

# M OBTS

---

MANAGEMENT & ORGANIZATIONAL BEHAVIOR TEACHING SOCIETY



---

Tradition Meets Technology:  
Finding Ways Forward

June 16 - 19, 2021





# 2022 CONFERENCE SITES

**MOBTS OCEANIA**



**University of New South Wales  
Sydney, Australia | January 2022**

**ANNUAL CONFERENCE**



**Cal Poly Pomona  
Pomona, California | June 2022**

**INTERNATIONAL MOBTS**



**DHBW Mannheim  
Mannheim, Germany | June 2022**



# vMOBTS 2021: 48th Annual Conference

## About the Management & Organizational Behavior Teaching Society

MOBTS has been promoting excellence in management education for now 48 years. Besides this annual conference, we sponsor the *Journal of Management Education*, the *Management Teaching Review*, and other activities. MOBTS memberships run on one-year cycles from the date of conference attendance, and include a one-year subscription to the *Journal of Management Education* and *Management Teaching Review*. More information can be found at **MOBTS.org**.

### MOBTS Board of Directors

#### Executive Committee

Micheal Stratton  
President  
*Georgia College & State University*

Gary Stark  
OB1  
*Northern Michigan University*

Steven Edelson  
Treasurer  
*Walsh University*

Kevin Lo  
Secretary  
*University of San Francisco*

Kathi Lovelace  
At-Large  
*Menlo College*

#### Officers

Kerri Crowne Brannen  
*Widener University*

Jeanie Forray  
*Western New England University*

Kim Gower  
*University of Mary Washington*

Kathy Lund Dean  
*Gustavus Adolphus College*

Kenneth Mullane  
*Salem State University*

Terry Nelson  
*University of Alaska Anchorage*

Gordon Schmidt  
*Purdue University Fort Wayne*

Jane Schmidt-Wilk  
*Maharishi International University*

### Incoming Board Members

Carlos Baldo  
*Colorado Mesa University*

Kathy Duncan  
*University of La Verne*

Chantal Van Esch  
*Cal Poly Pomona*

Sarah Wright  
*University of Canterbury*

Please give a warm welcome to our incoming Board Members. **Kathy Duncan** (University of La Verne) is rejoining the Board as Program Chair of the 2022 conference. Kathy previously served as Site Chair for MOBTS 2015. **Chantal Van Esch** (Cal Poly Pomona) will serve as Site Chair for MOBTS 2022 at her home institution. **Carlos Baldo** (Colorado Mesa University) will join the board in an appointment to serve the remaining one-year term of a board vacancy created from position changes from the 2021 elections. Sarah Wright (University of Canterbury), our most recent International MOBTS Conference Chair for IMOBTS 2020 will join as an At-Large member. Last but not least, **Kevin Lo** (University of San Francisco) will be shifting from Secretary to President-Elect come the conclusion of vMOBTS. In addition, please show your appreciation for our outgoing Board Members: **Jeanie Forray** (Western New England University) and **Kathy Lund Dean** (Gustavus Adolphus College), who served as Co-Editors-in-Chief of the *Journal of Management Education*, taking the journal to new heights! **Terry Nelson** (University of Alaska Anchorage), who served as Chair of the Early Educator Institute, adapting the workshop to our virtual format. And last but certainly not least, **Ken Mullane** (Salem State University), who led us through another fantastic virtual conference from beginning to end.

## Executive Committee

### **Micheal T. Stratton**

President  
*Georgia College & State University*

### **Gary Stark**

OB1  
*Northern Michigan University*

### **Steven Edelson**

Treasurer  
*Walsh University*

### **Kevin Lo**

Secretary  
President-Elect (*Incoming June 2021*)  
*University of San Francisco*

