

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

2010-2011 OFFICERS

President	M. Suzanne Clinton, University of Central Oklahoma
President-Elect	Janice A. Black, Coastal Carolina University
Program Chair	Christine Miller, Tennessee Tech University
Program Chair-Elect	Stephen V. Horner, Arkansas State University
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Electronic Media Director	Lee Tyner, University of Central Oklahoma
Proceedings Editor	Nicholas Twigg, Coastal Carolina University
Historian and Archivist	Janie R. Gregg, University of West Alabama
Immediate Past President	Scott Douglas, University of Montana

CONGRATULATIONS!

Recipient of the 2011 McGraw-Hill/Irwin Distinguished Paper Award

David M. Gomulya, University of Washington

**Recipient of the
2011 Federation of Business Disciplines Outstanding Educator Award**

Tim O. Peterson, North Dakota State University

Recipient of the 2011 Southwest Academy of Management Best Reviewer Award

Deli Yang, Trinity University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

2010-2011 TRACK CHAIRS

**Strategy / Public & Nonprofit /
Health Care Management**

James Langabeer, University of Texas - Houston

Entrepreneurship & Small Business

Manjula Salimath, University of North Texas

Organizational Behavior

John N. Davis, Hardin-Simmons University
Tim B. Chandler, Hardin-Simmons University

**Human Resources / Careers /
Gender & Diversity**

S. Gayle Baugh, University of West Florida

**International / Organizational
Theory / Social Issues**

Karen L. Middleton, Texas A&M – Corpus Christi

**General Management / Technology /
Management Education**

Frank Markham, Mesa State College

**Organizational Development /
Conflict Management**

Therese Yaeger, Benedictine University
Peter Sorensen, Benedictine University

Professional Development Workshops

Shawn M. Carraher, Minot State University

Developmental Papers

Sherry E. Sullivan, Bowling Green State University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 9, 2011
(Wednesday)**

1:30 p.m. –3:00 p.m.

Arboretum 2

TRACK TITLE PROFESSIONAL DEVELOPMENT WORKSHOP

SESSION A Avoiding ‘Shovelware’ in Hybrid Courses

Workshop Leader: **Cynthia Holubik**, Wayland Baptist University

Shovelware is a derogatory term that describes the practice of “shoveling” course content from classroom mode into hybrid format (a combination of classroom and online delivery) without proper adaptation. The unsatisfactory outcome has implications for learning effectiveness and student retention. This workshop will cover current trends, basic design principles, best practices, and tool selection. Participants are invited to bring a specific instructional design issue for open discussion and problem resolution.

1:30 p.m. –3:00 p.m.

Arboretum 3/4

TRACK TITLE ORGANIZATIONAL DEVELOPMENT / CONFLICT MANAGEMENT

SESSION B Cultural Change Considerations to Recover, Rebuild, & Renew

Session Chair: **Philip Anderson**, Benedictine University

Panelists: **Ron Fisher**, Argonne National Laboratory
Laura Froehlich, Nationwide Insurance
John Grant, General Motors
Neelima Paranjpey, Chicago Transit Authority

Please make plans to visit the exhibits to receive information on the latest books and newest education technologies.



Please let exhibitors know how much we appreciate their presence and continued support!

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 9, 2011
(Wednesday)**

1:30 p.m. – 2:15 p.m.

Arboretum 5

TRACK TITLE

DEVELOPMENTAL PAPERS

SESSION C

Mentoring Session (By invitation only)

Track Chair:

Sherry E. Sullivan, Bowling Green State University

Mentors:

Shawn M. Carraher, Minot State University
Pamela J. Zelbst, Sam Houston State University
Stephen V. Horner, Arkansas State University
Sherry E. Sullivan, Bowling Green State University
Aneika Simmons, Sam Houston State University
James W. Bishop, New Mexico State University

Acculturation and Usage of Banking Services among Hispanic Immigrants in the United States

