

m i d w e s t



a c a d e m y o f

m a n a g e m e n t

## **Midwest Academy of Management 58th Annual Meeting**

October 1-3, 2015  
Hyatt Regency Columbus  
Columbus, Ohio

### **2015 Conference Program**

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

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## Welcome and Acknowledgments

On behalf of the Midwest Academy of Management (MAM) Board of Governors, welcome to the 58th annual MAM conference in Columbus, Ohio. Since 1957, MAM has created an opportunity for scholars and practitioners to disseminate and to discuss their current research and to provide a forum to integrate new faculty and students into the profession. *So Much to Discover: The Impact and Effectiveness of Collaborative Research* is this year's conference theme, and you will notice that this year's program offers a variety of collaborative efforts. Our All-Academy event is at the Ohio National Guard for the Living Case Study. Our guest speaker, Dr. Paula Thornhill, is a retired U.S. Air Force Brigadier General who now directs the Project AIR FORCE Strategy and Doctrine Program at RAND. She will discuss collaboration from cross-disciplinary and cultural perspectives. We have collaborated with our institutional and corporate sponsors and the Veteran and Military Center at Wright State University to offer junior faculty scholarships as well as a military scholarship to encourage participation. I hope you find more examples of collaboration at the conference as well as when you return to your own institutions and organizations.

For me, the collaborative efforts started when I asked for volunteers to chair the five tracks for this year's conference. Each person listed on pages 13-16 offered, without hesitation, to assist, and I want to thank them for their professionalism, timeliness, and patience. This conference would not be possible without the efforts of the volunteer reviewers, authors, panelists, session facilitators, and Members of the Board of Governors. You will notice that many attendees are wearing ribbons indicating their role (e.g., track chair, award nominee, board of governors, first time member), so I encourage you to introduce yourself, share your experiences, and acknowledge their contributions.

Our institutional and corporate sponsors have provided generous financial support (see pages 8-12 of the program), and many of them have provided support for a number of years. Budgets are tight across many institutions, so we are very thankful for the dedication of our sponsors. Please be sure to thank members from our sponsoring institutions when you meet them at the conference.

Thank you for attending. Enjoy the 58th MAM Annual Meeting!

Sincerely,

Sharon G. Heilmann, Ph.D.  
2015 Midwest Academy of Management Program Chairperson  
Professor and Program Director, Leadership Development Graduate Program  
Wright State University

## Special Events

***Thursday, October 1, 2015, 9:00 a.m. – 3:00 p.m.***

***Doctoral Consortium (Taft B)***

This day-long consortium includes lunch along with information, dialogue, and activities to assist doctoral students in navigating the academic journey.

***Thursday, October 1, 2015, 6:00 p.m. – 7:00 p.m.***

***Doctoral Dinner (Franklin B)***

Advanced registration required.

***Thursday, October 1, 2015, 7:00 p.m. – 8:00 p.m.***

***Welcome Reception (Open Bar – hosted by Hyatt Regency in Franklin A)***

Please join familiar colleagues and meet new friends at our reception on Thursday night.

***Friday, October 2, 2015, 8:20 a.m. – 12:10 p.m.***

***Ohio National Guard All Academy Outing/Living Case Study***

Come tour a Silver Medal Baldrige Award winning organization. Listen as senior leaders present the Ohio National Guard's Performance Excellence journey story. **Pre-registration is required.** Transportation is provided by Midwest Academy of Management. A Case Study Redux session will be offered immediately after lunch. Registration is not required for the redux session.

***Friday, October 2, 2015, 12:30 p.m. – 1:30 p.m.***

***President's Luncheon and Keynote Address (Franklin C & D)***

Join us as we enjoy a meal entirely sourced from local farmers and vendors and listen to the keynote address presented by Dr. Paula G. Thornhill, Program Director, Strategy and Doctrine Program, RAND, Washington, D.C.

***Friday, October 2, 2015, 4:45 p.m. – 5:30 p.m.***

***Midwest Academy Business Meeting (Franklin C & D)***

Attend the annual meeting to hear reports and to give feedback on the Midwest Academy's programs and services (e.g. website, paper submission, membership/conference registration, exhibitors, etc.).

***Friday, October 2, 2015, 6:00 p.m. – 7:00 p.m.***

***Social Hour (hosted by Midwest Academy of Management) (Hotel bar)***

Join us for a social hour and connect or reconnect with friends and colleagues.



## Conference Kickoff Event!

### **Living Case Study: The Ohio National Guard** *Discovering the Impact of Collaborative Research on Performance Excellence*

**Friday, October 2, 2015, 8:20 a.m. to 12:10 p.m.**  
*Busses depart immediately after the Opening Session*

This year's Living Case Study embodies the 2015 Conference theme ***"So Much to Discover: The Impact and Effectiveness of Collaborative Research."*** Participants in this Living Case will engage all four domains of Boyer's scholarship model to describe and understand the Ohio Army National Guard's pursuit and achievement of excellence, the evidence of which was receipt of the US Army's **Communities of Excellence Gold Medal Award in 2015**.

**We're in for a dynamic session**, hosted by **Major General John C. Harris, Assistant Adjutant General for the Army**. General Harris, a former Baldrige Executive Fellow with the National Institute of Science and Technology, will open the study with CEO perspectives on the ONG's journey to performance excellence (PE). Other senior ONG leaders will address application scenarios and integration challenges through first-person narratives. This session will require some pre-reading based on archival research.

**Prepare to be wowed!** This Living Case Study shares the experiences of ONG leaders, staff, and other stakeholders in ***their journey to receiving the U.S. Army's highest PE honor***. Participants will gain invaluable insights on the application of theory to practice within the framework of the Baldrige Performance Excellence Criteria. **Those without military experience may be surprised by this study.** Rubbing elbows with ONG leaders off-site, during lunch, and in the After-Action Review (immediately after Friday's lunch) will help participants learn more about applying the Baldrige framework to any organizational effectiveness study their students pursue. **This study will be held off-site at the ONG Headquarters in northwest Columbus; pre-registration is required for security and transportation purposes.**

- ***Security requirements for entering military installations have been tightened in the wake of recent attacks against U.S. military personnel.***
- ***To assure your seat, please do not delay in registering for this event. Unlike past years, last-minute walk-ons cannot be accommodated because of screening and badging requirements.***
  - **Civilian pre-registration includes** your full name, address, university or professional affiliation, driver's license number, and email address for the transportation/security entrance manifest. **Please provide this information to Ray Benedetto by September 28th at 12:00pm. Dr. Benedetto's email is [raybennyv@email.phoenix.edu](mailto:raybennyv@email.phoenix.edu)**
- ***Military personnel*** (Active, Reserve, Guard, or Retired) will provide the above information except for their DoD ID number, which will be used in lieu of the driver's license.

## Schedule at a Glance

### ***Thursday, October 1***

9:00 a.m. – 3:00 p.m.	Doctoral Consortium	Taft B
5:30 p.m. – 6:30 p.m.	Board of Governors Meeting	Private Dining Room
6:30 p.m. – 8:00 p.m.	Registration (pre-registrants only)	Nationwide Foyer
7:00 p.m. – 8:30 p.m.	Welcome Reception	Franklin A

### ***Friday, October 2***

7:00 a.m. – 12:00 p.m.	Conference Registration	Nationwide Foyer
7:00 a.m. – 7:45 a.m.	Breakfast	Franklin C & D
7:45 a.m. – 8:20 a.m.	Conference Opening	Franklin C & D
8:20 a.m. – 12:10 p.m.	Ohio National Guard (Session 1)	See Program
12:30 p.m. – 1:30 p.m.	President's Luncheon	Franklin C & D
1:45 p.m. – 3:00 p.m.	Conference Paper Session 2	See Program
3:15 p.m. – 4:30 p.m.	Conference Paper Session 3	See Program
4:45 p.m. – 5:45 p.m.	Midwest Business Meeting	Franklin C & D
6:00 p.m. – 7:00 p.m.	Social Hour (Open Bar)	Hotel Bar

### ***Saturday, October 3***

7:00 a.m. – 12:00 p.m.	Conference Registration	Nationwide Foyer
7:00 a.m. – 7:45 a.m.	Breakfast	Franklin C & D
8:00 a.m. – 9:15 a.m.	Conference Paper Session 4	See Program
9:30 a.m. – 10:45 a.m.	Conference Paper Session 5	See Program
11:00 a.m. – 12:15 p.m.	Conference Paper Session 6	See Program
12:30 p.m. – 1:30 p.m.	Lunch and Awards	Franklin C
1:45 p.m. – 2:45 p.m.	Conference Committee Debrief	Private Dining Room
2:45 p.m. – 3:45 p.m.	Board of Governors Meeting	Private Dining Room

