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 raybenny@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
Newly Remodeled!

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

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.
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Associate Editor, JLOS

Carolyn Wiley
Roosevelt University
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Wright State University

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University of Phoenix

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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*
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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
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1977 – 1978 Andrew Sikula
1978 – 1979 Orlando Behling
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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
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1989 – 1990 James McFillen
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1993 – 1994 Ralph Katerberg
1994 – 1995 Trudy Verser
1995 – 1996 Aaron Buchko
1996 – 1997 Inga Baird Hill
1997 – 1998 Marilyn L. Fox
1998 – 1999 Brian P. Niehoff
1999 – 2000 Douglas R. May
2000 – 2001 Nancy E. Day
2001 – 2002 Rob Moorman
2002 – 2003 Joy Peluchette
2003 – 2004 Lynn Harland
2004 – 2005 Jeff Katz
2005 – 2006 Jill Kickul
2006 – 2007 William Snively
2007 – 2008 Faye Smith
2008 – 2009 Dyanne Ferk
2009 – 2010 Therese Yaeger
2010 – 2011 Steven Moser
2011 – 2012 John E. Barbuto, Jr. (Jay)
2012 – 2013 Deb Orr
2013 – 2014 Marilyn J. Bugenhagen
2014 – 2015 *Jennifer L. Schultz
2015 – 2016 **Sharon G. Heilmann

*Current President
** Incoming President
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 Cenck/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.

<table>
<thead>
<tr>
<th>Shontarius Aikens</th>
<th>Charles Gowen</th>
<th>Beth Polin</th>
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<tr>
<td>Angela Arrington-Jones</td>
<td>Nancy Hanson-Rasmussen</td>
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<td>Sadaf Ashtari</td>
<td>Ana Iglesias</td>
<td>Michael Ricco</td>
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<td>Elizabeth Belgio</td>
<td>Vivien Jancenelle</td>
<td>Cynthia Roberts</td>
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<td><strong>Ray Benedetto</strong></td>
<td><strong>Danielle Jones</strong></td>
<td><strong>Matthew Roberts</strong></td>
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<td>Rebecca Bogie</td>
<td>Shannon Juergens</td>
<td><strong>Skylar Rolf</strong></td>
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<td>Patricia Borchert</td>
<td>Grace Kang</td>
<td>Derek Ruth</td>
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<td>Sharon Borowica</td>
<td>Ron Koller</td>
<td>Brian Saxton</td>
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<td>LeAnn Brown</td>
<td>Kathyrn Kozlowski</td>
<td>Christine Schaefer</td>
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<td>Dominic Buccieri</td>
<td><strong>Vance Lewis</strong></td>
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<td>Marilyn Bugenhagen</td>
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<td>Elizabeth Christo-Baker</td>
<td>Brian McCann</td>
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<td>Beverly Connelly</td>
<td>Carol McGuire</td>
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<td>Derek Cortez</td>
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<td>Nancy Day</td>
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<td>Cindy Sutton</td>
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<td><strong>Christian Edwards</strong></td>
<td><strong>William Obenauer</strong></td>
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<td>Rebecca Evan</td>
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<td>Kem Gambrell</td>
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<td>Claudia Gomez</td>
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<td>Fred Zimmerman</td>
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### 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

**Friday, October 2nd, 2015 – 8:20 a.m. – 12:10 p.m.**
 *(Session 1) Living Case Study – Ohio National Guard Headquarters*

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

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<th>Taft A</th>
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<tr>
<td>Conference Theme</td>
<td>HRM/OD</td>
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<td>MED</td>
<td>OB/L/E</td>
<td>MED Panel</td>
<td>OB/L/E Symposia</td>
<td>Case Study</td>
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<tr>
<td>So Much to Discover</td>
<td>Contemporary Approaches to Management</td>
<td>Entrepreneurial Intent and Talent</td>
<td>Enhanced Learning through Individual Change</td>
<td>Organizational Outcomes, Servant Leadership, and Distributive Justice</td>
<td>Panel: The Rewards and Challenges of Students as Small Business Consultants</td>
<td>Steven Kerr’s Follies are Alive and Well after All These Years</td>
<td>Living Case Study Redux</td>
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</tbody>
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**Coffee and Snack Break 3:00 p.m. – 3:15 p.m.**

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

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<td>MED Symposia</td>
<td>HRM/OD Panel</td>
<td>Case Study</td>
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<td>Learning and Teaching in Human Resource Management</td>
<td>An Interdisciplinary Review of Learning Assessments</td>
<td>Finance and Investing</td>
<td>Enhancing Student and Classroom Experiences</td>
<td>Group Behaviors, Leadership Theory, and Meeting Styles</td>
<td>Diversity Discussions Done Well – Engaging Students in Discussing the Undiscussable</td>
<td>Evolving Faculty Roles: A Panel on Current and Future Trends for Faculty in Higher Education</td>
<td>Qualitative Inquiry</td>
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**Midwest Academy of Management Business Meeting**