### **Kathi Lovelace**

At-Large  
*Menlo College*

## Board of Directors

### **Kerri Crowne Brannen**

*Widener University*

### **Jeanie Forray**

*Western New England University*

### **Kim Gower**

*Mary Washington University*

### **Kathy Lund Dean**

*Gustavus Adolphus College*

### **Kenneth Mullane**

*Salem State University*

### **Terry Nelson**

*University of Alaska Anchorage*

### **Gordon Schmidt**

*Purdue University Fort Wayne*

### **Jane Schmidt-Wilk**

*Maharishi University of Management*

### **Brandon Charpied**

Executive Director  
MOBTS

## Incoming Directors (June 2021)

### **Carlos Baldo**

*Colorado Mesa University*

### **Kathy Duncan**

*University of La Verne*

### **Chantal Van Esch**

*Cal Poly Pomona*

### **Sarah Wright**

*University of Canterbury*

June 16, 2021

Greetings MOBTS Friends,

We find ourselves together once again after a year of experimentation in the midst of disruption. Whether you are new to teaching online, meeting virtually, holding class sessions with masks and physical distancing, or anything in between, we all share a common bond as teacher-scholars as we approach our 48<sup>th</sup> conference together. May our time together sustain and reignite our shared passions as educators, colleagues, and learners. It is our community that fosters such care for each other and our students.

As we communicated earlier this year, the decision to host MOBTS 2021 in a virtual setting once again reflected careful consideration and planning. After a highly successful vMOBTS 2020, we all leaned heavily on Brandon Charpied, our MOBTS Executive Director to lead our logistics, operations, and conference implementation. His creativity and passion for experimentation embodies the spirit of MOBTS. We're also very thankful to have Dr. Ken Mullane, Assistant Professor of Management at Salem State University, as our Program Chair this year. Please thank Ken when you see him on the screen – he has brought patience, humility, and humor to our conference planning. You too deserve considerable thanks. So many of you took a chance by engaging in our virtual platform in June 2020 and have returned. Your feedback has meant such a great deal to us.

We welcome our broadening community, particularly the international attendees joining us this year who would have found it too arduous to travel from afar. This virtual conference is once again an experiment; it is an opportunity to showcase the work of teacher-scholars from around the globe and to learn from those on the ground who have experienced the new normal these last several months.

MOBTS normal is not the same "normal" as other academic conferences. If you're a newcomer, we hope you appreciate a new kind of normal. To those of you who have been to a MOBTS conference or ten or twenty, please know that we're doing our best to keep our old (abnormal) normality. We can't replace the richness of hugs and wonderful walks across campus with friends new and old, but I don't think physical distance will keep us from conveying joy, inclusiveness, warmth, and excitement. As we know from last year, the technology won't take away your smiles and the twinkle in your eyes. Our technology will allow one-on-one and small group conversations and even allow chance encounters between conference sessions. And, we'll still have a beer (or drink of choice) with you at Jim's Place every evening. I don't know that we'll be as keen to stay up until 2am (regardless of time zone!) every night singing or chatting, but on the plus side (as much as most of us love the camaraderie of staying in the dorms) you'll sleep in your own, presumably more comfortable, bed.

On behalf of the Board of Directors, our sponsors, partners, and Institutional Affiliates including Pearson, SAGE, Georgia College & State University, and Jacksonville University, we welcome you to vMOBTS 2021. This conference and the umbrella of resources available to MOBTS members, including our publications and online assets, are designed to support your development and your work to educate generations of leaders. Enjoy our conference this week and we all look forward to seeing you in person at Cal Poly Pomona in 2022!

Sincerely,



Micheal Stratton, President



Gary Stark, OB1



## A WELCOME TO MOBTS FROM PROGRAM CHAIR KEN MULLANE

Hello, and welcome to the 48<sup>th</sup> annual conference of the Management & Organizational Behavior Teaching Society!

I am truly honored and excited to serve as the Program Chair for virtual MOBTS 2021 (vMOBTS). Although things have been different over the past year, and a virtual conference might not be your ideal format, I'm confident that vMOBTS 2021 will carry on the tradition of excellence customary to the in-person conferences. In fact, this unique format has enabled us to produce the biggest MOBTS conference yet with over 135 sessions from presenters spanning more than a dozen countries. We are also happy to welcome nearly 125 first-time attendees!

Since attending my first conference in 2015, I have regularly heard attendees describe the experience as being like a summer camp for adults... with of course an emphasis on pedagogical discussions and sharing teaching best practices. What fun! While this year's "summer camp" may be virtual, I nonetheless hope that you, too, will be able to reignite your passion for teaching by (metaphorically) jumping in the lake of creativity, tubing your way across new planes of thought, artistically crafting a new in-class activity, roasting marshmallows on the flame of learning, or by ending the game of (phone) tag by catching up with friends at Jim's Place. (If this is your first conference, Jim's Place is a social hour each evening when you can reconnect with old friends and make new ones. This year, it will be available via GatherTown.)

