Midwest Academy of Management
57th Annual Meeting

October 2 - 4, 2014
Radisson Blu Minneapolis
Minneapolis, Minnesota

2014 Conference Program

Engaged Scholarship:
Connecting Research and Practice
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Welcome and Acknowledgments

On behalf of the Midwest Academy of Management (MAM) Board of Governors, welcome to the City of Lakes and the 2014 MAM Annual Meeting! For 57 years, the MAM has created an opportunity for scholars and practitioners to disseminate and discuss their current research and provide a forum to integrate new faculty and students into the profession. Our theme this year is Engaged Scholarship: Connecting Research and Practice and the program includes many interesting and exciting papers, panels, and symposia along with several all academy events and preconference sessions. I am sure that you will find something in the program of interest to you.

Many people contributed to the creation of this program, and I am thankful for their time and input, specifically, the track chairs and co-chairs and reviewers. This conference would not be possible without their efforts. We appreciate the work of our Midwest Academy members, authors, panelists, session facilitators, track chairs, local arrangements committee and members of the Board of Governors. Without their contributions, this conference would not be possible.

A very special thank you goes to President Marilyn Bugenhagen and Past-President Deb Orr for their guidance and assistance during the conference planning process. Dale Dwyer has been invaluable as our membership chairperson and webmaster—his service to MAM can be seen on every page of this program and in every session you attend. Thank you Dale!

Our sponsors have provided generous financial support (see page eight of the program) so please be sure to thank members from these institutions when you meet them at the conference.

Track chairs provided instrumental work to support the conference program. Chairs recruited reviewers and proved the association with many thoughtful and interesting sessions. When you see our tracks chairs in the various sessions over the next two days, please be sure to show your gratitude

Recognition, as always, to the Board of Governors and officers who contribute to this conference in so many ways. Special thanks to Diana Wong for keeping our books.

I am glad you are here! Please enjoy the 57th MAM Annual Meeting!

Sincerely,
Jennifer L. Schultz, Ph.D.
2014 Midwest Academy of Management Program Chairperson
Associate Professor and Curriculum Coordinator for Human Resource Management
Metropolitan State University
## Schedule at a Glance

### Thursday, October 2

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>8:00 am</td>
<td>Preconference Living Case</td>
<td>University of Wisconsin-Stout</td>
</tr>
<tr>
<td>9:00 am</td>
<td>Doctoral Consortium</td>
<td>Norway 3</td>
</tr>
<tr>
<td>3:30 pm</td>
<td>Pre-conference MED Session</td>
<td>Norway 1 &amp; 2</td>
</tr>
<tr>
<td>5:30 pm</td>
<td>Board of Governors Meeting</td>
<td>Oslo Boardroom</td>
</tr>
<tr>
<td>6:30 pm</td>
<td>Registration (pre-registrants only)</td>
<td>Third Floor Lobby</td>
</tr>
<tr>
<td>7:00 pm</td>
<td>Welcome Reception</td>
<td>Denmark Commons</td>
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### Friday, October 3

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<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>7:00 am</td>
<td>Conference Registration</td>
<td>Third Floor Lobby</td>
</tr>
<tr>
<td>7:30 am</td>
<td>Breakfast</td>
<td>Scandinavian Ballroom 3</td>
</tr>
<tr>
<td>8:00 am</td>
<td>Conference Opening</td>
<td>Scandinavian Ballroom 3</td>
</tr>
<tr>
<td>9:00 am</td>
<td>Conference Paper Session 1</td>
<td>See Program</td>
</tr>
<tr>
<td>10:30 am</td>
<td>Conference Paper Session 2</td>
<td>See Program</td>
</tr>
<tr>
<td>Noon</td>
<td>President's Luncheon</td>
<td>Scandinavian Ballroom 3</td>
</tr>
<tr>
<td>1:30 pm</td>
<td>All Academy 3M Event</td>
<td>3M Innovation Center</td>
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<tr>
<td>5:30 pm</td>
<td>Midwest Business Meeting</td>
<td>Scandinavian Room 1</td>
</tr>
<tr>
<td>7:00 pm</td>
<td>Career Discussions</td>
<td>Scandinavian Rooms 1 &amp; 2</td>
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### Saturday, October 4

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<td>Conference Registration</td>
<td>Third Floor Lobby</td>
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<tr>
<td>7:00 am</td>
<td>Breakfast</td>
<td>Scandinavian Ballroom 3</td>
</tr>
<tr>
<td>8:00 am</td>
<td>Conference Paper Session 3</td>
<td>See Program</td>
</tr>
<tr>
<td>9:30 am</td>
<td>Conference Paper Session 4</td>
<td>See Program</td>
</tr>
<tr>
<td>11:00 am</td>
<td>Conference Paper Session 5</td>
<td>See Program</td>
</tr>
<tr>
<td>12:30 pm</td>
<td>Lunch</td>
<td>Scandinavian Ballroom 3</td>
</tr>
<tr>
<td>2:00 pm</td>
<td>Conference Paper Session 6</td>
<td>See Program</td>
</tr>
<tr>
<td>3:30 pm</td>
<td>Board of Governors Meeting</td>
<td>Oslo Boardroom</td>
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Newly Remodeled!

Radisson Blu Minneapolis
Formerly Radisson Plaza Hotel

35 South 7th Street
Minneapolis, MN 55402,
(612)-339-4900
radissonblumnneapolis.com

Conference Room Maps

THIRD FLOOR LEVEL

- Norway 1
- Norway 2
- Norway 3
- Minneapolis
- Copenhagen
- Denmark Commons
- Odense Room
- Scandinavian Ballroom 4
- Scandinavian Ballroom 3
- Scandinavian Ballroom 2
- Scandinavian Ballroom 1

- Oslo
- Accessible Facilities

— 57th Annual Meeting of the Midwest Academy of Management ~ Minneapolis, MN ~ 2014 —
Special Events

Thursday, 8:00am – 4:00pm
Preconference Living Case with University of Wisconsin-Stout
Participants in this living case study will examine how academic leaders at UW-Stout achieved the first Malcolm Baldrige Award in education. This session includes a campus tour and meetings with campus leaders. Participants will gain a deeper understanding of the six categories of the Baldrige performance excellence criteria, which serve as the foundation for rich case studies involving both quantitative and qualitative research that can drive better participant and student understanding of what makes high-performing organizations tick. Space limited to 20 attendees.

Thursday, 9:00am – 3:00pm
Doctoral Consortium
This day-long consortium includes lunch along with information, dialogue, and activities to assist doctoral students in navigating the academic journey.

Thursday, 3:30pm – 5:00pm
Preconference Education Session
Dr. Stephen Brookfield will present a teaching and learning preconference session.

Thursday, 7:00pm – 8:30pm
Welcome Reception
Please join familiar colleagues and meet new friends at our reception on Thursday night in the Denmark Commons.

Friday, 1:30pm – 5:00 pm
3M Customer Innovation Center All Academy Outing
Come take a rare look at the technologies underlying the thousands of products developed by 3M Company. Examples range from wind turbines and power lines to nanoparticles. Meet innovators—past and present! Space limited to 150 attendees.

Friday, 5:30pm – 6:00pm
Midwest Academy Business Meeting
Annual meeting time to hear reports and give feedback on the Midwest Academy’s programs and services: website, paper submission, membership/conference registration, exhibitors, etc.

Friday, 7:00pm – 9:00pm Careers in Academe: Discussions and Lessons Learned
Our evening will conclude with a networking event and discussion on career issues.
Conference Sponsors

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Lincoln

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Minnesota

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Roosevelt University
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UMKC
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SAGE

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Annual Reviews

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57th Annual Meeting of the Midwest Academy of Management ~ Minneapolis, MN ~ 2014
2014 Track Chairs and Conference Committee

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

**Conference Theme:**
Chair: Delia Mannen  
*ESADE Business School*

**Health Care Management:**
Chair: Michelle Fleig-Palmer  
*University of Nebraska--Kearney*

**Human Resource Management:**
Co-chair: Tracy Porter  
*Cleveland State University*
Co-chair: Baek-Kyoo (Brian) Joo  
*Winona State University*

**Intercultural and Global Competence**
Chair: Barton Sharp  
*Northern Illinois University*

**Leadership & Ethics:**
Co-Chair: David Wanless  
*Michigan Technological University*
Co-Chair: Dean Frost  
*Bemidji State University*

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

**Developmental Paper Incubator:**
Chair: John Orr  
*Webster University*

**Management Education Development:**
Co-chair: Kelly Delaney  
*University of Wisconsin-Whitewater*
Co-chair: Eric Grube  
*Metropolitan State University*

**Organizational Behavior:**
Chair: Patricia Meglich  
*University of Nebraska at Omaha*

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

**Posters and Other Creative Media:**
Co-chair: Allan Bernard  
*Wartburg College*
Co-chair: Phil Thompson  
*Case Western Reserve*

**Strategic Management Theory**
Co-Chair: Guclu Atinc  
*Drake University*
Co-Chair: Arifin Angriawan  
*Purdue University Calumet*

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

Doctoral Consortium:
Co-Chair: Megan Gerhardt
Miami University, OH

Co-Chair: Joy Peluchette
Lindenwood University

Conference Program Chair:
Jennifer L. Schultz
Metropolitan State University

Best Paper Award Committee
Chair: Patricia Meglich
University of Nebraska at Omaha

Registration:
Dale Dwyer
University of Toledo

Pre-conference Event Facilitator
Ray Benedetto
University of Phoenix

Local Arrangements Committee:
Lori Schroeder
Metropolitan State University

Renee Cedarberg
Metropolitan State University

Christina Stello
Metropolitan State University

Eric Grube
Metropolitan State University

Technology and Audio Visual
Mary Lebens
St. Mary’s University
Midwest Academy of Management Board of Governors

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Marian University
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University of Northern Colorado  
Representative-at Large

Nancy Day  
University of Missouri - Kansas City  
Representative-at Large

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Miami University, JLOS Special Issue  
Editor/Associate Editor, JLOS

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University of Wisconsin-Stout  
Representative-at Large

Joy Peluchette  
Lindenwood University, JLOS Special Issue  
Editor/Associate Editor, JLOS

Carolyn Wiley  
Roosevelt 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 Snavely
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
2014 – 2015 **Jennifer L. Schultz
*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.

