Midwest Academy of Management
54th Annual Conference

The Hilton
Omaha, Nebraska
October 20-22, 2011

PROGRAM

The Power of Positivity:
Research and Practice that Makes a Sustainable Difference
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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, complementary 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by internationally acclaimed artist Meg Saligman, the 32,500 square-foot masterpiece tells the story of Omaha from historical references to present-day neighbors to the far-reaching dreams of the many children in the mural.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 9th 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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Jason Fertig, University of Southern Indiana, Representative-at-Large
Andrew J. Wefald, Kansas State University, Representative-at-Large
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
Chanchai Tangpong, North Dakota State University

Doctoral Consortium
Megan Gerhardt, Miami University
Andrew Wefald, Kansas State University
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 track 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 Mencel, Andy Wefald, Peter Sorensen, Tim Peterson, Robin Sronce, Chanchai Tangpong, 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 Mencel, 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!
The Midwest Academy of Management
Past-Presidents

1983-1984  Maryann Albrecht & Art Brief  2010-2011  *Steven Moser
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1986-1987  Ken Wexley
1988-1989  Allen Bluedorn
1989-1990  James McFillen

*current president
**president-elect
CONFERECE 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
ShanteriusAkiens, Texas A&M University
Pamela Allen, Benedictine University
*Greg Ashley, Bellevue University
John E. Barbuto, Jr., California St. Univ.-Fullerton
*Eriu Bass, University of Nebraska-Lincoln
Jon Beard, George Mason University
Ben Blackford, Northwest Missouri St. University
David Boggs, Eastern Illinois University
Carol Brown, Roosevelt University
Marilyn J. Bugenhagen, Marian University
John Bunch, Benedictine University
Shih Yung Chou, University of the Incarnate Word
Aaron Clopton, University of Kansas
*Amy Colbert, University of Iowa
James Cooper, DeVry University
*David Cowan, Miami University
Carol Cumber, South Dakota St. University
Don Daake, Olivet Nazarene University
Barb Daiker, Northwest Eye Institute
Nancy Day, University of Missouri – KC
William J. Donoher, Missouri St. University
Dale Dwyer, The University of Toledo
Dale T. Eesley, University of Nebraska-Omaha
Laura Erskine, Illinois St. University
Jason Fertig, Southern Indiana University
Michelle Fleig-Palmer, Univ. of Nebraska-Kearney
Frank Fletcher, Midway College
Carol Flinchbaugh, University of Kansas
*Gentz Franz, Univ. of Illinois Urbana-Champaign
Michael Freimark, Southern Illinois University
*Larry Garner, Texas A&M University – Central
Megan Gerhardt, Miami University
Bob Gilstrap, St. Ambrose University, NAEIR
NeenaGopalan, Kansas St. University
Shana Gopaul, McGill University
WilliamGreb, Marian University
James Guzak, Oklahoma City University
Donald A. Hoy, Benedictine College
Heath Harding, University of Nebraska-Lincoln
Lynn Harland, University of Nebraska – Omaha
*Lindsay Hastings, University of Nebraska-Lincoln
Sharon Heilman, Air Force Institute of Technology
Timothy Hodges, Gallup Organization
Kay Hopkins, North Dakota St. University
Deanna House, University of Texas-Arlington
Larry Hughes, Nebraska Wesleyan University
*Richard Hunt, University of Colorado-Boulder
Marko Hrelja, Ryerson University
