# Management Education and Development

**Program Chair:** James Stoner, Fordham University  
**Workshop Chair:** Robert DeFillippi, Suffolk University

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<th>Time</th>
<th>Regular Program</th>
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<tr>
<td><strong>Friday</strong></td>
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<tr>
<td>11:15 am</td>
<td>Tour to McDonald’s University • OS: McDonald’s U.</td>
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<tr>
<td>1:00 pm</td>
<td>MED Workshop: Bringing life to management education • S: Gbell 2</td>
<td>252 MANAGEMENT AND ORGANIZATION WORKSHOP ON CREATIVE CLASSROOM ACTION • HW: Ogden</td>
</tr>
<tr>
<td>2:00 pm</td>
<td>MED: Exploring Change • S: Gbell 1</td>
<td>252 MANAGEMENT AND ORGANIZATION WORKSHOP ON CREATIVE CLASSROOM ACTION • HW: Ogden</td>
</tr>
<tr>
<td>3:00 pm</td>
<td>MED: Self-Managed Teams in Classroom • S: Gbell 1</td>
<td>31 CRITICAL MGMT. DOCTORAL WORKSHOP • HW: Dusable</td>
</tr>
<tr>
<td>5:00 pm</td>
<td>MED: Escape from Cluelessness • HW: Toronto</td>
<td>31 CRITICAL MGMT. DOCTORAL WORKSHOP • HW: Dusable</td>
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<tr>
<td>7:30 pm</td>
<td>MED: Experiential Learning • HE: Skyway 284</td>
<td>390 CRITICAL MGMT. WORKSHOPS: DEVELOPING AND CRITICIZING ACTION RESEARCH PROJECTS • HE: COLUMBUS C/D</td>
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<tr>
<td>8:00 am</td>
<td>MED: Contemplation Methods • HE: Skyway 285</td>
<td>390 CRITICAL MGMT. WORKSHOPS: DEVELOPING AND CRITICIZING ACTION RESEARCH PROJECTS • HE: COLUMBUS C/D</td>
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<tr>
<td>8:30 am</td>
<td>MED: Work with Diverse Students • HE: Skyway 284</td>
<td>390 CRITICAL MGMT. WORKSHOPS: DEVELOPING AND CRITICIZING ACTION RESEARCH PROJECTS • HE: COLUMBUS C/D</td>
</tr>
<tr>
<td>10:00 am</td>
<td>MED: Undergrad Bus Experience • HE: Skyway 285</td>
<td>390 CRITICAL MGMT. WORKSHOPS: DEVELOPING AND CRITICIZING ACTION RESEARCH PROJECTS • HE: COLUMBUS C/D</td>
</tr>
<tr>
<td>10:30 am</td>
<td>MED: Pedagogy for Plurality • HE: Skyway 284</td>
<td>390 CRITICAL MGMT. WORKSHOPS: DEVELOPING AND CRITICIZING ACTION RESEARCH PROJECTS • HE: COLUMBUS C/D</td>
</tr>
<tr>
<td>1:30 pm</td>
<td>MED: Contract Grading • HE: Skyway 285</td>
<td>390 CRITICAL MGMT. WORKSHOPS: DEVELOPING AND CRITICIZING ACTION RESEARCH PROJECTS • HE: COLUMBUS C/D</td>
</tr>
<tr>
<td>3:00 pm</td>
<td>MED: Employee Change • HE: Skyway 284</td>
<td>390 CRITICAL MGMT. WORKSHOPS: DEVELOPING AND CRITICIZING ACTION RESEARCH PROJECTS • HE: COLUMBUS C/D</td>
</tr>
<tr>
<td>4:00 pm</td>
<td>MED: Human Spirit • HE: Skyway 285</td>
<td>390 CRITICAL MGMT. WORKSHOPS: DEVELOPING AND CRITICIZING ACTION RESEARCH PROJECTS • HE: COLUMBUS C/D</td>
</tr>
<tr>
<td>6:00 pm</td>
<td>MED &amp; Jnl. of Management Ed. Reception • HW: Toronto</td>
<td>390 CRITICAL MGMT. WORKSHOPS: DEVELOPING AND CRITICIZING ACTION RESEARCH PROJECTS • HE: COLUMBUS C/D</td>
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<tr>
<td>7:30 pm</td>
<td>MED: Communication-Focused Curriculum • S: Alpine I</td>
<td>390 CRITICAL MGMT. WORKSHOPS: DEVELOPING AND CRITICIZING ACTION RESEARCH PROJECTS • HE: COLUMBUS C/D</td>
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<tr>
<td>8:00 pm</td>
<td>MED Doctoral Consortium. Chang • HE: Skyway 269</td>
<td>390 CRITICAL MGMT. WORKSHOPS: DEVELOPING AND CRITICIZING ACTION RESEARCH PROJECTS • HE: COLUMBUS C/D</td>
