

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 54<sup>th</sup> Annual Conference

The Hilton  
Omaha, Nebraska  
October 20-22, 2011

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## PROGRAM

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*The Power of Positivity:  
Research and Practice that Makes a  
Sustainable Difference*

# *Table of Contents*

<b>2011 Conference Host – Hilton Hotel – Omaha, NE .....</b>	<b>2</b>
<b>Things to do in Omaha, Nebraska .....</b>	<b>3</b>
<b>Conference Sponsors .....</b>	<b>5</b>
<b>Officers &amp; Board of Governors .....</b>	<b>6</b>
<b>Welcome from our Program Chair .....</b>	<b>7</b>
<b>Track Chairs .....</b>	<b>8</b>
<b>Acknowledgments .....</b>	<b>9</b>
<b>Presidents-Midwest Academy of Management .....</b>	<b>16</b>
<b>Conference Reviewers .....</b>	<b>17</b>
<b>Best Paper Nominees .....</b>	<b>19</b>
<b>Program at a Glance - Thursday Program .....</b>	<b>20</b>
<b>Program at a Glance - Friday Program .....</b>	<b>21</b>
<b>Program at a Glance - Saturday Program .....</b>	<b>23</b>
<b>The Power of Positivity, Thursday Pre-Conference Sessions .....</b>	<b>25</b>
<b>The Power of Positivity, Friday Sessions .....</b>	<b>29</b>
<b>The Power of Positivity, Saturday Sessions.....</b>	<b>46</b>
<b><i>The Hilton Floor Plan</i> .....</b>	<b>66</b>

# The Hilton Hotel

1001 Cass Street

Omaha, NE 68102

Reservations Rate: (402) 998-3400



Our conference hotel is the Hilton Hotel, located in the heart of downtown Omaha. The Hilton Omaha has 450 rooms and it features the Liberty Tavern restaurant, lounge, and patio. The room rates are \$129 for standard rooms (one king or two queens) and this includes free airport shuttle service, complimentary shuttle service within a 3 mile radius (covers all of downtown and the Omaha Doorly Zoo) and free wireless internet for MWAOM registrants of the hotel. Please ask for the “Midwest Academy” room block to receive this special rate AND free internet. The reservation number is (402)-998-3400.

The Hilton Omaha is also connected to the Qwest Center Omaha, and within walking distance of the Holland Performing Arts center, the Rose Theatre, Slowdown, The Old Market, The River Walk, and the Omaha Orpheum Theatre. Other things to do in Omaha include visiting the Henry Doorly Zoo, Omaha Children’s Museum, Durham Western heritage Museum, Lewis & Clark Landing, Bob Kerrey Bride, or the Jocelyn Art Museum.



# THINGS TO DO IN OMAHA, NEBRASKA

While you are in town, there are many other things to do and experience:

## **Tours:**

- 1) Tour Omaha's famous Henry Doorly Zoo, a zoo spanning 130 acres of land and containing 17,000 animals of 962 different species.

## **Arts**

### Fertile Ground Mural

Measuring 70 feet tall and 465 feet long, the mural titled "Fertile Ground" is one of the largest murals in the country. Created by internationally acclaimed artist Meg Saligman, the 32,500 square-foot masterpiece tells the story of Omaha from historical references to present-day neighbors to the far-reaching dreams of the many children in the mural. The mural is largest public art project in the history of the city and was a gift to Omaha from the Peter Kiewit Foundation.

### Hot Shops Art Center

Over 80 artists invite you to explore this 92,000 square foot art center. Four "hot shops" featuring glass blowing, pottery, bronze casting and blacksmithing, as well as over 50 individual studios and four art galleries. Come visit the studios, view the artwork, and see how it is created. Artwork includes watercolors, oils, acrylics, fiber art, photography, pastels, jewelry, printmaking, stained glass, fused glass, metal and wood sculpture, furniture restoration, lampworking, ceramics, mixed media and more.

### Joslyn Art Museum

Nebraska's largest art museum is a major regional resource for the collection, preservation, and interpretation of the visual arts. Dedicated to excellence and celebrating art in all its variety, the Museum maintains a collection of art historical significance, ranging from antiquity to the present, with special emphasis on nineteenth- and twentieth-century European and American art. Through its collection, exhibitions, and education programs, Joslyn Art Museum seeks to foster appreciation and enjoyment of art for the benefit of a diverse audience.

### MANGELSEN - Images of Nature Gallery

Experience the wonder of nature through the lens of world-renowned nature photographer, Thomas D. Mangelsen. Driven by the beauty and intricacy of the wilderness, Tom documents the wild lands and creatures he so cares about.

## **Attractions**

### Boys Town

National Historic Landmark. Visit the Hall of History, Visitors Center and the Father Flanagan House to get a first-hand look at the world-famous Village established by Father Flanagan. See where our children live, work, play and pray while building successful futures.

## Henry Doorly Zoo

Visit the world's largest indoor desert and nocturnal exhibits along with one of the world's largest indoor rainforests. Other world-class exhibits included the Scott Aquarium, Hubbard Orangutan Forest and Gorilla Valley, Lozier IMAX® Theater, Durham's Bear Canyon, BernieceGrewcock Butterfly and Insect Pavilion and more. Experience Skyfari, the aerial tram that transports guests to a new view of the Omaha's Zoo.

## Old Market (see also **Dining**)

Unique shops, boutiques, pubs, restaurants and entertainment in a historic neighborhood. Shop bookstores to bakeries, art galleries to antiques, clothing to collectibles, then dine in one of more than 30 area restaurants.

## Strategic Air & Space Museum

The Strategic Air & Space Museum provides visitors with exciting permanent and traveling exhibits. Honor the past by surrounding yourself with history as you celebrate the future of aviation and space travel. B-1, SR-71, B-52, B-36, MiG-21, FB-111, B-17, Apollo 009 as well as the proud history of the Strategic Air Command are part of the famous collection at the Museum.

## TD Ameritrade Park

Right across the street from the Hilton hotel is the future sight of the College World Series – a world class baseball facility.

## Qwest Center

Also close by, the Qwest Center is the nation's 9<sup>th</sup> ranked arena in terms of major events – concerts, performances, conventions, destinations, etc... While you are in town, there will be several major events that may be of interest to you. The Qwest is connected via a skywalk to the Hilton hotel.

## The Orpheum Theatre

Attracting some of Broadway's finest shows, the Orpheum Theatre is set in turn of the century architecture creating an awe inspiring performance experience. The Orpheum is just a few short blocks from the Hilton hotel.

# **The 2011 Annual Meeting of the Midwest Academy of Management is made possible by our Private and Academic Sponsors**

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# Conference Exhibitors

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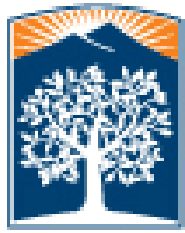
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## ***WELCOME TO THE MIDWEST ACADEMY 2011***

On behalf of the MAM Board of Governors, welcome to the 2011 annual meeting of the Midwest Academy of Management. The venue for this meeting is the Hilton Hotel, Omaha, Nebraska. We are happy that you are here!

Our theme this year is “Power of Positivity: Research and Practice that Makes a Sustainable Difference.” We have many sessions featuring papers, case studies, panel discussions, and speakers. Our track chairs and reviewers helped to create a strong program.

Special Events have been planned as part of the MAM meeting. We have several pre-conference activities – a doctoral consortium, a teaching bootcamp, and a full-day field trip. We will have a welcome reception on Thursday evening in the Nicholas Room at the Hilton Hotel. This event will feature appetizers and drinks. Friday morning we have an all-academy keynote breakfast with Fred Luthans as Conference Keynote Speaker to kick off the conference in the ballroom. We have our Presidential Luncheon Friday with Keynote speaker Jim Young (Chairman, President, and CEO, Union Pacific Railroad). On Friday evening, we will visit Con Agra World Headquarters for a special fully-catered evening with special creations from their “test kitchen”. We have our All-Academy Awards Luncheon Saturday with a special keynote address from Jim Harter (The Gallup Organization). Additionally, we have over 150 research and panel presentations throughout our 9 paper sessions all day Friday and Saturday.

I am sure that you will enjoy your time here in Omaha, Nebraska. I hope that you find our program schedule both thought-provoking and engaging. Attend the sessions and partake in the conversations, especially at our all-conference events, which are great opportunities for networking. Above all, enjoy the 2011 meeting of the Midwest Academy of Management and plan to attend and contribute regularly in the coming years.

John E. Barbuto, Jr. “Jay”, Program Chair  
2011 Midwest Academy of Management Annual Conference

# 2010-2011 Midwest Academy of Management Track Chairs

## **Conference Showcase**

Megan Gerhardt, Miami University

## **Case Research**

Marilyn Taylor, University of Missouri-Kansas City  
Rebecca Morris, University of Nebraska-Omaha

## **Entrepreneurship and Small Business Management**

John Bunch, Benedictine College

## **Global, Cross-Cultural and Diversity Issues**

Gina Matkin, University of Nebraska-Lincoln  
Yung-Pin Lu, Marian University

## **Human Resources and Careers**

Andy Wefald, Kansas State University

## **Leadership and Ethics**

Marilyn Bugenhagen, Marian University  
Dave Wanless, Michigan Tech University

## **Management Education and Innovative Instruction**

Tim Peterson, North Dakota State University

## **Organizational Behavior**

Jennifer Mencl, University of Minnesota-Duluth

## **Organizational Development**

Therese Yaeger, Benedictine University  
Peter Sorensen, Benedictine University

## **Strategy and Organization Theory**

Robin Sronce, Drury University  
ChanchaiTangpong, North Dakota State University

## **Doctoral Consortium**

Megan Gerhardt, Miami University  
Andrew Wefald, Kansas State University

## ***ACKNOWLEDGEMENTS***

This conference would not be possible without the efforts of many that provided contributions. We appreciate the work of the authors, reviewers, track chairs, members of the Board of Governors, and the President and Past Presidents. I have relied on those that have put on these events in the past in so many ways. Thanks to our current Past-President Therese Yaeger, Current President, Steve Moser, and many of our past presidents such as faye smith, DyanneFerk, Lynn Harland, Fred Luthans, and Rob Mormon. You have each provided me with great inspiration and insights as the conference tracks and programs have come together for this event. Our sponsors have provided generous financial support for this conference. Thanks to our platinum-level sponsors - Bellevue University, Benedictine University College of Business, California State University Fullerton, Con Agra Foods, Union Pacific Railroads, University of Illinois – Springfield, University of Nebraska-Lincoln College of Business, University of Nebraska – Omaha. Our gold-level sponsors included - College of St. Mary's Omaha, NE, University of Iowa College of Business, University of North Dakota College of Business and Public Administration, and University of Nebraska – Kearney. Thank you also to our Silver-Level sponsors - Creighton University, The Gallup Organization, Kansas State University, North Dakota State University College of Business, St. Ambrose University, and The University of Toledo – College of Business and Innovation. Thanks to our exhibitors / sponsors Harvard Business Publishing, Cengage Learning, and The Ethics Game. We appreciate the support that you have provided and our members appreciate your willingness to bring materials that they may adopt in their classrooms.

Track chairs provide invaluable assistance to the Program Chair. These chairs assembled their reviewers and provided me with a series of well thought out sessions. When you see these tracks chairs in the various sessions over the next two days, please be sure to thank them. MAM 2011 track chairs included: **Megan Gerhardt, Andy Wefald, Jennifer Mencl, Andy Wefald, Peter Sorensen, Tim Peterson, Robin Sronce, ChanchaiTangpong, Therese Yaeger, John Bunch, Marilyn Taylor, Becky Morris, Marilyn Bugenhagen, Dave Wanless, Gina Matkin, and Yung-Pin Lu.** Dale Dwyer has been hard at work linking papers to the program for this conference and assembled the online proceedings.

Thanks, as always, to the Board of Governors and officers who contribute to this conference in so many ways. Thanks to **Dale Dwyer, Andrew Wefald, Steve Moser, Tim Peterson, Jennifer Mencl, Robin Sronce, Kristy Lauver, Debra Orr, Joy Peluchette, Jason Fertig, Diana Wong, John Vitton, and Megan Gerhardt.** I appreciate your many contributions to this conference as well as to the membership of MAM. I also wish to acknowledge the capable assistance provided by **Liz Husmann** and **Jack Ehrke**, student workers at University of Nebraska-Lincoln.

