



Academy of Management

Summer

2016 Newsletter

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**Letter from the Chair**  
**Barbara A. Ritter,**  
**Coastal Carolina University**

Dear MED Members,

I know the MED division is a special part of the academy for many of its members. Our division is a welcoming and inclusive division, distinctive in the developmental nature of relationships formed between our members. MED also plays an important role in encouraging a focus on teaching and learning, from a pedagogical and practice perspective. Our division is a safe place for hundreds of scholars in the Academy that value teaching and learning.

This year was an important one for our division as we were asked to deeply consider the mission of MED and the interconnectedness of our division to emergent teaching and learning development efforts, inside and outside of the Academy. Indeed, the Division and Interest Group Relations

Committee has asked our division to produce additional details and an advanced analysis of our value in the Academy. This brings up important questions regarding how MED relates to TLC, the TTC, and PDWs, for example. Your leadership team and a working group of 8 individuals comprised of senior members, new members, student members, practitioner, and academic members have been hard at work to answer these very questions. We know, and you know, that MED adds value to your AOM experience. It is the intention of the leadership team and this working group to show this value explicitly and enhance the status of the Scholarship of Teaching and Learning (SoTL), and so support research-informed teaching practice and management development. We appreciate your willingness to assist us in this goal as a valued member of the MED division.

In the paragraphs that follow, you will find many ways to be engaged with divisional activities during the conference. We look forward to seeing you in Anaheim!

Barbara A. Ritter, Ph.D.  
Chair, MED Division

**Program Highlights**  
**MED Program Chair: Miguel Olivas-Lujan,**  
**Clarion University of Pennsylvania**

Our Keynote address, *Business and Management Education (BME) Research: Last Frontier?* highlights how our work is an underutilized source of competitive advantage. Former *AMLE* Editor, **Ben Arbaugh**, presents the case for BME research as an institutional differentiator, counters common objections to leveraging it in an institution's profile, and identifies mechanisms and tactics for making it a cornerstone of a business school's strategy (*Anaheim Convention Center, Room 204A, Mon. 11:30 am*).

The scholarly program informs and inspires researchers and instructors with cutting-edge work on themes such as engagement, assessment of teaching practices, visioning, leadership, classroom groups, pedagogical processes and outcomes, online education, emotions, and much more (the *Sheraton Park Hotel* is our main location).

Our Symposia deal with *coaching* (*Park D, Mon. 8 am*) and the *perceived value of research* (same room, *9:45 am*).

The Discussion sessions include international contributions on eclectic, useful and influential topics (*Park C, Sun. 12:45 and 2:30 pm*).

PDWs: This year we cover all the management education bases: research, pedagogy and practice in teaching, and impacting society. Researchers can join the *Writer's Workshop* for help with a paper; and if you have a tricky R&R, there is a session on *addressing reviewer comments* for you. Develop your teaching in sessions on *case teaching, student teams* and *online management education* and many more. There is also an opportunity to unite research and teaching at unique sessions such as *reflexivity & arts-based methods*, and *self-handicapping leadership*. Social impact is covered in sessions on *sustainability* and *responsibility*.

There are many meaningful sessions for everyone!

And don't forget the **MED/OBTS/NDSC reception** (*Sheraton Park Hotel, Plaza D, Sat. 7:30 pm*), as well as our Awards and Business Meeting (*Sheraton Park Hotel, Tiffany Terrace, Mon. 6:30 pm*) followed by the **Sweets, Drinks & Treats** social (*Sheraton Park Hotel, Tiffany Patio, Mon. 7:30 pm*).

**and the MED Best Reviewers of 2016**  
are...

This year, our division was privileged to have the help of 243 colleagues who signed up to help create our program in the indispensable role of anonymous, peer-reviewers. Between 15% and 37% of them provided detailed, rigorous, yet collegial and respectful reviews that were rated "Useful" or "Extremely Useful" by the submitters, or "Constructive" or "Extremely Constructive" in tone (unfortunately, not all reviewers were rated by at least one of the submitters, a fact that makes a closer inspection of each reviewer's comments indispensable).

Once your Program Chair (M. R. Olivas-Luján) inspected all reviews, the following fifty-six (23%) colleagues are designated as **MED's Best Reviewers** for the 2016 program.