Mark James, University of Illinois at Chicago
Mahendra Joshi, Grand Valley St. University
Andrea Kim, Rutgers University
Amit Kramer, Univ. of Illinois Urbana-
Champaign
Jennifer Krueger, Marian University
Kristy Lauver, University of Wisconsin–Eau Claire
Janet Lear, University of Nebraska-Kearney
Derek Lehmborg, North Dakota St. University
Scott Lester, University of Wisconsin-Eau Claire
Amy Lewis, Drury University
Jin Li, North Dakota St. University
Zhonhui Li, Nanjing Audit University
GinamarieLigon, Villanova University
Gina Lowdermilk, Benedictine University
Yung-Pin Lu, Marian University
*Matt Luth, The University of Kansas
Fred Luthans, University of Nebraska-Lincoln
Lauren Madden, University of Tennessee
*Delia Mannen, ESADE Ramon Llull University
Gery Markova, Wichita St. University
Gina S. Matkin, University of Nebraska-Lincoln
Kelli Mayes-Denker, Carl Sandburg College
Patricia Meglich, University of Nebraska-Omaha
*Jennifer Mencl, University of Minnesota-
Duluth
Michele L. Millard, University of Nebraska-
Lincoln
Ivana Milosevic, University of Nebraska-Lincoln
Sal Mirza, Midway College
Eric Morrison, U.S. Army Command- GSC
Becky Morris, University of Nebraska-Omaha
Steve Moser, University of North Dakota
Jennifer Moss Breen, Bellevue University
Sam Nelson, University of Nebraska-Lincoln
Donnette J. Noble, Roosevelt University
David O’Connell, St. Ambrose University
Debra Orr, Roosevelt University
David Palmer, University of Nebraska-Kearney
Julie “JP” Palmer-Schyley, Webster University
Claudette Peterson, North Dakota St. University
Tim Peterson, North Dakota St. University
Kiattisak Phongkusolchit, U. Tennessee-Martin
*Roni Reiter-Palmon, Univ. of Nebraska-Omaha
Barbara Ribbens, Western Illinois University
*Alex J. Ramthun, University of Nebraska-Lincoln
Sara Roberts, University of Nebraska-Omaha
Joe Rode, Miami University
*Philip Roundy, University of Texas
Ronda Sauget, Webster University
*Lisa Scherer, University of Nebraska-Omaha
Dawn Schneider, University of Illinois-Chicago
Jennifer Schultz, Metropolitan St. University
Pamela Schwalb, College of St. Mary’s
*Barton Sharp, Northern Illinois University
Chrissa Sharp, Lindenwood University
*Michael Sheridan, Southern Illinois University
*Craig Silvernagel, University of North Dakota
Peter Simonson, North Dakota State University
faye smith, Missouri Western St. University
Michael Smith, Southern Illinois University
Brandon Soltwisch, Southern Illinois University
Peter Sorensen, Benedictine University
Diana de Soysa, North Dakota St. University
Robin Sronce, Drury University
Heather Stewart, University of Nebraska-Lincoln
Cynthia Sutton, Metropolitan St. College
*Chanchai Tangpong, North Dakota St. University
Marilyn Taylor, University of Missouri-KC
Julia Teahen, Baker College
David Van Fleet, Arizona St. University
Kyle Van Ittersum, Kansas St. University
Scott Wagner, Michigan Tech. University
Jon R. Wallace, Siena Heights/Lake Mich. College
Peng Wang, Miami University
David Wanless, Michigan Tech. University
Andrew Wefald, Kansas St. University
Mark Wesolowski, Miami University
Therese Yaeger, Benedictine University
Yongwei Yang, Gallup, Inc.
Alec Zama, St. Ambrose University
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
Kyoungji Han, Rutgers University
Janghoon Seo, Georgia State University

Do Activists Pay Attention to Organizational Resource Characteristics? Effects of Dedicated and Potential Resource Allocations on Shareholder Activism
Sashi Sekhar, University of Wisconsin – Milwaukee
Mihaela Dimitrova, University of Wisconsin – Milwaukee
**THE POWER OF POSITIVITY: RESEARCH AND PRACTICE THAT MAKES A SUSTAINABLE DIFFERENCE**

