

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

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Congratulations!

Recipient of the 2016 McGraw-Hill Education Distinguished Paper Award

Learning Opportunities: The Role of Mistake Tolerance in an Organizational Learning Context
Laurence Weinzimmer, Bradley University
Candace Esken, Louisiana State University

2016 SWAM Outstanding Educator

Larry Garner, Texas A&M University – Central Texas

Recipient of the 2016 Southwest Academy of Management Best Reviewer Award

Sherry Sullivan, Bowling Green State University

2016 TRACK CHAIRS

Entrepreneurship / Small Business / Innovation

Gregory P. Tapis, Augustana College

Ethics / Corporate Social Responsibility

Ethan Waples, University of Central Oklahoma

Uday Shinde, Governors State University

General Management / Management Education

Brian W. Kulik, Hawaii Pacific University

Meghan C. Wright, Texas Wesleyan University

Human Resources / Careers / Gender Diversity

Alix Valenti, University of Houston, Clear Lake

Amanda S. Hinojosa, University of Houston, Clear Lake

Organizational Behavior / Leadership

Deborah Colwill, Trinity Evangelical Divinity School

Kanu Priya, Western Illinois University, Quad Cities

Organizational Development / Conflict Management

Peter Sorensen, Benedictine University

Therese Yaeger, Benedictine University

Organizational Theory / Strategy / Sustainability

David Epstein, University of Houston, Downtown

Faiza Khoja, University of Houston, Downtown

Marcia Hardy, Northwestern State University of Louisiana

Project Management

Adrian Doss, The University of West Alabama

Veena P. Prabhu, California State University, Los Angeles

Innovative Teaching Workshops

Nancy Kucinski, Hardin-Simmons University

Professional Development Workshops

Lee Tyner, University of Central Oklahoma

M. Suzanne Clinton, University of Central Oklahoma

Research Pipeline

Guclu Atinc, Texas A&M University, Commerce

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 9, 2016
(Wednesday)**

10:00 a.m. – 1:00 p.m.

Huckins

SPECIAL SESSION

SWAM Pre-Conference Session and Lunch

SWAM Executive Council only (President, President Elect, and Immediate Past president)

1:30 p.m. – 3:00 p.m.

Meeting Room 20

**WELCOME TO THE SOUTHWEST ACADEMY OF MANAGEMENT ANNUAL MEETING
Manjula Salimath, 2016 SWAM President**

TRACK TITLE **Organizational Theory / Strategy / Sustainability**

SESSION A **Global Impacts on Management**

Session Chair: **David Epstein**, University of Houston, Downtown

Converging and Diverging Forces on Brand Preferences: Comparative Empirical Analysis of Hollywood Movies in US and China

Fiona Sussan, University of Phoenix

Ravi Chinta, University of Phoenix

The Effect of Syndication Withdrawal on Venture Capital Reputation

Ehsan Fakharizadi, University of Houston, Victoria

Azi Gera, University of Maryland

Kaveh Moghaddam, University of Houston, Victoria

Board of Director Composition, and Ownership and Their Relationship to Patents

David Epstein, University of Houston, Downtown

Cory Angert, University of Houston, Downtown

Charles Strain, University of Houston, Downtown

1:30 p.m. – 3:00 p.m.

Meeting Room 17

TRACK TITLE **Professional Development Workshops**

SESSION B **In the Classroom**

Providing a Realistic Job Preview During the College Experience: The Value of Combining Internships, Work Shadows, and Enactus Small Business Projects/Competition

Janie R. Gregg, The University of West Alabama

Deward W. Bedford, The University of West Alabama

Ashley Osier, The University of West Alabama

Expanding HR Compliance Cases

Lee Tyner, University of Central Oklahoma

High-Impact Transformative Learning Techniques: Learning by Working
Meagan Brock Baskin, University of Central Oklahoma
Victoria P. McKee, University of Central Oklahoma

1:30 p.m. – 3:00 p.m.

Meeting Room 18

TRACK TITLE **Organizational Development / Conflict Management**

SESSION C **Student Papers:**
Exploring Organization Development Consulting: Profession & Requirements

Session Chair: **Scott Kerth**, Lewis University

Organization Consulting and Professionalism
Beverly Connelly, Benedictine University

The Organization Development Professional: A Demographic Profile
Jennifer Smith, Benedictine University
Lisa Machtemes, Benedictine University

Should a Sales Background be a Requirement for an OD Practitioner?
Bryan McCusker, Benedictine University

1:30 p.m. – 3:00 p.m.

Meeting Room 19

TRACK TITLE **Organizational Behavior / Leadership**

SESSION D **Panel on Intergenerational Leadership: A Pilot Exercise**

Co-Chairs: **Deborah Colwill**, Trinity International University
Trevor Cox, Trinity International University

Panelists: **David Daniel**, Trinity International University
Yulee Lee, Trinity International University
Taina Luhtala, Trinity International University
Ebenezer Perinbaraj, Trinity International University

1:30 p.m. – 3:00 p.m.

