

# **35th International Annual Conference of the American Society for Engineering Management 2014**

**(ASEM 2014)**

**Virginia Beach, Virginia, USA  
15-18 October 2014**

**Editors:**

**S. Long  
E.-H. Ng**

**C. Downing**

**ISBN: 978-1-63439-989-0**

**Printed from e-media with permission by:**

Curran Associates, Inc.  
57 Morehouse Lane  
Red Hook, NY 12571



**Some format issues inherent in the e-media version may also appear in this print version.**

Copyright© (2014) by the American Society for Engineering Management  
All rights reserved.

Printed by Curran Associates, Inc. (2015)

For permission requests, please contact the American Society for Engineering Management  
at the address below.

American Society for Engineering Management  
614 Pine Street, Suite 206B  
P.O. Box 820  
Rolla, Missouri 65402-0820

Phone: (573) 341-2101  
Fax: (573) 364-3500

[asemmsd@rollanet.org](mailto:asemmsd@rollanet.org)

**Additional copies of this publication are available from:**

Curran Associates, Inc.  
57 Morehouse Lane  
Red Hook, NY 12571 USA  
Phone: 845-758-0400  
Fax: 845-758-2634  
Email: [curran@proceedings.com](mailto:curran@proceedings.com)  
Web: [www.proceedings.com](http://www.proceedings.com)

## **T1AT: Organization Development I**

Session Chair: Geert Letens

Paper ID:

- 218 [Comparative Study of Leadership between Civilian Engineers and Military Engineers](#) 1  
*Robert Stevens, Robert Morris University*  
*Tamiko Youngblood, Robert Morris University*

## **T1BT: Systems Engineering I**

Session Chair: Phillip Farrington

- 13 [Engineering Analytics A Proposed Engineering Management Discipline](#) 8  
*T Steven Cotter, Old Dominion University*
- 199 [Building a Path to Elegant Design](#) 19  
*Mike Watson,*  
*Michael Griffin,*  
*Phillip Farrington, University of Alabama in Huntsville*  
*Laird Burns,*  
*Wes Colley,*  
*Paul Collopy,*  
*John Doty,*  
*Stephen Johnson,*  
*Richard Malak,*  
*Joey Shelton,*  
*Dawn Utey, University of Alabama in Huntsville*  
*Maria Yang,*  
*Zoe Szenfarber,*

## **T1CT: Entrepreneurship I**

Session Chair: Craig Downing

- 31 [Exploring the Emerging Literature on Technology Entrepreneurship](#) 29  
*Berna Beyhan, Bahcesehir University*
- 95 [An Interdisciplinary Course in New Product Commercialization](#) 36  
*Neal Lewis, University of Bridgeport*  
*Jani Pallis, University of Bridgeport*

## **T1DT: R&D and Technology Management I**

Session Chair: Woraruthai Choothian

- 2 [Japan and the Management of Global Wireless Product Development: A Case Study](#) 44  
*James Marion, Embry Riddle Aeronautical University*
- 33 [An Integrated Approach to Optimize Design, Marketing, and Manufacturing Objectives during Product Development](#) 53  
*Bimal Nepal, Texas A&M University*  
*Krishnan Seshadrinathan, Texas A&M University*
- 106 [The Relationships between the Number of Practices and the Years of Experience, and NPD Process Performance](#) 63  
*Woraruthai Choothian, Oregon State University*  
*Toni Doolen, Oregon State University*  
*Chinweike Eseonu, Oregon State University*

## **T1ET: Leadership and Organizational Management I**

Session Chair: Frederick Sexe

- 11 [Employee-Task Assignments for Organization Modeling: A Review of Models and Applications](#) 73  
*Cansu Kandemir, Old Dominion University*  
*Holly Handley, Old Dominion University*
- 123 [Perspectives of Emergency Responders](#) 83  
*Lori Miller, Missouri University of Science and Technology*  
*Bhanuchander Reddy Poreddy, Missouri University of Science and Technology*

## **T2AT: Organization Development II**

Session Chair: Heather Keathley

- 159 [Performance Measurement System Implementation: Systematic Review of Success Factors](#) 92  
*Heather Keathley, Virginia Polytechnic Institute and State University*  
*Eileen Van Aken, Virginia Polytechnic Institute and State University*  
*Geert Letens, Royal Military Academy*

