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
Table of Contents

Table of Contents ................................................................................................................. 2
The Lay of the Land .............................................................................................................. 3
Things To Do ......................................................................................................................... 6
   Local Restaurants .............................................................................................................. 8
   Close to the Hotel .............................................................................................................. 8
   Might be Fun for Friday Night .......................................................................................... 8
Sponsors ............................................................................................................................... 9
Track Chairs ........................................................................................................................ 11
Midwest Academy of Management Board of Governors .................................................. 12
Reviewers ........................................................................................................................... 15
2012 Midwest Academy of Management Best Paper Nominations .................................... 17
Journal of Leadership and Organizational Studies .......................................................... 18
Exhibitors ............................................................................................................................ 19
Schedule at a Glance .......................................................................................................... 19
   Thursday, October 4 ....................................................................................................... 20
   Friday, October 5 ............................................................................................................ 20
   Saturday, October 6 ...................................................................................................... 20
The Program – Thursday, October 4 .................................................................................. 24
   Thursday Pre-Conference Sessions – October 4 ............................................................ 24
   Executive Committee and Board Meeting ...................................................................... 25
   Doctoral Student Welcome Dinner ................................................................................ 25
   Doctoral Student Consortium ....................................................................................... 26
   All Academy Welcome Reception ................................................................................... 26
The Program – Friday, October 5 ....................................................................................... 27
   Friday Session 1  7:30 a.m. – 9:00 a.m. ...................................................................... 27
   Friday Session 2  9:15 a.m. – 10:45 a.m. ................................................................. 32
   Friday Session 3  11:00 a.m. – 12:30 p.m. ............................................................... 37
   President’s Award Luncheon and Keynote Address ....................................................... 42
   Friday Session 4  2:30 p.m. – 4:00 p.m. .................................................................... 43
   Friday Session 5  4:15 p.m. – 5:45 p.m. .................................................................... 48
The Program Saturday, October 6 ..................................................................................... 53
   Saturday Opening Plenary Session 8:00 a.m. – 9:15 a.m. ........................................... 55
   Saturday, Session 6  9:30 a.m. – 11:15 a.m. ............................................................ 56
   Saturday Session 7  11:30 a.m. – 1:00 p.m. .............................................................. 59
   Executive Committee Wrap-Up Meeting 1:00 p.m. – 2:30 p.m. ............................... 62
Participant Index Ordered Alphabetically by First Name .................................................. 63
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
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.ettractions.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
Entrainces: South - Higgins Rd., West - Arlington Heights Rd. Elk Grove Village, Schaumburg. 800-870-3666

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

Chevy'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
Platinum Sponsors

- Benedictine University
- ARAMARK Healthcare
- Lewis University: A Catholic and Lasallian University
- Tasty Catering: The Caterer for Business
- Roosevelt University: Evelyn T. Stone College of Professional Studies
- California State University Fullerton: Mihaylo College of Business and Economics
Gold Sponsors

St Ambrose University

Silver Sponsors

UND

COLLEGE OF BUSINESS AND INNOVATION
THE UNIVERSITY OF TOLEDO

Cardinal Stritch 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*
Midwest Academy of Management Board of Governors

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

Steve Moser
University of North Dakota
Past President

Debra Orr
Roosevelt University
Conference Chair

Marilyn Bugenhagen
Marian University
Conference Chair-Elect

Diana Wong
Eastern Michigan University
Treasurer

Robin Sronce
Drury University
Secretary
Patricia Meglich  
University of Nebraska – Omaha  
Representative At-Large

Nancy Day  
University of Missouri – Kansas City  
Representative At-Large

CASE ANALYSIS COACH
Ideal for Students New to Case Learning
The Case Analysis Coach is an online, self-paced tutorial that introduces the key concepts required to analyze business case studies. It prepares students for situations including written reports, formal presentations, “cold calls” during classroom discussion, and final exams. It also includes a Case Analysis Worksheet that can be used repeatedly to analyze actual cases assigned for coursework.

#4380

VISIT OUR BOOTH at the Midwest Academy of Management to learn more about:  
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.