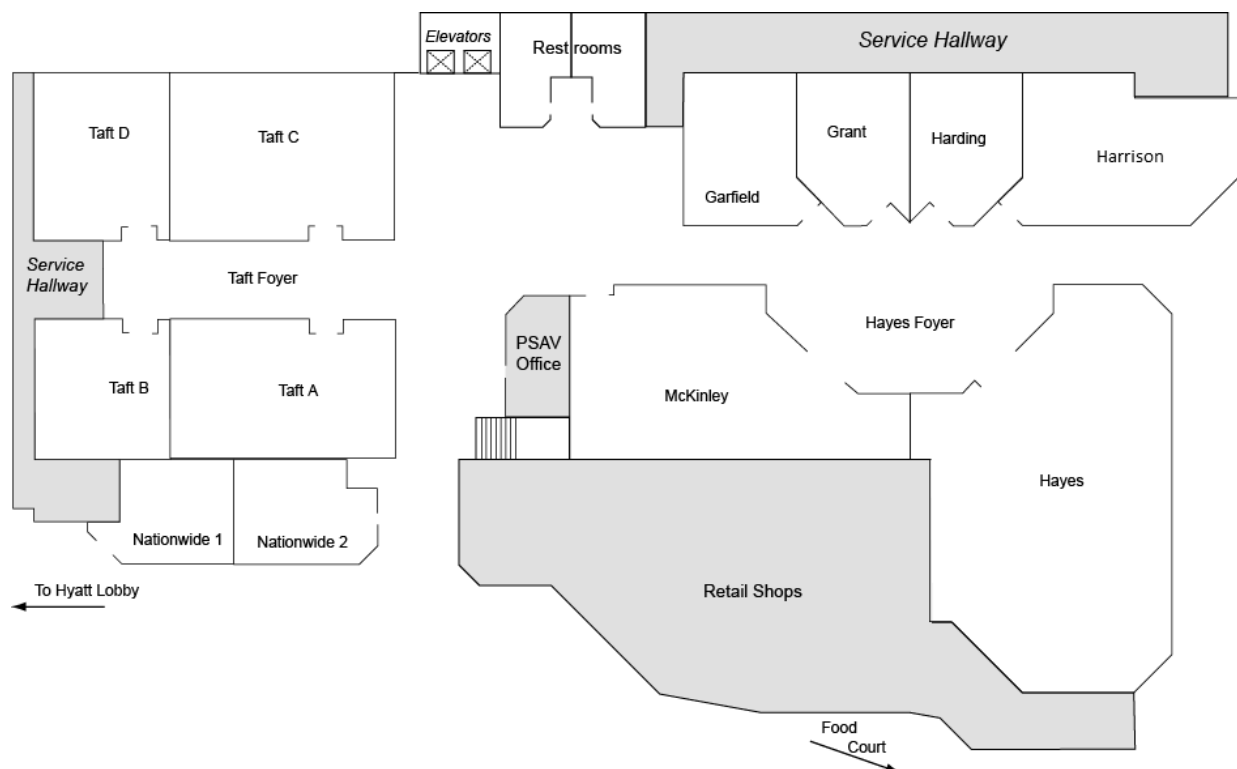


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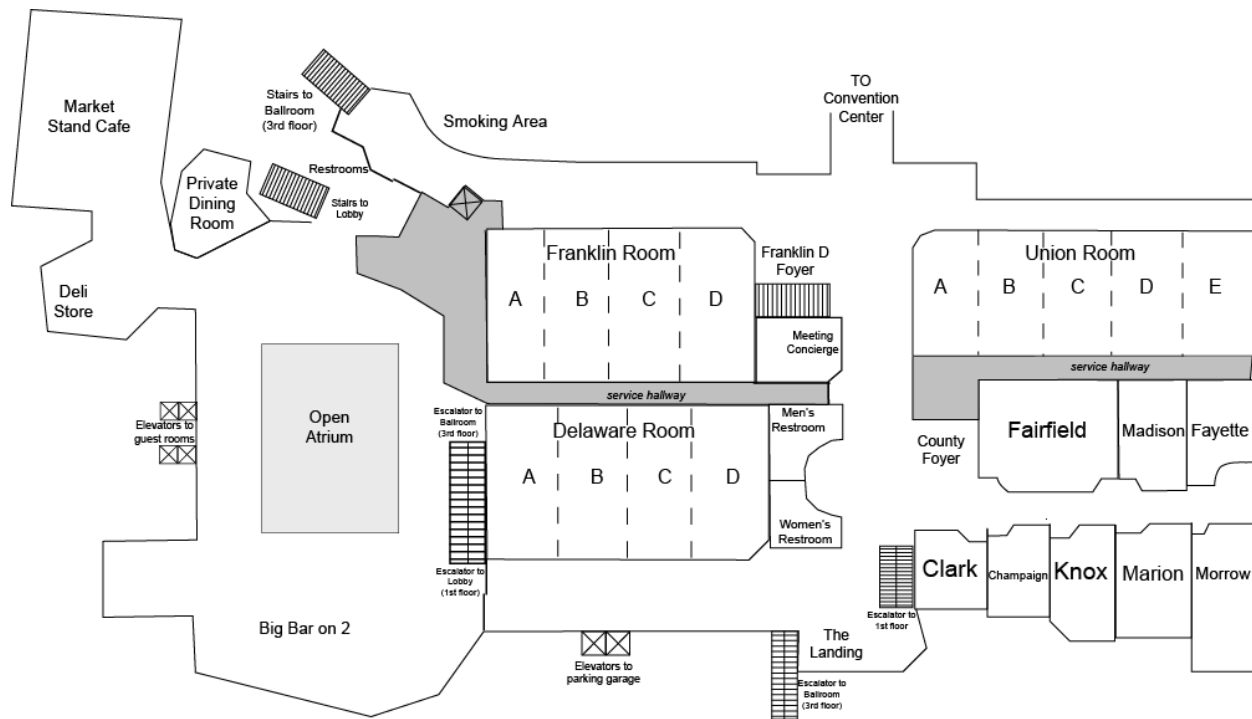
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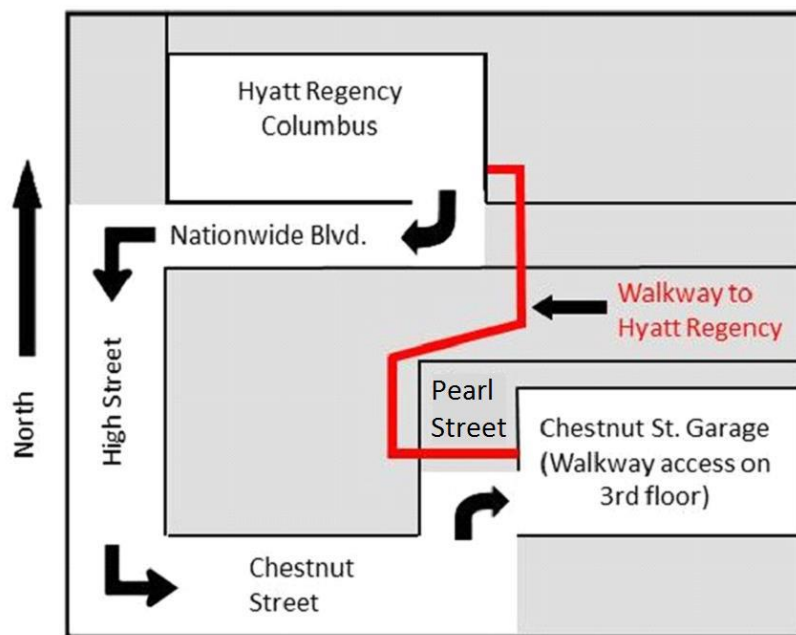
## Conference Room Maps – First Floor



## Conference Room Maps – Second Floor



## Chestnut Street Parking Garage



The Chestnut Street Garage is conveniently connected to the Hyatt Regency Columbus via covered walkway.

- Self-parking with complimentary in and out privileges is available at a rate of \$18/night.

- The 2015 valet parking rate is \$26/night with in and out privileges. The Chestnut Street Garage is operated through a third party vendor, Standard Parking.



## Conference Sponsors

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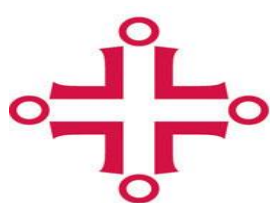


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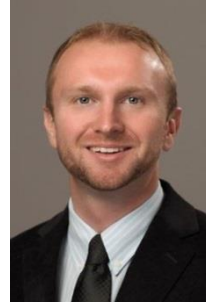


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## **2015 Conference Committees**

### **Conference Program Chair**

Sharon Heilmann  
*Wright State University*

### **Best Papers Awards Committee**

Patricia Meglich – Chair  
*University of Nebraska-Omaha*

Ray Benedetto  
*University of Phoenix*

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### **Military Scholarship Committee**

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*Veteran and Military Center, Wright State University*

### **Doctoral Consortium**

Megan Gerhardt  
*Miami of Ohio*

### **Registration**

Dale Dwyer  
*University of Toledo*

### **On-site Logistics Support**

Jason Farkas  
*Wright State University*



## 2015 Track Chairs

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.

### **Case Research Study**

Chair: Ray Benedetto  
*University of Phoenix - Chicago*

### **Conference Theme**

Co-Chair: Derek Cortez  
*Viterbo University*

Co-Chair: Kem Gambrell  
*Gonzaga University*

### **Human Resource Management & Organizational Development**

Chair: Tracy Porter  
*Cleveland State University*

### **Management Education Development & Experiential Learning**

Co-Chair: Nancy Day  
*University of Missouri – Kansas City*

Co-Chair: Patricia Meglich  
*University of Nebraska at Omaha*

### **Organizational Behavior/Leadership/Ethics**

Chair: Carolyn Wiley  
*Roosevelt University*

### **Organizational Theory/Strategy /International/Entrepreneurship**

Co-Chair: Bart Sharp  
*Northern Illinois University*

Co-Chair: Brandon Soltwisch  
*University of Northern Colorado*

## Past Presidents

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1963 – 1964 Franklin Moore	1992 – 1993 Timothy Keaveny
1965 – 1966 Fremont Shull	1993 – 1994 Ralph Katerberg
1966 – 1967 Joseph Litterer	1994 – 1995 Trudy Verser
1967 – 1968 Max Wortman	1995 – 1996 Aaron Buchko
1968 – 1969 Alan C. Filley	1996 – 1997 Inga Baird Hill
1969 – 1970 John Douglas	1997 – 1998 Marilyn L. Fox
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1975 – 1976 Kenneth M. Roland	2003 – 2004 Lynn Harland
1976 – 1977 James G. Hunt	2004 – 2005 Jeff Katz
1977 – 1978 Andrew Sikula	2005 – 2006 Jill Kickul
1978 – 1979 Orlando Behling	2006 – 2007 William Snavely
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1981 – 1982 Fred Luthans	2009 – 2010 Therese Yaeger
1982 – 1983 Richard N. Osborn	2010 – 2011 Steven Moser
1983 – 1984 Maryann Albrecht & Art Brief	2011 – 2012 John E. Barbuto, Jr. (Jay)
1984 – 1985 Ramon J. Aldag	2012 – 2013 Deb Orr
1985 – 1986 Thomas N. Martin	2013 – 2014 Marilyn J. Bugenhagen
1986 – 1987 Ken Wexley	2014 – 2015 *Jennifer L. Schultz
1987 – 1988 Jay S. Kim	2015 – 2016 **Sharon G. Heilmann
1988 – 1989 Allen Bluedorn	*Current President
1989 – 1990 James McFillen	**Incoming President
1990 – 1991 Kenneth Thompson	

