



# WELCOME



On behalf of the Tyson Center for Faith and Spirituality in the Workplace, the Sam M. Walton College of Business at the University of Arkansas, our sponsors, and the International Association of Management, Spirituality and Religion, I am delighted to welcome you to Fayetteville and to this conference!

We have a rich, diverse program, driven by passionate people who want to engage with you around leadership, spirituality and education. The dilemma for most of us will be choosing which sessions to attend! Don't worry – all sessions will be recorded and posted on the Tyson Center website, along with all papers.

Remember that Springer has offered to publish a volume of best papers and the *Management Teaching Review* has offered to publish a special edition of articles from participants at this conference. These are excellent opportunities to share your research and insights with others.

We have also built in time for networking and sharing ideas, especially on Friday evening.

Northwest Arkansas is an economically and culturally vibrant region with a diverse, friendly population. The natural beauty of the Ozarks and a strong sense of community also impress visitors. Generous sponsors from NW Arkansas have underwritten the costs of this conference. We'll be happy to take you on a hike or direct you to religious or cultural options on Sunday morning. I hope you will enjoy your brief time here and will want to come back for more.

Our visit to the Crystal Bridges Museum of American Art in Bentonville, and the social dinner that follows, promise to be highlights of the conference. Acclaimed international architect Moshe Safdie designed the unique set of buildings that house this remarkable collection. The surrounding gardens offer sculptures, a multitude of local plants and a house designed by Frank Lloyd Wright. The gift shop features beautiful works from regional craftsman.

We trust you will enjoy this stimulating program. May it spark many enriching conversations!

Daniel Harris  
Director, Tyson Center for  
Faith and Spirituality in the Workplace

# KEYNOTE BIOS:



**John H. Tyson** is the chairman of the board of Tyson Foods, and the founding sponsor of the Tyson Center for Faith and Spirituality in the Workplace. John has built Tyson Foods into a global leader with a conscience in the food industry. The company received the International Spirit at Work Award in 2007 in recognition of their extensive workplace chaplain's program and many other efforts to create a faith-friendly organization. John serves on the board of the Crystal Bridges Museum of American Art and as a Eucharistic minister in the Episcopal Church. John is passionate about stimulating the faith and spiritual development of young leaders in college.



**Lee Bolman** is an author, scholar, consultant, speaker and professor of leadership. He holds the Marion Bloch/ Missouri Chair in Leadership at the University of Missouri-Kansas City. Of his many well-received books, the most relevant to IAMSR conference participants are *The Wizard and the Warrior* (2006) and *Leading With Soul* (2011), both co-authored with Terry Deal. His leadership books have been used in in both university and corporate settings. He is also well-known for his work on reframing organizations, and he includes a spiritual perspective in all his work.



**Kathryn Pavlovich** is a professor at the University of Waikato Management School, Hamilton, New Zealand. Her teaching and research cover two main areas: leader development and entrepreneurship. Both involve the development of noetic wisdom (spirituality, reflexivity, mindfulness, empathy) for enhancing creativity, sustainable innovation and human flourishing. Kathryn is currently past chair for the Management, Spirituality and Religion interest group of the Academy of Management; associate editor for the *Journal of Management Education* and the *Journal of Management, Spirituality and Religion*.

# CONFERENCE SCHEDULE

## Thursday, May 18

11:00AM—1:00PM - Conference Registration (RCED Atrium)

12:45PM—1:25PM - Opening and welcome to the conference by Matthew Waller, Dean of the Sam M. Walton College of Business and the Conference Planning Leadership (RCED Auditorium)

**1:25PM—2:15PM - Leading with Soul, a Keynote by Lee Bolman (RCED Auditorium)**

2:15PM—2:30PM - Networking Break with Refreshments (RCED Atrium and RCED 103)

**2:30PM—4:00PM - Evangelical Protestantism: The Tension Between Grace and Truth (RCED Auditorium)**

4:00PM—4:20PM - Networking Break with Refreshments (RCED Atrium and RCED 103)

4:20PM—5:50PM - Concurrent Breakout Sessions (All Conference Buildings)

- Symposium - Meditation and Mindfulness in Teaching Leadership (RCED Auditorium)\*
- Symposium - Business Schools and the Inner Life: A Contradiction in Terms? (RCED 111)\*
- Paper Session - Ethics, Faith and Spirituality (RCED 117)
  - Educating for Character and Moral Clarity: Religion as a Transformative Vehicle for Inclusion (Case, Chavez)\*
  - Reconnecting Ethics and Spirituality: From Illusion Towards a Responsible and Prophetic Leadership (Izoard)
  - How Religion Influences Business Students' Ethical Practices (Shook)\*
  - Faith at Work: Assessing the State of Movement in 2017 (Miller, LoRusso)
- Paper Session - Theological and Religious Perspectives (RCED 202)
  - Reintegrating Spirit and Matter Using Jung's Drive Theory and Archetypes (Chappell)
  - Lessons from the Quakers: A Contemporary Approach to Multi-Stakeholder Business Practice (Burton)
  - Self-Leadership: From the Buddha's Teaching Perspective (Pizzaro)
  - "Meet people at eye level" - The Franciscan Tradition for Business Education (Dienberg)
- PDW - The Legacy of Andre Delbeq's Course, "Spirituality and Business Leadership" (RCED 103) (Schindler, Winkler)\*