Michael Abebe, University of Texas - Pan America
Amy Alfermann, Monsanto
Arifin Angriawan, Purdue University - Calumet
Greg Ashley, Bellevue University
Guclu Atinc, Drake University
John E. Barbuto, Jr., California State University – Fullerton
A. Erin Bass, University of Nebraska – Lincoln
Curt Beck, Concordia University
Barbara Beltrand, Metropolitan State University
David Boggs, University of Illinois – Champaign-Urbana
Kristian Braekkan, Gustavus Adolphus College
Bart Brock, Jarden Safety & Security
Michelle Brodke, Bowling Green State University
Marilyn Bugenhagen, Marian University
Gardenia Burks, Benedictine University
Masud Chand, Wichita State University
Anne Christo-Baker, Purdue North Central University
Aaron Clopton, University of Kansas
Vickie Coleman Gallagher, Cleveland State University
Gwendolyn Combs, University of Nebraska Lincoln
Pamela Cooper, Heart of America Group
Joanna Davis, St. Ambrose University
Stephanie Davis, University of Nebraska - Lincoln
William J. Donoher, Missouri State University
Bill Doucette, NES Rentals Holdings, Inc.
Helen Fagan, University of Nebraska - Lincoln
Ron Fisher, Argonne Laboratories
Kem Gambrell, Viterbo University
Monica Gavino, Saint Xavier University
Sabu George, St. Ambrose University
Megan Gerhardt, Miami University
Ylonda Glover, Tri-Success Management Institute, Inc.
Eric Goodwin, Benedictine University
John Grant, General Motors
Marcia Hagen, Metropolitan State University
Corinne Haviley, Central DuPage Hospital
Heath Harding, University of Illinois
Lindsay Hastings, University of Nebraska - Lincoln
Sharon G. Heilmann, Wright State University
Patrick Hibbler, Norpac Foods Inc.
James Holzer, University of Maryland University College
George Houston, Benedictine University
Larry W. Hughes, Nebraska Wesleyan University
Richard Hunt, University of Colorado - Boulder
Katryna Johnson, Metropolitan State University
Scott Julian, Wayne State University
Angela Keister, Allstate Insurance
Julie Kleigl, Wartburg University
Bradley Koch, Grand Valley State University
Enyonam Kudonoo, Benedictine University
Kristy Lauver, University of Wisconsin – Eau Claire
Mary Lebens, Metropolitan State University
Jin Li, North Dakota State University
Kathleen Linderman-Hill, St. Ambrose University
LaDonna Long, Roosevelt University
Gina Lowdermilk, Platinum Endeavors, LLC
Jaeyoung Kang, Iona College
Delia Mannen, ESADE Business School – Barcelona, Spain
Ismatilla Mardanov, Southeast Missouri State University
L.J. McElravy, University of Nebraska – Lincoln
Leslie McKnight, Benedictine University
Patricia Meglich, University of Nebraska – Omaha
Jennifer Mencl, University of Minnesota – Duluth
Ivana Milosevic, University of Nebraska – Lincoln
Eric M. Morrison, U.S. Army Command and General Staff College
Jennifer Moss, Bellevue University
David Nicol, Tipjar Holdings LLC
Terry Noel, Illinois State University
Ted Paterson, University of Nebraska – Lincoln
Kiattisak Phongkusolchit, University of Tennessee – Martin
Jon L. Pierce, University of Minnesota – Duluth
Arun Pillutla, St. Ambrose University
Radostina Purvanova, Drake University
Barbara Ragland, Benedictine University
Alex Ramthun, University of Nebraska – Lincoln
Vadhindran Rao, Metropolitan State University
Roni Reiter-Palmon, University of Nebraska - Omaha
Sheila Boysen-Rotelli, Lewis University
Ronda Sauget, Webster University
Lisa Scherer, University of Nebraska – Omaha
Jennifer Schultz, Metropolitan State University
Yanyan Shang, Dakota State University
Barton Sharp, Northern Illinois University
Chryssa Sharp, Lindenwood University
faye l. smith, Missouri Western State University
Diana Smrt, Western Illinois University
Brandon Soltwisch, Southern Illinois University – Carbondale
Peter Sorensen, Benedictine University
Harika Suklan, Sullivan University
Susan Sweem, Walgreens
Susan M. Tinnish, Kendall College and SEAL, Inc.
Joanne Tritsch, University of Maryland
Jon Wallace, Sienna Heights University
Andrew Wefald, Kansas State University
Henry Williams, Benedictine University
Jinpei Wu, Minnesota State University – Moorhead
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 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; (joyp@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
<table>
<thead>
<tr>
<th>Time</th>
<th>Hickory Board Room</th>
<th>Lilac Private Dining Room</th>
<th>Burnham Private Dining Room</th>
<th>Fire Pit (Rain Location: Red Oak)</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:00 a.m. – 3:30 p.m.</td>
<td></td>
<td>Organization Behavior Teaching Society “Bootcamp”</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4:00 p.m. – 5:00 p.m.</td>
<td>Board of Governor’s Meeting</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6:00 p.m. – 7:00 p.m.</td>
<td></td>
<td></td>
<td>Doctoral Student Dinner</td>
<td></td>
</tr>
<tr>
<td>7:00 p.m. – 9:30 p.m.</td>
<td></td>
<td></td>
<td>All Academy Reception</td>
<td></td>
</tr>
<tr>
<td>--------------</td>
<td>-----------------------------</td>
<td>-----------------------------</td>
<td>---------------------------------</td>
<td>----------------------------</td>
</tr>
<tr>
<td>7:30 a.m.</td>
<td>Responsible and positive leadership for a new age</td>
<td>Leadership and Gender</td>
<td>Panel: Destructive Force of Troubling Leadership Behaviors: Bullying, Abusive Control, and Building Personal Empires</td>
<td>Work Environments</td>
</tr>
<tr>
<td>9:00 a.m.</td>
<td>Break – Black Refreshment Center – Sponsored by Ethics Game</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9:15 a.m.</td>
<td>Panel: Leadership Education</td>
<td>Looking at Management Education for the Students Point of View</td>
<td>Organizational Sustainability and the New Economy</td>
<td>Employee Traits, States, and Experiences</td>
</tr>
<tr>
<td>10:45 a.m.</td>
<td>Break – Black Refreshment Center – Sponsored by Harvard Business Publishing</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12:30 p.m.</td>
<td>Presidential Awards Luncheon and Keynote Speaker- Red Oak A</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4:00 p.m.</td>
<td>Break – Black Refreshment Center – Sponsored by Innovative Learning Solutions</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5:45 p.m.</td>
<td>All Academy Reception – Eaglewood Lobby</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Saturday, October 6