Past Midwest Scholars:
2013  Belle Rose Ragins, University of Wisconsin-Milwaukee
      Ramon “Ray” J. Aldag, University of Wisconsin-Madison

Andrew Van de Ven

Vernon H. Heath Chair of Organizational Innovation and Change
Carlson School of Management
University of Minnesota, Twin Cities

Education
Ph.D., Program Administration, University of Wisconsin-Madison
M.B.A., Management and Finance, University of Wisconsin-Madison
B.B.A., Philosophy and Business Administration, St. Norbert College

Dr. Van de Ven is the Vernon H. Heath Professor of Organizational Innovation and Change in the Carlson School of the University of Minnesota and founding editor of Academy of Management Discoveries. He received his Ph.D. from the University of Wisconsin at Madison in 1972, and taught at the Wharton School of the University of Pennsylvania before his present appointment. He teaches courses on the management of innovation and change, organizational behavior, and research methods.

In addition to organizational innovation and change, Van de Ven's books and journal articles over the years have dealt with the Nominal Group Technique, organization assessment, inter-organizational relationships, and research methods. He is co-author of 12 books, including: The Innovation Journey (1999, 2008), Organization Change and Innovation Processes (2000), Handbook of Organizational Change and Innovation (2004), and Engaged Scholarship (2007), which won the 2008 Terry best book award from the Academy of Management. During 2000-2001 Van de Ven was President of the Academy of Management.
Fred Luthans
University and George Holmes Distinguished Professor of Management
University of Nebraska—Lincoln

Education
Ph.D., Organizational Behavior/Theory and Management, Social Psychology, University of Iowa,
M.B.A., University of Iowa
B.S., Mathematics, University of Iowa

Dr. Luthans is the University and George Holmes Distinguished Professor of Management in the College of Business
Administration at the University of Nebraska—Lincoln. He is the
Editor of Organizational Dynamics, Co-Editor-in-Chief for the
Journal of World Business, and Co-Editor-in-Chief for the Journal of Leadership and Organization Studies. He teaches courses on
organizational behavior and international management.

He received his B.A., M.B.A., and Ph.D. from the University of
Iowa, and was a post-doc at Columbia University. He taught at
the U.S. Military Academy at West Point prior to joining the UNL
faculty in 1967. He won the College of Business Administration
Distinguished Teaching Award and the University of Nebraska
Excellence in Graduate Education Award. He is a former
President of the Academy of Management and a recipient of an honorary doctorate from
DePaul University, the Distinguished Alumni Award from the University of Iowa, and the
Academy of Management’s Distinguished Educator Award. He is an inaugural member of the
Academy of Management Hall of Fame, as well as a fellow in the Decision Sciences Institute. A
prolific writer, Dr. Luthans has published 45 books, 166 articles in refereed journals, and over
200 articles and book chapters. His book, Organizational Behavior, is in its eleventh edition and
is considered the first text in its field. Most recently, Dr. Luthans is researching positive
organizational behavior (POB) and positive psychological capital and the effect of micro-
interventions in increasing competitive advantage for today’s organizations. Luthans and his
team of researchers have brought this concept and its measurement to management literature
in recent publications in top-tier journals such as Personal Psychology and Journal of
Management.
2014 Midwest Academy of Management Best Paper Award Nominations

The Mediating Effects of Role Stressors in Supervisor to Subordinate Burnout
Cody Chullen / East Carolina University

Building Trust: The Influence of Mentoring Behaviors on Perceptions of Health Care Managers’ Trustworthiness
Michelle Fleig-Palmer / University of Nebraska - Kearney

The Moderating Effect of Distributive Justice on the Relationship between Psychological Contract Congruence and Commitment
Si Hyun Kim / The University of Texas at El Paso
Giacomo Laffranchini / The University of Texas at El Paso
Fernanda Wagstaff / The University of Texas at El Paso

The Effects of Interpersonal Skills and Work Engagement on Transformational Leadership and the Well Being of Leaders
Jennifer Mencl / University of Minnesota Duluth
Andrew Wefald / Kansas State University
Kyle van Ittersum / Kansas State University

Sharing Leadership within Boards of Nonprofit Membership Organizations
Christine Shaefer / Marian University

An Empirical Examination of Networking Behaviors and the Kaleidoscope Career Model
John Simmons / St. Ambrose University
Monica Forret / St. Ambrose University
Sherry Sullivan / St. Ambrose 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.

<table>
<thead>
<tr>
<th>Abel Adekola</th>
<th>Karen L. Dragish</th>
<th>Yin Lee</th>
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<tr>
<td><strong>Shontarius Aikens</strong></td>
<td>Dale Dwyer</td>
<td>Zonghui Li</td>
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<td>Arifin Angriawan</td>
<td>Barbara Fahey</td>
<td>Tiffani Luethke</td>
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<td>John Ballard</td>
<td>Michelle Fleig-Palmer</td>
<td>Melinda Mahon</td>
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<td>Wendy S. Becker</td>
<td>Dean Frost</td>
<td>Christine Mahoney</td>
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<td>Barbara Beltrand</td>
<td>Jessica Greenwald</td>
<td>Delia Mannen</td>
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<td>Allan Bernard</td>
<td>Donna Gwaltney</td>
<td>Carol McGuire</td>
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<td><strong>Ben Blackford</strong></td>
<td>Nancy Hanson-Rasmussen</td>
<td>Patricia Meglich</td>
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<td>Daniele Bologna</td>
<td>Zhangying He</td>
<td>Jennifer Mencl</td>
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<td>Sharon Borowicz</td>
<td><strong>Sharon Heilmann</strong></td>
<td>Craig Miller</td>
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<td>Jon Briscoe</td>
<td>Jeff Helton</td>
<td>Governor Mupepi</td>
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<td>Shannon Brown</td>
<td>Kuo-Ting Hung</td>
<td>Donnette Noble</td>
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<td>Marilyn Bugenhagen</td>
<td><strong>Dinesh Iyer</strong></td>
<td>Dave O’Connell</td>
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<td>Renee Cedarberg</td>
<td>Baek-Kyoo (Brian) Joo</td>
<td>Brent Opall</td>
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<td><strong>Cody Chullen</strong></td>
<td>Mahendra Joshi</td>
<td>Deb Orr</td>
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<td>Jana Craft</td>
<td>Firasat Khan</td>
<td>John Orr</td>
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<td>Elizabeth Anne Christo-Baker</td>
<td>Hak-Yoon Kim</td>
<td>Rick Panning</td>
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<td>Dane D’Allesandro</td>
<td>Mary Kirk</td>
<td>Sunyoung Park</td>
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<td>Mehmet Ali Koseoglu</td>
<td>Sarah Peacey</td>
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<td>Kathy Lund Dean</td>
<td>Kathryn Kozlowski</td>
<td>Barbara Ribbens</td>
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<td>Kevin Kuznia</td>
<td>Cynthia Roberts</td>
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Derek Ruth
Steven Schlachter
Frank Schweigert
Christine Shaefer
Yanyan Shang
Barton Sharp
Daniel Sjoquist
Julio Canedo Soto
Christina Stello
Karen Stock

Mahesh Subramony
Sherry Sullivan
Chanchai Tangpong
Mussie Tessema
Phil Thompson
John Tourangeau
Scott Wagner
David Wanless
Linda Wanless
Hongguo Wei

Will Weyhrauch
Henry Williams
Brian Wilson
Therese Yaeger
Robert Yonker
Alec Zama

(*) Nominated best reviewer by two tracks
Journal of Leadership and Organizational Studies

Summer 2015 Issue

Midwest Academy of Management: Current Issues in Management

Submission Deadline: Friday, October 17, 2014

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

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

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

Issue editors:

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

Dr. Joy 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

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We are included in Cabell’s, Elsevier, Scopus, and other databases
Validating Excellence in Education: Linking Practice and Research through the Baldrige Experience

Participants in this pre-conference living case study will discover what it takes to achieve excellence in education as seen by those who achieved the first Malcolm Baldrige Award for education! This session begins with an introductory on-bus discussion about the Baldrige and its implications for understanding business performance, which will prepare participants for a campus tour and meetings with campus leaders. Participants will gain a deeper understanding of how the six categories of the Baldrige performance excellence criteria comprise a system for business education and how these systems provide research rich material that can drive better student understanding of what makes high-performing organizations tick.

The return-trip discussion will address participant observations about elements of the Baldrige process, such as organizational assessment, leadership, strategic planning, customer and stakeholder focus, information and data analysis, workplace management, process improvement, and quality. The discussion will also address the value of quantitative and qualitative aspects of case study research in achieving better student understanding of business operations.

Campus Experts:
Dr. Meridith Drzakowski, Assistant Chancellor: Planning, Assessment, Research & Quality
Dr. Mary Hopkins-Best, Dean College of Education, Health and Human Sciences
Dr. Kathleen Cochran, Professor and Assessment Coordinator for College of Management and Department Chair – Business
Kristi Krimpelbein, Special Assistant to the Chancellor
Dr. Bob Meyer, Chancellor
Jen Mans, Institutional Planner
Dr. Pam Holsinger-Fuchs, Executive Director, Enrollment Services
Randy Hulke, Director, Discovery Center
Kay Schur, Director, Enterprise Information Systems

Campus Host: Dr. Abel Adekola, Dean, College of Management

Contact Ray Benedetto (raybenny@email.phoenix.edu or mobile 630-301-9646) with questions.

See related program on Saturday, October 4, 2014, 2-3:15 PM.
Dr. Stephen Brookfield
Pre-conference Event

Midwest Academy of Management
Pre-conference Session with
Dr. Stephen Brookfield

Thursday, October 2, 2014
3:30 – 5:00 PM

Dr. Stephen Brookfield is a Distinguished University Professor at the University of St. Thomas and the John Ireland Endowed Chair in the College of Education, Leadership and Counseling.

Facilitator: Claudette M. Peterson / North Dakota State University
Local Arrangements: Christina Stello / Metropolitan State University
3M All Academy Event
3M Customer Innovation Center
Maplewood, Minnesota

Friday, October 3, 2014,
2 p.m. – 5 p.m.

Hosted by Randy Ralston

Come take a rare look at the technologies underlying the thousands of products developed by 3M Company. Examples range from wind turbines and power lines to nanoparticles. Meet innovators—past and present!

The 3M Innovation Center is a one of a kind facility located in the heart of 3M’s global headquarters in Maplewood, Minnesota. The centerpiece of the Innovation Center is the World of 3M Innovation which includes interactive displays, films and presentations that connect guests to the depth and breadth of 3M: technologies, processes, products and a culture of collaboration.

This event is included in the annual meeting fee and requires paid conference registration and a separate event sign-up (https://www.surveymonkey.com/s/FCDDYBT) by Monday, September 22nd. Registrations after September 22nd (including on-site) will not be able to attend this event. No exceptions. This event is limited to 150 attendees.