6:00PM—7:00PM - Welcome Reception (Willard J. Walker Hall Atrium)

\* Denotes Transformative Teaching Track

## Friday, May 19

7:15AM—8:10AM - Breakfast (WJWH 203)

**8:10AM—8:30AM - Remarks by University of Arkansas Chancellor Dr. Joseph Steinmetz (RCED Auditorium)**

•8:30AM—9:30AM - Concurrent Breakout Sessions

- Symposium - Spirituality in Human Resources (RCED Auditorium)
- PDW - Publishing Workshop (RCED 111) (Phillipson)
- PDW - Maintaining Wellness and Self-Care While in Pursuit of Academia, Ministry, and a Personal Life: A Guide for Early Career Professionals (RCED 117) (Terrell, Hall)
- **PDW - Creating a Community of Scholars (RCED 202) (Harris)\***

9:40AM—10:40AM - Concurrent Breakout Sessions

- Symposium - Transformative Curricula (RCED Auditorium)\*
- Symposium - Spirits Fly Under the Radar: Teaching Spirituality When Nobody is Looking—Lessons, Encouragements, Warnings (RCED 117)\*
- Symposium - Educating for Meaning Making (RCED 202)
- PDW - Moving Out Loud: Using Somatic Movement Education to Cultivate Authenticity and Empathy (RCED 103) (Leggat—Roper)
- **PDW - The Co-Created Classroom: Developing Students Through Coaching (RCED 111) (London)\***

**10:50AM—11:40AM - Faith and Spirituality in the Workplace: My Perspective, a Keynote by John H. Tyson (RCED Auditorium)**

11:40AM—12:00PM - Networking Break with Refreshments (RCED Atrium and RCED 103)

12:00PM—1:30PM - Concurrent Breakout Sessions

- Symposium - Chaplain's Panel (RCED Auditorium)
- Symposium - Spirituality and Entrepreneurship (RCED 111)
- **PDW - Using Mindfulness and Meditation to Open Minds and Hearts: An Experiential Personal Development Workshop (RCED 117) (Reina, Robison, Harris)\***
- **PDW - Inner Challenges of Leadership in the Face of Uncertainty and Complexity: Transcending the Crucible of Anxiety (RCED 202) (Levy)\***

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# CONFERENCE SCHEDULE

## Friday, May 19 (Cont.)

12:00PM—1:30PM - Concurrent Breakout Sessions (Cont.)

- Paper Session - Leadership (RCED 203)
  - Global Leadership for Sustainability (Fry, Egel)
  - Does Faith Matter for Different Dimensions of Career Success? A comparative 23-country study (Mayrhofer, Steinbereithner)
  - Resilience Leadership Processes during Cosmology Episodes (O'Grady)\*

1:30PM—2:30PM - BBQ Lunch and Poster Session (WJWH 203)

**2:30PM—2:45PM - Meditation by Gary Boelhower (RCED Auditorium)**

**2:45PM—2:55PM - 2017 IAMSR Conference Best Paper presented by Springer**

**2:55PM—4:25PM - Andre Delbeq's Legacy to Management, Spirituality and Religion**

**2017 IAMSR Conference Social Dinner sponsored by John H. Tyson and Tyson Foods Inc.**

4:45PM and 5:15PM - Chartered buses will depart from behind RCED (see directional signage) for Crystal Bridges Museum of American Art

5:30PM - Chartered buses will begin arriving at Crystal Bridges Museum of American Art and guests will be free to network and explore the gallery.

6:30PM - A cash bar will be open in the Great Hall

6:45PM—7:30PM - Cocktails and Music by She's Us (Great Hall)

7:30PM—8:30PM - Social Dinner (Great Hall)

**8:30PM - Developing Leaders: Art as the Medicine for the Soul, a Keynote by Kathryn Pavlovich (Great Hall)\***

9:15PM - Chartered buses will depart from Crystal Bridges Museum of American Art for Fayetteville

\* Denotes Transformative Teaching Track

## Saturday, May 20

9:00AM—10:30AM - Concurrent Breakout Sessions

- Symposium - Faith at Work: Assessing the State of the Movement (WCOB 234) (Miller/LoRusso)
- PDW - Nominal Group Technique and Other Transformative Classroom Activities (WCOB 240)\*
- Paper Session - Cross-Cultural Human Resources and Theoretical Perspectives (WCOB 241)
  - The Impact of Distinct Attributes of Abrahamic Religions on Leadership (Gümüşay)
  - 3rd Person Spirituality: Role of Spirituality Agents of Shamans in Business (Jeong)
  - Leadership of Renunciation: A Hindu Perspective of Overcoming Employee Disengagement (Paresh)
  - Through the Wardrobe Door: Spiritual and Religious Analogues of Object Fascination in Early Development of Scientific Careers (Almond)
- PDW - Working With Shadow in Developing Leadership (Chappell)

