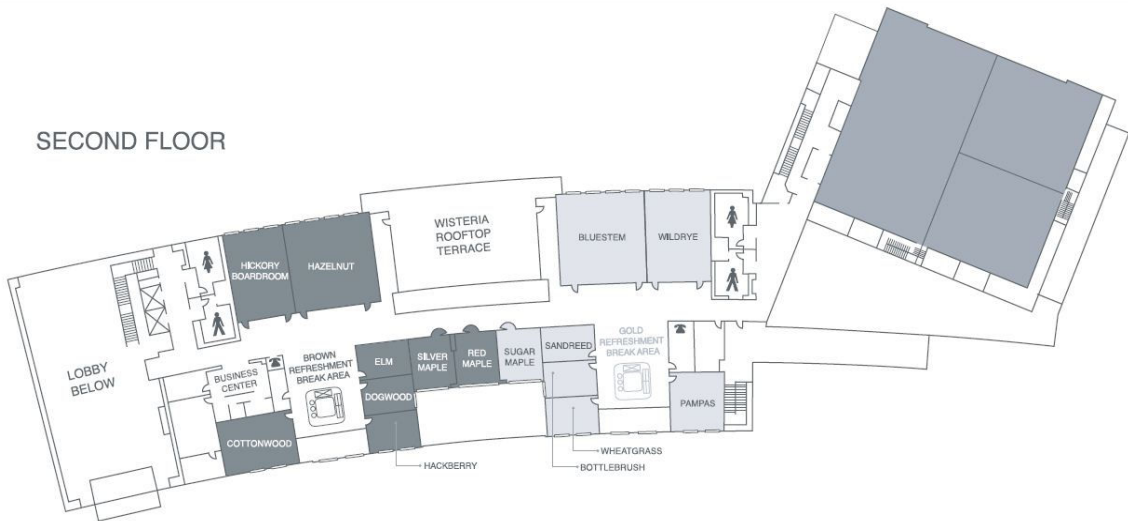
Conference Center Floor Plan



FIRST FLOOR



SECOND FLOOR





One of the benefits of this suburban Chicago location is its proximity to downtown Chicago – you can be in the Chicago loop in 45 minutes via Metra train and the hotel provides shuttle service to the train station to help you get there.

Metra Website:

http://metrarail.com/content/metra/en/home/maps_schedules/metra_system_map/md-w/map.html



The Eaglewood Resort is close to the Woodfield area, known for its numerous restaurants, luxury retailers, and outlet shopping. On Friday night a private shuttle service for Midwest Academy of Management attendees is provided to the Woodfield area so you can get out and enjoy the interesting opportunities that are so close by.

Here are links to check out the shopping options:

<http://www.shopwoodfield.com/>

<http://chicago.etractions.com/The-Streets-Of-Woodfield/attractions/4204/>

Things To Do

The city of Chicago is well known to have incredible restaurants, exciting nightlife, world-class museums and fabulous architecture. If you are venturing into the city, please take a look at this website to help you maximize your time: <http://www.choosechicago.com/>

However, if you are staying more local to the area, here are some great options to take a look at:

AMC Loews Theater-Streets of Woodfield

601 N. Martingale Rd.
Schaumburg, IL 60173
T: 847-330-0720

Brookfield Zoo

3300 S. Golf Rd.
Brookfield, IL 60513
T: 708-688-8400

One of the country's largest zoos houses more than 2,000+ animals-many living in award-winning indoor immersion exhibits. Situated on 216 beautifully landscaped acres, Brookfield Zoo offers a variety of shopping and dining options.

Busse Forest South

Higgins Road & Arlington Heights Road
Elk Grove Village, IL 60007
T: 800-870-3666

Entrances: South - Higgins Rd., West - Arlington Heights Rd. Elk Grove Village, Schaumburg. 800-870-3666
www.fpdcc.com Spring/Summer/Fall: Rowboat, kayak, sailboat & canoe in Main Lake & South Pool. Fishing allowed.
Picnics, bicycling, walking, skating.

GameWorks

601 N. Martingale, Suite 115
Schaumburg, IL 60173
T: 847-330-9675

We are the Premier Gaming Facility in the country! We have over 250 games. We are a test facility for the video game industry. We consistently have games here that no one else in the country has! We have 2 bars and a casual dining area. Great for ages 5 years old and up. Must be 21 or older after 9 pm. Located in the Streets of Woodfield.

Goebbert's Pumpkin Farm & Garden Center

40 W. Higgins Rd
South Barrington, IL 60010
T: 847-428-6727

Fall: Festival with haunted house, corn maze, farm animals and more. Spring/Summer: Large selection of annuals, perennials, vegetable plants, trees, shrubs, aquatic plants, roses, planters, and gourmet food items. Admission is free - cost for some activities.

Laugh Out Loud Improv Theater

601 N. Martingale, Suite 171
Schaumburg, IL 60173
T: 847-240-0386

Hilarious improvised comedy that combines live action, video, and the audience! Family-friendly shows every weekend starring Chicago's top improv comedians.

LEGOLAND Discovery Center

The Streets of Woodfield, 601 Martingale Rd.
Schaumburg, IL 60173
T: 847-592-9708

Step inside LEGOLAND® Discovery Center and it's like you have just jumped into the biggest box of LEGO® bricks ever! Journey through a medieval castle on the Dragon Ride and pedal to the skies on the Technicycle, feel a part of the story in the 4D cinema, learn top LEGO® building secrets from the Master Model Builder, see iconic landmarks in MINILAND and much more! NEW FOR 2012: LEGO FRIENDS PLAY AREA AND KINGDOM QUEST RIDE!

Lynfred Winery

15 S. Roselle Rd.
Roselle, IL 60172
T: 630-529-WINE

The oldest and largest continuously operating winery in Illinois producing more than 50 varietals and 25,000 cases of award-winning wines each year. Come in for a tour and tasting and to experience the finest vintages, gourmet cuisine, and luxurious lodging. Tasting room and gift shop open daily. Complimentary tours on weekends. Gift shop featuring wine-related items, specialty gift baskets, glassware and elegant home decor. Visit our website for events throughout the year including our renowned Oktoberfest.

Medieval Times Dinner & Tournament

2001 N. Roselle Rd.
Schaumburg, IL 60195
T: 847 882-1496

Travel through the mists of time to a forgotten age and tale of devotion, courage, and love—at Medieval Times Dinner & Tournament. The new show features heroic knights on spirited horses, astounding athletic feats and thrilling swordplay—all against an exhilarating backdrop of brilliant lights and a sweeping new musical score. Enjoy a hearty four-course banquet medieval style without silverware as you cheer on your Knight.

Opera In Focus

3000 Central Rd.
Rolling Meadows, IL 60008
T: 847-818-3220

Selections from famous musicals, operas and light operettas using elegant rod puppets. New and exciting contemporary selections will delight all ages. 4 p.m. performance Wed., 1:30 p.m. & 4 p.m. performances on Saturday & Sunday. Special evening performances can be booked by groups of 20 or more

WaterWorks

505 N. Springinsguth Rd.
Schaumburg, IL 60194
T: 847-490-2505

The Water Works is an indoor water park located in the Schaumburg Park District Community Recreation Center. It features three water slides, rapid water channel, water playground, diving pool, lap pool, gradual beachlike entry pool, whirlpool, family changing room and a nursery.

Local Restaurants

Close to the Hotel

Dave & Buster's

1155 North Swift Road, Addison (630) 543-5151 · daveandbusters.com

Bread & Butter Restaurant

933 West Irving Park Road, Itasca, (630) 250-1000 · bbitasca.com

Mario's

1700 West Lake Street, Addison, (630) 250-8282 · mariosonlake.com

Aurelio's Pizza

1455 West Lake Street, Addison (630) 889-9560 · aureliospizza.com

La Hacienda De Los Fernandez

1571 West Lake Street, Addison (630) 932-9551 · fernandezfoods.com

Might be Fun for Friday Night

(Buses will stop near these restaurants)

