CONGRATULATIONS!

Recipient of the 2015 McGraw-Hill Education Distinguished Paper Award
*Psychological Contract Breach and Co-Worker Exclusion: The Moderating Effects of Collectivism/Individualism*
Kevin S. Cruz, University of Texas at El Paso
Thomas J. Zagenczyk, Clemson University
Kristin L. Scott, Clemson University
Janelle H. Cheung, Clemson University

2015 SWAM Outstanding Educator
M. Suzanne Clinton, University of Central Oklahoma

Recipient of the 2015 Southwest Academy of Management Best Reviewer Award
Janice Baldwin, University of Texas at Arlington
2015 TRACK CHAIRS

Entrepreneurship, Small Business and Innovation
Robert Epstein, University of Central Oklahoma,
Kanu Priya, Western Illinois University – Quad Cities
Greg Tapis, Augustana College

Organizational Theory / Strategy / Sustainability
Faiza Khoja, University of Houston – Downtown
Marcia Hardy, Northwestern State University of Louisiana

Organizational Behavior and Leadership
Henry Williams, Purdue University North Central
Phyllis Duncan, Our Lady of the Lake University

Human Resources / Careers
Alix Valenti, University of Houston – Clear Lake
Veena P. Prabhu, California State University, Los Angeles

Ethics / Corporate Social Responsibility
Uday Shinde, Colorado Mesa University
Ethan Waples, University of Central Oklahoma

Organizational Development / Conflict Management
Peter Sorensen, Benedictine University
Therese Yaeger, Benedictine University
Deb Colwill, Trinity Evangelical Divinity School

General Management / Management Education
Meghan Wright, Texas Wesleyan University
Brian Kulik, Hawaii Pacific University

Innovative Teaching Workshops
Nancy Kucinski, Hardin-Simmons University

Professional Development Workshops
M. Suzanne Clinton, University of Central Oklahoma
Lee Tyner, University of Central Oklahoma

Research Pipeline
Mario Hayek, Texas A&M University-Commerce
SOUTHWEST ACADEMY OF MANAGEMENT  
(SWAM)

March 11, 2015  
(Wednesday)

1:30 p.m. – 3:00 p.m.  
Arboretum 2

WELCOME TO THE SOUTHWEST ACADEMY OF MANAGEMENT ANNUAL MEETING  
Janie Gregg, 2015 SWAM President

TRACK TITLE  
Organizational Development / Conflict Management

SESSION 1  
Organization Development as a Calling: Leadership, Entrepreneurship and Practice

Session Chair:  
Peter Sorensen, Benedictine University

Facilitator:  
Therese Yaeger, Benedictine University

Social Constructs Practices: Concepts, Methodologies, Tools and Applications  
Mambo Mupepi, Grand Valley State University  
Jaideep Motwani, Grand Valley State University  
Sylvia Mupepi, Grand Valley State University

A Call to Agile Leadership -- Implications for OD  
Rachael L. Narel, Benedictine University

OD and Entrepreneurship Converge: Building Effective Entrepreneurial Organizations  
Meghan Wright, Texas Wesleyan University

1:30 p.m. – 3:00 p.m.  
Arboretum 3

TRACK TITLE  
Organization Theory / Strategy / Sustainability

SESSION 2

Session Chair:  
Steve Horner, Pittsburg State University

Discussants:  
Kathleen Voges, Texas A&M University-San Antonio  
Faiza Khoja, University of Houston-Downtown

Douglas Chun, University of La Verne  
Loren Dyke, University of La Verne

Increasing Awareness in Industry Dynamics  
Richard Scoresby, Texas A&M University

Strategic Intent, Capabilities and Financial Performance: A Study of the Pharmaceutical Industry  
Richard Brown, Pennsylvania State University  
Hsueh Jen Hsu, Yuan Ze University
SOUTHWEST ACADEMY OF MANAGEMENT (SWAM)

March 11, 2015 (Wednesday)

