

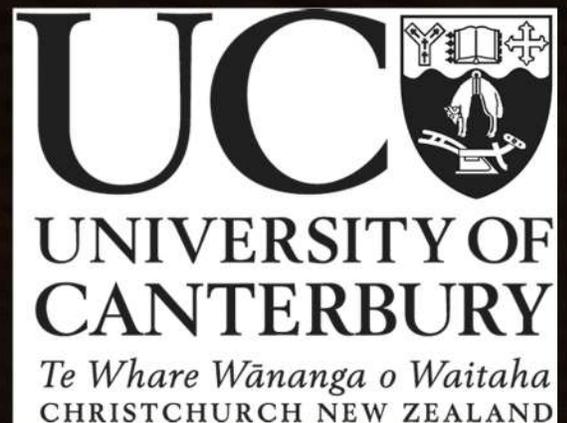
# INTERNATIONAL M OBTS

**The International Conference of the  
Management & Organizational Behavior Teaching Society**

**30 January - 1 February, 2020**

**Hosted at University of Canterbury**

**Conference Chair: Sarah Wright, University of Canterbury**





**University of Canterbury**

Māori Students' Study Centre  
Te Whare Akonga o Te Akatoki

Pavilion

Avon River

Ilam Homestead

Rehua

Okeover Stream

Engineering Core  
Link  
Electrical and Computer Engineering Wing

Ernest Rutherford

Pūtaiao Koiroa

Julius von Haast

Central Lecture Theatres

University of Canterbury

Geography

North Arts Lecture Theatres

Psychology-Sociology

Karl Popper

South Arts Lecture Theatres

Music

Meremere

Fine Arts Block 2

Fine Arts Block 3

Arts Rd

University Dr

## WELCOME MESSAGE FROM MOBTS PRESIDENT MICHEAL STRATTON & OB-1 GARY STARK

Dear iMOBTS 2020 Conference Attendees,

Kia ora (hello)! On behalf of the MOBTS Board of Directors and our members from across the globe, welcome to iMOBTS 2020 here in Christchurch! Alongside Sarah Wright, Brandon Charpied, and the entire team at the University of Canterbury and the UC Business School, we are absolutely thrilled that you have joined the MOBTS Whanau (extended family).

MOBTS is the premiere organization for the scholarship of teaching and learning in the field, and we are an unwavering advocate for faculty development, the teacher-scholar identity, and pedagogical innovation. Micheal first joined MOBTS in 2005 as a doctoral student and quickly found an academic home that appreciated educators from various social science disciplines committed to teaching about and studying organizations. Gary first attended MOBTS in 2002, a few years into his academic career, and found his home in this extraordinarily welcoming group of passionate and innovative teacher-scholars. The conference experiences, our two exceptional publications, and our hundreds of members have contributed so much to our growth over the years. You too will find this conference a vibrant learning experience that will energize your passions for the classroom, enrich your scholarly agendas, and help to build a network of friends and colleagues who will support your journey in the years to come.



Over the course of the next couple of days, you will engage with over 60 attendees from more than 14 countries. The 50 sessions include the traditional interactive exercise experiences, but also round table discussions, presentations of best practices, and pedagogical research. Topics include large group teaching, technology and teaching innovations, learning outcomes and assessment, curriculum design, and the intersection of our teaching and scholarly identities. For those new to MOBTS, the socials and time spent together in smaller group conversations in the evenings are also central to our culture of inclusivity. We intentionally build into the schedule both space and time for creating personal connections and friendships.

Teacher-scholars who attend MOBTS are deeply devoted to student learning. Now more than ever we must ensure that our students are supported and empowered with the tools, knowledge, and skills to improve lives inside organizations and to positively impact society. Note that while students should be a priority in our profession, our care for them is predicated on our own self-care and on support from our peers. As flight attendants tell us as part of the pre-departure ritual, *place the oxygen mask over your own mouth before assisting others*. Let this serve as a reminder of how important it is to devote time and energy to our own development and to that of our colleagues. Only then will we be able to truly create and sustain innovative and impactful teaching. This conference and the umbrella of resources available to MOBTS members provide the oxygen that will breathe energy into your work to educate and support your students.

Enjoy our conference this weekend and do not hesitate to reach out to us if you have questions or suggestions on how we may continue to improve our offerings. And please be sure to thank Sarah, Brandon, and the conference team for their tireless efforts to bring MOBTS to New Zealand!

Ka kite ano (see you soon),

A handwritten signature in black ink, appearing to read "Micheal Stratton". The signature is fluid and stylized, with a long horizontal stroke at the end.

Micheal Stratton, President

A handwritten signature in black ink, appearing to read "Gary Stark". The signature is cursive and somewhat stylized.

Gary Stark, OB1

## WELCOME MESSAGE FROM SARAH WRIGHT, IMOBTS PROGRAMME CHAIR

Kia ora MOBTS Community! I am very excited to welcome the MOBTS community to the University of Canterbury in Christchurch, Aotearoa New Zealand. I know many of you have travelled long distances and juggled hectic teaching schedules to be here, so thank you for sharing your experiences of teaching and scholarship in management education, and helping to widen and deepen the MOBTS community internationally. You will be joining approximately 60 other management educators, hailing from over 50 institutions located in 14 countries. We are truly an international conference!



MOBTS is about both sharing best teaching practices and socially connecting as educators. We hope you will actively participate in the academic sessions, but will also take the opportunity to reconnect with old friends and make new ones. Join us in the Community Engagement Hub for refreshments at our morning and afternoon breaks and also for lunch. Please accept our invitation to the opening reception to be held at the University Staff Club and the conference dinner at Ilex Café in the beautiful Christchurch Botanical Gardens.