## ***T2BT: Systems Engineering II***

Session Chair: Paul Componation

- 82 [\*\*The Role of Non-Technical Variables in NASA Research and Development Project Success\*\*](#) 101

***Kathryne Schomburg, Iowa State University***

***Paul Componation, University of Texas at Arlington***

## ***T2CT: Entrepreneurship II***

Session Chair: Craig Downing

- 21 [\*\*Innovation and Entrepreneurship in Global Markets An Initial Identification of the Divide that can Exist between Countries\*\*](#) 108

***S. Jimmy Gandhi, California State University, Northridge***

***Michael Wilson, Purdue University***

***Gunter Hofbauer, Technische Hochschule Ingolstadt, Germany***

***Dirk Hecht,***

***Tom Hope, Tokyo Institute of Technology***

***Ramalatha Marimuthu,***

***Akin Olufowoshe, Aryd Energy***

- 51 [\*\*From Product Development to Innovation\*\*](#) 118

***Ed McMahon, The University of Tennessee at Chattanooga***

## **T2DT: R&D and Technology Management II**

Session Chair: Simon Philbin

- 118 [Supply Chain Feasibility Analysis of Small Modular Reactor Technology](#) 128  
*Susan Sipaun, Missouri University of Science and Technology*  
*Suzanna Long, Missouri University of Science and Technology*  
*Shoaib Usman, Missouri University of Science and Technology*  
*Kwame Awuah-Offei, Missouri University of Science and Technology*
- 158 [An Empirical Investigation into the Accumulative Antecedents of R&D Productivity](#) 136  
*Thomas Edwards, Drexel University*
- 7 [In Search of New Organisational Forms - The Case for Open Innovation and Crowdsourcing](#) 145  
*Simon Philbin, Imperial College London*

## **T2ET: Leadership and Organizational Management II**

Session Chair: James Marion

- 171 [Bosses Without Borders: A Systemic Framework for Considering Current Leadership Models and their Alignment to Organizational Needs in the Knowledge Era Economy](#) 157  
*Joshua Wallick,*
- 3 [A Profile of Project Manager Work Engagement: A Field Survey](#) 170  
*James Marion, Embry Riddle Aeronautical University*  
*Tom Henkel, Embry Riddle Aeronautical University*

## **T3BT: Systems Engineering III**

Session Chair: Javier Calvo-Amodio

- 6 [Human System Engineering Applications from Distracted Driving Simulations](#) 178  
*Holly Handley, Old Dominion University*  
*Cansu Kandemir, Old Dominion University*
- 39 [Structural Analysis of HFACS in Unmanned and Manned Air Vehicles](#) 186  
*Veysel Yesilbas, Old Dominion University*  
*T Steven Cotter, Old Dominion University*
- 175 [A Proposed Integrated Framework for Identifying Special Signal Patterns from Near-Real Time Data: Application to Geocoded Social Media Data](#) 193  
*Javier Calvo-Amodio, Oregon State University*  
*Ean Ng, Oregon State University*  
*Hector Vergara, Oregon State University*  
*Salvador Hernandez, Oregon State University*  
*Pat Patterson, Texas Tech University*

## **T3CT: Professional Codes of Conduct and Ethics, and Legal Issues in EM**

Session Chair: William Daughton

- 128 [Understanding Ethical Behavior \(or the Lack of It\) in the Workplace](#) 200  
*Susan L. Murray, Missouri S&T*  
*Amber Henslee, Missouri S&T*
- 166 [Practice of Engineering in South Africa: Professional Liability Analysis](#) 205  
*Zwanani Mathe, Eskom*



## **T3DT: R&D and Technology Management III**

Session Chair: Gregory Sedrick

- 12 [Human-Machine Intelligence Interaction](#) 210  
*Aysen Taylor, Old Dominion University*  
*T Steven Cotter, Old Dominion University*
- 48 [The Role of Human Resources in Competition for the Innovativeness of Companies](#) 218  
*Faik Tunc Bozbura, bahcesehir university - bau*  
*Sitki Gozlu, Retired*  
*Arzu Akgul, Y?ldiz Technical University, Faculty of Business Administration and Economics*
- 136 [Harnessing Innovation and the Engineering Management Body of Knowledge](#) 226  
*Gregory Sedrick, MTSU*  
*Rita Engler, Universidade do Estado de Minas Gerais*