Support staff at University of Nebraska-Lincoln have been instrumental at bringing this conference to fruition. Thanks especially to Jennifer Greenlee, Kathleen Bennetch, student workers Liz Husmann and Jack Ehrke. Thanks also to support staff at California State University – department of management. Specifically **Cynthia Soriano, Ligaya Lim**, and student worker **Yvette Saldivar** have been irreplaceable behind the scenes in planning for this conference.

Finally, thanks to all of the MAM members for your contributions to this conference as authors, facilitators, panelists, and reviewers. We know that without your contributions, this conference would not be possible. Thanks for your support and enjoy the 2011 conference!



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## CONFERENCE REVIEWERS

The Midwest Academy of Management extends a special thanks to all the conference reviewers that gave so generously of their time to help us develop the program and the papers that are being presented this year. Without excellent reviewers, there can be no excellent conference! Thanks to each of you for your efforts!

\*Denotes Outstanding Reviewers for the 2011 Midwest Academy of Management Conference

Michael Abebe, *The University of Texas-PanAm*  
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Angela Zenteno-Hidalgo, *Temple University*

# **The Power of Positivity: Research and Practice that Makes a Sustainable Difference**

## **2011 MWAOM Conference Best Paper Nominations**

### **Best Paper Nominees**

*Positive Organizational Behavior (POB): The Influences of Authentic Leadership and Psychological Capital on Organizational Citizenship Behavior*

Baek-Kyoo (Brian) Joo, Winona State University

*A Model of Workplace Anger Cycles: Social Interaction Effects on Anger Expression and Outcomes at Work*

Angela Zenteno-Hidalgo, Temple University

Deanna Geddes, Temple University

### **Best Graduate Student Paper Nominees**

*Changing Private Equity Firms for the Better*

Bill Doucette, Benedictine University

*A Behavioral Contagion Process of Greening Workplaces: A Cross-Level Model*

Andrea Kim, Rutgers University

Youngsang Kim, University of South Carolina

Kyongji Han, Rutgers University

JanghoonSeo, Georgia State University

*Do Activists Pay Attention to Organizational Resource Characteristics? Effects of Dedicated and Potential Resource Allocations on Shareholder Activism*

SashiSekhar, University of Wisconsin – Milwaukee

MihaelaDimitrova, University of Wisconsin – Milwaukee

**MIDWEST ACADEMY OF MANAGEMENT  
54<sup>TH</sup> ANNUAL CONFERENCE  
OCTOBER 20 – 22, 2011  
THE HILTON - Omaha**

**THE POWER OF POSITIVITY: RESEARCH AND PRACTICE THAT  
MAKES A SUSTAINABLE DIFFERENCE**

**PROGRAM SCHEDULE AT A GLANCE-THURSDAY, OCTOBER 20<sup>TH</sup>**

<b>9:00 AM – 1:30 PM 1:30 PM – 3:30 PM</b>	<b>DOCTORAL CONSORTIUM</b> (Registration is required – Contact Andy Wefald at <a href="mailto:awefald@ksu.edu">awefald@ksu.edu</a> ) <b><u>ROOM:</u> SAINT NICHOLAS B</b>
<b>9:00 AM – 2:00 PM</b>	<b>ORGANIZATIONAL BEHAVIOR TEACHING SOCIETY – “TEACHING BOOTCAMP”</b> (Registration is required – Contact Roy Lewicki at <a href="mailto:Lewiki_1@fusher.osu.edu">Lewiki_1@fusher.osu.edu</a> ) <b><u>ROOM:</u> WASHINGTON CITY</b>
<b>11:00 AM – 4:00 PM</b>	<b>THE LUCKY BUCKET CASE DEVELOPMENT EXPERIENCE</b> (Registration is required – Contact Becky Morris <a href="mailto:rmorris@unomaha.edu">rmorris@unomaha.edu</a> )
<b>4:00 PM – 6:00 PM</b>	<b>EXECUTIVE COMMITTEE AND BOARD MEETING</b> <b><u>ROOM:</u> HERNDON ROOM</b>
<b>6:00 PM – 9:30 PM</b>	<b>ALL ACADEMY WELCOME RECEPTION</b> <b><u>LOCATION:</u> SAINT NICHOLAS A &amp; B</b> <b>SPONSORS: Bellevue University &amp; Con Agra Foods</b>

**PROGRAM SCHEDULE AT A GLANCE – FRIDAY, OCTOBER 21<sup>ST</sup>**

<b>7:30 AM – 8:45 AM</b>		<b>ALL-ACADEMY KEYNOTE BREAKFAST</b> <b>ROOM: BALLROOM</b> <b>SPONSORS: University of Nebraska Lincoln &amp; University of Nebraska-Omaha</b>						
<b>7:30 AM – 5:00 PM</b>		<b>REGISTRATION</b> <b>ROOM: ST. NICHOLAS A&amp;B</b>						
<b>8:00 AM – 4:00 PM</b>		<b>PUBLISHERS’ EXHIBITS</b> <b>ROOM: ST. NICHOLAS A&amp;B</b>						
<b>9:00 AM – 10:15 AM</b>		<b>ROME</b>	<b>COZZENS</b>	<b>WASHINGTON CITY</b>	<b>MURRAY</b>	<b>MERCHANTS</b>	<b>HERNDON</b>	<b>PAXTON</b>
<b>SESSION 1</b>		<b>OB</b> The Power of the Positive	<b>STRATEGY</b> Stakeholder Management and Leadership	<b>OD</b> Positive Planfulness: SOARing at Every Level	<b>LE</b> Ethics	<b>MED</b> Starting out Right: Positive Program Initiatives for First Year Business Students	<b>CASE</b> Cases as Research	<b>SHOWCASE</b> What is Wellbeing and Why Does it Matter?
<b>10:30 AM – 11:45 AM</b>	<b>PRAGUE</b>	<b>ROME</b>	<b>COZZENS</b>	<b>WASHINGTON CITY</b>	<b>MURRAY</b>	<b>MERCHANTS</b>	<b>HERNDON</b>	<b>PAXTON</b>
<b>SESSION 2</b>	<b>GCD</b> Leadership and Cultural Competence	<b>OB</b> The Power of the Not-so-Positive	<b>STRATEGY</b> CEO Characteristics and Corporate Vitality	<b>OD</b> Managing and Leading for a Sustainable Difference	<b>LE</b> Servant Leadership	<b>MED</b> Large Scale Innovative Programs of Instruction	<b>CASE</b> Live Cases in the Classroom“ Tasty Caterin”	<b>SHOWCASE</b> Enhancing Creativity and Innovation in Organization: Approaches and Interventions

**PROGRAM SCHEDULE AT A GLANCE – FRIDAY, OCTOBER 15<sup>TH</sup>**

<b>12:00 PM – 1:45 PM</b>		<b>ALL-ACADEMY PRESIDENT’S LUNCHEON</b> <u>ROOM:</u> BALLROOM A, B, C <b>SPONSORS:</b> Union Pacific Railroad and California State University, Fullerton <b>SPEAKER:</b> James R. Young, CEO, Union Pacific Railroad						
<b>2:00 PM – 3:15 PM</b>	<b>PRAGUE</b>	<b>ROME</b>	<b>COZZENS</b>	<b>WASHINGTON CITY</b>	<b>MURRAY</b>	<b>MERCHANTS</b>	<b>HERNDON</b>	<b>PAXTON</b>
<b>SESSION 3</b>	<b>GCD</b> Leadership and Global Issues	<b>OB</b> Understanding Creativity: Individual and Situational Effects	<b>STRATEGY</b> Corporate Strategies and Firm Survival	<b>OD</b> The Power of Positivity in Leadership: Enhancing, Communicating, Transforming	<b>LE</b> Followers and Relationships	<b>MED</b> Innovative Instruction by Improving Ourselves and Our Class	<b>HRC</b> Recruitment Issues	<b>SHOWCASE</b> Psychological Capital: New and Future Directions
<b>3:30 PM – 4:45 PM</b>		<b>ROME</b>	<b>COZZENS</b>	<b>WASHINGTON CITY</b>	<b>MERCHANTS</b>		<b>PAXTON</b>	
<b>SESSION 4</b>		<b>OB</b> Citizenship Behavior	<b>STRATEGY</b> Inter-organizational Relationships & Organizational Knowledge & Adaptability	<b>OD</b> The Innovative Possibilities of Positivity	<b>MED</b> Tools for Online Teaching, Student Well-Being, and Positive Deviance		<b>SHOWCASE</b> Developing Your Career and the Academy: Becoming Involved with the Midwest Academy of Management	
<b>5:00 PM – 6:00 PM</b>		<b>MAM BUSINESS MEETING</b> <u>ROOM:</u> THE HILL ROOM						
<b>6:30 PM – 9:00 PM</b>		<b>ALL-ACADEMY EVENT: THE CON AGRA TEST KITCHEN</b> Reception at Con Agra Headquarters <b>SPONSORS:</b> Con Agra Foods, Omaha, NE						



**PROGRAM SCHEDULE AT A GLANCE – SATURDAY, OCTOBER 22<sup>ND</sup>**

<b>7:00 AM – 8:00 AM</b>		<b>CONTINENTAL BREAKFAST</b> <b>ROOM: ST. NICHOLAS</b> <b>SPONSOR: California State University</b>						
<b>7:00 AM – 12:30 PM</b>		<b>REGISTRATION</b> <b>ROOM: ST. NICHOLAS</b>						
<b>7:00 AM – 4:30 PM</b>		<b>PUBLISHERS' EXHIBITS</b> <b>ROOM: ST. NICHOLAS</b>						
<b>8:00 AM – 9:15 AM</b>	<b>PRAGUE</b>	<b>ROME</b>	<b>COZZENS</b>	<b>WASHINGTON CITY</b>	<b>MURRAY</b>	<b>MERCHANTS</b>	<b>HERNDON</b>	<b>PAXTON</b>
<b>SESSION 5</b>	<b>SHOWCASE</b> Positivity from Nurturing the Work of Complex Adaptive Systems: ... Cases of Authentic Leadership and Self-Organization	<b>OB</b> Organizational Culture and Leadership	<b>SHOWCASE</b> Journal of Leadership and Organizational Studies: A Dialog between Editors and Potential Contributors	<b>OD</b> Positive Impacts of Large Group Methodologies: Application and Outcomes	<b>ESB</b> Entrepreneurship Personality Factors	<b>MED</b> Figuring out what Works and How Students Feel about Our Efforts	<b>HRC</b> HR Issues	<b>SHOWCASE</b> The Opportunities and Challenges of Interdisciplinary Research, Teaching, and Outreach in Collaboration
<b>9:30 AM – 10:45 AM</b>		<b>ROME</b>	<b>COZZENS</b>	<b>WASHINGTON CITY</b>	<b>MURRAY</b>	<b>MERCHANTS</b>	<b>HERNDON</b>	<b>PAXTON</b>
<b>SESSION 6</b>		<b>OB</b> Old Dogs and New Tricks	<b>STRATEGY</b> Strategic Decisions and Actions	<b>OD</b> OD, Research and Practice: Change, Ethics, and Groups	<b>ESB</b> Hot Shops Art Center - A Model of Arts Entrepreneurship Success	<b>MED</b> Instructional Strategies for Teaching Leadership, Communications and Ethics	<b>HRC</b> Group and Climate	<b>SHOWCASE</b> You Get What You Give