**PROGRAM SCHEDULE AT A GLANCE-THURSDAY, OCTOBER 20TH**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
<th>Contact Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:00 AM – 1:30 PM</td>
<td>DOCTORAL CONSORTIUM</td>
<td>ROOM: SAINT NICHOLAS B</td>
<td><a href="mailto:awefald@ksu.edu">awefald@ksu.edu</a></td>
</tr>
<tr>
<td>1:30 PM – 3:30 PM</td>
<td>ORGANIZATIONAL BEHAVIOR TEACHING SOCIETY – “TEACHING BOOTCAMP”</td>
<td>ROOM: WASHINGTON CITY</td>
<td><a href="mailto:Lewiki_1@fusher.osu.edu">Lewiki_1@fusher.osu.edu</a></td>
</tr>
<tr>
<td>9:00 AM – 2:00 PM</td>
<td>THE LUCKY BUCKET CASE DEVELOPMENT EXPERIENCE</td>
<td></td>
<td><a href="mailto:rmorris@unomaha.edu">rmorris@unomaha.edu</a></td>
</tr>
<tr>
<td>11:00 AM – 4:00 PM</td>
<td>EXECUTIVE COMMITTEE AND BOARD MEETING</td>
<td>ROOM: HERNDON ROOM</td>
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<tr>
<td>4:00 PM – 6:00 PM</td>
<td>ALL ACADEMY WELCOME RECEPTION</td>
<td>LOCATION: SAINT NICHOLAS A &amp; B</td>
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<tr>
<td>6:00 PM – 9:30 PM</td>
<td>SPONSORS: Bellevue University &amp; Con Agra Foods</td>
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SPONSORS: Bellevue University & Con Agra Foods
# PROGRAM SCHEDULE AT A GLACE – FRIDAY, OCTOBER 21ST

<table>
<thead>
<tr>
<th>Time</th>
<th>Session Details</th>
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</table>
| 7:30 AM – 8:45 AM | **ALL-ACADEMY KEYNOTE BREAKFAST**  
                      **ROOM:** BALLROOM  
                      **SPONSORS:** University of Nebraska Lincoln & University of Nebraska-Omaha |
| 7:30 AM – 5:00 PM | **REGISTRATION**  
                      **ROOM:** ST. NICHOLAS A&B |
| 8:00 AM – 4:00 PM | **PUBLISHERS’ EXHIBITS**  
                      **ROOM:** ST. NICHOLAS A&B |
| 9:00 AM – 10:15 AM | **SESSION 1**  
                      **ROME**  
                      **COZZENS**  
                      **WASHINGTON CITY**  
                      **MURRAY**  
                      **MERCHANTS**  
                      **HERNDON**  
                      **PAXTON** |
| 10:30 AM – 11:45 AM | **SESSION 2**  
                      **PRAGUE**  
                      **ROME**  
                      **COZZENS**  
                      **WASHINGTON CITY**  
                      **MURRAY**  
                      **MERCHANTS**  
                      **HERNDON**  
                      **PAXTON** |

**SESSION 1**
- **OB** The Power of the Positive
- **STRATEGY** Stakeholder Management and Leadership
- **OD** Positive Planfulness: SOARing at Every Level
- **LE** Ethics
- **MED** Starting out Right: Positive Program Initiatives for First Year Business Students
- **CASE** Cases as Research
- **SHOWCASE** What is Wellbeing and Why Does it Matter?