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<tr>
<td>9:00 am</td>
<td>Critical Management Studies: B • HW: Comiskey</td>
<td>390 CRITICAL MGMT. WORKSHOPS: DEVELOPING AND CRITICIZING ACTION RESEARCH PROJECTS • HE: COLUMBUS C/D</td>
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<tr>
<td><strong>Saturday</strong></td>
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<tr>
<td>9:00 am</td>
<td>Teaching International Management • HW: Goldcoast</td>
<td>101 MANAGEMENT AND ORGANIZATION WORKSHOP: MENTORING THE FUTURE WARRIORS (M) • OS: See Contact</td>
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<tr>
<td>10:00 am</td>
<td>MED: Work with Diverse Students • HE: Skyway 284</td>
<td>101 MANAGEMENT AND ORGANIZATION WORKSHOP: MENTORING THE FUTURE WARRIORS (M) • OS: See Contact</td>
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<td>MED: Pedagogy for Plurality • HE: Skyway 284</td>
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<td>MED: Contract Grading • HE: Skyway 285</td>
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<td><strong>Monday</strong></td>
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<tr>
<td>8:30 am</td>
<td>Division Welcome • S: Alpine II</td>
<td>272 DIVISION WELCOME TO THE CENTER FOR MANAGEMENT LEADERSHIP DEVELOPMENT (CLD)</td>
</tr>
<tr>
<td>9:00 am</td>
<td>Euphonic Pedagogy: Musical • S: Alpine II</td>
<td>272 DIVISION WELCOME TO THE CENTER FOR MANAGEMENT LEADERSHIP DEVELOPMENT (CLD)</td>
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<tr>
<td>10:40 am</td>
<td>The Anatomy of Fire • S: Alpine II</td>
<td>272 DIVISION WELCOME TO THE CENTER FOR MANAGEMENT LEADERSHIP DEVELOPMENT (CLD)</td>
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<tr>
<td>12:20 pm</td>
<td>Making the Internet Work • S: Alpine II</td>
<td>272 DIVISION WELCOME TO THE CENTER FOR MANAGEMENT LEADERSHIP DEVELOPMENT (CLD)</td>
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<tr>
<td>1:00 pm</td>
<td>Distance Learning Technologies • S: Alpine II</td>
<td>272 DIVISION WELCOME TO THE CENTER FOR MANAGEMENT LEADERSHIP DEVELOPMENT (CLD)</td>
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<tr>
<td>3:00 pm</td>
<td>Technology mediated distance • S: Alpine II</td>
<td>272 DIVISION WELCOME TO THE CENTER FOR MANAGEMENT LEADERSHIP DEVELOPMENT (CLD)</td>
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<tr>
<td>8:30 am</td>
<td>Classrooms Without Walls • S: Alpine II</td>
<td>272 DIVISION WELCOME TO THE CENTER FOR MANAGEMENT LEADERSHIP DEVELOPMENT (CLD)</td>
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<tr>
<td>8:50 am</td>
<td>Thinking about the Bass • S: Alpine II</td>
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<tr>
<td><strong>Tuesday</strong></td>
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<tr>
<td>2:00 pm</td>
<td>Carnegie Academy • S: Alpine II</td>
<td>272 DIVISION WELCOME TO THE CENTER FOR MANAGEMENT LEADERSHIP DEVELOPMENT (CLD)</td>
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<tr>
<td>3:40 pm</td>
<td>MAD session - Learning Maps • S: Alpine II</td>
<td>272 DIVISION WELCOME TO THE CENTER FOR MANAGEMENT LEADERSHIP DEVELOPMENT (CLD)</td>
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<tr>
<td>5:30 pm</td>
<td>Social • S: Alpine II</td>
<td>272 DIVISION WELCOME TO THE CENTER FOR MANAGEMENT LEADERSHIP DEVELOPMENT (CLD)</td>
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<td>6:30 pm</td>
<td>Social • S: Alpine II</td>
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</table>
Friday 1:00 pm

