Midwest Academy of Management
56th Annual Conference

October 10-12, 2013
The InterContinental Hotel
Milwaukee, Wisconsin

2013 Conference Program – Final

Learning and Innovating in a Trans-disciplinary World:
Making, tinkering, and remixing management and leadership
Table of Contents

Acknowledgments and Welcome ........................................................................................................ 4
Conference Room Map .................................................................................................................. 6
Special Events .................................................................................................................................. 7
Conference Sponsors .................................................................................................................... 8
2013 Track Chairs and Conference Committee ........................................................................ 10
Midwest Academy of Management Board of Governors .......................................................... 12
Past Presidents ............................................................................................................................ 14
Midwest Scholars Recognition ..................................................................................................... 15
2013 Midwest Academy of Management Best Paper Awards .................................................. 16
Peer Reviewers ............................................................................................................................. 17
Journal of Leadership and Organizational Studies .................................................................... 18
Exhibitors ....................................................................................................................................... 19
Schedule at a Glance ..................................................................................................................... 20
Thursday Pre-Conference Sessions – October 10 ..................................................................... 24
Academy Welcome Reception ...................................................................................................... 25
The Program – Friday, October 11 ............................................................................................... 26
  Registration ............................................................................................................................... 26
  Exhibitors .................................................................................................................................... 26
Midwest Academy Conference Breakfast ..................................................................................... 26
Friday Session 1 – 8:45 a.m. – 10:00 a.m. .................................................................................... 26
  BREAK – 10:00 a.m. – 10:15 a.m. ......................................................................................... 31
Friday Session 2 - 10:15 a.m. – 11:30 a.m. ................................................................................ 31
Midwest Academy President’s Luncheon with Keynote Address ............................................... 36
Friday Session – 1:45 p.m. – 2:45 p.m. LIGHTNING ROUNDS .................................................. 37
Friday Session Off Site - 2:30 p.m. – 4:30 p.m. ............................................................................ 38
Friday Session 3 - 3:00 p.m. – 4:15 p.m. ...................................................................................... 39
  .................................................................................................................................................... 44
Acknowledgments and Welcome

On behalf of the Midwest Board of Governors, welcome to the 56th Annual Meeting of the Midwest Academy of Management. Little did I know what a great opportunity planning this conference would be when elected at the 54th annual meeting in Omaha, Nebraska. Special thanks for Jay Barbuto for encouragement to pursue a Midwest Academy leadership role.

This conference would not be possible without the efforts of many. We appreciate the work of our Midwest Academy members as authors, reviewers, panelists, session facilitators, track chairs, conference committee and members of the Board of Governors. We know that without your contributions, this conference would not be possible. Special thanks for guidance from our President Deb Orr and Dale Dwyer throughout the planning process. Everyone has provided me with great inspiration and insights as the conference tracks and programs have come together for this 56th meeting.

Our sponsors have provided generous financial support for this conference. Thanks to our sponsors, see page eight of the program and be sure to thank members from these institutions when you meet them at the conference. Thanks to our exhibitors. Thank you to Patricia Meglich for coordinating our exhibitors. We appreciate the support that our exhibitors have provided and our members appreciate your willingness to bring materials that they may adopt for their classrooms.

Track chairs provided invaluable assistance to the Program Chair. These chairs assembled their reviewers and provided us with a series of well thought out sessions. When you see our tracks chairs in the various sessions over the next two days, please be sure to thank them. Dale Dwyer has been invaluable as our membership chairperson and webmaster. We made advances over the 2012 web-based submission process and look forward to ironing out the kinks in the 2014 paper submission process.

Thanks, as always, to the Board of Governors and officers who contribute to this conference in so many ways. Special thanks to Andrew Wefald for Best Paper selection and elections coordination, Diana Wong for keeping our books, and Megan Gerhardt and Andrew Wefald for the doctoral consortium. Thanks to Ray Benedetto and Kenneth Thompson for coordinating the two off site events, Harley-Davidson Museum and the Friday evening at the Old German Beer Hall.

Staff support from Marian University have been instrumental at bringing this conference to fruition. Thanks especially to Megan Paske and Moreen Carvan (and the minions!). Thanks to Heath Harding for taking on the Lightning Rounds and tech work with the HDMI mini-projectors. Thanks for other volunteers who have been irreplaceable behind the scenes in planning for this conference. Thanks to the InterContinental and Marcus Corporation staff: Bill Bull, Kevin Maille, and Justin Peters. Thanks to my son, Jordan Bugenhagen, for photography.

Thanks for your support and enjoy the 2013 conference!

Sincerely,
Marilyn J. Bugenhagen
Marian University
Midwest Academy Program Chair/President-Elect
September 27, 2013

Marilyn Bugenhagen  
Midwest Academy of Management  
45 South National Avenue  
Fond du Lac, WI 54935

Dear Ms. Bugenhagen,

I would like to welcome Midwest Academy of Management to the City of Milwaukee. I hope that you enjoy your stay here while you experience the 56th Annual Meeting of the Midwest Academy of Management from October 3rd -5th during the Midwest Academy Conference.

I invite you to share in all the amazing things our county has to offer. Milwaukee boasts world-class attractions within walking distance of the Intercontinental Hotel Downtown such as: the Milwaukee Riverwalk, the Pabst Theater, and the Marcus Center for the Performing Arts which are all conveniently located in the heart of the city. I hope you are able to get out and experience as much of this great city as possible. Milwaukee is also home to many great restaurants where you can go and share your thoughts and ideas with your colleagues. Perhaps you can stop by Kilawat, a fantastic restaurant attached to the Intercontinental Hotel. It has an electrifying cuisine and a fantastic view of the city.

I’m proud to welcome to you to our wonderful city of Milwaukee and hope that you have a chance to visit and take in all that the city can offer you during your convention and stay. Please accept a warm welcome and wishes for the 2013 Meeting of the Midwest Academy of Management.

Sincerely,

Chris Abele  
Milwaukee County Executive
InterContinental Hotel
139 East Kilbourn Ave
Milwaukee, WI 53202
Front Desk
+1-414-276-8686

CHECK IN: 3 PM / CHECK OUT: 12 NOON, EXTENDED TIME AVAILABLE

Conference Room Map

1st Floor

LOBBY

ZENDEN

GALLERIE M

LOBBY SALON

SALON 1  SALON 2  SALON 3  SALON 4  SALON A

Exhibitors

Conference Registration

PRE-FUNCTION

2nd Floor

3rd Floor

SALON D

SALON E
Special Events

Thursday, 6:30 – 8:30pm  Welcome Reception
Meet new and established colleagues at our reception on Friday night. The Zen Den is a perfect place for our opening reception.

Friday, 1:45 – 2:45 pm  Lightning Rounds
A fast paced, information filled, question posing, and interesting experience all in one room. Place on a quick hour of rotating to several stations to listen to colleagues presentations on a variety of topics.

Friday, 2:30 – 4:15pm  Living Case Studies:
Applying the Researcher’s Gaze to Ethnographic Exploration: Seeing, touching, and explaining the Harley-Davidson Experience.
This program involves a “living case” with Harley-Davidson and will be held off-site, at the museum. Transportation is provided. Participants registered in advanced.
See complete description in program. Meet in Hotel Lobby for transportation at 2:30pm.

Friday, 4:30-5:00pm  Midwest Academy Business Meeting
Annual time to hear reports and give feedback on the Midwest Academy’s programs and services: Website, paper submission, membership/conference registration, exhibitors, etc.
Plus, there will be snacks!

Friday, 6:00 – 8:30pm  Living Case Research event at OLD GERMAN BEER HALL
Our evening will include a “traditional” German Oktoberfest feast at the Old German Beer Hall, patterned after the famous Munich Hofbrauhaus. We’ll have fun and games that highlight artifacts of this iconic celebration. Dinner and the After-action review on Saturday morning are open to all Conference attendees. Learn more about ethnographic research while having food, fun, and drink! – LIMITED TO 35 PEOPLE with advance ticket purchase. Check at Registration desk about ticket availability.

Friday, 6:00 pm - ???  Special Announcement at Friday Luncheon
Conference Sponsors

Platinum Sponsors

Benedictine University

Marian University

Roosevelt University

St. Ambrose University
2013 Track Chairs and Conference Committee

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

Conference Theme:
Chair: Delia Mannen
*Ramon Llull University & University of Pennsylvania*

Case Research:
Co-chair: Ken Thompson
*DePaul University*
Co-chair: Ramon Benedetto
*University of Phoenix-Chicago*

Entrepreneurship & Small Business Management:
Co-Chair: John Bunch
*Benedictine College, KS*
Co-Chair: David Wanless
*Michigan Tech University*

Human Resource Management:
Co-chair: Nancy Day
*University of Missouri-Kansas City*
Co-chair: Tracy Porter
*Cleveland State University*

Intercultural and Global Competence
Co-Chair: Gina Matkin
*University of Nebraska—Lincoln*
Co-Chair: Donnette Noble
*Roosevelt University*

Leadership & Ethics:
Chair: Kem Gambrell
*Viterbo University*
Co-Chair: Kenneth Harris, Jr.
*Concordia University, WI*

Management Education Development:
Co-chair: Kelly Delaney
*University of Wisconsin-Whitewater*
Co-chair: Rebecca Wyland
*University of Wisconsin-Eau Claire*

Organizational Behavior:
Co-chair: Sharon Heilmann
*Wright State University*
Co-chair: Eileen Sherman
*Cardinal Stritch University*

Organization Development:
Co-Chair: Therese Yaeger
*Benedictine University, IL*
Co-Chair: Peter F. Sorensen, Jr.
*Benedictine University, IL*

Lightning Rounds:
Chair: Heath Harding
*Nebraska Wesleyan University*

Strategic Management Theory
Co-Chair: Chanchai Tangpong
*North Dakota State University*
Co-Chair: Jinpei Wu
*Minnesota State University*

Technology & Innovations Management:
Chair: Barton Sharp
*Northern Illinois University*
Conference Committee

**Doctoral Consortium:**
Co-Chair: Andy Wefald  
*Kansas State University*

Co-chair: Megan Gerhardt  
*Miami University, OH*

**Conference Program Chair:**
Marilyn Bugenhagen  
*Marian University*

**Exhibits:**
Patricia Meglich  
*University of Nebraska at Omaha*

**Best Paper Award Committee**
Andy Wefald – *Kansas State University*

**Registration:**
Dale Dwyer  
*University of Toledo*

**Local Arrangements Committee:**
Jim Henderson  
*Alverno College*

Tina Lamb  
*Strayer University*

Dianne Murphy  
*University of Wisconsin-Milwaukee*

**Audio Visual**
Heath Harding  
*Nebraska Wesleyan University*

**Photography**
Jordan Bugenhagen  
*University of Wisconsin-Waukesha*
Midwest Academy of Management Board of Governors

Debra Orr
Roosevelt University
President, 2012-2013

John E. Barbuto
California State University – Fullerton
Past President

Marilyn Bugenhagen
Marian University
Program Chair/President-elect

Jennifer Schultz
Metropolitan State University
Program Chair-Elect

Diana Wong
Eastern Michigan University
Treasurer

Robin Sronce
Drury University
Secretary

Dale Dwyer
The University of Toledo
Membership Chair/Website Coordinator

Andrew J. Wefald
Kansas State University
Representative-at Large
Past Presidents

1962 – 1963 Rolin H. Simonds
1963 – 1964 Franklin Moore
1965 – 1966 Fremont Shull
1966 – 1967 Joseph Litterer
1967 – 1968 Max Wortman
1968 – 1969 Alan C. Filley
1970 – 1971 Herbert Zollitsch
1971 – 1972 Elmer H. Burack
1972 – 1973 Henry L. Tosi
1973 – 1974 Andre L. Delbecq
1975 – 1976 Kenneth M. Roland
1977 – 1978 Andrew Sikula
1978 – 1979 Orlando Behling
1979 – 1980 Charles N. Green
1981 – 1982 Fred Luthans
1982 – 1983 Richard N. Osborn
1983 – 1984 Maryann Albrecht & Art Brief
1984 – 1985 Ramon J. Aldag
1985 – 1986 Thomas N. Martin
1986 – 1987 Ken Wexley
1988 – 1989 Allen Bluedorn
1989 – 1990 James McFillen
1990 – 1991 Kenneth Thompson
1992 – 1993 Timothy Keaveny
1993 – 1994 Ralph Katerberg
1994 – 1995 Trudy Verser
1995 – 1996 Aaron Buchko
1996 – 1997 Inga Baird Hill
1997 – 1998 Marilyn L. Fox
1998 – 1999 Brian P. Niehoff
1999 – 2000 Douglas R. May
2000 – 2001 Nancy E. Day
2001 – 2002 Rob Moorman
2002 – 2003 Joy Peluchette
2003 – 2004 Lynn Harland
2004 – 2005 Jeff Katz
2005 – 2006 Jill Kickul
2006 – 2007 William Snively
2007 – 2008 Faye Smith
2008 -- 2009 Dyanne Ferk
2009 -- 2010 Therese Yaeger
2010 -- 2011 Steven Moser
2011 -- 2012 John E. Barbuto, Jr. (Jay)
2012 -- 2013 *Deb Orr
2013 -- 2014 **Marilyn J. Bugenhagen
*Current President
**Incoming President
Midwest Scholars Recognition

The Midwest Scholar Recognition award was established to honor outstanding professional achievements which constitute significant contributions to research, theory and practice of management. Wide recognition by the academic community is essential with the award based on a body of achievement rather than a particular piece of research, creative work, or other achievements. A substantial part of the achievement shall be accomplished as a faculty member of a Tier-1 Midwestern university, or be of equivalent status. Each honoree must be currently employed as a faculty or possess emeritus faculty status from a Tier-1 Midwestern university, or be of equivalent status. Each recipient will be invited to present a keynote, highlighted conference session, or pre-conference program at the annual meeting of the Midwest Academy of Management.