No cameras or other recording devices are permitted in the 3M Innovation Center.

Attendees must be 18 years or older.

Event Contact: Renee Cedarberg
(renee.cedarberg@metrostate.edu)
### FRIDAY OCTOBER 3, 2014 - 9:00 a.m. - 10:15 a.m.

<table>
<thead>
<tr>
<th>Scandinavian 1</th>
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<th>New Sweden 1</th>
<th>New Sweden 2</th>
<th>New Sweden 3</th>
<th>Norwegian 1</th>
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<tbody>
<tr>
<td><strong>Engaged Scholarship with Andrew Van de Ven</strong></td>
<td>Escalation of Commitment and Organizational Culture and Identity</td>
<td>OD &amp; Change Management: Politics, Power and Change</td>
<td>Panel: You Can Use Experiential Learning in Class: A Panel Presentation</td>
<td>Assurance of Learning, Pay Negotiation, and Repatriation</td>
<td>Panel: Defining and Cultivating Healthy Organizations: Engaged Scholarship and Innovative Practice</td>
<td>Psychological Attributes and Performance</td>
<td>Leadership</td>
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### 10:30 a.m. - 11:45 a.m.

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<td>Innovation, Patent and TMT Composition</td>
<td>Organization Development: Research, Practice, Change and Success</td>
<td>Panel: Writing Well Together: The Challenge of Developing Excellent Writing in Business Students</td>
<td>Career Models in Different Perspectives</td>
<td>Connecting Research and Practice</td>
<td>Stress and Dysfunctional Work Behavior</td>
<td>Ethics</td>
<td>Working Paper Session #1</td>
</tr>
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57th Annual Meeting of the Midwest Academy of Management ~ Minneapolis, MN ~ 2014
### Saturday, October 4, 2014 - 8:00 a.m. - 9:15 a.m.

<table>
<thead>
<tr>
<th>Time</th>
<th>Location</th>
<th>Session</th>
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<tbody>
<tr>
<td>8:00 a.m.</td>
<td>Scandinavian 1</td>
<td>Midwest Scholars Session: Organization Theory, Strategy and Entrepreneurship</td>
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<tr>
<td>8:00 a.m.</td>
<td>Scandinavian 2</td>
<td>Organization Development</td>
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<tr>
<td>8:00 a.m.</td>
<td>New Sweden 1</td>
<td>Management Education Development</td>
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<td>8:00 a.m.</td>
<td>New Sweden 2</td>
<td>Human Resource Management</td>
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<td>8:00 a.m.</td>
<td>New Sweden 3</td>
<td>Conference Theme</td>
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<td>8:00 a.m.</td>
<td>Norway 1</td>
<td>Organization Behavior &amp; Conflict Management</td>
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<td>8:00 a.m.</td>
<td>Norway 2</td>
<td>Leadership &amp; Ethics</td>
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<td>8:00 a.m.</td>
<td>Norway 3</td>
<td>Working Papers</td>
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<td>8:00 a.m.</td>
<td>Oslo Room</td>
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<tr>
<td>8:00 a.m.</td>
<td>Scandanavian 2</td>
<td>Positive Psychology with Fred Luthans</td>
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<tr>
<td>8:00 a.m.</td>
<td>New Sweden 1</td>
<td>Symposium on Cross-Level Theorization in Managerial Decisions Making Research</td>
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<td>8:00 a.m.</td>
<td>New Sweden 2</td>
<td>Panel: Engaging Change Through an OD Historical Perspective</td>
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<tr>
<td>8:00 a.m.</td>
<td>New Sweden 3</td>
<td>Panel: A Journal of Management Education Panel: Authoring &amp; Reviewing in the Scholarship of Teaching and Learning</td>
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<tr>
<td>8:00 a.m.</td>
<td>Norway 1</td>
<td>Legal Compliance Issues and Assessment of HRD Programs</td>
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<tr>
<td>8:00 a.m.</td>
<td>Norway 2</td>
<td>Return on Values: Creating Sustainable, Values-Driven Business Through Managing Organization Identity and Paradoxical Tensions</td>
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<tr>
<td>8:00 a.m.</td>
<td>Norway 3</td>
<td>Issues in Work Environments</td>
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<td>8:00 a.m.</td>
<td>Oslo Room</td>
<td>Studying Leadership</td>
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<td>8:00 a.m.</td>
<td>Working Paper Session 2</td>
<td>Working Paper Session 2</td>
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### 9:30 a.m. - 10:45 a.m.

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<thead>
<tr>
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<tr>
<td>9:30 a.m.</td>
<td>Scandinavian 1</td>
<td>JLOS Session: Lightning Round and Poster and Other Creative Media</td>
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<tr>
<td>9:30 a.m.</td>
<td>Scandinavian 2</td>
<td>Advice and Learning Engagement</td>
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<td>New Sweden 1</td>
<td>Panel: Engaging and Practicing OD and HR</td>
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<td>9:30 a.m.</td>
<td>New Sweden 3</td>
<td>Social Exchange, Mindfulness, and Spirituality in the Workplace</td>
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<tr>
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<td>Norway 1</td>
<td>Health Care Research Incubator: Toward Publishable Papers</td>
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<tr>
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<td>Commitment, Engagement and Innovation</td>
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<td>Norway 3</td>
<td>Leadership Centers</td>
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<tr>
<td>9:30 a.m.</td>
<td>JLOS Session</td>
<td>Peer Reviewing for Conferences &amp; Journals: Best Practices AND Publishing in JLOS</td>
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<td>Psychological Capital and Identities</td>
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<td>Lebanese 2</td>
<td>Personality, Sustainability and responsibility: Connecting Research and Practice</td>
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<td>9:30 a.m.</td>
<td>New Sweden 1</td>
<td>Examining Student Engagement and Learning</td>
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<td>9:30 a.m.</td>
<td>New Sweden 2</td>
<td>Gender Roles and Culture</td>
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<td>9:30 a.m.</td>
<td>New Sweden 3</td>
<td>Addressing Organizational Challenges in Health Care: Engagement, Trust, and Retention</td>
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<td>Norway 1</td>
<td>Organizational and Supervisor Relationships</td>
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<td>9:30 a.m.</td>
<td>Norway 2</td>
<td>Panel: Connecting Doctoral Programs: Engaging Scholarship and Practice</td>
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<td>9:30 a.m.</td>
<td>Norway 3</td>
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<tr>
<td>Keynote Speaker Session</td>
<td>Lightning Rounds</td>
<td>Organization Development</td>
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<tr>
<td>Continue the Conversation with Maureen Steinwell</td>
<td>Activities</td>
<td>Panel: Engaging Tomorrow’s Scholars: Connecting Research and Practice</td>
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</table>
Engaged Scholarship:
Connecting Research and Practice

Thursday Pre-Conference Sessions—October 2

<table>
<thead>
<tr>
<th>Registration</th>
<th>Thursday, 6:30 – 8:00 p.m.</th>
<th>Room: Third Floor Lobby</th>
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<tbody>
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<td>(Pre-registrants only)</td>
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PRE Living Case

**Day/Time:** Thursday, 8:00am – 4:00pm  
**Room:** University of Wisconsin-Stout

**Facilitator:** Ray Benedetto / University of Phoenix

**Host:** Abel Adekola / University of Wisconsin-Stout

**Local Arrangements:** Eric Grube / Metropolitan State University

Participants in this pre-conference session will take a campus tour and meet with campus quality experts. Participants will gain a deeper understanding of organizational assessment, benchmarking, quality leadership, strategic planning, stakeholder communication, information analysis, and the role of quality in designing academic and program services for performance results necessary to earn a Baldrige Quality award. This event is not included in the conference registration fee. Registration is $40 to cover transportation, lunch, and coffee breaks. Limited to 20 attendees. Questions should be directed to Ray Benedetto (raybenny@email.phoenix.edu)

PRE Doctoral Consortium

**Day/Time:** Thursday, 9:00am – 3:00pm  
**Room:** Norway 3

**Facilitators:** Megan Gerhardt / Miami University, OH  
Joy Peluchette / Lindenwood University

The consortium will include lunch and cover information, dialogue, and activities to assist doctoral students in navigating during the doctoral journey. This event is not included in the conference registration fee, cost is $35.

**Sponsor:** St. Ambrose University
PRE MED Session

Day/Time: 3:30 p.m. – 5:00 p.m.  Room: Norway 1 & 2

Presentor: Stephen Brookfield / University of St. Thomas

Facilitator: Claudette M. Peterson / North Dakota State University

Local Arrangements: Christina Stello / Metropolitan State University

Dr. Stephen Brookfield is a Distinguished University Professor at the University of St. Thomas where he holds the John Ireland Endowed Chair in the College of Education, Leadership and Counseling.

Since beginning his teaching career in 1970, Stephen Brookfield has worked in England, Canada, Australia, and the United States, teaching in a variety of college settings. He has written, co-written or edited seventeen books on adult learning, teaching, critical thinking, discussion methods and critical theory, six of which have won the Cyril O. Houle World Award for Literature in Adult Education (in 1986, 1989, 1996, 2005, 2011 and 2012). He also won the 1986 Imogene Okes Award for Outstanding Research in Adult Education (AAACE) and the Philip E. Frandson Award for Literature in Continuing Higher Education, (2013) awarded by the University Professional Continuing Education Association, (UPCEA). His work has been translated into German, Korean, Finnish, Chinese, Japanese, Polish, Farsi, and Albanian. He has received the Leadership Award from the Association for Continuing Higher Education (ACHE) and the Morris T. Keeton Award of the Council for Adult and Experiential Learning.

Dr. Brookfield has been a Visiting Professor at Harvard University and was inducted into the international Adult Education Hall of Fame in 2009. He was also awarded the Coin of Excellence from the General Army Staff Command College.

This pre-conference session is included in the academy registration fee.

Sponsor: University of St. Thomas
Board of Governors Meeting

**Day/Time:** Thursday, 5:30 – 6:30 pm  
**Room:** Oslo Boardroom

**Presiding:** Marilyn Bugenhagen / Marian University  
President, Midwest Academy of Management

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Academy Welcome Reception

**Day/Time:** Thursday, 7:00 – 8:30 pm  
**Location:** Denmark Commons 3rd Floor

**Sponsor:** University of Wisconsin-Stout

Please join familiar colleagues and new friends at a social gathering in the Radisson Blu Denmark Commons on the third floor. Enjoy light appetizers, beverages, music, and the opportunity to network with other MAM members.