592. Brining Life to Management Education: Creating Real Organizations for Real Learning
   - 1:00-6:00 Swiss: Gball 2
   Organizer: Steven M. Maser, Willamette U.
   Presenter: Jeffrey D. Ford, Ohio State U.

593. Exploring Change through "Impossible Projects"
   - 1:00-2:30 Swiss: Gball I
   Introduction: James A. F. Stoner, Fordham U.
   Presenter: Jeffrey D. Ford, Ohio State U.

Friday 3:00 pm

594. Self-Managed Teams in the Classroom: Process and Problems
   - 3:00-5:00 Swiss: Gball I
   Presenter: Robert Silvers, Central Washington U.

Friday 5:30 pm

595. Escape from Cluelessness
   - 5:30-7:00 Hyatt West: Toronto
   Introduction: Colleen Jones, U. of Nebraska
   Presenter: Lee G. Bolman, U. of Missouri, Kansas City

Saturday 8:00 am

596. Making Experiential Learning More Effective
   - 8:00-9:30 Hyatt East: Skyway 284
   Organizer: Erwin Rausch, Didactic Systems, Inc.
   Facilitators: John B. Washburn, U. of Wisconsin, Whitewater; Jeffrey A. Mello, Golden Gate U.

597. Helping Students and Practitioners Navigate their Journeys: Contemplative Methods as Anchors in Times of Discontinuous Change
   - 8:00-9:30 Hyatt East: Skyway 285
   Organizer: Robert Silvers, Central Washington U.
   Presenters: Robert Silvers, Central Washington U.; Judith White, California State U., Monterey Bay

Saturday 10:00 am

598. Working with Diverse Students: Designing Strategies to Assist Faculty in Doing Their Homework
   - 10:00-11:30 Hyatt East: Skyway 284
   Organizer: Susan A. Comerford, U. of Vermont
   Presenters: Jill Dailey, George Mason U.; Mary J.J. Fambrough, Case Western Reserve U.; Esther Wyss-Flamm, Case Western Reserve U.

599. Development of an Integrative Undergraduate Business Experience
   - 10:00-11:30 Hyatt East: Skyway 285
   Organizer: D. Kent Zimmerman, James Madison U.

Saturday 1:00 pm

600. Pedagogy for Plurality: Journeys with Students beyond "The One Best Way"
   - 1:00-2:30 Hyatt East: Skyway 284
   Coordinators: Ian C. Palmer, U. of Technology, Sydney; Cynthia Hardy, U. of Melbourne, Australia
   Presenters: Ian C. Palmer, U. of Technology, Sydney; Cynthia Hardy, U. of Melbourne, Australia

   - 1:00-2:30 Hyatt East: Skyway 285
   Organizer: Tammy Bunn Hiller, Bucknell U.
   Presenters: Tammy Bunn Hiller, Bucknell U.; Amy B. Hietapelto, Michigan Technological U.

Saturday 3:00 pm

602. Employee Change and Development in a Pluralistic Work Setting
   - 3:00-4:30 Hyatt East: Skyway 284
   Presenter: Minnette A. Bumpus, American U.