Leonel Prieto, Texas A&M International University

Tagi Sagafi-Nejad, Texas A&M International University

Balaji Janamanchi, Texas A&M International University

Corporate Illegal Behavior as an Unanticipated Consequence of Philanthropy

Rebecca Wyland, University of Wisconsin – Milwaukee

Michael Freimark, Southern Illinois University – Carbondale

Matthias Bollmus, University of Wisconsin – Milwaukee

Eric Hedrich, KPW Management, Inc

Examining Job Design for an Organizational Impression Management Perspective

T. M. Penn, Tulane University

Enhancing Workplace Spirituality Through Emotional Intelligence

Peerayuth Charoensukmongkol, Texas A&M International University

Jose Luis Daniel, Texas A&M International University

Creating the Context for Innovation: Identifying the Building Blocks for Innovative Growth

Trent Williams, Deloitte Consulting

Process Innovation, Product Innovation, and Organizational Performance

Mengge (Michael) Li, University of Houston

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 9, 2011
(Wednesday)**

2:15 p.m. –3:00 p.m.

Arboretum 5

TRACK TITLE

SPECIAL SESSION

SESSION D

Insights from the Editor

Presenter:

Michael Hitt, Texas A&M University

Enhance your ability to publish with insights from an established scholar and journal editor. Mike is a former editor of the *Academy of Management Journal* and is the current co-editor of the *Strategic Entrepreneurship Journal*. He is a Fellow in the Academy of Management and a former President of the Academy of Management.

3:30 p.m. –5:00 p.m.

Arboretum 2

TRACK TITLE

PROFESSIONAL DEVELOPMENT WORKSHOPS

SESSION A

Transferring Knowledge Across Contexts: Embedding Critical Thinking in Core Business Classes

Workshop Leader:

Janice A. Black, Coastal Carolina University

Target Audience:

Faculty interested in learning how to help students develop higher order thinking skills; faculty in charge of program assessment may be interested in linking critical thinking processes across core classes.

3:30 p.m. –5:00 p.m.

Arboretum 3/4

TRACK TITLE

ORGANIZATIONAL DEVELOPMENT / CONFLICT MANAGEMENT

SESSION B

Leveraging Leadership for Positive Organizational Change

Session Chair:

Therese Yaeger, Benedictine University

Panelists:

Bill Doucette, NES Rental Holdings
Lachlan Whatley, Benedictine University
Nicole Lockett, Metroplex, Inc.
Kathy Schroeder, Astellas, North America

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 9, 2011
(Wednesday)**

3:30 p.m. –4:15 p.m.

Arboretum 5

TRACK TITLE

DEVELOPMENTAL PAPERS

SESSION C

Mentoring Session (By invitation only)

Track Chair:

Sherry E. Sullivan, Bowling Green State University

Mentors:

S. Gayle Baugh, University of West Florida
Kimberly Boal, Texas Tech University
Juliana Lilly, Sam Houston State University
Sherry E. Sullivan, Bowling Green State University
Tim O. Peterson, North Dakota State University

Personality and Empowerment: Trait Activation in Moderation of Empowerment

Jeffrey Muldoon, Louisiana State University

Constructive Discharge and Risk Taking: Reducing Incidences by Framing Job Resignations

James Bost, University of Central Oklahoma

Lee Tyner, University of Central Oklahoma

Jennifer Barger Johnson, University of Central Oklahoma

Excelling in the BSG: Applying Excel as a Decision Support Tool in a Business Capstone Simulation

Frank Markham, Mesa State College

Ward Huffman, Mesa State College

4:15 p.m. –5:00 p.m.

Arboretum 5

TRACK TITLE

SPECIAL SESSION

SESSION D

Insights from the Editor

Presenter:

S. Gayle Baugh, University of West Florida

Enhance your ability to publish with insights from an established scholar and journal editor. Gayle is currently the Associate Editor of *Group & Organization Management* and the co-editor of *Research in Careers*. She is a former president of SWAM and of the Gender & Diversity (GDO) Division of the Academy of Management.

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 10, 2011
(Thursday)**

7:00 a.m. – 8:15 a.m.

Library

SWAM OFFICERS' MEETING

Presiding: **M. Suzanne Clinton**, University of Central Oklahoma
President, Southwest Academy of Management

8:30 a.m. – 10:00 a.m.