## **F1AT: Organization Development IV**

Session Chair: Heather Keathley

- 87 [Business transformation disruptors: An investigation at the military strategic command level](#) 230  
*Thomas Bock, American Systems*
- 101 [Organizational Development as Part of a Long Term Strategic Management/Change Effort](#) 239  
*Garry Coleman, Transformation Systems Inc.*  
*Mike Olverson, Transformation Systems Inc.*  
*Altyn Clark, Transformation Systems, Inc.*

## **F1BT: Systems Engineering IV**

Session Chair: Chuck Keating

- 155 [System of Systems Logistics Network Design and Inventory Control using Evolutionary Algorithms](#) 245  
*Bhanuchander Reddy Poreddy, Missouri University of Science and Technology*
- 209 [Metasystem pathologies: Towards a systems-based construct for complex system deficiencies](#) 254  
*Polinpapilinho Katina, Old Dominion University*  
*Chuck Keating, ODU*

## **F1CT: Engineering Economics I**

Session Chair: Neal Lewis

- 157 [RFID Vender and Investment Option Selection in the Apparel Industry](#) 263  
*Furkan Oztanriseven, University of Arkansas*  
*Mehmet Serdar K?l?nç, University of Arkansas*
- 213 [A Systemic Cost Model for High Mix Low Volume SME Metal Manufacturers](#) 273  
*Hao Zhang, Oregon State University*  
*Alison Flynn, Oregon State University*

## **F1DT: R&D and Technology Management IV**

Session Chair: Sharon Monica Jones

- 189 [Flightdeck Automation Problems \(FLAP\) Model for Safety Technology Portfolio Assessment](#) 284  
*Ersin Ancel, NASA*  
*Ann T. Shih,*
- 190 [Development of a Bayesian Belief Network Runway Incursion and Excursion Model](#) 294  
*Lawrence L. Green, NASA Langley Research Center / Vehicle Analysis Branch*
- 191 [A Framework for Assessment of Aviation Safety Technology Portfolios](#) 307  
*Sharon Monica Jones, NASA*  
*Mary S. Reveley, NASA Glenn Research Center*

## **F2AT: Organization Development V**

Session Chair: Fernando Deschamps

- 165 [A Systematic Methodology to Measure Innovation in Chronic Care Teams](#) 317  
*Francesca Grippa, Northeastern University*  
*Shannon M. Provost, McCombs School of Business The University of Texas at Austin*  
*Peter Gloor, MIT Center for Collective Intelligence*  
*Molly McKean, Cincinnati Childrens Hospital Medical Center-James M. Anderson Center for Health Systems Excellence*  
*Sunny Thakkar, Cincinnati Childrens Hospital Medical Center-James M. Anderson Center for Health Systems Excellence*
- 192 [Applying Process Mining in Healthcare Process Management](#) 329  
*Eduardo Santos, Pontifical Catholic University of Parana*  
*Fernando Deschamps, PUCPR*  
*Silvana Pereira Detro,*  
*Agnelo Denis Vieira,*  
*Sergio Ioshii, PUCPR*

## **F2BT: Systems Engineering V**

Session Chair: Javier Calvo-Amodio

- 36 [A Multi-domain Model for Product and Manufacturing System Design](#) 339  
*Tarek AlGeddawy, University of Minnesota Duluth*  
*Aparajitha Varanasi, University of Minnesota Duluth*
- 23 [Sustainable Management Structure for Dynamic Non-Profit Organizations: Integrating Lean Thinking and Knowledge Management through Systems Thinking](#) 347  
*Bradley Moore, Oregon State University*  
*Javier Calvo-Amodio, Oregon State University*  
*Joseph Junker, Oregon State University*
- 138 [A Theoretical Framework for the Design of an Energy Analysis Collaborative Structure using Soft Systems Methodology](#) 361  
*Tanida Chongvilaiwan, Oregon State University*  
*Javier Calvo-Amodio, Oregon State University*

## **F2CT: Engineering Economics II**

Session Chair: Dr. Neal Lewis

- 214 [Case Study: Effects of Vehicle Usage on the Road Transportation Profit in Chinese Petroleum Industry](#) 371  
*Wanying Shi, Western New England University*  
*Jian Guo, Western New England University*  
*Julie Drzymalski, Western New England University*  
*Jingchao Li,*
- 167 [The Future of Renewables Power Generation in South Africa: An Independent Analysis](#) 381  
*Zwanani Mathe, Eskom*
- 139 [Mobile Tool to Enable Accelerated Information Transfer in a Capstone Design Class](#) 388  
*John McGrath, Oregon State University*  
*Javier Calvo-Amodio, Oregon State University*