They will have received an email notification in mid-June, and will be individually recognized in Anaheim at the Awards and Business Meeting, on Monday at 6:30 pm, Tiffany Terrace at the Sheraton Park Hotel (unfortunately, the division's budget cannot afford mailing the certificates to any person unable to attend the meeting; we thank you for understanding):

Alan T Belasen  
Anne Graham  
April Lee Wright  
Arthur LaMan  
Beth Woodard  
Brian D Blume  
Ciaran Heavey  
Cynthia S Cycyota  
Dan Richards  
Daniel M Eveleth  
Daniela C Truty  
Daniil Pokidko  
Danna Greenberg  
Darlene Alexander-Houle  
Don Doty  
Frank Novakowski  
Gerard Beenen  
Gislaine Cristina dos Santos Teixeira  
Hakushi Hamaoka  
Heather Ranson  
Hector O Rocha  
J B Arbaugh  
J Duane Hoover  
J Kay Keels  
Jaime Andrés Bayona  
James G Pesek  
James C Spee  
Jeanie Mannheimer Forray  
John F Hulpke  
Jon Billsberry  
Joy Beatty

Kay Bunch  
Kerttu Kettunen  
Laura Frost  
Marcelo de Souza Bispo  
Marcus Andrew Morgan  
Maria-Teresa Lepeley  
Marilyn L Taylor  
Michele N Medina  
Olga Ryazanova  
Opal Leung  
Otmar E Varela  
Paul Hibbert  
Peter McNamara  
Philip A Cola  
Rebecca M Chory  
Rita Kowalski  
Rita J Shea-Van Fossen  
Rosemary Maellaro  
Ruslan Ramanau  
Sabine Hoidn  
Sheldene K Simola  
Shirley M Mayton  
Steve Gove  
Svetlana Serdyukov  
Thomas F Hawk  
Vance Johnson Lewis

We hope that you will sign up in November to help create the program for Atlanta 2017 with your thorough, detailed, and constructive reviews. And we also hope that a larger number of reviewers (and submissions) will be recognized as MED's best, thanks to the increasing rigor and relevance of our division's program to our profession.

~ *Miguel*

Professor, Management & Marketing  
Clarion U. of Pennsylvania

[MED Division Program Chair 2015-16](#)

Editor, [Advanced Series in Management](#); [newest volumes: Shared Services \(13\)](#) and [HRM et al. \(14\)](#)

**From your PDW Chair  
Paul Hibbert,  
University of St. Andrews**

We received a wonderful range of excellent submissions for the PDW program this year – unfortunately the time allocated to the division meant that we were only able to accept just over half of the submissions – with thanks to the submitters who were flexible in their time allocations to make even this number possible. We had to turn away some really great workshop proposals – but you can imagine how amazing the quality of the seventeen workshops on our program is this year. They make a real statement about how great the division is! The end result is that this year we have a program that reinforces MED’s position as the home for the **Scholarship of Teaching and Learning** (SoTL), and the research-informed teaching and management development practices that are built on those firm foundations.

At the heart of our support for SoTL is our signature *Management Education and Learning Writers Workshop*. This workshop features a large team of editors and distinguished scholars ready to help junior scholars improve their SoTL-focussed research papers, and can really make a difference to your research writing. Also of benefit to researchers (old and new!) is a session on *Making Your Response Meaningful: Addressing Reviewers Comments*. All of us struggle with those tricky revise-and resubmit decisions on papers from time to time – come along and get some helpful advice!

There are many great sessions that can guide research-informed teaching practice. For example workshops on: *The Three Ds of Case Teaching: Design, Discuss, and Disseminate*; a great multi-part session that explores the possible answers to

the question “*Suppose We Took Student Teams Seriously*”; and an interdisciplinary research-based workshop on *reflexivity & arts-based methods*.

An exciting feature of the programme are a number of workshops (how to have) impact through SoTL research on management development and society more generally. At the management development end of the spectrum are sessions that provide help with management concerns such as executive stress and self-defeating leadership. At the level of social influence the current interest in the themes of sustainability and responsibility in management education are key features, with scheduled workshops such as: *Sustainability in Management Education: Purpose, Linkage, Assessment & External Stakeholders*; and *Responsible Management Education in Action: Developing Faculty Competences*.

Overall, we are proud and excited to offer a program that reflects MED’s commitment to the SoTL and pedagogic research foundations of management education, and helps others to develop their scholarship, research and practice in this domain that is of central importance to the mission of the whole Academy.