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00 a.m.</td>
<td>Business Meeting and Plenary Session on the history of the Midwest Academy – Red Oak A</td>
</tr>
<tr>
<td>9:15 a.m.</td>
<td>Break – Black Refreshment Center – Sponsored by Turning Technologies</td>
</tr>
<tr>
<td>9:30 a.m.</td>
<td>Iris Leadership and Ethics</td>
</tr>
<tr>
<td></td>
<td>Lilac Management Education</td>
</tr>
<tr>
<td></td>
<td>Hazelnut Doctoral Student Consortium</td>
</tr>
<tr>
<td></td>
<td>Arrowhead Organization Behavior</td>
</tr>
<tr>
<td></td>
<td>Red Oak B Doctoral Student Consortium</td>
</tr>
<tr>
<td></td>
<td>Holyhock Global, Cross-Cultural and Diversity</td>
</tr>
<tr>
<td></td>
<td>Trillium Organization Development</td>
</tr>
<tr>
<td></td>
<td>Violet Entrepreneurship, Small Business &amp; Case Research</td>
</tr>
<tr>
<td></td>
<td>Red Oak C Strategy and Organization Theory</td>
</tr>
<tr>
<td>9:30 a.m.</td>
<td>Panel: Advancing the study of Leaders and Leadership to the Development Edge</td>
</tr>
<tr>
<td>11:15 a.m.</td>
<td>Break – Black Refreshment Center – Sponsored by Cengage Learning</td>
</tr>
<tr>
<td>11:30 a.m.</td>
<td>Insights on Leadership and Future Demand</td>
</tr>
<tr>
<td></td>
<td>Academic Career Options for Doctoral Grads</td>
</tr>
<tr>
<td>11:30 a.m.</td>
<td>OD Panel: Developmental Paper Group C</td>
</tr>
<tr>
<td></td>
<td>OD Panel: Mentoring and Coaching at Rush University</td>
</tr>
<tr>
<td></td>
<td>OD Panel OD, Leadership and Healthcare: Improving Organizations</td>
</tr>
<tr>
<td>11:30 a.m.</td>
<td>Lunch with Friends</td>
</tr>
<tr>
<td></td>
<td>Have lunch, compliments of the Midwest Academy of Management in the Burnham Dining Room. Lunches can be packed “To Go” if needed.</td>
</tr>
<tr>
<td>1:00 p.m.</td>
<td>Board of Governor’s Meeting – Hickory Board Room</td>
</tr>
<tr>
<td>2:30 p.m.</td>
<td></td>
</tr>
</tbody>
</table>
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


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.
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