Meeting Room 21

TRACK TITLE **Human Resources / Careers / Gender Diversity**

SESSION E **Diversity, Employee Retention, and Motivation**

Session Chair: **Kenneth Sweet**, Angelo State University

Discussants: **Kathleen Voges**, Texas A& M University, San Antonio

A Conceptual Perspective on Alliance Exploration: Extracting the Benefits of Diversity, Self-Monitoring, and Interdependence in Top Management Teams
Christina Vlas, University of Texas at Dallas

Job Hopping Millennials: What They Seek in Employment and How Organizations Can Retain Them
Ashley Hall, Stephen F. Austin State University

Person-Organization Fit, Religious Compatibility, and Intentions to Leave in a Retail Environment
Kathryn Ostermeier, The University of North Texas

Non-Monetary Incentives and Rewards: A Review and Research Agenda
Mark Brightenburg, University of Dallas
Greg Bell, University of Dallas
Christopher Harris, Texas Women's University

3:00 p.m. – 3:30 p.m.

Meeting Room 20 Foyer

SWAM COFFEE BREAK

3:30 p.m. – 5:00 p.m.

Meeting Room 17

TRACK TITLE Professional Development Workshops

SESSION A Issues in Higher Education

Climbing the Ivory Tower in Stilettos: How to Promote Higher Education for Women
Victoria P. McKee, University of Central Oklahoma
M. Suzanne Clinton, University of Central Oklahoma
Meagan Brock Baskin, University of Central Oklahoma
Kimberly Merritt, Oklahoma Christian University
Janie R. Gregg, The University of West Alabama

The Role of Faculty in the Creation of Knowledge in B-Schools
Phil Lewis, Oklahoma Christian University
John Camey, Cameron University
M. Suzanne Clinton, University of Central Oklahoma
Kimberly Merritt, Oklahoma Christian University

3:30 p.m. – 5:00 p.m.

Meeting Room 18

TRACK TITLE Organizational Development / Conflict Management

SESSION B Student Papers: Things are Different: Big Data, Agility and Engagement

Session Chair: Bryan McCusker, Benedictine University

Organizational Agility and High Performing Organizations: Two Approaches for OD in Today's Dynamic Business Environment
Rachael Narel, Benedictine University

Organizational Development and Big Data: Make the Case for OD using Big Data as a Change Agent
Talha Ashraf, Benedictine University

Identifying the Future of Employee Engagement
Elizabeth Belgio, Benedictine University

3:30 p.m. – 5:00 p.m.

Meeting Room 19

TRACK TITLE Organizational Behavior / Leadership

SESSION C Panel on Effective Team Communication

Co-Chairs: **Deborah Colwill**, Trinity International University
Ebenezer Perinbaraj, Trinity International University

Panelists: **Yulee Lee**, Trinity International University
Trevor Cox, Trinity International University
David Daniel, Trinity International University
Taina Luhtala, Trinity International University

3:30 p.m. – 5:00 p.m.

Meeting Room 20

TRACK TITLE **Organizational Theory / Strategy / Sustainability**

SESSION D **Strategic Management and Governance**

Session Chair: **Marcia Hardy**, Northwestern State University of Louisiana

Strategic Reorientation in Failing Firms: The CEO Perspective ****Best in Track****

Sonia Taneja, Texas A&M University, Commerce
Mildred Pryor, Texas A&M University, Commerce
Guclu Atinc, Texas A&M University, Commerce

A Transformational Leader's Challenge: Adopting Renewable Energies with Emerging Market Business Ties

Niki Kissinger, University of Dallas

The Firm-Employee Relationship and Innovation Search: A Stakeholder Perspective

Eni Gambeta, Rice University

The Role of Firm Resource and Growth in Determining the Effectiveness of Governance Mechanisms

Sammy Muriithi, Louisiana Tech University
Son Le, Louisiana Tech University

3:30 p.m. – 5:00 p.m.

Meeting Room 21

TRACK TITLE **Human Resources / Careers / Gender Diversity**

SESSION E **Job Satisfaction, Commitment and Attraction: New Perspectives**

Session Chair: **Amanda S. Hinojosa**, University of Houston, Clear Lake

Discussants: **Kathleen Voges**, Texas A& M University, San Antonio

Assessing the Relationship between Partner Perceptions and Employee Commitment to Company

Jordan Bruno Colletta III, Georgia State University
John Hoffman, Georgia State University
Katie Stone, Georgia State University
Nathan Bennett, Georgia State University

Stress and Absenteeism in Civilian Employees Supervised by Army Sergeants: Empirical Evidence from Fort Belvoir, Virginia

Carey Williams, Retired
Ravi Chinta, Auburn University at Montgomery

Training Motivation and Satisfaction: The Role of Goal Orientation and Offshoring Perception

****Best in Track****

Michele N. Medina, The University of North Texas

Negative Publicity via Social Media: Information Source and Response Strategy on Candidates' Organizational Attraction

Daniel Detwiler, University of Memphis

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 10, 2016
(Thursday)**

7:00 a.m. – 8:15 a.m.