Christchurch is New Zealand's second largest city and although Mother Nature brought us to our knees a decade ago with earthquakes, we welcome the opportunity to demonstrate to the world that our reputation for resilience and a can-do attitude is not misplaced. What results is a city and university that is upgrading itself into a modern environment while remaining 'business as usual' as this transformation occurs. We are the second oldest university in New Zealand, founded in 1873 as Canterbury College. Originally the university was in the city centre, now the "Arts Centre" and was set up on the Oxbridge model with one major difference: women students were admitted from the start. The campus moved to the current Ilam location in 1975, and the Business School was established in 2004.

Many people have contributed to this conference, first and foremost all of you whom are attending and participating. Thanks to each of you. Thanks to the MOBTS board, led by Michael Stratton, for having the courage to run an international conference in the depths of the South Pacific! Thank you to board members and JME co-editors Kathy Lund Dean and Jeanie Forray for encouraging me to host MOBTS in New Zealand and for facilitating many developmental workshops during the conference (look for them in the programme!)

Most of all thanks to Brandon Charpied, the Executive Operations Director of MOBTS. He has given a huge amount of time, professional insights, and leadership in translating the idea of iMOBTS into action. His expertise in pulling conferences together is, without doubt, the key success factor that has made this event possible. Thank you for your patient guidance when the waters were muddy!

Nau mai haere mai. Welcome to Canterbury, come and enjoy!

Sarah Wright

Programme Chair

## CONFERENCE REGISTRATION

Conference registration/check-in will take place each day (times listed below) in the **Rehua Foyer** (refer to map on final page of the program). At check-in, you will pick up your name badge, t-shirt (if you opted for one during registration), and daily schedule grid. If the registration table is not occupied upon your arrival, please grab your badge and check back in later on in the day for anything else you may have missed. Rehua is highlighted for you on the campus map in **yellow**.

**THURSDAY, 30 JANUARY:** 3:00pm – 6:00pm

**FRIDAY, 31 JANUARY:** 8:00am – 12:00pm

**SATURDAY, 1 FEBRUARY:** 8:00am – 12:00pm

---

## CHECKING INTO UNIVERSITY HOUSING

For those of you that opted for university housing, you will be staying at College House. **The address for College House is: 100 Waimairi Road, Ilam, Christchurch.** Please check in directly at College House for your accommodations. We will not be able to assist you with housing at the registration table in Rehua. Check-in and departure requirements, as well as important contact numbers are located in the “College House Welcome” message in this program. College House is also located on the conference map and is highlighted for you in **red**.

---

## CONFERENCE EVENT LOCATIONS

**OPENING RECEPTION ON 30 JANUARY at 7PM:** The opening reception will be held at the University of Canterbury Staff Club. The address of the club is: 90 Ilam Rd. This is listed as the “Ilam Homestead” on your map and highlighted in **orange**.

**CONFERENCE SESSIONS & BREAKS:** The conference is located entirely in **Rehua** which is on the corner of Forestry and Arts Rds. The entrance will be signposted from both Forestry and Arts Rd for your convenience. When referring to the campus map (last page of program), Rehua is highlighted in **yellow** at the center of the map.

**CONFERENCE DINNER ON 31 JANUARY:** The conference dinner will be held at Ilex Café in the Botanical Gardens. The bus tour prior to dinner will collect us from Rehua and return to Rehua after dinner. Tour bus loading will begin shortly after the conclusion of the afternoon sessions, so please stay in Rehua at that time to join us. Anyone not present upon loading the buses will be assumed to be not attending the tour and dinner.

---

## INTERACTIVE CAMPUS MAP

You may refer to the campus map on the last page of this program, or alternatively you can use the interactive campus map on UC’s website. This map is searchable and will provide you the location of any campus location you desire. [Click here to access the interactive map.](#)

## LOCAL POINTS OF INTEREST

For those of you that are traveling in to join us, we hope that you are able to take in everything Christchurch has to offer. Here is a list of points of interest that you may wish to consider during your stay.

- Christchurch Farmers market (Saturday mornings only) - <https://ccc.govt.nz/news-and-events/whats-on/show/44>
- Riverside market (open everyday in the city) – <https://riverside.nz/>
- Canterbury Museum (current exhibit is the Dunedin study) - <https://ccc.govt.nz/news-and-events/whats-on/show/3471>
- Christchurch Art Gallery - <https://christchurchartgallery.org.nz/>
- Arts Centre Walking tours - <https://ccc.govt.nz/news-and-events/whats-on/show/3438>
- The World's Buskers Festival - <https://www.breadandcircus.co.nz/>
- Lazy Sundays - <https://ccc.govt.nz/news-and-events/whats-on/show/752> (free concerts in the Botanical Gardens)
- New Regent St - <https://newregentstreet.co.nz/>
- The Tram - [https://www.christchurchattractions.nz/christchurch-tram/?gclid=EAlalQobChMljMvMi8zo5gIVToiPCh2o5QpkEAAAYASAAEgLin\\_D\\_BwE](https://www.christchurchattractions.nz/christchurch-tram/?gclid=EAlalQobChMljMvMi8zo5gIVToiPCh2o5QpkEAAAYASAAEgLin_D_BwE)
- Christchurch Adventure Park - <https://christchurchadventurepark.com/>

---

---

## GETTING INTO THE CITY

The best way to get into the city from the University is either taxi (Blue Star, Gold Band, and Green Cabs are the popular companies), ride share (NZ has Uber and Ola), or the bus. There are several buses that go past the University to the city centre. You can plan your trip on the website, <http://www.metroinfo.co.nz>. It is possible to walk to the city from the University through Hagley Park, which takes about 60 minutes.