## **F3AT: Organization Development VI**

Session Chair: Aldo McLean

- 20 [An Investigation of the Relationship Between Result Variables and Contract Transitions in the Department of Energy's National Laboratories and Production Sites](#) 394  
*Harold Conner, Lawrence Livermore National Laboratory*  
*Dawn Utey, University of Alabama in Huntsville*
- 119 [The Energy Conversion Efficiency Perspective for Productivity](#) 404  
*Katharina Renken, Texas Tech University*  
*Diana Barraza-Barraza,*  
*Leonidas Guadalupe, Texas Tech University*
- 104 [Material Flow Improvement for Change Management in a Manufacturing Plant](#) 413  
*Aldo McLean, University of Tennessee at Chattanooga*  
*Wendy Yates, University of Tennessee at Chattanooga*  
*Rafael Landaeta, Old Dominion University*

## **F3BT: Strategic Management I**

Session Chair: Ronald Cox

- 169 [High-Tech Start-Up Engineering Firms: How to Generate Value through Performance Management and Reward Systems](#) 424  
*Reinaldo Coelho, UDESC*  
*Eileen Van Aken, Virginia Polytechnic Institute and State University*  
*Rodrigo Gregory,*  
*Cesar Augusto Dell'Antonio Junior, UDESC*
- 184 [Maneuvering Into The Future: How Military Theory Provides A Grand Strategy For Vitality and Growth](#) 434  
*David Anthony,*
- 127 [Considerations Regarding the Development of a National Center on Global Competitiveness](#) 442  
*Ronald Cox, University of Tennessee at Chattanooga*

## **F3CT: Project and Program Management I**

Session Chair: Ted Eschenbach

- 129 [The Power of Visualization in Corporate Transformation](#) 448  
*Miray S. Pereira, Drexel University*

## **F3DT: Knowledge and Information Management II**

Session Chair: Rafael Landaeta

- 150 [Establishing Relationships between Risk Management and Knowledge Transfer](#) 458  
*Garrett Haltiwanger, Dominion Resources, Inc.*  
*Jeffery Temple,*
- 83 [Implementing Communities of Practice in a Matrix Organization](#) 466  
*Harry Juneau, DOE/NAVY*  
*Gregory Thomas,*

## **F4AT: Energy Systems I**

Session Chair: Sean Schmidt

- 32 [Optimized Scheduling of Electric Vehicles in a Vehicle-to-Grid System](#) 476  
*Ona Egbue, University of Minnesota Duluth*  
*Shima Hosseinpour, University of Minnesota Duluth*
- 96 [Integrated System to Supply Power and Fuel to Rural Districts Using Renewable Resources](#) 485  
*Carlo Ciliberti, Drexel University*  
*Anthony Deese, The College of New Jersey*  
*Joseph Martin, Drexel University*
- 69 [Economic Analysis of Distributed Generation under Varying Ownership Schemes](#) 493  
*Sean Schmidt, Missouri S&T*  
*Suzanna Long, Missouri University of Science and Technology*

## **F4BT: Strategic Management II**

Session Chair: Eugene Dixon

- 126 [Unions: Trends Within The U.S.](#) 499  
*Ronald Cox, University of Tennessee at Chattanooga*
- 216 [Strategic Planning Based Multi-Criteria Decision-Making](#) 508  
*Kaitlynn Whitney, Old Dominion University*  
*Patrick Hester, Old Dominion University*

## **F4CT: Project and Program Management II**

Session Chair: Donald Kennedy

- 152 [Creating Continuity in Multi-Year Research Projects at the Undergraduate and Graduate Levels](#) 517  
*Thomas Nelson, United States Military Academy*

- 14 [What if the Gurus Were Right? - Part II](#) 524  
*Donald Kennedy, Freerange Buddy Publications*

## **F4DT: Operations and Supply Chain Management I**

Session Chair: Mario Beruvides

- 121 [An Analysis of the Potential and Actual Utilization of the RFID Technology in Emergency Management](#) 533  
*Katharina Renken, Texas Tech University*  
*Andrea Jackman, IBM Global Business Services*  
*Mario Beruvides, Texas Tech University*
- 5 [Green Supply Chain Management for Electric and Electronic Equipment: Case study for Turkey](#) 539  
*HAT?CE CAMGÖZ-AKDA?, ISTANBUL TECHNICAL UNIVERSITY*  
*Hazal Meriç Aksoy,*
- 122 [An Analysis of the Supply Chain in Emergency Management](#) 550  
*Katharina Renken, Texas Tech University*  
*Andrea Jackman, IBM Global Business Services*  
*Mario Beruvides, Texas Tech University*