Music provided by students of the University of St. Thomas guitar ensemble and Professor Christopher Kachian, D.M.A., Professor of Music and Studio Instructor in Guitar
The Program – Friday, October 3

Registration

Day/Time: Friday, 7:00 a.m. – Noon
Location: Third Floor Lobby

Exhibitors

Day/Time: Friday, 8:00 a.m. – Noon
Location: Third Floor Lobby

Midwest Academy Conference Breakfast

Day/Time: Friday, 7:30 a.m. – 8:45 a.m.
Location: Scandinavian Ballroom 3

Conference Welcome at 7:45 a.m.

All-Academy Keynote Address

Engaged Scholarship

Day/Time: Friday, 8:00 a.m. – 8:30 a.m.
Location: Scandinavian Ballroom 3

Presenter: Andrew Van de Ven, University of Minnesota—Twin Cities

Dr. Van de Ven is the Vernon H. Heath Professor of Organizational Innovation and Change in the Carlson School of the University of Minnesota and founding editor of Academy of Management Discoveries. He is a past president of the National Academy of Management and has received several life-time achievement awards including Fellow (since 1988) and Distinguished Scholar Career Awards from three AoM Divisions. He has published 12 books on innovation, change, engaged scholarship, and research. He won the AoM Terry Book Award for his book Engaged Scholarship.

Sponsors: University of Minnesota—Twin Cities
Benedictine University
**Friday Session 1 – 9:00 a.m. – 10:15 a.m.**

**Scholars**  
Continuing the Conversation: Engaged Scholarship with Andrew Van de Ven  

**Day/Time:** Friday, 9:00 a.m. – 10:15 a.m.  
**Location:** Scandinavian 1  
**Facilitator:** Abel Adekola / University of Wisconsin-Stout  
**Presenter:** Andrew Van de Ven / University of Minnesota, Twin Cities

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**OTSE**  
Escalation of Commitment and Organizational Culture and Identity  

**Day/Time:** Friday, 9:00 a.m. – 10:15 a.m.  
**Location:** Scandinavian 2  
**Facilitator:** Brandon Soltwisch / University of Northern Colorado  
**Presenters:**

*The Influence of Anticipatory Emotions and Risk Perceptions on Escalation of Commitment Decisions*
Brandon Soltwisch /University of Northern Colorado

*The Impact of Organizational Identity on Mergers and Acquisitions*
Mahendra Joshi / Grand Valley State University  
Paul Mudde / Grand Valley State University  
Carol Sanchez / Grand Valley State University

*The Role of Purposeful Diversity Strategy (PDS) and Cultural Tightness/Looseness in the Relationship between National Culture and Organizational Culture*
Yin Lee / University of Illinois at Urbana Champaign  
Amit Kramer / University of Illinois at Urbana Champaign
Friday, October 3

**OD**

**OD and Change Management: Politics, Power and Change**

**Day/Time:** Friday, 9:00 a.m. – 10:15 a.m.  
**Location:** New Sweden 1

**Facilitator:** Deb Orr / Roosevelt University

**Presenters:**

- *Why Change Management Fails: The Data is In*
  Ron Koller / Capella University

- *The History and Staying Power of the Theory of Disruptive Innovation*
  Mary Lebens / Saint Mary's University

- *Supervisor Political Skill and Leader Political Support Impacting Subordinate Organizational Outcomes*
  Karen L. Dragish / Cleveland State University

**MED**

**Panel: You Can Use Experiential Learning In Class: A Panel Presentation**

**Day/Time:** Friday, 9:00 a.m. – 10:15 a.m.  
**Location:** New Sweden 2

**Facilitator:** Ben Blackford / Northwest Missouri State University

**Presenters:**

- *Your Experience with Experiential Learning*
  Ben Blackford / Northwest Missouri State University
  Michelle Fleig-Palmer / University of Nebraska – Kearney
  Ronda Smith / Fort Hays State University
Friday, October 3

**HRM** Assurance of Learning, Pay Negotiation, and Repatriation

**Day/Time:** Friday, 9:00 a.m. – 10:15 a.m.  
**Location:** New Sweden 3

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

**Presenters:**

The SHRM Assurance of Learning Exam: Assessing the Field's Awareness and Perceptions of this External Validation Test for Human Resource Graduates
Scott Lester / University of Wisconsin-Eau Claire  
Kristy Wiley / University of Wisconsin-Eau Claire

Who Negotiates A Higher Starting Salary? An Exploratory Study on the Role of Gender, Personality and Risk Attitude
Lin Xiu / University of Minnesota Duluth  
Gerui (Grace) Kang / St. Cloud State University  
Alan Roline / University of Minnesota Duluth

From Expatriation to Repatriation: The Effectiveness of Expatriate Programs
Fernanda Lima de Melo / Cummins Inc.  
Beverly Burke / Middle Tennessee University  
Erica Berte / Indiana University-Purdue University Columbus

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**CT** Panel: Defining and Cultivating Healthy Organizations: Engaged Scholarship and Innovative Practice

**Day/Time:** Friday, 9:00 a.m. – 10:15 a.m.  
**Location:** Norway 1

**Facilitator:** Rama Hart / University of St. Thomas

**Presenters:**

Rama Hart / University of St. Thomas  
David Jamieson / University of St. Thomas  
Debra Lindh / Mindful Effect LLC  
Laura Johansson / Johansson Consulting
Friday, October 3

OBCM  Psychological Attributes and Performance

Day/Time:  Friday, 9:00 a.m. – 10:15 a.m.  
Location:  Norway 2

Facilitator:  Annette Roter / Viterbo University

Presenters:

Rejection Sensitivity in the Workplace: Its Relationship with Coping and Perceived Performance
Nancy Day / University of Missouri—Kansas City

Power of the Mind: External Cues, Self-Efficacy and Performance in Professional Baseball
Steven Schlachter / University of Nebraska—Lincoln
Skylar Rolf / University of Nebraska—Lincoln
Dennis Duchon / University of Nebraska—Lincoln

Motivational Influences on Academic Performance: Examining the Role of Maximizing Tendency
Daniele Bologna / University of Cincinnati
Dalia Diab / Xavier University
Friday, October 3

LE Leadership

Day/Time: Friday, 9:00 a.m. – 10:15 a.m.  Location: Norway 3

Facilitator: Dean Frost / Bemidji State University

Presenters:

The Effects of Interpersonal Skills and Work Engagement on Transformational Leadership and the Well Being of Leaders **BEST PAPER NOMINEE**
Jennifer Mencl / University of Minnesota Duluth
Andrew Wefald / Kansas State University
Kyle van Ittersum / Kansas State University

Sharing Leadership within Boards of Nonprofit Membership Organizations **BEST PAPER NOMINEE**
Christine Shaefer / Marian University

The Politics of Education Policy: How Leadership Influences Implementation
Terri McCormick / McCormick Standard and Marian University
Friday, October 3

**BREAK – 10:15 a.m. – 10:30 a.m.**
**NETWORKING TIME**

**Friday Session 2 - 10:30 a.m. – 11:45 a.m.**

**SCHOLARS**  Writing for Publication in AMD with Andrew Van de Ven

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**Facilitator:** Deb Orr / Roosevelt University

**Presenters:**
Andrew Van de Ven / University of Minnesota, Twin Cities

**OTSE**  Innovation, Patent and TMT Composition

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**Facilitator:** Barton Sharp / Northern Illinois University

**Presenters:**
Patent-Based Measures in Strategic Management Research: A Review, Demonstration, and Assessment
Barton Sharp / Northern Illinois University
Dinesh Iyer / Rutgers University
Derek Ruth / Dominican University

How Do Information Technology Companies Use Innovation to Compete? Evidence from the United States and South Korea
Mehmet Ali Koseoglu / Minot State University
Chulki Kim / Minot State University
James Ondracek / Minot State University
Mehmet Barca / Yildirim Beyazit University

Antecedents to TMT Composition: The Role of Incoming CEO
Alec Zama / Grand View University
Arun Pillutla / St. Ambrose University
Friday, October 3

**OD**  
Organization Development: Research, Practice, Change and Success

**Day/Time:** Friday, 10:30 a.m. – 11:45 a.m.  
**Location:** New Sweden 1

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

**Presenters:**  
James Armour / Benedictine University  
John DiMuro / Benedictine University  
Joanne Ivory / Benedictine University  
Edina McGivern / Benedictine University  
Rachael Narel / Benedictine University

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**MED**  
Panel: Writing Well Together: The Challenge of Developing Excellent Writing in Business Students

**Day/Time:** Friday, 10:30 a.m. – 11:45 a.m.  
**Location:** New Sweden 2

**Facilitator:** Barbara Ribbens / Illinois State University

**Presenters:**  
Barbara Ribbens / Illinois State University  
Chryssa Sharp / Lindenwood University  
Erin Karper / Niagra University
Friday, October 3

HRM  Career Models in Different Perspectives

Day/Time:  Friday, 10:30 a.m. – 11:45 a.m.  Location: New Sweden 3

Facilitator:  Emily Rosado-Solomon / Rutgers University

Presenters:

An Empirical Examination of Networking Behaviors and the Kaleidoscope Career Model
**BEST PAPER NOMINEE**
John Simmons / St. Ambrose University
Monica Forret / St. Ambrose University
Sherry Sullivan / Bowling Green State University

Parts of the Part-time Workforce: Classifying Heterogeneity of Part-time Workers Using the Interaction of Volition and Career-relevance
Emily Rosado-Solomon / Rutgers University
Kenneth Dunegan / Cleveland State University

Helicopter Parents: Breaking Boundaries in the Workplace
Joy Peluchette / Lindenwood University
Katherine Karl / University of Tennessee at Chattanooga
### Friday, October 3

