

Management Education and Development

Program Chair: James Stoner, Fordham University

Workshop Chair: Robert DeFillippi, Suffolk University

	Start	Regular Program	Shared Program
Friday	11:15 am		75. Tour to McDonald's University • OS: McDonald's U.
	1:00 pm	592. MED Workshop: Bringing life to management education • S: Gball 2 593. MED: Exploring Change • S: Gball I	76. ENT, MED & MOC Workshop on Creative Classroom Action • HW: Ogden 79. Practioner Series: Introduction to the Inquiry Process and Research Projects • S: Gball 3
	3:00 pm	594. MED: Self-Managed Teams in Classroom • S: Gball I	
	5:00 pm		81. Critical Mgmt. Doctoral Workshop • HW: Dusable
	5:30 pm	595. MED: Escape from Cluelessness • HW: Toronto	
Saturday	7:30 am		87. Critical Management Studies: B • HW: Comiskey
	8:00 am	596. MED: Experiential Learning • HE: Skyway 284 597. MED: Contemplation Methods • HE: Skyway 285	89. Practioner Series: Developing and Critiquing Action Research Projects • HE: Columbus C/D 91. Critical Management Studies: P • HW: Columbian 92. Critical Management Studies: • HW: Buckingham 93. Critical Management Studies: P • HW: Comiskey 97. GDO/MED/ODC/CAR: Career Identities in Academia • HE: Skyway 269
	8:30 am		100. IAOM: Managerial Effectiveness in Latin America • S: Alpine II 101. Service Learning Project: Restoring the Chicago Wilderness • OS: See Contact
	9:00 am		105. Teaching International Managem • HW: Goldcoast
	10:00 am	598. MED: Work with Diverse Students • HE: Skyway 284 599. MED: Undergrad Bus Experience • HE: Skyway 285	108. OD/IM/MED/GDO/CAR: Time Management • HE: Skyway 269
	10:30 am		110. IAOM: Competing in Latin America • S: Alpine II
	1:00 pm	600. MED: Pedagogy for Plurality • HE: Skyway 284 601. MED: Contract Grading • HE: Skyway 285	115. MED/ODC/GDO: Spirituality at Work • HE: Skyway 269
	1:30 pm		118. IAOM: Challenges & Approaches to Quality • S: Alpine II
	3:00 pm	602. MED: Employee Change • HE: Skyway 284 603. MED: Human Spirit • HE: Skyway 285	123. Management of the Tenure Proce • S: Alpine II 124. ODC/MED/GDO: The Power of Music • HE: Skyway 269
	4:00 pm		125. Critical Management Studies: P • HW: Comiskey
	6:00 pm		127. IAOM: Business Meeting & Dinner • S: Alpine II
	6:30 pm	604. MED & Jnl. of Management Ed. Reception • HW: Toronto	128. Reception for Practitioner Ser • HE: Columbus C/D 130. Critical Management Studies: • HW: Comiskey
	9:00 pm	605. OBTS/MED Talent Show • HW: Toronto	
	7:30 am		131. Critical Management Studies: B • HW: Comiskey
	8:00 am	606. MED: Communication-Focused Curriculum • S: Alpine I 607. MED Doctoral Consortium. Chang • HE: Skyway 269	132. Launching an Academic-Practiti • HE: Columbus C/D 134. MED/OCIS: Mastering the Case Method of Teaching • HW: Regency Ball D(N) 135. Business & Volunteering Connec • S: WmTell 136. ODC & MED: Spirituality in Management • S: Alpine II
	9:00 am		142. Critical Management Studies: • HW: Columbian 143. Critical Management Studies: P • HW: Buckingham 145. Critical Management Studies: P • HW: Comiskey
Sunday	10:00 am	608. Breaking Up is Hard to Do • S: Alpine I 609. MED: E-Media Journeys • S: Alpine II	148. CAR: Career: A Musical Production • S: WmTell 149. ONE, MED, SIM & PNS: Reflection • HE: Skyway 268 150. Mentoring Workshop • HW: Goldcoast
	10:30 am		
	8:30 am	610. Division Welcome • S: Alpine II	
	9:00 am		209. JS: Euphonic Pedagogy: Musical • S: Alpine II 300. IP: Leader Development & Learning • HE: Wacker West (3)
	10:40 am	611. T: The Anatomy of Fire • S: Alpine II	274. JP: Goal Orientation • HE: GndBall C(N) 215. JS: From Both Sides Now: Perspecti • HW: Comiskey 216. JS: Mentoring in a Pluralistic Env • S: Gball 3
Monday	12:20 pm	612. P: Making the Internet Work • S: Alpine II	221. JS: The Gendered Classroom • S: Gball 3
	1:00 pm		312. IP: Education & Knowledge • HE: Wacker West (5)
	2:30 pm	613. S: Distance Learning Technologies • S: Alpine II	226. JS: Doctoral Education Trends • S: Gball 3
	4:10 pm	614. S: Technology mediated distance I • S: Alpine II	230. JS: Causal Mapping Tutorial • HW: Picasso 320. IP: Self-directed Change • HE: Wacker West (3)
	8:30 am	615. S: Classrooms Without Walls • S: Alpine II	236. JS: Project-Based Learning • HE: GndBall F 238. JS: Reclaiming Past Knowledge • S: Neuchatel
	8:50 am		287. JP: Cognitive Maps • HE: GndBall D(N)
	10:30 am	616. P: Thinking about the Basi • S: Alpine II	192. OD: Past, Present, Future • HW: Water Tower 243. JS: Global Corporate Citizenship • S: Gball 3 244. JS: The Academy and the Media • S: Gball I 348. IP: International Education Issues • HE: Wacker West (5)
Tuesday	2:00 pm	617. S: Carnegie Academy • S: Alpine II	246. JS: Re-thinking What We Think • S: Gball 3
	3:40 pm	618. MAD session - Learning Maps • S: Alpine II	247. JS: Mgmt and OD Across Borders • HE: GndBall B
	5:30 pm	619. M: Business Meeting • S: Alpine II	
	6:30 pm	620. Social • S: Alpine II	