Belle Rose Ragins
Professor, Organizations and Strategic Management, University of Wisconsin-Milwaukee, Sheldon B. Lubar School of Business

Education
Ph.D., Industrial-Organizational Psychology, University of Tennessee - Knoxville
M.S.W., Social Welfare Management, University of Illinois - Chicago
B.A., Psychology, Southern Illinois University

Dr. Ragins teaches, consults, and conducts research on diversity, mentoring, and gender issues in organizations. Her current research examines the development of mentoring relationships and explores how gender and diversity affect mentoring. She has also researched the glass ceiling, sexual harassment, diversity and sexual orientation in organizations.

Ramon “Ray” J. Aldag
Professor, Management and Human Resources, Glen A. Skillrud Family Chair in Business, University of Wisconsin-Madison, Wisconsin School of Business

Education
Ph.D., Management, Michigan State University
M.B.A., Production Management, Michigan State University
B.S., Mechanical Engineering, Michigan State University

With the knowledge gained from more than 30 years of experience in teaching and conducting research on decision making, entrepreneurship, equity, leadership, organizational behavior and culture, self-efficacy, change, stress and coping, group decision processes, task design, computerized decision aids, and motivation, Aldag has co-authored seven books and published more than 70 journal articles and book chapters. Aldag has worked as an engineer in the aerospace industry, consulted with organizations from a wide variety of industries, and served as president of the National Academy of Management, as well as dean of its prestigious Fellows Group.
2013 Midwest Academy of Management Best Paper Awards

BEST PAPER
Alpha and Omega: When Bullies Run in Packs
Patricia Meglich /Faculty/University of Nebraska at Omaha
Andra Gumbus/ Faculty/Sacred Heart University

BEST STUDENT PAPER
Thanks, But No Thanks: The Process of Declining or Accepting Offers of OCB
Phil Thompson /Student/Case Western Reserve University

BEST QUALITATIVE PAPER
The Potent Role of Personality in a Structured Behavioral Interview: A Field Experiment
Sorin Valcea /Faculty/Washburn University
Maria Riaz Hamdani/Faculty/The University of Akron

The following papers were nominated for best paper:
Designing, Creating, and Innovating with Posters to Support Student Learning in the Business Classroom
Jennifer Schultz /Faculty/Metropolitan State University
Allan Bernard, / Faculty / Wartburg College
Lindsay Angove, Sheri Stiles, Ashley Mauer / Students / Metropolitan State University

Familiarity and Importance: Where Do New Ventures focus Their Attention In Their Search for Knowledge and Innovation?
Tang Wang / Faculty /Michigan Technological University

More Alike Than Different: What Generations Value and How They React to the Related Characteristics within Their Organizations
Scott Lester /Faculty/ University of Wisconsin – Eau Claire
Jennifer Mencl /Faculty/University of Minnesota-Duluth

The Moderating Effect of Environment on Corporate Governance Changes and Firm Performance Relationship: The Case of Young Entrepreneurial Firms
Guclu Atinc / Faculty/Drake University /Assistant Professor

Shared Leadership and Team Performance in Dynamic Environments
Alex Ramthun /Student/University of Nebraska-Lincoln
L. J. McElravy Jr./ Student/University of Nebraska - Lincoln
Gina Matkin/Faculty/University of Nebraska-Lincoln

When Harm is at Stake: Ethical Value Orientation, Managerial Decisions, and Relational Outcomes
Amy Verbos /Faculty/Central Michigan University

Facilitating Diversity in Organizations Levers for OD Scholar-Practitioners
Dane D’Alessandro / Benedictine University
Peer 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.

Amy Verbos
Abel Adekola
Alex Jackson
**Alex Ramthun**
Angela Sullivan
Angie Keister
Ann Salm
Arifin Angriawan
Arun Pillutla
Baek-Kyoo (Brian) Joo
Barton Sharp
**Ben Capell**
Brandon Soltwisch
Brian Bennett
Carolyn Wiley
Chase Lundstrum
Chidiebere Ogbonnaya
**Christine Shaefer**
Cindy Roberts
Dane D’Alessandro
**Dave O’Connell**
David Boggs
Dennis Kripp
Derek Cortez
Diana Wong
Don Hoy
Donna Gwaltney
**Drew Debrey**
Dwobeng Owusu-Nyamekye
Elaine Hollensbe
Eric Green
Erin Bass
Evan Wood
Frank Houston
George Houston
Gina Hinrichs
**Guclu Atinc**
Harika Suklun
Huy Tran
**Ivana Milosevic**
Jeff Helton
Jennifer Mencl
Jin Li
Jocelyn Leitzinger
**John Riederer**
Kelly Coles
Kelly Gillerlain
Kelly Riesenmy
Kevin Walsh
**Kiattisak Phongkusolchit**
Konghee Kim
Kyle Ehrhardt
Kyle Van Ittersum
**L. J. McElravy**
Lauren Hearit
Lesley Page
Leslie McKnight
Linda Wanless
Mary Henderson
Mary Sue Love
Mary Woods
Matt Mardanov
Meera Alagaraja
Megan Endres
Megan Gerhardt
Michael Abebe
Michael Fields
Michelle Fleig-Palmer
Mike Schneider
Namporn Thanetsunthorn
**Nancy Hanson-Rasmussen**
Neelima Paranjpey
Pamela Hamilton
Phil Thompson
**Roger Volkema**
Ronda Sauget
Sabu George
Sarah Bailey
Scott Graham
Scott Wagner
Sharon Borowicz
Sheila Boysen-Rotelli
Shirley Ashauer
Shontarius Aikens
Stacy Owens
Susan Sweem
Teddie Malangwasira
Thomas Breunig
Tina Bhat
Tina Lamb
**Todd Arney**
Tom Head
Uday Tate
Vinh Nguyen
Violet Doran
Will Weyhrauch
Yanyan Shang
Zhangying He
Zonghui Li
Summer 2014 Issue

**Midwest Academy of Management: Current Issues in Management**

Submission Deadline: **Friday, October 18, 2013**

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](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  
Lindenwood University  
(636) 949-4121 (jpeluchette@lindenwood.edu)

It is expected that manuscripts submitted for review will follow the American Psychological Association (APA) guidelines.
Exhibitors
## Schedule at a Glance

### Thursday, October 10

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>12:30 pm</td>
<td>Doctoral Consortium</td>
<td>Grand Salon 3 &amp; 4</td>
</tr>
<tr>
<td>3:00 pm</td>
<td>Conference Registration</td>
<td>Second Floor Lobby</td>
</tr>
<tr>
<td>4:00 pm</td>
<td>Board of Governors Meeting</td>
<td>Salon A</td>
</tr>
<tr>
<td>5:00 pm</td>
<td>Conference Committee Briefing</td>
<td>Salon A</td>
</tr>
<tr>
<td>6:30 pm</td>
<td>Conference Registration</td>
<td>ZenDen</td>
</tr>
<tr>
<td>6:30 pm</td>
<td>Welcome Reception</td>
<td>ZenDen / First Floor</td>
</tr>
</tbody>
</table>

### Friday, October 11

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00 am</td>
<td>Conference Registration</td>
<td>Second Floor</td>
</tr>
<tr>
<td>7:15 am</td>
<td>Breakfast</td>
<td>Grand Salon 1 &amp; 2</td>
</tr>
<tr>
<td>8:15 am</td>
<td>Conference Opening</td>
<td>Grand Salon 1 &amp; 2</td>
</tr>
<tr>
<td>8:00 am</td>
<td>Exhibits</td>
<td>Second Floor</td>
</tr>
<tr>
<td>8:45 am</td>
<td>Conference Paper Session 1</td>
<td>See Program</td>
</tr>
<tr>
<td>10:15 am</td>
<td>Conference Paper Session 2</td>
<td>See Program</td>
</tr>
<tr>
<td>11:45 am</td>
<td>President's Luncheon &amp; Keynote</td>
<td>Grand Salon 1 &amp; 2</td>
</tr>
<tr>
<td>1:45 pm</td>
<td>Lightning Round Presentations</td>
<td>Lobby Salon</td>
</tr>
<tr>
<td>2:30 pm</td>
<td>Case Track Harley-Davidson Experience</td>
<td>Meet in Lobby</td>
</tr>
<tr>
<td>3:00 pm</td>
<td>Conference Paper Session 3</td>
<td>See Program</td>
</tr>
<tr>
<td>4:30 pm</td>
<td>Midwest Business Meeting</td>
<td>Grand Salon 1 &amp; 2</td>
</tr>
<tr>
<td>6:00 pm</td>
<td>Special Events – Living Case Study at</td>
<td>off site</td>
</tr>
<tr>
<td></td>
<td>Old German Beer Hall – Ticketed Event</td>
<td></td>
</tr>
</tbody>
</table>

### Saturday, October 12

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00 am</td>
<td>Conference Registration</td>
<td>Second Floor</td>
</tr>
<tr>
<td>7:00 am</td>
<td>Continental Breakfast</td>
<td>Grand Salon 1 &amp; 2</td>
</tr>
<tr>
<td>7:00 am</td>
<td>Exhibits</td>
<td>Second Floor</td>
</tr>
<tr>
<td>7:45 am</td>
<td>Conference Paper Session 4</td>
<td>See Program</td>
</tr>
<tr>
<td>9:15 am</td>
<td>Conference Paper Session 5</td>
<td>See Program</td>
</tr>
<tr>
<td>10:45 am</td>
<td>Conference Paper Session 6</td>
<td>See Program</td>
</tr>
<tr>
<td>12:15 pm</td>
<td>Conference Awards Luncheon &amp; Keynote</td>
<td>Grand Salon 1 &amp; 2</td>
</tr>
<tr>
<td>2:00 pm</td>
<td>Conference Committee Wrap-up</td>
<td>Salon A</td>
</tr>
<tr>
<td>2:30 pm</td>
<td>Board of Governors Meeting</td>
<td>Salon A</td>
</tr>
</tbody>
</table>
## Lobby Salon

<table>
<thead>
<tr>
<th>21st Annual Meeting of the Midwest Academy of Management ~ Milwaukee, WI ~ 2013</th>
</tr>
</thead>
</table>

### FRIDAY OCTOBER 11, 2013 - 8:45 a.m. - 10:00 a.m.

<table>
<thead>
<tr>
<th>Lobby Salon</th>
<th>Grand Salon 3</th>
<th>Grand Salon 4</th>
<th>Salon A</th>
<th>Salon B</th>
<th>Salon C</th>
<th>Salon D</th>
<th>Salon E</th>
<th>Board Room</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intercultural and Global Competence</td>
<td>Human Resource Management</td>
<td>Organization Development</td>
<td>Conference Theme</td>
<td>Management Education Development</td>
<td>Case Research</td>
<td>Strategic Management Theory</td>
<td>Leadership &amp; Ethics / Mgmt. Educ Dev</td>
<td></td>
</tr>
</tbody>
</table>

### 10:00 a.m. - 11:30 a.m.

<table>
<thead>
<tr>
<th>Lobby Salon</th>
<th>Grand Salon 3</th>
<th>Grand Salon 4</th>
<th>Salon A</th>
<th>Salon B</th>
<th>Salon C</th>
<th>Salon D</th>
<th>Salon E</th>
<th>Board Room</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organizational Behavior</td>
<td>Human Resource Management</td>
<td>Organization Development</td>
<td>Conference Theme</td>
<td>Management Education Development</td>
<td>Case Research</td>
<td>Strategic Management Theory</td>
<td>Leadership &amp; Ethics</td>
<td>Entrepreneurship &amp; Small Business</td>
</tr>
</tbody>
</table>

### LIGHTNING ROUNDS - LOBBY SALON 1:45 p.m. - 2:45 p.m.

### 3:00 p.m. - 4:15 p.m.

<table>
<thead>
<tr>
<th>Lobby Salon</th>
<th>Grand Salon 3</th>
<th>Grand Salon 4</th>
<th>Salon A</th>
<th>Salon B</th>
<th>Salon C</th>
<th>Salon D</th>
<th>Salon E</th>
<th>Meet in Lobby</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organizational Behavior</td>
<td>Midwest Scholars Session</td>
<td>Organization Development</td>
<td>Conference Theme</td>
<td>Management Education Development</td>
<td>Conference Theme</td>
<td>Strategic Management Theory</td>
<td>Leadership &amp; Ethics</td>
<td>Case Research (Off-Site)</td>
</tr>
<tr>
<td>Organizational Indicators and Job Resources</td>
<td>Extending the Frontier of Mentoring: Theory, Research, and Practice.</td>
<td>Leadership, OD and the Public Sector</td>
<td>Culture and Fit - Crossing Disciplines</td>
<td>Experiential Teaching Commons Session: Demonstration</td>
<td>Panel: Changing Course: How Advances in Technology are Changing the Higher Education Landscape.</td>
<td>Top Management and Governance</td>
<td>Ethics</td>
<td>The Harley Davidson Experience</td>
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# SATURDAY, OCTOBER 12, 2013 - 7:45 a.m. - 9:00 a.m.