Arboretum 1

TRACK TITLE HUMAN RESOURCES / CAREERS / GENDER & DIVERSITY

SESSION A Ethics and the Psychological Contract in the Workplace

Session Chair: **Ted Legatski II**, Texas Christian University

Discussants: **Brian Martinson**, University of Texas – Arlington
Michael J. Urick, University of Cincinnati
Hwan Woo (Howard) Lee, University of Houston

The Effect of Spirituality on the Psychological Contract: Towards the Relational
Tom W. Moore, East Tennessee State University
Heather L. Moore, East Tennessee State University

Announcing Downsizing: Impact of Explanations on Perceived Psychological Contract Breach
Nita Chhinzar, University of Guelph, Canada
Florent Noel, University of Nancy, France

Ethical Decision-Making: Group Diversity Holds the Key
Sandra DeGrassi, University of Houston – Downtown
Whitney Botsford Morgan, University of Houston – Downtown
Sarah Singletary Walker, University of Houston – Downtown
Anderson Jackson III, University of Houston – Downtown

Please make plans to visit the exhibits to receive information on the latest books and newest education technologies.



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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 10, 2011
(Thursday)**

8:30 a.m. – 10:00 a.m.

Arboretum 2

TRACK TITLE **GENERAL MANAGEMENT / TECHNOLOGY / MANAGEMENT
EDUCATION**

SESSION B **Management Education**

Facilitator: **Bethany Stai**, Minot State University

A Recession of Integrity: What Don't They Know About Plagiarism?

Troy A. Voelker, University of Houston – Clear Lake

Leonard G. Love, University of Houston – Clear Lake

Iryna Pentina, University of Toledo

*Warning This Website Will Self-Destruct: Introducing Student-Professor Fit as an Alternative to
Professor Rating Websites*

Gabrielle McCormick, Texas A&M – Commerce

Jennifer D. Oyler, Texas A&M – Commerce

Bridging the Theory-Application Gap in Undergraduate Management Education

Kathleen W. Mays, East Texas Baptist University

Don Daake, Olivet Nazarene University

8:30 a.m. – 10:00 a.m.

Arboretum 3

TRACK TITLE **ORGANIZATIONAL DEVELOPMENT / CONFLICT
MANAGEMENT**

SESSION C **Coaching and OD Interface to Recover, Rebuild, and Renew
Organizations**

Panelists: **Janet A. Kirby**, Benedictine University

Shelia Boysen, Benedictine University

Angie Keister, Benedictine University

10:00 a.m. – 10:30 a.m.

Market Place/Exhibit Hall

FBD COFFEE BREAK

Please make plans to visit the exhibits for information on the latest books and newest educational technologies. Let our exhibitors know how much we appreciate their presence and continued support!

Great Door Prize Drawings take place at **10:15 a.m.** in the Exhibit Area. *Must be present to win.*

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 10, 2011
(Thursday)**

10:30 a.m. – Noon

Arboretum 3

TRACK TITLE	ORGANIZATIONAL DEVELOPMENT / CONFLICT MANAGEMENT
SESSION C	Evaluating the Role of C-Suite Executives in Times of Economic Strife and Growth
Session Chair:	Ron Fisher , Argonne Laboratories
Panelists:	Laura Froehlich , Nationwide Insurance Nicole Lockett , Metroplex, Inc. Shannon Connell , Benedictine University

1:30 p.m. – 3:00 p.m.

Arboretum 1

TRACK TITLE	SPECIAL SESSION
SESSION A	Session with a Distinguished Executive
Speaker:	Clint Severson
Organizers:	Bethany Stai , Minot State University Shawn M. Carraher , Minot State University

Clint Severson will discuss his perspectives on innovation, achievement, and management of rapidly growing businesses. He has been recognized by *Forbes* as its 2007 Entrepreneur of the Year and by the Academy of Management's Technology & Innovation Management (TIM) Division as its 2010 Outstanding Executive.

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 10, 2011
(Thursday)**

3:30 p.m. – 5:00 p.m.