**PROGRAM SCHEDULE AT A GLANCE – SATURDAY, OCTOBER 22<sup>ND</sup>**

<b>11:00 AM – 12:15 PM</b>	<b>PRAGUE</b>	<b>ROME</b>	<b>COZZENS</b>	<b>WASHINGTON CITY</b>	<b>MURRAY</b>	<b>MERCHANTS</b>	<b>HERNDON</b>	<b>PAXTON</b>
<b>SESSION 7</b>	<b>GCD</b> Leadership and Social Issues	<b>OB</b> Boundary Spanning & Virtual Teams	<b>STRATEGY</b> Resources, Organizational Learning, & Competitive Advantage	<b>OD</b> Organization Development to Sustain a Difference:	<b>LE</b> Organizational Citizenship and Learning	<b>MED</b> Management Education Development	<b>CASE</b> The MAM Case Workshop	<b>SHOWCASE</b> The Good, The Bad, and the...Angry?
<b>12:30 PM – 2:00 PM</b>	<b>ALL-ACADEMY AWARDS LUNCHEON</b> <b>ROOM: BALLROOM</b> <b>SPONSORS: Benedictine University, University of Illinois-Springfield</b> <b>SPEAKER: Jim Harter, The Gallup Organization</b>							
<b>2:00 PM – 3:15 PM</b>	<b>ROME</b>	<b>COZZENS</b>	<b>WASHINGTON CITY</b>	<b>MURRAY</b>	<b>MERCHANTS</b>	<b>HERNDON</b>	<b>PAXTON</b>	
<b>SESSION 8</b>	<b>OB</b> Understanding Creativity: Environmental and Situational Effects on Creativity	<b>ESB</b> International Entrepreneurship	<b>OD</b> From Practitioner and Academic Trenches: Workplace Wellness in the Past, Present, Future	<b>LE</b> Role of the Leader	<b>OD</b> Global Consulting for Change	<b>CASE/LE/MED</b> Innovation in Ethics Pedagogy: Experiential, Cases, & Interactive Scripts	<b>SHOWCASE</b> I Will Follow: Research on the Impact and Dynamics of Leadership	
<b>3:30 PM – 4:45 PM</b>	<b>PRAGUE</b>	<b>HERNDON</b>	<b>WASHINGTON CITY</b>	<b>MURRAY</b>	<b>MERCHANTS</b>	<b>PAXTON</b>		
<b>SESSION 9</b>	<b>HRC</b> Gossip and “Cyberloafing”	<b>HRC</b> Perspectives on outplacement and career services	<b>OD</b> Global Organizational Change in Emerging Economies: China, India & Africa	<b>ESB</b> Entrepreneurial Environment	<b>OD</b> The Role of Organization Development in a Not-For-Profit Large Group Intervention	<b>SHOWCASE</b> Change is in the Air: Scholarship on Adaptation, Innovation & Change		
<b>5:00 PM – 6:30 PM</b>	<b>EXECUTIVE COMMITTEE WRAP-UP MEETING</b> <b>ROOM: HERNDON ROOM</b>							

# **The Power of Positivity: Research and Practice that Makes a Sustainable Difference**

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## **THURSDAY PRE-CONFERENCE SESSIONS – Oct. 20**

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**REGISTRATION**                      **Thursday, 3pm – 6pm**    **Room: St. NicholasA**

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**PRE**                      **Doctoral Consortium**

**Day/Time:** Thursday, 9:00am – 1:30pm **Room:** SAINT NICHOLAS B  
Thursday, 1:30pm – 3:30pm

**Facilitators:**                      Megan Gerhardt, Miami University of Ohio  
Andy Wefald, Kansas State University

The Midwest Academy Doctoral Consortium is an opportunity for doctoral students in all stages of their program to make connections with colleagues, receive developmental feedback in regards to their teaching and research ideas, and ask their most pressing questions to fellow students and more experienced academic faculty. The consortium will provide a supportive, developmental environment where graduate students from a wide range of programs can meet and discuss important issues such as dissertation progress, navigating the job search process, submitting research for publication, and what to expect during the early career stages.

The doctoral consortium will be divided into three segments: teaching, research, and Q & A. In past years, we have found that doctoral students have many important questions on a wide range of topics, and we have dedicated a segment of our consortium to make sure these questions are answered. During the teaching segment, students will learn tips and techniques from experienced and award winning teachers--from engagement strategies to innovative assignment ideas. During the research session, students will learn the importance of strong research collaborations, how to navigate the review process, and receive advice and feedback from the editor of the journal of the Midwest Academy--the Journal of Leadership and Organizational Studies. Participants will also have an opportunity to discuss and receive feedback on their current research ideas as part of a research incubator from 1:30-3:30pm.

Many of us have found the connections we made at doctoral consortiums lead to long lasting colleagues and collaborators. Hope to see you there!

**This event has limited space, pre-registration is required. Fee is \$25 (includes lunch). Please contact Andy Wefald([awefald@ksu.edu](mailto:awefald@ksu.edu)) to be included in this consortium for doctoral students.**

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**PRE            Organizational Behavior Teaching Society (OBTS)  
Presents: “Teaching Bootcamp”**

**Day/Time:    Thursday, 9:00am – 2:00pm            Room: Washington City**

**Separate registration is required for the OTBS event listed above  
Please contact Roy Lewicki at [Lewicki\\_1@fisher.osu.edu](mailto:Lewicki_1@fisher.osu.edu)**

The OBTS Teaching Society for Management Educators, in cooperation with the Midwest Academy of Management, is offering a “Teaching Bootcamp” for doctoral students and new instructors (tenure track and clinical faculty). The Bootcamp will be offered as a 4-5 hour preconference workshop. Four major topic areas will be covered in the workshop:

- Basic principles of how people learn
- Fundamental elements of teaching—designing a course, preparing a syllabus, designing elements to measure learning.
- Conducting an effective classroom: teaching techniques (lecture, role play and case), and classroom management issues
- Coping with classroom challenges to avoid disasters: understanding important choices and tradeoffs to assure successful performance

The workshop will be highly interactive, and will be facilitated by experienced, award-winning faculty who are members of the OBTS Teaching Society for Management Educators. The workshop is suitable for ALL novice instructors who are, or will be, assigned to teach courses in organizational behavior, human resources, and related management disciplines.

There will be an enrollment fee of \$55.00 for the workshop, which will cover workshop handouts, a binder of articles on effective teaching techniques, and a one-year membership to the OBTS Teaching Society for Management Educators, which also includes a one -year subscription to the *Journal of Management Education*. The fee will rise to \$100 seven days before the workshop begins. LUNCH IS NOT PROVIDED.

**Registrants must contact the Workshop Coordinator to pre-register and prepay (below); registrants will also be required to register for the Midwest Academy of Management meeting.**

**Interested parties should contact Brandon Charpiet, [Brandon@obts.org](mailto:Brandon@obts.org), for registration, or John Stark [John\\_Stark@firstclass1.csubak.edu](mailto:John_Stark@firstclass1.csubak.edu), for more about the workshop content and format.**

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## **PRE The Lucky Bucket Case Development Experience**

Sponsored by the CASE ASSOCIATION and Entrepreneurship & Small Business

**Day/Time:**Thursday **11:00 am** -4:00 pm

**Space is limited. Registration \$10 (to help defray lunch and materials costs). Please contact Moderator/Organizer Becky Morris, University of Nebraska at Omaha [rmorris@unomaha.edu](mailto:rmorris@unomaha.edu) or Marilyn Taylor, Co-Chair, Case Research Track [taylorm@umkc.edu](mailto:taylorm@umkc.edu).**

Lucky Bucket, a successful Omaha-based microbrewery, has opened its doors to opportunity for a group research experience and field trip to corporate headquarters. Opportunity to develop the case research and development plan over lunch with colleagues at UNO's new business school building and then tour company facilities, interview company executives and sample the products.

Facilitators:

- \* John Bunch, Benedictine College, [jbunch@benedictine.edu](mailto:jbunch@benedictine.edu)
- \* Carol Cumber, South Dakota State University [carol.cumber@sdstate.edu](mailto:carol.cumber@sdstate.edu)
- \* Deborah Ettington, Pennsylvania State University (retired) [Dxe12@psu.edu](mailto:Dxe12@psu.edu)
- \* Tim Peterson, North Dakota State University [Tim.O.Peterson@ndsu.edu](mailto:Tim.O.Peterson@ndsu.edu)
- \* Marilyn Taylor, University of Missouri at Kansas City [taylorm@umkc.edu](mailto:taylorm@umkc.edu)
- \* John Vitton, University of North Dakota [Vitton@business.und.edu](mailto:Vitton@business.und.edu)

Please contact:

- \* Becky Morris, Moderator/Organizer [rmorris@unomaha.edu](mailto:rmorris@unomaha.edu)  
<<mailto:rmorris@unomaha.edu>>
- \* Marilyn Taylor, Co-Chair, Case Research Track [taylorm@umkc.edu](mailto:taylorm@umkc.edu)  
<<mailto:taylorm@umkc.edu>> .

### **Transportation provided!**

First group leaving 11:00 a.m. Meet at the Hilton registration desk in the lobby for transportation!

For later departures call or for directions call 913-669-9656

If you are coming to lunch (i.e., before 1 p.m.), please let us know in advance! (Lunch \$10)

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## **Executive Committee and Board Meeting**

**Day/Time:** Thursday, 4:00 – 6:00 pm    **Room:** Herndon Room

**Presiding:**    **Steven Moser, University of North Dakota**  
**President, Midwest Academy of Management**

**Attendees:** All Board Members and Elected Officers:

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## **All Academy Welcome Reception**

**Day/Time:** Thursday, 6:00 – 9:30 pm    **Location:** Saint Nicholas A & B

**Sponsors:**  
**Bellevue University**  
**Con Agra Foods**

Please join familiar colleagues and new friends at a social gathering in the St. Nicholas Ballroom (A&B). Enjoy light appetizers, beverages, music, and the opportunity to celebrate with old and new friends. This event will feature live entertainment.

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# **The Power of Positivity: Research and Practice that Makes a Sustainable Difference**

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**Friday, October 21, 2011**

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<b><u>Activity</u></b>	<b><u>Location</u></b>	<b><u>Time</u></b>
<b>Registration</b>	<b>St. Nicholas</b>	<b>7:30 am – 5:00 pm</b>
<b>All-Academy Keynote Breakfast</b> <b><u>Sponsors:</u> University of Nebraska-Lincoln &amp; University of Nebraska-Omaha</b>	<b>BALLROOM</b>	<b>7:30 am – 8:45am</b>
<b>Publishers' Exhibits</b>	<b>St. Nicholas</b>	<b>8:00 am – 4:00 pm</b>

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## **All-Academy Keynote Address - Ballroom**

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### **“The Power of Positivity: Research and Practice that Makes a Sustainable Difference”**

**Day/Time:** Friday, 7:30-8:45am      **Room:** BALLROOM (A, B, & C)

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

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

**Sponsors:**  
**University of Nebraska- Lincoln**  
**University of Nebraska-Omaha**

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## FRIDAY SESSION 19:00am – 10:15am

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**OB            The Power of the Positive**

**Day/Time:**      Friday, 9:00am – 10:15am                      **Room:**      Rome

**Facilitator:**            Jon R. Wallace, Siena Heights/Lake Michigan College

**Presenters:**            *A Person-Centered Approach to Psychological  
Empowerment: The Good, the Not So Bad, and the Ugly of  
Empowered Employees*  
Matthew T. Luth, University of Kansas  
Pankaj C. Patel, Ball State University

*I Would Miss the People I Work With: Do the Quantity and  
Strength of Personal Relationships in the Workplace  
Influence Important Workplace Attitudes?*  
Ben Blackford, Northwest Missouri State University  
Gwendolyn Combs, University of Nebraska-Lincoln

*A Behavior Contagion Process of Greening Workplaces: A  
Cross-Level Model*  
Andrea Kim, Rutgers University  
Youngsang Kim, University of South Carolina  
Kyongji Han, Rutgers University  
JanghoonSeo, Georgia State University

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**Strategy      Stakeholder Management and Leadership**

**Day/Time:**      Friday, 9:00am – 10:15am                      **Room:**      Cozzens

**Facilitator:**            Brandon Soltwisch, Southern Illinois Univ. Carbondale

**Presenters:**            *Stakeholder Management*  
Ronda Sauget, Webster University

*The Origination and Control of Global CSR Initiatives: A  
Transaction Cost and Institutional Perspective*  
William J. Donoher, Missouri State University

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**OD            Positive Planfulness: SOARing at Every Level**

**Day/Time:**     Friday, 9:00am – 10:15am            **Room:**   Washington City

**Facilitator:**         Gina Hinrichs, StrengthsNET, Inc.

**Panelists:**            Gina Hinrichs, StrengthsNET, Inc.  
Cheryl B. Richardson, CBR Consulting  
Dawn Newman, Boeing, Inc.