3:00 p.m. – 3:30 p.m. Arboretum Foyer

SWAM COFFEE BREAK

3:30 p.m. - 5:00 p.m. Arboretum 2

TRACK TITLE Organizational Development and Conflict Management

PANEL 1 Scholar-Practitioner as Calling: Living on the Bridge

Session Chairs: Deb Colwill, Trinity Evangelical Divinity School
                David Jamieson, University of St. Thomas

Discussants: Therese Yaeger, Benedictine University
             Katherine Schroeder, Astellas
             Angie Keister, Allstate Insurance Company
             Peter Sorenson, Benedictine University

3:30 p.m. –5:00 p.m. Arboretum 3

TRACK TITLE General Management / Management Education

SESSION 2 Lesson Learned from the Health Care Industry

Session Chair: Gerald Burch, Tarleton State University

Discussant: Dina Abdelzaher, University of Houston – Clear Lake

Cooperative Engagement and Management Practice: An Explanation of Medicare Charges
Brian Kulik, Hawaii Pacific University
Diamond Giacomelli, Robert Half International

Should Lap-Band Tighten Linkage with Sutter Health and Allergan, Inc.?
S. Mantravadi, University of Texas School of Public Health

Discussants: S. Mantravadi, University of Texas School of Public health
            Brian Kulik, Hawaii Pacific University
3:30 p.m. – 5:00 p.m.  
Arboretum 4

TRACK TITLE  Organizational Behavior / Leadership
SESSION 3  OB I

Session Chair: Henry Williams, Purdue University North Central

Falling from a Calling: Entitlement and the Social (De)Construction of Leader Identity  
John Humphreys, Texas A&M University – Commerce  
Stephanie Pane Haden, Texas A&M University – Commerce  
John N. Davis, Hardin-Simmons University

A Re-examination of Vroom’s Expectancy Theory: Motivation within the Social Context  
Bobby Lloyd, Bethel College  
Dan Mertens, University of Central Oklahoma

Make plans to join us in Oklahoma City for our 2016 conference.

43rd Annual Conference  
March 9 – 12, 2016  
Renaissance Oklahoma City Convention Center Hotel  
Oklahoma City, Oklahoma

44th Annual Conference  
March 8 - 11, 2017  
Statehouse Convention Center/Marriott  
Little Rock, Arkansas

For a premier publishing opportunity, check out the peer-reviewed FBD Journal at https://www.fbdonline.org/journal/

◆

All FBD conference participants are eligible to have their work considered for the low submission fee of $40.
SOUTHWEST ACADEMY OF MANAGEMENT (SWAM)

March 12, 2015 (Thursday)

7:00 a.m. - 8:15 a.m. Board Room B

SPECIAL SESSION

SWAM Officers’ Meeting & Breakfast

Session Chair: Janie R. Gregg, The University of West Alabama
President, Southwest Academy of Management

8:30 a.m. – 10:00 a.m. Arboretum 1

TRACK TITLE Organizational Development / Conflict Management

PANEL 2 Parkland Health and Hospital System as a Calling

Session Chair: Rachel Narel, Benedictine University

Discussants: Therese Yaeger, Benedictine University
Jim Dunn, Parkland Health and Hospital System
Peter Sorenson, Benedictine University

8:30 a.m. – 10:00 a.m. Arboretum 2

TRACK TITLE Entrepreneurship / Small Business / Innovation

SESSION 2 Entrepreneurship I

Session Chair: Gregory P. Tapis, Augustana College

To Grow or Not to Grow: Challenges or Choices for Female Entrepreneurs?
Emma Fleck, Colorado Mesa University

The Entrepreneurial Marketing of Trumpet Records
Stephanie Pane Haden, Texas A&M University – Commerce
Courtney Kernel, Southeastern Oklahoma State University
Leslie Toombs, Texas A&M University – Commerce

Kenyan Young Entrepreneurs: Opportunities and Challenges They Face in Establishing Small and Medium Enterprises
Zach Yabs, DeVry University
James Yabs, University of Eldoret
March 12, 2015  
(Thursday)