Big Bowl – Streets of Woodfield

1950 East Higgins Road, Schaumburg, IL
(847) 517-8881 · bigbowl.com

California Pizza Kitchen –Woodfield Village Green

1550 East Golf Road, Schaumburg, IL
(847) 413-9200 · cpk.com

Cheesecake Factory - Woodfield Mall

53 Woodfield Mall, Schaumburg, IL
(847) 619-1090 · thecheesecakefactory.com

Chev's Fresh Mex – Adjacent to Woodfield Mall

1180 North Plaza Drive, Schaumburg, IL
(847) 413-9100 · chevys.com

Maggiano's Italian – Streets of Woodfield

1901 East Woodfield Road, Schaumburg, IL
(847) 240-5600 · maggianos.com

Rainforest Café – Woodfield Mall

5 Woodfield Mall, Schaumburg, IL
(847) 619-1900 · rainforestcafe.com

Red Robin – Woodfield Mall

120J Woodfield Mall, Schaumburg, IL

(847) 517-4476 · redrobin.com

Ruby Tuesday – Woodfield Mall

Woodfield Mall Space F-313, Schaumburg, IL
(847) 330-1433 · rubytuesday.com

Shaw's Crab House – Streets of Woodfield

1900 East Higgins Road, Schaumburg, IL
(847) 517-2722 · shawscrabhouse.com

TGIFridays – Adjacent to Woodfield Mall

1695 East Golf Road, Schaumburg, IL
(847) 969-0126 · tgifridays.com

Weber Grill – Adjacent to Woodfield Mall

1010 North Meacham Road, Schaumburg, IL
(847) 413-0800 · webergrillrestaurant.com

Westwood Tavern – Woodfield Green

1385 North Meacham Road, Schaumburg, IL
(847) 969-9500 · westwoodtavern.com

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Gold Sponsors



Silver Sponsors



**COLLEGE OF BUSINESS
AND INNOVATION**

THE UNIVERSITY OF TOLEDO



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UNIVERSITY

Track Chairs

The Midwest Academy of Management recognizes the dedication of our Track Chairs who have worked to create the program for this conference.

Gina Matkin

University of Nebraska – Lincoln
*Global, Cross-Cultural and Diversity
Issues*

Jennifer Mencl

University of Minnesota – Duluth
*Organization Behavior and Conflict
Management*

Donnette Noble

Roosevelt University
*Global, Cross-Cultural and Diversity
Issues*

John Orr

Webster University
Doctoral Student Consortium

Tim O. Peterson

North Dakota State University
*Management Education and
Innovative Instruction*

Cindy Roberts

Purdue University – North Central
Leadership and Ethics

Jennifer Schultz

Metropolitan State University of
Minneapolis
Conference Theme Showcase

Peter Sorensen

Benedictine University
Organization Development

Robin Sronce

Drury University
Strategy and Organization Theory

Cindy Sutton

Metropolitan State University of
Denver
Case Research

Chanchai Tangpong

North Dakota State University
Strategy and Organization Theory

Andrew Wefald

Kansas State University
Human Resource Management

Lachlan Whatley

Trinity Western University
Entrepreneurship & Sm Bus Mgmt

Therese Yaeger

Benedictine University
Organization Development

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 Simulations, Online Courses, Cases, Book Chapters, and Articles

Reviewers

Conferences such as the Midwest Academy of Management could not occur without the generous efforts of those who review the work of others. Outstanding reviewers are noted in bold.

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Arifin Angriawan, Purdue University - Calument

Greg Ashley, Bellevue University

Guclu Atinc, Drake University

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Ivana Milosevic, University of Nebraska - Lincoln
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Jennifer Moss, Bellevue University
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Therese Yaeger, Benedictine University
Tiffany Yates, Colorado Technical University
Xi Yu, University of Minnesota
Dilek Yunlu, University of Wisconsin – Milwaukee and Northeastern Illinois University
Carmen Zafft, University of Nebraska - Lincoln
Judy Zaleski, Robert Morris University
Alec Zama, Grand View University



2012 Midwest Academy of Management Best Paper Nominations

The Effects of Perceived Authentic Leadership and Core Self-Evaluations on Organizational Citizenship Behavior: The Role of Psychological Empowerment as a Partial Mediator

Baek-Kyoo (Brian) Joo, Winona State University
Sung Jun Jo, Utica College

Organizational Commitment And Trust In Global Leaders: Global Mindset

Joana Story, Nova School of Business and Economics
John E. Barbuto, Jr., California State University – Fullerton

Do Generational Differences Affect Perceptions Of Organizational Diversity Climate?

Monica Gavino, Saint Xavier University
Hamid Mohammadi, Saint Xavier University
Tolu Bewaji, Saint Xavier University
John E. Eber, Saint Xavier University

Psychological Empowerment And Career Satisfaction: The Moderating Effect Of Transformational Leadership

Baek-Kyoo (Brian) Joo, Winona State University
Taejo Lim, Samsung Human Resources Development Center

Detrimental Effects of Post-IPO Corporate Governance Changes

Guclu Atinc, Drake University

Responsible Leadership: Positive Organizational Ethics In Practice

Thomas Maak, ESADE Business School – Barcelona, Spain
Delia Mannen, ESADE Business School – Barcelona, Spain

The Use of Informal Networks to Resolve Logistics-Related Issues in Humanitarian Assistance Disaster Response: A Content Analysis Perspective

Sharon G. Heilmann, Wright State University
Yira Y. Muse, Air Force Institute of Technology

Presidential Succession Planning: A Qualitative Study In Private Higher Education

Melissa Klein, Viterbo University
Raintry J. Salk, Viterbo University

**Journal of
Leadership &
Organizational Studies**

Journal of Leadership and Organizational Studies

Summer 2013 Issue

Midwest Academy of Management: *Current Issues in Management*

Submission Deadline: **Friday, October 19th, 2012**

The *Journal of Leadership and Organizational Studies (JLOS)* is published quarterly to advance the knowledge and practice of leadership and organizations. *JLOS* deals with all aspects of leadership and organizations. Our intent is to serve as a forum for the expression of theory, research and practice, with special emphasis given to emerging ideas, issues, trends, and innovations. Any topic that deals with leadership and/or the functioning of organizations is potentially appropriate for *JLOS*.

The Midwest Academy of Management (MAM) has editorial responsibility for the summer issue of *JLOS*. Submission invitations are open to, *but not limited to*, papers presented at the MAM meeting. Please make sure any papers submitted to the MAM meeting have been revised to respond to conference reviewer concerns prior to being submitted to *JLOS* for consideration.

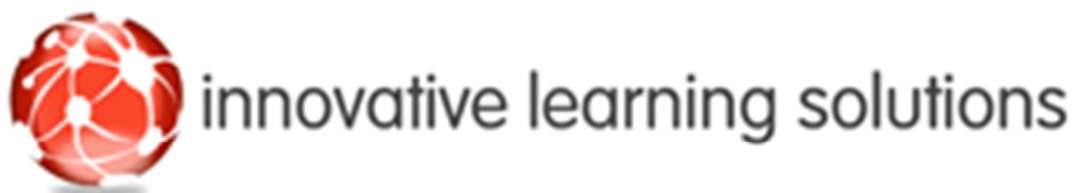
Please submit your article through the Sage Publications website, <http://mc.manuscriptcentral.com/jlos>. **Be sure to select "Special Issue Article" as the Manuscript Type.** Authors will be asked for additional information during the submission process. Please indicate that the manuscript is a candidate for a special issue and type "**MIDWEST**" in the special issue field.

Issue editors: Dr. Megan W. Gerhardt, Special Issue Editor
Farmer School of Business, Miami University, Oxford, OH
(513) 529-4235; (gerharmm@muohio.edu)

Dr. Joy V. Peluchette, Special Issue Associate Editor
University of Wollongong, NSW, Australia; (joyv@uow.edu.au)

It is expected that manuscripts submitted for review will follow the American Psychological Association (APA) guidelines.

The Midwest Academy of Management is proud to welcome our exhibitors:



Schedule at a Glance

Thursday, October 4

9:00 a.m. – 3:30 p.m.	Organization Behavior Teaching Society Boot Camp
4:00 p.m. – 5:30 p.m.	Board of Governors Meeting
4:00 p.m. – 7:00 p.m.	Conference Registration Open
6:00 p.m. – 7:00 p.m.	Doctoral Student Dinner
7:00 p.m. – 9:30 p.m.	Welcome Reception

Friday, October 5

7:00 a.m. – 6:00 p.m.	Conference Registration Open
7:30 a.m. – 9:00 a.m.	Conference Session 1
9:00 a.m. – 9:15 a.m.	Break, Sponsored by Ethics Game
9:15 a.m. – 10:45 a.m.	Conference Session 2
10:45 a.m. – 11:00 a.m.	Break, Sponsored by Harvard Business Publishing
11:00 a.m. – 12:30 p.m.	Conference Session 3
12:30 p.m. – 2:00 p.m.	All Academy Awards Luncheon and Keynote Address
2:30 p.m. – 4:00 p.m.	Conference Session 4
4:00 p.m. – 4:15 p.m.	Break, Sponsored by Innovative Learning Solutions
4:15 p.m. – 5:45 p.m.	Conference Session 5
5:45 p.m. – 6:45 p.m.	All Academy Social and Buses to Restaurants, Shopping and Tasty Catering Case Writer's Experience