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

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

2. 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

3. 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
HR & Performance

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

**Facilitator:** Rebecca Wyland, University of Wisconsin - Eau Claire

**Presenters:**
- *An Examination Of Managerial Competencies And Their Relationships To Performance*
  Michele A. Scaperlanda-Herlein, Bridgestone Americas
  Dave O'Connell, St. Ambrose University

- *Human Resource Function And Organizational Performance*
  Meera Alagaraja, University Of Louisville

- *Performance Management Programs And Supervisor Feedback To Employees: “Perhaps One Reason ALL Employees Do Not Perform As Management Expects”*
  Ken Ward, University of Kansas

Leadership and Global Perspectives

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

**Facilitator:** Gina Matkin, University of Nebraska - Lincoln

**Presenters:**
- *Relationship Between Cultural Competence And Political Skill*
  Helen Fagan, University Of Nebraska - Lincoln

- *A Process Model Of Global Mindset Development*
  Rachel Clapp-Smith, Purdue University Calumet

- *Organizational Commitment And Trust In Global Leaders: Global Mindset*
  Joana Story, Nova School of Business and Economics
  John E. Barbuto, Jr. (Jay), California State University – Fullerton
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 Disparities 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.
“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:

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
<table>
<thead>
<tr>
<th>DOC</th>
<th>Dissertation Incubator Group B</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Day/Time:</strong></td>
<td>Friday, 2:30 p.m. – 4:00 p.m.</td>
</tr>
<tr>
<td><strong>Location:</strong></td>
<td>Fenthistle</td>
</tr>
<tr>
<td><strong>Facilitator:</strong></td>
<td>Vickie Coleman Gallagher, Cleveland State University</td>
</tr>
<tr>
<td></td>
<td>Sharon Borowicz, Benedictine University</td>
</tr>
</tbody>
</table>

Doctoral students should contact johnrr06@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.

<table>
<thead>
<tr>
<th>SHOW</th>
<th>Working Paper Session for Showcase</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Day/Time:</strong></td>
<td>Friday, 2:30 p.m. – 4:00 p.m.</td>
</tr>
<tr>
<td><strong>Location:</strong></td>
<td>Hollyhock</td>
</tr>
<tr>
<td><strong>Facilitators:</strong></td>
<td>Marilyn Bugenhagen, Marian University</td>
</tr>
<tr>
<td></td>
<td>Gina Matkin, University of Nebraska – Lincoln</td>
</tr>
<tr>
<td><strong>Participant:</strong></td>
<td>Sue Mayfield, Metropolitan State University</td>
</tr>
</tbody>
</table>
**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

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 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

---

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 l. 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 l. 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
<table>
<thead>
<tr>
<th>STRAT</th>
<th>Identity, Stakeholders, and Legitimacy</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Day/Time:</strong></td>
<td>Friday, 4:15 p.m. - 5:45 p.m.</td>
</tr>
<tr>
<td><strong>Facilitator:</strong></td>
<td>Shuyi Zhang, Shanghai Finance University</td>
</tr>
<tr>
<td><strong>Presenters:</strong></td>
<td></td>
</tr>
<tr>
<td>Social Media As Institution: A New Path To Legitimacy</td>
<td>Jenni Dinger, University of Colorado - Boulder</td>
</tr>
<tr>
<td>Coalescence Of Organizational Identity: A Complexity-Based Model</td>
<td>Ivana Milosevic, University of Nebraska – Lincoln</td>
</tr>
<tr>
<td>A. Erin Bass, University of Nebraska – Lincoln</td>
<td>Mary Uhl-Bien, University of Nebraska – Lincoln</td>
</tr>
<tr>
<td>Impact of Stakeholder Management in Collaborative Partnerships of Small and Mid-Size Firms in Joint Development Projects</td>
<td>Ronda Sauget, Webster University</td>
</tr>
<tr>
<td>A Case Study of the Restructure and Redesign of a Small Business Named MU</td>
<td>George Houston, Benedictine University</td>
</tr>
</tbody>
</table>