<table>
<thead>
<tr>
<th>Time</th>
<th>Location</th>
<th>Session</th>
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<tr>
<td>7:45 a.m.</td>
<td>Lobby Salon</td>
<td>Intercultural and Global Competence</td>
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<td>Grand Salon 3</td>
<td>Human Resource Management</td>
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<td>Grand Salon 4</td>
<td>Organization Development</td>
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<td></td>
<td>Salon A</td>
<td>Conference Theme</td>
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<td>Salon B</td>
<td>Management Education Development</td>
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<td>Salon C</td>
<td>Case Research</td>
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<td>Salon D</td>
<td>Strategic Management Theory</td>
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<td>Salon E</td>
<td>Leadership &amp; Ethics</td>
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# 9:15 a.m. - 10:30 a.m.

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<thead>
<tr>
<th>Time</th>
<th>Location</th>
<th>Session</th>
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<tbody>
<tr>
<td>9:15 a.m.</td>
<td>Lobby Salon</td>
<td>Developing Human Capital in a Global Environment</td>
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<td>Grand Salon 3</td>
<td>Panel: Tenure and the Toddler: On Personal and Professional Balance in the Academy</td>
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<td>Grand Salon 4</td>
<td>Navigating Through Groups, Resistance and Consequences</td>
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<td>Salon A</td>
<td>Individual &amp; Group/Organization Levels</td>
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<td>Salon B</td>
<td>Experiential Teaching Commons Demonstration</td>
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<td>Salon C</td>
<td>Case Redux</td>
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<td>Salon D</td>
<td>Structure and Performance</td>
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<td>Salon E</td>
<td>Antecedents and Characteristics on Leadership</td>
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<td>Board Room</td>
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# 10:45 a.m. - 12 noon

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<tr>
<th>Time</th>
<th>Location</th>
<th>Session</th>
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<tbody>
<tr>
<td>10:45 a.m.</td>
<td>Lobby Salon</td>
<td>Relationships - Sharing, Social and Think Tanks</td>
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<td>Grand Salon 3</td>
<td>Navigating the Job Search Process</td>
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<td>Grand Salon 4</td>
<td>Crossing Boundaries: OD, Diversity and Change</td>
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<td>Salon A</td>
<td>Navigating Across Boundaries - HR</td>
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<td>Salon B</td>
<td>Peer Reviewing for Conferences &amp; Journals: Best Practices AND Publishing in JLOS</td>
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<td>Salon C</td>
<td>Developing a case</td>
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<td>Salon D</td>
<td>Symposium on Issues in Management and Managing Research Practices</td>
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<td></td>
<td>Salon E</td>
<td>Teams and Employee Engagement</td>
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<td>Board Room</td>
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</table>
ENHANCE YOUR CASE TEACHING
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Multimedia Cases Now Online | Brief Cases in Audio | New Cases, Articles, eBooks/Chapters, and eLearning
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Making, tinkering, and remixing management and leadership

Thursday Pre-Conference Sessions – October 10

REGISTRATION
Thursday, 3:00 p.m. – 6:00 p.m.
6:30 – 8:00 p.m.
Room: Second Floor
First Floor: ZenDen

PRE Doctoral Consortium

Day/Time: Thursday, 12:30pm – 5:30pm
Room: Grand Salon 3 & 4

Facilitators: Megan Gerhardt / Miami University, OH
Andy Wefald / Kansas State University

The consortium begins with lunch and includes information, dialogue, and activity to assist doctoral students in navigating during the doctoral journey.

Conference Committee Meeting

Day/Time: Thursday, 5:00 – 5:30 pm
Room: Salon A

Presiding: Marilyn Bugenhagen / Marian University
Program Chair and President-elect, Midwest Academy of Management

Board of Governors Meeting

Day/Time: Thursday, 4:00 – 5:00 pm
Room: Salon A

Presiding: Deb Orr / Roosevelt University
President, Midwest Academy of Management
Academy Welcome Reception

Day/Time: Thursday, 6:30 – 8:30 pm    Location: Zen Den, InterContinental Hotel

Sponsor: Marian University

Please join familiar colleagues and new friends at a social gathering in the InterContinental Hotel ZenDen on the first floor. Enjoy light appetizers, beverages, music, and the opportunity to connect with old and create new friends.
The Program – Friday, October 11

Registration

**Day/Time:** Friday, 7:00 a.m. – 4:00 p.m.  
**Location:** Second Floor

Exhibitors

**Day/Time:** Friday, 8:00 a.m. – 4:30 p.m.  
**Location:** Second Floor

Midwest Academy Conference Breakfast

**Day/Time:** Friday, 7:15 a.m. – 8:30 a.m.  
**Location:** Grand Salon 1 & 2

Midwest Academy Conference Kick-off

**Day/Time:** Friday, 8:15 a.m. – 8:30 a.m.  
**Location:** Grand Salon 1 & 2

Friday Session 1 – 8:45 a.m. – 10:00 a.m.

IGC Enhancing Business Practices in a Global Environment

**Day/Time:** Friday, 8:45 a.m. – 10:00 a.m.  
**Location:** Lobby Salon

**Facilitator:** Amy Verbos / Central Michigan University

**Presenters:**  
- *What attracts Small and Medium Sized Multinational Enterprises to African countries? Evidence from Nigeria*  
  Abel Adekola / University of Wisconsin-Stout  
  Evelyn Wamboye / Penn State University

- *Testing the Impact of Tourism, Business Traveling, and International Assignments on the Development of Global Mindset*  
  Heike Matthes / Lawrence Technological University  
  John E. Barbuto, Jr. / California State University-Fullerton

- *A Framework for Global Innovation: Toward a Theory of Cultural Intelligence and Diversity in Innovative Partnerships*  
  Evan Wood / Taylor University  
  Heather St. Peters / LCC International University
Friday, October 11

**HRM**
**HR Innovations toward Best Practices**

**Day/Time:** Friday, 8:45 a.m. – 10:00 a.m.  
**Location:** Grand Salon 3

**Facilitator:** Kelly Riesenmy / Research Consultant

**Presenters:**

- An Exploratory Study of Business Students’ Money Attitudes and Self-Esteem  
  Nancy Day / University of Missouri - Kansas City  
  Reference #: HRM-101

- Retaining Knowledge: Issues and Implications for Organizations Using Nonstandard Workers  
  Mark Moran / John Deere / St. Ambrose University  
  Reference #: HRM-102

  Mahesh Subramony / Northern Illinois University  
  Jeffrey Dell /  
  Thomas Stetz / Hawaii Pacific University  
  Jesse Segers / University of Antwerp  
  Reference #: HRM-103

**OD**
**Organization Development Trends: Learning, Coaching, and Culture**

**Day/Time:** Friday, 8:45 a.m. – 10:00 a.m.  
**Location:** Grand Salon 4

**Facilitator:** Eric Sanders / Benedictine University

**Presenters:**

- Navigating Across Boundaries: Linking Coaching and Organization Development  
  Sheila Boysen-Rotelli / Lewis University  
  Therese Yaeger / Benedictine University  
  Reference #: OD-101

- A Cultural Perspective on Learning Organizations  
  William Holdorf / St Ambrose University  
  Reference #: OD-102

- Introducing the SIPO Creativity Model: A Model of when Creativity Manifests within Organizations as Theorized through a Comparative Review of Creativity Frameworks in Organizations and Creativity Learning in the Adult Education Domain  
  Soni Simpson / Elmhurst College  
  Reference #: OD-103

- Business Case for Sustainable Diversity Initiatives within Organizations  
  Tanjia Coleman / Benedictine University  
  Reference #: OD-104
Friday, October 11

CT  
Interplay of Technology, Social Media, and Teaching Strategies

Day/Time:  Friday, 8:45 a.m. – 10:00 a.m.  
Location:  Salon A

Facilitator:  Barton Sharp / Northern Illinois University

Presenters:  
Familiarity and Importance: Where Do New Ventures Focus Their Attention in Their Search for Knowledge and Innovation?  
Tang Wang / Michigan Technological University  
Reference #: CT-101

Flash Mobs at the 21st century: Mobile Technology Shapes Human Collective Behavior  
Devi Akella / Albany State University  
Chiou P. Wang / Cynthia Bennett  
Reference #: CT-102

The FLIP Spectrum: Distinguishing the interplay between technology and inverted (or flipped) teaching strategies  
Eric Grube / Metropolitan State University  
Firasat Khan / Metropolitan State University  
Alan Bernard / Metropolitan State University  
Linda McCann / Metropolitan State University  
Reference #: CT-103

MED  
Experiential Teaching Commons Session - Demonstrations

Day/Time:  Friday, 8:45 a.m. – 10:00 a.m.  
Location:  Salon B

Facilitator:  Kelly Delaney-Klinger / University of Wisconsin - Whitewater

Presenters:  
An Interactive Classroom Exercise: Demonstrating the Significance of Perception(S), Value, and Pricing Developed for Undergraduate Business Students  
Linda Duke / William Woods University  
Reference #: MED-101

The ”First Do, Then Learn” Approach to Video Exercises  
Richard Daft / Vanderbilt University  
Dorothy Marcic / Columbia University  
Reference #: MED-102
Friday, October 11

CR  Symposiuin: Living Case Studies-1The Great Game of Business Applied

Day/Time:  Friday, 8:45 a.m. – 10:00 a.m.  Location:  Salon C
Facilitator:  John Bunch / Benedictine College

Presenters:  Reference #
Kenneth R. Thompson, DePaul University  CR-101
Thomas J. Walter, CEO of Tasty Catering

This session will present Springfield ReManufacturing Company - A Case Study of the Use of the Great Game of Business. Jack Stack, CEO, formulated the Great Game to save his company, then 112 employees with a debt to equity ratio of 89:1. It now has no debt and 1100 employee. We will trace how he got high employee engagement using what he calls, "The Great Game of Business."

SMT  Opportunity and Crisis

Day/Time:  Friday, 8:45 a.m. – 10:00 a.m.  Location:  Salon D
Facilitator:  Jocelyn Leitzinger / University of Wisconsin, Madison

Presenters:  Reference #
A Dimon in the Rough: Crisis Management at JPMorgan Chase  SMT-101
Lauren Hearit / Purdue University
Keith Hearit / Western Michigan University

Brandon Soltwisch / University of Northern Colorado

Hidden Agendas: A Model of Industry Engagement in Oppositional Collective Action  SMT-103
Jocelyn Leitzinger / University of Wisconsin, Madison
Ann Terlaak / University of Wisconsin, Madison
Friday, October 11

MED/LE Communication Skills and Use of Language

**Day/Time:** Friday, 8:45 a.m. – 10:00 a.m.  
**Location:** Salon E

**Facilitator:** Seth Powless / The University of Toledo

<table>
<thead>
<tr>
<th>Presenters</th>
<th>Reference#</th>
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<tbody>
<tr>
<td><em>The Impact of Business English on Organizational Behavior</em></td>
<td>MED/LE-101</td>
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<tr>
<td>Vasiliki Gargalianou / University of Antwerp</td>
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<td>Arjen Van Witteloostuijn / Tilburg University, Netherlands</td>
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</tbody>
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*Evaluating Leadership Communications during Large Scale Change in a Military Organization: Perspectives from a Content Analysis*  
MED/LE-102

Bridget Kleismit / Wright State University  
Sharon Heilmann / Wright State University

*Eroding Business Communication Skills among Business Students: A Conversation on the Causes, Effects, and Solutions to Consider*  
MED/LE-103

Seth Powless / The University of Toledo  
Terribeth Gordon-Moore / The University of Toledo  
Amy O’Donnell / The University of Toledo
Friday, October 11

BREAK – 10:00 a.m. – 10:15 a.m.
VISIT OUR EXHIBITORS ON SECOND FLOOR

Friday Session 2 - 10:15 a.m. – 11:30 a.m.

**OB**

Extra-role Behaviors and Performance

**Day/Time:** Friday, 10:15 a.m. – 11:30 a.m.  
**Location:** Lobby Salon

**Facilitator:** Christine Shaefer / Marian University

**Presenters:**

- *Thanks, But No Thanks: The Process of Declining or Accepting Offers of OCB*
  Phil Thompson / Case Western Reserve University  
  Reference # OB-201
  *Best Paper Nominee*

- **The Effect of Organizational Citizenship Behavior (OCB) on Corporate Social Responsibility (CSR) and Green Supply Chain Management (GSCM): Implications for MNE Performance**
  Wootae Chun / Saint Louis University  
  Reference # OB-202

- **The Effect of Affect: Dispositional Affect in Group Optimization**
  Dex Gruber / Southern Illinois University  
  Reference # OB-203

**HRM**

Panel: Innovating in HR Scholarship: Challenges and Opportunities

**Day/Time:** Friday, 10:15 a.m. – 11:30 a.m.  
**Location:** Grand Salon 3

This session will be an open discussion with Midwest Academy members about HR research issues – what’s easy, what’s hard, and ways to innovate and expand our work for relevance and excellence. The end product of this session will be a list of “do’s” and “don’ts” for HR research best practice.