**Management Education & Learning  
(MED) Writers Workshop  
Friday, August 5, 2016, 5:00 to 7:00 PM  
Sheraton Park Hotel in Plaza D**

**Pre-registration Required**

***Manuscript submission deadline: June 30, 2016***

**PDW Coordinator:**

· Kathleen J. Barnes, University of New Haven ([kathleenjbarnes@gmail.com](mailto:kathleenjbarnes@gmail.com)).

**Deadline:** Deadline for registration and submission of manuscripts is June 30, 2016.

Contact Kathleen J. Barnes at [kathleenjbarnes@gmail.com](mailto:kathleenjbarnes@gmail.com) for registration, questions about manuscript submission and an extended deadline if needed.

### **Objective of Workshop**

The goal of this PDW session is to assist authors in preparing their management education and learning manuscripts for publication. The manuscript can be in any stage of completion, but must have sufficient content for review and comment. Submitters commit to reading and preparing comments for other submitters.

Both new and previously submitted papers are welcome; even management education and learning manuscripts that were submitted but not accepted in the 2016 Academy of Management's Management Education and Development Division conference program may be submitted since the manuscript title will not appear in the program. Manuscripts will be grouped with similar management education and learning manuscripts with each author expected to review the manuscripts prior to the workshop.

A journal editor or experienced researcher will review each manuscript, provide feedback to participants and will facilitate a discussion of all participants' manuscripts at their assigned table. This workshop is co-sponsored by the *Organization Management Journal*, *Management Learning*, the *Journal of Management Education*, and the *Academy of Management Learning & Education*.

### **Reviewers include (listed alphabetically):**

- Veronique Ambrosini; Monash U.
- Joy E. Beatty; U. of Michigan, Dearborn
- Yvonne Benschop; Radboud U. Nijmegen
- Alexander R. Bolinger; Idaho State U.
- Maree Veronica Boyle; Griffith U.
- Kerri Anne Crowne; Widener U.

- Priscilla Elsass; Clark U.
- Charles J. Fornaciari; La Salle U.
- Thomas F Hawk; Frostburg State U.
- Olivia del Roble Hernández-Pozas; Tecnológico de Monterrey
- Stephen Jaros; Southern U.
- Mark Learmonth; Durham U.
- Magid Mazen; Suffolk U.
- Dirk C. Moosmayer; The U. of Nottingham, China
- Craig Prichard; Massey U.
- Eugene Sadler-Smith; U. of Surrey
- Maureen A. Scully; U. of Massachusetts, Boston
- Rita Shea-Van Fossen; Nova Southeastern U.
- James C Spee; U. of Redlands
- John B Stark; California State U., Bakersfield
- Lisa T. Stickney; U. of Baltimore
- Carolyn Wiley; Roosevelt U.
- April Lee Wright; U. of Queensland
- Robert Phillip Wright; Hong Kong Polytechnic U.

### **Manuscript Submission Process**

Due to the intense nature of the review process, a limited number of manuscripts will be selected for the workshop. Although authors may submit more than one manuscript, only one per author will be selected for the workshop.

People can attend this session without having a manuscript under review, but all attendees need to register for the session and be willing to read the manuscripts prior to the session. We have limited seats for participants who therefore will be selected on the basis of 'first-in first-serve'. Early registration is encouraged!

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the contact person to obtain the approval code.

### **Contact Person**

MED members who wish to participate in this workshop must submit their manuscripts to Kathleen Barnes ([kathleenjbarnes@gmail.com](mailto:kathleenjbarnes@gmail.com)) by June 30, 2016 to provide adequate time for selecting manuscripts and the review process.

**MED Awards and Business Meeting  
Celebrate our Best Submissions and Reviewers:  
Meeting 6:30 Monday  
Sheraton Park Hotel, Tiffany Terrace**

We will present outstanding reviewer awards at our MED Business meeting (Sheraton Park Hotel, Tiffany Terrace at 6.30pm on Monday) and join us for Sweets, Drinks and Treats at our MED social immediately thereafter). Might you be a reviewer and one of the winners! Come along and find out.

We also acknowledge outstanding papers and symposia with Awards. These awards were selected through a process of initial shortlisting by the MED blind reviewers. This shortlist was then reviewed again by a separate Awards reviewer committee consisting of a panel of previous winners. Informed by reviewer recommendations a final winner was selected by the MED Research Coordinator in consultation with the wider MED Executive Committee.