It also my hope that this year's theme, "Tradition Meets Technology: Finding Ways Forward," will afford everyone the opportunity to consider how to bridge the gap between what has traditionally worked in the classroom and what new techniques will most benefit our students post-pandemic. As I quoted in the call for papers (ahem, self-citation), "you can't control the wind, but you can adjust your sails." As daily life continues to evolve, vMOBTS 2021 provides us with a chance to reflect on the past, make adjustments in the present, and chart new ways forward by capitalizing on our expanded skillsets.

As previously mentioned, since this is the biggest MOBTS conference to-date, to account for all these sessions and the multitude of presenter/attendee time zones, each conference day will be longer than normal (i.e., sessions will be offered at a wide range of times). While I encourage you to attend as many sessions as possible, please take care of yourself and avoid Zoom burnout. That being said, I do recommend carving out time to attend the Opening Session and the Doctoral Institute Session, as well as participating in the Talent Show for a bit of levity. Finally, I have two non-sequitur bits of advice: 1) Due to the virtual format of this year's conference, I hope that more than a few attendees will forgo the need for a virtual background and join in from an *actual*, jealousy-inducing location; and 2) If you're a first-time presenter, please make note that this is an informal conference – during your sessions, focus more on how to apply your creative ideas by involving attendees rather than lecturing to them on the data/theory behind it – make it fun!

In conclusion, I want to thank everyone for attending this year's event, the MOBTS Board of Directors for the chance to be Program Chair, and Brandon, MOBTS' Executive Director, for his invaluable insights, expertise, and absurdly early-morning emails.

Enjoy the conference!

Sincerely,

Ken Mullane, Program Chair vMOBTS 2021



## CONFERENCE NOTES FROM EXECUTIVE DIRECTOR BRANDON TAYLOR CHARPIED

As Micheal, Gary, and Ken have done in the prior pages of this program – *welcome to vMOBTS 2021!*

This 'program' will not be like our traditional print programs during our brick-and-mortar conferences. Rather, it will essentially lead you through a conference in recapping some of the information we've already covered in prior mailings (expectations, Zoom permissions, etc.), and some new information in terms of particular sessions, socials, and more.

Should you require assistance at any point during the conference, please contact me one of the following ways:

**For immediate assistance** text me at +1 (843) 855-0301. Our international attendees can connect with me on WhatsApp with that same number. Please do *not* call me at that number prior to texting, as I will be handling seven sessions and hundreds of attendees at any given moment. Should we not be able to resolve via text, I can then call you. *When texting me, please start any and all initial texts with your full name.*

**For assistance that does not require immediate attention** email me at [brandon@mobts.org](mailto:brandon@mobts.org). I will tend to all emails as I can, but most certainly by 4am Eastern each night. If you do not hear from me by that time, feel free to nudge me with another email or text me at +1 (843) 855-0301.

The main thing is to not hesitate to contact me. I will do everything in my power to respond to you as quickly as possible. This is particularly true if you are one of our over 125 first-time attendees! MOBTS – even in a virtual setting – is simply a different conference. If you're new to this organization and unsure about anything, please do not hesitate to contact me. I am here to make you as comfortable as possible not only during this conference, but as a member of this organization for the next year and hopefully for many, many years beyond.

Our first ever virtual conference in June 2020 was a true test to our organization and our operations. With the support of the Board and the drive of our attendees, what resulted was a magnificent event that captured the MOBTS spirit and magic far greater than we could have ever anticipated. This year the test is no longer whether our approach works, but rather managing the explosion of sessions and attendees that we have experienced this year. We are so grateful that all of you have chosen to spend these days with us, engaging with us in these 135+ sessions on our program! Like many of you, we here in MOBTS leadership are chomping at the bit to see you all at a physical conference and to build upon this global momentum our organization has invested in and experienced over the past two years.

Again, we thank you for being a part of this virtual experience and we look forward to the normalcy that will soon be setting in when we physically get to see one another a year from now! I wish you a wonderful, reinvigorating, and enlightening conference!

Sincerely,

Brandon Taylor Charpiéd  
Executive Director



## PRESENTING VIA ZOOM

There are some basic rules that all presenters must be aware of and follow when conducting their session via Zoom. Please read through this list in full as being aware of these items will expedite the 'ramp up' process heading into your session (meaning we won't have to recap this for each and every presenter).

Much of the information below, and more, can be found in two videos we sent registrants in May. Those videos are [Pre-Registering for Sessions](#) and [Zoom Presenter and Attendee Expectations](#).