**Facilitator:** Nancy Day / University of Missouri – Kansas City

**Presenters:**

- Nancy Day / University of Missouri – Kansas City  
  Reference # HRM-201
- Michelle Fleig-Palmer / University of Nebraska – Kearney
- Megan Gerhardt / Miami University, OH
- Tracy Porter / Cleveland State University
- Sorin Valcea / Washburn University
- Andrew Wefald / Kansas State University
Friday, October 11

**OD** Panel: Navigating Across Boundaries: Organizational Development and Opportunities in Healthcare

**Day/Time:** Friday, 10:15 a.m. – 11:30 a.m.  
**Location:** Grand Salon 4

**Facilitator:** Fr. John Tourangeau / St. Norbert College

**Presenters:**  
Therese Yaeger / Benedictine University  
Margaret Richey / Benedictine University  
Georgeen Polyak / Benedictine University  
Jeffrey Flack / St. John’s Hospital  
Roslyn Grant / Benedictine University  
Regina Troxell / Benedictine University

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**Conference Theme**  
Minorities and the Mainstream

**Day/Time:** Friday, 10:15 a.m. – 11:30 a.m.  
**Location:** Salon A

**Facilitator:** Namporn Thanetsunthorn / Benedictine University

**Presenters:**  
At the Intersection of Marketing and Human Resources: Employer Branding and Its Effect on People and Profit  
Nandi Shareef / Benedictine University

The Business Case for Marriage Equality  
John Riederer / Metropolitan State University

Welfare Sanctions: Participant's Non-compliance, the Case Manager's Role in the Sanctioning and the Effects  
Pamela Hamilton / Metropolitan State University

---
**Friday, October 11**

**MED** | Assurance of Learning
---|---
**Day/Time:** | Friday, 10:15 a.m. – 11:30 a.m.  
**Location:** | Salon B

**Facilitator:** Shontarius Aikens / North Dakota State University

**Presenters:**
- *Improved Learning Outcomes by Enhancing Psychological Capital*  
  Drew Debrey / St. Ambrose University  
  Reference # MED-201

- *A Model for Professional Development that Promotes Quality Improvement*  
  Sharon Borowicz / Benedictine University  
  Reference # MED-203

- *Streamlining Learning Assurance Requirements with Intellectual Contribution Requirements: A Complementary Approach*  
  Shontarius Aikens / North Dakota State University  
  Kay Hopkins / North Dakota State University  
  Tim O. Peterson / North Dakota State University  
  Reference # MED-202

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**CR** | Panel: Return on Values: Exploring the Relationship between Organizational Culture and Profit
---|---

**Day/Time:** | Friday, 10:15 a.m. – 11:30 a.m.  
**Location:** | Salon C

**Facilitator:** Thomas Walter / Tasty Catering

**Presenters:**
- Shannon Brown / Benedictine University  
  Reference # CR-201
- Barbara Fahey / Benedictine University
- Kevin Lynch / Benedictine University
- Jacquelyn Woodard / Benedictine University
Friday, October 11

SMT  Environment and Management

**Day/Time:**  Friday, 10:15 a.m. – 11:30 a.m.  
**Location:**  Salon D

**Facilitator:**  Guclu Atinc / Drake University

**Presenters:**

*The Impact of CEO Compensation Composition and Environment on Merger Exposure*
Kevin Walsh / University of Wisconsin – Milwaukee
Kristopher J. Thomas / University of Wisconsin – Milwaukee
Gelareh Towhidi / University of Wisconsin – Milwaukee

*Organizations Adapting to Rapid Environmental Change*
Leslie McKnight / Benedictine University

*The Moderating Effect of Environment on Corporate Governance Changes and Firm Performance Relationship: The Case of Young Entrepreneurial Firms*
Guclu Atinc / Drake University

**Reference#**

SMT-201
SMT-202
SMT-203

*Best Paper Nominee

LE  New Concepts in Leadership

**Day/Time:**  Friday, 10:15 a.m. – 11:30 a.m.  
**Location:**  Salon E

**Facilitator:**  Kem Gambrell / Viterbo University

**Presenters:**

*Establishing a Constructive Leadership Theory from Traditional Leadership Approaches*
Thomas Breunig / Breunig's Quintessential Development
Marilyn Bugenhagen / Marian University

*Understanding Gay and Lesbian Leadership Styles - An Exploratory Study*
Roxanne Beard / Ohio Dominican University
Robyn Berkley / Southern Illinois University Edwardsville
Nicholas Hoffman / Southern Illinois University Carbondale
Nicole Cundiff / University of Alaska Fairbanks

*Shared Leadership and Team Performance in Dynamic Environments*
Alex Ramthun / University of Nebraska-Lincoln
L. J. McElravy / University of Nebraska - Lincoln
Gina Matkin / University of Nebraska-Lincoln

**Reference#**

LE-201
LE-202
LE-203

*Best Paper Nominee
Friday, October 11

ESB  Strategy and International Entrepreneurship

Day/Time:  Friday, 10:15 a.m. – 11:30 a.m.  
Location:  Board Room

Facilitator:  David Wanless / Michigan Technological University

Presenters:  
Reference#  
What Motivates CEOs to Leave Beyond Firm Performance  ESB - 201
Tang Wang / Michigan Technological University

Socio Cultural Values, Regulation, and the Allocation of Entrepreneurial Efforts In 25 Countries  ESB - 202
Marleen McCormick / Marquette University

A Team-Level Investigation of Knowledge Sharing Intention and Behavior  OB-601
Diana Wong / Eastern Michigan University
Megan Endres / Eastern Michigan University
Sanjib Chowdhury / Eastern Michigan University
Friday, October 11

Midwest Academy President’s Luncheon with Keynote Address
Grand Salon 1 & 2
11:45 a.m. – 1:30 p.m.

Magda G. Peck, Sc.D.
Founding Dean and Professor
Joseph J. Zilber School of Public Health
University of Wisconsin-Milwaukee

Dr. Peck, Founding Dean joined UWM in March 2012, says existing relationships among the school, the City of Milwaukee Health Department, and a broad array of community and academic partner organizations, offer unique promise for address in public health issues here. She was impressed by the passion and commitment of UWM and city officials to utilize the interdisciplinary resources of the university and the city to work to not ‘fix’ problems, but work towards a solution.

Luncheon Agenda
Introduction of Guests & Midwest Academy Leadership
Outstanding Reviewer Recognition
Best Paper Awards
Silent Auction
2013 Midwest Academy Scholar Recognition
Keynote Address

JOSEPH J. ZILBER School of Public Health

UNIVERSITY OF WISCONSIN MILWAUKEE
Friday, October 11

Friday Session – 1:45 pm. – 2:45 p.m. LIGHTNING ROUNDS

Round #1: 1:45pm

Screen A
Making It Real with Business Simulations
Richard Moran / University of Wisconsin - Superior

Screen B
What Happens When Volunteer Leaders Don’t Lead and Won’t Leave?
Christine Shaefer / Marian University

Screen C
Four Successful Leadership Programs: Barriers Going Forward
Nathan Hartman and W. Lee Grubb III / Illinois State University

Round #2: 2:05pm

Screen A
Student Operated Businesses As Learning Experiences
Richard Moran / University of Wisconsin - Superior

Screen B
Constructing a Developmental Model of Leadership and Followership
Thomas Breunig / Breunig's Quintessential Development

Screen C
Developing a Positive Culture Through Leadership, Learning, and Laughter
Peter Jonas / Cardinal Stritch University

Round #3: 2:25pm

Screen A
Novice Leader Learning: Self Awareness or Business Acumen

Screen B
Value of Daily Workforce Engagement Monitoring
Don Chruciel / Iowa State University

Screen C
Enhancing Leadership Through Humor
Peter Jonas / Cardinal Stritch University
Friday, October 11

Friday Session Off Site - 2:30 p.m. – 4:30 p.m.

CR  Living Case Studies: Applying the Researcher’s Gaze to Ethnographic Exploration: Seeing, touching, and explaining the Harley-Davidson Experience

Day/Time:  Friday, 2:30 p.m. – 4:35 p.m. Location:  Lobby – 2:30pm for transportation

Facilitator:  Ramon Benedetto/ University of Phoenix  Reference#:  CR-301

This program involves a “living case” with Harley-Davidson and will be held off-site. Transportation will be provided. **Participants need to register in advance for this session to ensure a place.** We will have a short welcome by a Harley-Davidson executive, followed by a docent tour and a “fun” scavenger hunt that will focus on key learning elements.

We will be using an ethnographic approach to seeing, touching, understanding, and explaining the impact of Harley-Davidson culture on organizational development, performance, impact, and longevity. We’ll address leadership, culture, branding, employee/customer engagement and entanglement, and more. **Participants are highly encouraged to schedule this event as well as the Saturday morning “After action review” where we will address the power of leadership in building dynamic cultures for superior performance.** We will also award some “fun” prizes for scavenger hunt efforts.
Friday, October 11

Friday Session 3 - 3:00 p.m. – 4:15 p.m.

Organizational Indicators and Job Resources

Day/Time:  Friday, 3:00 p.m. – 4:15 p.m.  
Location: Lobby Salon

Facilitator:  Angela Sullivan / Concordia College - Alabama

Presenters:

An Examination of Self Identity and Learning: A Qualitative Study Within the Home Healthcare Setting  
Margo Kraft / Heidelberg University  
Brian M. Saxton / Heidelberg University  
Reference#:  OB-301

Psychological Well-being: The Roles of Psychological Capital, Psychological Empowerment, and Job Engagement  
Baek-Kyoo (Brian) Joo / Winona State University  
Reference#:  OB-302

Do all job resources help? Understanding the buffering and reverse-buffering interaction of job resources on the school-family conflict and strain relationship  
Rebecca Wyland / University of Wisconsin - Eau Claire  
Mihaela Dimitrova / University of Wisconsin - Milwaukee  
Mark Mone / University of Wisconsin – Milwaukee  
Nancy Hanson-Rasmussen / University of Wisconsin - Eau Claire  
Reference#:  OB-303
Attend this session with an inaugural recipient of Midwest Scholars Recognition

Belle Rose Ragins, Professor of Management
Lubar School of Business, University of Wisconsin-Milwaukee

Dr. Ragins teaches, consults, and conducts research on diversity, mentoring, and gender issues in organizations. Her current research examines the development of mentoring relationships and explores how gender and diversity affect mentoring. She has also researched the glass ceiling, sexual harassment, diversity and sexual orientation in organizations.

HRM Extending the Frontiers of Mentoring: Theory, Research and Practice

Day/Time: Friday, 3:00 p.m. – 4:15 p.m. Location: Grand Salon 3

This session uses a research incubator design to create new ideas for mentoring research. The incubator design is an interactive model that optimizes audience participation and creates engaged discussion. The session will facilitate new collaborative work relationships, and help participants develop theoretically ground research agendas with practical applications. We hope to offer a stimulating space for scholars, theorists and practitioners to work together to consolidate what we have learned, bring new theoretical lenses to the discourse on mentoring, and develop new strategies that foster effective mentoring practices in organizations.

Organizers and Facilitators:

Belle Rose Ragins / University of Wisconsin - Milwaukee
Lisa Finkelstein / Northern Illinois University
Dianne Murphy / University of Wisconsin – Milwaukee
Kristina Matarazzo-Moran / Exelon

Reference#: HRM-301
Friday, October 11

**OD**  Leadership: OD and the Public Sector

**Day/Time:**  Friday, 3:00 p.m. – 4:15 p.m.  
**Location:**  Grand Salon 4

**Facilitator:**  Sheila Boysen-Rotelli / Lewis University

**Presenters:**  
*Men and Women in Leadership Positions in the Public Sector: Who are the Best Qualified Candidates*  
Henry Williams / Purdue University North Central  

*Ready or Not, They Will Come: Unaffiliated Volunteers and Incident Management - An Overview and Best Practices*  
John Riederer / Metropolitan State University

*Facilitating the Meaningfulness of Work In Healthcare Organizations*  
Linda Lennox / Benedictine University  
Sarah Peacey / KPMG

**Conference Theme**  Culture and Fit – Crossing Disciplines

**Day/Time:**  Friday, 3:00 p.m. – 4:15 p.m.  
**Location:**  Salon A

**Facilitator:**  Peter F. Sorensen, Jr. / Benedictine University

**Presenters:**  
*The Interaction of Human and Social Sustainability for Enriching Organizational Effectiveness*  
Namporn Thanetsunthorn / Benedictine University

*Panel: Job Fit and Culture from Various Perspectives*  
Kimberly Barker / University of Michigan Health Systems  
Jerry Bell / JBJ Business Groups  
Reyna Herbison / SoftwareIDM, Inc;  
James Renlund / Benedictine University

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56th Annual Meeting of the Midwest Academy of Management ~ Milwaukee, WI ~ 2013
Friday, October 11

**MED** Experiential Teaching Commons Session - Demonstrations

**Day/Time:** Friday, 3:00 p.m. – 4:15 p.m.  
**Location:** Salon B

**Facilitator:** Jennifer Schultz / Metropolitan State University

**Presenters:**

*Designing, Creating, and Innovating with Posters to Support Student Learning in the Business Classroom*

Jennifer Schultz / Metropolitan State University  
Allan Bernard / Wartburg College  
Lindsay Angove / Metropolitan State University  
Sheri Stiles / Metropolitan State University  
Ashley Mauer / Metropolitan State University

*Best Paper Nominee*

*Small-Group Communication Network Role Play:*

Therese Sprinkle / University of Dallas

**CT** Changing Course: How Advances in Technology are Changing the Higher Education Landscape.

**Day/Time:** Friday, 3:00 p.m. – 4:15 p.m.  
**Location:** Salon C

**Facilitator:** Mary Woods / Lewis University

**Organizers and Facilitators:**

Mette Baran / Cardinal Stritch University  
Deb Orr / Roosevelt University  
Richard Walsh / Lewis University  
Mary Woods / Lewis University

**Reference#**

MED-301  
MED-302  
CT #301
Friday, October 11

SMT Top Management and Governance

Day/Time: Friday, 3:00 p.m. – 4:15 p.m. Location: Salon D

Facilitator: Arifin Angriawan / Purdue University Calumet

Presenters: Reference#

* TMT Behavioral Integration, Organizational Ambidexterity, and the Small Firm Performance: An Empirical Study
   Huy Tran / Albright College  SMT-301

* Ambivalence of Board Heterogeneity: An Empirical Study Focusing on the Moderating Effects of Firm Risk
   Konghee Kim / St. Cloud State University  SMT-302

* RandD Spending and Internationalization: The Impact of Corporate Governance
   Arifin Angriawan / Purdue University Calumet  SMT-303

LE Ethics

Day/Time: Friday, 3:00 p.m. – 4:15 p.m. Location: Salon E

Facilitator: L. J. McElravy / University of Nebraska - Lincoln

Presenters: Reference#

* The Ethical Plan: Assignment in review
   David Wanless / Michigan Technological University  LE-301
   Todd Arney / Michigan Technological University

* Ethical Attitudes and Intentions in Negotiation: An Empirical Investigation of Antecedents and Consequences
   Roger Volkema/ Pontifical Catholic University of Rio de Janeiro, Brazil  LE-302
   Denise Fleck / Barbara Levy / Sergio Pereira
   Lara Vaccari / Pontifical Catholic University of Rio de Janeiro, Brazil

*When Harm is at Stake: Ethical Value Orientation, Managerial Decisions, and Relational Outcomes
   Amy Verbos / Central Michigan University  LE-303

*Best Paper Nominee
Friday, October 11

SCH Submitting to JLOS for Midwest Summer 2014 Edition

**Day/Time:** Friday, 3:00 p.m. – 4:15 p.m.  
**Location:** Board Room

**Presenters:** Megan Gerhardt / Miami University, OH  
**Reference#** SCH-101

This session will discuss the elements learning to be a solid peer review strengthens your writing for publication.