Huckins

SPECIAL SESSION

SWAM Officers' Meeting & Breakfast

Presiding: **Manjula Salimath**, The University of North Texas
President, Southwest Academy of Management

8:30 a.m. – 10:00 a.m.

Meeting Room 17

TRACK TITLE Professional Development / Teaching Workshops

SESSION A Models of Teaching

#SOCR@T3Z

Nancy Kucinski, Hardin-Simmons University

Wade Ashby, Hardin-Simmons University

Student Professional Development: A Working Model

Holly Lutze, Texas Lutheran University

8:30 a.m. – 10:00 a.m.

Meeting Room 18

TRACK TITLE Organizational Development / Conflict Management

SESSION B Organization Development: Crisis, Tolerance or Participation?

Session Chair: **Michael Cherry**, Lewis University

Business Crisis: Perception of Disaster or Opportunity?

Dmitri Sheets, University of Arkansas, Little Rock

Karen Leonard, University of Arkansas, Little Rock

Dialogue: A Participatory or Manipulative Discourse

Devi Akella, Albany State University

Meeting the Challenges of a Multi-Generational Workforce: A Millennial's Perspective

Brittney Vaughn, Texas Wesleyan University

Amber Tucker, Texas Wesleyan University

Meghan C. Wright, Texas Wesleyan University

8:30 a.m. – 10:00 a.m.

Meeting Room 19

TRACK TITLE Organizational Behavior / Leadership

SESSION C Workshop on Building Teams Ain't What It Used to Be!

Facilitators: **Gina Hinrichs**, Benedictine University
 Jay Feist, Loud Roar Media

8:30 a.m. – 10:00 a.m.

Meeting Room 20

TRACK TITLE **Entrepreneurship / Small Business / Innovation**

SESSION D **Expanding Entrepreneurial Opportunities**

Session Chair: **Gregory P. Tapis**, Augustana College

Effects of Exploration and Exploitation on Firm Performance: A Large Scale Study of Technology-Based Firms in S. Korea

Fiona Sussan, University of Phoenix

Kim Chan, Catholic University

Ravi Chinta, University of Phoenix

John Enriquez, Catholic University

Can Social Networks Help Entrepreneurs?

Jinpei Wu, State University of New York at Oswego

Shuyi Zhang, Shanghai Finance University

The Impact of Immigrant Acculturation and Job Search Information on Entrepreneurship Opportunity

Michelle Ruiz, University of Houston, Victoria

Santiago Ibarreche, The University of Texas at El Paso

Lori Peterson, Louisiana State University

Laura Guerrero, The University of Texas at El Paso

8:30 a.m. – 10:00 a.m.

Meeting Room 21

TRACK TITLE **Doctoral Consortium**

SESSION E **Welcome, Getting Through the Dissertation and Personal Relationships
(Admittance by Application or Invitation only.)**

Facilitator: **Janie R. Gregg**, The University of West Alabama
 Past President, Southwest Academy of Management

Panelists: **Donald Baack**, Pittsburg State University
 JoAnn Duffy, Sam Houston State
 Veena P. Prabhu, California State University, Los Angeles
 Manjula Salimath, The University of North Texas
 Peter Sorensen, Benedictine University
 Therese Yaeger, Benedictine University
 Brent Kinghorn, Montana State University, Billings

10:00 a.m. – 10:30 a.m.

Ballroom CI

FBD Coffee Break

Please make plans to visit the exhibits for information on the latest books and newest educational technologies. Let our exhibitors know how much we appreciate their presence and continued support!

Great Door Prize Drawings take place at **10:15 a.m.** in the Exhibit Area. Must be present to win.

10:30 a.m. – 12:00 p.m.

Meeting Room 17

TRACK TITLE Professional Development Workshops

SESSION A Research in Business Schools

Finding Your Research Writing Style: Part I

Manjula Salimath, The University of North Texas

Reinvent, Renew, Revamp: Opportunities for the Post-Tenure Crowd

Yvonne Smith, University of La Verne

Janice Black, Coastal Carolina University

Kay Keels, Coastal Carolina University

10:30 a.m. – 12:00 p.m.

Meeting Room 18

TRACK TITLE Organizational Development / Conflict Management

SESSION B Organization Development: Millennials, Innovation and Intelligence

Session Chair: Rachael Narel, Benedictine University

Health Care Leadership Ain't What It Used to Be: Emotional Intelligence Competencies of Hospitalized Leaders

Michael Cherry, Lewis University

Creativity and Innovation: An Essential Link of Theory and Practice

Scott Kerth, Lewis University

Tiffany Yates, Dale Carnegie Training of Georgia

10:30 a.m. – 12:00 p.m.

Meeting Room 19

TRACK TITLE Organizational Behavior / Leadership

SESSION C Employee Mindset

Session Chair: Taina Luhtala, Trinity International University

*Vain or Able? A Strong Inference Approach to the Efficacy Debate ****Best in Track*****

Erik Taylor, Louisiana State University

Shelby Solomon, Louisiana State University

Jacob Smith, Louisiana State University

Generational Differences at Work: Have We Missed Something?