The airport bus passes the University on the Purple Line (currently \$8.50NZD/\$5.60USD), or attendees may prefer a taxi (approx. \$22NZD/\$15USD). Uber and Ola are also available in Christchurch.



College House

### ***Departure Requirements:***

- ***When departing, please leave your keys in the room (on the desk) and leave your room door open.***
- ***You are personally responsible for lost keys and will be charged for the cost of replacement.***
- ***Luggage may be left at the Office if travelling later in the day.***

**We trust you enjoy your stay with us.**

A handwritten signature in blue ink, appearing to read 'Rex Dillon'.

Rex Dillon  
**BURSAR  
COLLEGE HOUSE**

**Welcomes**

**IMOBTS 2020 Conference**

**Attendees**

Conference attendees have been allocated rooms in either of Hardie or Beadel Houses (see map on back).

These Houses are comprised of 3 floors, each of which has 5 bedrooms and shared kitchenette, shower and toilet facilities.

On arrival, please come to the Admin Office - just inside the main entrance. You will be issued with a swipe card and key for site and room access, and escorted to your room.

**If you will be arriving at College House outside normal working hours, please phone ahead on either (03) 364-2001 or 027 560-8180 to alert the duty person.**

**DEPARTURE INSTRUCTIONS ON BACK**

## Useful Information

### Contacts:

Duty phone (24 hours)	(03) 364-2001
Emergency contact (Principal - Richard Taylor)	027 473-0851
Staff Office Hours:	Weekdays 8:30am – 5:00pm

During business hours, enquiries should be directed to the College House Office (adjacent to the main pedestrian entrance). Outside these hours, the College House duty person may be contacted on (03) 364-2001.

### Access:

You will be issued with both a swipe card and a key. The swipe card opens the driveway gate, pedestrian gates and your floor door, while the key opens your room only (and your floor door in an emergency). The Common Room in the Main Block is equipped with Sky TV, games etc and is available for you to use until around 11pm each night.

### Fire / Earthquake Evacuation:

- Fire alarms are located near the doorway on each floor and will ring on all floors of the building to signal the need to evacuate.
- Should an earthquake or fire occur, please follow the detailed evacuation procedures posted in all rooms.
- Do not prop open your bedroom or House entrance door at any time as they are classed as fire doors and must remain closed.

### Health & Safety:

Please be aware of the general hazards on site - these include steps, stairs and stairwells, uneven pavers and vehicles in the driveway. Upgrade works to the Chapel are also currently underway, so please observe all related signage and fencing.

### After Hours Doctor:

The Riccarton Clinic  
4 Yaldhurst Road  
(03) 343-3661

### Free Guest Wifi is available at College House:

Network: *UCVisitor*  
User name: *uc3687*  
Password: *015043* (*zero, one, five, zero, four, three*)

### No Smoking or Cooking:

All College House rooms and grounds are smoke free. Smoking in rooms or cooking WILL activate sensors and summon NZ Fire Service. You will be liable for all resulting call-out costs.

### Heating:

Wall heaters in the Houses are fitted with timers which, once activated, will provide heat for one hour before requiring reset.

### Breakfast:

Breakfast will be served in the Dining Hall (ground floor of the Administration Building) and will be served from 7am until 9am Monday to Friday, and from 8am until 9am Saturday and Sunday.

### Housekeeping:

Please leave used towels outside your room door for replacement. The laundry is at the east end of the main carpark. Access code is CX1983.

### Security:

The College will not be held responsible for loss of (or damage to) personal belongings, so please ensure your room is locked at all times.

The main entrance door and driveway gate are both locked at 5:00pm.

# Thursday | January 30

## **Thursday | 3:00PM – 6:00PM at Rehua Foyer** **Conference Registration**

If you'd like to check-in early to grab your badge and conference t-shirt, please stop by the Rehua Foyer between 3pm and 6pm. The conference registration table will be open again all day on Friday and on Saturday morning.

**Thursday | 7:00PM – 9:00PM at the UC Staff Club**

### **Opening Reception**

Join us to open up International MOBTS 2020 at University of Canterbury with our opening reception! Meet the Board of Directors on site including MOBTS President Micheal Stratton, OB-1 Gary Stark, and 2020 Programme Chair Sarah Wright. After some introductions and brief remarks, it's time to get to know one another over some drinks. So come on over, relax, and take a sip of the MOBTS kool-aid.

Members of MOBTS leadership will be present at Rehua following conference registration (3pm-6pm) if you would like to walk over as part of a group. Otherwise, feel free to meet us there. The address is: *UC Staff Club, 90 Ilam Rd.*

# Friday | January 31

## **Friday | 9:00AM - 9:15AM in Rehua Foyer** **Conference Registration**

Join us for the Traditional Morning Karakia! The morning rituals occur every day in the Rehua building. They are not officially part of the conference but everyone in the building is invited to participate and/or observe. The ritual involves waiata (Maori songs) and a morning karakia (prayer) and is led by a Kaumātua (Maori elder).