Woodfield Buses travel a continuous circuit from 6:30 p.m. – 10:30 p.m. between:

- **Woodfield Mall** (Restaurants, Shopping)
- **Streets of Woodfield** (Restaurants, Movies, Gameworks, Legoland, Laugh Out Loud - Improv Comedy)
- **Woodfield Green** (Nordstrom Rack, Off 5th Sak's 5th Avenue Outlet and other outlet shopping)
- **Eaglewood Resort**

Saturday, October 6

7:00 a.m. – 11:00 a.m.	Conference Registration Open
8:00 a.m. – 9:15 a.m.	Plenary Session & Business Meeting
9:15 a.m. – 9:30 a.m.	Break, Sponsored by Turning Technologies
9:30 a.m. – 11:00 a.m.	Conference Session 6
11:00 a.m. – 11:15 a.m.	Break – Sponsored by Cengage Learning
11:15 a.m. – 12:45 p.m.	Conference Session 7
11:30 a.m. – 1:30 p.m.	Burnham Dining Room, lunch on your own schedule with friends or "To Go", compliments of the Midwest Academy
1:00 p.m. – 2:30 p.m.	Board of Governor's Meeting

Thursday, October 4

	Hickory Board Room	Lilac	Burnham Private Dining Room	Fire Pit (Rain Location: Red Oak)
9:00 a.m. – 3:30 p.m.		Organization Behavior Teaching Society “Bootcamp”		
4:00 p.m. – 5:00 p.m.	Board of Governor’s Meeting			
6:00 p.m. – 7:00 p.m.			Doctoral Student Dinner	
7:00 p.m. – 9:30 p.m.				All Academy Reception

Friday, October 5

Time ↓ ↓	Iris Leadership and Ethics	Lilac Management Education	Hazelnut Showcase	Arrowhead Organization Behavior	Red Oak B Human Resources	Hollyhock Global, Cross-Cultural and Diversity	Trillium Organization Development	Violet Entrepreneurship, Small Business & Case Research	Red Oak C Strategy and Organization Theory	Fenthistle Doctoral Student Consortium
7:30 a.m.	Responsible and positive leadership for a new age	Leadership and Gender		Panel: Destructive Force of Troubling Leadership Behaviors: Bullying, Abusive Control, and Building Personal Empires	Work Environments	Leadership and Global Responsibility	Organization Development & Positive Change	Case: Corporate Sustainability	Competencies and Execution	Surviving and Thriving in your Dissertation
9:00 a.m.	Break – Black Refreshment Center – Sponsored by Ethics Game									
9:15 a.m.	Panel: Leadership Education	Looking at Management Education for the Students Point of View	Organizational Sustainability and the New Economy	Employee Traits, States, and Experiences	HR & Performance	Leadership and Global Perspectives	Politics & Change in the New Economy	International Aspects of Entrepreneurship	Strategic Actions in Healthcare and Public Sectors	Academic Career Options for Doctoral Grads
10:45 a.m.	Break – Black Refreshment Center – Sponsored by Harvard Business Publishing									
11:00 a.m.	Panel: Student Peer Leaders: Training Young Leaders to lead in learning communities	Activities for Management Learning	Motivators and the New Economy	Trust, Justice, and Safety	Career & Life	JIOs and Presenting	Groups and Organizational Change	Case: Strategies for Writing Current Event Cases using Public Data Sources	Top Management and Corporate Governance	Dissertation Paper Group A
12:30 p.m.	Presidential Awards Luncheon and Keynote Speaker- Red Oak A									
2:30 p.m.	Ethics, Social Responsibility and Performance	Teaching, Thinking, & Managing in the Management Classroom	Connecting the Dots between Reality and the Future	Organizations and Employees Doing Right	HR Issues	Working Paper Session for Showcase	OD: Value and Values in Organization Development	OD Panel: Employee Engagement and Organizational Alignment for Continuous Change	Alliances and Capabilities	Dissertation Paper Group B
4:00 p.m.	Break – Black Refreshment Center – Sponsored by Innovative Learning Solutions									
4:15 p.m.	Shared Leadership and Social Networks	Panel: Teaching and Learning in Asia: Dawn of a New Economy in Education	OB Hot Topics: Generations, Work-Family Roles, Creative Capital	Group Dynamics	Leadership and Organization Development	Panel: Value-laden knowledge transfer between U.S. and middle east cultures	OD Panel: Opportunities and Challenges in Organization Development	Case: Strategic Decisions	Identity, Stakeholders, and Legitimacy	JIOs and Presenting
5:45 p.m.	All Academy Reception – Eaglewood Lobby									

Saturday, October 6

Business Meeting and Plenary Session on the history of the Midwest Academy – Red Oak A									
Break – Black Refreshment Center – Sponsored by Turning Technologies									
	Iris Leadership and Ethics	Lilac Management Education	Hazelnut Doctoral Student Consortium	Arrowhead Organization Behavior	Red Oak B Doctoral Student Consortium	Hollyhock Global, Cross-Cultural and Diversity	Trillium Organization Development	Violet Entrepreneurship, Small Business & Case Research	Red Oak C Strategy and Organization Theory
8:00 a.m. 9:15 a.m.									
9:30 a.m.	Panel: Advancing the study of Leaders and Leadership to the Development Edge	Panel: Encouraging Positive Character Development	Doctoral Developmental Paper Group C	Working Paper Session for Organization Behavior	Surviving and Thriving in your Dissertation	Leadership through Diverse Lenses	Learning, Education and Organization Development	Case: Tasty Catering Case Writers' Debriefing—Now What?	Management Case Synopsis: Strategic Organization Design and Theory
11:15 a.m.	Break – Black Refreshment Center – Sponsored by Cengage Learning								
11:30a.m.	Insights on Leadership and Future Demand		Academic Career Options for Doctoral Grads		Doctoral Developmental Paper Group D	OD Panel: Mentoring and Coaching at Rush University	OD Panel OD, Leadership and Healthcare: Improving Organizations	Family and Small Business Issues	OD Panel: OD Contributions to Mentoring and Organizational Conflict
11:30 a.m. – 1:30 p.m.	Lunch with Friends								
1:00 p.m. – 2:30 p.m.	Board of Governor's Meeting – Hickory Board Room								
	Have lunch, compliments of the Midwest Academy of Management in the Burnham Dining Room. Lunches can be packed "To Go" if needed.								

The Program – Thursday, October 4

Leadership and the Dawn of the New Economy

Thursday Pre-Conference Sessions – October 4

REGISTRATION

Thursday, 3:00 p.m. – 8:00 p.m.

**Location: Conference
Center Lobby**

**Pre Conference Event: Organization Behavior Teaching Society (OBTS) Presents:
“Teaching Bootcamp”**

Day/Time:

Thursday, 9:00am – 3:30pm

Location: Lilac

Sponsor: University of Toledo

**Separate registration is required for this OTBS event.
For information and/or registration, contact Tim O. Peterson at:
Tim.O.Peterson@ndsu.edu.**

Registration: Conference Center Lobby

The OBTS Teaching Society for Management Educators, in cooperation with the Midwest Academy of Management, is offering a “Teaching Bootcamp” for doctoral students and new instructors (tenure track and clinical faculty) as a pre-conference workshop.

There is an enrollment fee of \$55.00 for the workshop, which covers workshop handouts, a binder of articles on effective teaching techniques, and a one-year membership to the OBTS Teaching Society for Management Educators. The membership also includes a one-year subscription to the *Journal of Management Education*.

Registrants must contact the Workshop Coordinator to pre-register. Registrants are also required to register for the Midwest Academy of Management meeting.



**COLLEGE OF BUSINESS
AND INNOVATION**

THE UNIVERSITY OF TOLEDO

Executive Committee and Board Meeting

Day/Time: Thursday, 4:00 – 6:00 pm **Location:** Hickory Board Room

Presiding: John E. Barbuto, Jr. (Jay), California State University – Fullerton
President, Midwest Academy of Management

Attendees: All Board Members

Doctoral Student Welcome Dinner

Day/Time: Thursday, 6:00 p.m. – 7:00 p.m. **Location:** Burnham Private Dining Room

Sponsor: St. Ambrose University

Pre-registration is required for this doctoral student dinner. The dinner is held to welcome doctoral students to the Midwest Academy of Management, offer them academic support, answer any questions about the conference, direct them to resources and make them aware of the doctoral student sessions that will be available throughout the conference for their benefit.