8:30 a.m. – 10:00 a.m.  
Arboretum 3

**TRACK TITLE**  Professional Development Workshops

**SESSION 3**  A Return to the Past: Using Books to Supplement Students' Learning, Part II

**Session Chair:**  M. Suzanne Clinton, University of Central Oklahoma

Lee Tyner, University of Central Oklahoma  
M. Suzanne Clinton, University of Central Oklahoma  
Robert Epstein, University of Central Oklahoma  
Abbie Lambert, Sonic Corporation

10:00 a.m. - 10:30 a.m.  
Market Place Exhibit Hall

**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! 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.  
Arboretum 1

**TRACK TITLE**  Organizational Development / Conflict Management

**PANEL 3**  Intergenerational Experience-Driven Leadership Development

**Session Chair:**  Denie Burks, Berry College

Deb Colwill, Trinity Evangelical Divinity School  
Doris Martin, Strayer University  
Tiffany Yates, Dale Carnegie

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SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)

March 12, 2015
(Thursday)

10:30 a.m. – 12:00 p.m.  Arboretum 2

TRACK TITLE  Professional Development Workshops

SESSION 2  Pursuing a Graduate Degree and Higher Education as a Career: The Faculty of the Future Depends on Us! & Developing Leadership through Transformative Learning Experiences: Practical Lessons for the Development of a Mentoring Program

Session Chair:  Lee Tyner, University of Central Oklahoma
Kimberly Merritt, Oklahoma Christian University
M. Suzanne Clinton, University of Central Oklahoma
Robert Epstein, University of Central Oklahoma
Jennifer Barger Johnson, University of Central Oklahoma
Holly Osburn, University of Central Oklahoma
M. Suzanne Clinton, University of Central Oklahoma

10:30 a.m. – 12:00 p.m.  Arboretum 3

TRACK TITLE  Innovative Teaching Workshops

SESSION 3  Learning with Technology

Session Chair:  Nancy Kucinski, Hardin-Simmons University

Building Quality Online Courses through Collaboration
Lucas W. Loafman, Texas A&M University-Central Texas
Barbara Altman, Texas A&M University-Central Texas

Twitter as Effective Tool for Teaching and Learning
Scott Hamm, Hardin-Simmons University

Please make plans to visit the exhibits to receive information on the latest books and newest education technologies.

◆

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March 12, 2015  
(Thursday)

10:30 a.m. – 12 p.m.  
 Arboretum 4

**TRACK TITLE**  Ethics / Corporate Social Responsibility

**SESSION 4**  Ethics and CSR Today

**Session Chair:**  Uday Shinde, Colorado Mesa University

*The Impact of National Culture on Corporate Social Responsibility: The Case of Europe and Asia*  
Namporn Thanetsunthorn, Benedictine University

*Religiosity and Ethical Ideologies as They Pertain to Business Ethics: Though the Lens of the Theory of Planned Behavior*  
Jacob Voegel, Southern Illinois University  
John Pearson, Southern Illinois University

*The Relation between Perceived justice and Schedule Satisfaction: The Moderate Role of Tenure*  
Randi Sims, Nova Southeastern University  
Yuliya Yurova, Nova Southeastern University

*Strategic Stakeholder Theory: Stakeholders That Matter Most*  
Richard Scoresby, Texas A&M University

12:00 p.m. – 1:30 p.m.  
Imperial West

**TRACK TITLE**  Luncheon

**SESSION TITLE**  Speaker Series Luncheon (tickets needed)

**Presiding**  John N. Davis, Hardin-Simmons University  
Program Chair, Southwest Academy of Management

**Discussant**  Jake Williams, PMI Research Administrator

**Entrepreneurial Speaker**  TBA

Must have a ticket to participate. Tickets must be purchased with your FBD package.