Kelly Weeks, Rhodes College

Caitlin McLysaght, Augustana College

Caitlin Schaffer, Centenary College of Louisiana

Does Mindset Matter? The Influence of Employees' Mindset on Relationship Quality and Job Performance

Matthew Zingoni, University of New Orleans

Christy Corey, University of New Orleans

Exploring the Effects of Mindfulness on Emotional Exhaustion and Counterproductive Work Behavior

10:30 a.m. – 12:00 p.m.

Meeting Room 20

TRACK TITLE Human Resources / Careers / Gender Diversity

SESSION D Symposium on Careers and Mentoring: Things “Ain’t” What They Used to Be

Moderators: S. Gayle Baugh, University of West Florida
M. Suzanne Clinton, University of Central Oklahoma

Pursuing a Graduate Degree & Higher Education as a Career: An Exploratory Study of Variables Impacting Student Interest

Kimberly Merritt, Oklahoma Christian University
M. Suzanne Clinton, University of Central Oklahoma
Robert H. Epstein, University of Central Oklahoma
Jennifer Barger-Johnson, University of Central Oklahoma

Electronic Mentoring: A Fad or a Valuable Option?

S. Gayle Baugh, University of West Florida

10:30 a.m. – 12:00 p.m.

Meeting Room 21

TRACK TITLE Doctoral Consortium

SESSION E Writing Excellence & Publishing Tips from Editors and Award Winning Writers
(This Session is Open to Everyone.)

Facilitator: Janie R. Gregg, The University of West Alabama
Past President, Southwest Academy of Management

Panelists: Gregory Dess, University of Texas, Dallas JWB (ISM)
Donald Baack, Pittsburg State University
J. Kay Keels, Coastal Carolina University, ETP
Larry Garner, Texas A & M University, Central Texas

12:00 p.m. – 1:30 p.m.

Ballroom B

TRACK TITLE SWAM Luncheon and Reception

SESSION TITLE Entrepreneur Speaker Series (tickets needed)

Presiding: Robert H. Epstein, University of Central Oklahoma
Program Chair, Southwest Academy of Management

Discussants: Jake Williams, Project Management Institute
Carla Messikomer, Project Management Institute

Keynote Speaker: Bruce Barringer, Professor and N. Malone Mitchell, Jr. Chair
Head, School of Entrepreneurship, Oklahoma State University

Must have a ticket to participate; complimentary for pre-registered SWAM members.
Tickets must be reserved by early FBD/SWAM registration deadline.

Sponsored in part by Project Management Institute Research Program



1:30 p.m. – 3:00 p.m.

Meeting Room 17

TRACK TITLE Professional Development / Teaching Workshops / Project Management

SESSION A Project Management

Integrating Content on Managing Projects into the Undergraduate Business Curriculum
Carla Messikomer, Project Management Institute

1:30 a.m. – 3:00 p.m.

Meeting Room 18

TRACK TITLE Entrepreneurship / Small Business / Innovation

SESSION B Entrepreneurship: Innovation and Growth

Session Chair: Kanu Priya, Western Illinois University, Quad Cities

Entrepreneurial Orientation, Strategic Flexibility, and Firm Performance: A Theoretical Meta-synthesis for Conceptualizing a Two-Way Propositional Framework
Sumeet Jhamb, Southern Illinois University Carbondale

Soft Power and Entrepreneurial Growth ****Best in Track****
Cristina Vlas, University of Texas Dallas

Neo-Classical Entrepreneurial Organizations: Economic, Social and Governmental Innovation
Mark Clark, New Mexico State University

1:30 p.m. – 3:00 p.m.

Meeting Room 20

TRACK TITLE General Management / Management Education

SESSION C Innovative Approaches in Management Education

Session Chair: Brian W. Kulik, Hawaii Pacific University

Build a Leadership Greenhouse and Root Young Leaders in Learning Experiences
Sandra K. Pate, Angelo State University
Rex T. Moody, Angelo State University

Which is More Popular: PowerPoints vs. Recorded Lectures ****Best in Track****
Devi Akella, Albany State University

The Coaching Metaphor: Applications to Concepts of Management and Leadership

Donald Baack, Pittsburg State University

Can Project-Based Learning Be Implemented Program-Wide? A Multi-Discipline Study

Brian W. Kulik, Hawaii Pacific University

Larry Rowland, Hawaii Pacific University

1:30 p.m. – 3:00 p.m.

Meeting Room 21

TRACK TITLE **Doctoral Consortium**

SESSION D **Networking, Job Hunting, and the First Job
(Admittance by Application or Invitation only.)**

Facilitator: **Janie R. Gregg**, The University of West Alabama
Past President, Southwest Academy of Management

Panelists: **Brent Kinghorn**, Montana State University, Billings
Frank Markham, University of Mississippi
Therese Yaeger, Benedictine University
Peter Sorensen, Benedictine University
Sandy Edwards, Northeast Oklahoma University
John N. Davis, Hardin-Simmons University
Veena P. Prabhu, California State University, Los Angeles
Larry Garner, Texas A & M University, Central Texas

3:00 p.m. – 3:30 p.m.