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<thead>
<tr>
<th>CT</th>
<th>Connecting Research and Practice</th>
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<td><strong>Day/Time:</strong></td>
<td>Friday, 10:30 a.m. – 11:45 a.m.</td>
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<tr>
<td><strong>Facilitator:</strong></td>
<td>Shannon Brown / University of St. Francis and Vosaic Solutions, Inc.</td>
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<td><strong>Presenters:</strong></td>
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<tr>
<td><strong>Connecting Research and Practice by Blogging: The Case of “Leadership, Management, and Life in the Workplace</strong></td>
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<td>John Ballard / Mount St. Joseph University</td>
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<td><strong>Towards a Practice Theory of Sustainability: Carrying Out the Practice of Flourishing</strong></td>
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<td>Kylie Rochford / Case Western Reserve University</td>
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<td>Phil Thompson / Case Western Reserve University</td>
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<td>Ignacio Pavez / Case Western Reserve University</td>
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<td>Chantal Van Esch / Case Western Reserve University</td>
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<td>Lili Bao / Case Western Reserve University</td>
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<td><strong>The Staff Ride: A New (Old) Method for Connecting Management Research and Practice</strong></td>
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<td>Wendy S. Becker / Shippensburg University</td>
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<td>Michael J. Burke / Tulane University</td>
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<tr>
<th>OBCM</th>
<th>Stress and Dysfunctional Work Behavior</th>
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<td><strong>The Mediating Effects of Role Stressors in Supervisor to Subordinate Burnout</strong></td>
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<td>Cody Chullen / East Carolina University <strong>BEST PAPER NOMINEE</strong></td>
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<td><strong>An Exploratory Study of Cyber Loafing Activities</strong></td>
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<td>Marilyn L. Fox / Minnesota State University Mankato</td>
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<td>Kathleen Dale / Minnesota State University Mankato</td>
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<td><strong>The Mediating Effect of Organizational Cynicism on the Relationship between Interactional Injustice and Interpersonal Counterproductive Work Behavior</strong></td>
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<td>Si Hyun Kim / The University of Texas at El Paso</td>
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<td>Fernanda Wagstaff / The University of Texas at El Paso</td>
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Friday, October 3

**LE Ethics**

**Day/Time:** Friday, 10:30 a.m. – 11:45 a.m.  
**Location:** Norway 3

**Facilitator:** David Wanless / Michigan Technological University

**Presenters:**

*Exploring the Antecedents of Perceived Managerial Ethicality: A Multi-Dimensional / Multi-Level Approach*
Ann Gilley / University of Texas at Tyler  
Heather McMillan / Southeast Missouri State University  
James Caldwell / Southeast Missouri State University  
Joyce Heames / West Virginia University  
Jerry W. Gilley / University of Texas at Tyler

*The Ethics of Value Creation from Hotel Sustainability Programs*
Kathryn Kozlowski / The Strathmore Co and Capella University

*(Still) Living in the Gray: (More) Lessons on Ethics from Prison*
Jana Craft / Winona State University  
Emily Belshan / Winona State University  
Jenna Frain / Winona State University  
Hannah Johnson / Winona State University

**WP Working Paper Session #1**

**Day/Time:** Friday, 10:30 a.m. – 11:45 a.m.  
**Location:** Oslo

**Discussants:** John Orr / Webster University  
Annette B. Roter / Viterbo University

**Presenters:**

*Private College Tuition Discounting*
Daniel Sjoquist / Metropolitan State University

*Does an IT Organization Transform its Identity when engaged in Outsourcing?*
Carol McGuire / Case Western Reserve University
Friday, October 3

Midwest Academy President’s Luncheon with Keynote Address
Scandinavian 3
How a Mom and Pop Shop Went Global

11:45 a.m. – 1:30 p.m.

Scott Schroeder
Executive Vice President and Chief Brand Officer
at Garrett Popcorn Shops

Scott Schroeder, is EVP and CBO, responsible for branding at Garrett Popcorn Shops. Garrett Popcorn was named one of Oprah Winfrey’s Favorite Things in 2002, 2005 and 2010. As the Chief Branding Officer, Scott drove and oversaw company expansion into Asia.

Luncheon Agenda
Introduction of Guests & MAM Leadership
Outstanding Reviewer Recognition
Best Paper Awards
2014 Midwest Academy Scholar Recognition
Keynote Address

Sponsors: Garrett Popcorn Shops
Marian University
Friday, October 3

Friday All Academy Session – 1:30 pm. – 5:00 p.m. ALL ACADEMY OUTING at 3M

ALL ACADEMY OUTING TO 3M CUSTOMER INNOVATION CENTER

Day/Time: Friday, 1:30 p.m. – 5:00 p.m. Room: 3M Innovation Center Maplewood, MN

Host: Randy Ralston / 3M and Metropolitan State University

Local Arrangements: Renee Cedarberg / Metropolitan State University

Come take a rare look at the technologies underlying the thousands of products developed by 3M Company. Examples range from wind turbines and power lines to nanoparticles. Meet innovators—past and present!

The 3M Innovation Center is a one of a kind facility located in the heart of 3M’s global headquarters in Maplewood, Minnesota. The centerpiece of the Innovation Center is the World of 3M Innovation which includes interactive displays, films and presentations that connect guests to the depth and breadth of 3M: technologies, processes, products and a culture of collaboration.

This event is included in the annual meeting fee and requires paid conference registration and a separate event sign-up (https://www.surveymonkey.com/s/FCDDYBT) by Monday, September 22nd. Registrations after September 22nd (including on-site) will not be able to attend this event. No exceptions. This event is limited to 150 attendees.

No cameras or other recording devices are permitted in the 3M Innovation Center.

Attendees must be 18 years or older.

Event host, Randy Ralston, is a Senior Business Intelligence Analyst in the Industrial Adhesives and Tape Division at 3M. He is also a Community Faculty at Metropolitan State University for the management capstone course.

Event Contact: Renee Cedarberg (renee.cedarberg@metrostate.edu)
Friday, October 3

POSTERS AND OTHER CREATIVE MEDIA

Day/Time: Friday, 2:00 – 4:30 p.m. exact time TBD

Location: IMPORTANT NOTE! THIS SESSION WILL BE HELD AT THE 3M INNOVATION CENTER. BUSES WILL BE PROVIDED FROM THE HOTEL.

Presenters Posters:

*Educating a Young Workforce: A Review of the Youth @ Work Program*
Emily Belshan / Winona State University

*(Still) Living in the Gray: (More) Lessons on Ethics from Prison*
Emily Belshan / Winona State University
Jenna Frain / Winona State University
Hannah Johnson / Winona State University

*Envy in the Workplace*
Hak-Yoon Kim / Case Western Reserve University

*What Happens When Accounting Students Are Set Free to Dream?*
Linda McCann / Metropolitan State University

*Emotional Field: An Incubator Interpreting How Executives’ Emotions Catalyze Organizational Change*
Hongguo Wei / Case Western Reserve University

Presenters Other Creative Media:

*Picturing Leadership: The Artist Within*
Tim O. Peterson / North Dakota State University
Claudette M. Peterson / North Dakota State University
Mathew A. Finneseth / North Dakota State University
Maria B. Piette / North Dakota State University
Emily N. Peterson / North Dakota State University
Steve Crusz / North Dakota State University
Colette M. Bersie / North Dakota State University
Emalee J. Bryant / North Dakota State University
Brooke L. Wickenhauser / North Dakota State University
Kathereine M. Stuhlmueller / North Dakota State University
Friday, October 3

Membership Meeting

MIDWEST ACADEMY BUSINESS MEETING
5:30 p.m. – 6:00 p.m.
Scandinavian Room 1

PRESIDENT MARILYN BUGENHAGEN - PRESIDING

DINNER ON YOUR OWN
6:00 p.m. – 7:00 p.m.

Networking and Career Event
7:00 p.m. – 9:00 p.m.

Scandinavian Rooms 1 & 2
Careers in Academe: Discussions and Lessons Learned
Our evening will conclude with networking and discussions on career issues.

EARLY CAREER (Scandinavian 1)
Moderator:
Carolyn Wiley / Roosevelt University

Panel:
Brandon Soltwisch / University of Northern Colorado
Sharon Heilmann / Wright State University
Tracy Porter / Cleveland State University

MID-CAREER (Scandinavian 2)
Moderators:
Abel Adekola / University of Wisconsin-Stout
Nancy Day / University of Missouri—Kansas City

Panel:
John E. Barbuto / California State-Fullerton
Marilyn Bugenhagen / Marian University
Deb Orr / Roosevelt University
The Program – Saturday, October 4

**Registration**

**Day/Time:** Saturday, 7:00 a.m. – Noon

**Location:** Third Floor Lobby

**Exhibitors**

**Day/Time:** Saturday, 8:00 a.m. – 11:00 a.m.

**Location:** Third Floor Lobby

**Midwest Academy Conference Breakfast**

**Day/Time:** Saturday, 7:00 a.m. – 7:45 a.m.

**Location:** Scandinavian 3

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**All-Academy Midwest Scholar Keynote Address**

**Day/Time:** Saturday, 7:15 a.m. – 7:45 a.m.

**Location:** Scandinavian Ballroom 3

**Presenter:** Fred Luthans, University of Nebraska—Lincoln

**Title:** Up, Up and Away with Positive Psychological Capital

Fred Luthans is the George Holmes University Distinguished Professor of Management at the University of Nebraska—Lincoln. He was president of the Midwest Academy of Management in 1981, President of the Academy of Management in 1986, received the Academy’s Distinguished Educator Award in 1997, was named in 2000 as a member of the Academy’s Hall of Fame for his numerous publications in *AMJ* and *Academy of Management Review*, and received the Distinguished Alumni Award from the University of Iowa, from which he received all of his degrees. Currently, he is coeditor-in-chief of the *Journal of World Business*, *Organizational Dynamics*, and the *Journal of Leadership and Organizational Studies*, and has authored numerous books.

**Sponsors:**

University of Nebraska—Lincoln

Wright State University
### Saturday Session 3 – 8:00 a.m. – 9:15 a.m.