Wed-	8:30 am	621.P: Story-Telling, Improvisation, ♦ S: Alpine II	197.M: Moral Center in Pluralism ♦ HW: Water Tower
	10:40 am	622.P: Improving What We Do ♦ S: Alpine II	363.IP: Improving Learning/Teaching ♦ HE: Wacker West (5)
	12:20 pm	623.P: The Natural Role of Diversity ♦ S: Alpine II 624.S: Emotional Intelligence ♦ S: Gball I	368.IP: Using Groups Effectively ♦ HE: Wacker West (5) 265.JS: Negotiation Teaching Initiative ♦ HE: GndBall D(N) 202.HRM: lessons from 13 countries ♦ HW: Water Tower

Friday 1:00 pm

592. Bringing Life to Management Education: Creating Real Organizations for Real Learning

- ♦ 1:00-5:00 Swiss: Gball 2

Organizer: Steven M. Maser, Willamette U.

Presenters: J. Frederick Truitt, Willamette U.; Kathleen Powers, Willamette U.; John A. Miller, Bucknell U.; Larry K. Michaelsen, U. of Oklahoma; Tammy Bunn Hiller, Bucknell 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. Washbush, 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

601. Contract Grading: Encouraging Commitment to the Learning Process through Voice in the Evaluation Process

- ♦ 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

604. Journal of Management Education and MED Reception, sponsored by SAGE Publications

- ♦ 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

Preregistration required

Organizers: Patricia M. Fandt, U. of Washington, Tacoma;
Richard O. Abderhalden, U. of Washington, Tacoma
Facilitators: David J. Lemak, Washington State U., Tri-Cities; David Van Fleet, Arizona State U., West

Sunday 10:00 am**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**611. Symposium: The Anatomy of Fire: An Internet Change and Development Journey in a Changing World**

- ♦ 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.

Discussants: Martina Merkle, U. of St. Gallen; Terrell G. Manyak, Nova Southeastern U.; Scott R. Herriott, Maharishi University of Management; Charles Wankel, St. John's U., New York

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.

 Technology-Mediated Distance Learning: Post-Graduate Education, Kurt A. Heppard, U. S. Air Force Academy

 Technology-Mediated Distance Learning: Undergraduate Education, Frances Amatucci, Salem State College

 Technology-Mediated Distance Learning: Post-Graduate Education, Timothy S. Reed, U. of Colorado, Boulder; Keith H. Brigham, U. of Colorado, Boulder

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 Millenium of Managers, Philip Bobko, Gettysburg College; Manuel J. Tejada, 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.

 Collaborative Learning in an MBA Program: Practicing What We Preach with Teamwork, Cynthia V. Fukami, U. of Denver

Discussants: Pat Hutchings, The Carnegie Foundation/U. of Wyoming, Laramie; Richard T. Mowday, U. of Oregon

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 McNamee, 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

 Towards a Science of Stories: Implications for Management Education, Jonathan T. Down, Oregon State U.; Jonathan King, Oregon State U.

**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
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 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****623. 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

: Daniel J. Miller, U. S. Air Force Academy

: Kent D. Miller, New York U.

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 AngloManagement 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 InstituteRethinking the Journey of Management Education:Diversity as a Natural Phenomena, Madeline M. Crocitto, State U. of New York, Old WestburyOlder Students...Diversity...Generation X...and NowY?:The Ever-Changing Management EducationLandscape-Dealing With What's Next, Martin J Hornyak, U. S. Air Force Academy; Alexandra Anna, U. S. Air Force Academy; Daniel J. Miller, U. S. Air Force Academy*Discussants:* Nicholas Miceli, Morgan State U.; Bruce Teague, U. of Pennsylvania; Joan L. Wiener, Drexel U.; Laurie P. Milton, U. of Calgary**624. 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: EmotionalCompetence -- 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.