

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

2006 – 2007 OFFICERS

President:	Gayle Baugh , University of West Florida
President Elect:	Darla Domke-Damonte , Coastal Carolina University
Program Chair:	Larry Garner , Tarleton State University
Program Chair Elect:	Scott Douglas , University of Montana
Treasurer/ Membership Chair:	Christine Miller , Tennessee Technological University
Secretary:	Jason Duan , Cameron University
Electronic Media Director:	Victor Sower , Sam Houston State University
Representatives at Large:	Julianna Lilly , Sam Houston State University M. Suzanne Clinton , University of Central Oklahoma Therese Yaeger , Benedictine University
Proceedings Editor:	
Newsletter Editor:	Chester Cotton , Texas A&M University-Commerce
Historian and Archivist:	Susan Hanlon , University of Akron
Past President:	Jon W. Beard , Mitre Corporation

CONGRATULATIONS!

Dr. Shawn Carraher, Cameron University

Recipient of the 2007 Thomson South-Western Outstanding Educator Award

CONGRATULATIONS!

Capturing the Convergence of Multiple Mental Models and Their Impact on Team Performance

Sara McComb, University of Massachusetts
Ralitza Vozdolska, University of California–San Diego

Recipients of the 2007 McGraw-Hill/Irwin Distinguished Paper Award

SOUTHWEST ACADEMY OF MANAGEMENT (SWAM)

TRACK CHAIRS

Business Policy and Strategy/Public and Nonprofit Issues/Research Methods/Health Care Management
Chair: Steve Horner, Arkansas State University

Entrepreneurship/Small Business/Management Consulting
Chair: Janie Gregg, Mississippi University for Women

Organizational Behavior/Organizational Communication
Chair: Suzanne Clinton, University of Central Oklahoma

Human Resources/Careers/Gender & Diversity in Organizations/Social Issues in Management
Chair: Alix Valenti, University of Houston-Clear Lake

Operations Management/Technology & Innovation
Chair: Frank Markham, Mesa State College

*International Management/Organizational & Management Theory/Critical Management Studies/
Management Education and Development/Management & Organizational Cognition*
Chair: Norma Juma, Washburn University

Organizational Development/Conflict Management
Co-chair: Therese Yaeger, Benedictine University
Co-chair: Peter Sorensen, Jr., Benedictine University

Faculty Learning and Innovation
Chair: Sherry Sullivan, Bowling Green State University

Developmental Papers
Chair: Janice Black, New Mexico State University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 14, 2007 (Wednesday)

1:00 p.m. – 2:30 p.m.

Dover

SESSION A ORGANIZATIONAL DEVELOPMENT / CONFLICT MANAGEMENT
Aligning Organization Development and Human Resources in
Three Organizations

Introduction to Track: **Peter Sorensen**, Benedictine University
Therese Yaeger, Benedictine University
Facilitator: **Vincent Pellettiere**, Aurora University

Panelists: **Jim Dunn**, Benedictine University
Rob Sloyan, Benedictine University
Susan Sweem, Benedictine University

3:00 p.m. – 4:30 p.m.

Dover

SESSION A ORGANIZATION DEVELOPMENT / CONFLICT MANAGEMENT
Adventures in Management: IT and Power in Global Organizations

Facilitator: **Vincent Pellettiere**, Aurora University

Presenters: **Joseph Logan**, AstraZeneca / Benedictine University
Peter Sorensen, Benedictine University
Therese Yaeger, Benedictine University / Motorola
Michelle M. Griffin, Oce / Benedictine University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 15, 2007 (Thursday)

7:00 a.m. – 8:30 a.m.

Galleria 1

MEETING: SWAM Officer Meeting

Presiding: **Gayle Baugh**, West Florida University
President, Southwest Academy of Management

8:30 a.m. - 10:00 a.m.

Town

**SESSION A BUSINESS POLICY / PUBLIC AND NON-PROFIT ISSUES / RESEARCH
METHODS / HEALTH CARE MANAGEMENT
Organizational Contexts, Inter-Organizational Relationships,
and Firm Strategies**

Introduction to the Track: **Stephen V. Horner**, Arkansas State University

Session Chair: **A. Lawrence Summers**, Missouri State University
Discussant: **Darla Domke-Damonte**, Coastal Carolina University

Toward a Social System Perspective of Strategy

Arifin Angriawan, Southern Illinois University-Carbondale
Michael Abebe, Southern Illinois University-Carbondale

Flexibility and Pooling Strategies: A Viable Response to Disaster

Joan Mileski, Texas A&M University at Galveston
Karl Fanning, Texas A&M University at Galveston
William McMullen, Texas A&M University at Galveston

Does Participating in Alliances Benefit the Customers of the Local Firm? An Empirical Investigation of Alliances Effects on Customer Satisfaction in the Airline Industry

Zhe Zhang, University of Central Florida
Robert Ford, University of Central Florida
Bruce Barringer, University of Central Florida

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 15, 2007 (Thursday)

8:30 a.m. - 10:00 a.m.