**Scholars**  
Continuing the Conversation with Fred Luthans

**Day/Time:**  
Saturday, 8:00 a.m. – 9:15 a.m.  
**Location:** Scandinavian 1

**Facilitator:**  
Joy Peluchette / Lindenwood University

**Presenter:**  
Fred Luthans / University of Nebraska—Lincoln

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**OTSE**  
Symposium on Cross-Level Theorization in Managerial Decisions Making Research

**Day/Time:**  
Saturday, 8:00 a.m. – 9:15 a.m.  
**Location:** Scandinavian 2

**Facilitator:**  
Chanchai Tangpong / North Dakota State University

**Presenters:**  
Chanchai Tangpong / North Dakota State University  
Kuo-Ting Hung / Suffolk University  
Jin Li / North Dakota State University
Saturday, October 4

**OD**

Panel: Engaging Through an OD Historical Perspective

**Day/Time:** Saturday, 8:00 a.m. – 9:15 a.m.  
**Location:** New Sweden 1

**Facilitator:** Margaret Richey / Benedictine University  
Therese Yaeger / Benedictine University

**Presenters:**  
Angela Arringtin-Jones / Benedictine University  
Talha Ashraf / Benedictine University  
Ali Baker / Benedictine University  
Elizabeth Belgio / Benedictine University  
Donald Harris / Benedictine University

**MED**

Panel: A Journal of Management Education Panel: Authoring & Reviewing in the Scholarship of Teaching and Learning

**Day/Time:** Saturday, 8:00 a.m. – 9:15 a.m.  
**Location:** New Sweden 2

**Facilitator:** Kathy Lund Dean / Gustavus Adolphus College

**Presenters:**  
Kathy Lund Dean / Gustavus Adolphus College  
*Journal of Management Education* Co-Editor

Tim O. Peterson / North Dakota State University  
*Journal of Management Education* Board Member

Patricia R. Hedberg / University of St. Thomas  
*Journal of Management Education* Author and Reviewer
Saturday, October 4

**HRM**

**Legal Compliance Issues and Assessment of HRD Programs**

**Day/Time:** Saturday, 8:00 a.m. – 9:15 a.m.  
**Location:** New Sweden 3

**Facilitator:** Jana Craft / Winona State University

**Presenters:**

*Americans with Disabilities Act and Human Resources: An Action Plan*
Anant Deshpande / SUNY Empire State College  
Anne Whiting /

*Cultural Distance Factors and Disability Discrimination Protection Laws Internationally*
Steven Edelson / Walsh University  
Ellen Cinadr / Walsh University  
Lisa Stickney / University of Baltimore

*Assessment of HR Development and Utilization: A Conceptual Framework*
Mussie Tessema / Winona State University  
Jana Craft / Winona State University /  
Sohail Subhani / Winona State University  
Sebhatleab Tewold / Winona State University

**CT**

**Return on Values: Creating Sustainable, Values-Driven Businesses through Managing Organizational Identity and Paradoxical Tensions**

**Day/Time:** Saturday, 8:00 a.m. – 9:15 a.m.  
**Location:** Norway 1

**Facilitator:** Shannon Brown / University of St. Francis and Vosaic Solutions, Inc.

**Presenters:**

Shannon Brown / University of St. Francis and Vosaic Solutions, Inc.  
Barbara Fahey / Fahey & Associates
Saturday, October 4

OBCM  Issues in Work Environments

Day/Time:  Saturday, 8:00 a.m. – 9:15 a.m.  
Location:  Norway 2

Facilitator:  Patricia Meglich / University of Nebraska at Omaha

Presenters:
The Journey to Enlightenment in Negotiation: Is Emotional Intelligence on the Map?
Robert Yonker / University of Toledo
Jacob Fox / University of Toledo

Impact of Employee Empathy and Customer Loyalty on Customer Satisfaction and Expectancy-Disconfirmation
Karen L. Dragish / Cleveland State University
Vickie Coleman Gallagher / Cleveland State University
Tracy Porter / Cleveland State University
Sarah Wilson-Jones / Phoenix Coffee
Lisa Hong / Space-between.us

Happy and Lean: Examining the Impact of Lean Philosophies on Quality of Work Life
David Wanless / Michigan Technological University
Chase Peterson / Michigan Technological University

LE  Leadership

Day/Time:  Saturday, 8:00 a.m. – 9:15 a.m.  
Location:  Norway 3

Facilitator:  Dean Frost / Bemidji State University

Presenters:
Studying Leadership - Researching Leadership: Are We Any Farther Along?
Marilyn Bugenhagen / Marian University
Heath Harding / Nebraska Wesleyan University and Resonate Leadership Institute
John E. Barbuto / California State-Fullerton

This working session will engage session attendees in generating themes and concepts to promote a new agenda around leadership research. Come participate in an Open Space Technology session to generate research ideas and connect with others interested in research.
## Saturday, October 4

<table>
<thead>
<tr>
<th>WP</th>
<th>Working Paper Session #2</th>
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<td>Saturday, 8:00 a.m. – 9:15 a.m.</td>
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<tr>
<td><strong>Location:</strong></td>
<td>Oslo</td>
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<tr>
<td><strong>Facilitator:</strong></td>
<td>Erica Berte / Indiana University-Purdue University Columbus Fernanda Lima de Melo / Cummins Inc.</td>
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**Presenters:**

*Promoting Human Dignity in Organizational Life: A Case Study of Hagar International(2)*

Delia Mannen / ESADE Business School and Ramon Llull University
**Saturday Session 4 - 9:30 a.m. – 10:45 a.m.**

**SCH** Submitting to JLOS for Midwest Summer 2015 Edition

**Day/Time:** Saturday, 9:30 a.m. – 10:45 a.m.  
**Location:** Scandinavian 1

**Facilitator:** Elizabeth Anne Christo-Baker  
/ Purdue University North Central

**Presenters:**  
Megan Gerhardt / Miami University, OH  
Joy Peluchette / Lindenwood University

This session will discuss the elements necessary for publishing journal articles and how you can strengthen your writing for publication.

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**POCM** Learning Engagement

**Day/Time:** Saturday, 9:30 a.m. – 10:45 a.m.  
**Location:** Scandinavian 2

**Facilitator:** Mary Finney / Ohio University

**Presenters:**  
*Aesthetic Reflection in Engaged Learning: I/Eye in the Classroom*  
Kathy Lund Dean / Gustavus Adolphus College
Saturday, October 4

**OD Panel: Engaging and Practicing OD and HR**

**Day/Time:** Saturday, 9:30 a.m. – 10:45 a.m.  
**Location:** New Sweden 1

**Facilitator:**  
Therese Yaeger / Benedictine University  
Gilles Guyot / Universite Jean Moulin, Lyon, France

**Presenters:**  
Beverly Connelly / Benedictine University  
Genice Daniels / Benedictine University  
Lisa Machtemes / Benedictine University  
Terry Marks-Grant / Benedictine University  
Rania Shkairat / Benedictine University
Saturday, October 4

MED  Importance and Impact of Experiential Learning

**Day/Time:** Saturday, 9:30 a.m. – 10:45 a.m.  
**Location:** New Sweden 2

**Facilitator:** Ben Blackford / Northwest Missouri State University

**Presenters:**

*A Traditional Final Exam vs. Creating New Knowledge: A Student-led Exploratory Research Study Conducted within an Undergraduate Entrepreneurship Course*
Shontarius D. Aikens / North Dakota State University
Austin Swecker / North Dakota State University
Nichole Strei / North Dakota State University
Robert Kringle / North Dakota State University
Bailey Johnson / North Dakota State University
Jacob Omdalen / North Dakota State University
Katelyn Ueckert / North Dakota State University
Tim O. Peterson / North Dakota State University

*Picturing Leadership: The Artist Within*
Tim O. Peterson / North Dakota State University
Claudette M. Peterson / North Dakota State University
Mathew A. Finneseth / North Dakota State University
Maria B. Piette / North Dakota State University
Emily N. Peterson / North Dakota State University
Steve Crusz / North Dakota State University
Collette M. Bersie / North Dakota State University
Emalee J. Bryant / North Dakota State University
Brooke L. Wickenhauser / North Dakota State University
Kathereine M. Stuhlmueller / North Dakota State University

*Addressing the Innovation Gap by Integrating Design Thinking and Experiential Learning*
Karen Stock / Walsh University
Branko Bucar / Walsh University
Jennifer Vokoun / Walsh University
Saturday, October 4

HRM  Social Exchange, Mindfulness, and Spirituality in the Workplace

**Day/Time:** Saturday, 9:30 a.m. – 10:45 a.m.  
**Location:** New Sweden 3

**Facilitator:** Baek-Kyoo (Brian) Joo / Winona State University

**Presenters:**
- *Social Exchange at Work: Impact on Employees’ Affective and Job-Related Outcomes under Continuous Change*
  Anju Mehta / University of Northern Iowa
- *Affective Spillover Revisited: Exploring the Mediating Role of Mindfulness in Work-Family Enrichment*
  Chunchen Xu / University of Illinois at Urbana-Champaign
- *Religiosity and Corporate Social Responsibility: A Group-Level Perspective*
  Amanda Pozzuto / West Virginia University

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HC  Health Care Research Incubator: Toward Publishable Papers

**Day/Time:** Saturday, 9:30 a.m. – 10:45  
**Location:** Norway 1

**Facilitator:** Michelle Fleig-Palmer / University of Nebraska-Kearney

**Presenters:**
- *Understanding the Negative Impact of Bullying in Health Care and Solutions to Solving the Problem*
  Annette Roter / Viterbo University
- *Burnout & Demographic Variables in Nurses*
  Aditya Simha / University of Wisconsin-Whitewater  
  David Elloy / Gonzaga University  
  Han-Chung Huang / Chang Gung University, Taipei, Taiwan
- *Retention of New Graduate Gen Y Nurses*
  Joyce Kutin / The University of Iowa  
  Kevin Kuznia / Ashford University
Saturday, October 4

OB  Commitment Engagement and Innovation

Day/Time:  Saturday, 9:30 a.m. – 10:45 a.m.  Location:  Norway 2

Facilitator:  Deb Orr / Roosevelt University

Presenters:

The Moderating Effect of Distributive Justice on the Relationship between Psychological Contract Congruence and Commitment **BEST PAPER NOMINEE**
Si Hyun Kim / The University of Texas at El Paso
Giacomo Laffranchini / The University of Texas at El Paso
Fernanda Wagstaff / The University of Texas at El Paso

Psychological Safety and Engagement: Clarity Through the Lens of Social Exchange Theory
B. J. Dunne / John Deere
Jessica Greenwald / St. Ambrose University

Understanding The Repeating Contributor To Innovation
Michael Mitchell / The Chicago School of Professional Psychology
George W. Hay / The Chicago School of Professional Psychology

LE  Leadership

Day/Time:  Saturday, 9:30 a.m. – 9:45 a.m.  Location:  Norway 3

Facilitator:  David Wanless / Michigan Technological University

Presenters:

Communication Culture within Law Enforcement: Perceptions from Officers and Supervisors
Sharon Heilmann / Wright State University
Katherine Gerspacher / Wright State University

Authentic Leadership: Do Behaviors of Leaders Influence Behaviors of Followers?
Mindy McNutt / Wright State University
Gregory R. Case / Wright State University
## Saturday, October 4

<table>
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<tr>
<th>SCH</th>
<th>Leadership Centers</th>
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<td><strong>Day/Time:</strong></td>
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<tr>
<td>Marilyn Bugenhagen / Marian University</td>
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<td>John E. Barbuto / California State-Fullerton</td>
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<td>Tracy Porter / Cleveland State University</td>
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Leadership centers operated by schools of business and other schools are becoming more prevalent on campuses. A roundtable discussion on these types of centers and the benefit to students, the faculty, and community.
**Saturday Session 5 - 11:00 a.m. – 12:15 p.m.**

**SCH REPEATED SESSION: Submitting to JLOS for Midwest Summer 2015 Edition**

**Day/Time:** Saturday, 11:00 a.m. – 12:15 p.m.  
**Location:** Scandinavian 1

**Facilitator:** Erica Berte / Indiana University-Purdue University Columbus

**Presenters:**
Megan Gerhardt / Miami University, OH  
Joy Peluchette / Lindenwood University

This session will discuss the elements necessary for publishing journal articles and how you can strengthen your writing for publication.