**SESSION 2**
- **GCD** Leadership and Cultural Competence
- **OB** The Power of the Not-so-Positive
- **STRATEGY** CEO Characteristics and Corporate Vitality
- **OD** Managing and Leading for a Sustainable Difference
- **LE** Servant Leadership
- **MED** Large Scale Innovative Programs of Instruction
- **CASE** Live Cases in the Classroom“Tasty Caterin”
- **SHOWCASE** Enhancing Creativity and Innovation in Organization: Approaches and Interventions
<table>
<thead>
<tr>
<th>Time</th>
<th>Session 3</th>
<th>Session 4</th>
<th>5:00 PM – 6:00 PM</th>
<th>6:30 PM – 9:00 PM</th>
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<tbody>
<tr>
<td>12:00 PM – 1:45 PM</td>
<td><strong>ALL-ACADEMY PRESIDENT’S LUNCHEON</strong>&lt;br&gt;<strong>ROOM:</strong> BALLROOM A, B, C&lt;br&gt;<strong>SPONSORS:</strong> Union Pacific Railroad and California State University, Fullerton&lt;br&gt;<strong>SPEAKER:</strong> James R. Young, CEO, Union Pacific Railroad</td>
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<td><strong>ALL-ACADEMY EVENT: THE CON AGRA TEST KITCHEN</strong>&lt;br&gt;Reception at Con Agra Headquarters&lt;br&gt;<strong>SPONSORS:</strong> Con Agra Foods, Omaha, NE</td>
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<td>2:00 PM – 3:15 PM</td>
<td>PRAGUE GCD Leadership and Global Issues&lt;br&gt;<strong>SESSION 3</strong>&lt;br&gt;OB Understanding Creativity: Individual and Situational Effects&lt;br&gt;<strong>STRATEGY</strong> Corporate Strategies and Firm Survival&lt;br&gt;<strong>OD</strong> The Power of Positivity in Leadership: Enhancing, Communicating, Transforming</td>
<td>ROME COZZENS WASHINGTON CITY MURRAY MERCHANTS HERNDON PAXTON&lt;br&gt;<strong>SESSION 4</strong>&lt;br&gt;OB Citizenship Behavior&lt;br&gt;<strong>STRATEGY</strong> Inter-organizational Relationships &amp; Organizational Knowledge &amp; Adaptability&lt;br&gt;<strong>OD</strong> The Innovative Possibilities of Positivity&lt;br&gt;<strong>MED</strong> Tools for Online Teaching, Student Well-Being, and Positive Deviance&lt;br&gt;<strong>SHOWCASE</strong> Developing Your Career and the Academy: Becoming Involved with the Midwest Academy of Management</td>
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<td>3:30 PM – 4:45 PM</td>
<td>ROME COZZENS WASHINGTON CITY MERCHANTS PAXTON</td>
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<td>5:00 PM – 6:00 PM</td>
<td><strong>MAM BUSINESS MEETING</strong>&lt;br&gt;<strong>ROOM:</strong> THE HILL ROOM</td>
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<td>6:30 PM – 9:00 PM</td>
<td><strong>ALL-ACADEMY EVENT: THE CON AGRA TEST KITCHEN</strong>&lt;br&gt;Reception at Con Agra Headquarters&lt;br&gt;<strong>SPONSORS:</strong> Con Agra Foods, Omaha, NE</td>
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<td>7:00 AM – 8:00 AM</td>
<td>CONTINENTAL BREAKFAST&lt;br&gt;&lt;br&gt;<strong>ROOM:</strong> ST. NICHOLAS&lt;br&gt;&lt;br&gt;<strong>SPONSOR:</strong> California State University</td>
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<td>7:00 AM – 12:30 PM</td>
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<td>7:00 AM – 4:30 PM</td>
<td>PUBLISHERS’ EXHIBITS&lt;br&gt;&lt;br&gt;<strong>ROOM:</strong> ST. NICHOLAS</td>
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### Showcases:

#### Session 5

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<tr>
<th>Time</th>
<th>Showcases</th>
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<tbody>
<tr>
<td>8:00 AM – 9:15 AM</td>
<td>PRAGUE&lt;br&gt;&lt;br&gt;<strong>SHOWCASE</strong>&lt;br&gt;Positivity from Nurturing the Work of Complex Adaptive Systems: …Cases of Authentic Leadership and Self-Organization</td>
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<td></td>
<td>ROME&lt;br&gt;&lt;br&gt;<strong>SHOWCASE</strong>&lt;br&gt;Organizational Culture and Leadership</td>
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<td></td>
<td>COZZENS&lt;br&gt;&lt;br&gt;<strong>SHOWCASE</strong>&lt;br&gt;Journal of Leadership and Organizational Studies: A Dialog between Editors and Potential Contributors</td>
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<tr>
<td></td>
<td>WASHINGTON CITY&lt;br&gt;&lt;br&gt;<strong>SHOWCASE</strong>&lt;br&gt;Positive Impacts of Large Group Methodologies: Application and Outcomes</td>
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<td>MURRAY&lt;br&gt;&lt;br&gt;<strong>SHOWCASE</strong>&lt;br&gt;Entrepreneurship Personality Factors</td>
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<td>MERCHANTS&lt;br&gt;&lt;br&gt;<strong>SHOWCASE</strong>&lt;br&gt;Figuring out what Works and How Students Feel about Our Efforts</td>
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<td></td>
<td>HERNDON&lt;br&gt;&lt;br&gt;<strong>SHOWCASE</strong>&lt;br&gt;The Opportunities and Challenges of Interdisciplinary Research, Teaching, and Outreach in Collaboration</td>
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<td>PAXTON&lt;br&gt;&lt;br&gt;<strong>SHOWCASE</strong>&lt;br&gt;You Get What You Give</td>
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#### Session 6

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<th>Time</th>
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<tbody>
<tr>
<td>9:30 AM – 10:45 AM</td>
<td>ROME&lt;br&gt;&lt;br&gt;<strong>OB</strong>&lt;br&gt;Old Dogs and New Tricks</td>
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<tr>
<td></td>
<td>COZZENS&lt;br&gt;&lt;br&gt;<strong>STRATEGY</strong>&lt;br&gt;Strategic Decisions and Actions</td>
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<td>WASHINGTON CITY&lt;br&gt;&lt;br&gt;<strong>OD</strong>&lt;br&gt;OD, Research and Practice: Change, Ethics, and Groups</td>
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<td>MURRAY&lt;br&gt;&lt;br&gt;<strong>ESB</strong>&lt;br&gt;Hot Shops Art Center - A Model of Arts Entrepreneurship Success</td>
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<td>MERCHANTS&lt;br&gt;&lt;br&gt;<strong>MED</strong>&lt;br&gt;Instructional Strategies for Teaching Leadership, Communications and Ethics</td>
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<td>HERNDON&lt;br&gt;&lt;br&gt;<strong>HRC</strong>&lt;br&gt;Group and Climate</td>
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<td>PAXTON&lt;br&gt;&lt;br&gt;<strong>SHOWCASE</strong>&lt;br&gt;You Get What You Give</td>
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<tr>
<td>Time</td>
<td>PRAGUE</td>
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<td>11:00 AM –</td>
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<td>12:15 PM</td>
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<td>SESSION 7</td>
<td>GCD</td>
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<td>Leadership and Social Issues</td>
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<td>12:30 PM –</td>
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<td>2:00 PM –</td>
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<td>3:15 PM</td>
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<td>SESSION 8</td>
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<td>3:30 PM –</td>
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<td>4:45 PM</td>
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<td>SESSION 9</td>
<td>HRC</td>
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<td>Gossip and “Cyberloafing”</td>
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<td>5:00 PM –</td>
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<td>6:30 PM</td>
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<td>EXECUTIVE COMMITTEE WRAP-UP MEETING</td>
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<td>HERNDON ROOM</td>
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The Power of Positivity:
Research and Practice that Makes a Sustainable Difference

THURSDAY PRE-CONFERENCE SESSIONS – Oct. 20

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

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) to be included in this consortium for doctoral students.
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 Charpied, *Brandon@obts.org*, for registration, or John Stark *John_Stark@firstclass1.csubak.edu*, for more about the workshop content and format.
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** or Marilyn Taylor, Co-Chair, Case Research Track **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
* Carol Cumber, South Dakota State University carol.cumber@sdstate.edu
* Deborah Ettington, Pennsylvania State University (retired) Dxe12@psu.edu
* Tim Peterson, North Dakota State University Tim.O.Peterson@ndsu.edu
* Marilyn Taylor, University of Missouri at Kansas City  taylorm@umkc.edu
* John Vitton, University of North Dakota  Vitton@business.und.edu