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**LE            Ethics**

**Day/Time:**     Friday, 9:00am – 10:15am            **Room:**   Murray

**Facilitator:**         Jennifer Moss Breen, Bellevue University

**Presenters:**         *Affect in Ethical Decision-Making: Mood Matters*  
James Guzak, Oklahoma City University

*Blind Eyes in the Corporate World: Why Unethical Behavior Goes Unreported*  
Tiffani Luethke, University of Nebraska - Kearney  
Michelle M. Fleig-Palmer, University of Nebraska - Kearney

*Business Education and Student Morality: A Longitudinal Study*  
Diana de Soysa, North Dakota State University  
Tony R. Johns, Clarion University of Pennsylvania  
ChanchaiTangpong, North Dakota State University

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**MED           Starting out Right: Positive Program Initiatives for First Year Business Students**

**Day/Time:**     Friday, 9:00am – 10:15am            **Room:**   Merchants

**Facilitator:**         Julie Kliegl, Wartburg College

**Panelists:**            ShontariusAikens, Texas A&M University  
  
Kay Hopkins, North Dakota State University

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**CASE      Cases as Research**

**Day/Time:**      Friday, 9:00am – 10:15am                      **Room:**      Herndon

**Facilitator:**      Marilyn Taylor, University of Missouri at Kansas City  
[taylorm@umkc.edu](mailto:taylorm@umkc.edu)

**Presenters:**      *The Implementation of Teleworking within an Extension  
Service of a Large Midwestern University*  
Patrick M. Hibbeler, NORPAC Foods, Inc.  
[HIBBELER@flavrpac.com](mailto:HIBBELER@flavrpac.com)

*Creating Sustainable Women in Agriculture Training  
Programs: The South Dakota “Sassy” Project*  
Carol J. Cumber, South Dakota State University  
[carol.cumber@sdsu.edu](mailto:carol.cumber@sdsu.edu)

Managing Team Research: The Triumphs and the Pitfalls  
Carol J. Cumber, South Dakota State University  
[carol.cumber@sdsu.edu](mailto:carol.cumber@sdsu.edu)  
Joe Kavanaugh, Sam Houston State University  
[mgt\\_jkk@shsu.edu](mailto:mgt_jkk@shsu.edu)

**Discussants:**      Devi Akella, Albany State University  
[devi.akella@asurams.edu](mailto:devi.akella@asurams.edu)

Erin Bass, UNO, [andreaerinbass@gmail.com](mailto:andreaerinbass@gmail.com)

Sara J. Daubert, Colorado State University  
[sjdaubert1@aol.com](mailto:sjdaubert1@aol.com)

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**SHOWCASE      What is Wellbeing and Why Does it Matter?**

**Day/Time:**      Friday, 9:00am – 10:15am                      **Room:**      Paxton

**Facilitator:**      Brian Joo, Winona State University

**Panelists:**      Timothy D. Hodges, Gallup Education Division  
James K. Harter, Gallup, Inc.  
Thomas A. Wright, Kansas State University

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## FRIDAY SESSION 2 10:30am-11:45am

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### OB The Power of the Not-so-Positive

**Day/Time:** Friday, 10:30am – 11:45am **Room:** Rome

**Facilitator:** Matthew T. Luth, University of Kansas

**Presenters:** *Are Spiritual People Really Less Evil? A Study Exploring the Influence of Spirituality on Deviance in the Workplace*  
Sara Roberts, University of Nebraska at Omaha  
Tasha Jarrett, University of Nebraska at Omaha

*The Effect of Clinical Depression on the Great Eight Work Domain Competencies: A Conceptual Framework*  
Chryssa Sharp, Lindenwood University

*The Dark Side of Innovative Behavior and the Role of Psychological Capital: Why HEROs do not Experience Burnout*

Ivana Milosevic, University of Nebraska, Lincoln  
A. Erin Bass, University of Nebraska, Lincoln

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### SHOWCASE Enhancing Creativity and Innovation in Organizations: Approaches and Interventions

**Day/Time:** Friday, 10:30am – 11:45am **Room:** Paxton

**Facilitator:** Roni Reiter-Palmon

**Panelists:** *A Performance Management Approach that Fosters Creativity*

Holly K. Osburn, University of Central Oklahoma  
Ethan P. Waples, University of Central Oklahoma,

*Enhancing Team Creativity: More than Just a Collection of Individuals*

Roni Reiter-Palmon, University of Nebraska at Omaha,

*Developing Leaders of Innovative Teams and Organizations*  
Gina Scott Ligon, Villanova University  
Katrina Graham, Drexel University

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**OD            Managing and Leading for a Sustainable Difference**

**Day/Time:**      Friday, 10:30am – 11:45am      **Room:** Washington City

**Facilitator:**      Judith Zaleski, Benedictine University Doctoral Student

**Presenters:**      *21<sup>st</sup> Century Organizational Behavior & Leadership Selection*  
Reginald Gardner, University of Phoenix

*Influential Managers in the Public Sector: A Conceptual Study of Leadership Modalities*  
Henry Williams, Benedictine University

*Transformational Leadership in the Context of Punctuated Change*  
Leslie McKnight, Benedictine College

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**LE            Servant Leadership**

**Day/Time:**      Friday, 10:30am – 11:45am      **Room:** Murray

**Facilitator:**      Marilyn J. Bugenhagen, Marian University

**Presenters:**      *Greenleaf's "Best Test" Of Servant Leadership: A Multi-Level Analysis*  
Robert Hayden, University of Nebraska- Lincoln  
John E. Barbuto, Jr., California State University at Fullerton

*Exploring The Relationship Of Motivation And Environmental Attitudes To Servant Leadership*  
Sara J. Daubert, Colorado State University  
Gina S. Matkin, University of Nebraska-Lincoln

*Responsible Versus Servant Leadership: A Difference in Leader-Follower Perspective*  
Delia Mannen, ESADE Ramon Llull University  
Scott Hinton, Case Western Reserve University  
TinekeKuijper, Case Western Reserve University

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**MED      Large Scale Innovative Programs of Instruction**

**Day/Time:**      Friday, 10:30am – 11:45am                      **Room:**      Merchants

**Facilitator:**      Megan W. Gerhardt, Miami University

**Presenters:**      *Understanding the Cooperative Business Model: An Introduction Case Example for Management Educators*  
Jim Anderson, CEO, Evergreen Laundry  
Rod Kelsay, Midwest Cooperative Education Council

*Student Leadership Development at the School of Leadership Studies, Kansas State University*  
Andrew J. Wefald, Kansas State University  
Mary H. Tolar, Kansas State University  
Sharon Breiner, Kansas State University  
Trisha Gott, Kansas State University  
Bethany Caldwell, Kansas State University  
Mary Kay Siefers, Kansas State University

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**GCD      Leadership and Cultural Competence**

**Day/Time:**      Friday, 10:30am – 11:45am                      **Room:**      Prague

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

**Presenters:**      *Developing Interculturally Sensitive Leaders: A Conceptual Framework for Local Cross-Cultural Training*  
L. J. McElravy, University of Nebraska – Lincoln

*Multicultural Shared Leadership: The Impact of Intercultural Competence on Shared Leadership in Multicultural Teams*  
Alex Ramthun, University of Nebraska – Lincoln

*Healers and Helpers, Unifying the People: A Qualitative Study of Lakota Leadership*  
KemGambrell, Viterbo University  
Susan M. Fritz, University of Nebraska – Lincoln

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**Strategy    CEO Characteristics and Corporate Vitality**

**Day/Time:**    Friday, 10:30am – 11:45am                      **Room:**    Cozzens

**Facilitator:**            Michael A. Abebe, University of Texas-Pan American

**Presenters:**            *Founder CEO Status and Firm Performance: A Test of Two  
Alternative Theoretical Perspectives*

Michael A. Abebe, University of Texas-Pan American  
Arifin Angriawan, Purdue University-Calumet

*R&D Intensity and Economic Recession: Investigating the  
Moderating Role of CEO Characteristics*

Dilek G. Yunlu, University of Wisconsin – Milwaukee  
Dianne D. Murphy, University of Wisconsin - Milwaukee

*CEO Risk-taking Behavior and Effectiveness: The Effects of  
CEO Compensation and Tenure*

WanrongHou, University of Wisconsin-Milwaukee  
Richard L. Priem, Texas Christian University  
Maria Goranova, University of Wisconsin-Milwaukee

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**CASE            Live Cases in the Classroom – Synergistic Payoffs Using a  
Problem-Based Approach for Planning and Executing: The  
Case of Tasty Catering**

**Day/Time:**            Friday, 10:30am – 11:45am                      **Room:**    Herndon

**Facilitator:**            Rebecca Morris, University of Nebraska at Omaha

**Presenters:**            Ray Benedetto, University of Phoenix [Ray@guidestarinc.com](mailto:Ray@guidestarinc.com)

Tim Peterson, North Dakota State University  
[Tim.O.Peterson@ndsu.edu](mailto:Tim.O.Peterson@ndsu.edu)

Kenneth R. Thompson, DePaul University  
[kthompso@depaul.edu](mailto:kthompso@depaul.edu)

Thomas J. Walter, CEO, Tasty Catering [tom@tastycatering.com](mailto:tom@tastycatering.com)

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## All-Academy President's Luncheon

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**Day/Time:** Friday 12:00 – 1:45pm      **Room:** Ballroom A, B, C

**Speaker:** James R. Young, CEO, Union Pacific Railroad

### **James R. Young, CEO, Union Pacific**

James R. Young is chairman, president and chief executive officer of Union Pacific Corporation. He was elected chairman in January 2007, and president and chief executive officer in November 2005. Prior to these appointments, Young was president and chief operating officer of Union Pacific Railroad, a position he was elected to in January 2004. He was elected a director of Union Pacific Corporation in February 2005.

Mr. Young began his railroad career with Union Pacific in 1978 and has held a variety of management positions. In 1995, he was named vice president, Re-engineering and Design, and in 1997, vice president, Customer Service Planning and Quality. Mr. Young was named senior vice president and corporate treasurer of Union Pacific Corporation in 1998, senior vice president, Finance and corporate controller in March 1999, and chief financial officer of Union Pacific Corporation in December 1999. Mr. Young is a member and past chairman of the board for both the Association of American Railroads and the Greater Omaha Chamber of Commerce. In 2008, he was chairman of the American Coalition for Clean Coal Electricity. Mr. Young is on the boards of the FXE Railroad in Mexico, the University of Nebraska Medical Center, Joslyn Art Museum and Creighton University. He also was chairman of the 2008 Salvation Army Tree of Lights campaign. James R. Young is a graduate of the University of Nebraska at Omaha.

### **Sponsors:**

**Union Pacific Railroad**  
**California State University-Fullerton**

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## Friday Session 3 2:00pm-3:15pm

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**OB            Understanding Creativity: Individual and Situational Effects**

**Day/Time:**      Friday, 2:00pm – 3:15pm                      **Room:**      Rome

**Facilitator:**            Erika Robinson-Morrall–University of Nebraska at Omaha

**Panelists:**            *Harvesting the Creativity of Perfectionists: The Influence of Goals and Constraints on Creativity*

Ben Wigert, University of Nebraska at Omaha

Roni Reiter-Palmon, University of Nebraska at Omaha

*Exploration of Individual and Organizational Factors in Creative Problem Solving*

Erika Robinson-Morrall, University of Nebraska at Omaha

Roni Reiter-Palmon, University of Nebraska at Omaha

*Negative Creativity: The Effects of Task and Emotional Intelligence*

Daniel Harris, University of Nebraska at Omaha

Roni Reiter-Palmon, University of Nebraska at Omaha

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**SHOWCASE    Psychological Capital: New and Future Directions**

**Day/Time:**      Friday, 2:00pm – 3:15pm                      **Room:**      Paxton

**Facilitator:**            Fred Luthans, University of Nebraska-Lincoln

**Panelists:**            Peter D. Harms, University of Nebraska-Lincoln

Sam Nelson, University of Nebraska-Lincoln

Carolyn Youssef, Bellevue University

Brett C. Luthans, Missouri Western State University

Erin Bass, University of Nebraska-Lincoln

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**OD            The Power of Positivity in Leadership: Enhancing, Communicating, Transforming**

**Day/Time:** Friday, 2:00pm – 3:15pm **Room:** Washington City

**Facilitator:** Meghan Wright, Benedictine University Doctoral Student

**Presenters:** *The Interactive Relationships of Transformational Learning, Emotional Intelligence and Social Orders of Consciousness*  
Michele L. Millard, University of Nebraska-Lincoln

*Visual Communication in Change*  
Rebecca Ellis, Benedictine University

*An Appreciative Approach Case Study of Successful Organization Change in Institutions of Higher Learning: Literature Review*  
Janet Kirby, Benedictine University

*Enhancing the Classroom Experience through the Utilization of Organization*  
Thomas Head, Roosevelt University  
RaedElaydi, Roosevelt University  
Ryan Petty, Roosevelt University  
Peter Sorensen, Benedictine University  
Therese Yaeger, Benedictine University