**2015 Midwest Academy of Management Best Paper Award  
Nominations**

***Case Research Study Midwest High School Freshman Orientation***

Nancy Clark/Wright State University

***Impact of Formal Mentoring on High School Graduate Rates***

Nancy Clark/Wright State University

Sharon G. Heilmann/Wright State University

Adrianne Johnson/Wright State University

Ryan Taylor/Wright State University

***Enabling Overall Job Attitudes and Organizational Outcomes through  
Servant Leadership***

Anthonelli White/Air Force Institute of Technology

***Employee Dissent and Work Engagement: The Moderating Role of  
Distributive Justice***

Ada Tuna Cencki/Wright State University

Ayşe Begüm Ötken/Yeditepe University

***The Influence of Competition from Informal Firms on New Product  
Development***

Mona Bahl/Youngstown State University

Brian McCann/Vanderbilt University

Best paper nominees are identified in the program.

## Peer Reviewers

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

<i>Shontarius Aikens</i>	<i>Charles Gowen</i>	<i>Beth Polin</i>
<i>Angela Arrington-Jones</i>	<i>Nancy Hanson-Rasmussen</i>	<i>Tracy Porter</i>
<i>Sadaf Ashtari</i>	<i>Ana Iglesias</i>	<i>Michael Ricco</i>
<i>Elizabeth Belgio</i>	<i>Vivien Jancenelle</i>	<i>Cynthia Roberts</i>
<b><i>Ray Benedetto</i></b>	<i>Danielle Jones</i>	<b><i>Matthew Roberts</i></b>
<i>Rebecca Bogie</i>	<i>Shannon Juergens</i>	<b><i>Skylar Rolf</i></b>
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<i>Dominic Buccieri</i>	<i>Kathryn Kozlowski</i>	<b><i>Steven Schlacter</i></b>
<i>Marilyn Bugenhagen</i>	<b><i>Vance Lewis</i></b>	<i>Rania Shkairat</i>
<i>Elizabeth Christo-Baker</i>	<i>Maria Malayter</i>	<i>Tracy Sigler</i>
<i>Beverly Connelly</i>	<i>Brian McCann</i>	<i>Ronda Smith</i>
<i>Derek Cortez</i>	<i>Carol McGuire</i>	<i>Timothy Strait</i>
<i>Nancy Day</i>	<b><i>Jennifer Mencl</i></b>	<b><i>Cindy Sutton</i></b>
<i>Drew Debrey</i>	<i>Christine Mooney</i>	<i>Chanchai Tangpong</i>
<i>Rau Dinesch Iyer</i>	<i>Kelly Mullen</i>	<i>Mussie Tessema</i>
<i>Dale Dwyer</i>	<i>Kimberly Mungaray</i>	<i>Phil Thompson</i>
<i>John Dylík</i>	<i>Governor Mupepi</i>	<i>C. Justice Tillman</i>
<i>Christian Edwards</i>	<b><i>William Obenauer</i></b>	<i>Stephen Tumolo</i>
<i>Megan Endres</i>	<i>Dave O'Connell</i>	<i>Allen Underwood</i>
<i>Rebecca Evan</i>	<b><i>Pam Oliver</i></b>	<i>Anthonelli White</i>
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<b><i>Megan Gerhardt</i></b>	<i>Joshua Palmer</i>	<i>Therese Yaeger</i>
<i>Claudia Gomez</i>	<i>Tim Peterson</i>	<i>Alex Zama</i>
	<i>Fred Zimmerman</i>	<i>Xia Zhang</i>

## Schedule Highlights

**Thursday, October 1st, 2015**  
**Doctoral Consortium (Advanced Registration Required)**  
**9:00 a.m. – 3:00 p.m.**  
**Taft B**

**Thursday, October 1st, 2015**  
**Doctoral Dinner (Advanced Registration Required)**  
**Franklin B**  
**6:00 p.m. – 7:00 p.m.**

**Thursday, October 1st, 2015**  
**Social Hour (Open Bar Courtesy of Hyatt Regency)**  
**Franklin A**  
**7:00 p.m. – 8:00 p.m.**

**Friday, October 2nd, 2015**  
**Conference Opening Session**  
**7:30 a.m. - 8:15 a.m.**  
**Franklin C & D**

**Friday, October 2nd, 2015**  
**Living Case Study – Ohio National Guard Headquarters**  
**Depart 8:20 a.m.- Return 12:10 p.m.**  
**Advanced Registration Required**

**Friday, October 2nd, 2015**  
**Lunch – Keynote Address**  
**12:30 p.m. -1:30 p.m.**  
**Franklin C & D**

## Schedule Highlights

<b>Friday, October 2nd, 2015 – 8:20 a.m. – 12:10 p.m.</b> <b>(Session 1) Living Case Study – Ohio National Guard Headquarters</b>								
<b>(Session 2) Friday, October 2nd, 2015 – 1:45 p.m. – 3:00 p.m.</b>								
<b>Taft A</b>	<b>Taft B</b>	<b>Taft C</b>	<b>Taft D</b>	<b>Franklin A</b>	<b>Franklin B</b>	<b>Nationwide B</b>	<b>Knox</b>	
<b>Conference Theme</b>	<b>HRM/OD</b>	<b>OT/S/I/E</b>	<b>MED</b>	<b>OB/L/E</b>	<b>MED Panel</b>	<b>OB/L/E Symposia</b>	<b>Case Study</b>	
<b>So Much to Discover</b>	<b>Contemporary Approaches to Management</b>	<b>Entrepreneurial Intent and Talent</b>	<b>Enhanced Learning through Individual Change</b>	<b>Organizational Outcomes, Servant Leadership, and Distributive Justice</b>	<b>Panel: The Rewards and Challenges of Students as Small Business Consultants</b>	<b>Steven Kerr's Follies are Alive and Well after All These Years</b>	<b>Living Case Study Redux</b>	
<b>Coffee and Snack Break 3:00 p.m. – 3:15 p.m.</b>								
<b>(Session 3) Friday, October 2nd, 2015 – 3:15 p.m. – 4:30 p.m.</b>								
<b>Taft A</b>	<b>Taft B</b>	<b>Taft C</b>	<b>Taft D</b>	<b>Franklin A</b>	<b>Franklin B</b>	<b>Nationwide B</b>	<b>Knox</b>	
<b>HRM/OD</b>	<b>HRM/OD Panel</b>	<b>OT/S/I/E</b>	<b>MED</b>	<b>OB/L/E</b>	<b>MED Symposia</b>	<b>HRM/OD Panel</b>	<b>Case Study</b>	
<b>Learning and Teaching in Human Resource Management</b>	<b>An Inter-disciplinary Review of Learning Assessments</b>	<b>Finance and Investing</b>	<b>Enhancing Student and Classroom Experiences</b>	<b>Group Behaviors, Leadership Theory, and Meeting Styles</b>	<b>Diversity Discussions Done Well – Engaging Students in Discussing the Undiscussable</b>	<b>Evolving Faculty Roles: A Panel on Current and Future Trends for Faculty in Higher Education</b>	<b>Qualitative Inquiry</b>	
<b>Midwest Academy of Management Business Meeting</b> <b>4:45 p.m. – 5:30 p.m.</b> <b>Franklin C &amp; D</b>  <b>Social Hour (Courtesy of Midwest Academy of Management)</b> <b>6:00 p.m. – 7:00 p.m.</b>								

## Schedule Highlights

**Saturday, October 3rd, 2015**

**Breakfast**

**7:00 a.m. - 7:45 a.m.**

**Franklin C & D**

**(Session 4) Saturday, October 3rd, 2015 - 8:00 a.m. - 9:15 a.m.**

Taft A	Taft B	Taft C	Taft D	Franklin A	Franklin B	Nationwide B		
Conference Theme	HRM/OD & OB/L/E	OT/S/I/E	MED	OB/L/E	MED	OT/S/I/E		
So Much to Discover	The Importance of Trust and Reputation	Cultural and International Issues	Learning Actively	Relationship, Humor, and Organizational Climate	Symposia: Preparing Graduates for Professional Practice through an Organization Consulting Course	Panel: Collaborative Research: The Impact of Change through Organization Theory and Strategy		

**Coffee and Snack Break 9:00 a.m. – 9:15 a.m.**

**(Session 5) Saturday, October 3rd, 2015 - 9:30 a.m. - 10:45 a.m.**

Taft A	Taft B	Taft C	Taft D	Franklin A	Franklin B	Nationwide B	Dooley's	
HRM/OD	OD/HRM	OT/S/I/E	MED	OB/L/E	OB/L/E	HRM/OD	Conference Theme	
Contemporary Perspectives in Organizational Development	Panel: So Much to Discover: The Impact and Effectiveness of Organizational Development Opportunities	Emerging Economics and Economic Development	Symposia: Swimming with the Sharks-Use of "Shark Tank" as an Experiential Exercise in the Classroom	Social Networks, Social Media, Social Understanding	Corporate Governance, Gender Performance, Motivation, and Barriers	Panel: Leading the Way: Factors to Successful Career Transitions for Veterans	Panel: Ask the Editors AMJ, JOB, & JMI	