Sponsored in part by Project Management Institute Research Program
1:30 p.m. – 3:00 p.m.  
Arboretum 1

**TRACK TITLE**  Organizational Development and Conflict Management

**PANEL 4** Women in the C-Suite or Women as Corporate leaders

Session Chair: Deb Colwill, Trinity Evangelical Divinity School

Discussants: Henry Williams, Purdue University North Central  
Elizabeth Christo-Baker, Purdue University North Central  
Denie Burks, Berry College

1:30 p.m. – 3:00 p.m.  
Arboretum 2

**TRACK TITLE** Human Resources / Careers

**SESSION 2** Contemporary Issues in Human Resource Management and Employee Behaviors

Session Chair: Veena P. Prabhu, California State University, Los Angeles

*Aligning HR Practices to Achieve Desired Employee Behaviors*  
Brian Martinson, Tarleton State University  
John Deleon, Tarleton State University

*Proactive Personality and Employee Retention: Exploring the Mediational Framework*  
Veena P. Prabhu, California State University, Los Angeles

*Financial Efficacy: Self-perception of Financial Competency, and its Impact on Responsible and Irresponsible Behaviors*  
Osman Kavcar, University of Houston-Downtown  
Whitney Botsford Morgan, University of Houston-Downtown  
Sarah Singleton Walker, University of Houston-Downtown  
Ibtesama Baig, University of Houston-Downtown  
Danielle LaChapelle, University of Houston-Downtown  
Ohanes Paskelian, University of Houston-Downtown  
Kevin Jones, University of Houston-Downtown

Discussants: Veena P. Prabhu, California State University, Los Angeles  
Osman Kavcar, University of Houston-Downtown  
Brian Martinson, Tarleton State University
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<tr>
<th>Track Title</th>
<th>Session 3</th>
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<td>Professional Development Workshops</td>
<td>#<em>#%</em>@* Assessment %$#&amp;#@*: Keeping It Focused and Simple</td>
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<tr>
<td>Session Chair:</td>
<td>Janie Gregg, University of West Alabama</td>
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<td>Aliquippa Allen, University of West Alabama</td>
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<tr>
<td>Organization Theory / Strategy / Sustainability</td>
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<tr>
<td>Session Chair:</td>
<td>Marcia Hardy, Northwestern State University of Louisiana</td>
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<td>Discussants:</td>
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<td>Mario Krenn, Southeastern Louisiana University</td>
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*The Role of Psychic Distance in Internationalization Strategy Evaluations and Strategic Choices*
*Stephen Horner*, Pittsburg State University
*Daniel Baack*, University of Denver
*Donald Baack*, Pittsburg State University

*To the Desks of Subway: Submarine Strategies and Healthy Healthcare Lessons, A Management Case Study*
*S. Mantravadi*, University of Texas School of Public Health

*Where Do We Belong: Individuals’ Identity Issues within Temporary Organizations*
*Vallari Chandna*, University of North Texas

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**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.**
SOUTHWEST ACADEMY OF MANAGEMENT (SWAM)

March 12, 2015 (Thursday)

3:30 p.m. – 5:00 p.m. Arboretum 1

TRACK TITLE Human Resources / Careers

SESSION 1 Trends in HRM: Insights into Disability and Benefits

Session Chair: Alix Valenti, University of Houston-Clear Lake

Is Pregnancy a Disability?: Legal, Human Resource Management, and Social-organizational Perspectives
Whitney Botsford Morgan, University of Houston-Downtown
Douglas TeDuits, University of Houston-Downtown
Gail S.M. Evans, University of Houston-Downtown
Benjamin C. Wickert, Joyce, McFarland & McFarland, LLP

Leadership for the Millennial Generation
Alix Valenti, University of Houston-Clear Lake

Will International Economic Uncertainty Jeopardize Public and Private Pension Funds in the Future?
Janice Baldwin, University of Texas at Arlington
Beverly George, University of Texas at Arlington
Anushri Rawat, Nicholls State University

Discussants: Alix Valenti, University of Houston-Clear Lake
Janice Baldwin, University of Texas at Arlington
Whitney Botsford Morgan, University of Houston-Downtown

3:30 p.m. – 5:00 p.m. Arboretum 2

TRACK TITLE General Management / Management Education

PANEL 2 Beyond-Lecture Approaches in Management Education

NOTE: Session chairs will have 10 minutes to present the number of unique beyond-lecture methodologies available to teachers in and outside of the classroom, followed by a 50-minute roundtable discussion. Send your syllabus to Brian Kulik at bkulik@phu.edu before the conference begins, and we may use your syllabus as appoint of discussion to consider how to give it a best-fitting modern-approach makeover.