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**LE Followers and Relationships**

**Day/Time:** Friday, 2:00pm – 3:15pm **Room:** Murray

**Facilitator:** Marilyn J. Bugenhagen, Marian University

**Presenters:** *Embracing Second Fiddle-ship: Towards Re-energizing Leadership Dynamics at the Top*  
Ishana M. Gopaul, McGill University  
Karl J. Moore, McGill University

*The power of positive political influence on work motivation and relationships: An exploratory study*  
Gregory Gifford, Federal Executive Institute

*Effect Of Leadership Development: Assessing Behavior Changes In Leaders From The Perspective Of The Follower*  
David D. Wanless, Michigan Tech University  
Marilyn J. Bugenhagen, Marian University

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## **MED Innovative Instruction by Improving Ourselves and Our Class**

**Day/Time:** Friday, 2:00pm – 3:15pm                      **Room:** Merchants

**Facilitator:** Pete Simonson, North Dakota State University

**Presenters:**            *Developing a Teaching Philosophy that Makes a Difference*  
AudrieRehard, Metropolitan State University  
Karen Tvedt, Metropolitan State University  
Shannon Willy, Metropolitan State University  
Jennifer L. Schultz, Metropolitan State University

*Constructivist Assignment Design: The Human Resource Management Example*  
Jennifer L. Schultz, Metropolitan State University

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## **GCD            Leadership and Global Issues**

**Day/Time:** Friday, 2:00pm – 3:15pm                      **Room:** Prague

**Facilitator:** Heath E. Harding, University of Nebraska-Lincoln

**Presenters:**            *Seeing the Multicultural Self: Exploring the Process of Understanding Others*  
Susan Burton, University of Nebraska – Lincoln  
Gina S. Matkin, University of Nebraska – Lincoln

*How Does the Home Country Affect MNE Ownership Strategy?*  
Jae C. Jung, University of Missouri – Kansas City

*Unpacking Differences in the HOOD: Multiple Identities and Their Spheres of Influence in the Global Workplace*  
Diana Wong, Eastern Michigan University

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**Strategy Corporate Strategies and Firm Survival**

**Day/Time:** Friday, 2:00pm – 3:15pm

**Room:** Cozzens

**Facilitator:** Erin Bass, University of Nebraska-Lincoln

**Presenters:** *The Inter-Generational Performance Mobility of Divested Spin-off Firms*

Donald D. Bergh, University of Denver

Barton Sharp, Northern Illinois University

*Criteria for Determining Firm Survival Following Mergers and Acquisitions*

Laura T. Madden, University of Tennessee-Knoxville,

Timothy M. Madden, University of Tennessee-Knoxville,

Anne D. Smith, University of Tennessee-Knoxville,

Dorian A. Stiefel, University of Tennessee-Knoxville

*Franchise Survival in the Automotive Products and Services Sector*

David, J. Boggs, Eastern Illinois University

Marko Grunhagen, Eastern Illinois University

Laura Lucia Palacios, Universidad de Zaragoza

Richard L. Flight, Eastern Illinois University

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**HRC Recruitment Issues**

**Day/Time:** Friday, 2:00pm – 3:15pm

**Room:** Herndon

**Facilitator:** Amit Kramer, University of Illinois at Urbana-Champaign

**Presenters:** *One Size Doesn't Fit All: Differences in the Attractiveness of Organizational Characteristics Among Job Seekers*

Nikki Blacksmith, Gallup, Inc.

Yongwei Yang, Gallup, Inc.

*Attracting Applicants on the Web: What Matters Most? Examining Relationships Between Website Characteristics and Job Seekers' Perceptions of Person-Organization Fit and Organizational Attraction*

Julie "J.P." Palmer-Schuyler, Webster University

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**Friday Session 4 – 3:30pm-4:45pm**

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**OB            Citizenship Behavior**

**Day/Time:**     Friday, 3:30pm – 4:45pm                            **Room:**     Rome

**Facilitator:**     Lynn Harland, University of Nebraska at Omaha

**Presenters:**     *Organizational Culture and Employee Agreement on the  
Boundary between In-role and Organizational Citizenship  
Behavior (OCB) as an Extra-Role Behavior*  
Alec I. Zama, St. Ambrose University

*A Two-Factor Framework of Organizational Citizenship  
Behavior in Organizations*  
Hana S. Abuiyada, University of the Incarnate Word  
Shih Yung Chou, University of the Incarnate Word

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**SHOWCASE    Developing Your Career and the Academy: Becoming  
Involved with the Midwest Academy of Management**

**Day/Time:**     Friday, 3:30pm – 4:45pm                            **Room:**     Paxton

**Facilitator:**     Kristy J. Lauver, University of Wisconsin – Eau Claire

**Panelists:**     Kristy J. Lauver, Univ. of Wisconsin – Eau Claire  
Steve Moser, University of North Dakota  
Dale Dwyer, University of Toledo  
Diana Wong, Eastern Michigan University  
Scott W. Lester, University of Wisconsin-Eau Claire  
Jennifer Mencl, University of Minnesota – Duluth  
Jason Fertig, University of Southern Indiana  
Megan W. Gerhardt, Miami University

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**OD            The Innovative Possibilities of Positivity**

**Day/Time:** Friday, 3:30pm – 4:45pm **Room:** Washington City

**Facilitator:** Dr. Amy Alfermann, Monsanto

**Panelists:** Amy Alfermann, Monsanto  
Scott A. Kerth, Benedictine University  
Tiffany A. Yates, President, Dacite, LLC  
Shannon E. Connell, Benedictine University

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**MED** **Tools for Online Teaching, Student Well-Being, and Positive Deviance**

**Day/Time:** Friday, 3:30pm – 4:45pm **Room:** Merchants

**Facilitator:** James Cooper, DeVry University

**Presenters:** *Teaching Positive Deviance in the Organizational Behavior Classroom: Harnessing Power and Politics for Positive Change*

Marcia Hagen, Metropolitan State University  
Katrinya Johnson, Metropolitan State University

*Creating a Community of Learners Online: Connect, Engage & Learn*

Devi Akella, Albany State University

*Tools to Student Well-Being: Evidence of a Transfer of Training from the Classroom and Beyond*

Carol L. Flinchbaugh, University of Kansas  
E. Whitney G. Moore, University of Kansas

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**Strategy**    **Interorganizational Relationships and Organizational Knowledge and Adaptability**

**Day/Time:**    Friday, 3:30pm – 4:45pm        **Room:** Cozzens

**Facilitator:**        Jin Li, North Dakota State University

**Presenters:**        *The Role of Absorptive Capacity in Knowledge Accessing Alliances*

Dawn R. Schneider, University of Illinois at Chicago

*Contract Adjustment Decision in Buyer-Supplier Relationships: A Cross-Cultural Study of the U.S. and China*

Jin Li, North Dakota State University

Kuo-Ting Hung, Suffolk University

Yue Li, Shantou University

*The Oxpecker and the Rhino: The Positive Effects of Symbiotic Mutualism on Organizational Survival*

Richard Hunt, University of Colorado-Boulder

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**Midwest Academy of Management Business Meeting**

– All are Welcome!

**Day/Time:**    Friday, 5:00pm-6:00pm        **Room:** The Hill Room

**Presiding:**    *Steven Moser, President MWAOM, University of North Dakota*

**Participants:** *All current board members, all candidates for open MWAOM Positions, and all interested MWAOM Members*

This meeting is for all current and newly elected officers of the MAM Executive Committee to announce election results, report on finances and plan for the 2012 meeting.

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## **All-Academy Event: The Con Agra Test Kitchen**

**Reception: ConAgra Test Kitchen**

**Day/Time: Friday, 6:30-9:00 pm**

**Reception at Con Agra Headquarters**

**Sponsor: Con Agra Foods, Omaha, NE**

Join your Midwest Academy of Management colleagues for an event you won't soon forget. We will go behind the scenes of one of the largest food manufacturers in the world for an evening of great food, drinks, and networking. This is a short walk (4 blocks) from the Hilton Hotel. Meet in the lobby or ask concierge for a walking map to arrive at the Con Agra Campus by 6:30pm.

There is a free hotel shuttle available also, but we anticipate over 100 attendees at this spectacular event so if you plan to use the Hilton shuttle bus service you should plan to be in the lobby by 6:00pm to ensure an on-time arrival.

# The Power of Positivity: Research and Practice that Make a Sustainable Difference

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## Saturday, October 22, 2011

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<u>Activity</u>	<u>Location</u>	<u>Time</u>
Registration	St. Nicholas	7:00 am– 12:30pm
Continental Breakfast <u>Sponsor: California State University</u>	St. Nicholas	7:00 am – 8:00 am
Publishers' Exhibits	St. Nicholas	7:00 am – 4:30 pm

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### **SATURDAY SESSION 58:00am – 9:15am**

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#### **OB Organizational Culture and Leadership**

**Day/Time:** Saturday, 8:00am – 9:15am      **Room:** Rome

**Facilitator:** Joseph A. Allen, Creighton University

**Presenters:** *Positivity in Healthcare: Appreciative Inquiry and the Emergence of Sub-Cultures*  
Corinne Haviley, Central DuPage Hospital  
Therese Yaeger, Benedictine University

*Transformational Culture Leadership: A Case Study*  
Jon R. Wallace, Siena Heights/Lake Michigan College

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#### **SHOWCASE The Opportunities and Challenges of Interdisciplinary Research, Teaching, and Outreach in Collaboration**

**Day/Time:** Saturday, 8:00am – 9:15am      **Room:** Paxton

**Facilitator:** Michele L. Millard, University of Nebraska-Lincoln

**Panelists:** Gert-Jan de Vreede, University of Nebraska at Omaha  
Lynn Harland, University of Nebraska at Omaha  
Roni Reiter-Palmon, University of Nebraska at Omaha  
Gary S. Marshall, University of Nebraska at Omaha

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**HRC**      **HR Issues**

**Day/Time:**      Saturday, 8:00am – 9:15am      **Room:**      Herndon

**Facilitator:**      Ginamarie S. Ligont, Villanova University

**Presenters:**      *The Impact of Type and Level of Sports Participation as Well  
as Gender Inferences Made by Recruiters*

Elisa Torres, Eastern Michigan University  
Denise M. Tanguay, Eastern Michigan University  
Megan L. Endres, Eastern Michigan University  
Richard R. Camp, Eastern Michigan University

*Understanding Demographic and Psychological Aspects of  
Retirement Preparedness*

Laura L. Blichfeldt, Metropolitan State University

*Assessing Influences on Perceived Training Transfer: If I  
Only Knew Then What I Know Now*

Sharon G. Heilmann, Air Force Institute of Technology  
Summer E. Bartczak, Central Arkansas University  
Sarah E. Hobbs, Air Force Institute of Technology  
Sonia E. Leach, Air Force Institute of Technology

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**SHOWCASE Positivity from Nurturing the Work of Complex Adaptive  
Systems: Exploring and Learning from Cases of Authentic  
Leadership and Self-Organization**

**Day/Time:**      Saturday, 8:00am – 9:15am      **Room:**      Prague

**Facilitator:**      Delia Mannen, ESADE

**Panelists:**      Dr. Alexander R. Dawoody, Marywood University  
Dr. Gerald R. Wagner, Bellevue University  
Kathleen Houlihan, Wilkes University  
Julanne Z. Skinner, Marywood University

Dr. Adrian S. Petrescu, Bellevue University

Stavros Michailidis, MSc., Founder & CEO, Innovation Bound,  
and US Representative of “The Art of Innovation”

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**SHOWCASE Journal of Leadership and Organizational Studies:  
A Dialog between Editors and Potential Contributors**

**Day/Time:** Saturday, 8:00am – 9:15am                      **Room:** Cozzens

**Facilitator:** Kenneth R. Thompson, Depaul University

**Panelists:** Fred Luthans, University of Nebraska - Lincoln  
Kenneth R. Thompson, Depaul University  
Julia Teahen, Baker College  
Megan Gerhardt, Miami University

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**MED            Figuring out what Works and How Students Feel about  
Our Efforts**

**Day/Time:** Saturday, 8:00am – 9:15am                      **Room:** Merchants

**Facilitator:** Kay Hopkins, North Dakota State University

**Presenters:** *Teaching Business Policy and Strategy via a Field Trip  
Based Approach Utilizing “Living Case Studies”*  
Don Daake, Olivet Nazarene University