**MED Social  
Celebrate the friendship of MED colleagues  
Monday 7:30,  
Sheraton Park Hotel, Tiffany Patio**

Immediately after our Business Meeting we will have our annual social. This year our theme is Sweets, Treats, Drinks and friendship amongst scholars. Take this opportunity to meet colleagues from around the world who share an interest in the research and practice of management education. Bring along a friend and get them involved in MED. New members are very, very welcome!!

Thanks also to our awards sponsors:

- OBTS and the Journal of Management Education, Best Paper in Management Education
- Graduate Management Admissions Council: Best Paper in Graduate Management Education

- Innovative Learning Solutions: Global Forum Best Paper
- Sage/Journal of Leadership and Organizational Studies: Junior Faculty Best Paper
- McGraw Hill/Irwin: Best Symposium

**MED Members Thank You Coffee Social  
MED colleagues and collaborations  
9:30 Monday,  
Sheraton Park Hotel, Park B**

Take this opportunity to meet colleagues from around the world who share your research interests and form plans for collaborating for 2017.

**MED 2016 Election Results  
Jacob Eisenberg, Division Past-Chair,  
Elections Committee Chair**

Dear Management Education & Development  
Division members,

The 2016 Academy MED Division elections came to conclusion and I am delighted to share with you the results. We have a very impressive cadre of colleagues joining the leadership team and I have never felt more confident about the future of our division. Please join me in congratulating them!

A big thank you to all members who took part in this election! First and foremost, thank-you to the candidates who ran for the election: I appreciate your efforts and your readiness to contribute to the division and I invite you to remain involved and consider running for officer roles in the future.

Thank you to all the members who voted in the elections: 17.73%, 313 of MED members voted this year. This figure is lower than the Academy wide figure, which stands this year on



an average of 24%. It is lower by 3% than our participation rate last year but this corresponds to a drop in Academy's overall division elections' participation rates, which dropped by an average of 3.9% this year compared to last.

I hope that more of our members will vote next year.

The incoming MED officers, who will assume their roles at the end of the Academy meeting in August 2016 are:



**DIVISION PROGRAM  
CHAIR-ELECT  
KIM GOWER,  
University of Richmond**

Kim, an Assistant Professor at the University of Mary Washington College of Business, received her PhD from Virginia Commonwealth University in 2012, but has been teaching undergraduate and graduate courses since 2004 and has been a MED and TTC member since 2006. She served in a wide variety of leadership positions throughout her professional career both inside and outside of academics, including MED Membership Coordinator and Research Coordinator. In the membership role she worked with a great team to establish and promote our social media presence for increased member recruitment and retention, and as current Research Coordinator she has been working to foster stronger relationships with the organizations that support MED's mission.

As an educator, she is passionate about using community-based learning in a wide variety of management classes, and was recognized as the OBTS 2014 New Educator Award winner. Her research interests lie in teaching methods, including the classroom as an organization, contemporary format delivery and reflection, experience-based learning, and in multi-source leadership assessment and measurement. She loves to backpack, Crossfit, and travel. You can

look her up in the social media world on LinkedIn, and on Twitter @Leadership\_KG.



**RESEARCH  
COORDINATOR-ELECT  
GERARD BEENEN,  
California State University**

Gerard has been an active member of AOM's MED Division since 2007. He has consistently reviewed for the division, and presented research and PDWs in MED Division sessions. As a doctoral student, he received the Barry Armandi Best Student Paper Award for his paper on MBA internships, and has had several papers included in AOM Best Paper Proceedings. His research interests include workplace motivation and learning, managerial interpersonal skills and leadership, management education, and closing the research-practice gap. His research has been published in various journals within the scope of MED including AMLE, IJME, HRM, OBHDP, and JEB, among others.

He completed his Ph.D. in Organizational Behavior and Theory at Carnegie Mellon University (Tepper), his MBA at Northwestern University (Kellogg), and his MA at Fuller Theological Seminary. Prior to his academic career, he was CEO of a cancer care center, co-founder of a technology start-up, a management consultant with both Bain & Company and Ernst & Young, and a management analyst with the County of Orange, California. He is now an Associate Professor of Management and Department Vice-Chair at California State University, Fullerton where he teaches undergraduate and MBA courses on Organizational Behavior, Team Leadership, Negotiation, and Organizational Change. He also is as an Adjunct Professor at Carnegie Mellon University and the University of California, Irvine,

where he teaches MBA courses on Organizational Change.