Esquire

**SESSION B ORGANIZATIONAL BEHAVIOR/ORGANIZATIONAL COMMUNICATION
Performance and Impression Management**

Introduction to the Track: **Suzanne Clinton**, University of Central Oklahoma

Session Chair: **Chester Cotton**, Texas A&M University-Commerce
Discussants: **Mary Jane Nelson**, Dallas Baptist
 Kelly Moyers, University of Central Oklahoma
 Angela Young, California State University, Los Angeles

The Impact of Emotional Intelligence on the Performance of Top Management Team
Kihwan Kim, Southern Illinois University-Carbondale

Predictors of Impression Management Behaviors
Brian Nagy, University of Alabama in Tuscaloosa
Micki Kacmar, University of Alabama in Tuscaloosa
Kenneth Harris, Indiana University-Southeast

Aligning Values: Self, OB&D and Business
Greg Timberlake, Timberlake Consulting

8:30 a.m. - 10:00 a.m. (continued next page)

Dover

**SESSION C INTERNATIONAL MANAGEMENT / ORGANIZATION AND
MANAGEMENT THEORY / CRITICAL MANAGEMENT STUDIES /
MANAGEMENT AND ORGANIZATIONAL COGNITION /
MANAGEMENT EDUCATION AND DEVELOPMENT
Effective Learning Environments for Students**

Introduction to Track: **Norma Juma**, Washburn University

Session Chair: **Melissa Hartman**, Grand Canyon University
Discussants: **Rock-Antoine Mehanna**, Notre Dame University
 Walt MacMillian, Oral Roberts University
 Shaw-Foong Chan, Cameron University

Instructional Approaches for MBA Level Courses: A Case of Theory-Based Course Development and Integration
Alix Valenti, University of Houston-Clear Lake
Kevin C. Wooten, University of Houston-Clear Lake
Louis P. White, University of Houston-Clear Lake

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 15, 2007 (Thursday)

Session C Continued

Does Time of Day Instruction Affect Student learning? Empirical Investigation
Felix U. Kamuche, Morehouse College

Educating the HR Professional: What MBA Programs are Doing to Meet the Human Resource Needs of Today's Multinational Companies
Kristen DeTienne, Brigham Young University
Jeremy Lau, Investment Banking
Lurana Teshima, Brigham Young University
William Snow, George Mason School of Law

8:30 a.m. - 10:00 a.m.

Stratford

SESSION D ORGANIZATION DEVELOPMENT / CONFLICT MANAGEMENT
Adventures in Management and OD: Strategies and Consequences

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

A Strategy for Charting and Enhancing Organizational Capabilities: A Co-construction Model
Mambo Mupepi, Grand Valley State University
Sylvia Mupepi, Grand Valley State University
Ram Tenkasi, Benedictine University

Unintended Consequences: Does IT Inadvertently Facilitate Recentralization?
Joseph Logan, AstraZeneca / Benedictine University

A Critical Assessment of Fast Cycle Organization Development
Thomas C. Head, Roosevelt University
Peter F. Sorensen, Benedictine University

10:00 a.m. - 10:30 a.m.

Golden Ballroom

FBD Coffee Break

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

***Drawing for complimentary FBD 2008 & FBD 2009 registration (\$150 value).
Must be present to win.***

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 15, 2007 (Thursday)

10:30 a.m. - 12:00 p.m.

Town

**SESSION A FACULTY LEARNING & INNOVATION
Learning Through Application**

Introduction to the Track: **Sherry Sullivan**, Bowling Green University

Session Chair: **Sherry Sullivan**, Bowling Green University

Presenter: **K. Michele Kacmar**, University of Alabama

This will be an exciting workshop where Micki Kacmar shares with us some of her wealth of innovative ideas to increase your students' learning through application.

10:30 a.m. - 12:00 p.m.

Esquire

**SESSION B OPERATIONS MANAGEMENT, TECHNOLOGY AND INNOVATION
MANAGEMENT
Supply Chain Management**

Introduction to the Track: **Frank B. Markham**, Mesa State College

Session Chair: **Vic Sower**, Sam Houston State University

Discussant: **Frank B. Markham**, Mesa State College

The Effect of Perceived Environmental Uncertainties on Information Sharing and Buyer-Supplier Relationship: An Empirical Examination

Michael Abebe, Southern Illinois University-Carbondale

A Framework for Analyzing Inventory and Procurement Decisions

Tekle Wanorie, Northwest Missouri State University

Experiential Learning: Respiratory Therapy Database Helps Everyone Breathe Easier

K. David Smith, University of Central Oklahoma

Suzanne Clinton, University of Central Oklahoma

Lillian Estep, University of Central Oklahoma

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 15, 2007 (Thursday)

10:30 a.m. - 12:00 p.m.