4:45 p.m. – 5:30 p.m.
*Franklin C & D*

**Social Hour (Courtesy of Midwest Academy of Management)**

6:00 p.m. – 7:00 p.m.
## 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.**

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<tr>
<td>So Much to Discover</td>
<td>The Importance of Trust and Reputation</td>
<td>Cultural and International Issues</td>
<td>Learning Actively</td>
<td>Relationship, Humor, and Organizational Climate</td>
<td>Symposia: Preparing Graduates for Professional Practice through an Organization Consulting Course</td>
<td>Panel: Collaborative Research: The Impact of Change through Organization Theory and Strategy</td>
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**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.**

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<td>HRM/OD</td>
<td>Conference Theme</td>
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<tr>
<td>Contemporary Perspectives in Organizational Development</td>
<td>Panel: So Much to Discover: The Impact and Effectiveness of Organizational Development Opportunities</td>
<td>Emerging Economics and Economic Development</td>
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<td>Panel: Ask the Editors AMJ, JOB, &amp; JMI</td>
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## Schedule Highlights

### (Session 6) Saturday, October 3rd, 2015 - 11:00 a.m. – 12:15 p.m.

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<td><strong>What Jobs are Right for Me?</strong></td>
<td><strong>Foreign Institutions (and Strategic Publishing)</strong></td>
<td><strong>Panel: Authoring and Reviewing in the Scholarship of Teaching &amp; Learning: Welcome of the Journal of Management Education &amp; Management Teaching Review</strong></td>
<td><strong>Dysfunctional Leadership, Helping Behaviors, and Organizational Citizenship</strong></td>
<td><strong>Group Behaviors, Leadership Theory, and Meeting Styles</strong></td>
<td><strong>Current Topics in Human Resource Development</strong></td>
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**Conference Lunch and Awards and Scholarship Recognitions**
12:15 p.m. – 1:15 p.m.
Franklin C & D

**Conference Committee Meeting**
(Only Conference Committee members attend)
1:30 p.m. - 2:30 p.m.
Private Dining Room

**Midwest Academy Board of Governors Meeting**
(Only Board of Governors members attend)
2:30 p.m. - 3:30 p.m.
Private Dining Room
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

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.
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.**
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 Aolphus 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 Heilman/Wright State University
Adrianna 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/Brunner-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

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**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 Adambgo/Benedictine University
- William Towns/University of Chicago
- Uzonna Olumba/Benedictine University
- Dana Michael Bruce/Benedictine University
- Bryan McCusker/Benedictine University

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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.

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.
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, Stauffers, 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, $$$ L,D
18. Barley’s Brewing Company, 614-228-4LES, $$ L,D
19. Black Point, 614-221-5294, $$$ D
20. Convention Center, 614-645-5000, All American, Hamburgers; Charley’s Grilled Subs; Chicken ’n Eggs; Donatos Pizza; Einstein Bros Bagels; Fame’s Diner; Goodrich Ice Cream; Java’s Cyber Espresso Bar; Mykonos Gyros; Noble Roman’s; Siam; Subway; Tony J’s Mexican Grill. $ D
25. The Guild House, 614-260-9760, $$$ B,L,D
28. Lemongrass Fusion Bistro, 614-224-1414, $$$ L,D
29. Marcella’s, 614-223-2100, $$ D
30. Martini Modern Italian, 614-224-8259, $$ D

DOWNTOWN
33. Wolf’s Ridge Brewing, 614-429-3936, $$$ B,L,D

TELL US HOW COLUMBUS IS DOING
Take this 1-minute survey
MYCOLUMBUSEXPERIENCE.ORG

CATCH THE 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.
How To Get Around Cbus.com

**by BIKE**

**COGO BIKE SHARE**

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;
parks.columbus.gov

**by BUS**

**COTA CENTRAL OHIO TRANSIT AUTHORITY**

COTA.com
614-228-1776
Cost: One-way fares as low as $2; day passes as low as $4.50

Visit 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
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.

**ECT Pedicab**

call 614-356-PEDI (7334) for a dispatch
Cost: $1.50/minute; trips between downtown districts average $5-$25

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

**CAR2GO**

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 toy 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.

**Yellow Cab**

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.

**Orange Cab**

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

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.

**CONSTRUCTION INFORMATION:**

pavingtheway.org

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GetAroundCbus.com

COLUMBUS

Current as of August 2015
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)

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 6th.

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
Chanchai.Tangpong@ndsu.edu
(701) 231-9445