Please contact:

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

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

Friday, October 21, 2011

<table>
<thead>
<tr>
<th>Activity</th>
<th>Location</th>
<th>Time</th>
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<tbody>
<tr>
<td>Registration</td>
<td>St. Nicholas</td>
<td>7:30 am – 5:00 pm</td>
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<tr>
<td>All-Academy Keynote Breakfast</td>
<td>BALLROOM</td>
<td>7:30 am – 8:45 am</td>
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<tr>
<td>Sponsors: University of Nebraska-Lincoln &amp; University of Nebraska-Omaha</td>
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<tr>
<td>Publishers’ Exhibits</td>
<td>St. Nicholas</td>
<td>8:00 am – 4:00 pm</td>
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All-Academy Keynote Address - Ballroom

“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
### FRIDAY SESSION 19:00am – 10:15am

#### 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
Janghoon Seo, Georgia State University

#### 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
<table>
<thead>
<tr>
<th>Day/Time: Friday, 9:00am – 10:15am</th>
<th>Room: Washington City</th>
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<tr>
<td><strong>OD</strong> Positive Planfulness: SOARing at Every Level</td>
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<tr>
<td><strong>Facilitator:</strong> Gina Hinrichs, StrengthsNET, Inc.</td>
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</table>
| **Panelists:** Gina Hinrichs, StrengthsNET, Inc.  
Cheryl B. Richardson, CBR Consulting  
Dawn Newman, Boeing, Inc. |

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<tr>
<th>Day/Time: Friday, 9:00am – 10:15am</th>
<th>Room: Murray</th>
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<tbody>
<tr>
<td><strong>LE</strong> Ethics</td>
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<tr>
<td><strong>Facilitator:</strong> Jennifer Moss Breen, Bellevue University</td>
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</table>
| **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  
Chanchai Tangpong, North Dakota State University |

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<th>Day/Time: Friday, 9:00am – 10:15am</th>
<th>Room: Merchants</th>
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<tr>
<td><strong>MED</strong> Starting out Right: Positive Program Initiatives for First Year Business Students</td>
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<td><strong>Facilitator:</strong> Julie Kliegl, Wartburg College</td>
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| **Panelists:** Shontarius Aikens, Texas A&M University  
Kay Hopkins, North Dakota State University |
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

**Presenters:**  
*The Implementation of Teleworking within an Extension Service of a Large Midwestern University*  
Patrick M. Hibbeler, NORPAC Foods, Inc.  
HIBBELEER@flavrpm.com

*Creating Sustainable Women in Agriculture Training Programs: The South Dakota “Sassy” Project*  
Carol J. Cumber, South Dakota State University  
carol.cumber@sdstate.edu

Managing Team Research: The Triumphs and the Pitfalls  
Carol J. Cumber, South Dakota State University  
carol.cumber@sdstate.edu  
Joe Kavanaugh, Sam Houston State University  
mgt_jkk@shsu.edu

**Discussants:**  
Devi Akella, Albany State University  
devi.akella@asurams.edu

Erin Bass, UNO, andreaerinbass@gmail.com

Sara J. Daubert, Colorado State University  
sjdaubert1@aol.com

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

**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

**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
### 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:**  
- *21st 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

### 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  
  Tineke Kuijper, Case Western Reserve University
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
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
Wanrong Hou, 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
Tim Peterson, North Dakota State University
Tim.O.Peterson@ndsu.edu

Kenneth R. Thompson, DePaul University
kthompson@depaul.edu

Thomas J. Walter, CEO, Tasty Catering tom@tastycatering.com
All-Academy President’s Luncheon