## Schedule Highlights

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(Session 6) Saturday, October 3rd, 2015 - 11:00 a.m. – 12:15 p.m.								
Taft A	Taft B	Taft C	Taft D	Franklin A	Franklin B	Nationwide B		
HRM/OD	HRM/OD Panel	OT/S/I/E	MED	OB/L/E	OB/L/E	HRM/OD		
What Jobs are Right for Me?	Putting the Development into Organizational Development: Applying Contemporary Development Psychology in OD	Foreign Institutions (and Strategic Publishing)	Panel: Authoring and Reviewing in the Scholarship of Teaching & Learning: Welcome of the Journal of Management Education & Management Teaching Review	Dysfunctional Leadership, Helping Behaviors, and Organizational Citizenship	Group Behaviors, Leadership Theory, and Meeting Styles	Current Topics in Human Resource Development		
<p style="text-align: center;"><b>Conference Lunch and Awards and Scholarship Recognitions</b>  <b>12:15 p.m. – 1:15 p.m.</b>  <b>Franklin C &amp; D</b></p>								
<p style="text-align: center;"><b>Conference Committee Meeting</b>  <b>(Only Conference Committee members attend)</b>  <b>1:30 p.m. - 2:30 p.m.</b>  <b>Private Dining Room</b></p>								
<p style="text-align: center;"><b>Midwest Academy Board of Governors Meeting</b>  <b>(Only Board of Governors members attend)</b>  <b>2:30 p.m. - 3:30 p.m.</b>  <b>Private Dining Room</b></p>								



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

**Friday, October 2nd, 2015**

**8:20 a.m. – 12:10 p.m.**

## **Session 1**

**Case Research – Living Case Study (LCS): Framing and Executing a Performance Excellence Methodology - Ohio National Guard (ONG) Off-Site**  
*Pre-registration required for security*

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

- 0820 – Participants move to busses
- 0830 – Participants depart downtown Hyatt via bus (breakfast at hotel). LCS prep briefing enroute
- 0855 – Arrive Headquarters, Ohio National Guard
- 0910 – Opening Session Honors
- 0915 – **Discovery:** Perspectives on the ONG Performance Excellence Journey.

### ***Fight Tonight-Aligning and Leading the Transformation beyond Good to Great:***

Major General John C. Harris, Jr., Assistant Adjutant General for Army

- Some considerations include:
  - Why the Baldrige process and why now?
  - Critical action steps in achieving the Gold Medal Award
  - Culture shift challenges and gaining staff buy-in
- 1000 Comfort Break
- 1015 – **Application and Integration: Scenario Analysis of the Journey to Performance Excellence**
  - **Leadership:** COL Mark J. Cappone, Chief of Staff
    - *Leadership versus Management:* MAJ Ted Vagnier, 1-134 Field Artillery Regiment
  - **Strategic Planning:** COL Randal Shears, Director of Personnel
    - *Systemic Thinking:* MAJ Phil McGonagill, Jr., Mobilization Readiness Officer
  - **Customer Focus:** COL Craig Baker, Director, Office of Performance Excellence
    - *Collaboration and Appreciative Inquiry:* MAJ Pete Rakowsky, Joint Operations Plans Officer
- 1115 – Questions and Answers
- 1130 - Summary and Closure
- 1145 – Depart for conference hotel via bus
- 1210 – Busses arrive at downtown Hyatt

## MIDWEST ACADEMY PRESIDENT'S LUNCHEON AND KEYNOTE SPEAKER

**Friday, October 2nd, 2015  
12:30 p.m. – 1:30 p.m.**

**Paula G. Thornhill**  
**Program Director, Strategy and Doctrine**  
**Program**

Paula Thornhill joined RAND in September 2009. She directs the Project AIR FORCE Strategy and Doctrine Program. Dr. Thornhill retired from the US Air Force as a brigadier general in 2009. Her last assignment was as the

Commandant of the Air Force Institute of Technology at Wright-Patterson Air Force Base (2006-09). Just prior to her time as

Commandant, she served as the

Principal Director for Near Eastern and South Asian Affairs in the Office of the Secretary of Defense. In addition, she has taught at the U.S. Air Force Academy (USAFA) and been assigned to the Air Staff, the Joint Staff, U.S. Strategic Command, and the Office of the Secretary of Defense. She commanded the 50th Support Group at Schriever AFB, Colorado. She served as the Dean of Faculty and Academic Programs at the National War College, and she was special assistant to the 15th Chairman of the Joint Chiefs of Staff, General Richard B. Myers, USAF. She has a B.S. from the U.S. Air Force Academy, an M.A. in history from Stanford University, and a D.Phil. in history from Oxford University.



Dr. Thornhill is member of the USAF Academy Board of Visitors, and she is also an adjunct professorial lecturer in strategic studies at the Johns Hopkins University School of Advanced International Studies.

**Friday, October 2nd, 2015**  
**1:45 p.m. – 3:00 p.m.**  
**Session 2**

**CONF**

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

Day/Time: Friday, 1:45 p.m. – 3:00 p.m.  
 Location: Taft A  
 Facilitator: Annette Roter/Viterbo University

**Presenters:**

*Cross-Disciplinary Programming: Women's Empowerment Initiative at a Small, Private, Liberal Arts Institution*

Karen Stock/Walsh University  
 Amanda Gradiesek/Walsh University

**HRM/OD: Contemporary Approaches to Management**

Day/Time: Friday, 1:45 p.m. – 3:00 p.m.  
 Location: Taft B  
 Facilitator: Theresa Marks-Grant/Benedictine University

**Presenters:**

*Conscience Capitalism: The New Way of doing Business*  
 Theresa Marks-Grant/ Benedictine University

*The Modern Bargain: Exploring Factors that Influence Satisfaction and Commitment in the Workplace*

Morgan Milner/Eastern Michigan University  
 Tracy Lindon/Eastern Michigan University  
 Michael Marcum/Eastern Michigan University  
 Cortland Randolph/Eastern Michigan University  
 Joseph Fleming/Eastern Michigan University  
 Xington Xing/Eastern Michigan University

*Relative Importance of Perceived Organizational Support and Perceived Job Characteristics for Nonprofit Employee*

Joshua Knapp/University of Lethbridge  
 Brett Smith/Miami University  
 Theresa Sprinkle/Quinnipiac University

## **OT/S/I/E: Entrepreneurial Intent and Talent**

Day/Time: Friday, 1:45 p.m. – 3:00 p.m.

Location: Taft C

Facilitator: Nancy Hanson-Rasmussen/University of Wisconsin Eau Claire

Presenters:

*Entrepreneurial Intention: The Effect of Emotional Intelligence*

Luke Voegel/Southern Illinois University

Jacob Voegel/Southern Illinois University

*National Culture and the Relationship to Socially Responsible Investment and SRI Mutual Funds*

Beverly Connelly/Benedictine University

*The Linkage between Entrepreneurial Talent and Entrepreneurial Competencies*

Tim Peterson/North Dakota State University

Shontarius Aikens/North Dakota State University

Katherine L. Tulibaski/North Dakota State University

## **MED: Enhanced Learning through Individual Change**

Day/Time: Friday, 1:45 p.m. – 3:00 p.m.

Location: Taft D

Facilitator: Jennifer Mencl/University of Minnesota-Duluth

Presenters:

*It's Nice to Get to Know You: An Educational Person Analysis and Examination of Student Individual Difference*

Beth Polin/Eastern Kentucky University

Alison Dachner/John Carroll University

*Enhancing Learning, Changing the World: Underestimating the Impact of Service-learning by Examining Brain-based Learning Findings*

Tracy Sigler/Northern Kentucky University

Kristi Tyran/Western Washington University

*Just Doing My Job: Demographics of the Satisfied Adjuncts of Business*

Vance Lewis/University of Texas at Dallas

**OB/L/E: Organizational Outcomes, Servant Leadership and Distributive Justice**

Day/Time: Friday, 1:45 p.m. – 3:00 p.m.

Location: Franklin A

Facilitator: Maria Malayter/The Chicago School of Professional Psychology

Presenters:

*Enabling Overall Job Attitudes and Organizational Outcomes through Servant Leadership*

**Best Paper Nominee**

Anthonelli White, Jr/Air Force Institute of Technology

*Paying the Cost to be the Boss: The Personal Cost of Servant Leadership*

C. Justice Tillman/Baruch College – City University of New York

Ericka R. Lawrence/East Carolina University

Bin Ma/Baruch College-City University of New York

*Employee Dissent and Work Engagement: The Moderating Role of Distributive Justice*

**Best Paper Nominee**

Ada Tuna Cenkci/Wright State University

Ayşe Begüm Ötken/Yeditepe University

**MED: Panel: The Rewards and Challenges of Students as Small Business Consultants**

Day/Time: Friday, 1:45 p.m. – 3:00 p.m.