Doctoral Student Consortium

Sponsor: University of North Dakota

This year, throughout the Midwest Academy of Management conference, special sessions have been set aside for our doctoral students. These sessions are dedicated to helping doctoral students work through dissertation issues, navigate career options after completing the Ph.D., and discuss each student's own research with a faculty member. No pre-registration is required, but please contact John Orr at Webster University (johnorr06@webster.edu) to ensure a faculty member is able to review your work prior to the conference if you'd like a personal discussion.



Day/Time: Thursday, 7:00 – 9:30 pm **Location:** Fire Pit

Sponsor: Roosevelt University and University of Illinois – Springfield

Please join familiar colleagues and new friends at a social gathering at the outdoor Fire Pit overlooking the golf course. Enjoy light appetizers, beverages, music, and the opportunity to celebrate with old and new friends. This event will feature blues music performed by Roosevelt University, Chicago College of Performing Arts students: Sam Shahin, drums; Neal O'Hara, Organ; Lucas Ellman, Sax. In case of inclement weather, this event will be held in the Red Oak Foyer.



Leadership and the Dawn of the New Economy

Friday, October 5, 2012

<u>Activity</u>	<u>Location</u>	<u>Time</u>
Registration	Conference Center Lobby	7:00 a.m.– 6:00 p.m.
Publishers' Exhibits	Break Center, Black	7:00 a.m. – 4:00 p.m.
All Academy Presidential Awards Luncheon	Red Oak A	12:30 p.m. – 2:00 p.m.
All Academy Reception	Lobby	5:45 p.m. – 6:45 p.m.
Buses to Shopping & Restaurants	Lobby	6:30 p.m. – 10:30 p.m.
Tasty Catering Case Writer's Experience	Lobby	Departing 6:45 p.m.

The Program – Friday, October 5

Friday Session 1 7:30 a.m. – 9:00 a.m.

LE Responsible and positive leadership for a new age

Day/Time: Friday, 7:30 a.m. – 9:00 a.m. **Location:** Iris

Facilitator: Marilyn Bugenhagen, Marian University

Presenters:

Authentic Leadership's Relationship To Employee Engagement In A Healthcare Setting

Julie Kleigl, Wartburg College

Meredith Reinhardt, Wartburg College

Timothy Ewest, Wartburg College

Responsible Leadership: Positive Organizational Ethics In Practice
Thomas Maak, ESADE Business School – Barcelona, Spain
Delia Mannen, ESADE Business School – Barcelona, Spain

Implications Of Organization Change And Creativity Impacting Ethics And Leadership In Financial Institutions
Gina Lowdermilk, Platinum Endeavors, LLC.

LE Leadership and Gender

Day/Time: Friday, 7:30 a.m. – 9:00 a.m. **Location:** Lilac

Facilitator: Cindy Roberts, Purdue University North Central

Presenters:

What Managerial Women Want From Work
Deborah Galuk, Human Rx
Katherine Tunheim, Gustavus Adolphus College

The More Things Change The More They Stay The Same: An Examination Of Leadership Style And Leader Sex
Tracey Sigler, Northern Kentucky University
Kenneth S. Rhee, Northern Kentucky University

OB Panel: Destructive Force of Troubling Leadership Behaviors: Bullying, Abusive Control, and Building Personal Empires

Day/Time: Friday, 7:30 a.m. - 9:00 a.m. **Location:** Arrowhead

Facilitator: Gentz Franz, University of Illinois - Urbana-Champaign

Panelists:

Gina Davalos, Benedictine University & University of Chicago Medical Center
Eric Goodwin, Benedictine University
Joanna Rakowski, Benedictine University & U.S. Military Entrance Processing Command

HR Work Environments

Day/Time: Friday, 7:30 a.m. - 9:00 a.m.

Location: Red Oak B

Facilitator: Dave O'Connell, St. Ambrose University

Presenters:

HR Professionals' Self-Efficacy as a Predictor of Perceived Criticality of HR Activities

Megan Endres, Eastern Michigan University

Richaurd Camp, Eastern Michigan University

Sanjib Chowdhury, Eastern Michigan University

Eric Schulz, Eastern Michigan University

High Performance Work Environments and Turnover: Organizational Culture and Gender Demography Matter

Gerard Beenen, California State University – Fullerton

Shaun Pichler, California State University – Fullerton

Arup Varma, Loyola University – Chicago

Andrew Yu, California State University – Fullerton

GCD Leadership and Global Responsibility

Day/Time: Friday, 7:30 a.m. - 9:00 a.m.

Location: Hollyhock

Facilitator: Helen Fagan, University of Nebraska - Lincoln

Presenters:

Is It Time to Go Back Home? Brain Gain to Brain Drain: Immigration Driven Diversity

Harika Suklun, Sullivan University

The Quality Of Education In Transnational Cooperative Universities In China

Jennifer Schultz, Metropolitan State University

Hui Wang, Metropolitan State University

Trust And Joint Venture Survival In Sichuan China

Bradley Koch, Grand Valley State University

Pamela Tremain Koch, Grand Valley State University

*The Socio-Cultural Context Of Corporate Social Responsibility
Communications*
Jasmine Tata, Loyola University Chicago

OD Organization Development and Positive Change

Day/Time: Friday, 7:30 a.m. - 9:00 a.m. **Location:** Trillium Amphitheatre

Facilitator: Peter Sorensen, Benedictine University

Presenters:

*Advancements in Positive Organizational Scholarship: Teams that thrive
through change*

Angie Keister, Benedictine University

*The Organization Development Consultants Use Of Self In Organization
Strategic Change*

Leslie McKnight, Benedictine University

Text Based Analysis and Organizational Change

Neelima Paranjpey, Benedictine University

CASE Corporate Sustainability

Day/Time: Friday, 7:30 a.m. - 9:00 a.m. **Location:** Violet

Facilitator: A. Erin Bass, University of Nebraska, Lincoln

Presenters:

*Civic Strategy: Can Sport Organizations Serve As Social Anchors And
Support Sustainable Community Development?*

Aaron Clopton, University of Kansas

Bryan L. Finch, Oklahoma State University

*The Role of Organizational Collaboration, Sensemaking and Engagement
in a Global Hospitality Company: Creation of a Corporate Social
Responsibility (CSR) program*

Susan M. Tinnish, Kendall College and SEAL Inc.

Kevin D. Lynch, Benedictine University

Pipeline or Pipe Dream? The Keystone Pipeline And The Environment
A. Erin Bass, University of Nebraska - Lincoln
Ivana Milosevic, University of Nebraska - Lincoln
Terrence C. Seбора, University of Nebraska - Lincoln

STRAT Competencies and Execution

Day/Time: Friday, 7:30 a.m. - 9:00 a.m. **Location:** Red Oak C

Facilitator: Jin Li, North Dakota State

Presenters:

Organizational Ambidexterity: Complementary effects of Integration and Differentiation Mechanisms
Jaeyoung Kang, Iona College

Importance of Aligning Lean Implementation with Organizational Strategy
Kristy Lauver, University of Wisconsin – Eau Claire
Abraham Nahm, University of Wisconsin – Eau Claire
James Keys, University of Wisconsin - Stout

A Thinking Response to Time Compression and the Decision Making Process
Eric M. Morrison, U.S. Army Command and General Staff College
Kenneth Long, U. S. Army Command and General Staff College

DOC Surviving and Thriving in Your Dissertation

Day/Time: Friday, 7:30 a.m. - 9:00 a.m. **Location:** Fenthistle

Facilitator: Julie Palmer-Schuyler, Webster University

This session of the doctoral student consortium will address strategies for success in dissertation writing.

Friday Session 2 9:15 a.m. – 10:45 a.m.

LE Panel: Leadership Education

Day/Time: Friday, 9:15 a.m. – 10:45 a.m. **Location:** Iris

Facilitator: Mary Woods, Cardinal Stritch University

Presenters:

Mary Woods, Lewis University
Lesley Page, Lewis University
Mette Baran, Cardinal Stritch University
Debra Orr, Roosevelt University

MED Looking at Management Education from the Students Point of View

Day/Time: Friday, 9:15 a.m. – 10:45 a.m. **Location:** Lilac

Facilitator: Shontarius Aikens, North Dakota State University

Presenters:

The Effect of Business Education on Students' Layoff Tendency
Jin Li, North Dakota State University
Chanchai Tangpong, North Dakota State University
Tony R. Johns, Clarion University of Pennsylvania

An Organizational Learning Contract Perspective on Student Learning
Gerard Beenen, California State University – Fullerton
Paul Goodman, Carnegie Mellon University

SHOWCASE

Organizational Sustainability and the New Economy

Day/Time: Friday, 9:15 a.m. – 10:45 a.m. **Location:** Hazelnut

Facilitator: Barbara Beltrand, Metropolitan State University

Presenters:

*Resolving Wicked Problems through Sustained Organizational Change:
Introducing an Appreciative Design Model*

Susan M. Tinnish, Kendall College and SEAL Inc.