10:30AM—10:50AM - Networking Break with Refreshments (IAMS R Tent)

10:50AM—11:50AM - Concurrent Breakout Sessions

- Symposium - Practical Mystery: Living the Connection of Spirit and Practice (WCOB 234)
- PDW - Death by PowerPoint: How to Stop Killing the Effectiveness of Your Presentations (WCOB 235) (Lockard)
- PDW - Stop Teaching (WCOB 240) (Rimanoczy)\*
- PDW - Conflict and Avoidance - How Spirituality Enables Conscious Choices and Outcomes (WCOB241) (Rose)
- PDW - Creating Leadership through an EdgUcation Paradigm (WCOB 239) (Tongel, Julin, Neal)
- PDW - Reflective Believing and Interfaith Dialogue (WCOB 243) (Miller)

11:50AM—1:00PM - Lunch (IAMS R Tent)

1:00PM—2:00PM - Concurrent Breakout Sessions

- PDW - Beyond Leadership: Is There Life after Leadership? (WCOB 234) (Toomey)
- PDW - Mindfulness and Faculty Development (WCOB 235) (Senna/Venzke)\*
- PDW - Educating for Moral Clarity and Character: Deepening Compassion by Understanding World Views (WCOB 240) (Cotter-Lockard)

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# CONFERENCE SCHEDULE

## Saturday, May 20 (Cont.)

1:00PM—2:00PM (Cont.)

- Paper Session - Measurement and Methods (WCOB 241)
  - Measuring Religious Identity: Developing a Scale of Religious Identity Salience (Case, Chavez)
  - Higher Education and Workplace Spirituality: A Qualitative Analysis of Faculty Resistance and Support (Jones, Neal, Longstreth)
  - PDW - Face the Music: Songwriting as a Tool for Getting at the Unspoken in Corporate Training Sessions (WCOB 239) (Kwiecinski)
- Paper Session - Case Studies (WCOB 243)
  - 'Crossing the Chasm to Open Heart Skills in Medical Practice: A Case Study of Personal and Organizational Transformation (Ellis, Brown)
  - Constructing a Spiritual Research Model in Management and Organization Research: a case of the Quakers (Burton)
  - The Significant Living Mystery Within the Insignificant: A Case Study (Murray)

2:00PM—2:15PM - Networking Break with Refreshments (IAMSIR Tent)

2:15PM—3:15PM - Concurrent Breakout Sessions

- PDW - Workshop on Fetzer Institute's Efforts to Build a Spiritually-grounded Community (WCOB 234) (Li, Hillebrand)
- PDW - Cultivating Spirituality and Leadership Through Student Use of Technology (WCOB 235) (Weaver, Burton)\*
- PDW - The Ultimate Leadership Decision (WCOB 240) (O'Neal)
- Paper Session - Change Management (WCOB 241)
  - The Spiritual Transformation of Organizations and Self (Kriger)
  - God Image as Leader Prototype: Religions Values and Leader/Employee Relationships (Luckman)
- Tempered Radicals: Spiritual Individuals as Change Agents for Organizational Ethicality (McGhee)
- PDW - How does Emotional Intelligence Feel? Bridging Conceptual Understanding and Practice Based Experience in Teaching Management Spirituality (WCOB 239) (Lychnell)

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## Saturday, May 20 (Cont.)

2:15PM—3:15PM - Concurrent Breakout Sessions (Cont.)

- Paper Session - Research Results (WCOB 243)
  - Exploring Church Attendance, Faith, and Entrepreneurship of Late Adolescent Catholics (Bryant)
  - Spirituality in the Workplace: An Investigation of Chaplaincy Experience (Morton)
  - Higher Education and Workplace Spirituality: A Quantitative Analysis of Job Satisfaction and Workplace Spirituality among University Faculty and Staff (Jones, Neal, Longstreth)

3:15PM—3:30PM - Networking Break with Refreshments (IAMS R Tent)

3:30PM—5:00PM - Concurrent Breakout Sessions

- PDW - Focusing the Change Process by Climbing the Labyrinth Within (WCOB 234) (Boelhower)
- PDW - PENETRATING THE "MEAN GREEN vMEME": Using the Spiral to Create Better Discourse (WCOB 235) (Lockard)
- PDW - Using Synchronicity Experiences for Transformative Change (WCOB 240) (Brown)
- PDW - Educating for Character and Moral Clarity: Engaging in Moral Conversations about Sensitive Topics (WCOB 239) (Case, Chavez)\*

6:30PM - Closing Reception with wine and cheese at the home of Dr. Judi Neal

Thank you for attending the 2017 IAMS R Conference hosted by the Tyson Center For Faith and Spirituality in the Workplace and the Sam M. Walton College of Business!

Special thanks to our generous sponsors!

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