603. Hospitable to the Human Spirit: An Imperative for Organizations
   - 3:00-4:30 Hyatt East: Skyway 285
   Introduction: Anne M. McCarthy, Colorado State U.
   Presenter: Dorothy A. Marcic, Vanderbilt U.

Saturday 6:30 pm

   - 6:30-8:00 Hyatt West: Toronto
   Hosts: Diana Billimoria, Case Western Reserve U.; Bill Ferris, Western New England College

Saturday 9:00 pm

605. OBTS/MED Talent Show
   - 9:00-10:00 Hyatt West: Toronto
   Organizer: D. Kent Zimmerman, James Madison U.

Sunday 8:00 am

606. Creating a Communication-Focused Business Curriculum
   - 8:00-10:00 Swiss: Alpine I
   Organizer: Mary C. Meisenhelter, York College of Pennsylvania
   Panel: Becky Smith, York College of Pennsylvania; Ken Slaysman, York College of Pennsylvania; Chris Meisenhelter, York College of Pennsylvania; Janice Jackson, York College of Pennsylvania; Mary Graham, York College of Pennsylvania; Normandie Gaitley, York College of Pennsylvania; Dominic Delli Carpini, York College of Pennsylvania

607. MED Doctoral Consortium. Change and Development: The Journey from Student to Teacher
   - 8:00-12:00 Hyatt East: Skyway 269
Sunday 10:00 pm

608. Breaking Up is Hard to Do

- 10:00-12:00 Swiss: Alpine I

Presenters: Peter J. Frost, U. of British Columbia; Carolyn P. Egri, Simon Fraser U.; Ken Keleman, Western Washington U.

609. E-Media Journeys in the Pluralistic World of the Academy

- 10:00-12:00 Swiss: Alpine II

Organizer: Charles Wankel, St. John's U., New York

Presenters: Alan B. Eisner, Pace U.; Raghu Garud, New York U.

Panel:
Scott J. Behson, State U. of New York, Albany; Michelle Bowring, Athabasca U.; Norman B. Bryan, Georgia State U.; Deborah J. Dwyer, U. of Toledo; Bernard Forgues, IAE, Tours; Hugh Gunz, U. of Toronto; Catherine Hajnal, U. of New Brunswick, Fredericton; Scott W. Kunkel, U. of San Diego; Dwight K. Lemke, James Cook U.; Jeffrey Lewis, Pitzer College; Terrell G. Manyak, Nova Southeastern U.; Pablo Martin De Holan, INCAE (Costa Rica); Paul Miesing, State U. of New York, Albany; Terence T. Rock, U. of Calgary; Paul Shrivastava, Bucknell U.; Bob Stephens, Wellington Polytechnic; Chuck Williams, Texas Christian U.; George Walker, Sam Houston State U.

Presenters: Charles Wankel, St. John's U.; New York; Roger Dunbar, New York U.

Monday 8:30 am

610. Division Welcome

- 8:30-8:50 Swiss: Alpine II

SCHEDULING NOTE: Immediately following the Division Welcome, the joint ODC-MED session: "Euphonic Pedagogy: The Teaching of Musical Themes as a Metaphor for Organizational Effectiveness" will start in this room (Alpine Room II) at 9:00 am.

Division Chair: William P. Ferris, Western New England College

Program Chair: James A. F. Stoner, Fordham U.

Professional Development Workshop Chair: Robert DeFillippi, Suffolk U.

Division Chair-Elect: Charles Wankel, St. John's U., New York

Monday 10:40 am


- 10:40-12:00 Swiss: Alpine II

Organizer: Judith A. Neal, U. of New Haven

Discussants: Tom Brown, Management General; Regina A. Greenwood, Kettering U.; Kenneth Murrell, U. of West Florida

Monday 12:20 pm

612. Paper: Making the Internet Work for All of Us

- 12:20-2:10 Swiss: Alpine II

Chair: Joao da Cunha, Universidade Nova de Lisboa

Bridging the Gap: Challenges and Prescriptions for Interactive Distance Education, Margaret Brindle, Duquesne U.; Laurie L. Levesque, Carnegie Mellon U.