Kevin D. Lynch, Benedictine University

*Environmental Sustainability in the New Economy: Perceptions of Students
Entering the Work Force*

Kristy Lauver, University of Wisconsin—Eau Claire

Nancy Hanson-Rasmussen, University of Wisconsin—Eau Claire

*Employee Values and Corporate Culture: Factors Impacting Sustainable
Practices and Employee Outcomes*

Vickie Coleman Gallagher, Cleveland State University

Chris Brown Mahoney, Cleveland State University

Mary Wilson Hrivnak, Cleveland State University

Allyson Marie Knight, Cleveland State University

OB Employee Traits, States, and Experiences

Day/Time: Friday, 9:15 a.m. – 10:45 a.m.

Location: Arrowhead

Facilitator: Radostina Purvanova, Drake University

Presenters:

*Narcissism and Approach-Avoidance Motivation: Expanding the Lens to
Examine Goal Orientations*

Megan Gerhardt, Miami University

Huy Le, University of Nevada-Las Vegas

*An Examination of Referent Group Identification and its Effect on Equity
Sensitivity Levels Among Employees*

Kris Gossett, Mercyhurst University

Don Daake, Olivet Nazarene University

*Exploring the Lived Experience of Corporate Social Responsibility: A
Phenomenological Study*

Ivana Milosevic, University of Nebraska-Lincoln

Gwendolyn M. Combs, University of Nebraska-Lincoln

OD **Politics and Change in the New Economy**

Day/Time: Friday, 9:15 a.m. – 10:45 a.m. **Location:** Trillium Amphitheatre

Facilitator: Judy Zaleski, Benedictine University

Presenters:

Leveraging Affinity Groups for Organizational Change
Pamela Cooper, Benedictine University

*Self-Sufficiency: An Exploration of Organizational Factors in Self-Sufficiency
Program Models For Low-Income Families*
Carmen Armstrong, Benedictine University

*Aligning Change and Consultant Types to Increase the Effectiveness of
Change*
John Grant, Benedictine University
Laura Froehlich, Benedictine University

ENT **International Aspects of Entrepreneurship**

Day/Time: Friday, 9:15 a.m. – 10:45 a.m. **Location:** Violet

Facilitator: Ted Paterson, University of Nebraska - Lincoln

Presenters:

The Social Network Of Latino And Latina Entrepreneurs
Monica Gavino, Saint Xavier University
Rowena Ortiz-Walters Quinnipiac University
Denise E. Williams, Butler University

*Institutional Factors Influencing the Difficulty of Starting a Business in
Africa*
Scott Julian, Wayne State University
Joseph Ofori-Dankwa, Saginaw Valley State University
Kaustav Misra, Saginaw Valley State University

STRAT Strategic Actions in Healthcare and Public Sectors

Day/Time: Friday, 9:15 a.m. – 10:45 a.m. **Location:** Red Oak C

Facilitator: Guclu Atinc, Drake University

Presenters:

Pharmacist Professionalism and Helpfulness and Drugstore Competitiveness

Ismatilla Mardanov, Southeast Missouri State University

James Ricks, Southeast Missouri State University

Strategic Management in the U.S. Federal Agencies

James Holzer, University of Maryland

Service Duplication within Urban Hospital Clusters

Hanh Trinh, University of Wisconsin-Milwaukee

James W. Begun, University of Minnesota

Roice D. Luke, Virginia Commonwealth University

DOC Academic Career Options for Doctoral Grads

Day/Time: Friday, 9:15 a.m. – 10:45 a.m. **Location:** Fenthistle

Facilitator: John Orr, Webster University

Presenters:

Working at an AACSB School

Jennifer Mencl, University of Minnesota - Duluth

Other Than AACSB: Finding the Right School

John Orr, Webster University

The Curious World of Consulting

Ronda Sauget, Validus Business Strategies/Webster University

Managing It All: Deans, Chairs and Program Directors

Dale Dwyer, University of Toledo

Friday Session 3 11:00 a.m. – 12:30 p.m.

LE Panel: Student Peer Leaders: Training Young Leaders to Lead in Learning Communities

Day/Time: Friday, 11:00 a.m. – 12:30 p.m. **Location:** Iris

Facilitator: Kay Hopkins, North Dakota State University

Panelists: Kay Hopkins, North Dakota State University
Shontarius Aikens, North Dakota State University

MED Activities for Management Learning

Day/Time: Friday, 11:00 a.m. – 12:30 p.m. **Location:** Lilac

Facilitator: Jennifer Schultz, Metropolitan State University

Presenters:

Student Wellness and Personal Change Projects in the Management Classroom

Julie Palmer-Schuyler, Webster University

Carolyn Gardner, Kutztown University of Pennsylvania

Let's Make A Deal: An Experiential Activity For Practicing Negotiation Skills

Gerard Beenen, California State University - Fullerton

John E. Barbuto, Jr., California State University - Fullerton

The Melding of Service Learning and Leadership Development: Six Years of Lessons Learned

Scott W. Lester, University of Wisconsin – Eau Claire

SHOWCASE **Motivators and the New Economy**

Day/Time: Friday, 11:00 a.m. – 12:30 p.m.

Location: Hazelnut

Facilitator: Susan M. Tinnish, Kendall College and SEAL, Inc.

Presenters:

Motivational Factors in Community Gardens
Omotayo Ajayi, Metropolitan State University

The Academy of Bourgeoisie: Understanding Academic Capitalism through a Marxist View
Stephanie Davis, University of Nebraska-Lincoln

An Applied Project: Relationships between Economic Indicators and Domestic U.S. Airline Industry Revenue Passenger Miles (RPMs)
Barbara Beltrand, Metropolitan State University
Richard Moran, Metropolitan State University
Brian Winrow, Metropolitan State University

OB **Trust, Justice, and Safety**

Day/Time: Friday, 11:00 a.m. – 12:30 p.m.

Location: Arrowhead

Facilitator: Brandon Soltwisch, Southern Illinois University Carbondale

Presenters:

Management Trustworthiness Relates to Job Satisfaction, Job Stress, and Intentions to Quit
Michelle Brodke, Bowling Green State University
Jennifer Z. Gillespie, University of South Florida
Michael Gillespie, University of South Florida
William K. Balzer, Bowling Green State University
Christopher Fluckinger, Bowling Green State University

Trust as a Mediator for the Effect of Organizational Justice: What do the Multifoci and Cultural Approaches Tell Us?
Izza Assad Rasul, University of Illinois
Wei Wang, University of Illinois
Shahbaz Shabbir, University of Illinois

An Integrative Model of a Pro-Diversity Climate
Marie-Elene Roberge, Northeastern Illinois University
Qiumei (Jane) Xu, Northeastern Illinois University

HR Career & Life

Day/Time: Friday, 11:00 a.m. – 12:30 p.m. **Location:** Red Oak B

Facilitator: Nancy Day, University of Missouri - Kansas City

Presenters:

Psychological Empowerment And Career Satisfaction: The Moderating Effect Of Transformational Leadership

Baek-Kyoo (Brian) Joo, Winona State University

Taejo Lim, Samsung Human Resources Development Center

Work And School At The Same Time? A Conflict Perspective Of The Work-School Interface

Rebecca Wyland, University of Wisconsin-Eau Claire

Scott W. Lester, University of Wisconsin-Eau Claire

Mark A. Mone, University of Wisconsin – Milwaukee

Doan E. Winkel, Illinois State University

Organizational Culture: The Key To Reducing Discrepancies Between Work-Life Policy And Practice

Kathleen Linderman-Hill, St. Ambrose University

SPECIAL SESSION

Writing for *JLOS* and Creating Successful Academic Presentations

Sponsor: Cardinal Stritch University

Day/Time: Friday, 11:00 a.m. – 12:30 p.m.

Location: Hollyhock

Facilitator: Megan Gerhardt, Miami University

This special session will discuss how to prepare a paper for publication in the *Journal of Leadership and Organization Studies* and how to create a successful academic presentation. A question and answer period will be provided. This session will be repeated at 4:15 p.m. in Fenthistle.