Session Chair: Brian Kulik, Hawaii Pacific University
Meghan Wright, Texas Wesleyan University

Discussants: Michael Glissmeyer, Westminster College
Gerald Burch, Tarleton State University
Tim Schmidt, Hardin-Simmons University
Students from Texas Wesleyan University
Conference attendees please attend and participate
SPECIAL SESSION

Planning Meeting for the 2016 Conference

Robert Epstein, University of Central Oklahoma
Program Chair-Elect, Southwest Academy of Management

Help shape SWAM’s next meeting to be held in Oklahoma City, Oklahoma - March 9-12, 2016. Join in a thoughtful exchange of ideas and creative suggestions as we seek to continually improve the SWAM conference experience.

Make plans to join us in Oklahoma City for our 2016 conference.

♦♦♦

43rd Annual Conference
March 9 – 12, 2016
Renaissance Oklahoma City Convention Center Hotel
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March 13, 2015
(Friday)

8:30 a.m. – 10:00 a.m.  Arboretum 3

TRACK TITLE  General Management / Management Education

PANEL 1  Evidence-Based Research of Evidence-Based Management

Session Chair:  Denie Burks, Berry College

Discussants:  Brian Kulik, Hawaii Pacific University
             Michael Glissmeyer, Westminster College
             Manjula Salimath, University of North Texas

The panel discussion will be followed by a paper presentation.

Student Choice in the Classroom: The Effect of Satisfaction and Grades
Michael Glissmeyer, Westminster College

Discussant:  Gerald Burch, Tarleton State University

8:30 a.m. – 10:00 a.m.  Arboretum 1

TRACK TITLE  Innovative Teaching Workshops

SESSION 2  Collaboration Inside and Outside of the Classroom

Session Chair:  Nancy Kucinski, Hardin-Simmons University

A Call for Collaboration
Mark Poulos, St. Edwards University
Anna Stewart, St. Edwards University
Angel Tazzer, St. Edwards University

Getting Messy Outside the Classroom: The Use of Real Companies as Subjects for Semester-Long Student Class Projects
Michael E. Dobbs, Eastern Illinois University

Please make plans to visit the exhibits to receive information on the latest books and newest education technologies.

◆

Please let exhibitors know how much we appreciate their presence and continued support!
8:30 a.m. – 10:00 a.m. Arboretum 3

TRACK TITLE Ethics / Corporate Social Responsibility

SESSION 3 Calling to Management

Session Chair: Ethan Waples, University of Central Oklahoma

Mindful Management: Leveraging Spirituality in the Workplace as a Managerial Resource
Uday Shinde, Colorado Mesa University
Emma Fleck, Colorado Mesa University

Foundation Anchors for Management as a Calling
Marcia Hardy, Northwestern State University of Louisiana

8:30 a.m. – 12:00 p.m. Arboretum 4

TRACK TITLE Doctoral Consortium

SESSION 4 Doctoral Consortium

Session Chair: Stephen V. Horner, Pittsburg State University

Facilitators: Larry Garner, Texas A&M University – Central Texas
Greg Dess, University of Texas at Dallas
Kay Keels, Coastal Carolina University
Donald Baack, Pittsburg State University
Steve Boivie, Texas A&M University

10:00 a.m. - 10:30 a.m. Market Place Exhibit Hall

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

Please make plans to visit the exhibits to receive information on the latest books and newest education technologies.