*Innovative Teaching Techniques for the Capstone Strategy  
Course that Supports Bridging the Theory-Practice Gap*  
Kathleen Mays, East Texas Baptist University  
Don Daake, Olivet Nazarene University

*An Examination of Student Evaluation of Teaching:  
Potential Measurement Invariance Effects on Performance  
Appraisal Equity*

James R. Jones, University of Nebraska at Omaha  
Vishal K. Gupta, Binghamton University  
Cheryl A. Fernandez, University of Nebraska at Omaha  
John E. Erickson, University of Nebraska at Omaha

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**ESB            Entrepreneurship Personality Factors**

**Day/Time:**      Saturday, 8:00am – 9:15am                      **Room:**    Murray

**Facilitators:**      Terry W. Noel, Illinois State University

**Presenters:**      *A "Bully" in its Own China Shop: Risk Factors for Abusive Supervision in Small Firms*

Patricia A. Meglich, University of Nebraska Omaha

Dale T. Eesley, University of Nebraska Omaha

*Mavenness& Entrepreneurship: The Passionate Desire to Share Expertise and its Impact on New Venture Creation*

Dale T. Eesley, University of Nebraska at Omaha

PhaniTejAdidam, University of Nebraska at Omaha

*The Silent Story: Using Computer-Aided Text Analysis to Predict Entrepreneurial Performance*

Terry W. Noel, Illinois State University

Laura Erskine, Illinois State University

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**OD            Positive Impacts of Large Group Methodologies:  
Application and Outcomes**

**Day/Time:**      Saturday, 8:00am – 9:15am                      **Room:**Washington City

**Facilitator:**      Jan Kirby, PhD, Benedictine University

**Panelists:**      Frank Houston, Benedictine University

Dynetta Cole, Benedictine University

Jan Kirby, PhD, Benedictine University

Trina Diedrich, Benedictine University

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## Saturday Session 69:30am – 10:45am

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### OB Old Dogs and New Tricks

**Day/Time:** Saturday, 9:30am – 10:45am **Room:** Rome

**Facilitator:** Chryssa Sharp, Lindenwood University

**Presenters:** *Herzberg Revisited: An Examination of Motivation-Hygiene Theory Fifty Years Later*  
John E. Barbuto, Jr., California State University at Fullerton  
Alex J. Ramthun, University of Nebraska-Lincoln

*A Closer Examination of Values Across Generations: Actual Differences or Stereotypes*  
Scott W. Lester, University of Wisconsin-Eau Claire  
Rhett Standifer, University of Wisconsin-Eau Claire  
Nicole Schultz, University of Wisconsin-Eau Claire  
James Windsor, University of Wisconsin-Eau Claire

*A Model of Technology Transition: Scale Development and Factor Analysis*  
Triparna de Vreede, University of Nebraska at Omaha  
Greg Ashley, Bellevue University  
Gert-Jan de Vreede, University of Nebraska at Omaha  
Roni Reiter-Palmon, University of Nebraska at Omaha

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### OD OD, Research and Practice: Change, Ethics and Groups

**Day/Time:** Saturday, 9:30am – 10:45am **Room:** Washington City

**Facilitator:** Henry Williams, Benedictine University

**Presenters:** *Background, Foreground, Tenets of Group Dynamics*  
Lachlan Whatley, Benedictine University

*An Exploratory Investigation of the Relationships between Organizational Climate, Job Design, Knowledge Management & Job Satisfaction*  
Al Bellamy, Eastern Michigan University  
Mark Phillips, Eastern Michigan University

*Changing Private Equity Firms for the Better*  
William Doucette, Benedictine University

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## SHOWCASE You Get What You Give

**Day/Time:** Saturday, 9:30am – 10:45am **Room:** Paxton

**Facilitator:** Brian Joo, Winona State University

**Presenters:** *Positive Returns for Positive Workplaces: The Relationships Between Community and Meaning at Work and Work Unit Performance*

Laura T. Madden, University of Tennessee, Knoxville

Timothy M. Madden, University of Tennessee, Knoxville

Dennis Duchon, University of Nebraska-Lincoln

Donde A. Plowman, University of Nebraska-Lincoln

*The Impact of Leadership: Transformation of Emotional Labor into Emotional Engagement*

Michele L. Millard, University of Nebraska-Lincoln

*Helping Out or Helping Up? Egoism and Altruism in Inter-Cohort Helping Behaviors*

Gentz Franz, University of Illinois, Urbana-Champaign

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## MED **Instructional Strategies for Teaching Leadership, Communications, and Ethics**

**Day/Time:** Saturday, 9:30am – 10:45am **Room:** Merchants

**Facilitator:** Jennifer L. Schultz, Metropolitan State University

**Presenters:** *Teaching Leadership to Graduate Students: A New Way Forward*

Ishana M. Gopaul, McGill University

Karl J. Moore, McGill University

*Communication: A Necessary Skill for the 21<sup>st</sup> Century Workplace*

Janet L. Lear, University of Nebraska at Kearney

Kay A. Hodge, University of Nebraska at Kearney

*Teaching Ethical Reasoning using Venn Diagrams*

Michelle M. Fleig-Palmer, University of Nebraska at Kearney

Kay A. Hodge, University of Nebraska at Kearney

Janet L. Lear, University of Nebraska at Kearney

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**Strategy      Strategic Decisions and Actions**

**Day/Time:**      Saturday, 9:30am – 10:45am      **Room:**      Cozzens

**Facilitator:**      Arun Pillutla, St. Ambrose University

**Presenters:**      *Auditor Professional Skepticism and the Predicted  
Moderating Effects of Affective States*  
faye l. smith, Missouri Western State University  
Stephen Butler, Missouri Western State University

*Portfolio Selection in Asset Liability Management using  
Probabilistic Utility Functions*  
Martin D. Wiethüchter, Universität für Wirtschaftrecht  
Katharina Schüller, STAT-UP

*Decision Making, Energy and Structure: Effects on Velocity  
of Action in Organizations*  
Debrey S. Drew, St. Ambrose University

*A Military Critical Thinking Model*  
Kenneth Long, U.S. Army Command, General Staff College  
Eric Morrison, U.S. Army Command, General Staff College

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**HRC              Group and Climate**

**Day/Time:**      Saturday, 9:30am – 10:45am      **Room:**      Herndon

**Facilitator:**      Julie “J.P.” Palmer-Schuyler, Webster University

**Presenters:**      *HR Practices and Risk-Taking Climate for Innovative  
Positions*  
Katrina A. Graham, Drexel University  
Ginamarie S. Ligon, Villanova University

*Personality and Group Performance: The Importance of  
Group Personality Composition and Task Characteristics*  
Amit Kramer, University of Illinois at Urbana-Champaign  
Tiffany D. Johnson, Univ. of Illinois at Urbana-Champaign

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**ESB**      **HOT SHOPS ART CENTER - A Model of Arts  
Entrepreneurship Success. A Discussion with Tim Barry  
Manager of Hot Shops. (Invited Guest Entrepreneur)**

**Day/Time:**      Saturday, 9:30am – 10:45am      **Room:** Murray

**Facilitators:**      Dale Eesley, University of Nebraska at Omaha

**Presenters:**      Tim Barry, Hot Shops Art Center  
Dale T. Eesley, University of Nebraska at Omaha  
John F.S. Bunch, Benedictine College

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## **Saturday Session 7** 11:00am – 12:15pm

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**OD**      **Organization Development to Sustain a Difference:  
Positivity Across Sectors**

**Day/Time:**      Saturday, 11:00am – 12:15pm      **Room:** Washington City

**Facilitator:**      Gardenia Burks, Benedictine University

**Presenters:**      *Executive Coaching For Sustaining Women as Business  
Leaders*

Judith Zaleski, Benedictine University

*Work-Life Conflict among Working America*

Meghan Wright, Benedictine University

*Integrating Management Practices, Organization  
Development, and Biblical Principles for Transformation in  
Churches*

Barbara Ragland, Benedictine University

*Sustainable Organizing: A Multi-paradigm perspective of  
Organizational Development and Permaculture Gardening*

Delia Mannen, ESADE

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**OB**            **Boundary Spanning & Virtual Teams**

**Day/Time:**    Saturday, 11:00am – 12:15pm    **Room:**    Rome

**Facilitator:**        Lisa Scherer, University of Nebraska at Omaha

**Presenters:**        *Fostering Strategic Awareness at an Organization's  
Boundary*  
Peter S. Davis, University of North Carolina at Charlotte  
Joseph A. Allen, Creighton University  
Clay Dibrell, University of Mississippi  
Stephanie Sands, Creighton University

*Perceived Psychological Contract Breach and Violation in  
the Buyer-Seller Relationship*  
Michael Freimark, Southern Illinois University Carbondale  
Eric Hedrich, KPW Management Inc.

*The Influence of Patience, Persistence, and Flexibility on  
Individual Motivation and Satisfaction with Virtual  
Collaboration*  
Patricia A. Meglich, University of Nebraska Omaha  
Lori K. Long, Baldwin-Wallace College

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**MED**            **Management Education Development**

**Day/Time:**        Saturday, 11:00am – 12:15pm    **Room:**    Merchants

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

**Presenters:**        *The Case for Change in Business Education: How Liberal  
Arts Principles and Practices Can Foster Needed Change*  
Julie Kliegl, Wartburg College  
Timothy Ewest, Wartburg College

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**SHOWCASE The Good, The Bad, and the... Angry?**

**Day/Time:** Saturday, 11:00am – 12:15pm **Room:** Paxton

**Facilitator:** Trina Diedrich, Benedictine University

**Presenters:** *Positive Organizational Behavior (POB): The Influences of Authentic Leadership and Psychological Capital on Organizational Citizenship Behavior*  
Baek-Kyoo (Brian) Joo, Winona State University

*Psychological Capital and Employees' Attitude and Behaviors: The Mediating Role of Organizational Justice*  
WonhoJeung, University of Minnesota, Twin Cities

*A Model of Workplace Anger Cycles: Social Interaction Effects on Anger Expression and Outcomes at Work*  
Angela Zenteno-Hidalgo, Temple University  
Deanna Geddes, Temple University

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**LE                      Organizational Citizenship and Learning**

**Day/Time:** Saturday, 11:00am – 12:15pm **Room:** Murray

**Facilitator:** Yung-Pin Lu, Shanghai Jiao Tong University

**Presenters:** *Political skill and leadership: How do they impact organizational citizenship behaviors?*  
Andrew Wefald, Kansas State University  
Michael R. Smith, Kansas State University

*Responses to the Discovery of Unethical Acts: An Organizational Identity and Reputation Perspective*  
Mahendra Joshi, Grand Valley State University  
Marie McKendall, Grand Valley State University

*The Relationship Between Transformational Leadership Behaviors & Organizational Learning Actions*  
Yung-Pin Lu, Shanghai Jiao Tong University  
Marilyn J. Bugenhagen, Marian University



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**CASE      The MAM Case Workshop**

**Day/Time:**      Saturday, 11:00am – 12:15pm

**Room:** Herndon

**Facilitator:**      Ray Benedetto, University of Phoenix [ray@guidestarinc.com](mailto:ray@guidestarinc.com)

**Presenters:**      *Mandal Commission Agitations*  
Devi Akella, Albany State Univ., [devi.akella@asurams.edu](mailto:devi.akella@asurams.edu)

*Dalai Lama*

Sara J. Daubert, Colorado State University,  
[sjdaubert1@aol.com](mailto:sjdaubert1@aol.com)

John E. Barbuto, Jr., California State University at Fullerton  
[jbarbuto@fullerton.edu](mailto:jbarbuto@fullerton.edu)

*The Twenty-First's Second Decade-Whither the Beauty Industry?*

Marilyn L. Taylor, University of Missouri at Kansas City  
[taylorl@umkc.edu](mailto:taylorl@umkc.edu)

Theresa L. Coates, Clarkson Univ. [tcoates@clarkson.edu](mailto:tcoates@clarkson.edu)

Chi Anyansi-Archibong, North Carolina A&T State University  
[archiboc@ncat.edu](mailto:archiboc@ncat.edu); [chi.archibong@hotmail.com](mailto:chi.archibong@hotmail.com)

**Discussants:**      Pat Hibbeler, Flavorpak, Inc. [HIBBELER@flavrpac.com](mailto:HIBBELER@flavrpac.com)

John Vitton, University of North  
[Dakotavitton@business.und.edu](mailto:Dakotavitton@business.und.edu)