Conference 5, (6th Floor)

TRACK TITLE

PROFESSIONAL DEVELOPMENT WORKSHOPS

SESSION D

The Junior Instructor's Dilemma: Designing Your Course and Evaluating Your Students for the First Time

Workshop Leaders:

R. M. Smith-Nelson, University of Georgia
S. A. Nelson, University of Nebraska – Lincoln
B. J. Blackford, Northwest Missouri State University

The purpose of this workshop is to engage doctoral students and junior faculty in a conversation about the process of designing a course and evaluating students, while also coping with the demands of doctoral training or meeting tenure requirements. It will cover topics such as developing a syllabus, grading and re-grading policies, rubrics, and deadline policies.

5:00 p.m. – 6:00 p.m.

Arboretum 1

PLANNING MEETING FOR THE 2012 CONFERENCE

Presiding:

Stephen V. Horner, Arkansas State University
Program Chair-Elect, Southwest Academy of Management

Help shape SWAM's 2012 meeting to be held in New Orleans! Join in a thoughtful exchange of ideas and creative suggestions, as we seek to continually improve the SWAM conference-going experience.

5:30 p.m. – 7:00 p.m.

Market Place/Exhibit Hall

FBD Meet and Greet

Everyone is invited to attend this FBD conference-wide social event. Visit with long-time friends and make new ones as you enjoy light appetizers. A Cash Bar is available and a limited number of drink tickets will also be distributed. Stop by to relax and wind down from the day's conference activities before heading out to other association events, dinner, or the surrounding artistic activities.

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 11, 2011
(Friday)**

7:30 a.m. – 12:00 p.m.

Conference 5, (6th Floor)

**SOUTHWEST ACADEMY OF MANAGEMENT
2011 DOCTORAL CONSORTIUM**

Presiding: **Scott Douglas**, University of Montana
Immediate Past President of SWAM

8:30 a.m. – 10:00 a.m.

Arboretum 1

TRACK TITLE INTERNATIONAL / ORGANIZATIONAL THEORY / SOCIAL ISSUES

SESSION A Cultural Contingencies

Facilitator: **Ronald J. Salazar**, University of Houston – Victoria

Country as a Moderator in the Relationship Between Work Stress, Job Satisfaction, and Intention to Turnover

Randi L. Sims, Nova Southeastern University

Cynthia P. Ruppel, Nova Southeastern University

Peter Zeidler, TeleTech

A Longitudinal Study of Cross-Cultural Coping During International Assignments

Roger Blakeney, University of Houston

Laura Galarza, University of Puerto Rico

Betina Szkudlarek, Erasmus University, Netherlands

William McKnight, University of Houston

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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 11, 2011
(Friday)**

10:00 a.m. – 10:30 a.m.

Market Place/Exhibit Hall

FBD Coffee Break

Please make plans to visit the exhibits for information on the latest books and newest educational technologies. Let our exhibitors know how much we appreciate their presence and continued support!

Great Door Prize Drawings take place at **10:15 a.m.** in the Exhibit Area. *Must be present to win.*

10:30 a.m. – Noon

Arboretum 1

TRACK TITLE

ORGANIZATIONAL BEHAVIOR

SESSION A

Leadership and Teams

Session Chair:

Stephen Jaros, Southern University

Discussant:

John N. Davis, Hardin-Simmons University

Transformational Leadership, Personality, and the Apparent Holographic Constructs of Implicit Leadership in a Virtual Environment

Charles Salter, Schreiner University

Mark Green, Our Lady of the Lake University

Phyllis A. Duncan, Our Lady of the Lake University

Anne Berre, Schreiner University

Charles Torti, Schreiner University

Pete Huey, Schreiner University

The Impact of Opinion Leader-Member Exchange and Idealized Influence on Organizational Identification and Perceived Organizational Support

Steven C. Brown, Columbus State University

I-Chun Lisa Chen, Yuanpei University, Taiwan

Edward O'Donnell, Columbus State University

Tobias Huning, Columbus State University

What Do You Know? Knowledge Heterogeneity and Team Performance in an Asian Economy

Fu-Sheng Tsai, Cheng Shui University, Taiwan

Shih-Chieh Fang, National Cheng Kung University, Taiwan

Julia L. Lin, I-Shou University, Taiwan

S. Gayle Baugh, University of West Florida

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 11, 2011
(Friday)**

10:30 a.m. – Noon

Arboretum 2

TRACK TITLE **STRATEGY / PUBLIC & NONPROFIT / HEALTH CARE MANAGEMENT**

SESSION B **Healthcare and Non-Profit Management**

Facilitator: **Agustina A. Cavazos-Garza**, Texas A&M International University

Stimulus or Bureaucratic Quagmire? Managing American Recovery and Reinvestment Funds in Academia

Karla Peterson, East Central University

The Use of Six Sigma in Healthcare Management: Are We Using It to Its Full Potential?