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March 13, 2015  
(Friday)

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<td>SESSION 1</td>
<td>Social Entrepreneurship</td>
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<td>Session Chair:</td>
<td>Veena P. Prabhu, California State University, Los Angeles</td>
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*Social Entrepreneurship and Civic Engagement: Development, Opportunities and Challenges among Millennials*

Veena P. Prabhu, California State University, Los Angeles

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<td>SESSION 2</td>
<td>Organization Theory Today</td>
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<td>Session Chair:</td>
<td>Greg Dess, University of Texas at Dallas</td>
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<tr>
<td>Discussants:</td>
<td>David Epstein, University of Houston- Downtown</td>
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*TMT Organizational High-Tech Venture Firms: Structural Arrangement and Their Potential Consequences*

Till Talaulicar, University of Erfurt

*The Role of Codetermination in Shareholder Oriented Corporate Governance Reform: The Case of Executive Remuneration Disclosure*

Mario Krenn, Southeastern Louisiana University

*Paradox of Ownership and Marketing-based Restructuring after a Horizontal Merger: Case Study of Japanese Pharmaceutical Companies*

Hui-Ling Wangrenn, Yuan Ze University

Hung-Hsin Chen, East China Norman University

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March 13, 2015
(Friday)

10:30 a.m. – 12:00 p.m. Arboretum 3

TRACK TITLE  Organizational Behavior / Leadership

SESSION 3  OB II

Session Chair:  Phyllis Duncan, Our Lady of the Lake University

Some Unresolved Issues in the Person-Centered Approach to Organizational Commitment within the Meyer/Allen Paradigm
Stephen Jaros, Southern University
Robert Culpepper, Stephen F. Austin State University

Shared Fate and Shared Strength: The Effects of Unit Cohesion on Well-Being and Counterproductive Work Behavior
Tiffany Bisbey, University of Houston
L Witt, University of Houston
Lars Johnson, University of Houston
Sophie Romay, University of Houston
Amanda Palmer, University of Houston
Allison Boyes, University of Houston

Se Habla Español: Antecedents and Consequences of Speaking Spanish at Work
Saul Valdiviezo, University of Texas at El Paso
Laura Guerrero, University of Texas at El Paso
Richard Posthuma, University of Texas at El Paso
Claudia Hernandez, University of Texas at El Paso

12:00 p.m. – 1:30 p.m. Conference 10

SPECIAL SESSION

SWAM Officers’ Meeting and Luncheon

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

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(Friday)

1:30 p.m. – 3:00 p.m. Arboretum 1

TRACK TITLE  Research Pipeline
SESSION 1  Research Pipeline
Session Chair: Mario Hayek, Texas A&M University-Commerce

Social Identity Consciousness and Entrepreneurial Motivations: Validation of a Surrogate Measure of Social Identity Concerns Among Entrepreneurs
Robert Robinson, Texas Tech University
Amanda Hinojosa, University of Houston-Clear Lake

Relationship between Human Resource (HR) Practices and Turnover: The Mediating Effect of Ethical Climate
Tobi Popoola, University of Mississippi

Accountability in Practice: Mechanism for Entrepreneurs
Tobi Popoola, University of Mississippi

Rediscovering Lost Values: Exploring Contextual and Universal Views of Values within Leadership
Alex Williams, Texas A&M University-Commerce

Millennial Employee Retention
Emily Hammer, West Texas A&M University

1:30 p.m. – 3:00 p.m. Arboretum 2

TRACK TITLE  Organizational Behavior / Leadership
SESSION 2  OB III
Session Chair: Henry Williams, Purdue University North Central

Should I Leave or Not? The Role of LMX and Organizational Climate in Organizational Citizenship Behavior and Turnover Relationship
Ankur Nandedkar, Cameron University

The Role of Extraversion and Communication Methods on an Individual's Satisfaction with the Team
Michele N. Medina, University of North Texas
Saurabh Srivastava, University of North Texas
Adam Stoverink, University of Northern Illinois

Organizational Structure: Practical Example of Time Warner Inc. in 2002
S. Mantravadi, University of Texas School of Public Health
D. Wern, California State University, Los Angeles
M. Fimbres, California State University, Los Angeles
S. Bhardwaj, California State University, Los Angeles
**FBD Coffee Break**

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

**SESSION 1**  
Entrepreneurship II

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

*Franchisor Market Power and Control Rights in Franchise Systems: The Case of Major League Baseball Versus the Los Angeles Dodgers*  
**Richard Brown,** Pennsylvania State University