- All presenters **MUST** pre-register for their own session they are conducting. Failure to do so will prevent the presenter from accessing the room. Delayed or missed presentations cannot be rescheduled due to the size of our program.
- Presenters are not to admit any participants listed in the waiting room. This goes for anyone, even if you know the person well. Only Brandon Charpiet or any individuals he designates is able to admit attendees into the session room.
- Have an alternative gameplan for your session. Is your session optimal for 10 attendees? Have a version that you can use for 20 as well, and vice-versa.

### Zoom Permissions as a Presenter

- Unlike in 2020, due to the growth of our conference we will not have time this year to run through these details with you, so please be aware of everything expected of you as a presenter and what Zoom permissions you will have available to you.
- Upon entering the room, you will be provided Co-Host abilities. This will enable permissions for you to utilize screen share, breakout rooms, whiteboards, file sharing, and more. It will *not* give you permission to run polls. We advise that you do not utilize polls in your session.
- All presenters and attendees alike will enter MOBTS session rooms with their microphones automatically muted.
- We recommend you starting a session three (3) minutes *after* the scheduled time. This means that if you have a 12:00pm time, plan to start your session at 12:03. If it is a 4:30pm time, start it at 4:33. Unlike a physical session, we have seen that attendees for online sessions do not arrive early but rather just on time or even late. Please account for this.
- There are 30-minute gaps between scheduled sessions. The most additional time we can give you is 10-minutes beyond the listed end-time. At 15-minutes beyond the listed end-time, the room will automatically close out on you and any attendees that remain.
- If you have an issue while in the session, please use the chat box to private message me. While I may not receive the message immediately, I will be cycling my way through all rooms continuously and will eventually get to it. With seven sessions running, I will likely not be able to hear specific calls for assistance.
- If you have a co-presenter, be sure to plan ahead on how to most efficiently utilize the chat box, breakout rooms, etc. so as to not lose valuable time in your session.

Ultimately, *have fun!* MOBTS is an informal group of educators looking to advance teaching and learning across the management disciplines (and beyond!). Stay loose, engage your attendees, and have a wonderful experience!

**Need Assistance? Email Executive Director Brandon Charpiet at [brandon@mobts.org](mailto:brandon@mobts.org) or text / WhatsApp at +1 (843) 855-0301**



## **ATTENDING & PARTICIPATING VIA ZOOM**

There isn't much different being an attendee in a Zoom conference than a physical conference once the session is up and running. However, there are a few notes to go over before you enter your first session:

- Be certain that you pre-register for any and all sessions that you think you may wish to attend. Without pre-registering, you will not have the appropriate link to access the session.
- You may pre-register for multiple sessions in the same time slot. If a session is not exactly what you thought it might be, you are more than welcome to try out another session so long as you have pre-registered for it.
- Your mic will be automatically muted upon entering the room. You may unmute it at any point necessary.
- We strongly encourage you engage with the presenters and other attendees during the session. However, when it is not time to engage with one another please have your mic muted. There are many sounds in our homes and offices that we grow used to that may very well disrupt the flow of a session.
- We also encourage you to utilize the chat box feature in Zoom. Some of the most vibrant and engaging discussions are had in the chat box as it is not limited to one person at a time as speaking in such a session is. Do keep in mind that if you private message anyone, those private messages can be saved and shared by you and/or the individual you messaged with.
- The chat box is also a great spot to share contact information at the beginning or end of the session should there be a desire for any follow-up or future collaboration.

Ultimately, treat your presenters during their session as you wish to be treated during your own presentations.

Please note that if you pre-register for a conference session that ends up being altered on the schedule, Zoom will automatically send you an email update when it is changed in our system. So please be on the lookout for any such notices from Zoom as it may prompt you to pre-register again for the session with a new link (or it may just send you a new calendar invite, depending on the level of the change in the program).

As has been done with our last few conferences, we will be sending out daily news and notes emails giving you insight into the upcoming day's sessions, any events to point you toward, changes in the program, and more.

**Need Assistance? Email Executive Director Brandon Charpiet at [brandon@mobts.org](mailto:brandon@mobts.org)  
or text / WhatsApp at +1 (843) 855-0301**



# 2021 MOBTS Awards Recipients

---



## David L. Bradford Outstanding Educator Award

**David Fearon** (Central Connecticut State University) rated achievement over a lifetime, focusing on teaching and learning excellence. These individuals have contributed substantially to the Society, and have impacted the field as a whole, with their innovations and ideas extending to a wide audience.