Ballroom C

FBD Coffee Break

Please make plans to visit the exhibits for information on the latest books and newest educational technologies. Let our exhibitors know how much we appreciate their presence and continued support!

Great Door Prize Drawings take place at **3:15 p.m.** in the Exhibit Area. *Must be present to win.*

3:30 p.m. – 5:00 p.m.

Meeting Room 17

TRACK TITLE **Professional Development Workshops**

SESSION A **QUALTRICS**

Tips for Data Collection and Data Management Using Qualtrics Survey Software

Amanda S. Hinojosa, University of Houston, Clear Lake

Kelly D. McCauley, West Texas A & M University

3:30 p.m. – 5:00 p.m.

Meeting Room 18

TRACK TITLE **Project Management**

SESSION B **Trends in Project Management**

Session Chair: **Jake Williams**, Project Management Institute

Discussants: **Adrian Doss**, The University of West Alabama
Gary Richardson, University of Houston

David H. McElreath, University of Mississippi
Valentin Novikov, Regent University

Shared Leadership in a Department of Defense Acquisition Project Management Team
****Best in Track****
Valentin Novikov, Regent University

State Defense Forces: Strategic Resources for Homeland Security and Emergency Management
David H. McElreath, University of Mississippi
Adrian Doss, The University of West Alabama
Carl Jensen, The Citadel
Hilliard Lackey, Jackson State University (Mississippi)
Michael Wigginton, Troy State University (Alabama)
Don W. Jones, Belhaven University

EVM2—A New Look at the Earned Value Management Model
Gary Richardson, University of Houston
Rafael Ribeiro, University of Vicosá

Modern Emergency Incident Management: Lessons from the Great 1927 Mississippi River Flood
Adrian Doss, The University of West Alabama
David H. McElreath, University of Mississippi
Carl Jensen, The Citadel
Hilliard Lackey, Jackson State University (Mississippi)
Don W. Jones, Belhaven University
Balakrishna Gokaraju, The University of West Alabama

3:30 p.m. – 5:00 p.m.

Meeting Room 19

TRACK TITLE **Ethics / Corporate Social Responsibility**

SESSION C **Attempts to Explain Ethics & CSR: Systems, People, and the Almighty Dollar...OH MY!**

Session Chair: **Thomas Zeni**, East Central University

Discussant: **Christy Corey**, University of New Orleans

Ethical Phases of American Corporate Social Responsibility: Another Step Forward
David Dyson, Oral Roberts University

The Role of Employees' Perceptions of Fairness in Corporate Social Responsibility
Ana Camara, Oklahoma State University

Business Ethics and the Bottom Line: Financial Impacts of Ethical Decision Making
Thomas Zeni, East Central University
Michael Scott, East Central University

3:30 p.m. – 5:00 p.m.

Meeting Room 20

TRACK TITLE **General Management / Management Education**

SESSION D **Management Education Programming and General Management Issues**

Session Chair: **Meghan C. Wright**, Texas Wesleyan University

Building Tacit Knowledge Programs for B-Schools ****Best in Track****

Phillip Lewis, Oklahoma Christian University

Developing the Leaders of Tomorrow: An Evaluation of Tulsa's Youth Philanthropy Initiative
Olivia Snellgrove Bush, University of Oklahoma, Tulsa and Tulsa Youth Philanthropy Initiative
Jennifer Kisamore, University of Oklahoma, Tulsa

To the Ends of the Earth: Study Abroad
Nancy Kucinski, Hardin-Simmons University

3:30 p.m. – 5:00 p.m.

Meeting Room 21

TRACK TITLE **Doctoral Consortium**

SESSION E **Research, Teaching, & Service, Wow! How do I balance this???**
(Admittance by Application or Invitation only.)

Facilitator: **Janie R. Gregg**, The University of West Alabama
Past President, Southwest Academy of Management

Panelists: **Lee Tyner**, University of Central Oklahoma
Donald Baack, Pittsburg State University
John N. Davis, Hardin Simmons University
M. Suzanne Clinton, University of Central Oklahoma
Manjula Salimath, The University of North Texas

5:00 p.m. – 6:00 p.m.

Meeting Room 17

SPECIAL SESSION
Planning Meeting for the 2017 Conference

Presiding: **Veena P. Prabhu**, California State University, Los Angeles
Program Chair-Elect, Southwest Academy of Management

Help shape SWAM's next meeting to be held in Little Rock, AR - March 8-11, 2017. Join in a thoughtful exchange of ideas and creative suggestions as we seek to continually improve the SWAM conference experience.

5:30 p.m. – 7:00 p.m.