---

**SPECIAL SESSION**

**Writing for JLOS and Creating Successful Academic Presentations**

<table>
<thead>
<tr>
<th>Sponsor:</th>
<th>Cardinal Stritch University</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Day/Time:</strong></td>
<td>Friday, 4:15 p.m. – 5:45 p.m.</td>
</tr>
<tr>
<td><strong>Facilitator:</strong></td>
<td>Megan Gerhardt, Miami University</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Activity</th>
<th>Location</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registration</td>
<td>Conference Center Lobby</td>
<td>7:00 a.m.– 11:00 a.m.</td>
</tr>
<tr>
<td>Publishers’ Exhibits</td>
<td>Break Center, Black</td>
<td>7:30 a.m. – 12:30 p.m.</td>
</tr>
<tr>
<td>Plenary Session and Business Meeting</td>
<td>Red Oak A</td>
<td>8:00 a.m. – 9:15 a.m.</td>
</tr>
<tr>
<td>Sponsor: Benedictine University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lunch-with-Friends</td>
<td>Burnham Dining Room</td>
<td>11:30 a.m.– 1:30 p.m.</td>
</tr>
<tr>
<td>Or have it packed “To Go”</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Board of Governor’s Meeting</td>
<td>Hickory Board Room</td>
<td>1:00 p.m. – 2:30 p.m.</td>
</tr>
</tbody>
</table>
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.
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
OD Learning, Education and Organization Development

Day/Time: Saturday, 9:30 a.m. – 11:15 a.m. Location: Trillium Amphitheatre

Facilitator: Vicki Jobst, Benedictine University

Presenters:
Creating Impact in Education Today To Promote a Better Economy Tomorrow
Keith Proschwitz, Colorado Technical University

The Spillover Effect on the Economy from Females Transitioning into Adulthood from Foster Care: The Impact of Mentoring Relationships
Gardenia Burks, Benedictine University

The Secret Paradox: Women Administrators in Higher Education and Corporate America; Dissertation Preliminary Findings
Judith Zaleski, Benedictine University

CASE Tasty Catering Case Writers’ Debriefing—Now What?

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

Facilitators: Ken Thompson, DePaul University
Cindy Sutton, Metropolitan State University of Denver

STRAT Panel: Management Case Synopsis: Strategic Organization Design and Theory

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

Facilitator: Tiffany Yates, Colorado Technical University

Presenters:
Holly Parnell-Thompson, Colorado Technical University
Mary Soher, Colorado Technical University
Candace Hayden, Colorado Technical University
Tiffany Yates, Colorado Technical 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
Kimberly Barker, Benedictine University
Linda Lennox, Benedictine University
Franchise 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.
Participant Index Ordered Alphabetically by First Name