Jami DelliFraine, University of Texas – Houston

James Langabeer, University of Texas – Houston

Deirdre McCaughey, University of Texas – Houston

Generational Differences in Healthcare Employee Voluntary Turnover: One Retention Strategy Doesn't Fit All

Benjamin B. Dunford, Purdue University

10:30 a.m. – Noon

Arboretum 3

TRACK TITLE **SPECIAL SESSION**

SESSION C **International Human Resource Management: Trends and Challenges**

Facilitator: **Veena P. Prabhu**, California State University – Los Angeles

Technology may shrink distances but it is no substitute for the human element. For example, technology may permit us to establish a video conference between U.S. and Japanese executives but it cannot adjust for the culture differences between them. In a borderless world, managing your human capital can be both challenging and rewarding. Learn more about International Human Resource Management (IHRM) in an interactive, fun-filled session. It will start with a brief background on IHRM, then shift to IHRM trends and challenges, concluding with a discussion of IHRM's future.

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 11, 2011
(Friday)**

1:30 p.m. – 3:00 p.m.

Arboretum 3

TRACK TITLE **INTERNATIONAL / ORGANIZATIONAL THEORY / SOCIAL ISSUES**

SESSION C **Managing Ethics in a Changing World**

Session Chair: **Deli Yang**, Trinity University

Discussant: **Rachel Sturm**, University of Houston

Transformational Leadership and Union Citizenship Behavior
James Richard Swindell, Indiana Tech University

The Configuration and Capabilities of Private Virtual Worlds in Organizational Settings
Derrick E. D'Souza, University of North Texas
Yunfei Du, University of North Texas
Jessica Li, University of North Texas

1:30 p.m. – 3:00 p.m.

Conference 1, (6th Floor)

TRACK TITLE **SPECIAL SESSION**

SESSION D **Fostering Creativity in Non-Creative Positions: Strategies, Pitfalls, and Progress**

Presenters: **Ethan P. Waples**, University of Central Oklahoma
Holly K. Osburn, University of Central Oklahoma
M. Suzanne Clinton, University of Central Oklahoma
Harry “Trip” Knoche, University of Central Oklahoma
Lee Tyner, University of Central Oklahoma

Many companies are finding that they must foster creativity in even routine positions to remain competitive. Everyday creativity found in routine jobs has been called “garden variety” creativity, where employees approach even typical problems with a bent toward novel solutions. How managers and leaders can encourage such creativity at all levels and in all position is the focus of this session. The symposium will address 1) how leaders can create a climate that promotes garden variety creativity through monitoring and performance feedback, 2) how HR can encourage garden variety creativity through performance management, 3) how leaders can use political tactics and networking in order to champion creative ideas, and 4) how organizations can strategically manage creative efforts.

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 11, 2011
(Friday)**

3:00 p.m. – 3:30 p.m.

Market Place/Exhibit Hall

FBD Coffee Break

Please make plans to visit the exhibits for information on the latest books and newest educational technologies. Let our exhibitors know how much we appreciate their presence and continued support!

Great Door Prize Drawings take place at **3:15 p.m.** in the Exhibit Area. *Must be present to win.*

3:30 p.m. – 5:00 p.m.