Ballroom C

FBD Presidential Welcome Reception

Everyone is invited to attend this FBD conference-wide social event. Visit with long-time friends and make new ones as you enjoy light appetizers. A Cash Bar is available and a limited number of drink tickets will also be distributed. Stop by to relax and wind down from the day's conference activities before heading out to other association events or dinner.

8:00 p.m. – ??? p.m.

BRICKTOWN

TRACK TITLE **Doctoral Consortium**

SESSION E **Relieving Stress – Let's Dance!!**
Meet and greet party after FBD reception – Bricktown.. TBA

Facilitator **Janie R. Gregg**, University of West Alabama

**AFTERPARTY Following FBD Reception
Bricktown Brewery**

All FBD Attendees Invited – Requires Nametag.

SPONSORS



**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 11, 2016
(Friday)**

8:30 a.m. – 10:00 a.m.

Meeting Room 17

TRACK TITLE Professional Development / Teaching Workshops

SESSION A Collaboration Inside and Outside of the Classroom

Teaching International Management Students in U.S. Classrooms?

Kanu Priya, Western Illinois University, Quad Cities

Gregory P. Tapis, Augustana College

8:30 a.m. – 10:00 a.m.

Meeting Room 18

TRACK TITLE Organizational Development / Conflict Management

**SESSION B Panel on Organization Development and Group Processes:
Contemporary Issues and Applications**

Session Chair: **Therese Yaeger**, Benedictine University

Discussants: **Peter Sorensen**, Benedictine University

Panelists: **Dana Bruce**, Benedictine University
Bryan McCusker, Benedictine University
Uzonna Olumba, Benedictine University
William Towns, Benedictine University
Anthony Adamgbo, Benedictine University

8:30 a.m. – 10:00 a.m.

Meeting Room 19

TRACK TITLE Organizational Behavior / Leadership

SESSION C Leadership, Emotions, and the Workplace

Session Chair: **Yulee Lee**, Trinity International University

*New Directions in Leadership: Emotional Intelligence, Leadership Emergence and Perceived
Organizational Justice*

Jim McCleskey, Western Governors University

Dritjon Gruda, EMLYON Business School

Filiz Tumel, North American University

Improvisation as an Adaptive Response to Crises: The Explanatory Role of Emotions

Ana Camara, Oklahoma State University

Oleg Petrenko, Texas Tech University

*A Desire for the Dark Side: An Examination of Individual Personality Characteristics and their Desire
for Adverse Characteristics in Leaders*

Victoria P. McKee, University of Central Oklahoma

Ethan Waples, University of Central Oklahoma

K. J. Tullis, University of Central Oklahoma

An Exploration of Cross-Cultural and Gender Differences in East Asia, South Asia and Southeast Asia

Ranjan George, Simpson University

Edward Murphy, Embry Riddle University

Julia Teahen, Baker College

Regina Greenwood, Nova Southeastern University

Sergio Madero, Tec de Monterrey

Silvia Monserrat, Universidad Nacional del Centro

Jaime Ruiz-Gutierrez, Universidad de los Andes

Miguel Olivas-Lujan, Clarion University

Neusa Santos, Pontificia Universidade Catolica de Sao Paulo

Arnel Uy, De La Salle University

Shaista Khilji, George Washington University

8:30 a.m. – 10:00 a.m.

Meeting Room 20

TRACK TITLE **General Management / Management Education**

SESSION D **General Management Issues**

Session Chair: **Rex T. Moody**, Angelo State University

Theoretical Explanations for Facebook Use and Popularity

Rahul Chauhan, West Texas A&M University

Emily Hammer, West Texas A&M University

Distributor Pricing Compensation for Partial Pallet Customer Orders

Holly Lutze, Texas Lutheran University

8:30 a.m. – 10:00 a.m.

Meeting Room 21

TRACK TITLE **Doctoral Consortium / Professional Development / Teaching Workshops**
All SWAM members are invited.

SESSION E **Back to the Future: A Panel Discussion with Past Presidents of SWAM**

Facilitator: **Stephen V. Horner**, Pittsburg State University

Participants: **Donald Baack**, Pittsburg State University

Janice Black, Coastal Carolina University

M. Suzanne Clinton, University of Central Oklahoma

Larry Garner, Texas A&M University-Central Texas

This PDW is an opportunity for current SWAM members and leaders to hear from those who have served SWAM as past leaders. Former SWAM presidents will share their experiences, perspectives, and insights regarding the strengths of SWAM as a regional AOM affiliate, its uniqueness being situated in the U.S. Southwest, and its challenges meeting the needs of the 21st century professor and student of management. A panel of past presidents will talk about their tenure with the organization, discuss key challenges, and provide some guidance and insight for current officers and members.

10:00 a.m. – 10:30 p.m.

Ballroom C

FBD Coffee Break

Please make plans to visit the exhibits for information on the latest books and newest educational technologies. Let our exhibitors know how much we appreciate their presence and continued support!

Great Door Prize Drawings take place at **10:15 a.m.** in the Exhibit Area. *Must be present to win.*

10:30 a.m. – 12:00 p.m.