**Friday | 9:00AM - 9:15AM in Rehua Foyer**

### **Traditional Morning Karakia**

Join us for the Traditional Morning Karakia! The morning rituals occur every day in the Rehua building. They are not officially part of the conference but everyone in the building is invited to participate and/or observe. The ritual involves waiata (Maori songs) and a morning karakia (prayer) and is led by a Kaumātua (Maori elder).

**Friday | 9:15AM - 9:45AM in Rehua 002**

### **Opening Session of International MOBTS 2020!**

**Sarah Wright** *University of Canterbury*

**Micheal Stratton** *UNC Asheville*

**Brandon Charpiéd** *Management & Organizational Behavior Teaching Society*

Welcome to IMOBTS 2020 hosted at University of Canterbury in Christchurch, New Zealand! Join Program Chair Sarah Wright, MOBTS President Micheal Stratton, and MOBTS Executive Operations Director Brandon Charpiéd, as we discuss what to expect in the conference days to come and the vision of MOBTS. The conference will be kicked off by a brief icebreaker session and discussion.

## 10:00am – 11:00am Sessions

*Friday | 10:00AM - 11:00AM in Rehua 005*

### **Developing a Social Impact Orientation Within a Mainstream NZ Business Degree: Pedagogical Goals and Instrumental Realities**

**Lisa Maurice-Takerei** *AUT University*

**Fiona Hurd** *AUT University*

**Angsana Techatassanasoontorn** *AUT University*

The call for business schools to reorient their teaching approaches is not restricted to the remit of the UN Principles of Responsible Management Education (PRME) (United Nations, 2019). Business leaders, educators and researchers are increasingly in agreement that the profit-driven model of business education is not serving the needs of business, society, or the environment. These calls helped shape our own pedagogical approach when faced with the challenge of developing a core first-year course within a mainstream undergraduate degree, to be delivered to a large number of students and as a basis for a social impact theme across the degree.

*Friday | 10:00AM - 11:00AM in Rehua 101*

### **How Excellent Reviewing Helps Your Scholarship: Journal of Management Education and Management Teaching Review**

**Kathy Lund Dean** *Gustavus Adolphus College*

**Jeanie Forray** *Western New England University*

**Kathi Lovelace** *Menlo College*

**Sarah Wright** *University of Canterbury*

**Paul Donovan** *Maynooth University*

**Charles Fornaciari** *LaSalle University*

**Christine Rivers** *Surrey University*

Come celebrate our Society's journals – the Journal of Management Education and Management Teaching Review. In this session, a group of JME and MTR editors will engage participants in understanding what makes a great manuscript review, and the links between excellent reviewing work and publishing success. Participants will have access to real examples of reviews across a spectrum of quality and helpfulness, and gain reviewing skills to enhance their own scholarship and SOTL reputation.

*Friday | 10:00AM - 11:00AM in Rehua 002*

### **Professional Development: Mastering the Journey**

**Patricia Hubbard** *University of Auckland*

**Kevin Kempin** *University of Auckland*

This submission explores the challenges involved in managing experiential learning outcomes within large group settings. Also, how to design meaningful assessments, content and feedback channels in the context of a programme redevelopment. The direction of the redevelopment journey became more apparent as the authors experimented with different ideas and its varying iterations were guided by feedback from students and other stakeholders. The use of technology, industry-based outcomes and the need for students to have an international perspective also guided the journey and ultimately led to more engaged students, turning a once academic-based 'skills' course into an actual skills-based programme.

## **Friday | 11:00AM - 11:30AM in Rehua 108 - Community Engagement Hub Morning Tea Break**

Grab some tea, snacks, and relax in between sessions as you chat with friends old and new alike.

## 11:30am – 12:00pm Sessions

Friday | 11:30AM - 12:00PM in Rehua 009

### Teaching Tolerance in Business Schools

**John B Stark** *California State University, Bakersfield*

**Liora Gubkin** *California State University, Bakersfield*

Fundamentalism, in all its forms, is producing mayhem around the world. However, the impact is not just in a vague political sense, it is impacting businesses and employee lives. As result, there is a need to prepare our students with exposure to and tools for promoting tolerance. This session will look at the current impact of the general education and basic business program courses on the level of tolerance in the students of the presenters' campus. The session will then demonstrate a course module to take the awareness of tolerance and the skills for promoting it to a higher level.

Friday | 11:30AM - 12:45PM in Rehua 002

### Manuscript Development Incubator: Authoring and Publishing in Management Education Scholarship

**Kathy Lund Dean** *Gustavus Adolphus College*

**Jeanie Forray** *Western New England University*

**Paul Hibbert** *University of St. Andrews*

**Kathi Lovelace** *Menlo College*

**Todd Bridgman** *Victoria University of Wellington*

**David Jones** *Northumbria University*

**Charles Fornaciari** *LaSalle University*

The 'Scholarship of Teaching and Learning' (SoTL), has gained increased prominence within the academy. This session is designed as both a 'Meet the Editors' informational opportunity as well as a developmental incubator for work within the management education/innovative teaching domain. The editors of three management education journals-- Academy of Management Education & Learning (AMLE), Journal of Management Education (JME), and Management Learning (ML)-- will share insights on authoring for management education publications and provide via roundtable discussion developmental feedback on management education scholarship to participants who come with 1-page (long abstract) descriptions of current works-in-progress or ideas for future scholarship.