Arboretum 1

TRACK TITLE

SPECIAL SESSION

SESSION A

Recognition of the SWAM 2011 Award Winners

Presiding:

Larry Garner, Texas A&M – Central Texas
Past President, Southwest Academy of Management

Discussant:

Karen L. Middleton, Texas A&M – Corpus Christi

2011 FBD OUTSTANDING EDUCATOR AWARD

Tim O. Peterson, North Dakota State University

BEST REVIEWER

Deli Yang, Trinity University

2011 Mc-Graw-Hill/Irwin DISTINGUISHED PAPER AWARD

*Don't Blame Me: The Effects of CEO Power, Board Affiliation, and Sarbanes-Oxley on
CEO Turnover Following Financial Misrepresentation*

David M. Gomulya, University of Washington

3:30 p.m. – 5:00 p.m.

Arboretum 2

TRACK TITLE

ORGANIZATIONAL DEVELOPMENT / CONFLICT MANAGEMENT

SESSION B

**OD as a Tool in the Non-Profit Sector as Organizations
Adapt and Grow into the Post Downturn Era**

Session Chair:

Janet Kirby, Benedictine University

Panelists:

Carmen Armstrong, Benedictine University – Springfield
Frank Houston, Benedictine University – Springfield
Dynetta Cole, Benedictine University – Springfield
Mary Bridget Hunter, Benedictine University – Springfield

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 11, 2011
(Friday)**

3:30 p.m. – 5:00 p.m.

Arboretum 3

TRACK TITLE **ORGANIZATIONAL DEVELOPMENT / CONFLICT MANAGEMENT**
SESSION C **Developing Concepts in Leadership, Teams and Organizational
Development**
Facilitator: **Peter Sorensen**, Benedictine University

Are Self-Esteem and Leadership Skills Missing in Girls Ageing Out of Foster Care?
Gardenia Burks, Benedictine University – Springfield

*Influential Managers in the Public Sector: How Can OD Prepare Leaders in the Public Sector for
Today's Diverse Working Environment*
Henry Williams, Benedictine University – Springfield

Increasing Coin-In Through an Intensive Team Building Campaign Focused on Customer Service
Karla Peterson, East Central University
Scout Cloud Lee, East Central University
James Rauch, East Central University
Karen Goodnight, University of Oklahoma

5:15 p.m. – 6:15 p.m.

Arboretum 1

SOUTHWEST ACADEMY OF MANAGEMENT ANNUAL BUSINESS MEETING

Presiding: **M. Suzanne Clinton**, University of Central Oklahoma
2011 President, Southwest Academy of Management

All members are encouraged to attend our annual business meeting. Each attendee receives one free-drink ticket, redeemable at the reception that follows. We look forward to seeing you there!

6:30 p.m. – 8:00 p.m.

Window Box

SOUTHWEST ACADEMY OF MANAGEMENT ANNUAL RECEPTION

Unwind with friends and colleagues, over drinks and hors d'oeuvres. Redeem your free-drink ticket from the business meeting. Additional beverages may be purchased at the cash bar.

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 12, 2011
(Saturday)**

7:00 a.m. – 8:15 a.m.

Arboretum 5

SWAM Saturday Survivors' Breakfast

A breakfast celebration open to all SWAM members who have “survived” to the last day. Here is a last chance to network with friends and colleagues.

8:30 a.m. – 10:00 a.m.

Arboretum 1

TRACK TITLE

PROFESSIONAL DEVELOPMENT WORKSHOPS

SESSION A

Why All the Hype About Service Learning? Creating a Project that Brings Desired Results with Long Term Effects (Appreciative Community Partners, Motivated Students, & Student Retention)

Workshop Leader:

Janie R. Gregg, University of West Alabama
Sharon H. Stipe, University of West Alabama
Aliquippa D. Allen, University of West Alabama
Mitzi C. Green, University of West Alabama

8:30 a.m. – 10:00 a.m.

Arboretum 2

TRACK TITLE

ORGANIZATIONAL DEVELOPMENT / CONFLICT MANAGEMENT

SESSION B

Managing Change in an Emerging Environment Through the Application of OD Principles

Session Chair:

Peter Sorensen, Benedictine University

Panelists:

Bronwyn Rains, Benedictine University – Springfield
Rebecca Ellis, Benedictine University – Springfield
Barbara Ragland, Benedictine University – Springfield
Bill Tarmacki, Benedictine University – Springfield
Meghan Wright, Benedictine University – Springfield
Leslie McKnight, Benedictine University – Springfield