## **F5AT: Energy Systems II**

Session Chair: Steve Hsueh-Ming Wang

- 154 [Reducing Energy Consumption in America's Government Buildings](#) 556  
*Patrick Sullivan, United States Military Academy at West Point, NY*

## **F5BT: Engineering Management Profession I**

Session Chair: Adrian Gheorghe

- 182 [Uncertainty Avoidance in the Organizational Culture of Engineering. Chapter Six: A Miniature Study Within a Study](#) 566  
*Deborah Howell, self*
- 215 [Effective Distance Learning Program Implementation through Industry-University Collaboration](#) 574  
*Adedeji Badiru, Air Force Institute of Technology*  
*Rochelle Jones, Lockheed-Martin*
- 55 [Does the Engineering Management and System Engineering Department Need an Academic Laboratory?](#) 582  
*Jarutpong Vasuthanasub, Old Dominion University*  
*Adrian Gheorghe, Old Dominion University*

## **F5DT: Operations and Supply Chain Management II**

Session Chair: Tricia Simo Kush

- 109 [Assembly Lines of Future: A Literature Review of Research Articles from 2000-2014](#) 593  
*Chamila Dissanayake, Texas Tech University*  
*Jennifer Farris, Texas Tech University*
- 71 [A Case Study in Planning a Renewable Energy Supply Chain: Part I - Comparing Biomass Processes, Costs and Logistics](#) 603  
*Tricia Simo Kush,*  
*Joel Tallaksen, University of Minnesota*
- 72 [A Case Study in Planning a Renewable Energy Supply Chain: Part II Using Life Cycle Environmental Metrics to Select A Biomass Feedstock.](#) 612  
*Joel Tallaksen, University of Minnesota*  
*Tricia Simo Kush,*

## **S1AT: Energy Systems III (Invited Session)**

Session Chair: Ona Egbue

- 162 [Decision-Making for Large-Scale Collaborative Power Systems](#) 622  
*Bryony DuPont, Oregon State University*  
*Joseph Piacenza, Oregon State University*  
*Ridwan Azam, Oregon State University*  
*John Wardman, Oregon State University*  
*Steven Bossart, NETL*  
*Danylo Oryshchyn, NETL*  
*Christopher Hoyle, Oregon State University*  
*Eduardo Cotilla-Sanchez, Oregon State University*
- 180 [Robust Optimization of Complex Cyber-Physical Systems](#) 631  
*Christopher Hoyle, Oregon State University*  
*Joseph Piacenza, Oregon State University*  
*Eduardo Cotilla-Sanchez, Oregon State University*  
*Bryony DuPont, Oregon State University*

## ***S1CT: Continuous Improvement I***

Session Chair: T. Steven Cotter

### 125 **Maintenance-Related Costs in Maintenance Management** 639

***Diana Barraza-Barraza,  
Mario Beruvides, Texas Tech University  
Jorge Limon-Robles, Tecnologico de Monterrey***

## ***S1DT: Operations and Supply Chain Management III***

Session Chair: Bimal Nepal

### 130 **Examining Selection Criteria and the Rationality of Decision Makers in Design and Manufacturing Procurement** 648

***Michael Johnson, Texas A&M University  
Bimal Nepal, Texas A&M University  
Dinesh Kanakaraj, Texas A&M University***

## **S2AT: Critical Infrastructure & Risk Management I**

Session Chair: T Steven Cotter

- 141 [A Heuristic for the Analysis of Truncated Standard Normal Distribution Assemblies](#) 658  
*John Ralls,*  
*Ariel Pinto, Old Dominion University / Emergent Risk Initiative*  
*Shannon Bowling, Bluefield State College*  
*Resit Unal, Old Dominion University*  
*Charles Daniels, ODU - EMSE*
- 164 [Cost Benefit Analysis Methodology for Strategic Investments in Industrial Base Support](#) 666  
*Jacqueline Harris, United States Military Academy*  
*John Farr, United States Military Academy at West Point*  
*Gregory O'Connor,*
- 9 [Emergency Diesel-Electric Generator Set Maintenance and Testing Periodicity](#) 676  
*Stephen Fehr, Old Dominion University*  
*T Steven Cotter, Old Dominion University*