Steve Mitchell, University of Missouri at Kansas City  
[mitchellste@umkc.edu](mailto:mitchellste@umkc.edu)

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**GCD      Leadership and Social Issues**

**Day/Time:**      Saturday, 11:00am – 12:15pm    **Room:**    Prague

**Facilitator:**      Heather Stewart, University of Nebraska-Lincoln

**Presenters:**      *The Role of Race in Leadership Identity Development*  
Carmen Zafft, University of Nebraska – Lincoln

*Bridging the Gap: An Exploration of the Positive Influences  
for Higher Education for African American Young Women*  
Gina S. Matkin, University of Nebraska – Lincoln  
Susan M. Fritz, University of Nebraska – Lincoln  
Kevin Flores, University of Nebraska – Lincoln  
Amy Boren, University of Nebraska – Lincoln

*Should Obesity be a Protected Class: Is Legal Protection  
Necessary?*  
Ken Schallenkamp, Black Hills State University

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**Strategy      Resources, Organizational Learning, and Competitive  
Advantage**

**Day/Time:**      Saturday, 11:00am – 12:15pm    **Room:**    Cozzens

**Facilitator:**      Arifin Angriawan, Purdue University Calmet

**Presenters:**      *Sustained Competitive Advantages in the Dynamic Market*  
Jong Chul Won, University of Missouri

*Do Activists Pay Attention to Organizational Resource  
Characteristics? Effects of Dedicated and Potential Resource  
Allocations on Shareholder Activism*  
SashiSekhar, University of Wisconsin – Milwaukee  
MihaelaDimitrova, University of Wisconsin – Milwaukee

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## All-Academy Awards Luncheon

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**Day/Time:** Saturday, 12:30-2pm

**Room:** BALLROOM

**Sponsors:**

**Benedictine University  
University of Illinois-Springfield**

**Keynote Speaker:        **Jim Harter, The Gallup Organization****

Jim Harter, Ph.D., is Chief Scientist, Workplace Management and Wellbeing, for Gallup's workplace management practice. His research has been reported in several business bestsellers and in academic articles, book chapters, and publications such as USA Today, The Wall Street Journal, and The New York Times. He is coauthored of the New York Times bestseller 12: The Elements of Great Managing, an exploration of the 12 crucial ingredients for creating and harnessing employee engagement. Harter's latest book, the New York Times and Wall Street Journal bestseller Wellbeing: The Five Essential Elements, is based on a global study of what differentiates people who are thriving from those who are not.

Harter is the primary researcher and author of the first meta-analysis to investigate the relationships between work unit employee engagement and business reports. This study, which is updated periodically, currently covers 32,000 business units in 44 industries and 26 countries. He is coauthor of "Manage Your Human Sigma," published in the Harvard Business Review (July/August, 2005). This groundbreaking management approach assesses and improves the quality of the employee-customer encounter.

Since joining Gallup in 1985, Harter has authored or coauthored more than 1,000 research studies for profit and nonprofit organizations on employee engagement and talent and on topics in industrial and organizational psychology and wellbeing. His specialties include psychological measurement and the estimation of the practical effect of management initiatives.

Harter received his doctorate in psychological and cultural studies in quantitative and qualitative methods from the University of Nebraska-Lincoln. He has served as an adjunct instructor at the University of Nebraska-Lincoln. He lives in Omaha, Nebraska, with his wife RaLinda and their two sons.

**Presiding:        John E. Barbuto, Jr. (Program Chair), CSU-Fullerton**

**2011 MAM Program Chair: Debra Orr, Roosevelt University**

*All authors nominated for a Best Paper Award should attend to be recognized.*

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## Saturday Session 8 2:00pm – 3:15pm

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**OB**      **Understanding Creativity: Environmental and Situational Effects on Creativity**

**Day/Time:**      Saturday, 2:00pm – 3:15pm      **Room:** Rome

**Facilitator:**      Brad Hullsiek, University of Nebraska at Omaha

**Panelists:**      *The Effects of Instructions on Creative Output: Procedural, Conceptual, and Ambiguous*

Brad Hullsiek, University of Nebraska at Omaha

Roni Reiter-Palmon, University of Nebraska at Omaha

*Positive Interventions to Stimulate Creative*

*Performance* Matthew D. Wood, Villanova University

Carnegie Mellon, Villanova University

Katherine Eaton, Villanova University

Gina Scott Ligon, Villanova University

*The Effect of Group Regulatory Focus on the Accuracy of Team Idea Evaluation*

Victoria Kennel, University of Nebraska at Omaha

Roni Reiter-Palmon, University of Nebraska at Omaha

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**OD**      **From the Practitioner and Academic Trenches: Workplace Wellness in the Past, Present, and Future**

**Day/Time:**      Saturday, 2:00pm – 3:15pm      **Room:** Washington City

**Facilitator:**      Lisa Scherer, University of Nebraska at Omaha

**Panelists:**      Lisa Scherer, University of Nebraska at Omaha  
Rebecca Dorn, Wellness Council of the Midlands  
Eric Faurote, University of Nebraska at Omaha  
Linda Kenedy, Wellness Council of the Midlands  
Kelly Parr, First National Bank of Omaha

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**SHOWCASE I Will Follow: Research on the Impact and Dynamics of Leadership**

**Day/Time:** Saturday, 2:00pm – 3:15pm     **Room:** Paxton

**Facilitator:** Barb Daiker, NW Eye Institute

**Presenters:**     *Servant, Transformational and LMX as Antecedents of Positive Outcomes in a Charitable Organization*  
John E. Barbuto, Jr., California State University at Fullerton  
Travis P. Searle, University of Nebraska-Lincoln  
Michele L. Millard, University of Nebraska-Lincoln

*The Effects of Learning Goal Orientation, Transformational Leadership, and Psychological Empowerment on Career Satisfaction in Korea*  
Baek-Kyoo (Brian) Joo, Winona State University

*Positive Leader Behavior and Positive Outcomes: Linking Organizational Citizenship Behaviors and Authentic Leadership*  
Heather Stewart, University of Nebraska, Lincoln  
Gina S. Matkin, University of Nebraska, Lincoln

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**OD            Global Consulting for Change**

**Day/Time:** Saturday, 2:00pm – 3:15pm                     **Room:** Merchants

**Facilitator:** Therese Yaeger, Benedictine University

**Panelists:** Carmen Armstrong, Benedictine University  
Rebecca Ellis, Benedictine University  
Mary Bridget Hunter, Benedictine University  
Bronwyn Rains, Benedictine University  
OusamaSalha, Benedictine University

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**LE                    Role of the Leader**

**Day/Time:**      Saturday, 2:00pm – 3:15pm                    **Room:**    Murray

**Facilitator:**      Marilyn J. Bugenhagen, Marian University

**Presenters:**      *A Leadership Educator’s Journey: “A Place Of Becoming”*  
Heath E. Harding, University of Nebraska-Lincoln  
Gina S. Matkin, University of Nebraska-Lincoln

*Literature Review of Positive Management Philosophy and  
its Implications*  
Matthew C. Wenz, Metropolitan State University

*Finding the Positive Side of Negative Leadership Styles:  
Perhaps Heroic Leadership Doesn’t Always Get the Job Done*  
Greg Ashley, Bellevue University  
Jennifer Moss Breen, Bellevue University

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**CASE/LE/MED      Innovation in Ethics Pedagogy: Experiential,  
Cases, and Other Interactive Classroom Scripts**

**Day/Time:**      Saturday, 2:00pm – 3:15pm                    **Room:**    Herndon

**Facilitators:**      Tim Peterson, North Dakota State University  
[Tim.O.Peterson@ndsu.edu](mailto:Tim.O.Peterson@ndsu.edu)

John Bunch, Benedictine College, [jbunch@benedictine.edu](mailto:jbunch@benedictine.edu)

**Presenters:**      David Wanless, Michigan Technological University  
[ddwanles@mtu.edu](mailto:ddwanles@mtu.edu)

Doug May, University of Kansas, [drmayer@ku.edu](mailto:drmayer@ku.edu)

Peter D Simonson, North Dakota State University  
[psimonson@me.com](mailto:psimonson@me.com)

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**ESB            International Entrepreneurship**

**Day/Time:**     Saturday, 2:00pm – 3:15pm

**Room:**     Cozzens

**Facilitators:**     Samuel A. Nelson, University of Nebraska-Lincoln

**Presenters:**     *Not Satisfied with Your life? Be an Entrepreneur! --- The  
Case for Chinese Women*

Jinpei Wu, Minnesota State University Moorhead

Manyin Zhang, Beijing University of Science and Technology

*Speed and Choices Of Cultural Distance In Born Global's  
First Cross Border Activities: Insights From A Qualitative  
Meta-Analysis*

Marilyn L. Taylor, University of Missouri - Kansas City

Theresa T. Coates, Clarkson University

Xiaohua Yang, University of San Francisco

Steve Mitchell, University of Missouri – Kansas City

Alex Sphar, Clark University

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## **Saturday Session 9:30am – 4:45pm**

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### **SHOWCASE Change is in the Air: Scholarship on Adaptation, Innovation & Change**

**Day/Time:** Saturday, 3:30pm – 4:45pm    **Room:** Paxton

**Facilitator:** Scott W. Lester, University of Wisconsin-Eau Claire

**Presenters:** *Sustainability Governance: Options for the Future*  
Kelli Mayes-Denker, St. Ambrose University

*Navigation of Adaptive Challenges: A Grounded Theory Study of Medical Practice Leadership*  
Barbara Daiker, Northwest Eye Clinic

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### **OD Global Organizational Change in the Three Dominant Emerging Economies: China, India and Africa**

**Day/Time:** Saturday, 3:30pm – 4:45pm    **Room:** Washington City

**Facilitator:** Therese Yaeger, Benedictine University

**Panelists:** Amy Alfermann, Monsanto  
Dalitso Sulamoyo, President, IACAA  
Peter Sorensen, Benedictine University

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### **OD The Role of Organization Development in a Not-For-Profit Large Group Intervention**

**Day/Time:** Saturday, 3:30pm – 4:45pm    **Room:** Merchants

**Facilitator:** Peter Sorensen, Benedictine University

**Panelists:** Carmen Armstrong, Benedictine University  
Leslie McKnight, Benedictine University  
Barbara Ragland, Benedictine University  
Meghan Wright, Benedictine University

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**HRC            Perspectives on outplacement and career services**

**Day/Time:**      Saturday, 3:30pm – 4:45pm                      **Room:**    Herndon

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

**Panelists:**            David Bush, Villanova University  
Bianca Zongrone, Villanova University  
James V. Tabb, Villanova University  
Jodi Dickinson, Associate VP Human Resources, ARAMARK  
Chris Barton, President Barton Career Advisors, Newark, DE  
Ginamarie Ligon, Villanova University

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**ESB            Entrepreneurial Environment**

**Day/Time:**      Saturday, 3:30pm – 4:45pm                      **Room:**    Murray

**Facilitators:**            John Bunch, Benedictine College

**Presenters:**            *Benefits of Industry Peer Networks: Knowledge Transfer &  
and Financial Performance*

Ada Leung, Penn State University – Berks  
Kyle Luthans, University of Nebraska at Kearney  
Susan Jensen, University of Nebraska at Kearney  
Tim Burkink, University of Nebraska at Kearney

*Changing Private Equity Firms for the Better*  
Bill Doucette, Benedictine University

*Swimming with Sharks and Dancing with Dragons: A New  
Approach to Generating Entrepreneurial Intentions*

Chandu Valluri, Saint Mary's University of Minnesota  
Shelly McCallum, Saint Mary's University of Minnesota  
Lawrence Price, Saint Mary's University of Minnesota

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**HRC            Gossip and “Cyberloafing”**

**Day/Time:**      Saturday, 3:30pm – 4:45pm                      **Room:**    Prague

**Facilitator:**        Sharon G. Heilmann, Air Force Institute of Technolgy

**Presenters:**        *Positive Effects of Cyberloafing Behavior: Potential Gains in Productivity from Using the Internet While at Work*  
Brandon W. Soltwisch, Southern Illinois Univ. Carbondale  
John M. Pearson, Southern Illinois University Carbondale

*Why Gossip? An Application of the Theory of Planned Behavior*  
Alfred L. Luna, University of the Incarnate Word,  
Shih Yung Chou, University of the Incarnate Word

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**END OF PAPER SESSIONS**

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**Executive Committee Wrap-Up Meeting**

**Day/Time:**      Saturday, 5:00pm-6:30pm                      **Room:** Herndon Room

**Presiding:**      John E. Barbuto, Jr, California State University, President, 2011-2012

**Participants:** Steven Moser, University of North Dakota, Past-President, 2011-2012  
Debra Orr, Roosevelt University, Program Chair, 2011-2012

All 2011-2012 Continuing & Newly Elected Officers and Board Members

This meeting is for all current and newly elected officers of the MAM Executive Committee to plan for the 2012 meeting and beyond.