Location: Franklin B

Panelists:

Ben Blackford/Northwest Missouri State University

LeAnn Brown/Fort Hays State University

Darlene Jaffke/Lake Forest College

Shannon Juergens/Grand View University

Kristy Lauver/University of Wisconsin-Eau Claire

Tammy Schakett/Ohio Northern University

Ronda Smith/Ball State University

Charles A. Wolfe/Fort Hays State University

**OB/L/E: Symposia: Steven Kerr's Follies are Alive and Well after All These Years**

Day/Time: Friday, 1:45 p.m. – 3:00 p.m.  
 Location: Nationwide B  
 Facilitator: Thomas A. Wright/Fordham University

**Presenters:**

Thomas A. Wright/Fordham University  
 Jeffrey Shay/Washington & Lee University  
 Arthur Degroat/Kansas State University  
 John Hollwitz/Fordham University  
 Timothy P. Munyon/University of Tennessee  
 Richard W. Stackman/University of San Francisco

**CASE**

**STUDY: Living Case Study Redux**

Day/Time: Friday, 1:45 p.m. – 3:00 p.m.  
 Location: Knox  
 Facilitator: Ray Benedetto/University of Phoenix

**Topic:**

*After-action discussion of the Living Case Study Off-site at the Ohio National Guard Headquarters*

**Coffee and Snack Break – 3:00 p.m. – 3:15 p.m.**

**Friday, October 2nd, 2015**  
**3:15 p.m. – 4:30 p.m.**  
**Session 3**

**HRM/OD: Learning and Teaching in Human Resource Management**

Day/Time: Friday, 3:15 p.m. – 4:30 p.m.  
 Location: Taft A  
 Facilitator: Alison Dachner/John Carroll University

Presenters:

*Massive Open Online Courses as an HR Tool: The Role of Learning Organization Characteristics*

Michele Heath/Cleveland State University  
 Vickie Coleman Gallagher/Cleveland State University

*Learning Behaviors as a Linkage between Organization-based Self-Esteem and In-role Performance*

Hu-Jung Hahn/University of Minnesota  
 Sungjun Kim/Korea University  
 Melissa Mathews/University of Minnesota

*An Integrative Perspective on Informal Learning*

Alison Dachner/John Carroll University  
 Raymond Noe/The Ohio State University  
 Jill Ellingson/The Ohio State University  
 Howard Klein/The Ohio State University

**HRM/OD: Title: An Inter-disciplinary Review of Leadership Development**

Day/Time: Friday, 3:15 p.m. – 4:30 p.m.  
 Location: Taft B

Presenters:

Sheila Boysen-Rotelli/Lewis University  
 Mike Cherry/Lewis University  
 Keith Lavine/Lewis University  
 Lesley Page/Lewis University  
 Rich Walsh/Lewis University

## **OT/S/I/E: Finance and Investing**

Day/Time: Friday, 3:15 p.m. – 4:30 p.m.  
 Location: Taft C  
 Facilitator: Daniel Sjoquist/Metropolitan State University

### **Presenters:**

*Rewards-based vs Equity-based Crowd Fundings: Model Development and Empirical Study of Prospective Investors*

Vivien Jancenelle/Cleveland State University  
 Susan F. Storrud-Barnes/Cleveland State University

*The Moderating Effects of Culture on SME Access to Financing*

Enoch Asare/University of Dallas  
 Sri Beldona/University of Dallas

*Understanding Gender, Creativity, and Entrepreneurial Intentions*

Gwendolyn M. Combs/University of Nebraska-Lincoln  
 Ronda Smith/Ball State University  
 Shruti R. Sardeshmukh/University of South Australia

## **MED: Enhancing Student and Classroom Experiences**

Day/Time: Friday, 3:15 p.m. – 4:30 p.m.  
 Location: Taft D  
 Facilitator: Tracy Sigler/Northern Kentucky University

### **Presenters:**

*Building Entrepreneurial Process through Creative Self Efficacy, Diversity, and Team*

Denise E. Williams/Metropolitan State University

*Practicing What is Preached: Integrating Organizational Behavior Principles into the Classroom*

Jennifer Mencl/University of Minnesota-Duluth

*Professional Associations as Open Educational Resources: Enhancing Student Learning through Professional Association Memberships*

LeAnn Brown/Fort Hays State University  
 Kristine Tippin/Fort Hays State University  
 Nancy Patel/Fort Hays State University  
 Brianna Wright/Fort Hays State University



**OB/L/E: Group Behaviors, Leadership Theory, and Meeting Styles**

Day/Time: Friday, 3:15 p.m. - 4:30 p.m.  
 Location: Franklin A  
 Facilitator: Joshua R. Knapp/University of Lethbridge

Presenters:

*Knowledge Sharing and Honesty-Humility*  
 Rebecca Bogie/University of Dallas

*It is in the Eye of the Beholder: Public Perceptions of Police Officer Integrity*  
 Sharon Heilmann/Wright State University  
 Michael Corbett/Wright State University

*Back to the Future: An Examination of Factors Affecting Desire to Negotiate Again*  
 Roger Volkema/American University and IAG/PUC  
 Denise Fleck/Coppead/UFRJ  
 Sergio Pereira/IAG/PUC

**MED: Symposia: Diversity Discussions Done Well – Engaging Students in Discussing the Undiscussable**

Day/Time: Friday, 3:15 p.m. – 4:30 p.m.  
 Location: Franklin B

Panelists:

Gail Dawson/University of Tennessee – Chattanooga  
 Dayo Akindale/Saint Xavier University  
 Gwendolyn Combs/University of Nebraska-Lincoln  
 Joyette R. Dew/Oklahoma State University  
 LaVerne Hairston Higgins/University of Oregon  
 Millicent Nelson/Middle Tennessee State University

**HRM/OD: Panel: Evolving Faculty Roles: A Panel on Current and Future Trends for Faculty in Higher Education**

Day/Time: Friday, 3:15 p.m. – 4:30 p.m.

Location: Nationwide B

Panelists:

Phil Thompson/Case Western Reserve University

Jennifer Schultz/Metropolitan State University

Kathy Lund Dean/Gustavus Adolphus College

Abel Adekola/University of Wisconsin - Stout

Tim Peterson/North Dakota State University

**CASE**

**STUDY: Qualitative Inquiry**

Day/Time: Friday, 3:15 p.m. – 4:30 p.m.

Location: Knox

Facilitator: Ray Benedetto/University of Phoenix

Presenters:

*A Case Research Study of a Midwest High School Freshmen Orientation Program*

**Best Paper Nominee**

Nancy Clark/Wright State University

*Employee Engagement: A Case Study*

Claire Frisella/Baxter Healthcare

**Midwest Academy Business Meeting**

**4:45 p.m. – 5:30 p.m.**

**Franklin C & D**

**President Jennifer Schultz - Presiding**

**Academy Special Events - Social Hour  
(Sponsored by Midwest Academy of Management)**

**6:00 p.m. – 7:00 p.m.**

**Hyatt Regency Hotel Bar**

**Saturday, October 3rd, 2015**

**8:00 a.m. – 9:15 a.m.**

**Session 4**

**CONF**

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

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

Location: Taft A

Facilitator: Ada Tuna Cenkci/Wright State University

Presenters:

*Impact of Formal Mentoring on High School Graduation Rates*

**Best Paper Nominee**

Nancy Clark/Wright State University

Sharon Heilmann/Wright State University

Adrienne Johnson/Wright State University

Ryan Taylor/Wright State University

*Old Lens, New View: Understanding Millennials through a Cross-Cultural Values Framework*

Megan Gerhardt/Miami University

Marisa Murray/Miami University

*Green to Green: Examining the Relationship Between Environmental Responsibility and Firm Financial Performance*

Steven Edelson/Walsh University

Lisa Sturgill/Bruner-Cox LLP

C. Chase Senk/Walsh University

**MED: Learning Actively**

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

Location: Taft D

Facilitator: Ben Blackford/Northwest Missouri State University

Presenters:

*Service Learning and Workplace Behaviors? The Relationships between School Participation, Servicing Learning, and Organizational Citizenship Behaviors*

Rebecca Wyland/University of Wisconsin-Eau Claire

Frazier Clark/University of Wisconsin-Stout

*Using Active Learning to Increase Creativity during Problem Solving*

Patricia Borchert/Metropolitan State University

## **HRM/OD & OB/L/E: The Importance of Trust and Reputation**

Day/Time: Saturday, 8:00 a.m. – 9:15 a.m.  
 Location: Taft B  
 Facilitator: Vivien E. Jancenelle/Cleveland State University

### **Presenters:**

*Cultivating Trust and Rapport: The Influence of Leader-Member Exchange Theory on Higher Education Case Management*

Kem Gambrell/Gonzaga University

*Reputation Effects on Collective Human Capital Flow*

Erin Makarius/University of Akron

Charles Stevens/Lehigh University

*The Feeling is Mutual: A Congruence Approach to Employee-Manager Mutual and Asymmetric Trust*

Beth Polin/Eastern Kentucky University

Scott Dust/Eastern Kentucky University

## **OT/S/I/E: Cultural and International Issues**

Day/Time: Saturday, 8:00 a.m. – 9:15 a.m.  
 Location: Taft C  
 Facilitator: Annette Roter/Viterbo University

### **Presenters:**

*National Cultural Values and Environmental Sustainability: A Study of Global Millennials*

Kristy Wiley/University of Wisconsin-Eau Claire

Nancy Hanson-Rasmussen/University of Wisconsin-Eau Claire

*CQ and a Firm's Performance: Research Propositions and Directions for Future Research*

Nicholas Mathew/Cleveland State University

*Compassion and Institutional Logistics: A Moral Inquiry Approach*

Hongguo Wei/Case Western Reserve University

Yunxia Zhu/University of Queensland

Shaobing Li/Miami University

## **OB/L/E: Relationships, Humor, and Organizational Climate**

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

Location: Franklin A

Facilitator: Carolyn Wiley/Roosevelt University & Ron Koller, Siena Heights University

Presenters:

*The Humor Connection: How positive humor builds relationships at work*

Amanda Varley/Case Western Reserve University

*Following the Laughter: A Theoretical Model of the Relationships between Leadership Styles and Types of Humor*

William G. Obenauer/Rensselaer Polytechnic Institute

*A New Way of Thinking: Investigating the Influence of Psychological Safety Climate on Overall Job Attitudes and Turnover Intentions of Professional Truck Drivers*

Matthew Roberts/Air Force Institute of Technology

## **MED: Symposia: Preparing Graduates for Professional Practice through an Organization Consulting Course**

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

Location: Franklin B

Presenters:

Shirley Ashauer/Maryville University

Claire Frisella/Baxter Healthcare

Grace Shiell/Scottrade

## **OT/S/I/E: Panel: Collaborative Research: The Impact of Change Through Organization Theory and Strategy**

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

Location: Nationwide B

Facilitator: Therese F. Yaeger/Benedictine University

Panelists:

Peter Sorensen/Benedictine University

Beverly Connelly/VP, Merrill Lynch-Bank of America

Johnathan L. DiMuro/The Dow Chemical Company

Joanne Ivory/College of DuPage

Rachael L. Narel/SWC Technology Partners

Kirk Overstreet/College of DuPage

**Saturday, October 3rd, 2015**  
**9:30 a.m. – 10:45 a.m.**  
**Session 5**

**HRM/OD: Contemporary Perspective in Organizational Development**

Day/Time: Saturday, 9:30 a.m. – 10:45 a.m.  
 Location: Taft A  
 Facilitator: Tracy Porter/Cleveland State University  
 Discussant: Gilles Guyot, University of Minnesota

Presenters:  
*Evolution of OD and the Role of the Middle Manager in Change*  
 Angela Arrington-Jones/Benedictine University

*Group Process: Performance Under Changing Conditions*  
 Johnathan DiMuro/Benedictine University

*The Effects of the Tie Strength on Socialization*  
 Colton Burgess/Eastern Kentucky University

**HRM/OD: Panel: So Much to Discover: The Impact and Effectiveness of Organizational Development Opportunities**

Day/Time: Saturday, 9:30 a.m. – 10:45 a.m.  
 Location: Taft B

Panelists:  
 Therese Yaeger/Benedictine University  
 Peter Sorensen/Benedictine University  
 Anthony Adambo/Benedictine University  
 William Towns/University of Chicago  
 Uzonna Olumba/Benedictine University  
 Dana Michael Bruce/Benedictine University  
 Bryan McCusker/Benedictine University

## **OT/S/I/E: Emerging Economies and Economic Development**

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

Location: Taft C

Facilitator: Annette Roter/Viterbo University

Presenters:

*Role of Dynamic Capabilities Between OFID Assistance and Subsidiary Autonomy of Emerging Market Multinational Enterprises*

Dominic Buccieri/Cleveland State University

*The Role of Social Capital, Business Creation, and Agglomerations Economies in Local Economic Development*

Claudia Gomez/Kent State University

Deepraj Mukherjee/Kent State University at Stark

Lucas Engelhardt/Kent State University at Stark

*The Influence of Competition from Informal Firms on New Product Development*

### **Best Paper Nominee**

Mona Bahl/Youngstown State University

Brian McCann/Vanderbilt University

## **MED: Symposia: Swimming with the Sharks-Use of “Shark tank” as an Experiential Exercise in the Classroom**

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

Location: Taft D

Panelists:

Ben Blackford/Northwest Missouri State University

Mary Martin/Fort Hays State University

Sam Nelson/University of Nebraska - Lincoln

Ronda Smith/Ball State University

Charles A. Wolfe/Fort Hays State University

**OB/L/E: Social Networks, Social Media, Social Undermining**

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

Location: Franklin A

Facilitator: Cathy Ayers/Lewis University

Presenters:

*Would It Make a Difference: The Use of Social Networking Sites*

Hongguo Wei/Case Western Reserve University

Xuan Xiao/Harbin Institute of Technology

Melvin Smith/ Case Western Reserve University

Tienan Wang/Harbin Institute of Technology

*Corroborating Deception: Forming Attributions Based Upon Managed Impressions in Professional Social Media*

William G. Obenauer/Rensselaer Polytechnic Institute

*Keeping up with the Joneses: The Role of Envy, Relationship Conflict, and Job Performance in Social Undermining*

Gabi Eissa/University of Wisconsin - Eau Claire

Rebecca L. Wyland/University of Wisconsin - Eau Claire

**OB/L/E: Corporate Governance, Gender, Performance, Motivation, and Barriers**

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

Location: Franklin B

Facilitator: Matthew Roberts/Air Force Institute of Technology

Presenters:

*Gender Diversity on Corporate Boards: What difference does board gender diversity make on firm performance?*

Carolyn Wiley/Roosevelt University

Mireia Monllor-Tormos, Airbus Corporation

*The Relationship between Gender and Motivation to Lead*

Tracy H. Porter/Cleveland State University

Marilyn J. Bugenhagen/Federal Executive Institute, U.S. Office of Personnel Management

*Strategies to Overcome the Diversity and Gender Barriers in Leadership*

Kem Gambrell/Gonzaga University

Melissa Commodore/ Gonzaga University



**HRM/OD: Panel: Leading the Way: Factors to Successful Career Transitions for Veterans**

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

Location: Nationwide B

Panelists:

Mary Hrivnak/Cleveland State University

Tracy Porter/Cleveland State University

Robert Shields/Cleveland State University

**CONF**

**THEME: Panel: Ask the Editors**

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

Location: Dooley's (across from Peppercorn in first floor lobby area)

Organizer: Thomas Wright/Fordham University

Panelists:

Elaine Hollensbe/University of Cincinnati (Academy of Management Journal)

Suzanne Masterson/University of Cincinnati (Journal of Organizational Behavior)

Richard W. Stackman/University of San Francisco (Journal of Management Inquiry)

Thomas A. Wright/Fordham University (Journal of Management/Journal of Organizational Behavior)

**Saturday, October 3rd, 2015**  
**11:00 a.m. – 12:15 p.m.**  
**Session 6**

**HRM/OD: What Jobs are Right for Me?**

Day/Time: Saturday, 11:00 a.m. – 12:15 p.m.  
Location: Taft A  
Facilitator: Jennifer Mencl/University of Minnesota - Duluth

**Presenters:**

*Validation of a Career Interest Survey for Field Research and Management: A Simple Measure of Holland's Typology*

Jennifer Mencl/University of Minnesota-Duluth  
Karly Bergstedt/ZMC Hotels, Inc.

*Understand the World Differently: A Phenomenological Study of Individuals Who Have a Multicultural Mindset*

Kem Gambrell/Gonzaga University  
Antonio Jimenex Luque/Gonzaga University

*Lost Candidates: Towards an Understanding of Job Seeker Self-Selection*

Karen Landay/University of Wisconsin-Oshkosh

**HRM/OD: Panel: Putting the Development into Organizational Development: Applying Contemporary Developmental Psychology to OD**

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

**Panelists:**

Shirley Ashauer/Maryville University  
Claire Frisella/Baxter Healthcare  
Grace Shiell/Tennessee Department of Education

## **OT/S/I/E: Foreign Institutions (and Strategic Publishing)**

Day/Time: Saturday, 11:00 a.m. – 12:15 p.m.  
 Location: Taft C  
 Facilitator: Hongguo Wei/Case Western Reserve University

### Presenters:

*Minimizing Liability of Foreignness in Cross-border M&As: Can the Institutional Environment Substitute for Firm-specific Advantages*

Danielle Jones/University of Illinois at Urbana-Champaign

*Globalization of Financial Reporting Standards*

Daniel Sjoquist/Metro State University

*The Structure of Co-authorship Network in the Strategic Management Journal*

Mehmet Ali Koseoglu/Yildirim Beyazit University & American University of the Middle East (AUM)

## **MED: Panel: Authoring and Reviewing in the Scholarship of Teaching and Learning: Welcome to the Journal of Management Education and Management Teaching Review**

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

### Panelists:

Tim Peterson/North Dakota State University  
 Kathy Lund Dean/Gustavus Adolphus College

**OB/L/E: Dysfunctional Leadership, Helping Behaviors, and Organizational Citizenship**

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

Location: Franklin A

Facilitator: Beth Polin/Eastern Kentucky University

Presenters:

*Understanding the Experiences of Registered Nurses Exposed to Dysfunctional Leadership in a Hospital Setting: A Phenomenological Study*

Annette B. Roter/Viterbo University

*Welcoming the New Kid on the Block: Helping Behaviors between Agents and Newcomers of Similar and Different Status Levels*

Beth Polin/Eastern Kentucky University

Sarah Doyle/Eastern Kentucky University

*Clarifying the Association between Personality and Interpersonal Citizenship Behavior*

Alison Dachner/John Carroll University

Jill E. Ellingson/The Ohio State University

Michael J. Tews/The Pennsylvania State University

**OB/L/E: Group Behaviors, Leadership Theory, and Meeting Styles**

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

Location: Franklin B

Facilitator: Roger Volkema/American University and IAG/PUC

Presenters:

*Egos at the Table: A Study of Meeting Behaviors*

Terry Oroszi/Wright State University

*A Dialectical Theory of Leadership*

Cathy Ayers/Lewis University

*Traditional Faculty Meeting Style is Not Conducive to Group Decision Making*

Terry Oroszi/Wright State University

## **HRM/OD: Current Topics in Human Resource Development**

Day/Time: Saturday, 11:00 a.m. – 12:15 p.m.  
 Location: Nationwide B  
 Facilitator: Megan Endres/Eastern Michigan University

### **Presenters:**

*Coaching as an Underutilized Resource of Leader Development of Emotional Competence*  
 Ellen Van Oosten/Case Western Reserve University  
 Angela Passarelli/College of Charleston

*The Impact of Immigrant Status and Race on Discrimination, Exploitation, and Hiring Decisions*  
 Ekundayo Akindale/Saint Xavier University  
 Jason R. Lambert/Saint Xavier University  
 Peng Zhang/Florida International University

*A Tale of Three Capitals: How Individual-level Human Capital, Social Capital, and Psychological Capital Impact In-role Performance*  
 Megan Endres/Eastern Michigan University  
 Alankrita Pandey/Eastern Michigan University

## **Saturday, October 3rd, 2015**

### **Closing Luncheon and Conference Recognitions and Awards**

**Franklin C & D**

**12:15 p.m. – 1:15 p.m.**

-----

### **Conference Committee De-brief**

**Private Dining Room**

**1:30 p.m. – 2:30 p.m.**

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### **Midwest Academy Board of Governors Meeting**