**SECRETARY**  
**OLGA IGOREVNA RYAZANOVA**  
**Maynooth University**

Olga is a Lecturer in Management and Marketing in the Maynooth University School of Business (Ireland). Her primary research interests are in the micro-foundations of firm behaviour, i.e. in the individual and group-level processes that influence organizational decision-making and outcomes. Olga's research explores micro-level antecedents of strategic human capital formation in knowledge-intensive industries, such as the business education sector, with the particular focus on the role of globalisation in this process.

She is an active member of the Academy of Management, where the MED division is her primary home, and of the European Academy of Management, where her research contributes to the International Management stream. With co-authors she received the MED Global Forum Award in 2014 for their paper on the role of linguistic capital in the research productivity of business school academics. Olga's research has been published in the Academy of Management Learning and Education journal and in the Academy of Management Proceedings.



**MEMBERSHIP  
COORDINATOR-  
ELECT**  
**KATHLEEN J. BARNES**  
**University of New Haven**

Kathleen is an Associate Professor of Management and former Associate Dean at the University of New Haven's College of Business.

She has enjoyed attending AOM annual meetings since 2009 and presenting in the MED Division. She has had the privilege of coordinating AOM's MED Division's Management Education and Learning Writers Workshop since 2009. This mission-critical professional development workshop has continually grown to become a MED signature event. Former faculty positions were at East Stroudsburg University, University of Wisconsin – Superior, SUNY College at Oneonta and SUNY Morrisville. She holds a BA from Hartwick College, an MBA from Syracuse University, a Ph.D. in Organizational Studies from the University at Albany, SUNY. She worked and consulted in the banking industry before joining academia and has scholarly activity in experiential learning, pedagogical methods, ethics, and learning areas. She looks forward to working with the talented MED team to offer innovative and engaging programming that meet the MED members' needs.



**PRACTITIONER  
LIAISON-ELECT**  
**NICOLE M. COOMBER,**  
**University of Maryland**

Nicole completed her PhD in Education Policy and Leadership in May of 2012 at the University of Maryland's College of Education. She teaches organizational behavior, management consulting, and cross-cultural management at the Robert H. Smith School of Business. She is currently the undergraduate management major coordinator for the Management & Organization Department, and serves as affiliated faculty to the QUEST Honors Program. Before joining the faculty at Smith, she worked with the QUEST program as Assistant Director, leading efforts in curriculum and corporate development.

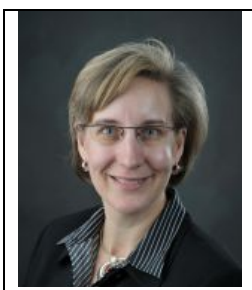
Nicole is also the proprietor of Managing Motherhood, a media and consulting firm



dedicated to creating tools for parents to manage more effectively the complex and sometimes competing responsibilities they face in their personal and professional lives. With the goal of “managing imperfection better,” Nicole believes the management, strategy, and consulting tools she teaches in the classroom at the University of Maryland can help parents in their family and professional lives. Nicole is married to an attorney for the EPA who also serves as their Washington DC neighborhood’s Advisory Neighborhood Commissioner. They have four lovely and spirited boys.

application of barrier-free teaching practices across the curriculum.

She has presented original research at the Academy of Human Resource Development International Research Conferences in the Americas, the Midwest Academy of Management Annual Meetings, the Academy of Management Annual Meetings as well as other regional, national and international events. Her research has been published in the Business Research Yearbook, American Journal of Business Education, Journal of Business and Education Research, Journal of Diversity Management, and Contemporary Issues in Education Research. She is also a member of the Midwest Academy of Management where she has served as a reviewer, track chair, program chair, President and Past-President.



**DIVISION  
REPRESENTATIVE-AT-  
LARGE  
JENNIFER LYNN SCHULTZ,  
Metropolitan State  
University**

Jennifer is an Associate Professor in Human Resource Management (HRM) for the College of Management at Metropolitan State University in Minneapolis, Minnesota. She serves as the Curriculum Coordinator for the undergraduate HRM program and teaches courses in management, HRM, and business administration. She has a BS from the University of Wisconsin-LaCrosse, an MEd from the University of Georgia, an MBA from Our Lady of the Lake University (San Antonio, TX) and a Ph.D. from the University of Minnesota-Twin Cities.

Professionally, she has over 20 years of experience in collegiate teaching, higher education administration, and business. She has held leadership positions in human resources, sales, marketing, and executive management; including strategic corporate leadership and profit/loss responsibilities. She has an active research and writing agenda focused on formal workplace social networks, classroom research on student attitudes and perceptions of pedagogy, and the