Membership Meeting

MIDWEST ACADEMY BUSINESS MEETING

4:30 p.m. – 5:00 p.m.

Grand Salon 1 & 2

PRESIDENT DEB ORR - PRESIDING
Friday, October 11

ACADEMY SPECIAL EVENT  6:00 p.m. – 8:30 p.m.

OLD GERMAN BEER HALL – CASE RESEARCH EVENT
LIMIT TO 35 PEOPLE – Advance Ticket Purchase
Check at registration for information on ticket availability

Our evening will include a “traditional” German Oktoberfest feast at the Old German Beer Hall, patterned after the famous Munich Hofbrauhaus. We’ll have fun and games that highlight artifacts of this iconic celebration. Dinner and the After-action review on Saturday morning are open to all Conference attendees. Learn more about ethnographic research while having food, fun, and drink!
The Program – Saturday, October 12

REGISTRATION

Day/Time: Saturday, 7:00 a.m. – 11:00 a.m.  Location: Second Floor

Continental Breakfast

Day/Time: Saturday, 7:00 a.m. – 8:00 a.m.  Location: Grand Salon 1 & 2

Exhibitors

Day/Time: Saturday, 7:00 a.m. – 11:00 a.m.  Location: Second Floor

Saturday Session 4 – 7:45 a.m. – 9:00 a.m.

IGC  Developing Human Capital in a Global Environment

Day/Time: Saturday, 7:45 a.m. – 9:00 a.m.  Location: Lobby Salon

Facilitator: Gina Matkin / University of Nebraska-Lincoln

Presenters:

Indigenous Wisdom and the PRME: Inclusion or Illusion  IGC-401
Amy Verbos / Central Michigan University
Maria T. Humphries / University of Waikato

Expatriate Career Assessments: An Integrative Literature Review  IGC-402
Evan Wood / Taylor University
Heather St. Peters / LCC International University

Cultural Self-Awareness: A New Construct  IGC-403
Dilek Yunlu / University of Wisconsin-Milwaukee
Rachel Clapp-Smith / Purdue University Calumet
## Saturday, October 12

### HRM

**Tenure and the Toddler: A Panel on Personal and Professional Balance in the Academy**

**Day/Time:** Saturday, 7:45 a.m. – 9:00 a.m.  
**Location:** Grand Salon 3

**Facilitator:** Jennifer Schultz / Metropolitan State University

**Presenters:**  
Jennifer Schultz / Metropolitan State University  
Deb Orr / Roosevelt University  
Richard Moran / University of Wisconsin-Superior  
Linda McCann / Metropolitan State University

### OD

**Navigating Through Groups, Resistance, and Consequences**

**Day/Time:** Saturday, 7:45 a.m. – 9:00 a.m.  
**Location:** Grand Salon 4

**Facilitator:** Peter F. Sorensen, Jr. / Benedictine University

**Presenters:**  
**Resilience -A Framework for Creating Organization Resilience**  
Blair Tiger / Benedictine University  

**Teams**  
Marianne Tracy / Benedictine University

**Revisiting the resistance-commitment paradigm**  
Ron Koller / Capella University

**Discovering a New Work-Family Sample and its Positive Consequences in the Work-Family Interface**  
Michael Freimark / University of Wisconsin-Milwaukee  
Jake Smith / Russell Investments
Saturday, October 12

**CT** Individual and Group/Organization Levels

**Day/Time:** Saturday, 7:45 a.m. – 9:00 a.m.  
**Location:** Salon A

**Facilitator:** John Riederer / Metropolitan State University

**Presenters:**

*Healthcare and Higher Education Collaboration for Interdisciplinary Learning*

Ann Salm / Marian University  
Reference#: CT-401

*Differential Effects of Social Job Characteristics on Work Groups in Collective Culture*

Aareni Uruthirapathy / Carleton University  
Shibu Pal / Carleton University  
Reference#: CT-402

*An Inter-disciplinary Review of Leadership Development*

Sheila Boysen-Rotelli / Lewis University  
Lesley Page / Lewis University  
Paul Sanders / Lewis University  
Ryan Wolbing / Lewis University  
Reference#: CT-403

**MED** Experiential Teaching Commons Session - Teaching Dramatically –

**Day/Time:** Saturday, 7:45 a.m. – 9:00 a.m.  
**Location:** Salon B

**Facilitator:** John E. Barbuto, Jr. / California State University - Fullerton

**Presenters:**

John E. Barbuto, Jr. / California State University-Fullerton  
Heath Harding / Nebraska Wesleyan University  
L. J. McElravy / University of Nebraska – Lincoln  
Reference#: MED-401

*Learn how faculty can teach leadership behaviors by demonstrating them every day in class during the semester. What does POWER look like in day-to-day teaching across part of the semester? Servant-leadership? Transformational leadership?*
Saturday, October 12

**CR**  
**Case Redux**

**Day/Time:**  
Saturday, 7:45 a.m. – 9:00 a.m.  
**Location:**  
Salon C

**Presenters:**  
Thomas Walter / Tasty Catering

**Reference#**  
CR-401

*Thomas Walter, CEO of Tasty Catering, hosted us at his company at the 2012 meeting of the Midwest Academy of Management Conference last year. In this session, he will share with us what operational changes have occurred as a result of having us develop a case around his company.*

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**SMT**  
**Structure and Performance**

**Day/Time:**  
Saturday, 7:45 a.m. – 9:00 a.m.  
**Location:**  
Salon D

**Facilitator:**  
Brandon Soltwisch / University of Northern Colorado

**Presenters:**  
Reference#

*The Role of the Organization in the Creation of Knowledge and Innovation Performance: An Exploration of Competing Perspectives*  
Barton Sharp / Northern Illinois University  
Dinesh Iyer / Rutgers University - Camden

*Organizational Structure and Strategy Analysis of the Fleet Functions of a Mid-size Midwestern City*  
Brian Bennett / Grand View University  
Alec Zama /

*Deep Structures In CEO Duality-Performance Linkage*  
Konghee Kim / St. Cloud State University
Saturday, October 12

**LE**

**Antecedents and Characteristics on Leadership**

**Day/Time:** Saturday, 7:45 a.m. – 9:00 a.m.  
**Location:** Salon E

**Facilitator:** Sharon Heilmann / Wright State University

**Presenters:**

1. **Leadership Characteristics As Determinants Of Leader-Member Exchange**  
   Ismatilla Mardanov / Southeast Missouri State University  
   Reference #: LE-401

2. **Perceptions of Charismatic Leaders Based on Physical Attractiveness: Do Looks Matter?**  
   Sharon Heilmann / Wright State University  
   Carey Kaufmann / Wright State University  
   Reference #: LE-402

3. **The Relationship Between Transformational Leadership And Technology Acceptance at Times of Technology Implementation**  
   Billy Whisnant / Eastern Michigan University  
   Alphonso Bellamy /  
   Reference #: LE-403

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**Saturday Session 5 - 9:15 a.m. – 10:30 a.m.**

**OB**

**Leadership, Ethics, and Attitudes**

**Day/Time:** Saturday, 9:15 a.m. – 10:30 a.m.  
**Location:** Lobby Salon

**Facilitator:** Phil Thompson / Case Western Reserve University

**Presenters:**

1. **Leadership Matters: Gender Equity In Business Schools**  
   Amy Verbos / Central Michigan University  
   De Vee Dykstra / University of South Dakota  
   Reference #: OB-501

2. **Alpha and Omega: When Bullies Run in Packs**  
   Patricia Meglich / University of Nebraska at Omaha  
   Andra Gumbus / Sacred Heart University  
   Reference #: OB-502  
   *Best Paper Nominee*

3. **More Alike Than Different: What Generations Value and How They React to the Related Characteristics within Their Organizations**  
   Jennifer Mencl / University of Minnesota-Duluth  
   Scott Lester / University of Wisconsin - Eau Claire  
   Reference #: OB-503  
   *Best Paper Nominee*
Saturday, October 12

**HRM**  Contemporary Practices toward HR Sustainability

**Day/Time:**  Saturday, 9:15 a.m. – 10:30 a.m.  
**Location:**  Grand Salon 3

**Facilitator:**  Tracy Porter / Cleveland State University

**Presenters:**

*Keeping Valued Healthcare Workers from Jumping Ship: The Roles of Mentoring and Affective Commitment*
Michelle Fleig-Palmer / University of Nebraska – Kearney  
Cheryl Rathert / University of Missouri  
HRM-501

*The Dynamic Process of Employees’ Attitude Changes: A Gain-sharing Intervention*
Irene Wen-fen Yang / National Chung Cheng University  
Nien-Chi Liu / National Central University  
HRM-502

*Relationships Between Faculty Mentoring and Student Psychological Capital, Self-Efficacy and Perceived Career Commitment*
Linda Duke / William Woods University  
Julie Palmer-Schuyler / Webster University  
John Orr / Webster University  
HRM-503


**OD**  Panel: Innovating Trends in Organization Development: Talent Management and Sustainability

**Day/Time:**  Saturday, 9:15 a.m. – 10:30 a.m.  
**Location:**  Grand Salon 4

**Facilitator:**  Janet Kirby / Benedictine University - Springfield

**Presenters:**

*OD-501*
Aaron Slater / State Farm  
Tiffany Slater / Hazelwood School District  
Brian Hampton / Benedictine University  
Noo Kiekee Thanetsunthorn / Benedictine University  
Franklin Wade / Benedictine University
Saturday, October 12

Conference Theme  Panel: Complexity and Developing Leadership – Where Should Research be headed?

Day/Time: Saturday, 9:15 a.m. – 10:30 a.m.  Location: Salon A

Facilitator: Gina Matkin / University of Nebraska - Lincoln

Presenters:  Reference#
L. J. McElravy / University of Nebraska – Lincoln  CT-501
Kem Gambrell / Viterbo University
Jeff Miller/ Innovative Leadership Solutions; Indiana Tech; University of Indianapolis
Heath Harding / Nebraska Wesleyan University
Janet Postier / Marian University
Marilyn Bugenhagen / Marian University

MED  Examining Characteristics

Day/Time: Saturday, 9:15 a.m. – 10:30 a.m.  Location: Salon B

Facilitator: Megan Gerhardt / Miami University, OH

Presenters:  Reference#
Short-term Cross-Cultural Study Tours: Impact on Cultural Intelligence  MED-501
Evan Wood / Taylor University
Heather St. Peters / LCC International University

Encouraging Positive Character Development – Revisit and Expansion  MED-502
Tom Wright / Fordham University
Arthur DeGroat / Kansas State University

Generational Identity and Instructor Credibility in the 21st Century Classroom  MED-503
Megan Gerhardt / Miami University, OH
Saturday, October 12

CR  Live Case Redux: Harley-Davidson Museum and the Old German Beer Hall: After-action reviews and analysis of the impact of Organizational Culture on Business Performance

Day/Time: Saturday, 9:15 a.m. – 10:30 a.m.  Location: Salon C

Facilitator: Ramon Benedetto / University of Phoenix-Chicago

Reference#: CR-501

Those who attend either the Harley-Davidson or Old German Beer Hall study experiences (or both) are encouraged to participate in this lively after-action review to apply lessons learned in effective case writing and additional research.

Conference attendees with an interest in case studies and research but who could not attend the tour or dinner are encouraged to participate.