OD Groups and Organizational Change

Day/Time: Friday, 11:00 a.m. – 12:30 p.m. **Location:** Trillium Amphitheatre

Facilitator: Angie Keister, Allstate Insurance

Presenters:

Consulting To Churches: Why Modifications to Large Group Interventions Are Necessary and Merited – An Experience Based Perspective
Barbara Ragland, Benedictine University

Inter-professional Teams: Exploring Factors That Contribute To Functioning and Success in A National Award Winning Center In Healthcare
Christina Coidakis-Barss, Case Western Reserve University
Tony Lingham, Case Western Reserve University
James Young, Case Western Reserve University

Green Champions: Using Respect and Political Skill to Create Sustainable Change
Tracy Porter, Cleveland State University
Vickie Coleman Gallagher, Cleveland State University
Rama Jayanti, Cleveland State University
Renee Vinning, Cleveland State University

CASE Strategies for Writing Current Event Cases using Public Data Sources

Day/Time: Friday, 11:00 a.m. – 12:30 p.m. **Location:** Violet

Facilitator: John Bunch, Benedictine College

Presenters:

Gibson Guitar Wood Raids
John Bunch, Benedictine College

Alleged Corruption at Walmex and Walmart: Opportunity for Crisis Human Resource Management
Cindy Sutton, Metropolitan State University of Denver

STRAT Top Management and Corporate Governance

Day/Time: Friday, 11:00 a.m. – 12:30 p.m.

Location: Red Oak C

Facilitator: Ivana Milosevic, University of Nebraska-Lincoln

Presenters:

Impact of High-CSE CEO on Top Management Team Composition and Size
Alec Zama, Grand View University

Upper Echelons Theory and Its Relationship to Corporate Social Responsibility

Sabu George, St. Ambrose University

Detrimental Effects of Post-IPO Corporate Governance Changes
Guclu Atinc, Drake University

DOC Dissertation Incubator Group A

Day/Time: Friday, 11:00 a.m. – 12:30 p.m.

Location: Fenthistle

Facilitator: John Orr, Webster University

Doctoral students should contact johnorr06@webster.edu to pre-register for these developmental sessions. Students will be assigned to a facilitator's table. Observers may sit in on a space-available basis.

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“Leadership and the Dawn of the New Economy”

Day/Time: Friday, 12:30 p.m.

Location: Red Oak A

Sponsors: California State University – Fullerton, Sage and Aramark Healthcare

Presenter: Kathleen Black, RN, MS, MBA, Aramark Healthcare



Kathleen Black is Regional Vice President of the Midwest Region and former Vice President of Strategic Development - International for ARAMARK Healthcare. In her current role she focuses on the people and service elements of clinical support services. Black has led ARAMARK Healthcare’s international brand development and knowledge transfer efforts, providing insight and direction for standards build out globally for healthcare operations. She is also responsible for the implementation of a performance management process to empower employees, to develop a greater understanding of the connection between healthcare and the environments in which care is delivered and to measure the impact on outcomes in a performance-based manner.

With more than thirty years of healthcare experience, Black has served in senior positions in nursing and hospital administration in various leading healthcare organizations in Chicago. Black has also served as Chief Operating Officer with ServiceMaster Home Healthcare Pharmacy/Durable Medical Equipment Operations North America.

In addition, Black has published in multiple trade publications and taught continuing education courses at the college level. Ms. Black has been a long time member of AONE (American Organization of Nurse Executives) and ACHE (American College of Healthcare Executives).

2013 Midwest Academy of Management Program Chair: Marilyn Bugenhagen, Marian University

All authors nominated for a Best Paper Award should attend to be recognized.



Friday Session 4 2:30 p.m. – 4:00 p.m.

LE Ethics, Social Responsibility and Performance

Day/Time: Friday, 2:30 p.m. – 4:00 p.m. **Location:** Iris

Facilitator: Anne Christo-Baker, Purdue University North Central

Presenters:

Impact of Business Codes of Ethics

Mary Lebens, Metropolitan State University

*Relationship Between Employee Perceptions Of TMT Commitment To CSR
And Employee Engagement*

Sabu George Sabu, St. Ambrose University

*Corporate Social Responsibility And Job Performance: The Mediating
Effects Of Job Satisfaction*

Joana Story Nova School of Business and Economics

Edite Laka, Tefen Consulting

MED Teaching, Thinking, and Managing in the Management Classroom

Day/Time: Friday, 2:30 p.m. – 4:00 p.m. **Location:** Lilac

Facilitator: Scott W. Lester, University of Wisconsin-Eau Claire

Presenters:

*Teaching Managerial Skills with the Inclusion of Transcendent Goals
through Positive Management Education: A Course Example*

Jennifer Mencl, University of Minnesota Duluth

Critical Thinking: The Gateway to the New Economy

Phyllis Anderson, Governors State University

Joanne R. Reid, Corporate Development Associates, Inc.

*Measuring Academic Misconduct: Addressing type and Severity of
Offenses*

Jennifer Kisamore, University of Oklahoma

Thomas H. Stone, Oklahoma State University

I. M. Jawahar, Illinois State University

Jocelyn Holden, Ball State University

SHOWCASE **Connecting the Dots between Reality and the Future**

Day/Time: Friday, 2:30 p.m. – 4:00 p.m. **Location:** Hazelnut

Facilitator: Caroline Kozojed, University of Mary

Panelists:

Caroline Kozojed, University of Mary
Tim O. Peterson, North Dakota State University
Kay Hopkins, North Dakota State University

OB **Organizations and Employees Doing Right**

Day/Time: Friday, 2:30 p.m. – 4:00 p.m. **Location:** Arrowhead

Facilitator: Ivana Milosevic, University of Nebraska-Lincoln

Presenters:

Why do Organizations Engage in Corporate Social Responsibility Reporting?
Jasmine Tata, Loyola University Chicago

The Role of Organizational Culture in Fraud Prevention
Benjamin Huegel, St. Ambrose University

The Effects of Perceived Authentic Leadership and Core Self-Evaluations on Organizational Citizenship Behavior: The Role of Psychological Empowerment as a Partial Mediator
Baek-Kyoo (Brian) Joo, Winona State University
Sung Jun Jo, Utica College

HR HR Issues

Day/Time: Friday, 2:30 p.m. – 4:00 p.m. **Location:** Red Oak B

Facilitator: Rebecca Wyland, University of Wisconsin - Eau Claire

Presenters:

Presidential Succession Planning: A Qualitative Study In Private Higher Education

Melissa Klein, Viterbo University
Raintry J. Salk, Viterbo University

Career Orientations Of R&D Professionals And Attitude: The Moderating Effect Of Type And Organization

Wonho Jeung, University of Nebraska - Lincoln
Byungheon Lee, Kwangwoon University, Seoul, South Korea

The Role Of Pay In The New Economy

Nancy Day, University of Missouri - Kansas City

STRAT Alliances and Capabilities

Day/Time: Friday, 2:30 p.m. – 4:00 p.m. **Location:** Red Oak C

Facilitator: Guclu Atinc, Drake University

Presenters:

Evolutionary Dynamic modeling of Financial Payoff in Patent Alliance.

Zixing Shen, Dakota State University
Yanyan Shang, Dakota State University

Insourcing or Outsourcing: The Entrepreneurship Approach

Jong Chul Won, University of Missouri

A Game Theory Approach to the Impact of Alliance Responsibility of SMEs on the Strategy of Technology Innovation

Jinpei Wu, Minnesota State University -Moorhead
Shuyi Zhang, Shanghai Finance University

OD **Value and Values in Organization Development**

Day/Time: Friday, 2:30 p.m. – 4:00 p.m. **Location:** Trillium Amphitheatre

Facilitator: Gardenia Burks, Benedictine University

Presenters:

Private Equity Firms: Decisions influenced by Time and the Implications for Value Harvesting

Lachlan Whatley, Trinity Western University, Canada

Bill Doucette, Benedictine University

Organization Development and Human Resources: Match Made In Heaven or a Relationship Destined For Failure

Henry Williams, Benedictine University

Polarity and Politics of OD: Practicing the Heart & Soul of Change

Ylonda Glover, Benedictine University

OD **Panel Discussion: Employee Engagement and Organizational Alignment for Continuous Change**

Day/Time: Friday, 2:30 p.m. – 4:00 p.m. **Location:** Violet

Facilitator: Tiffany Yates, Colorado Technical University

Panelists:

Kenneth King, Crothall Healthcare Services Inc.

David Streeter, Timberland Manager/Vocational Instructor,
Hamburg High School

Sheldon Boldon, American Intercontinental University

Mary Pelich, Lincoln Land Community College

Audra Chestnut, Memorial Health System

Lisa Price, Southern Illinois University School of Medicine

DOC Dissertation Incubator Group B

Day/Time: Friday, 2:30 p.m. – 4:00 p.m. **Location:** Fenthistle

Facilitator: Vickie Coleman Gallagher, Cleveland State University
 Sharon Borowicz, Benedictine University

Doctoral students should contact johnorr06@webster.edu to pre-register for these developmental sessions. Students will be assigned to a facilitator’s table. Observers may sit in on a space-available basis.