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

OB    Understanding Creativity: Individual and Situational Effects

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

Facilitator: Erika Robinson-Morral—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-Morral, 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

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

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

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
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  
Audrie Rehard, 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

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
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

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

Friday Session 4  –  3:30pm-4:45pm
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

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

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

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
          Katryna 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
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

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.
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

Saturday, October 22, 2011

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<thead>
<tr>
<th>Activity</th>
<th>Location</th>
<th>Time</th>
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<tr>
<td>Registration</td>
<td>St. Nicholas</td>
<td>7:00 am – 12:30 pm</td>
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<tr>
<td>Continental Breakfast</td>
<td>St. Nicholas</td>
<td>7:00 am – 8:00 am</td>
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<td>Sponsor: California State University</td>
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<tr>
<td>Publishers’ Exhibits</td>
<td>St. Nicholas</td>
<td>7:00 am – 4:30 pm</td>
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SATURDAY SESSION 58:00am – 9:15am

OB Organizational Culture and Leadership

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

Facilitator: Joseph A. Allen, Creighton University

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

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

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:
1. Gert-Jan de Vreede, University of Nebraska at Omaha
2. Lynn Harland, University of Nebraska at Omaha
3. Roni Reiter-Palmon, University of Nebraska at Omaha
4. Gary S. Marshall, University of Nebraska at Omaha
**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”
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
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

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
## Saturday Session 6:30am – 10:45am

### 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
  - Rhetta 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

### 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
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
GentzFranz, University of Illinois, Urbana-Champaign

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 21st 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
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 Wirtschaftsrecht
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

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
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

Saturday Session 7 11:00am – 12:15pm

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
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
  - JosephA. 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

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
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*
Wonho Jeung, 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

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
CASE The MAM Case Workshop

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

**Room:** Herndon

**Facilitator:** Ray Benedetto, University of Phoenix
ray@guidestarinc.com

**Presenters:**

*Mandal Commission Agitations*
Devi Akella, Albany State Univ., devi.akella@asurams.edu

*Sara J. Daubert, Colorado State University*
sjdaubert1@aol.com

*John E. Barbuto, Jr., California State University at Fullerton*
jbarbuto@fullerton.edu

*Dalai Lama*
Sara J. Daubert, Colorado State University,
sjdaubert1@aol.com
John E. Barbuto, Jr., California State University at Fullerton
jbarbuto@fullerton.edu

*The Twenty-First's Second Decade-Whither the Beauty Industry?*
Marilyn L. Taylor, University of Missouri at Kansas City
taylorm@umkc.edu
Theresa L. Coates, Clarkson Univ.tcoates@clarkson.edu
Chi Anyansi-Archibong, North Carolina A&T State University
archiboc@ncat.edu; chi.archibong@hotmail.com

**Discussants:**

Pat Hibbeler, Flavorpak, Inc. HIBBELER@flavrpac.com

John Vitton, University of North Dakotavitton@business.und.edu

Steve Mitchell, University of Missouri at Kansas City
mitchellste@umkc.edu
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
All-Academy Awards Luncheon

**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.*
Saturday Session 8 2:00pm – 3:15pm

**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
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

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
Ousama Salha, Benedictine University
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

- John Bunch, Benedictine College, jbunch@benedictine.edu

**Presenters:**
- David Wanless, Michigan Technological University
  ddwanles@mtu.edu

- Doug May, University of Kansas, drmay@ku.edu

- Peter D Simonson, North Dakota State University
  psimonson@me.com
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
Saturday Session 9:30pm – 4:45pm

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

  Barbara Daiker, Northwest Eye Clinic

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

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
### 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  
- GinamarieLigon, Villanova University

### 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
HRC Gossip and “Cyberloafing”

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

Facilitator: Sharon G. Heilmann, Air Force Institute of Technology

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

END OF PAPER SESSIONS

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.
Midwest Academy of Management
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