OD  Panel: How Executive Coaching Can Create Innovation and Change through the Development of People

Day/Time: Saturday, 9:15 a.m. – 10:30 a.m.  Location: Salon D

Facilitator: Gina Hinrichs / Capella University

Presenters:
- Dawn Newman / ICF Associate Coach
- Sheila Boysen-Rotelli / Lewis University
- Mary Nash / The Nash Group, LLC
- Susan Lawler / Rush University

Reference#: OD-501
Saturday, October 12

OD  Panel: Prophetic Change Leaders in Organizations: Motives, Responsibilities, and Judgment

Day/Time: Saturday, 9:15 a.m. – 10:30 a.m.  Location: Salon E
Facilitator: Raed Elyadi / Roosevelt University

Presenters: Reference#
Thomas C. Head / Roosevelt University  OD-604
Peter F. Sorensen, Jr. / Benedictine University
Dennis Kripp / Roosevelt University
Hilda Valdivia / Benedictine University

ESB  Entrepreneurial Education and Theory

Day/Time: Saturday, 9:15 a.m. – 10:30 a.m.  Location: Board Room
Facilitator: John Bunch / Benedictine College

Presenters: Reference#
Impact of College Education on Entrepreneurship  ESB - 501
Xuguang Guo / University of Wisconsin-Whitewater
Wei Chen / University of Mary Washington
Andy Yu / University of Wisconsin-Whitewater

Emergence of Student Business Incubators: What Value do They add to Entrepreneurial Activities?  ESB - 502
E. Shirl Donaldson / Purdue University
Nathalie Duval-Couetil / Purdue University

Effects of Two Negative Emotions on Entrepreneurial Decision Making Strategies and Opportunity Exploitation  ESB - 504
Elsa Chan / University of Colorado Boulder
Saturday, October 12

Saturday Session 6 - 10:45 a.m. – 12:00 noon

OB Relationships - Sharing, Social and Think Tanks

Day/Time: Saturday, 10:45 a.m. – 12:00 noon
Location: Lobby Salon

Facilitator: Jennifer Mencl / University of Minnesota - Duluth

Presenters:

The Broker Between Vendor and Client Firms: The Significance of Salespeople and Dimensions of their Social Relationships
Christina Frye / University of Illinois at Urbana-Champaign
Gentz Franz / University of Illinois at Urbana-Champaign

Reference# OB-602

Organizing at the Nexus of Business, Government, and Social Science: Exploration of Think Tanks
Daisung Jang / Washington University in Saint Louis
William Bottom / Washington University in Saint Louis
John Bechara / Washington University in Saint Louis

Reference# OB-603
Saturday, October 12

HRM  Navigating the Job Search Process

Day/Time:  Saturday, 10:45 a.m. – 12:00 noon  Location:  Grand Salon 3

Facilitator:  Dave O’Connell / St. Ambrose University

Presenters:  Reference#

Exploring the Interaction Effects of Applicant Defensive Impression Management Tactics in Job Interviews  HRM-601
Chih-Yun Wu / Tunghai University  Kai-I Huang /
Wen-Liang Kuo /  Yi-Chun Lin /

Why Do Applicants Leave Without Submitting the Applications?  HRM-602
Guclu Atinc / Drake University
Jeffrey Kappen / Drake University

*The Potent Role of Personality In a Structured Behavioral Interview: A Field Experiment  HRM-603
Sorin Valcea / Washburn University
Maria Hamdani / The University of Akron *Best Paper Nominee

OD  Crossing Boundaries: OD, Diversity, and Change

Day/Time:  Saturday, 10:45 a.m. – 12:00 noon  Location:  Grand Salon 4

Facilitator:  Therese Yaeger / Benedictine University

Presenters:  Reference#

Rethinking and Remaking the Future of Global Diversity: A Human Capital Perspective for a Diverse Workforce  OD-602
Ylonda Glover / Tri-Success Management Institute, Inc.

*Facilitating Diversity in Organizations Levers for OD Scholar-Practitioners  OD-603
Dane D’Alessandro / Benedictine University *Best Paper Nominee

Implementing a Socio-Economic Approach to Management in Minimizing the Duplication of Services to Disadvantaged Females  OD-604
Gardenia Burks / Berry College
Henry Williams / Purdue University North Central

Convergence of Internal Social Media and OD
Sarah Peacey / KPMG
Saturday, October 12

CT  Navigating Across Boundaries - HR

Day/Time:  Saturday, 10:45 a.m. – 12:00 noon  Location:  Salon A

Facilitator:  Drew Debrey / St. Ambrose University

Presenters:  Reference#

*Leadership Capitalism: The relationship between context, leadership, and motivation to lead*
Tracy Porter / Cleveland State University
Kelly Riesenmy / Research Consultant  CT-601

*Employee Referral Hiring: Outcomes for the Referrer*
Dennis Duchon / University of Nebraska, Lincoln
Jenna R. Pieper / University of Nebraska-Lincoln
Ingo Weller /  CT-602

SCH  Submitting to JLOS for Midwest Summer 2014 Edition

Day/Time:  Saturday, 10:45 a.m. – 12:00 noon  Location:  Salon B

Presenters:  Reference#

Megan Gerhardt / Miami University, OH  SCH-601

This session will discuss the elements publishing journal articles and how this can strengthen your writing for publication.
Saturday, October 12

**CR**  Developing a Case

**Day/Time:**  Saturday, 10:45 a.m. – 12:00 noon  
**Location:**  Salon C

**Facilitator:**  John Bunch / Benedictine College

**Presenters:**  
*Silvana Trucking, Inc. and Giorgio Foods, Inc.: A Case Study*
- Vincent Giorgio / Albright College
- Huy Tran / Albright College

*Using a submitted case for the Track, John Bunch will lead a discussion on how to make a good case even better.*

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**SMT**  Symposium: Issues in Management and Managing Research Practices

**Day/Time:**  Saturday, 10:45 a.m. – 12:00 noon  
**Location:**  Salon D

**Facilitator:**  Kuo-Ting (Ken) Hung / Suffolk University

**Presenters:**  
*Qualitative Research in Chinese Context*  
- Jinpei Wu / Minnesota State University – Moorhead

*Research Design for Cross Level Inquiries: A Synergistic Methodological Approach*  
- Kuo-Ting (Ken) Hung / Suffolk University

*Managing for Research Productivity: The Non-Technical Side of Research Practices*  
- Chanchai Tangpong / North Dakota State University
Saturday, October 12

**LE** Teams and Employee Engagement

**Day/Time:** Saturday, 10:45 a.m. – 12:00 noon  
**Location:** Salon E

**Facilitator:** Roxanne Beard / Ohio Dominican University

**Presenters:**

*Positivity and Danger: The Mediating Impact of Psychological Capital on Shared Leadership and Team Performance in Dangerous Environments*

Alex Ramthun / University of Nebraska-Lincoln  
L. J. McElravy / University of Nebraska - Lincoln  
Gina Matkin / University of Nebraska – Lincoln

*Psychological Capital and Work Engagement: The Roles of Authentic Leadership and Work Empowerment*

Baek-Kyoo (Brian) Joo / Winona State University  
Doo Hun Lim / University of Oklahoma  
Sewon Kim / Empire State College

*Perceptions of Top Management Team Commitment to Corporate Social Responsibility: An Exploration of the Relationship with Employee Engagement*

Sabu George / St. Ambrose University

**IGC** Complexity of Culture

**Day/Time:** Saturday, 10:45 a.m. – 12:00 noon  
**Location:** Board Room

**Facilitator:** Heike Matthes / Lawrence Technological University

**Presenters:**

*The Complexity of Intercultural Development*

Janet Postier / Marian University

*The Exploration of Mentoring Schema in Asian Cultures*

Dianne Murphy / University of Wisconsin-Milwaukee
Saturday, October 12

CONFERENCE AWARDS AND KEYNOTE ADDRESS
12:15 PM – 1:45 PM
Grand Salon 1 & 2

Ramon J. Aldag
Glen A. Skillrud Family Chair in Business
Wisconsin School of Business
University of Wisconsin-Madison

An inaugural recipient of the
Midwest Scholars Recognition

Why Do We Believe This Stuff, and Why Can’t We Stop?
On Woodchucks, a Full Baldwin, Fan Death, and Groupthink

A discussion of lessons to be learned from why we embrace, and shelter, management fads and sacred cows.

Agenda
2013 Midwest Scholar Recognition
Conference and Track Chair Recognition
Board of Governors Recognition
Board of Governors Election Results
2014 Conference
Keynote Address
Closing
Saturday, October 12

CONFERENCE COMMITTEE DE-BRIEF
2:00 p.m. – 2:30 p.m.  Salon A

MIDWEST ACADEMY BOARD OF GOVERNORS MEETING
2:30 p.m. – 4:30 p.m.  Salon A
## Participant Index Alphabeticallly by First Name

### A

<table>
<thead>
<tr>
<th>Name</th>
<th>Page Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aareni Urthirapthy</td>
<td>48</td>
</tr>
<tr>
<td>Aaron Slater</td>
<td>51</td>
</tr>
<tr>
<td>Abel Adekola</td>
<td>17, 26</td>
</tr>
<tr>
<td>Alan Bernard</td>
<td>28</td>
</tr>
<tr>
<td>Alec Zama</td>
<td>49</td>
</tr>
<tr>
<td>Alex Jackson</td>
<td>17</td>
</tr>
<tr>
<td>Alex Ramthun</td>
<td>16, 17, 34, 59</td>
</tr>
<tr>
<td>Allan Bernard</td>
<td>42</td>
</tr>
<tr>
<td>Alphonso Bellamy</td>
<td>50</td>
</tr>
<tr>
<td>Amy O'Donnell</td>
<td>30</td>
</tr>
<tr>
<td>Amy Verbos</td>
<td>16, 26, 43, 46, 50</td>
</tr>
<tr>
<td>Andrea Gumbus</td>
<td>50</td>
</tr>
<tr>
<td>Andy Wefald</td>
<td>11, 12, 24, 31</td>
</tr>
<tr>
<td>Andy Yun</td>
<td>54</td>
</tr>
<tr>
<td>Angela Sullivan</td>
<td>39</td>
</tr>
<tr>
<td>Angie Keister</td>
<td>17</td>
</tr>
<tr>
<td>Ann Salm</td>
<td>17, 48</td>
</tr>
<tr>
<td>Ann Terlaak</td>
<td>29</td>
</tr>
<tr>
<td>Arifin Angriawan</td>
<td>17, 43</td>
</tr>
<tr>
<td>Arjen Van Wittenloostuijn</td>
<td>30</td>
</tr>
<tr>
<td>Arthur DeGroat</td>
<td>52</td>
</tr>
<tr>
<td>Arun Pillutla</td>
<td>17</td>
</tr>
<tr>
<td>Ashley Mauer</td>
<td>42</td>
</tr>
</tbody>
</table>

### B

<table>
<thead>
<tr>
<th>Name</th>
<th>Page Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baek-Kyoo (Brian) Joo</td>
<td>17, 39, 59</td>
</tr>
<tr>
<td>Barbara Fahey</td>
<td>33</td>
</tr>
<tr>
<td>Barbara Keinath</td>
<td>47</td>
</tr>
<tr>
<td>Barbara Levy</td>
<td>43</td>
</tr>
<tr>
<td>Barton Sharp</td>
<td>10, 17, 28, 49</td>
</tr>
<tr>
<td>Belle Rose Ragins</td>
<td>15, 40</td>
</tr>
<tr>
<td>Ben Capell</td>
<td>17</td>
</tr>
<tr>
<td>Billy Whisnant</td>
<td>50</td>
</tr>
<tr>
<td>Blair Tiger</td>
<td>47</td>
</tr>
<tr>
<td>Brandon Soltwisch</td>
<td>13, 17, 29, 49</td>
</tr>
<tr>
<td>Brian Bennett</td>
<td>17, 49</td>
</tr>
<tr>
<td>Brian Hampton</td>
<td>51</td>
</tr>
<tr>
<td>Brian M. Saxton</td>
<td>39</td>
</tr>
<tr>
<td>Bridget Kleismit</td>
<td>30</td>
</tr>
</tbody>
</table>

### C

<table>
<thead>
<tr>
<th>Name</th>
<th>Page Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carey Kaufmann</td>
<td>50</td>
</tr>
<tr>
<td>Carolyn Wiley</td>
<td>17</td>
</tr>
<tr>
<td>Chanchai Tangpang</td>
<td>10, 58</td>
</tr>
<tr>
<td>Chase Lundstrum</td>
<td>17</td>
</tr>
<tr>
<td>Cheryl Rathert</td>
<td>51</td>
</tr>
<tr>
<td>Chih-Yun Wu</td>
<td>56</td>
</tr>
<tr>
<td>Chio P. Wang</td>
<td>28</td>
</tr>
<tr>
<td>Christina Frye</td>
<td>55</td>
</tr>
<tr>
<td>Christine Schaefer</td>
<td>31, 37</td>
</tr>
<tr>
<td>Cindy Roberts</td>
<td>17</td>
</tr>
<tr>
<td>Cynthia Bennett</td>
<td>28</td>
</tr>
</tbody>
</table>

### D

<table>
<thead>
<tr>
<th>Name</th>
<th>Page Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Daisung Jang</td>
<td>55</td>
</tr>
<tr>
<td>Dale Dwyer</td>
<td>11, 12</td>
</tr>
<tr>
<td>Dane D'Alessandro</td>
<td>17, 56</td>
</tr>
<tr>
<td>Dave O'Connell</td>
<td>17, 56</td>
</tr>
<tr>
<td>David Boggs</td>
<td>17</td>
</tr>
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<tr>
<td>Drew Debrey</td>
<td>17, 33, 57</td>
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</tbody>
</table>

### E

<table>
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<th>Name</th>
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<td>Eileen Sherman</td>
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<td>Elaine Hollensbe</td>
<td>17</td>
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<td>Evan Wood</td>
<td>17, 26, 46, 52</td>
</tr>
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<td>Evelyn Wamboye</td>
<td>26</td>
</tr>
</tbody>
</table>

### F

<table>
<thead>
<tr>
<th>Name</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Firasat Khan</td>
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</tr>
<tr>
<td>Frank Houston</td>
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<td>Franklin Wade</td>
<td>51</td>
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</tbody>
</table>