SHOW Working Paper Session for Showcase

Day/Time: Friday, 2:30 p.m. – 4:00 p.m. **Location:** Hollyhock

Facilitators: Marilyn Bugenhagen, Marian University
 Gina Matkin, University of Nebraska – Lincoln

Participant:

Sue Mayfield, Metropolitan State University

Friday Session 5 4:15 p.m. – 5:45 p.m.

LE **Shared Leadership and Social Networks**

Day/Time: Friday, 4:15 p.m. - 5:45 p.m. **Location:** Iris

Facilitator: Anne Christo-Baker, Purdue University North Central

Presenters:

Team Leader's Social Networking And Team Conflict: The Mediating Effect Of Shared Mental Model

Wonho Jeung: University of Nebraska - Lincoln

Myoung Hwa Roh, Korea National Defense University - Seoul, South Korea

Boundary Conditions and Measurements for Shared Leadership in Teams: Investigating Dangerous Environments, Social Power Distribution, and Social Network Analysis

LJ McElravy., University of Nebraska - Lincoln

Alex Ramthun, University of Nebraska - Lincoln

MED **Panel: Teaching and Learning in Asia: Dawn of a New Economy in Education**

Day/Time: Friday, 4:15 p.m. - 5:45 p.m. **Location:** Lilac

Facilitator: Tim O. Peterson, North Dakota State University

Panelists:

Jennifer Schultz, Metropolitan State University

Vadhindran Rao, Metropolitan State University

Roger Prestwich, Metropolitan State University

Baek-Kyoo (Brian) Joo, Winona State University

OB **OB Hot Topics: Generations, Work-Family Roles, Creative Capital**

Day/Time: Friday, 4:15 p.m. - 5:45 p.m. **Location:** Hazelnut

Facilitator: Michelle Brodke, Bowling Green State University

Presenters:

Talkin' About Generations: A Qualitative Examination of Organizational Generations

Gentz Franz, University of Illinois at Urbana-Champaign

Moderators of the Relationship between Engagement in the Work Role and Engagement in the Family Role

Kathleen Linderman-Hill, St. Ambrose University

Creative Capital: An Integrated Perspective of Individual Resources

Dilek Yunlu, University of Wisconsin Milwaukee & Northeastern Illinois University

OB **Group Dynamics**

Day/Time: Friday, 4:15 p.m. - 5:45 p.m. **Location:** Arrowhead

Facilitator: Joanna Rakowski, Benedictine University & US Military Entrance Processing Command

Presenters:

The Use of Informal Networks to Resolve Logistics-Related Issues in Humanitarian Assistance Disaster Response: A Content Analysis Perspective

Sharon G. Heilmann, Wright State University

Yira Y. Muse, Air Force Institute of Technology

The Role of Emotional Intelligence in Building Rapport and Spreading Emotions in Groups

Brandon Soltwisch, Southern Illinois University Carbondale

Face-to-Face vs. Virtual Teams: What Have We Really Learned?

Radostina Purvanova, Drake University

OD Leadership and Organization Development

Day/Time: Friday, 4:15 p.m. - 5:45 p.m. **Location:** Red Oak B

Facilitator: Sharon Borowicz, Benedictine University

Presenters:

Measuring Organizational Leadership Context: Development and Validation of a Theory-Based Instrument

Michelle Kilbourne, Judson University/Enhanced Leadership

The Impact Of Personnel Sharing: Where Is Stability Most Critical During Organizational Change?

Carol Flinchbaugh, University of Kansas

Ghadir Ishqaidef, University of Wisconsin - Green Bay.

Cully West, University of Kansas

An Exploratory Case Study On Creating A Collaborative And Efficient Virtual Command Center Among Four Separate Organizations In The United States Army

Anne Kohnke, Lawrence Technological University

Teresa Gonda, Defense Acquisition University

GCD Panel: Value-laden knowledge transfer between U.S. and Middle East cultures

Day/Time: Friday, 4:15 p.m. - 5:45 p.m. **Location:** Hollyhock

Facilitator: faye I. smith, Missouri Western State University

Panelists:

Judi McLean Parks, Washington University

Sammy J. Showail, Missouri Western State University
(formerly of American University of Beirut)

faye I. smith, Missouri Western State University

OD **Panel: Opportunities and Challenges in Organization Development**

Day/Time: Friday, 4:15 p.m. - 5:45 p.m. **Location:** Trillium Amphitheatre

Facilitator: Barbara T. Ozog, Benedictine University

Discussant: Peter Sorensen, Benedictine University

Panelists:

Tanjia Coleman, Benedictine University
Reyna Herbison, Benedictine University
Nandi Shareef, Benedictine University
Dane D’Alessandro, Benedictine University

Sarah Peacey, Benedictine University
Eric Sanders, Benedictine University
Suzanne Larsen, Benedictine University
Savita Misra, Benedictine University

CASE **Strategic Decisions**

Day/Time: Friday, 4:15 p.m. - 5:45 p.m. **Location:** Violet

Facilitator: Cindy Sutton, Metropolitan State University of Denver

Presenters:

InsulTec: A Small Business Nears Its Horizon
Ben Huegel, St. Ambrose University

Expanding Cutts Floral Distributors
Terrence Sebora, University of Nebraska - Lincoln
Elina Ibrayeva, University of Nebraska - Lincoln

SML Parking’s Choice Regarding RFID
Terrence Sebora, University of Nebraska - Lincoln
Elina Ibrayeva, University of Nebraska - Lincoln

STRAT Identity, Stakeholders, and Legitimacy

Day/Time: Friday, 4:15 p.m. - 5:45 p.m. **Location:** Red Oak C

Facilitator: Shuyi Zhang, Shanghai Finance University

Presenters:

Social Media As Institution: A New Path To Legitimacy
Jenni Dinger, University Of Colorado - Boulder

Coalescence Of Organizational Identity: A Complexity-Based Model
Ivana Milosevic, University of Nebraska – Lincoln
A. Erin Bass, University of Nebraska – Lincoln
Mary Uhl-Bien, University of Nebraska – Lincoln

Impact of Stakeholder Management in Collaborative Partnerships of Small and Mid-Size Firms in Joint Development Projects
Ronda Sauget, Webster University

A Case Study of the Restructure and Redesign of a Small Business Named MU
George Houston, Benedictine University

SPECIAL SESSION

Writing for *JLOS* and Creating Successful Academic Presentations

Sponsor: Cardinal Stritch University

Day/Time: Friday, 4:15 p.m. – 5:45 p.m. **Location:** Hazelnut

Facilitator: Megan Gerhardt, Miami University

This special session will discuss how to prepare a paper for publication in the *Journal of Leadership and Organization Studies* and how to create a successful academic presentation. A question and answer period will be provided. This session will also be presented at 11:00 a.m. in Hollyhock.



All-Academy Reception

Reception: Lobby

Day/Time: Friday, 5:45 p.m. – 6:45 p.m.

Sponsors: Lewis University and Tasty Catering

Join your Midwest Academy of Management colleagues in the lobby of the hotel for a send-off reception. Buses will be waiting to take you to the Woodfield area for shopping and dining or to the Tasty Catering Case Writers Experience that will feature food, drinks and an open look at the structure of their business.

The Ethics Game drawing will be held at this reception.

Balloting for the Board of Governor's elections will close at this reception.

Tasty Catering Case Writer's Experience bus will depart at 6:45 p.m.

Woodfield Buses travel a continuous circuit from 6:30 p.m. – 10:30 p.m. between:

- **Woodfield Mall** (Restaurants, Shopping)
- **Streets of Woodfield** (Restaurants, Movies, Gameworks, Legoland, Laugh Out Loud - Improv Comedy)
- **Woodfield Green** (Nordstrom Rack, Off 5th Sak's 5th Avenue Outlet and other outlet shopping)
- **Eaglewood Resort**



The Program Saturday, October 6

Leadership and the Dawn of the New Economy

Saturday, October 6, 2012

<u>Activity</u>	<u>Location</u>	<u>Time</u>
Registration	Conference Center Lobby	7:00 a.m.– 11:00 a.m.
Publishers' Exhibits	Break Center, Black	7:30 a.m. – 12:30 p.m.
Plenary Session and Business Meeting <u>Sponsor:</u> Benedictine University	Red Oak A	8:00 a.m. – 9:15 a.m.
Lunch-with-Friends Or have it packed "To Go"	Burnham Dining Room	11:30 a.m.– 1:30 p.m.
Board of Governor's Meeting	Hickory Board Room	1:00 p.m. – 2:30 p.m.