## 12:15pm – 12:45pm Sessions

*Friday | 12:15PM - 12:45PM in Rehua 005*

### **Using Radical Candour in Assessment Feedback**

**Tago Mharapara** *Auckland University of Technology*

Radical candour is the provision of direct critique on an individual's performance while simultaneously showing care and concern for both their future performance and wellbeing. Radical candour gives the recipient a clear sense that the feedback is genuine, caring and honest. Feedback from students suggests that they appreciate radical candour and are surprised by my willingness to share the criticism I receive in my work.

## **Friday | 12:45PM - 1:45PM in Rehua 108 - Community Engagement Hub Lunch**

Join us back in the Community Engagement Hub for lunch prior to heading out for the afternoon round of sessions.

## 1:45pm – 3:15pm Sessions

*Friday | 1:45PM - 3:15PM in Rehua 101*

### **Designing and Implementing Video Cases to Teach Undergraduate Students About Organizational Behavior**

**Marissa Edwards** *The University of Queensland*  
**Elizabeth Nichols** *The University of Queensland*

Video cases have increased in popularity as a tool to promote student engagement and learning, but their use in management and organizational behaviour teaching thus far is limited. In this session, we will describe how we created and implemented a video case exercise to teach undergraduate students about business ethics. Participants will have the opportunity to partake in the video case exercise, hear about the opportunities and challenges of designing and implementing video cases, and begin brainstorming about how to design and develop their own video case for use in the classroom.

**Friday | 1:45PM - 3:15PM in Rehua 102**

**Exploring Online Learning Best Practices to Improve Retention and Success Strategies for Supporting Online Management Students in Rural or Remote Regions**

**Heather Stewart** *Griffith University*  
**Deborah Delaney** *Griffith University*

It is no great surprise to management educators that retention and employability are key to success. The rapid growth of online education compounded with retention, employability and geographical accessibility underscores the need for further discourse. To explore and expand understanding, we employ action learning and Lego SeriousPlay. Our aim is to utilise the opportunity of management educators coming together in a tactile interactive session to break down assumptions, create new ideas through sharing and pushing boundaries. We anticipate improvement in awareness; new conversations and partnerships with the focus of exploring strategies to support online management students in remote regions.

**Friday | 1:45PM - 3:15PM in Rehua 005**

**Gather Around the Experiential Fire**

**Amy Kenworthy** *Bond University*  
**George Hrivnak** *Bond University*  
**Peggy Hedges** *University of Calgary*  
**Jeanie Forray** *Western New England University*  
**Kathi Lovelace** *Menlo College*  
**Fiona Hurd** *Auckland University of Technology*  
**Suzette Dyer** *University of Waikato*  
**Michael Cohen** *Deakin University*  
**Christine Rivers** *University of Surrey*  
**Kathy Lund Dean** *Gustavus Adolphus College*  
**Kevin Lo** *University of San Francisc*

We welcome our IMOBTS whānau (extended family) to join us as we gather around the proverbial experiential fire to share a collection of engaging experiential exercises from a number of presenters in a hands-on "speed dating" format. This session will include short interactive descriptions of a variety of novel experiential exercises for use in management education and learning environments. Full explanations for how to use each of the exercises will be available to all attendees. As one of the MOBTS' most engaging, longest running, and always at capacity in terms of seating sessions, we can't wait to see everyone there!

**Friday | 1:45PM - 3:15PM in Rehua 002**

**In My World**

**Peggy Andrews** *Hamline School of Business*  
**Anne McCarthy** *Hamline School of Business*

The "In My World" activity leads students through five sets of questions to prompt self-reflection/ insight and build self- and other-awareness, which are critical pillars of emotional competence that help students learn skills for navigating organizational life in an increasingly diverse world. The strict question/response format challenges students to identify their deeply held assumptions about the nature of "success", and to listen with care to how their peers' views may differ in positive ways. In this session participants will practice the In My World Activity and explore debrief/discussion approaches for three potential audiences: undergraduates, MBA students, and corporate clients.

**Friday | 3:15PM - 3:45PM in Rehua 108 - Community Engagement Hub**  
**Afternoon Tea Break**

Grab some tea, snacks, and relax in between sessions as you chat with friends old and new alike.

## 3:45pm – 4:45pm Sessions

*Friday | 3:45PM - 4:45PM in Rehua 009*

### **Promoting International Student Success**

**Carol Bormann Young** *Metropolitan State University (MN)*

We have recruited and admitted our international students and they have arrived on campus. We all want our international students to succeed when they join our institutions, but how can we help? Join in this Roundtable Discussion that will be a sharing of difficulties (e.g. English proficiency) we encounter as instructors, advisors, and administrators and the programs we have implemented (e.g. navigating the university, library literacy, educational culture, etc.) to help our international students feel welcome and ready to successfully complete coursework. Participants will leave this session with ideas to implement at their respective institutions.

*Friday | 3:45PM - 4:45PM in Rehua 102*

### **Reshaping and Reinventing Management Education Using Collaborative Team Teaching as a Mechanism for Professional Development and Succession Planning**

**Kimberly O'Connor** *Purdue University Fort Wayne*

**Kimberly McDonald** *Purdue University Fort Wayne*

As management educators, we teach our students about the importance of professional development and succession planning. However, do university academic departments actually meaningfully engage in these efforts? In this session, we will discuss the benefits of collaborative team teaching as a mechanism to develop young talent and as a means of faculty succession planning. This session will address: 1) Assessing current and future talent needs among faculty; 2) Creating and maintaining a pipeline for faculty development; 3) Recommendations for a developmental process for faculty who are team teaching; and 4) Collaboration as a means to improve educator practice, among others.