A. Erin Bass .................. 17, 35, 36, 59
Aaron Clopton ................. 17, 35
Abraham Nahm .................. 36
Alec Zama ....................... 19, 47
Alex Ramthun .................... 19, 54, 64
Amy Alfermann ................... 17
Andrew Wealfald ............. 12, 15, 19
Andrew Yu ........................ 34
Angelia L. Foster ................. 69
Angie Keister.................. 18, 35, 45
Anne Christo-Baker ........ 17, 49, 54, 68
Anne Kohne ..................... 56
Anthony Sindone ............... 68
Arifin Angriawan ................. 17
Art DeGroat ..................... 63
Arun Pillutla ...................... 18
Arup Varma ......................... 34
Audra Chestnut .................. 53
Baek-Kyoo (Brian) Joo .... 20, 44, 50, 54
Barbara Beltrand ............ 17, 38, 43
Barbara Ragland ............. 19, 46
Barbara T. Ozoeg ................. 58
Bart Brock ..................... 17
Barton Sharp ....................... 19
Ben Huegel ......................... 58
Benjamin Huegel ................. 50
Betty Nanor-Arthur ............... 64
Bill Doucette .................... 17, 52
Blair Tiger ........................ 69
Bradley Koch .................... 18, 34
Brandon Soltwisch ............ 19, 44, 55
Brian Winrow ..................... 43
Bryan L. Finch ................... 35
Byungheon Lee .................... 51
Candace Hayden ................... 66
Carmen Armstrong ............... 40
Carmen Zafft ...................... 19
Carol Flinchbaugh ............... 56
Caroline Kozojed ................. 50
Carolyn Gardner ................. 42
Carolyn Roper .................... 68
Chanchai Tangpong ............... 12, 37
Christina Coidakis-Barss ......... 46
Christopher Fluckinger ....... 44
Chryssa Sharp .................... 19
Cindy Roberts ................. 12, 32, 67
Cindy Sutton ...................... 12, 46, 58, 66
Corinne Haviley ................... 18
Cully West ........................ 56
Curt Beck ......................... 17, 67
Dale Dwyer ......................... 14, 42, 71
Dane D’Alessandro ........... 58
Dave O’Connell ................. 34
Dave O’Connell ................. 39
Dave Specht ....................... 69
David Bogggs ...................... 17
David Nicol ....................... 18
David Streeter .................... 52
Deborah Galuk ..................... 32
Debra Orr ......................... 13, 37, 63, 71
Delia Mannen ....................... 18, 20, 32
Denise E. Williams .................. 41
Dennis Duchon ..................... 69
Diana Smrt ........................ 19, 64
Diana Wong ......................... 14
Dilek Yunlu ......................... 19, 55
Doan E. Winkel ..................... 45
Don Daake ........................ 38
Donnette Noble ..................... 12
Elina Ibrayeva ....................... 58
Enyomud Kudonoo ................... 18, 69
Eric Goodwin ..................... 17, 32
Eric M. Morrison ................... 18, 36
Eric Sanders ....................... 58
Eric Schulz ........................ 34
faye l. smith ....................... 19, 56, 57
Franchee Harmon .................. 69
Gardenia Burks .................... 17, 52, 66
Gentz Franz ....................... 32, 55, 64
George Houston .................... 18, 59
Gerard Beenen ...................... 34, 37, 43
Ghadir Ishgaidef ................... 56
Gina Davalos ....................... 32
Gina Lowdermilk .................... 18, 32
Gina Matkin ....................... 12, 39, 53, 63
Greg Ashley ......................... 17
Guclu Atinc ......................... 17, 20, 41, 47, 51
Gwendolyn Combs .................. 17
Gwendolyn M. Combs .................. 39
Hamid Mohammad ................... 20, 64
Hanh Trinh ......................... 41
Harika Suklu ......................... 19, 40
Heath Harding ....................... 18, 63
Heather Winkler .................... 69
Helen Fagan ......................... 17, 34, 64
Henry Williams ....................... 19, 52
Holly Parnell-Thompson ....... 66
Hui Wang ........................ 34
Huy Le................................. 38
I. M. Jawahar ......................... 50
Ismatilla Mardanov .................. 18, 41
Ivana Milosevic ...................... 18, 36, 39, 46, 50, 59
Izza Assad Rasul .................... 44
Jaeyoung Kang ....................... 18, 36
James Holzer ......................... 18, 41
James Keys ........................ 36
James Raidon ......................... 67
James Renlund ....................... 69
James Ricks ........................ 41
James W. Begun ....................... 41
James Young ......................... 46
Jasmine Tata ....................... 35, 50, 64
Jason Fertig ......................... 15
Jenni Dinger ......................... 59
Jennifer Kisamore .................. 49
Jennifer Mencl 12, 14, 18, 42, 49, 64
Jennifer Moss ......................... 18
Jennifer Schultz 12, 19, 34, 42, 54
Jennifer Z. Gillespie ................. 44
Jin Li ......................... 18, 36, 37
Jinpei Wu ......................... 19, 52
Joana Story ........................ 20, 40, 49
Joana Davis ......................... 17, 64
Joana Rakowski ..................... 33, 55
Joanne Reid ......................... 49
Joanne Tritsch ....................... 19
Jocelyn Holden ....................... 50
John Bunch ......................... 46
John E. Barbuto, Jr. (Jay) .... 13, 29, 40, 62, 71
John E. Eber ......................... 20, 65
John Grant ......................... 17, 40
John Orr12, 30, 41, 42, 47, 63, 71
John Tourangeau .................... 69
Jon L. Pierce ......................... 18
Jon Wallace ......................... 19
Jong Chul Won ....................... 51
Joseph Ofori-Dankwa ............. 41
Joy V. Peluchette .................... 21
Judi McLean Parks ................... 56
Judith Zaleski ....................... 66
Judy Zaleski ......................... 19, 40
Julie Kleigl ......................... 18, 31
Julie Palmer-Schuyler ................ 36, 42, 67
Kabir Syed ........................... 69
Katherine Schroeder ................ 69
Katherine Tunheim ................... 32
Kathleen Black ....................... 48
Kathleen Linderman-Hill .. 18, 45, 55
Katrina Johnson ..................... 18
Kaustav Misra ....................... 41
Kay Hopkins ......................... 42, 50
Keith Proschwitz .................... 66
Kem Gambrell ....................... 17, 63
Ken Thompson ....................... 66
Ken Ward .......................... 39
Kenneth King ......................... 52
Kenneth Long ......................... 36
Kenneth S. Rhee .................... 32
Kevin D. Lynch ...................... 35, 38
Kiattisak Phongkusolchit ......... 18
Kimberley Barker ..................... 69
Kimberly A Skarupski ................ 68
Kris Gossett ......................... 38