### G

<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
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<td>Gardenia Burks</td>
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</tr>
<tr>
<td>Gelareh Towhidil</td>
<td>34</td>
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<td>55</td>
</tr>
<tr>
<td>Georgeen Polyak</td>
<td>32</td>
</tr>
</tbody>
</table>
Gina Hinrichs ................................................. 17, 53
Gina Matkin ............................................ 10, 16, 34, 46, 52, 59
Guclu Atinc .............................................. 16, 34, 56

H
Harika Suklun ............................................. 17
Heath Harding ......................................... 10, 11, 48, 52
Heather St. Peters .................................... 26, 46, 52
Heike Matthes .......................................... 26, 59
Henry Williams ......................................... 41, 56
Hilda Valdivia ........................................... 54
Huy Tran .................................................. 17, 43, 58

I
Ingo Weller .................................................. 57
Irene Wen-fen Yang .................................... 51
Ismatilla Mardanov ................................... 50
Ivana Milosevic ......................................... 17

J
Jacquelyn Woodard ................................. 33
Jake Smith .................................................. 47
James Renlund ......................................... 41
Janet Kirby ............................................... 51
Janet Postier ........................................... 52, 59
Jason Fergit ............................................... 13
Jay Barbuto .............................................. 12, 14, 26, 48
Jeff Helton .................................................. 17
Jeff Miller ................................................... 52
Jeffrey Flack ............................................. 32
Jeffrey Kappen ......................................... 56
Jenna R. Pieper ......................................... 57
Jennifer Menclo ......................................... 16, 50, 55
Jennifer Schultz ......................................... 16, 42, 47
Jerry Bell ................................................... 41
Jim Henderson ........................................... 11
Jin Li .......................................................... 17
Jinpei Wu ................................................... 10, 58
Jocelyn Leitzinger ................................. 17, 29
John Bechara ............................................. 55
John Bunch ............................................... 10, 29, 54, 58
John Orr .................................................... 51
John Riederer ............................................ 17, 32, 41, 48
John Tourangeau ....................................... 32
Jordan Bugenhagen ................................... 11
Joy Peluchette .......................................... 13
Julie Palmer-Schuyler ................................ 51

K
Kai-i Huang ................................................. 56
Kay Hopkins ............................................... 33
Keith Hearit .............................................. 29
Kelly Coles ............................................... 17
Kelly Delaney ............................................. 10, 28
Kelly Gillerlain ......................................... 17
Kelly Riesenmy ......................................... 17, 27, 57
Kem Gambrell ........................................... 10, 34, 52
Ken Thompson .......................................... 10
Kenneth Harris .......................................... 10
Kevin Lynch ............................................... 33
Kevin Walsh ............................................. 17, 34
Kimberly Barker ....................................... 41
Konghee Kim ............................................ 17, 43, 49
Kristina Matarazzo-Moran .......................... 40
Kristopher J. Thomas ................................ 34
Kuo-Ting (Ken) Hung ................................ 58
Kyle Van Ittersum .................................... 17

L
L. J. McElravy ............................................. 16, 17, 34, 48, 52, 59
Lara Vaccari ............................................... 43
Lauren Hearit ........................................... 17, 29
Lesley Page ............................................... 17, 48
Leslie McKnight ....................................... 17, 34
Linda Duke ............................................... 28, 51
Linda Lennox ............................................ 41
Linda McCann .......................................... 28, 47
Linda Wanless .......................................... 17
Lindsay Angove ........................................ 42
Lisa Finkelstein ........................................ 40

M
Magda G. Peck ........................................... 36
Mahesh Subramony ................................... 27
Margaret Richey ....................................... 32
Margo Kraft ............................................... 39
Maria Hamdani ......................................... 56
Maria T. Humphries ................................... 46
Marianne Tracy .......................................... 47
Marilyn Bugenhagen .................................. 11, 12, 14, 24, 34, 52
Mark Mone ................................................ 39
Mark Moran ............................................... 27
Marleen McCormick ................................... 35
Mary Henderson ........................................ 17
Mary Nash ................................................ 53
Mary Sue Love .......................................... 17
Mary Woods ............................................. 17, 42
Matt Mardanov ......................................... 17
Meera Alagaraja ........................................ 17
Megan Endres ........................................... 17
Megan Gerhardt ........................................ 11, 13, 17, 24, 31, 44, 52, 57
Michael Abebe .......................................... 17
Michael Fields .......................................... 17
Michael Freimark ....................................... 47
Michelle Fleig-Palmer ................................ 17, 31, 51
Mihaela Dimitrova .................................... 39
Mike Schneider .......................................... 17
<table>
<thead>
<tr>
<th>Name</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Namporn Thanetsunthorn</td>
<td>17, 32, 41</td>
</tr>
<tr>
<td>Nancy Day</td>
<td>10, 13, 27, 31</td>
</tr>
<tr>
<td>Nancy Hanson-Rasmussen</td>
<td>17, 39</td>
</tr>
<tr>
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<tr>
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<td>54</td>
</tr>
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<td>37</td>
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<td>51</td>
</tr>
<tr>
<td>Pamala Hamilton</td>
<td>17, 32</td>
</tr>
<tr>
<td>Patricia Meglich</td>
<td>11, 13, 50</td>
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<tr>
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<td>48</td>
</tr>
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<td>10, 41, 47, 54</td>
</tr>
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<td>Peter Jonas</td>
<td>37</td>
</tr>
<tr>
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<td>31, 50</td>
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<tr>
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<td>46</td>
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<td>54</td>
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<td>10, 38, 53</td>
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<td>17, 43</td>
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<td>34, 59</td>
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<td>48</td>
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<td>17, 59</td>
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<td>41, 56</td>
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<td>31, 56</td>
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<td>33, 47</td>
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Guide to Downtown Milwaukee Dining

Milwaukee is well known for its wide variety of ethnic restaurants and dining options. Visitors can experience a real "taste of Milwaukee" right in the heart of downtown. German, Italian, Asian, Irish or American cuisine in casual or upscale settings can all be found within a short walk or cab ride of the Wisconsin Center. Enjoy the flavors of Milwaukee at some of these area restaurants and pubs:

**Restaurants less than 2 blocks from the Wisconsin Center**

<table>
<thead>
<tr>
<th>Restaurant</th>
<th>Location</th>
<th>Cuisine</th>
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<tr>
<td>Avenue Bar &amp; Grill</td>
<td>DoubleTree Hotel</td>
<td>American</td>
</tr>
<tr>
<td></td>
<td>Milwaukee City Center</td>
<td></td>
</tr>
<tr>
<td>Bar 333</td>
<td>Hyatt Regency</td>
<td>American</td>
</tr>
<tr>
<td></td>
<td>Milwaukee</td>
<td></td>
</tr>
<tr>
<td>Bistro 333</td>
<td>Hyatt Regency</td>
<td>American</td>
</tr>
<tr>
<td></td>
<td>Milwaukee</td>
<td></td>
</tr>
<tr>
<td>The Cafe</td>
<td>Hilton Milwaukee</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Calderone Club</td>
<td>842 N. Old World</td>
<td>Italian</td>
</tr>
<tr>
<td></td>
<td>Third St.</td>
<td></td>
</tr>
<tr>
<td>The Capital Grille</td>
<td>Milwaukee</td>
<td></td>
</tr>
<tr>
<td>Milwaukee</td>
<td>310 W. Wisconsin Ave.</td>
<td></td>
</tr>
<tr>
<td>Culver's of Grand Avenue</td>
<td>The Shops of Grand Ave.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Asian</td>
<td></td>
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<tr>
<td>Dunkin Donuts</td>
<td>275 W. Wisconsin Ave.</td>
<td>Frozen Custard/Ice Cream</td>
</tr>
<tr>
<td>Major Goolsby's</td>
<td>340 W. Kilbourn Ave.</td>
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<tr>
<td>Miller Time Pub</td>
<td>Hilton Milwaukee</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Milwaukee Chophouse</td>
<td>Hilton Milwaukee</td>
<td>American</td>
</tr>
<tr>
<td>Monarch Lounge</td>
<td>Hilton Milwaukee</td>
<td>Clubs &amp; Pubs</td>
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**Restaurants 3 - 4 Blocks from the Wisconsin Center**

<table>
<thead>
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<tbody>
<tr>
<td>The Bistro</td>
<td>Courtyard by Marriott</td>
<td>American</td>
</tr>
<tr>
<td></td>
<td>Milwaukee Downtown</td>
<td></td>
</tr>
<tr>
<td>Butch's Old Casino Steak</td>
<td>555 N. James Lovell St.</td>
<td>Steak</td>
</tr>
<tr>
<td>House</td>
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<td></td>
</tr>
<tr>
<td>Espana Tapas House</td>
<td>800 N. Plankinton Ave.</td>
<td>Spanish</td>
</tr>
<tr>
<td>Mader's Restaurant</td>
<td>1037-41 N. Old World</td>
<td>German</td>
</tr>
<tr>
<td>Michigan Bar &amp; Grill</td>
<td>Ramada City Centre</td>
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<tr>
<td></td>
<td>633 W. Michigan St.</td>
<td>American</td>
</tr>
<tr>
<td>Milwaukee Brat House</td>
<td>1013 N. Old World Third St.</td>
<td></td>
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<tr>
<td>Mo's... A Place for Steaks</td>
<td>720 N. Plankinton Ave.</td>
<td>Steak</td>
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<tr>
<td>Potbelly Sandwich Works</td>
<td>135 W. Wisconsin Ave.</td>
<td>Cafe/Market/Deli</td>
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<tr>
<td>Rock Bottom Restaurant</td>
<td>740 N. Plankinton Ave.</td>
<td>Brew Pub</td>
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<tr>
<td>Rodizio Grill</td>
<td>777 N. Water St.</td>
<td>Brazilian</td>
</tr>
<tr>
<td>Safe House</td>
<td>779 N. Front St.</td>
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**Restaurants 5 - 8 Blocks from the Wisconsin Center**

<table>
<thead>
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<tbody>
<tr>
<td>The Belmont Tavern</td>
<td>784 N. Jefferson St.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Benihana</td>
<td>Japanese Steakhouse</td>
<td>Japanese</td>
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<tr>
<td></td>
<td>- Sushi Bar</td>
<td></td>
</tr>
<tr>
<td>Blu</td>
<td>The Pfister Hotel</td>
<td>American</td>
</tr>
<tr>
<td>Buckley's Saloon &amp; Eatery</td>
<td>1019 N. Old World Third St.</td>
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</tr>
<tr>
<td>Cafe at the Pfister</td>
<td>The Pfister Hotel</td>
<td>American</td>
</tr>
<tr>
<td>Cafe Racer</td>
<td>Harley-Davidson Museum</td>
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<td></td>
<td>401 W. Canal St.</td>
<td>American</td>
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<tr>
<td>Carnavos - SURG Restaurant Group</td>
<td>724 N. Milwaukee St.</td>
<td>Steak</td>
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<tr>
<td>Cubano's</td>
<td>724 N. Milwaukee St.</td>
<td>Cuban</td>
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<tr>
<td>Distli - SURG Restaurant Group</td>
<td>722 N. Milwaukee St.</td>
<td>Small Plate Dining</td>
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<tr>
<td>Elsa's on the Park</td>
<td>833 N. Jefferson St.</td>
<td>American</td>
</tr>
<tr>
<td>Jimmy John's</td>
<td>787 N. Water St.</td>
<td>Sub Shop</td>
</tr>
<tr>
<td>Joey Buona's Restaurant</td>
<td>500 N. Water St.</td>
<td>Italian</td>
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<tr>
<td>Karl Ratzsch's Restaurant</td>
<td>320 E. Mason St.</td>
<td>German</td>
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<tr>
<td>Loaded Slate</td>
<td>1137 N. Old World Third St.</td>
<td>Clubs &amp; Pubs</td>
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<tr>
<td>Lobby Lounge</td>
<td>The Pfister Hotel</td>
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<td>Mason Street Grill</td>
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<td>Steak</td>
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<tr>
<td>METRO</td>
<td>Hotel Metro</td>
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<tr>
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<td>Molly Coo's Seafood Tavern</td>
<td>1110 N. Old World Third St.</td>
<td>Seafood</td>
</tr>
<tr>
<td>Old German Beer Hall</td>
<td>1006 N. Old World Third St.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Port of Call Bistro &amp; Beer Garden</td>
<td>106 W. Wells St.</td>
<td>American</td>
</tr>
<tr>
<td>Riverwalk Boat Tours &amp; Rentals</td>
<td>Pere Marquette Park (Plankinton &amp; Kilbourn)</td>
<td>Cruise Dining</td>
</tr>
<tr>
<td>The Rouge</td>
<td>The Pfister Hotel</td>
<td></td>
</tr>
<tr>
<td>Sake Tumi</td>
<td>714 N. Milwaukee St.</td>
<td></td>
</tr>
<tr>
<td>Stackner Cabaret</td>
<td>Milwaukee Repertory Theater</td>
<td></td>
</tr>
<tr>
<td></td>
<td>106 W. Wells St.</td>
<td>Dinner Theater</td>
</tr>
<tr>
<td>Suite</td>
<td>1110 N. Old World Third St.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Tazinos Pizza &amp; Salad Bistro</td>
<td>735 N. Water St.</td>
<td>Pizza</td>
</tr>
<tr>
<td>Thier Wine Shop &amp; Bar</td>
<td>400 N. Water St.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Turner Hall Restaurant</td>
<td>1036 N. 4th St.</td>
<td>American</td>
</tr>
<tr>
<td>Tufo</td>
<td>1033 N. Old World Third St.</td>
<td>American</td>
</tr>
<tr>
<td>Umaro Moto - SURG Restaurant Group</td>
<td>710 N. Milwaukee St.</td>
<td>Asian</td>
</tr>
<tr>
<td>Upper 90 Sports Pub</td>
<td>322 W. State St.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Wills Tea Shop</td>
<td>761 N. Jefferson St.</td>
<td>Afternoon Tea</td>
</tr>
</tbody>
</table>