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**LR Psychological Capital and Identities**

**Day/Time:** Saturday, 11:00 a.m. – 12:15 p.m.  
**Location:** Scandinavian 2

**Facilitator:** Patricia Meglich / University of Nebraska at Omaha

**Presenters:**
*Mentoring, Psychological Capital, and Performance: A Mediated Model*
Justin Carter / Bellevue University  
Carolyn Yousef / Bellevue University

*Evidence Based Management and the Mediating Effects of Psychological Capital on Turnover and Performance*
Jeff Dahms / Bellevue University

*Dual Identities: Lesbian Senior Executives in Fortune 500 Companies*
Rebecca Evan / Metropolitan State University

*Heroes, Heroines, Language, and Rituals: Using Symbolism within Quality Management*
Marcia Hagen / Metropolitan State University  
Eric Grube / Metropolitan State University  
Allan Bernard / Wartburg College
Saturday, October 4

OD
Personality, Sustainability and Responsibility: Connecting Research and Practice

Day/Time: Saturday, 11:00 a.m. – 12:15 p.m.
Location: New Sweden 1

Facilitator: Gilles Guyot / Universite Jean Moulin, Lyon, France

Presenters:
A Culture of Sustainability: Organizational Internalization of Sustainability Values
Vickie Coleman Gallagher / Cleveland State University
Diane Lawong / Cleveland State University

Toward a Definition and a Model of Responsibility
William Holdorf / St. Ambrose University

Personality Styles and Trust
Robert Sicora / University of St. Thomas

MED
Examining Student Engagement and Learning

Day/Time: Saturday, 11:00 a.m. – 12:15 p.m.
Location: New Sweden 2

Facilitator: Eric Grube / Metropolitan State University

Presenters:
The Student Engagement Impact Scale: Towards a Better Understanding of Student Engagement
Daniele Bologna / University of Cincinnati
Kathryn Weiskircher / University of Cincinnati
Stacie Furst Holloway / University of Cincinnati

Flies in the Ointment: Uncovering Memes to Improve on Organizational Citizenship Behavior
Shontarius Aikens / North Dakota State University
Kay Hopkins / North Dakota State University
Tim O. Peterson / North Dakota State University
Saturday, October 4

IGC  Gender Roles and Culture

Day/Time:  Saturday, 11:00 a.m. – 12:15 p.m.  Location:  New Sweden 3
Facilitator:  Nancy Hanson-Rasmussen / University of Wisconsin-Eau Claire

Presenters:
Coping with Stress: An Exploratory Study on the Effects of Gender Role Orientation and National Culture
Lin Xiu / University of Minnesota Duluth
Hairong Feng / University of Minnesota Duluth

Leading the Way in Saudi Arabia: A Narrative Exploration of One Woman’s Journey
Tiffani Luethke / University of Nebraska – Lincoln
Gina Matkin / University of Nebraska – Lincoln

HC  Addressing Organizational Challenges in Health Care: Engagement, Trust, and Retention

Day/Time:  Saturday, 11:00 a.m. – 12:15 p.m.  Location:  Norway 1
Facilitator:  Annette Roter / Viterbo University

Presenters:
Hospice Nurse Retention through Employee Engagement: The Importance of Personal Resources
Sharon Heilmann / Wright State University
Lynda Anello / Hospice of Dayton

Building Trust: The Influence of Mentoring Behaviors on Perceptions of Health Care Managers’ Trustworthiness
Michelle Fleig-Palmer / University of Nebraska – Kearney  **BEST PAPER NOMINEE**
Saturday, October 4

OB  Organizational and Supervisor Relationships

Day/Time:  Saturday, 11:00 a.m. – 12:15 p.m.  Location:  Norway 2

Facilitator:  Deb Orr / Roosevelt University

Presenters:

*Burnout Contagion in Supervisor-Subordinate Dyads*
Cody Chullen / East Carolina University

*Organizational Effectiveness for Sport Organizations: An examination of the roles of centrality, specialization, and formalization on organizational culture*
Brent Oja / University of Kansas
Aaron Clopton / University of Kansas

*Antecedents of Career Satisfaction for Knowledge Workers in Korea: The Roles of Perceived Organizational Support and Psychological Empowerment*
Baek-Kyoo (Brian) Joo / Winona State University
Mussie Tessema / Winona State University
Jana Craft / Winona State University
Kathryn J. Ready / Winona State University

CT  Panel Connecting Doctoral Programs: Engaging Scholarship and Practice

Day/Time:  Saturday, 11:00 a.m. – 12:15 p.m.  Location:  Norway 3

Facilitator:  Therese Yaeger / Benedictine University

Presenters:

Therese Yaeger / Benedictine University
Peter F. Sorensen / Benedictine University
Deborrah A. Colwill / Trinity Evangelical Divinity School
David W. Jamieson / University of St. Thomas
Saturday, October 4

Conference Awards and Keynote Address

12:30 PM – 1:45 PM
Scandinavian Ballroom 3

Maureen Steinwall, Ph.D.
President
Steinwall, Inc.

The Joys and Pains of Owning a Manufacturing Company: 40 Years in Both Camps

Dr. Maureen Steinwall is the Chief Executive Officer at Minneapolis-area plastics manufacturing company, Steinwall, Inc., her leadership provides design, manufacturing and distribution services to more than 100 original equipment manufacturers, including John Deere, Bosch and Itron. As a scholar-practitioner Dr. Steinwall, uses research and real-life know how to create a corporate culture that draws the best out of each of her employees. Initially trained as an accountant she possesses an M.B.A. from the Carlson School of Management and a Ph.D. in Management from Capella University. Dr. Steinwall is on the faculties of the University of Phoenix, Walden University and Capella University.

Agenda
Conference and Track Chair Recognition
Board of Governors Recognition
Board of Governors Election Results
2015 Conference
Keynote Address

Sponsors:  Steinwall Scientific
University of Illinois Springfield
### Saturday Session 6 - 2:00 p.m. – 3:15 p.m.

**Scholars**  
**Continue the Conversation with Maureen Steinwall**

**Day/Time:** Saturday, 2:00 p.m. – 3:15 p.m.  
**Location:** Scandinavian 1

**Facilitator:** Lisa Kangas / University of Phoenix and Walden University

**Presenter:** Maureen Steinwall / President, Steinwall Scientific

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**LR**  
**Activities**

**Day/Time:** Saturday, 2:00 p.m. – 3:15 p.m.  
**Location:** Scandinavian 2

**Facilitator:** Mary Finney / Ohio University

**Presenters:**

- **Strategic Planning in Small and Medium Sized Enterprises**  
  Rick Moran / University of Wisconsin-Superior

- **Learning Through Consulting Projects in Management Classes**  
  Rick Moran / University of Wisconsin-Superior

- **Mobile Learning Best Practices: Lessons from the Front Lines**  
  Jan Lear / University of Nebraska at Kearney  
  Kathryn Zuckweiler / University of Nebraska at Kearney
Saturday, October 4

**OD Panel: Engaging Tomorrow’s Scholars: Connecting Research and Practice**

**Day/Time:** Saturday, 2:00 p.m. – 3:15 p.m.  
**Location:** New Sweden 1

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

**Presenters:**
- Kirk Overstreet / Benedictine University
- Paul Pazderski / Benedictine University
- Jennifer Smith / Benedictine University
- Christian Edwards / Benedictine University

**OD Research and Applications**

**Day/Time:** Saturday, 2:00 p.m. – 3:15 p.m.  
**Location:** New Sweden 2

**Facilitator:** Ron Koller / Capella University

**Presenters:**
- *Executive Coaching: The Effect of Coach-Coachee Match on Coaching Effectiveness*
  - Gil Bozer / Sapir Academic College
  - Baek-Kyoo (Brian) Joo / Winona State University
  - James C. Sarros / Monash University, Melbourne, Australia
  - Joseph C. Santora / ISM, Paris France

- *Case Study of an Action Research Change Initiative: Influencing Successful Organizational Change through Improving Individual and Organizational Dimensions of Health*
  - Shannon Brown / University of St. Francis
  - Lee P. Murphy / Integrated Case Management, L3C
Saturday, October 4

IGC Culture, Values, and Perception

Day/Time: Saturday, 2:00 p.m. – 3:15 p.m. Location: New Sweden 3

Facilitator: Tiffani Luethke / University of Nebraska-Lincoln

Presenters:

The Role of Environmental Sustainability in Job Attractiveness and Job Pursuit: A Global Perspective
Nancy Hanson-Rasmussen / University of Wisconsin-Eau Claire
Kristy Lauver / University of Wisconsin-Eau Claire

Cultural Values as Moderators of the Role Taking Process
Julio Canedo Soto / Northern Michigan University
Eugene F. Stone-Romero
Dianna L. Stone
Saturday, October 4

Pre-conference Living Case Redux: Validating Excellence through the Baldrige Process: Fertile Ground for Engaging Scholarship to Connect Practice and Research

**Day/Time:** Saturday, 2:00 p.m. – 3:15 p.m.

**Location:** Norway 1

**Facilitators:**
- Ray Benedetto / University of Phoenix
- Eric Grube / Metropolitan State University

This program is **open to all Conference participants interested in crafting effective case studies to expand the knowledge and abilities of MBA and upper-level undergraduate students.** This session builds on knowledge gained during the pre-conference program at University of Wisconsin-Stout. However, participation in the Thursday program is not a prerequisite for learning how Baldrige applicants and award recipients, to which many MWAM members have access, represent a target-rich community for case study development.

The University of Wisconsin-Stout preconference session will provide foundational knowledge about the Baldrige process and criteria within pre-readings generated through the registration process, but those who attend this session will also obtain critical support materials. This session will engage participants in a lively after-action review (AAR) that draws from their own academic and practitioner experiences while addressing the rich relationship between the Baldrige performance excellence system and both quantitative and qualitative research.