*A Knowledge Barrier Approach to Health IT Diffusion in Nursing Homes: The Role of IT Vendors*  
**Araba Bezboruah,** University of Texas at Arlington  
**Darla Hamann,** University of Texas at Arlington

*Attracting and Retaining Entrepreneurs: The Role of City and State-wide Employment Nondiscrimination Ordinances to Protect LGBTQ Employees*  
**Kelly Weeks,** Augustana College

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Please let exhibitors know how much we appreciate their presence and continued support!
March 13, 2015
(Friday)

3:30 p.m. – 5:00 p.m.                        Arboretum 2

TRACK TITLE    Best Paper Session

SESSION 2    Recognition of the SWAM 2015 Award Winners

Presiding    Manjula Salimath, University of North Texas
             President Elect, Southwest Academy of Management

Special Recognition by Larry Garner, Texas A&M University - Central Texas
Scott Douglass, University of Montana
Recipient of the 2013 Outstanding Educator Award

Psychological Contract Breach and Co-Worker Exclusion: The Moderating Effects of Collectivism/Individualism

Kevin S. Cruz, University of Texas at El Paso
Thomas J Zagenczyk, Clemson University
Kristin L Scott, Clemson University
Janelle H. Cheung, Clemson University

Winner of the 2015 McGraw-Hill Education Distinguished Paper Award

M. Suzanne Clinton, University of Central Oklahoma
2015 Outstanding Educator

Janice Baldwin, University of Texas at Arlington
Recipient of the 2015 SWAM Best Reviewer Award

Remarks
Donald Baack, Pittsburg State University
Recipient of the 2014 Outstanding Educator Award
3:30 p.m. – 5:00 p.m. Arboretum 3

TRACK TITLE Organizational Behavior / Leadership

SESSION 3 OB IV

Session Chair: Phyllis Duncan, Our Lady of the Lake University

*Psychological Contracts Revisited: Providing a New Framework and Example*

Gerald Burch, Tarleton State University
Nathan Heller, Tarleton State University
Jana Burch, Tarleton State University
Jacob Heller, Tarleton State University
John Bachelor, University of West Florida

*Leader Situational Awareness as a Predictor of Emotional Exhaustion*

Jana Burch, Tarleton State University
Jacob Heller, Tarleton State University
John Bachelor, University of West Florida

*The Interactive Effects of Goal-Focused Leadership and Procedural Justice on Engagement*

Sonya Stokes, University of Houston
Lars Johnson, University of Houston

*Conflicting Rewards in Student Groups: Effects of Scholarship Student or Student-Athlete Membership on Social Loafing and University Satisfaction*

Kent Faught, Ouachita Baptist University

5:15 p.m. – 6:15 p.m. Arboretum 1

**SWAM Annual Business Meeting**

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

All members are encouraged to attend our annual business meeting. Each attendee receives one free drink ticket, redeemable at the reception that follows. We look forward to seeing you there.

6:30 p.m. – 8:00 p.m. Window Box

**SWAM Annual Reception**

Unwind with friends and colleagues over drinks and hors d’oeuvres. Redeem your free drink ticket from the business meeting. Additional beverages may be purchased at the cash bar.
Presentations Cancelled:

10:30 a.m.  Thursday, March 12, 2015  Arboretum 4
*The Impact of National Culture on Corporate Social Responsibility: The Case of Europe and Asia*
*Namporn Thanetsunthorn*, Benedictine University

1:30 p.m.  Thursday, March 12, 2105
*Where Do We Belong: Individuals' Identity Issues within Temporary Organizations*
*Vallari Chandna*, University of North Texas  Arboretum 4

10:30 a.m.  Friday, March 13, 2015  Arboretum 2
*The Role of Codetermination in Shareholder Oriented Corporate Governance Reform: The Case of Executive Remuneration Disclosure*
*Mario Krenn*, Southeastern Louisiana University

1:30 p.m.  Friday, March 13, 2015  Arboretum 1
*Relationship between Human Resource (HR) Practices and Turnover: The Mediating Effect of Ethical Climate*
*Tobi Popoola*, University of Mississippi