*Friday | 3:45PM - 4:45PM in Rehua 002*

### **Using Zimbardo's Experiment Video Documentary to Effectively Teach the Power of Roles and Negatives in Teams**

**Diana Smrt**

During this session, I will present a video analysis activity that illustrates the power of negative roles as well as some of the negative aspects of team dynamics. The video depicts actual footage of the Stanford Prison Experiment by Philip Zimbardo as well as interviews with some of the participants. The activity is used in my Organizational Behavior class, in both face-to-face and online formats. I will not only provide the conference participants with the opportunity to hear about my activity, but I also intend to encourage colleagues to share their own assignments on team dynamics.

*Friday | 5:00pm – 9:00pm, Departing from Rehua Foyer*

### **Friday Evening Event | Bus Tour of Christchurch and Dinner at the Ilex Cafe**

Join us for a wonderful tour through the gorgeous city of Christchurch. Our tour bus will begin being loaded at 5:00pm, so please remain around Rehua following the final sessions of the day. After the tour, we will head to Ilex Café in the Botanical Gardens. The tour bus will collect us from the Ilex Café and return us to Rehua following dinner. For those meeting us at the Ilex Café, the address is: *Christchurch Botanic Gardens, Christchurch Central City, Christchurch 8013, New Zealand*

# Saturday | February 1

## Saturday | 9:00AM – 12:00PM in Rehua Foyer Conference Registration

If you haven't yet check-in for the conference, please do so before noon on Saturday.

## 9:00am – 10:00am Sessions

Saturday | 9:00AM - 10:00AM in Rehua 009

### Classroom as Organization - Taking the Plunge

**Melissa Knott** *Western New England University*

"No matter what style of teaching is used, the classroom is an organization" (Cohen, 1976, p. 13). For those instructors who desire to explicitly make the classroom an organization the pedagogical approach entitled Classroom-As-Organization (CAO) has been used. This highly experiential approach requires instructors and students to step outside their comfort zone and take risks. This can be a daunting process to prepare and execute. This roundtable is intended to discuss the benefits and challenges of CAO. Those who have taught using CAO will also have an opportunity to share tips.

Saturday | 9:00AM - 10:00AM in Rehua 005

### Illuminating Mental Health Headwinds in Management Doctoral Programs

**Adam Pervez** *Mississippi State University*

**Kevin Lo** *University of San Francisco*

**Terry Nelson** *University of Alaska Anchorage*

**Kenneth Mullane** *Salem State University*

**Lisa Brady** *University of Alabama*

**Andrew Bennett** *Old Dominion University*

As a doctoral student, did you ever suffer from depression, anxiety, or feel like an imposter? Surprisingly, management scholars have limited understanding of the mental health struggles associated with pursuing a doctorate. To investigate this important topic, our study aimed to determine the prevalence of depression, anxiety, impostor syndrome, and perceived levels of social support among doctoral students. Results indicate that these students are far more likely than the general population to suffer from depression and anxiety. They also experience high levels of impostor syndrome and perceive non-academic sources of social support more favorably. Recommendations for doctoral programs are discussed.

**Saturday | 9:00AM - 10:00AM in Rehua 002**

**Teaching with Arts: How Paintings Enrich Classroom Insights and Discussion**

**Volker Rundshagen** *Hochschule Stralsund*  
**Markus Raueiser** *Cologne Business School*

This roundtable discussion session explores how paintings from various artists and historical periods contribute to meaningful higher education delivery vis-à-vis contemporary business and management challenges. It highlights in an exemplary manner how paintings contribute to fostering critical reflection abilities of business and management students in areas we label historical awareness, contemporary debates and change of perspective. The aim of this inter-active session is to share experience and discover further possibilities around the use of paintings as catalysts of fruitful and mind-opening classroom discussions in typical business and management courses, ultimately serving the greater purpose of Bildung.

**Saturday | 9:00AM - 10:00AM in Rehua 102**

**Who's Class is it Anyway?: Integrating Technology to Mitigate Negative Behaviour**

**Patricia Hubbard** *University of Auckland*

Engaging students in new and innovative ways is a constant challenge. Students are faced with technology at every turn so how to incorporate it into courses is crucial. By utilising technological tools in management education students can engage in new and exciting ways. Diversity in the teaching method and delivery can increase engagement and have side effects not predicted. This session will explore two technological tools to be used in the classroom to bring the content to the students in innovative ways. Implementing new tools in teaching continues to evolve so practices will be shared to help participants keep up.

## 10:15am – 11:15am Sessions

**Saturday | 10:15AM - 11:15AM in Rehua 101**

**Blended Learning Beginnings**

**Ann-Marie Kennedy** *University of Canterbury*

Converting courses to become blended and making effective virtual learning environments is a hot topic among educators at the moment. However, with little resourcing and training, the task seems unachievable and overwhelming. This session aims to share the journey from zero knowledge, through to an effective blended course with 230 students enrolled. Over three years, the speaker has developed her pedagogy, technical skills, and knowledge base. She has trialed and tweaked her virtual learning environment to create blended, successful, and fun learning tasks for her students. This session sets out to share her journey, resources, and learnings with the audience.

**Saturday | 10:15AM - 11:15AM in Rehua 009**

**Building a Global Community of Teaching Academics**

**Janis Wardrop** *UNSW Business School*  
**Leanne Piggott** *UNSW*

There have always been academics whose passion has been education rather than research. The contribution and commitment of these faculty, while often valued within their own department, has largely gone unrecognised at an institutional level. However, this is slowly changing. More and more institutions are now appointing teaching academics with the same conditions and status as more 'traditional' academics including tenure, access to sabbaticals, and professional development opportunities. This workshop is a first step in building a global community of practice for teaching academics within our field.