Enhancing Business Education Using an Internet-Based Simulation: An Application to Distance Learning, Owen P. Hall, Jr., Pepperdine U.; Thomas J. Dudley, Pepperdine U.

An Exploratory Study of Predictors of Student Satisfaction In Internet-based MBA Courses, J. B. Arbaugh, U. of Wisconsin, Oshkosh

Published in Conference Proceedings

Distance Learning Receptivity: The Impact of Technology, Reputation, Constraints and Learning Preferences, Edward W. Christensen, Monmouth U.; Eric H. Kessler, Pace U.; Uzoamaka P. Anakwe, Pace U.


Monday 2:30 pm

613. Symposium: Using Distance Learning Technologies to Teach Management

- 2:30-3:50 Swiss: Alpine II

Chairs: Anil Nair, Old Dominion U.; Steven D. Maurer, Old Dominion U.

A Knowledge Infusion Model For Transforming Experiential Classroom Learning Onto Internet Media: An Illustration, Bhatt Vadlamani, Baruch College/City U. of New York

Distance Learning Using Satellite Broadcast Technology, Anne Raymond Savage, Old Dominion U.

Anytime/Anyplace: HRM Course On The Web, Randall B. Dunham, U. of Wisconsin

National Technological University's Distance Learning Programs, Gearold R. Johnson, National Technological U.

Opportunities And Challenges Of Distance Learning Technologies, Suresh Kotha, U. of Washington

Discussant: Suresh Kotha, U. of Washington

Monday 4:10 pm

614. Symposium: Technology Mediated Distance Learning: A Multi-Level Perspective

- 4:10-5:30 Swiss: Alpine II

Chair: Kurt A. Heppard, U. S. Air Force Academy

Technology-Mediated Distance Learning: Adult Education, Steve G. Green, U. S. Air Force Academy

Technology-Mediated Distance Learning: Undergraduate Education, Charles Wankel, St. John's U., New York

Technology-Mediated Distance Learning: Graduate Education, Paul Shrivastava, Bucknell U.
Tuesday 8:30 am

615. Symposium: Classrooms Without Walls: Action-Learning and Service-Learning as Evolutionary Responses to Pluralistic Demands on Management Education
- 8:30-10:10 Swiss: Alpine II
Chair: Amy L. Kenworthy, U. of North Carolina, Chapel Hill
The Shift To Real World Learning: Opportunities and Challenges For Management Education, Diana Billimoria, Case Western Reserve U.
The Role of Action Learning in Management Education, Kim S. Cameron, Case Western Reserve U.
Moving Our Classrooms Into the Community: Service-Learning As a Pedagogical Tool, Amy L. Kenworthy, U. of North Carolina, Chapel Hill
Discussant: Edward Zlotkowski, American Association for Higher Education

Tuesday 10:30 am

616. Paper: Thinking Deeply about the Basics
- 10:30-11:50 Swiss: Alpine II
Chair: Bonnie S. O’Neill, U. of Wisconsin, Milwaukee
Teaching Management as Liberal Art and Social Function, Jeffery N. Decker, Whittier College
The Importance of Liberal Arts and Fundamental Education for the Next Millennium of Managers, Philip Bobko, Gettysburg College; Manuel J. Tejeda, Gettysburg College
The Paradox of Teaching Organizational Behavior to Undergraduates: A Proposed Model and Empirical Findings, Jo Ellen Moore, Southern Illinois U.; Edwardsville; Lisa A. Burke, Louisiana State U. in Shreveport; Timothy T. Baldwin, Indiana U., Bloomington
Discussants: Jane Schmidt-Wilk, Maharishi University of Management; Cheryl Tromley, Fairfield U.; Sandra West King, Frostburg State U.