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**Hilton**

Omaha

HILTON OMAHA CONVENTION CENTER HOTEL

2ND FLOOR MEETING SPACE



# Midwest Academy of Management Members – Index

Abebe	Michael	17, 36
Aifseng	Lechlithora	17
Akella	Devi	32, 43, 56
Alfermann	Amy	43, 63
Allen	Joseph	46, 54
Allen	Pamela	17
Alphonsa	Vatoly	----
Angriawan	Arifin	36, 57
Arribas	Verena	----
Ashauer	Shirley	----
Ashley	Greg	17, 50, 61
Atinc	Guclu	----
Barbuto	John	6, 7, 16, 17, 34, 50, 56, 58, 60, 65
Barho	Elise	----
Bass	A. Erin	17, 32, 33, 38, 41
Beckham	Tony	50
Bellamy	Al	36, 56
Benedetto	Ray	----
Berte	Erica	----
Blackford	Ben	17, 30
Blichfeldt	Laura	47
Boggs	David	17, 41
Bottenfield	Kip	----
Boysen-		----
Rotelli	Sheila	
Brock	Bart	----
Brummell	Shirley	----
Bryant	Kristine	----
Bugenhagen	Marilyn	9, 10, 17, 34, 39, 55, 61
Bunch	John	9, 10, 17, 27, 53, 61, 64
Burks	Gardenia	53
Burton	Susan	40
Bush	David	64
Chou	Shih Yung	17, 42, 65
Chrusciel	Don	----
Chung	Wonjoon	----

Clement	Tom	----
Clopton	Aaron	17
Colwill	Deborah	----
Combs	Gwendolyn M.	30
Connell	Shannon	18, 43
Cooper	James	17, 43
Cooper	Kevin	----
Culmer	Nathan	----
Cumber	Carol	17, 27, 32
Daake	Don	17, 48
Daiker	Barbara	17, 60, 63
Daubert	Sara	32, 34, 56
Davalos	Eugenia	----
Davis	Stephanie	----
Day	Nancy	16, 17
De Vreede	Triparna	50
Debrey	Drew	52
DeFraia-		----
Colee	Laura	
DeFrank	Audrey	----
Diedrich	Trina	49, 55
Dimitrova	Mihaela	19, 57
Donoher	William	17, 30
Donohue-		----
Perry	Mary	
Dorn	Rebecca	59
Doucette	Bill	19, 50, 64
Drover	Will	----
Duchon	Dennis	51
Dwyer	Dale	7, 10, 17, 42
Eesley	Dale	17, 49, 53
Elbert	Dennis	----
Ellis	Rebecca	39, 60
Erskine	Laura	17, 49
Ertl	Jim	----
Ettington	Deborah	27
Faurote	Eric	59
Fertig	Jason	7, 10, 17, 42
Fie	Connie	----
Finger	Brenda	----
Fisher	Ron	----
Fleig-Palmer	Michelle	17, 31, 51

Fletcher	Frank	17
Flinchbaugh	Carol	17, 43
Folz	Carol	----
Fox	Marilyn	16
Francis	Clare	----
Franz	Gentz	17, 51
Fredrickson	Joann	----
Freimark	Michael	17, 54
Fullagar	Clive	----
Gabel	Krystal	----
Gambrell	Kem	35
Gardiner	Matt	----
Gardner	Reginald	34
Gerhardt	Megan	7, 9, 10, 17, 25, 35, 42, 48
Gifford	Gregory	39
Gilley	Ann	----
Giustiziero	Gianluigi	----
Glover	Ylonda	----
Gopaul	Ishana	39, 51
Graham	Katrina	33, 52
Graham	Lee	----
Grant	Carolyn	----
Grant	John	----
Guzak	James	17, 31
Hagen	Marcia	43
Haley	Mike	----
Hanson-		----
Pollock	Hollis	
Harding	Heath	17, 40, 61
Hardy	James	----
Harland	Lynn	10, 16, 17, 42, 46
Harris	Daniel	38
Harris	Robert	----
Haviley	Corinne	46
Hayden	Robert	34
Head	Thomas	39
Heilmann	Sharon	47, 65
Heimbaugh	Heather	----
Helleloid	Duane	----
Hibbeler	Patrick	32, 56
Hinrichs	Gina	31
Hinton	Scott	34

Hobbs	Sarah	47
Hodge	Kay	51
Hodges	Tim	17, 32
Hoffmeister	Krista	----
Hopkins	Kay	17, 31, 48
Hou	Wanrong	36
House	Deanna	17, 19, 55
Houston	George	----
Hudson	Doranne	----
Hughes	Larry	17
Hullsiak	Brad	59
Hunt	Richard	----
James	Mark	17
Jayne	Richard	----
Jensen	Susan	64
Jeung	C. Jay	----
Jeung	Wonho	55
Jo	Sung Jun	----
John	Sakamakimarc	----
Johnson	Katryna	43
Johnson	Tiffany	52
Johnston	Rob	----
Jones	James	----
Jones	M. Colleen	----
Joo	Baek-Kyoo (Brian)	19, 55, 60
Joshi	Mahendra	17, 55
Jung	Jae	40
Keary	Joseph	----
Keister	Angie	----
Kennel	Victoria	59
Kerth	Scott	43
Keup	Linda	----
Khushalani	Naiya	----
Kilbourne	Michelle	----
Kim	Andrea	17, 19, 30
King	Sandra	----
Kirby	Janet	39, 49
Klein	Anne	----
Kliegl	Julie	31, 54
Klinger	David	----
Knudsen	Kjell	----
Kobs-Abbott	Ann	----

Kotula	Al	----
Kramer	Amit	17, 41, 52
Kravets	Feliks	---
Kuijper	Tineke	34
Latta	Gail	----
Law	Mark	----
Lawler	Sue	----
Lear	Jan	17, 51
Leo	Beth	----
Lester	Scott	17, 42, 50, 63
Li	Jin	17, 44
Liebowitz	Bernard	----
Ligon	Ginamarie	17, 33, 47, 52, 59, 64
Lockett	Nicole	----
Long	Lori	54
Lonsdale	Damian	----
Lorensen	Marianne	----
Lowdermilk	Gina	17
Lu	Yung-Pin	9, 10, 17, 55
Luethke	Tiffani	31
Luth	Matt	17, 30, 33
Luthans	Brett	----
Luthans	Fred	8, 10, 16, 17, 29, 38, 48
Luthans	Kyle	64
Madden	Laura	17, 41, 51
Madden	Timothy	41, 51
Maltarich	Mark	----
Mannen	Delia	17, 34, 47, 53
Mardanov	Ismatilla	----
Markova	Gery	17
Martin	Doris	----
Matkin	Gina	9, 10, 17, 34, 35, 40, 57, 60, 61
Mayes-Denker		17, 63
Denker	Kelli	
Mays	Kathleen	48
McCallum	Shelly	64
McElravy Jr	Larry	35
McGovern	Terry	----
McKnight	Leslie	34, 63
McMahon	Timothy	----
McNeil	Ronald	----
Meglich	Patricia	17, 49, 54, 64,



Mejia	Camilo	----
Mencil	Jennifer	7, 9, 10, 17, 42
Merritt	Deryl	----
Messersmith	Jake	----
Millard	Michele	17, 39, 46, 51, 60
Milosevic	Ivana	17, 33
Mitchell	Steve	56, 62
Morrall	Erika	38
Morris	Becky	9, 10, 18, 20, 27, 36
Morrison	Eric	18, 52
Moser	Steve	7, 10, 16, 18, 42, 44, 65
Mott	Susan	----
Mukherjee	Pracheta	----
Murphy	Dianne	36
Narapareddy	Vijaya	----
Newman	Dawn	31
Niehoff	Brian	16
Nilsen	Janice	----
Noel	Terry	----
Norman	Steve	----
Novakowski	Frank	----
Nwoah	Solange	----
Okeefe	Timothy	----
Oneal	Bob	----
Orr	Deb	7, 10, 18, 58, 65
Orr	John	----
Osburn	Holly	33
Osterfeld	Candice	----
Padgett	Peg	----
Palmer-		41, 52
Schuyler	Julie "JP"	
Paranjpey	Neelima	----
Parr	Kelly	59
Pate	Larry	30
Pauer	Staci	----
Peluchette	Joy	7, 10, 16
Peterson	Tim	7, 9, 10, 18, 27, 36, 54, 61
Phillips	Mark	50
Pillutla	Arun	52
Porod	Celia	----
Porter	Todd	----
Powell	Chris	----

Price	Lawrence	64
Quinn	Kathi	----
Raess	Jordan	----
Ragland	Barbara	53, 63
Rains	Bronwyn	60
Ramthun	Alex	18, 35, 50
Reinhardt	Meredith	----
Reiter-		18, 33, 38, 46, 50, 59
Palmon	Roni	
Richards	Bret	----
Richardson	Cheryl	31
Roberts	Cynthia	----
Roberts	Sara	18, 33
Roehrich	Hank	----
Rymph	Doug	----
Salha	Ousama	60
Sanders	Molly	----
Sands	Stephanie	54
Sauget	Ronda	18, 30
Schallenkamp	Ken	57
Scherer	Lisa	18, 54, 59
Schneider	Dawn	18, 44
Schroeder	Katherine	----
Schultz	Jennifer	18, 40, 51
Schwalb	Pam	18
Searle	Travis	60
Secchi	Davide	----
Sekhar	Sashi	19, 57
Seo	Janghoon	19, 30
Sharp	Barton	18, 41
Sharp	Chryssa	33, 50
Sheridan	Neil	----
Silvernagel	Craig	18
Simmons	John	----
Smith	Faye	10, 16, 18, 52
Smith	Michael	18, 55
Smothers	Jack	----
Soltwisch	Brandon	18, 30, 65
Sorensen	Peter	9, 10, 18, 39, 63
Sronce	Robin	7, 9, 10, 18
Standifer	Rhetta	50
Starks	Katherine	----

Lawrence		
Stentz	Jane	----
Stevens	Charles	----
Stewart	Dennis	----
Stewart	Heather	----
Sun	Jeffrey	----
Sutton	Cindy	18
Sweem	Sue	----
Tangpong	Chanchai	9, 10, 18, 31
Tanguay	Denise	47
Taylor	Marilyn	9, 10, 18, 27, 32, 56, 62
Teahen	Julia	18, 48
Tekleab	Amanuel	----
Thompson	Kenneth	16, 36, 48
Thway	Ye	----
Tracy	Kami	----
Valluri	Chandu	64
Vitton	John	7, 10, 27, 56,
Vondrasek	Tammy	----
Wagner	Jerilyn	----
Wallace	Jon	18, 30, 46
Walter	Thomas	36
Wang	Xing (Daisy)	----
Wanless	Dave	9, 10, 18, 39
		----
Waples	Ethan	----
Warneke	Kevin	----
Warner	Al	----
Wefald	Andrew	7, 9, 10, 18, 20, 25, 35, 55
Wenz	Matthew	61
Whatley	Lachlan	50
Wiethuechter	Martin	----
Wigert	Ben	38
Wilburn	Tara	----
Wiley	Kristy	----
Williams	Glendalen	-----
Williams	Henry	34, 50
Won	Jong Chul	57
Wong	Diana	7, 10, 40, 42
Wood	Matthew	59
Wright	Meghan	39, 53, 63
Wright	Thomas	32

Wu	Jinpei	62
Wyland	Rebecca	----
Yadley	Jason	----
Yaeger	Therese	7, 9, 10, 16, 18, 39, 46, 60, 63
Yang	Yongwei	18, 41, 62
Yousef	Carolyn	----
Yunlu	Dilek	36
Zafft	Carmen	57
Zaleski	Judith	34, 53
Zama	Alec	18, 42
Zenteno-		18, 19, 55
Hidalgo	Angela	
Zhang	Zhe	62
Zongrone	Bianca	64