---



## Peter J. Frost Mentoring Award

**Carol Bormann Young** (Metropolitan State University). The Frost Award acknowledges individuals who are distinguished as gifted teachers and scholars and who unselfishly impart these gifts through mentoring students, colleagues and associates. This annual award recognizes the energy and dedication of a mentor who, through his/her willingness to provide advice, guidance, friendship and a supportive ear, furthers the development of current and future teachers, scholars and mentors in the field of management and management education.

---



## Susan Herman Service Award

**Charles Fornaciari** (La Salle University). The Service Award recognizes voluntary contributions over a significant number of years to the Society by an individual or a team. Outstanding service above and beyond the call of duty is the highest possible demonstration of sharing in an organization such as ours and through this award we identify and thank those whose contributions represent the epitome of altruism, enthusiasm, and selflessness.

---



## New Educator Award

**Chantal Van Esch** (Cal Poly Pomona). The New Educator Award recognizes a person at an early career stage (up to five years after receiving the doctoral degree). These individuals are emerging voices within the Society who promise to bring new ways of thinking about and practicing management education.

---



## Fritz Roethlisberger Memorial Award

**Belinda Wade** (University of Queensland) and **Tomas Piccinini** (University of Queensland) for their publication "Teaching Scenario Planning in Sustainability Courses: The Creative Play Method," published in the *Journal of Management Education* Volume 44 Issue 6 (2020). The award is granted each year to the author (or authors) judged to have contributed the best paper on teaching and learning in the organizational and management sciences published in the preceding year in the *Journal of Management Education*.



# 2021 MOBTS Awards Recipients



## *Journal of Management Education* Lasting Impact Award

**David A. Whetten** (Brigham Young University) for his publication "Principles of effective course design: What I wish I had known about learning-centered teaching 30 years ago," published in the *Journal of Management Education*, Volume 31, Issue 3 (2007). Presented by MOBTS and SAGE Publications, the Lasting Impact Award recognizes an article published in JME at least 10 years prior to have a significant impact on management education or educators, either conceptually or practically, since its publication.



## *Management Teaching Review* Best Pedagogical Contribution Award

**Andrew A. Bennett** (Old Dominion University) and **Aydin S. Oksoy** (Old Dominion University) for their publication "Football Stadium Expansion: A Multiparty Negotiation Exercise," published in the *Management Teaching Review* Volume 5, Issue 2 (2020). The award is granted each year to the author (or authors) judged to have contributed the best paper on teaching and learning in the organizational and management sciences published in the preceding year in the *Management Teaching Review*.



## Mid-Career Distinguished Educator Award

**Sarah Wright** (University of Canterbury). The MOBTS Mid-Career Distinguished Educator Award is presented to a mid-career management educator who has an established and well-respected record of innovative teaching, exemplary service leadership to our Society, and impactful intellectual contributions to the scholarship of teaching and learning.



## MOBTS Fellows

MOBTS congratulates **Kathy Lund Dean** (Gustavus Adolphus College) and **Barbara A. Ritter** (Jacksonville University) as the newest members of the Fellows. MOBTS Fellows are individuals identified and honored by the Society who have been involved at multiple levels, in multiple ways, and over an extended period of time to further the Society's objectives. Criteria are long-term involvement, commitment and contribution to the Society. Please thank our Fellows for their tremendous contributions to the Society.