Tuesday 2:00 pm

617. Symposium: The Carnegie Academy for the Scholarship of Teaching and Learning
- 2:00-3:20 Swiss: Alpine II
Chair: Cynthia V. Fukami, U. of Denver
An Integrated Business Course: An Examination and an Assessment, Donna Blancero, Arizona State U.
The Management 101 Project: Re-Understanding Management - in Threes, John A. Miller, Bucknell U.

Tuesday 3:40 pm

618. Becoming Business Partners: Constructing a More Accurate Workplace Reality Through the Use of Learning Maps
- 3:40-5:15 Swiss: Alpine II
Chair: Jane Galloway Seiling, Business Performance Group
Presenters: Sheila McMahon, U. of New Hampshire; Craig E. Carroll, U. of Texas, Austin; Eric Flasck, Root Learning, Inc.

Tuesday 5:30 pm

619. Meeting: Business Meeting
- 5:30-6:30 Swiss: Alpine II
Division Chair: William P. Ferris, Western New England College

Tuesday 6:30 pm

620. Social
- 6:30-8:30 Swiss: Alpine II

Wednesday 8:30 am

621. Paper: Story-Telling, Improvisation, and Cinema in the Classroom
- 8:30-10:20 Swiss: Alpine II
Chair: Mary C. Meisenhelter, York College of Pennsylvania
Winner of MED Division Best Paper in Management Education - Published in Conference Proceedings
Yes And...: Introducing Improvisational Theatre Techniques to the Management Classroom, Dan Moshavi, San Jose State U.
Understanding the Use of Feature Films in Classroom Learning, Charles S. Mathews, Florida Gulf Coast U.; Charles J. Fornaciari, Florida Gulf Coast U.
Discussants: Abdelmagid M. Mazen, Suffolk U.; Thomas Hawk, Frostburg State U.; Kathleen Powers, Willamette U.

Wednesday 10:40 am

622. Paper: Improving What We Do in the Classroom
- 10:40-12:00 Swiss: Alpine II
Chair: William P. Ferris, Western New England College
Learning Developmental Coaching Through Experience, James Michael Hunt, Babson College; Joseph R. Weintraub, Babson College
Winner of MED Division Best Paper in Management Development - Published in Conference Proceedings
Casuistry and the Business Case Method, Martin Calkins, S.J., Santa Clara U.
Instructional Methods and Mental Models of Students: An Empirical Investigation, Sucheta S. Nadkarni, U. of Kansas

Discussants: David E. Morgan, U. of New South Wales; Bruce A. Schooling, Point Loma Nazarene U.; Richard Stackman, U. of Washington, Tacoma

Wednesday 12:20 pm

523. Paper: The Natural Role of Diversity in Management Education
- 12:20-2:10 Swiss: Alpine II
Chair: Linda Hite, Indiana U./Purdue U., Fort Wayne

The Effects of Gender Diversity And Team Coaching on Small-Group Performance in a Student Case Competition, Marc Orlitzky, Australian Graduate School of Management; John D. Benjamin, American U.

Changes in Attitudes of Hispanic and Anglo Management Students Surrounding a Workforce Diversity Intervention, Jacqueline N. Hood, U. of New Mexico; Helen J. Muller, U. of New Mexico; Patricia Seitz, Albuquerque Technical Vocational Institute

Rethinking the Journey of Management Education: Diversity as a Natural Phenomena, Madeline M. Crocitto, State U. of New York, Old Westbury


524. Symposium: Is Emotional Intelligence One of the Retained Learnings of Our MBAs? Are We Preparing Them to Manage and Lead?
- 12:20-2:10 Swiss: Gball I
Chair: Richard E. Boyatzis, Case Western Reserve U.

Competencies and Learning, Kim S. Cameron, Case Western Reserve U.

Teaching for Emotional Competence, Diana Billimoria, Case Western Reserve U.

Reaching Across the Curriculum: Emotional Competence -- It's Not Just for OB Anymore!, Poppy L. McLeod, Case Western Reserve U.

Does Management Education Really Make a Difference in Developing Students' Emotional Intelligence?, Richard E. Boyatzis, Case Western Reserve U.