Saturday Opening Plenary Session 8:00 a.m. – 9:15 a.m.

Plenary Session and Midwest Academy of Management Business Meeting All are Welcome!

Day/Time: Saturday, 8:00 a.m. – 9:15 a.m. **Location:** Red Oak A

Sponsor: Benedictine University

Presiding: John E. Barbuto, Jr. (Jay), California State University – Fullerton
President Midwest Academy of Management

Grab a cup of coffee and some food from the refreshment center and join us for the meeting and plenary session.

Participants: All current board members, all candidates for open Midwest Academy of Management positions, and all interested Midwest Academy of Management members. Track chairs will be recognized for their contributions at this meeting. The results of the Board of Governor's elections will be announced at this meeting.

Speaker: Peter Sorensen
Benedictine University

In recognition of the 55th Annual Conference, Peter Sorensen, one of the most senior members of the Midwest Academy, will recount some of the history of the Midwest Academy of Management.



Saturday, Session 6 9:30 a.m. – 11:15 a.m.

LE Panel: Advancing the study of Leaders and Leadership to the Development Edge

Day/Time: Saturday, 9:30 a.m. – 11:15 a.m. **Location:** Iris

Facilitator: Marilyn Bugenhagen, Marian University

Panelists: Marilyn Bugenhagen, Marian University
Kem Gambrell, Viterbo University
Heath Harding, University of Illinois
Gina Matkin, University of Nebraska
LJ McElravy, University of Nebraska

MED Panel: Encouraging Positive Character Development

Day/Time: Saturday, 9:30 a.m. – 11:15 a.m. **Location:** Lilac

Facilitator: Thomas A. Wright, Fordham University

Panelists: Art DeGroat, Kansas State University
Scott Bridegam, ICE Corporation
Tyler Lauer, Kansas State University

DOC Dissertation Incubator Group C

Day/Time: Saturday, 9:30 a.m. – 11:15 a.m. **Location:** Hazelnut

Facilitators: Debra Orr, Roosevelt University
John Orr, Webster University

Doctoral students should pre-register via email for these developmental sessions. Students will be assigned to a facilitator’s table. Observers may sit in on a space-available basis.

OB Working Paper Session for Organization Behavior

Day/Time: Saturday, 9:30 a.m. – 11:15 a.m. **Location:** Arrowhead

Facilitators: Jennifer Mencl, University of Minnesota, Duluth
 Qiumei (Jane) Xu, Northeastern Illinois University
 Scott W. Lester, University of Wisconsin - Eau Claire
 Gentz Franz, University of Illinois - Urbana-Champaign
 Radostina Purvanova, Drake University
 Jasmine Tata, Loyola University Chicago

Participants: Michelle Brodke, Bowling Green State University
 Joanna Davis, St. Ambrose University
 Diana Smrt, Western Illinois University

GCD Leadership through Diverse Lenses

Day/Time: Saturday, 9:30 a.m. – 11:15 a.m. **Location:** Hollyhock

Facilitator: Alex Ramthun, University of Nebraska - Lincoln

Presenters:

Organizational Memory And Lessons Learned: A Ghanian Case Study
Therese Yaeger, Benedictine University
Betty Nanor-Arthur, Ghana Institute Of Management

Do Generational Differences Affect Perceptions Of Organizational Diversity Climate?
Monica Gavino, Saint Xavier University
Hamid Mohammadi, Saint Xavier University
Tolu Bewaji, Saint Xavier University
John E. Eber, Saint Xavier University

DOC **Surviving and Thriving in your Dissertation**

Day/Time: Saturday, 9:30 a.m. – 11:15 a.m. **Location:** Red Oak B

Facilitator: Julie Palmer-Schuyler, Webster University

Saturday Session 7 11:30 a.m. – 1:00 p.m.

Lunch with Friends

Day/Time: Saturday, 11:30 a.m. – 1:30 p.m. **Location:** Burnham Dining Room

Any time between 11:30 a.m. and 1:30 p.m., attendees may have lunch with their friends and colleagues in the Burnham Dining Room, compliments of the Midwest Academy of Management. Even those running to catch a plane can have a lunch packed “to go” between these hours.

LE **Insights on Leadership and Future Demand**

Day/Time: Saturday, 11:30 a.m. – 1:00 p.m. **Location:** Iris

Facilitator: Cindy Roberts, Purdue University North Central

Presenters:

Antecedents of Servant Leadership: A Mixed Methods Study
Curt Beck, Concordia University

Turn On All The Lights: A Look At Management Theory Through Three Filters

James Rairdon, National American University
Steve Wille, Colorful Leadership

Growing A Community Of Talent To Fill The Skills Gap
Anne Christo-Baker, Purdue University North Central
Carolyn Roper, Purdue University North Central
Anthony Sindone, Purdue University North Central

DOC Doctoral Developmental Paper Group D

Day/Time: Saturday, 11:30 a.m. – 1:00 p.m. **Location:** Red Oak B

Facilitator: To Be Announced

Doctoral students should contact johnorr06@webster.edu to pre-register for these developmental sessions. Students will be assigned to a facilitator’s table. Observers may sit in on a space-available basis.

OD Panel Discussion: Mentoring and Coaching at Rush University Medical Center

Day/Time: Saturday, 11:30 a.m. – 1:00 p.m. **Location:** Hollyhock

Facilitator: Therese Yaeger, Benedictine University

Panelists:

Sue Lawler, Rush University Medical Center
Kimberly A Skarupski, Rush University Medical Center
Samantha Franco, Rush University Medical Center
Susana Chubinskaya, Rush University Medical Center

OD Panel: OD, Leadership and Healthcare: Improving Organizations

Day/Time: Saturday, 11:30 a.m. – 1:00 p.m. **Location:** Trillium Amphitheatre

Facilitator: Sharon Borowicz, Benedictine University

Panelists:

James Renlund, Benedictine University
John Tourangeau, Benedictine University
Blair Tiger, Benedictine University
Shawn H. Hicks, Benedictine University

Kimberley Barker, Benedictine University
Linda Lennox, Benedictine University
Franchee Harmon, Benedictine University
Kabir Syed, Benedictine University

OD **Panel: OD Contributions to Mentoring and Organizational Conflict**

Day/Time: Saturday, 11:30 a.m. – 1:00 p.m. **Location:** Red Oak C

Facilitator: Tiffany Yates, Colorado Technical University

Panelists:

Sheila Boysen-Rotelli, Lewis University
Enyonam Kudonoo, Benedictine University
Katherine Schroeder, Astellas, North America
Angelia L. Foster, Memorial Medical Center
Heather Winkler, Benedictine University Student
Nicole Richards, Illinois State Board of Education

ENT **Family and Small Business Issues**

Day/Time: Saturday, 11:30 a.m. – 1:00 p.m. **Location:** Violet

Facilitator: Monica Gavino, Saint Xavier University

Presenters:

Empirical Evidence of Abusive Supervision in Small Firms
Patricia Meglich, University of Nebraska - Omaha

It Touches Everything: The Role of Religion in Family Business
Ted Paterson, University of Nebraska - Lincoln
Dave Specht, University of Nebraska-Lincoln
Dennis Duchon, University of Nebraska - Lincoln

Goal Conflict & Performance On an Entrepreneurship Simulation
Terry Noel, Illinois State University

DOC **Academic Career Options for Doctoral Grads**

Day/Time: Saturday, 11:30 a.m. – 1:00 p.m. **Location:** Hazelnut

Facilitator: John Orr, Webster University

Presenters:

Working at an AACSB School

Nancy Day, University of Missouri - Kansas City

Other Than AACSB: Finding the Right School

John Orr, Webster University

The Curious World of Consulting

Ronda Sauget, Validus Business Strategies/Webster University

Managing It All: Deans, Chairs and Program Directors

Dale Dwyer, University of Toledo

Executive Committee Wrap-Up Meeting 1:00 p.m. – 2:30 p.m.

Day/Time: Saturday, 1:00 p.m. - 2:30 p.m. **Location:** Hickory Board Room

Presiding: Debra Orr, Roosevelt University, President, 2012-2013

Participants: John E. Barbuto, Jr. (Jay), California State University – Fullerton
Past-President, 2011-2012

Marilyn Bugenhagen, Marian University

Program Chair, 2012-2013

All Continuing & Newly Elected Officers and Board Members

This meeting is for all current and newly elected officers of the MAM Executive Committee to plan for the 2013 meeting.

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