**Saturday | 10:15AM - 11:15AM in Rehua 005**

**Creativity in The Classroom: Exploring the Wicked Problems of Business Using Visual Pedagogies**

**Suzette Dyer** *University of Waikato*  
**Fiona Hurd** *Auckland University of Technology*

Business education is undergoing a shift, with a need for business leaders, equip with critical thinking and creativity, who can not only respond to competitive and technology changes, but also to significant social and environmental challenges. Despite this recognition, classroom techniques remain undisrupted.

The goal of this roundtable is to provide a space for sharing of visual, and arts-based techniques in the management classroom. The session will be based on a facilitated, creative collaborative 'sprint'. A secondary aim of the session is to explore possibilities for collaboration in the use of critical visual pedagogies in the management classroom.

**Saturday | 10:15AM - 11:15AM in Rehua 002**

**Lego Blocks – A Foundation for Effective Group Work**

**Russell Wordsworth** *University of Canterbury*

The session engages participants in an activity designed to help students reflect on the common pitfalls associated with group-based experiential learning projects. The activity involves students constructing basic LEGO sets in groups where instructions are manipulated to simulate the challenges students are likely to encounter when working in groups. Session participants will participate in the activity and then be asked to discuss how they could adapt or improve the activity to fit with their learning environment.

**Saturday | 11:15AM - 11:45AM in Rehua 108 - Community Engagement Hub**  
**Morning Tea Break**

Grab some tea, snacks, and relax in between sessions as you chat with friends old and new alike.

**11:45am – 12:45pm Sessions**

**Saturday | 11:45AM - 12:45PM in Rehua 101**

**Developing Shared Leadership Through Improvisational Theatre Exercises**

**Jiunwen Wang** *Singapore University of Social Sciences*  
**Ivy Chia** *Singapore University of Social Sciences*

This paper proposes 3 short exercises drawn from improvisational theatre to allow participants to experience shared leadership in practice. The 3 short exercises challenges participants' common notion of leadership and influence as emanating from one individual. The exercises require participants to practice active listening, stay present, accept ideas that have come before, build on ideas that have come before and stay adaptable and flexible. These are skills that are essential for shared leadership to be developed.

**Saturday | 11:45AM - 12:45PM in Rehua 005**

**Flipped Learning Exercises Can Be Fun!**

**Alick Kay** *University of South Australia*

On the assumption that many students stream or download movies or TV programs, we have organized exercises in a flipped-learning situation where they are able to use their laptops or phones to provide examples of management concepts from popular media. In this presentation we will give you the opportunity to experience how we run our workshops, so you can identify why we uncovered a strongly competitive spirit amongst student group members, as well as gender and cultural differences.

**Saturday | 11:45AM - 12:45PM in Rehua 102**

**Scholarly Bricolage: A Call to Quest**

**Micheal Axelsen** *The University of Queensland*

**Ann Wallin** *The University of Queensland*

**Sarel Gronum** *The University of Queensland*

The common wisdom is that those following a teaching focused career are more likely to encounter non-academic work. Academic staff in this context often feel a tension between the work responsibilities demanded by their institution and the tasks that will be recognised for promotion and tenure. In this session, participants will engage with other participants and facilitators in discussing how they manage their careers in light of increasingly blended academic roles. Participant feedback is sought on a model developed to help individual teaching focused academics to navigate this tension and still be enthusiastic and effective educators.

**Saturday | 11:45AM - 12:45PM in Rehua 009**

**Teamwork Makes the Dream Work, if it is Set Up Properly!**

**Gloria Miller** *Austin Peay State University*

Teams are common in management classes. Many students dislike them, and many struggle with team problems. But, there are steps we as professors can do to help these semester-long teams work well! I will walk session participants through an exercise, including a debrief, for newly formed teams. We'll cover ways to build team connections throughout the semester, including team class activities, and team projects where team members evaluate the work level and team behavior that impact individual grades. Students will leave your future classes with experiences of teams that felt like a team, not just a group of individuals.

**Saturday | 12:45PM - 1:45PM in Rehua 108 - Community Engagement Hub  
Lunch**

Join us back in the Community Engagement Hub for lunch prior to heading out for the afternoon round of sessions.

# 1:45pm – 3:15pm Sessions

Saturday | 1:45PM - 3:15PM in Rehua 002

## Never, Ever Blow on a Tarantula

**Kathy Lund Dean** *Gustavus Adolphus College*  
**Charles Fornaciari** *LaSalle University*  
**Carolyn Plump** *LaSalle University*  
**John Stark** *California State University--Bakersfield*

Years of teaching "trial and error" have taught us tips, tools, and tweaks on common teaching practices and classroom management techniques that not only make our classes more effective, but increase learning opportunities for students by reducing barriers to learning. This interactive session's purpose is to share what we have learned through years of teaching experience and classroom management. Anyone who teaches will come away with useful information and benefit from collective wisdom/advice of the presenters and participants.

Saturday | 1:45PM - 3:15PM in Rehua 102

## Preparing for Their Visit: A Best-Practices Framework for Guest Speakers in Management Education

**Michael Kirchner** *Purdue University Fort Wayne*  
**Lisa Adams** *Alabama University*  
**Kimberly O'Connor** *Purdue University Fort Wayne*

Guest speakers are frequently invited into the college classroom, yet minimal research is available to help instructors prepare for and facilitate the session. As a result, these visits can be an underwhelming experience and can lead to a perceived waste of time for all involved. In this roundtable session, we will discuss challenges we have experienced with guest speakers and propose a framework in response. Attendees will learn about the impact guest speakers can have in the classroom, and they will leave with a framework to implement when preparing during future guest speaker visits.