Meeting Room 17

TRACK TITLE Professional Development Workshops

SESSION A HR Consulting

Both Sides of the Table: Perspectives and Challenges on Leveraging Faculty as Consultants in Higher Education

Meagan Brock Baskin, University of Central Oklahoma

Ethan Waples, University of Central Oklahoma

K. J. Tullis, University of Central Oklahoma

Don Chrusciel, University of Central Oklahoma

Diane Feinberg, University of Central Oklahoma

10:30 a.m. – 12:00 p.m.

Meeting Room 18

TRACK TITLE Organizational Development / Conflict Management

SESSION B Panel on Organization Development: A Historical Approach

Session Chair: **Peter Sorensen**, Benedictine University

Discussant: **Therese Yaeger**, Benedictine University

Panelists: **Talha Ashraf**, Benedictine University
Beverly Connelly, Benedictine University
Christian Edwards, Benedictine University
Rania Shkairat, Benedictine University
Jennifer Smith, Benedictine University

10:30 a.m. – 12:00 p.m.

Meeting Room 19

TRACK TITLE Organizational Behavior / Leadership

SESSION C Employee Engagement

Session Chair: **David Nok Daniel**, Trinity International University

Identification-Voice-Turnover: A Framework to Understand the Utilization of Employee Ideas at the Group Level

Craig Soelberg, The University of North Texas

Affect Communication via Email

Thomas Zeni, East Central University

Jennifer Griffith, East Central University

Towards a Concept of Morals-Based Work Commitment

Stephen Jaros, Southern University

10:30 a.m. – 12:00 p.m.

Meeting Room 20

TRACK TITLE **General Management / Management Education**

SESSION D **Panel on Going beyond the Whine and the Wheeze to Rolling Up the Sleeves:
A Conversation on Facing Change in Higher Education**

Session Chair: **Janice Black**, Coastal Carolina University

Panelists: **Frances Fabian**, University of Memphis
Kay Keels, Coastal Carolina University
Yvonne Smith, University of La Verne

10:30 a.m. – 12:00 p.m.

Meeting Room 21

TRACK TITLE **Ethics / Corporate Social Responsibility**

SESSION E **Doing It Because Everyone Else Is? A Multilevel Discussion of
(Un)ethical Behavior**

Session Chair: **Uday Shinde**, Governors State University

Discussant: **Victoria P. McKee**, University of Central Oklahoma

The Interactive Effect of Institutionalization of Ethics and Moral Attentiveness of Work Engagement

Logan Jones, Missouri Western State University

Chris Thomas, St. Louis University

Walter Davis, University of Mississippi

Throwing a Beanball in the Name of My Team: The Moderating Role of Perceived Mobility on the Contagious Effect of Unethical Pro-Organizational Behavior (UPB)

Joongseo Kim, Oklahoma State University

Yun Kim, Oklahoma State University

Joseph Kim, Oklahoma State University

The Indirect Effects of Cultural Values on Ethical Decision Making via Utilitarian Ethical Orientation

****Best in Track****

Dinah Payne, University of New Orleans

Christy Corey, University of New Orleans

Lillian Fok, University of New Orleans

12:00 p.m. – 1:30 p.m.

Huckins

SPECIAL SESSION
SWAM Officers' Meeting and Lunch

Presiding: **Manjula Salimath**, The University of North Texas
President, Southwest Academy of Management, 2015-2016

1:30 p.m. – 3:00 p.m.

Meeting Room 17

TRACK TITLE **Professional Development Workshops**

SESSION A **Conference Management**

Running a TEDx YourSchool Conference

1:30 p.m. – 3:00 p.m.

Meeting Room 18

TRACK TITLE **Organizational Development / Conflict Management**

SESSION B **Panel on Things Ain't What They Used to Be
Contemporary Approaches to Teams and Teamwork**

Session Chair: **Peter Sorensen**, Benedictine University

Discussant: **Therese Yaeger**, Benedictine University

Panelists: **Elizabeth Belgio**, Benedictine University
Genice Daniels, Benedictine University
Lisa Machtemes, Benedictine University
Terri Marks-Grant, Benedictine University
Edina McGivern, Benedictine University
Rachael Narel, Benedictine University

1:30 p.m. – 3:00 p.m.

Meeting Room 19

TRACK TITLE **Research Pipeline**

SESSION C **Research Pipeline**

Session Chair: **Sonia Taneja**, Texas A&M University, Commerce

Discussant: **Guclu Atinc**, Texas A&M University, Commerce

The Leadership Development Process: The Interactive Role of Pre-Role Training and Development and In-Role Developmental Challenges

Kenneth Sweet, Angelo State University

Lisa Penney, University of South Florida, Sarasota

What Do Millennials Want in the Perfect Workplace Environment?

Marcia Hardy, Northwestern State University

The Role of Gender in Entrepreneurship Education

Sara Cochran, University of Missouri

Management Courses and Cultural Intelligence Training: Toward a Framework for Culturally Diverse Students

Andrea Slobodnikova, Texas A&M University, Commerce

Brandon Randolph-Seng, Texas A&M University, Commerce

1:30 p.m. – 3:00 p.m.