**Private Dining Room**

**2:30 p.m. -3:30 p.m.**

-----

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*This program was reproduced courtesy of funds provided by the Department of Leadership Studies in Education and Organizations, College of Education and Human Services, Wright State University.*

# EXPERIENCE COLUMBUS



# DOWNTOWN RESTAURANTS CONVENTION CENTER VICINITY



## ARENA DISTRICT

1. 89 Fish & Grill, 614-586-4585, \$\$\$ D
2. bd's Mongolian Grill, 614-586-0077, \$\$ L,D
3. Bar Louie, 614-220-0900, \$\$ L,D
4. Boston's The Gourmet Pizza, 614-229-4275, \$\$ L,D
5. Buca di Beppo, 614-621-EATS, \$\$ L,D
6. Callahan's Irish Tavern, 614-223-1200, \$ D. Closed Mon.
7. Gordon Biersch Brewery Restaurant, 614-246-2900, \$\$\$ L,D
8. Max & Erma's, 614-228-5555, \$\$ B,L,D
9. Nada, 614-715-8260, \$\$ L,D
10. North Market, 614-463-9664, Public market with food vendors including Jeni's Splendid Ice Creams, Bubbles tea and juice company, Hot Chicken Takeover, **Stauf's**, and Taste of Belgium. \$ B,L,D
11. Park Street Patio, 614-975-1363, \$ D Open Thur.-Sat. only.
12. R Bar Arena, 614-221-4950, \$ L,D
13. Rodizio Grill, 614-241-4400, \$\$\$ L,D
14. Studio Movie Grill Arena Grand, 614-469-5000, \$\$ L,D
15. Sunny Street Cafe, 614-222-3008, \$ B,L (Dinner on event nights at Nationwide Arena)
16. The Three-Legged Mare, 614-222-4950, \$\$ L,D

## SHORT NORTH ARTS DISTRICT

17. Bareburger, 614-706-4760, \$\$ L,D
18. **Barley's Brewing Company**, 614-228-ALES, \$\$ L,D
19. Black Point, 614-221-5294, \$\$\$ D
20. Convention Center, 614-645-5000, All American Hamburgers; Charley's Grilled Subs; Chicken 'n Eggs; Donatos Pizza; Einstein Bros Bagels; Fame's Diner; Goodrich Ice Cream; JaVa's Cyber Espresso Bar; Mykonos Gyros; Noble Roman's; Siam; Subway; Tony J's Mexican Grill. \$
21. Denmark, 614-914-6700, \$\$ D Closed Sun.
22. Double Comfort, 614-745-2183, \$\$ L, D Closed Mon., Brunch only on Sun.
23. Eleven, 614-225-9611, \$ D Closed Sun.
24. Gallerie Bar & Bistro, 614-484-5287, Inside Hilton Columbus Downtown, \$\$\$ B,L,D
25. The Guild House, 614-280-9780, \$\$\$ B,L,D
26. Hyde Park Prime Steakhouse, 614-224-2204, \$\$\$ D
27. Japanese Steak House, 614-228-3030, \$\$ L,D Sat. dinner only. Closed Sun.
28. Lemongrass Fusion Bistro, 614-224-1414, \$\$\$ L,D
29. Marcella's, 614-223-2100, \$\$\$ D
30. Martini Modern Italian, 614-224-8259, \$\$\$ D
31. The Pearl Restaurant, Tavern & Oyster Room, 614-227-0151, \$\$\$ D, Brunch Sat.-Sun.

## DOWNTOWN

32. Flatiron Bar & Diner, 614-461-0033, \$ L,D Sat. dinner only. Closed Sun.
33. **Wolf's Ridge Brewing**, 614-429-3936, \$\$\$ B,L,D

## TELL US HOW COLUMBUS IS DOING

Take this 1-minute survey  
MYCOLUMBUS EXPERIENCE.ORG



## CATCH THE CBUS



### COTA CBUS

Free public bus service circulating through the Short North Arts District to the north and the Brewery District to the south.

Hours of operation: Mon.-Thur., 7 a.m.-9 p.m.; Fri., 7 a.m.-12 a.m.; Sat., 9 a.m.-12 a.m.; Sun., 10:30 a.m.-6 p.m. Convention Center area stops show above.



# RESTAURANTS - DOWNTOWN AREA

[experiencecolumbus.com](http://experiencecolumbus.com)

## SHORT NORTH ARTS DISTRICT

- 34. Arch City Tavern, \$\$ D
- 35. Basi Italia, \$\$\$ D Closed Sun. and Mon.
- 36. Bernard's Tavern, \$\$ L,D
- 37. Bodega, \$\$ L,D
- 38. Cookie Cravings Bakery, \$ B,L  
Closed Sun.
- 39. Cray Eatery & Drinkery, \$ L,D
- 40. Donatos Pizza, \$ L, D
- 41. Hubbard Grille, \$\$\$ D Open L on Sat.
- 42. Impero Coffee, \$
- 43. Jeni's Splendid Ice Creams, \$
- 44. Katalina's Cafe Corner, \$ B,L,D
- 45. Late Night Slice/Quick Slice, \$ D
- 46. Melt Bar & Grilled, \$\$ L,D
- 47. North High Brewing, \$ L, D
- 48. Northstar Cafe, \$\$ B,L,D
- 49. Press Grill, \$\$ L,D
- 50. Rigsby's Kitchen, \$\$\$ D. Closed Sun.
- 51. Short North Pint House and Beer Garden, \$\$ D Sat.-Sun. lunch.
- 52. Spinelli's Deli, \$ B,L,D
- 53. Tasi Cafe, \$\$ B,L,D
- 54. White Castle, \$ B,L,D
- 55. Wine on High, \$
- 56. zpizza, \$\$ L,D

## DOWNTOWN

- 57. The Boat House at Confluence Park, \$ \$ D
- 58. Columbus Commons Food Truck Food Court, \$ L Thur. only thru Oct.
- 59. Cup 'O Joe Downtown, \$ B,L Dinner  
Thur.-Fri. Closed weekends.
- 60. Dempsey's Restaurant, \$\$\$ B,L,D.
- 61. de-NOVO bistro & bar, \$\$\$\$ B,L,D
- 62. Dirty Frank's Hot Dog Palace, \$ L,D
- 63. Donatos Pizza, \$ L, D
- 64. Elevator Brewery & Draught Haus, \$\$\$  
L,D Sat.dinner only. Closed Sun.
- 65. Grass Skirt Tiki Room, \$ \$ L, D  
Closed Sun
- 66. High Street Grill, inside The Westin  
Columbus, \$ \$ B,L,D
- 67. The Hungry Soul Cafe \$ \$ B, L, D  
Closed Sat.-Sun.
- 68. M, \$\$\$\$ D Closed Sun.
- 69. Milestone 229, \$ \$ L,D
- 70. PurePressed Juicery, \$ \$ B, L  
Closed Sun.
- 71. Tommy's Diner, \$ B,L

## GAY STREET DISTRICT

- 72. Cafe Brioso, \$ B,L Closed Sun.
- 73. The Carvery, \$ L, Closed Sun.
- 74. Due Amici, \$ \$ L,D
- 75. Latitude 41, inside the Columbus  
Renaissance. \$\$\$ B,L,D
- 76. Mitchell's Steakhouse, \$\$\$\$ L,D  
Sat.-Sun. dinner only.
- 77. Tip Top Kitchen and Cocktails, \$ L,D

## GERMAN VILLAGE/ BREWERY DISTRICT

- 78. Barcelona Restaurant, \$\$\$ L,D Sat.-Sun.  
dinner only.
- 79. Brick, \$ \$ L, D Sat. dinner only. Closed  
Sun. and Mon.
- 80. Columbus Brewing Company, \$ \$ L,D Sat. dinner only.  
Closed Sun.
- 81. Claddagh Irish Pub, \$ \$ L, D
- 82. Stauff's Coffee, \$ B,L,D
- 83. G. Michael's Italian-American Bistro & Bar, \$\$\$\$ D
- 84. Harvest Pizzeria, \$ \$, L,D Mon. dinner only. Closed Sun.
- 85. Jeni's Splendid Ice Creams, \$
- 86. Juergen's German Village Bakery and Restaurant, \$  
B,L,D Closed Mon.
- 87. Katzinger's Delicatessen, \$ B,L,D
- 88. Kitten's Hand Crafted Cakes, \$ B, L, Closed Mon. & Tue.