Saturday | 1:45PM - 3:15PM in Rehua 005

## Share and Show: Cultivating Sensemaking Capability in the Management Classroom

**Bronte van der Hoorn** *University of Southern Queensland*  
**Catherine P. Killen** *University of Technology Sydney*

Collective sensemaking is an important activity in organizational life and its facilitation commonly falls to those in management roles. This paper describes an educational experience for delivery in the post-graduate classroom that enables students to build awareness and capabilities related to collective sensemaking. The class employs the project-space model, a visual tool derived from recent practice-based research, to teach the facilitation of collective sensemaking. This interactive conference session will demonstrate the key elements of the collective sensemaking educational experience, along with a brief explanation for its design.

Saturday | 1:45PM - 3:15PM in Rehua 009

## Tending to Socio-Emotional Needs & Development in the Classroom

**Afif Nassif** *University of Washington Bothell*

The proposed roundtable seeks to spark a conversation surrounding the role of Management & Organizational Behaviour educators in tending to students' socio-emotional needs and development in the classroom. Special emphasis will be placed on examining the boundaries associated with such a commitment and pro-social strategies that can be employed as part of such an effort in light of the strong connection between wellbeing and social support and relations (Bradburn, 1969). The conversation is timely as awareness surrounding mental health and wellbeing expands against the backdrop of a plethora of commercialized means seeking to readily facilitate happiness, fulfillment, and wellbeing.

**Saturday | 1:45PM - 3:15PM in Rehua 101**

**They Want What??? Baby Boomers, Generation X, and Millennials**

**Tim O. Peterson** *North Dakota State University*  
**Claudette M. Peterson** *North Dakota State University*  
**Sydney Thielbar** *North Dakota State University*

Motivation theories such as the need theories (Alderfer, 1969; Herzberg, Mausner, & Snyderman, 1959; Maslow, 1954; McClelland, 1961), job characteristic theories (Hackman & Oldham, 1980; Wrzesniewski & Dutton, 2001), and expectancy theory (Vroom, 1964) postulate that workers are motivated by their needs as well as the characteristics of the work. If they know that needs will be satisfied by accomplishing some task at work, they will be motivated to perform. Therefore, it is important that managers understand what workers want as outcomes in order to increase performance. This exercise can assist in the manager's development in motivating direct reports.

**Saturday | 3:15PM - 3:45PM in Rehua 108 - Community Engagement Hub**  
**Afternoon Tea Break**

Grab some tea, snacks, and relax in between sessions as you chat with friends old and new alike.

**3:45pm – 4:45pm Sessions**

**The following two sessions are running jointly in Rehua 101. Please proceed to Rehua 101 to partake in either session.**

**Saturday | 3:45PM - 4:15PM in Rehua 101**

**History in Practice: A Self-Guided History Hunt Activity**

**Stuart Middleton** *The University of Queensland*  
**Ann Wallin** *The University of Queensland*  
**Sara Eckberg** *The University of Queensland*  
**Alexandra Kriz** *The University of Queensland*  
**Richard Buning** *The University of Queensland*  
**Matthew Peters** *The University of Queensland*

Organization studies would consider a university's historic narrative as a strategic resource, shaped by senior management. However, students and staff play an active role in shaping their own understanding of the history of their institution. Participants are invited to complete a self-guided history hunt during the conference and come together for a discussion session to discuss the use of history in teaching practice. The history hunt promises participants new perspectives and appreciation of the history of universities, for purposes of better understanding their own academic identity.

**Friday | 3:45PM - 4:45PM in Rehua 101**

**Designing Escape Activities for Higher Education: Build Your Own Escape Box**

**Stuart Middleton** *University of Queensland Business School*  
**Shakira Moss** *University of Queensland Business School*

Escape experiences have become a worldwide cultural phenomenon, where participants solve clues and puzzles to 'escape' a room or unlock a box within a set time limit. The proposed activity outlines our experience in designing an escape box for a large undergraduate business strategy course. We outline principles and key challenges in the design of learning escape experiences, sharing some of the key resources by which our escape box was designed. We then present teams of activity participants with an escape box challenge of their own. Can you unlock the box in time?

**Meet the Editors – Incubator Session: Journal of Management Education and Management Teaching Review**

**Kathy Lund Dean** *Gustavus Adolphus College*  
**Jeanie Forray** *Western New England University*  
**Paul Donovan** *Maynooth University*  
**Kathi Lovelace** *Menlo College*  
**Charles Fornaciari** *LaSalle University*  
**Sarah Wright** *University of Canterbury*  
**Christine Rivers** *Surrey University*

Come celebrate our Society's journals – the Journal of Management Education and Management Teaching Review. In this session, a group of JME and MTR editors will review the mission and scope of these two journals and discuss the types of submissions that are unique to each outlet. Bring your manuscript ideas and participate in an Incubator activity, where our editors will provide direct feedback on your ideas. The session will conclude with a discussion of the submission and review process that authors can expect.

**END OF CONFERENCE**

**Thank you for joining us! We will reach out soon with your membership information to MOBTS.org and to our journals, *Journal of Management Education* and *Management Teaching Review*!**