3:30 p.m.  Friday, March 13, 2015  Arboretum 1
*Franchisor Market Power and Control Rights in Franchise Systems: The Case of Major League Baseball Versus the Los Angeles Dodgers*
*Richard Brown*, Pennsylvania State University

3:30 p.m.  Friday, March 13, 2015  Arboretum 2
*Special Recognition by Larry Garner*, Texas A&M University - Central Texas
*Scott Douglass*, University of Montana

Name Corrections:

12 p.m.  Thursday, March 12, 2015  Regency
*Speaker Series Luncheon (Advance Purchase Necessary)*
*Presiding: John N. Davis*, Hardin-Simmons University
Program Chair, Southwest Academy of Management
Discussant: Jake Williams, PMI Research Administrator

Recognition of M. Suzanne Clinton, University of Central Oklahoma
2015 Outstanding Educator
By Manjula Salimath, University of North Texas
President Elect, Southwest Academy of Management

Advanced Purchase Necessary. Sandy Edwards will have a list at the door.

Sponsored in part by Project Management Institute Research Program

3:30 p.m. Thursday, March 12, 2015 Arboretum 3
Leader Situational Awareness as a Predictor of Emotional Exhaustion
Lars Johnson, University of Houston
Sonya Stokes, University of Houston
Tiffany Bisbey, University of Houston

1:30 p.m. Friday, March 13, 2015 Arboretum 2
The Role of Extraversion and Communication Methods on an Individual's Satisfaction with the Team
Michele N. Medina, University of North Texas
Saurabh Srivastava, University of North Texas

Organizational Structure: Practical Example of Time Warner Inc. in 2012
S. Mantravadi, University of Texas School of Public Health
D. Wern, California State University, Los Angeles
M. Fimbres, California State University, Los Angeles
S. Sharma, California State University, Los Angeles

Email Correction:

3:30 p.m. Thursday, March 12, 2015 Arboretum 2
Brian Kulik’s email is bkulik@hpu.edu

Location Change:

12 p.m. Friday, March 13, 2015
SWAM Officers’ Meeting and Luncheon
The Houston Club, One Shell Plaza Building, 910 Louisiana, 49th Floor

Location and Time Change:

8:30 a.m. Friday, March 13, 2014 Sandalwood A
Social Entrepreneurship and Civic Engagement: Development, Opportunities and Challenges among Millennials
Veena P. Prabhu, California State University, Los Angeles
Major Revision:

**TRACK TITLE**  Doctoral Consortium

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

**Panelists:**  
Larry Garner, Texas A&M University – Central Texas  
Greg Dess, University of Texas at Dallas  
Donald Baack, Pittsburg State University  
Steve Boivie, Texas A&M University  
Therese Yaeger, Benedictine University  
Manjula S. Salimath, University of North Texas  
Brent Kinghorn, Emporia State University

**Student participants:**  
Michele Medina, University of North Texas  
S (Sara) Mantravadi, University of Texas School of Public Health  
Richard Scoresby, Texas A&M University Mays Business School  
Kathryn Ostermeier, University of North Texas  
Pratigya Sigdyal, University of North Texas  
Craig Soelberg, University of North Texas  
Scott Cohen, University of South Alabama  
Suchitra Veera, Henley Business School, University of Reading  
Tobi Popoola, University of Mississippi

8:30-9:00  Introduction and overview

9:00-9:50  Preparing and defending the dissertation  
Panelists:  
Steve Boivie, Texas A&M University  
Greg Dess, University of Texas at Dallas  
Therese Yaeger, Benedictine University

10:00-10:50  Balancing research, teaching, and service  
Panelists:  
Donald Baack, Pittsburg State University  
Larry Garner, Texas A&M University – Central Texas  
Greg Dess, University of Texas at Dallas

11:00-11:50  Navigating entry into the job market  
Panelists:  
Larry Garner, Texas A&M University – Central Texas  
Manjula S. Salimath, University of North Texas  
Steve Boivie, Texas A&M University

11:50-noon  Adjournment and presentation of stipends