## Current MOBTS Fellows

Rae Andé  
Lee Bolman  
David Bradford  
Jim Clawson  
Allan Cohen

Gary Coombs  
Andre Delbecq  
David Fearon  
Bill Ferris  
Jeanie Forray

Peter Frost  
Joan Gallos  
Joseph Garcia  
Esther Hamilton  
Kathleen Kane

Roy Lewicki  
Bob Marx  
Anne McCarthy  
Larry Michaelsen  
John Miller

Jane Schmidt-Wilk  
Joe Seltzer  
Bill Torbert  
Peter Vaill  
Joan Weiner

# Thank you MOBTS 2021 Reviewers!

Adeyinka, Olugbenga  
Aikens, Shontarius D.  
Allen, Scott  
Andre, Rae  
Anjali, Anjali  
Astrove, Stacy  
Baldo, Carlos  
Barber, Catherine  
Bass, Charles Wayne  
Bennett, Andrew  
Blackford, Ben  
Blais, Christine  
Bonner, Robert  
Boyer-Davis, Stacy  
Bruni-Bossio, Vincent  
Buis, Brittany  
Burger, Amy  
Carter, William  
Case, Tyler  
Chauhan, Rahul  
Cocieru, Ovidiu C.  
Cockburn, Bethany  
Crowne, Kerri  
Dachner, Alison  
DeMarr, Beverly  
Dolechek, Rachel  
Donovan, Paul  
Dunn, Alex  
Dustin, Susan  
Edelson, Steven  
Edwards, Marissa  
Eury, Jennifer  
Evan, Rebecca  
Falade, Akin  
Fan, Di  
Fan, Yifeng  
Femi-Jegede, Abisola  
Fender, Melissa  
Ferrante, Claudia  
Fertig, Jason  
Fisher, Kelly  
Flores, Carla  
Fritz, Morgane  
Frost, Laura  
Fudge, Shane  
Gardner, Belinda  
Gavrilova Aguilar, Mariya  
Gerard, Joseph  
Geyer, Krystal  
Gopalkrishnan, Shalini  
Gower, Kim  
Green, Jan  
Gribble, Lynn  
Hawk, Thomas  
Heisserer, Nick

Hji-Avgoustis, Sotiris  
Hollwitz, John  
Holtham, Clive  
Irwin, Linda  
Jackson, Nicole  
Javadizadeh, Bahareh  
Joseph, Meg  
Julien, Mark  
Kiersch, Christa  
Kirchner, Michael  
Klassen, Brooke  
Kusar, Mika  
Leigh, Jennifer  
Leigh, Elysabeth  
Levesque, Laurie  
Lewis, Gabriella  
Lo, Kevin  
London, Michael  
Lovelace, Kathi  
Luechtefeld, Ray  
Lund Dean, Kathy  
Lyon, Douglas  
Marshall, Jason  
Martinelli, Teresa  
McCarthy, Jack  
McCauley, Kelly  
McCollum, Janet  
McGrath, Paul  
McHann, James  
McNamara, Sue  
McNeil, Stacey  
Micheal, Stratton  
Mishra, Paresch  
Montague-Mfuni, Michelle  
Mooney, Christine  
Mullane, Kenneth  
Murphy, Dianne  
Myrowitz, Jason  
Nelson, Eric  
Nelson, Terry  
Nowakowski, Matthew J.  
O'Connor, Kimberly  
Oebker, Jack  
Pandey, Alankrita  
Parent, Jane  
Pendse, Shripad  
Perrmann-Graham, Jaclyn  
Pervez, Adam  
Peterson, Tim  
Peterson, Claudette  
Pirson, Michael  
Polin, Beth  
Quijada, Maria Alejandra  
Randle, Natasha  
Ray, Joshua

Read, Doug  
Reed, Rachel  
Reynolds, Adrienne  
Rhew, Nicholas  
Rimbau-Gilabert, Eva  
Robb, Colleen  
Romney, Alex  
Ross, John  
Rothenberg, Neil  
Rowbotham, Kate  
Sagendorf, Ken  
Schmidt, Gordon  
Schultz, Jennifer  
Seal, Craig  
Seidel, Julie  
Seltzer, Joe  
Siats, Nathaniel  
Skowronski, Mark  
Slater, Stephanie  
Small, Erika Engel  
Sockbeson, Caitlin  
Solon, Keira  
Springer, Scott  
Stark, Gary  
Steinbauer, Robert  
Stello, Christina  
Stoner, Jim  
Stookey, Sarah  
Swearingen, Anne  
Tarr, Emily  
Taylor, Phylica  
Town, Sophia  
Trahan, Kim  
Trinh, Mai  
Van Dellen, Stephanie  
van Esch, Chantal  
Wang, Hui  
Wardrop, Janis  
Wareham, Justin  
Weber, Michelle  
Weems-Landingham, Velvet  
Weichert, Jame  
Weiner, Joan  
Weirup, Amanda  
Werner, Frank  
Wiggen, Todd  
Wilson, Jay  
Woodside, Sarah  
Woznyj, Haley  
Wyland, Rebecca  
Xu, Yang  
Zhu, Jiani  
Zuckerman, Mary Ellen  
Wright, Sarah