The AAR will address potential research opportunities related to six key organizational subsystems, including leadership, strategic planning, customer focus and market analysis, data and metrics, workforce management, and operations management/quality improvement. This program is geared to junior and mid-level tenured faculty seeking material for pertinent case studies related to a variety of prescient topics such as leadership, management, organizational development, and quality systems. Practitioners will also gain new insights on how the Baldrige program drives performance excellence. This program embodies the conference theme of *Engaged Scholarship: Connecting Research and Practice.*
Saturday, October 4

**SCH**  
**Team Teaching in China**

**Day/Time:** Saturday, 2:00 p.m. – 3:15 p.m.  
**Location:** Norway 2

**Facilitator:** Tim O. Peterson / North Dakota State University

**Presenters:**

*The Role of Team Teaching & Virtual International Students Teams in Transferring Western Management Education to China*
Mahmood A. Zaidi / University of Minnesota, Twin Cities
Thomas J. Norman / California State University, Domingues Hills

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**LE**  
**Work Technology and Millennials**

**Day/Time:** Saturday, 2:00 p.m. – 3:15 p.m.  
**Location:** Norway 3

**Facilitator:** Dean Frost / Bemidji State University

**Presenters:**

*Exploring the Influence of Ethical Values on Millennials at the Workplace: The Role of Code of Ethics, Ethical Leadership and Ethics Training*
Richard Afedzie / University of Texas at Tyler
Brooke Kincade / University of Texas at Tyler

*Exploring the Role of Technology on Organizational Ethical Values: A Review of the Literature*
Richard Afedzie / University of Texas at Tyler
James Aller / Walmart

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**Midwest Academy of Management Board of Governors Meeting**

3:30 p.m. – 5:30 p.m.  
**Oslo**
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Dining Guide

WITHIN THE HOTEL

- Fire Lake Grill House & Cocktail Bar
  31 South 7th Street
  612.216.3473
  Woodfire Grill $$

- WITHIN 2 BLOCKS
  Atlas Grill
  200 South 6th Street
  612.332.4200
  Mediterranean $$

- Basil’s
  710 Marquette Avenue—Marquette
  612.376.7404
  American $$$

- The Capital Grille
  801 Hennepin Avenue
  612.692.9000
  Steakhouse $$$

- Cosmos
  601 1st Avenue – Graves 601
  612.312.1168
  International $$$

- Crave
  825 Hennepin Ave – LaSalle Plaza
  612.332.1133
  American (L) $–(D) $$$

- Fogo de Chao
  645 Hennepin Avenue
  612.338.1344
  Brazilian Steakhouse $$$

- Kieran’s Irish Pub
  600 Hennepin Avenue S
  612.339.4499
  Irish $$

- Lyon’s Pub
  16 South 6th
  612.333.6612
  American $$

2 BLOCKS CONTINUED

- Mason’s Restaurant | Barre
  528 Hennepin Ave
  612.516.3344
  American $–$$

- McCormick & Schmick’s
  800 Nicollet Mall
  612.338.3300
  Seafood $$

- Mission American Kitchen
  77 South 7th Street – IDS Center
  612.338.4700
  American $$$

- Northern Shores Grill
  30 South 7th Street – Marriott
  612.349.4000
  American $$

- Murray’s
  24 South 6th Street
  612.339.0909
  Steakhouse $$$

- The Oceanaire Seafood Room
  50 South 6th Street
  612.333.2277
  Seafood $$$

- Pourhouse (The)
  10 South 5th St – Lumber Exchange Bldg
  612.843.2555
  American $$

- Rosa Mexicano
  609 Hennepin Avenue
  612.656.7144
  Mexican $$($)$$$ ($D) GLUTEN FREE ITEMS

- Seven the Steakhouse
  700 Hennepin Avenue
  612.238.7770
  Steakhouse $$$

2 BLOCKS CONTINUED

- Seven Sushi
  700 Hennepin Avenue
  612.238.7777
  Sushi $$

- Shout House Dueling Pianos
  600 Hennepin Avenue S 612.337.6700
  American $$

- Whiskey Park
  15 S. 5th St
  612.545.5235
  American $$–$$

WITHIN 4 BLOCKS

- 8th Street Grill
  800 Marquette Avenue
  612.349.5717
  American $$

- BANK
  88 South 6th Street – Westin
  612.656.3255
  American $$$

- Barrio
  925 Nicollet Ave
  612.333.9953
  American $$

- Café Northstar
  618 2nd Avenue South - Crowne Plaza
  612.338.2288
  American $$

- D’Amico & Sons
  555 Nicollet Mall
  612.342.2700
  Italian $$

- Gluek’s Restaurant
  16 North 6th Street
  612.338.6621
  German $$

Pricing Guide $ = Less than $10/$$ = $10–$20/$$$ = $20–$30/$$$$$ = More than $30
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<td>Key’s Café</td>
<td>114 S. 9th Street</td>
<td>612.339.6399</td>
<td>American $</td>
<td></td>
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<tr>
<td>The Local</td>
<td>931 Nicollet Mall</td>
<td>612.904.1000</td>
<td>Irish $</td>
<td></td>
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<tr>
<td>Manny’s Steakhouse</td>
<td>825 Marquette Avenue S. – W Hotel</td>
<td>612.339.9900</td>
<td>Steakhouse $$$$</td>
<td></td>
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<tr>
<td>Marin Restaurant &amp; Bar</td>
<td>901 Hennepin Avenue – Chambers</td>
<td>612.767.6999</td>
<td>Continental $$$</td>
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<td>The Melting Pot</td>
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<td>612.338.9900</td>
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<td>Rock Bottom Brewery</td>
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<td>612.332.2739</td>
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<td>Solera</td>
<td>900 Hennepin Avenue</td>
<td>612.338.0062</td>
<td>Spanish $-$-$</td>
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<tr>
<td>Zelo</td>
<td>831 Nicollet Mall</td>
<td>612.333.7000</td>
<td>New Italian $$$</td>
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<td>80 South 9th Street</td>
<td>612.332.4700</td>
<td>American $</td>
<td></td>
</tr>
<tr>
<td>MASA</td>
<td>1070 Nicollet Mall</td>
<td>612.338.6272</td>
<td>Mexican $$$$</td>
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<tr>
<td>Pizza Luce</td>
<td>119 North 4th Street</td>
<td>612.333.7359</td>
<td>Italian $</td>
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<tr>
<td>Restaurant Max</td>
<td>215 4th Street S – Hotel Minneapolis</td>
<td>612.340.0303</td>
<td>American $$$</td>
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<tr>
<td>Ruth’s Chris Steak House</td>
<td>920 2nd Avenue South</td>
<td>612.672.9000</td>
<td>Steakhouse $$$</td>
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<tr>
<td>Saffron Restaurant &amp; Lounge</td>
<td>123 North Third Street</td>
<td>612.746.5533</td>
<td>Mediterranean $$$</td>
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<tr>
<td>Skywater Cuisine &amp; Cocktails Restaurant</td>
<td>1001 Marquette Avenue – Hilton</td>
<td>612.376.1000</td>
<td>American $</td>
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</tr>
<tr>
<td>Vincent-A Restaurant</td>
<td>1100 Nicollet Mall</td>
<td>612.630.1189 (closed Sunday)</td>
<td>French Influence $$$</td>
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### 8 BLOCKS CONTINUED

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<thead>
<tr>
<th>Name</th>
<th>Address</th>
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<tbody>
<tr>
<td>Buca di Beppo</td>
<td>1204 Harmon Place</td>
<td>612.341.9178</td>
<td>Italian $</td>
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<td>Butcher &amp; Boar</td>
<td>1121 Hennepin Ave</td>
<td>612.238.8888</td>
<td>Seasonal American $-$-$-$-$</td>
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<td>French Corner Bistro &amp; Bakery</td>
<td>1200 Nicollet Mall</td>
<td>612.345.7770</td>
<td>French $-$-$</td>
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<td>Hubert’s Sports Bar &amp; Grill</td>
<td>600 1st Avenue North</td>
<td>612.767.2960</td>
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<tr>
<td>Ichiban Japanese Steak House</td>
<td>1333 Nicollet Mall</td>
<td>612.339.0540 (closed Sunday)</td>
<td>Japanese $$$$</td>
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</tr>
<tr>
<td>J.D. Hoyt’s</td>
<td>301 Washington Avenue North</td>
<td>612.872.1111</td>
<td>Steakhouse $$$</td>
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<td>Market Bar-B-Que</td>
<td>1414 Nicollet Avenue S</td>
<td>612.338.1560</td>
<td>Barbeque $</td>
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<td>North 45 Restaurant and Lounge</td>
<td>1313 Nicollet Mall – Millennium</td>
<td>612.332.6000</td>
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<td>Normandy Kitchen</td>
<td>405 South 8th St – Best Western</td>
<td>612.370.1400</td>
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<td>Origami Restaurant</td>
<td>30 North 1st Street</td>
<td>612.333.8430</td>
<td>Sushi $$$</td>
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<td>Panera Bread</td>
<td>809 Nicollet Mall</td>
<td>612.339.9850</td>
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<tr>
<td>Ping’s Szechuan</td>
<td>1401 Nicollet Avenue S</td>
<td>612.874.9404</td>
<td>Asian $</td>
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<td>Porter &amp; Fry</td>
<td>1115 Second Ave S</td>
<td>612.353.3500</td>
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<td>Prairie Kitchen &amp; Bar</td>
<td>1300 Nicollet Mall</td>
<td>612.596.4640</td>
<td>Minnesota Flair $$$</td>
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<td>Salsa a la Salsa</td>
<td>1420 Nicollet Avenue</td>
<td>612.813.1970</td>
<td>Mexican $</td>
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</table>
Save the Date! 58th Annual Meeting of the Midwest Academy of Management
http://www.midwestacademyofmanagement.org
Thursday-Saturday, October 1-3, 2015

Columbus, Ohio

Hyatt Regency Columbus
350 North High Street
Columbus, OH 43215
(614) 463-1234

So Much to Discover: The Impact and Effectiveness of Collaborative Research

Deadline for Submissions: June 1, 2015

Please plan to attend the Midwest Academy of Management’s 58th annual meeting in Columbus, Ohio, the Heart of it All! We welcome your research papers, symposia proposals, case studies, theme showcases, and poster sessions at this 2015 event. There will be a doctoral student dinner on October 1st prior to the formal annual meeting activities.

Theme:

So Much to Discover: The Impact and Effectiveness of Collaborative Research. Collaboration in research highlights the cross-disciplinary nature of social science research by merging talents, resources, and perspectives across diverse academic and practitioner environments. Problem-minded papers, symposia, case studies, posters, and experiential workshops on action research, community outreach, service learning, practice informed research, participatory and collaborative research are welcomed.

We are particularly interested in collaborative 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 paper tracks.

Sharon G. Heilmann
2015 Program Chair
Midwest Academy of Management
Wright State University
sharon.heilmann@wright.edu
(937) 775-4712

Ohio…Birthplace of Aviation