## **S2BT: Engineering Management Profession III**

Session Chair: Ken Harmon

- 78 [Engineering Management Journal: A Cultural Review](#) 682  
*Morgan Henrie, MH Consulting, Inc*  
*Oliver Hedgepeth, American Public University System*
- 10 [The Developmental Aspect of Enterprise Management](#) 687  
*Ken Harmon, Virginia Tech ISE*  
*Angelo Collins,*

## **S2CT: Continuous Improvement II**

Session Chair: Kim LaScola Needy

- 26 [Expectations and perceptions of grocery stores customers of Santa Rosa area at south of Merida, Yucatan](#) 702  
*Francisco Hernandez, Instituto Tecnologico de Merida*  
*Hermila Ulibarri, Instituto Tecnologico de Merida*
- 151 [Structure and Content of a Framework to Apply Process Mining Techniques in SCAMPI Assessments](#) 711  
*Arthur Valle, Pontifical Catholic University of Parana*  
*Eduardo Santos, Pontifical Catholic University of Parana*  
*Eduardo Rocha Loures, Pontifical Catholic University of Parana*  
*Fernando Deschamps, PUCPR*
- 59 [Project Quality Metrics Inside and Outside the Capital Facilities Delivery Industry](#) 723  
*Kelsey Lamb, University of Arkansas*  
*Kim LaScola Needy, University of Arkansas*  
*Robert Ries, University of Florida*  
*Vishal Mahajan, University of Florida*

## **S2DT: Operations and Supply Chain Management IV**

Session Chair: Paul Kauffmann

- 140 [Simulating and Analyzing the Assignment of Cranes to Ships According to Ship Size in a Complex Container Terminal](#) 733  
*Mariam Kotachi, Old Dominion University*  
*Ghaith Rabadi, Old Dominion University*
- 50 [Forecasting Traffic Counts for High Tourism Areas: Watauga County Case Study](#) 739  
*Joseph Wilck, East Carolina University*  
*John Pope,*  
*Paul Kauffmann, East Carolina University*

## ***S2ET: Engineering Teams I***

Session Chair: Pilar Pazos

- 67 [Developing Transactive Memory Systems in Distributed Engineering Design Teams: Research Evidence and Tools](#) 746  
*Zikai Zhou, Old Dominion University*  
*Pilar Pazos, Old Dominion University*

## ***S3AT: Critical Infrastructure & Risk Management II***

Session Chair: Luna Magpili

- 22 [Local Content in Global Economic Context A Critical View](#) 753  
*Akin Olufowoshe, Aryd Energy*
- 52 [A Framework for Assessing Risk from Natural Hazards including Climate Change for Water, Wastewater and Solid Waste Services](#) 757  
*Garrick Louis , UVA*  
*Luna Magpili, Washington State University*  
*Ariel Pinto, Old Dominion University / Emergent Risk Initiative*  
*Justin Henriques, James Madison University*

### **S3BT: Engineering Management Profession IV**

Session Chair: Elizabeth Schott

- 131 [The Key Factors that Drive Downsizing in Multicultural Military Organizations](#) 766  
*Ilksen Gorkem, ODU*  
*Pilar Pazos, Old Dominion University*

### **S3CT: Continuous Improvement III**

Session Chair: Jamison Kovach

- 85 [Enabling Dramatically Improved Quality and Employee Satisfaction Through the Application of Lean Principles](#) 775  
*Sandy Lieske, University of Idaho*  
*Bret Dodd,*

## **S3DT: Operations and Supply Chain Management V**

Session Chair: Elizabeth Schott

- 217 [Measuring Energy Issues in Sustainable Supply Chains](#) 785  
*Cory Searcy, Ryerson University*  
*Payman Ahi,*

## **S3ET: Engineering Teams II**

Session Chair: Pilar Pazos

- 146 [The Relationship between Mentorship and Team Innovation in Novice Designers](#) 795  
*Sarah Asio, Texas Tech University*  
*Jennifer Farris, Texas Tech University*
- 93 [Understanding the Link Between Team Autonomy and Effectiveness: A Systematic Review and Synthesis](#) 801  
*Pilar Pazos, Old Dominion University*  
*Nina Magpili, Old Dominion University*