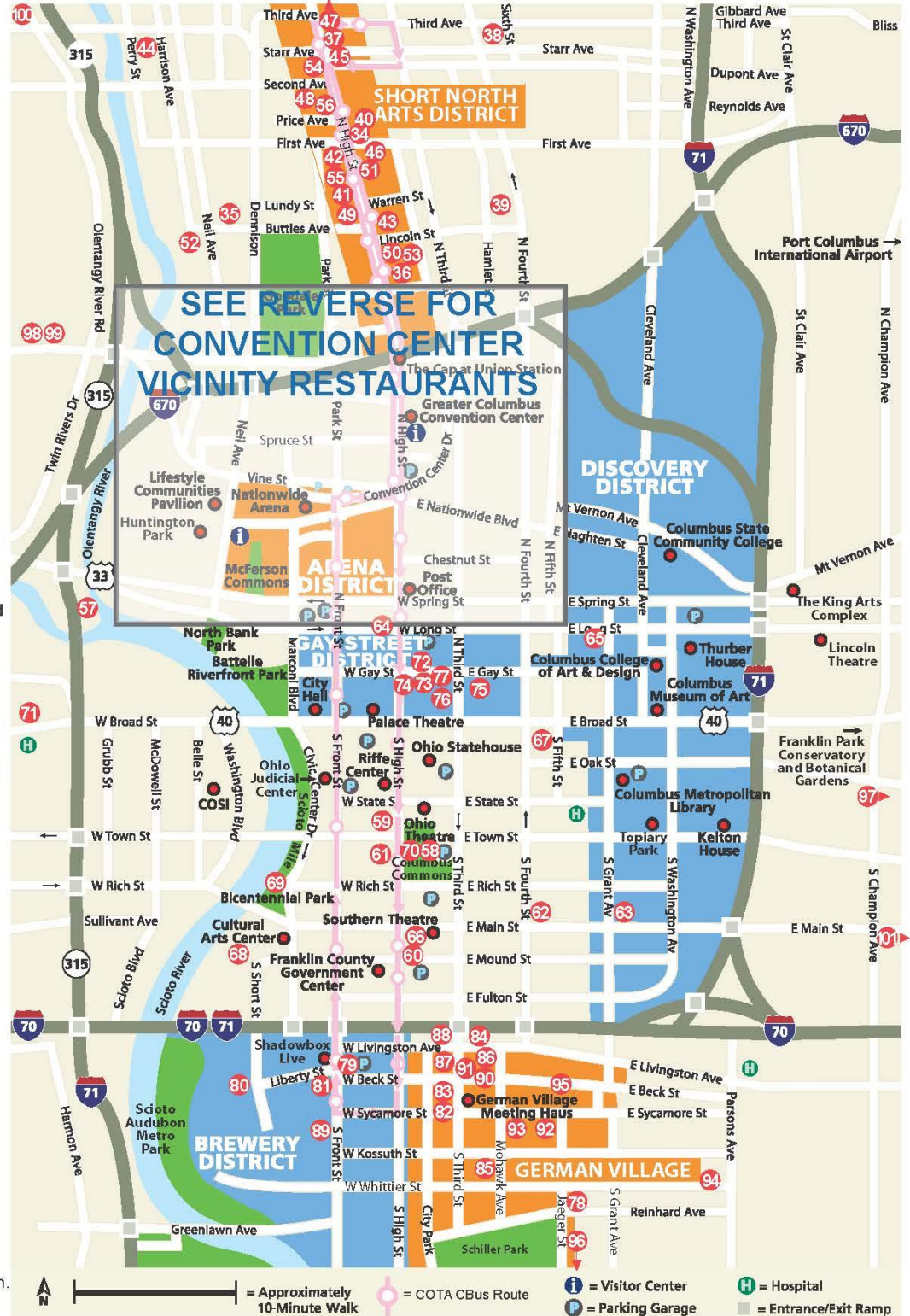
- 89. Kolache Republic, \$ B, L
  - 90. Lindsey's, \$\$\$ L,D
  - 91. Pistacia Vera, \$ B,L,D Closed Mon.
  - 92. Schmidt's Restaurant und Sausage Haus, \$ \$ L,D
  - 93. Schmidt's Fudge Haus and Gifts, \$ \$
  - 94. Skillet, \$ \$ L,D Sat.-Sun. brunch only. Closed  
Mon-Tues.
  - 95. The Sycamore, \$\$\$ L, D Brunch Sat. Closed Sun.
  - 96. The Thurman Cafe, \$ L,D
- NEARBY**
- 97. The Angry Baker, \$ B,L
  - 98. Buckeye Hall of Fame Grille, \$ \$ L, D

- 99. Hofbrauhaus Columbus, \$ \$ L, D
- 100. Miller's Columbus Ale House, \$ \$ L,D
- 101. The Top Steak House, \$\$\$\$ D

Average dinner entrée price: \$ = under \$10  
 \$\$ = \$10-\$15, \$\$\$ = \$15-\$20, \$\$\$\$ = \$20+  
 B= breakfast; L= lunch; D= dinner

Stops along the Columbus Coffee Trail are  
 indicated in **blue** ([cbuscoffee.com](http://cbuscoffee.com)). Stops  
 along the Columbus Ale Trail are indicated in  
**orange** ([cbusaletail.com](http://cbusaletail.com))

Updated May 5, 2015





# How To Get Around Cbus.com



GetAroundCbus.com

COLUMBUS



by BIKE



by BUS

**COGO**  
BIKE SHARE

[cogobikeshare.com](http://cogobikeshare.com)  
1-855-877-COGO (2646)  
Apps: Cycle Finder app for iPhone & Android  
**Cost: 24-hour passes (\$6) and annual memberships (\$75) are available**

The CoGo network spans 300+ bicycles and 30 stations located throughout downtown Columbus. Available for use 24 hours a day, 365 days a year with unlimited 30 minute trips.

**BIKE TRAIL INFORMATION:**  
[centralohiogreenways.com](http://centralohiogreenways.com);  
[parks.columbus.gov](http://parks.columbus.gov)



[ectpedicab.com](http://ectpedicab.com)  
Call 614-356-PEDI (7334) for a dispatch  
**Cost: \$1.50/minute; trips between downtown districts average \$5-\$25**

Inspired by rickshaws, pedicabs offer a swift, breezy ride on a bike taxi. In operation most every night of the week. Located throughout downtown Columbus.

**COTA**  
CENTRAL OHIO TRANSIT AUTHORITY

[COTA.com](http://COTA.com)  
614-228-1776  
**Cost: One-way fares as low as \$2; day passes as low as \$4.50**

Visit [maps.google.com](http://maps.google.com), and select the transit icon for COTA route options.

Provides bus service for a fee throughout Franklin County, and parts of Delaware, Fairfield, Licking and Union Counties.

**CBUS**

Operated by COTA  
[Cota.com/CBUS](http://Cota.com/CBUS)  
614-228-1776  
**Cost: Free**

CBUS is a FREE downtown Columbus circulator running every 10-15 minutes from the Short North Arts District to the Brewery District.



## by CAR



**Columbus.car2go.com**

614-222-0902

Apps: iPhone, Android and Windows Phone

**Cost: \$0.41/minute (plus tax)**

Provides on-demand access to a network of 300 Smart cars serving Easton Town Center, Downtown, The Ohio State University and to/from Port Columbus International Airport via The Parking Spot.

Car2go members can take one-way trips to their final destination, and park in any legal parking spot within the Home area for a low, affordable rate with parking, fuel and insurance included. Sign up online before you arrive, or visit the local office for same-day access.



UBER

**uber.com/cities/columbus**

Apps: iPhone, Android and Windows Phone

**Cost: Fares vary based on demand**

Uber connects people looking for rides with drivers. Payments are made through the mobile app based on distance & time of your ride. In Columbus, choose between uberX, uberXL, uberSELECT and Black Car.



**yellowcabofcolumbus.com**

614-444-4444

Apps: iPhone and Android; third-party Curb app available for iPhone and Android

**Cost: Average fare from Port Columbus to downtown is \$22**

There are more than 535 taxicabs available in Columbus, the largest company being Yellow Cab Columbus. Cabs are available from Port Columbus International Airport.



**orangecabcolumbus.com**

614-414-0000

**Cost: Average fare from Port Columbus to downtown is \$22**

### CAR RENTAL SERVICE

**Cost: Average rental rate is \$30-\$45 per day**

Columbus is home to all major national brands including Alamo, Avis, Budget, Dollar, Enterprise, Hertz, National and Thrifty.

### PARKING SERVICE



**parkingpanda.com**

iPhone, Android and Windows Phone apps available

**bestparking.com**

iPhone and Android apps available

**parkme.com**

iPhone and Android apps available

### FLIGHT INFORMATION

Get real-time flight information for departures and arrivals at Port Columbus International Airport on [flycolumbus.com](http://flycolumbus.com).

### CONSTRUCTION INFORMATION:

[pavingtheway.org](http://pavingtheway.org)

TELL US HOW **COLUMBUS** IS DOING

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[MyColumbusExperience.org](http://MyColumbusExperience.org)



**GetAroundCbus.com**

**COLUMBUS**

Current as of August 2015



**Save the Date!**

## **The 59<sup>th</sup> Annual Meeting of the Midwest Academy of Management**

<http://www.midwestacademyofmanagement.org>

**Thursday-Saturday, October 6-8, 2016, Fargo, ND**

### **Welcome the MAM to Fargo, North Dakota**

#### *North of Normal*

*"You know it the moment you hit the ground. You can sense it in the air and feel it on the prairie wind. This place is different. Not like anywhere you've been before. It's unfamiliar ground, but it is ground you want to spend some time on. Welcome to Fargo, a place that sets the bar far above the norm."* ([www.fargomoorhead.org](http://www.fargomoorhead.org))

#### **Best-Performing Small City of the U.S.**

*(Ranked by the Milken Institute, 2014)*



### **Conference Theme:**

#### ***"Making Connections and Making a Difference"***

The 2016 MAM conference theme is inspired by a series of interviews with business and civic leaders in the Fargo-Moorhead area regarding their management issues. The conference is also designed to provide current and future business scholars with opportunities to develop professionally, advance scholarly, and engage with the business community. In doing so, we can shape our work to be more impactful to the local business community where the MAM conference visits.

### **Submission Due Date: April 30, 2016**

Please plan to attend the MAM's 59th annual meeting in Fargo, ND. We welcome your research papers, symposia proposals, professional development workshop proposals, case studies, theme showcases, poster sessions, and other creative works at this 2016 event. There will be a doctoral student dinner on October 6<sup>th</sup>.

### **Call for Volunteers:**

To make the conference successful, we need a number of volunteers in various roles (e.g., networking, organizing events, chairing tracks/sessions, holding workshops, facilitating discussions, mediating plenaries, submitting/reviewing papers, etc.). If you are interested in helping, please let us know and please feel free to suggest how you would like to help the conference. Thank you very much in advance!

#### **Conference Hotel:**

**Radisson Fargo**  
201 5th St N, Fargo, ND 58102  
(701) 232-7363

#### **Chanchai Tangpong**

**2016 MAM Conference Program Chair**  
North Dakota State University  
[Charnchai.Tangpong@ndsu.edu](mailto:Charnchai.Tangpong@ndsu.edu)  
(701) 231-9445