Meeting Room 20

TRACK TITLE **Organizational Theory / Strategy / Sustainability**

SESSION D **Management Issues & Resolution**

Session Chair: **Stephen Horner**, Pittsburg State University

Real Options and Bankruptcy

Tong Hyouk Kang, University of Memphis

Mode Focus versus Mode Ambidexterity: Solving a Dilemma

Cristina Vlas, University of Texas, Dallas

Coopetition Matrix: An Examination of Coopetition Antecedents

Michael Dobbs, Eastern Illinois University

Supply Chain Sustainability Development in Small Business: Myth or Reality

Faiza Khoja, University of Houston, Downtown

Jeffery Adams, University of Houston, Downtown

Ralph Kauffman, University of Houston, Downtown

1:30 p.m. – 3:00 p.m.

Meeting Room 21

TRACK TITLE Best Paper Session

SESSION E Recognition of the SWAM 2016 Award Winners

Presiding: John N. Davis, Hardin-Simmons University
President Elect, Southwest Academy of Management

Recipient of the 2016 McGraw-Hill Education Distinguished Paper Award

Learning Opportunities: The Role of Mistake Tolerance in an Organizational Learning Context

Laurence Weinzimmer, Bradley University

Candace Esken, Louisiana State University

2016 SWAM Outstanding Educator

Larry Garner, Texas A&M University – Central Texas

Recipient of the 2016 Southwest Academy of Management Best Reviewer Award

Sherry Sullivan, Bowling Green State University

Remarks

M. Suzanne Clinton, University of Central Oklahoma

Recipient of the 2015 Outstanding Educator Award

3:00 p.m. – 3:30 p.m.

Ballroom C1

FBD Coffee Break

Please make plans to visit the exhibits for information on the latest books and newest educational technologies. Let our exhibitors know how much we appreciate their presence and continued support!

Great Door Prize Drawings take place at **3:15 p.m.** in the Exhibit Area. *Must be present to win.*

3:30 p.m. – 4:30 p.m.

Meeting Room 17

SWAM Annual Business Meeting

Presiding: **Manjula Salimath**, The University of North Texas
President, Southwest Academy of Management

All members are encouraged to attend our annual business meeting. We look forward to seeing you there.
Light refreshments served.

4:30 p.m. – 6:00 p.m.

Meeting Room 17

SWAM New Officers Meeting

Presiding: **John N. Davis**, Hardin-Simmons University
2016-2017 President, Southwest Academy of Management
Meeting with the 2016-2017 Board.

INSERT IN TIME WHEN FBD DECIDES

??? p.m. – ??? p.m. TBA

HALL

Poster Sessions

Entrepreneurship / Small Business / Innovation

Women Students in an Entrepreneurship Program at a State Research Institution: Motivations, Experiences, and Entrepreneurial Self-Efficacy

Sara Cochran, University of Missouri

Comparing Small Business Management Audits with Post Management Audit Analysis in Addressing Process Gaps within the United States

Jiun-Shiu Chen, McNeese State University

Jeff Stevens, McNeese State University

General Management / Management Education

Bringing Advanced Business Education to the Heart of Africa: Challenges and Triumphs of an MBA Program for Rwanda

Donald Drew, Oklahoma Christian University

John Osborne, Oklahoma Christian University

Mikael Nsengiyumva, Oklahoma Christian University

Ken Johnson, Oklahoma Christian University

Human Resources / Careers / Gender Diversity

A Schema-Based Model of Employee Turnover

Qing Ma, University of Memphis

Organizational Behavior / Leadership

Keeping Key Contributors: Organizational Factors Related to Employee Continuance

Valerie Vaughan, University of Oklahoma-Tulsa

Jennifer Kisamore, University of Oklahoma-Tulsa

Working in a Hostile Environment: Animosity, International Conflict, and Employees Relationship within Multinational Corporation

Jiun-Shiu Chen, McNeese State University

Jeffery Stevens, McNeese State University

The Relationships and Impacts of LMX, Diversity and Pay on the Millennial Generation

Richard Herrera, Texas A&M University, Texarkana

Phyllis Duncan, Our Lady of the Lake University

Leading Intercultural Virtual Teams

Trevor Cox, Trinity International University

Ebenezer Perinbaraj, Trinity International University

Project Management

The Emergency Management Cycle: Modern Lessons from the 1900 Galveston Hurricane

David H. Mcelreath, University of Mississippi

D. Adrian Doss, The University of West Alabama

Carl Jensen, The Citadel

Hilliard Lackey, Jackson State University (Mississippi)

Don W. Jones, Belhaven University

Michael Wigginton, Troy State University (Alabama)

Managing Organizational Divestiture: Best Practices for IT Leaders

Elizabeth Goolsbay, University of Oklahoma, Tulsa

Jennifer Kisamore, University of Oklahoma, Tulsa

Effective Project Management Leadership: A Critical Success Factor

Joe Carson, University of Dallas