**Restaurants 9 Blocks or more from the Wisconsin Center**

<table>
<thead>
<tr>
<th>Restaurant</th>
<th>Location</th>
<th>Cuisine</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bacchus, A Bartolotta Restaurant</td>
<td>925 E. Wells St.</td>
<td>American</td>
</tr>
<tr>
<td>Bar 360</td>
<td>Potawatomi Bingo Casino</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Bartolotta's Lake Park Bistro</td>
<td>3133 E. Newberry Blvd.</td>
<td>French</td>
</tr>
<tr>
<td>Bayette La Boucherie</td>
<td>330 E. Menomonee St.</td>
<td>Cafe/Market/Deli</td>
</tr>
<tr>
<td>Botanas</td>
<td>816 S. 9th St.</td>
<td>Mexican</td>
</tr>
<tr>
<td>Braise Restaurant &amp; Culinary School</td>
<td>1101 S. 2nd St.</td>
<td></td>
</tr>
<tr>
<td>Branded in The Iron Horse Hotel</td>
<td>500 W. Florida St.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Bryant's Cocktail Lounge</td>
<td>1579 S. 9th St.</td>
<td></td>
</tr>
<tr>
<td>Buckley's Restaurant &amp; Bar</td>
<td>801 N. Cass St.</td>
<td>American</td>
</tr>
<tr>
<td>The Buffet</td>
<td>Potawatomi Bingo Casino</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1721 W. Canal St.</td>
<td>Buffet</td>
</tr>
</tbody>
</table>
### Restaurants 9 Blocks or more from the Wisconsin Center

#### (continued)

<table>
<thead>
<tr>
<th>Restaurant</th>
<th>Location</th>
<th>Cuisine</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cafe at the Plaza</td>
<td>Plaza Hotel</td>
<td>Breakfast</td>
</tr>
<tr>
<td>Cafe Benelux</td>
<td>346 N. Broadway</td>
<td>Belgian</td>
</tr>
<tr>
<td>Cafe El Sol</td>
<td>United Community Center</td>
<td>Mexican</td>
</tr>
<tr>
<td>Cafe Hollander</td>
<td>2538 N. Downer Ave.</td>
<td>Belgian Cafe</td>
</tr>
<tr>
<td>Cafe LaScala</td>
<td>Italian Community Center</td>
<td>Italian</td>
</tr>
<tr>
<td>Caffé Deco</td>
<td>Ambassador Hotel</td>
<td>Coffee Shop</td>
</tr>
<tr>
<td>Chez Jacques</td>
<td>1022 S. 1st St.</td>
<td>French</td>
</tr>
<tr>
<td>CLEAR</td>
<td>InterContinental Milwaukee</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Club Charles</td>
<td>320 E. Menomonee Ave.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Collectivo Coffee Roasters</td>
<td>1701 N. Lincoln Memorial Dr.</td>
<td>Coffee Shop</td>
</tr>
<tr>
<td>Coquette Cafe</td>
<td>316 N. Milwaukee St.</td>
<td>French</td>
</tr>
<tr>
<td>County Clare Pub &amp; Restaurant</td>
<td>1234 N. Astor St.</td>
<td>Irish</td>
</tr>
<tr>
<td>Dinner Detective Milwaukee</td>
<td>544 E. Ogden Ave., Ste. 700-160</td>
<td>Dinner Theater</td>
</tr>
<tr>
<td>Dream Dance Steak</td>
<td>Potawatomi Bingo Casino</td>
<td>Steak</td>
</tr>
<tr>
<td>The Eatery on Fanwell</td>
<td>2014 N. Farwell Ave.</td>
<td>American</td>
</tr>
<tr>
<td>Edelweiss Boats - Milwaukee</td>
<td>205 W. Highland Ave.</td>
<td>Cruise Dining</td>
</tr>
<tr>
<td>River Cruise Line</td>
<td>2416 W. State St.</td>
<td>Steak</td>
</tr>
<tr>
<td>Envoy Restaurant &amp; Lounge</td>
<td>425 E. Wells St.</td>
<td>Irish</td>
</tr>
<tr>
<td>Fre Pit Sports Bar &amp; Grill</td>
<td>502 W. Garfield Ave.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Garfield's 502</td>
<td>1011 E. Brady St.</td>
<td>American</td>
</tr>
<tr>
<td>Grace Place Coffee Shop</td>
<td>250 E. Juneau Ave.</td>
<td>American</td>
</tr>
<tr>
<td>Harbor House</td>
<td>550 N. Harbor Dr.</td>
<td>Seafood</td>
</tr>
<tr>
<td>Hinterland Erie Street Gastropub</td>
<td>222 E. Erie St., Suite 100</td>
<td>American</td>
</tr>
<tr>
<td>Horny Goat Hideaway</td>
<td>2011 S. 1st St.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Hot Water / Wherehouse</td>
<td>818 S. Water St.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Hue Vietnamese Restaurant</td>
<td>2691 S. Kinnickinnic Ave.</td>
<td>Asian</td>
</tr>
<tr>
<td>Ian's Pizza</td>
<td>146 E. Juneau Ave.</td>
<td>Pizza</td>
</tr>
<tr>
<td>Ian's Pizza</td>
<td>2035 E. North Ave.</td>
<td>Pizza</td>
</tr>
<tr>
<td>IL MITO East</td>
<td>1028 E. Juneau Ave.</td>
<td>Italian</td>
</tr>
<tr>
<td>Indulge Wine Bar</td>
<td>708 N. Milwaukee St.</td>
<td>Wine Bar</td>
</tr>
<tr>
<td>Jackson's Blue Ribbon Pub</td>
<td>The Brewhouse Inn &amp; Suites</td>
<td>Bar &amp; Grill</td>
</tr>
<tr>
<td>Jimmy John's</td>
<td>1344 E. Brady St.</td>
<td>Sub Shops</td>
</tr>
<tr>
<td>Jimmy John's</td>
<td>1532 W. Wells St.</td>
<td>Sub Shops</td>
</tr>
<tr>
<td>Kanpai Izakaya</td>
<td>406 E. Chicago St.</td>
<td>Japanese</td>
</tr>
<tr>
<td>Karma Bar and Grill</td>
<td>600 E. Ogden Ave.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Kit@Wat</td>
<td>InterContinental Milwaukee</td>
<td>American</td>
</tr>
<tr>
<td>La Fuente</td>
<td>625 S. 5th St.</td>
<td>Mexican</td>
</tr>
<tr>
<td>Lakefront Palm Garden</td>
<td>1872 N. Commerce St.</td>
<td>Fish Fry</td>
</tr>
<tr>
<td>Lucille's Piano Bar &amp; Grill</td>
<td>1110 N. Old World Third St.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>McGillycuddy's Bar &amp; Grill</td>
<td>1135 N. Water St.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Methhouse Bistro</td>
<td>1857 E. Kenilworth Pl.</td>
<td>Sandwiches</td>
</tr>
<tr>
<td>Menomonee Valley Food Court</td>
<td>Potawatomi Bingo Casino</td>
<td>American</td>
</tr>
<tr>
<td>Millhouse - Meat, Cheese, Beer</td>
<td>Milwaukee Marriott Downtown</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Milwaukee Ale House</td>
<td>323 N. Water St.</td>
<td>Brew Pub</td>
</tr>
<tr>
<td>Milwaukee Sail Loft</td>
<td>649 E. Erie St.</td>
<td>Seafood</td>
</tr>
</tbody>
</table>

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### Restaurants 9 Blocks or more from the Wisconsin Center

#### (continued)

<table>
<thead>
<tr>
<th>Restaurant</th>
<th>Location</th>
<th>Cuisine</th>
</tr>
</thead>
<tbody>
<tr>
<td>Milwaukee's Comedy Cafe</td>
<td>615 E. Brady St.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Norad World Pub</td>
<td>1401 E. Brady St.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Northpoint Custard (Seasonal)</td>
<td>2400 N. Lincoln Memorial Dr.</td>
<td>Frozen Custard/Ice Cream</td>
</tr>
<tr>
<td>O'Lydia's Bar &amp; Grill</td>
<td>336 S. 1st St.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>The Original Pancake House</td>
<td>2621 N. Downer Ave.</td>
<td>Breakfast</td>
</tr>
<tr>
<td>Palermo's Pizza</td>
<td>3301 W. Canal St.</td>
<td>Pizza</td>
</tr>
<tr>
<td>Pizza Shuttle</td>
<td>1827 N. Farwell Ave.</td>
<td>Pizza</td>
</tr>
<tr>
<td>Prodigal</td>
<td>240 E. Pittsburgh Ave.</td>
<td>American</td>
</tr>
<tr>
<td>Purple Door Ice Cream</td>
<td>138 W. Bruce St.</td>
<td>Frozen Custard/Ice Cream</td>
</tr>
<tr>
<td>Red Rock Saloon</td>
<td>1277 N. Water St.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Rio West Cantina</td>
<td>2730 N. Humboldt Blvd.</td>
<td>Mexican</td>
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<tr>
<td>The Rumpus Room</td>
<td>1030 N. Water St.</td>
<td>Brew Pub</td>
</tr>
<tr>
<td>Ryan Braun's Graffiti</td>
<td>102 N. Water St.</td>
<td>American</td>
</tr>
<tr>
<td>SURG Restaurant Group</td>
<td>1547 N. Jackson St.</td>
<td>Continental</td>
</tr>
<tr>
<td>Screamng Tuna Sushi &amp; Asian Bistro</td>
<td>106 W. Seeboth St.</td>
<td>Sushi</td>
</tr>
<tr>
<td>Shakers Cigar Bar</td>
<td>422 S. 2nd St.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Smithy at the Iron Horse Hotel</td>
<td>The Iron Horse Hotel</td>
<td>American</td>
</tr>
<tr>
<td>Sobelman's Pub &amp; Grill</td>
<td>1900 W. St. Paul Ave.</td>
<td>American</td>
</tr>
<tr>
<td>SPH Milwaukee</td>
<td>233 E. Chicago St.</td>
<td>American</td>
</tr>
<tr>
<td>Splash Studio: A Painting Bar</td>
<td>184 N. Broadway</td>
<td>Painting Bar</td>
</tr>
<tr>
<td>STACK'd Burger Bar</td>
<td>170 S. First St.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Transfer Pizzeria Cafe</td>
<td>101 W. Mitchell St.</td>
<td>Pizza</td>
</tr>
<tr>
<td>Tocodero Gastrobar</td>
<td>1758 N. Water St.</td>
<td>Continental</td>
</tr>
<tr>
<td>Twisted Fisherman Crabshack</td>
<td>1200 W. Canal St.</td>
<td>Seafood</td>
</tr>
<tr>
<td>Union Sports Annex</td>
<td>186 &amp; Wells St.</td>
<td>Clubs &amp; Pubs</td>
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<tr>
<td>VIA Diner</td>
<td>2525 N. Downer Ave.</td>
<td>Pizza</td>
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<tr>
<td>Vino 100</td>
<td>219 E. Erie St.</td>
<td>Wine Bar</td>
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<tr>
<td>Von Trier</td>
<td>2230 N. Farwell Ave.</td>
<td>Clubs &amp; Pubs</td>
</tr>
<tr>
<td>Wild Earth Cucina Italiana</td>
<td>Potawatomi Bingo Casino</td>
<td>Italian</td>
</tr>
<tr>
<td>Wolf Peach</td>
<td>1816 N. Hubbard St.</td>
<td>European Rustic</td>
</tr>
<tr>
<td>Zak's Cafe</td>
<td>231 S. 2nd St.</td>
<td>American</td>
</tr>
</tbody>
</table>
Save the Date! 57th Annual Meeting of the Midwest Academy of Management
http://www.midwestacademyofmanagement.org
Thursday – Saturday, October 2 - 4, 2014

MINNEAPOLIS, MINNESOTA

Radisson Plaza Hotel
35 South 7th Street
Minneapolis, MN 55402
(612) 339-4900

Engaged Scholarship: Connecting Research and Practice

Deadline for Submissions: May 15, 2014
Please plan to attend the Midwest Academy of Management’s 57th conference in the Twin Cities. We welcome your research papers, symposia proposals, case studies, theme showcases, and poster sessions at this 2014 event. There will be a doctoral student dinner on October 2nd prior to the formal conference activities.

Conference Theme
Engaged Scholarship: Connecting Research and Practice. Creating knowledge that is relevant and rigorous that advances practice and the understanding of complex problems requires new thinking, collaboration, integration, and application of co-produced knowledge from reflective scholars and practitioners. Problem-minded papers, panels, symposia, case studies, posters, and experiential workshops on action research, community outreach, service learning, practice informed research, critical science, and participatory research are welcomed.

This conference is particularly interested in papers that fit this theme and may be highlighted in Theme Showcase Sessions during the conference. We also invite strong conceptual and empirical works that fit the conference tracks including the NEW Poster Session Track.

ALL ACADEMY CONFERENCE THEME KEYNOTE
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Vernon H. Heath Chair of Organizational Innovation & Change
Carlson School of Management
University of Minnesota—Twin Cities

PRE-CONFERENCE EDUCATION SESSION
Dr. Stephen D. Brookfield
John Ireland Endowed Chair in Education
University of St. Thomas

Jennifer L. Schultz
2014 Program Chair
Midwest Academy of Management
Metropolitan State University
Jennifer.Schultz@metrostate.edu
(612) 659-7295