Dover

SESSION C **INTERNATIONAL MANAGEMENT / ORGANIZATION AND
MANAGEMENT THEORY / CRITICAL MANAGEMENT STUDIES /
MANAGEMENT AND ORGANIZATIONAL COGNITION /
MANAGEMENT EDUCATION AND DEVELOPMENT
Cross Cultural Management**

Session Chair: **Vivek Natarajan**, Lamar University
Discussants: **Jasmin C. Lin**, Southern Illinois University-Carbondale
 C. Aaron Kelley, Ohio University
 Ralitza Vozdolska, University of California-San Diego

The Compensative Relationships of East Asian Enterprises: China, Japan, South Korea, and Taiwan
Shaw-Foong Chan, Cameron University
Shawn Carraher, Cameron University

Frontline and Top Manager's Perceptions of the Key Factors for Managerial Success in the Public Sector in Turkey
Orhan Volkan Ozbek, Saginaw Valley State University
Surender Reddy, Saginaw Valley State University
Joseph Ofori-Dankwa, Saginaw Valley State University

Organizational Narcissism
Dennis Duchon, University of Texas at San Antonio
Michael Burns, University of Texas at San Antonio

10:30 a.m. - 12:00 p.m.

Stratford

SESSION D **ORGANIZATION DEVELOPMENT / CONFLICT MANAGEMENT
Adventures in Management Education: Opportunities for OD
And Change within Doctoral Programs**

Session Chair: **Toni Knott**, Alliant International University

Panelists: **Vincent Pellettiere**, Aurora University
 Peter F. Sorensen, Benedictine University
 Therese Yaeger, Benedictine University/Motorola
 Sherry Camden-Anders, Alliant International University
 Toni Knott, Alliant International University

12:00 p.m. – 1:30 p.m.

Lunch Break (on your own)

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 15, 2007 (Thursday)

1:30 p.m. - 3:00 p.m.

Town

**SESSION A FACULTY LEARNING & INNOVATION
Classroom Innovations and Dynamics**

Session Chair: **Madeline Crocitto**, State University of New York, Old Westbury
Discussant: **Gayle Baugh**, West Florida University

Does Familiarity Breed Contempt? Comparing Instructional Effectiveness of Table PC Systems between Freshmen and Upper Class Business Majors

Richard Puetz, Dakota State University
Richard Christoph, Dakota State University
Jack Walters, Dakota State University

Multicultural Team Dynamics and Attitudes about Group Work

Robyn Walker, University of Southern California
Jolanta Aritz, University of Southern California

1:30 p.m. – 3:00 p.m.

Esquire

**SESSION B ORGANIZATIONAL BEHAVIOR/ORGANIZATIONAL COMMUNICATION
Commitment, Cohesion and Trust**

Session Chair: **Erich Bergiel**, University of West Georgia
Discussants: **Erich Bergiel**, University of West Georgia
 Renee Warning, University of Central Oklahoma
 Rudy Nydegger, Union College

Group Cohesion as an Enhancement to the Justice-Commitment Relationship

Martha Andrews, University of North Carolina Wilmington
K. Michele Kacmar, University of Alabama

Conceptualizing Alternative Models of Organizational Commitment: An Application to the Meyer and Allen Approach

Stephen Jaros, Southern University

Subordinates' Trust as the Mediator in the Relationship between Work Context Perceptions and Psychological Empowerment with Organizational Citizenship Behavior as the Predicted Outcome

Yuen H. Chan, University of Central Arkansas
Robert R. Taylor, The University of Memphis

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 15, 2007 (Thursday)

1:30 p.m. - 3:00 p.m.

Dover

SESSION C **INTERNATIONAL MANAGEMENT / ORGANIZATION AND
MANAGEMENT THEORY / CRITICAL MANAGEMENT STUDIES /
MANAGEMENT AND ORGANIZATIONAL COGNITION /
MANAGEMENT EDUCATION AND DEVELOPMENT OPPORTUNITY /
EMERGENCE AND ASSESSMENT ISSUES IN SMALL BUSINESS
Education System**

Session Chair: **Jane LeMaster**, University of Texas-Pan American

Discussants: **Ellen Kaye Gehrke**, Alliant International University

Robert E. Laessig, Drexel University

Nagarajan Ramamoorthy, University of Houston-Victoria

Declining American Education and the Managerial Implications

Erin Rogers, Oral Roberts University

Jonathan Wiley, Oral Roberts University

Walt MacMillian, Oral Roberts University

Daniel Armstrong, Oral Roberts University

Education Reforms for the 21st Century: The Big Growth of Education in China

Miriam Arney, Oral Roberts University

Josh Coy, Oral Roberts University

Dadson Simmons, Oral Roberts University

Walt MacMillian, Oral Roberts University

International Business Education: Insight from the Changing Environment of the EU and Implications for USA

Darla Domke-Damonte, Coastal Carolina University

Larry Chasteen, University of Texas at Dallas

1:30 p.m. - 3:00 p.m.

Stratford

SESSION D **ORGANIZATION DEVELOPMENT / CONFLICT MANAGEMENT
Opportunities and Learnings for OD: Strategy, Leadership and Training**

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

Strategic Organization Development: Adaptations Based on Organizationally Imposed Demands

Michelle M. Griffin, Oce/Benedictine University

The Podium and Beyond: The Leadership of Symphony Orchestra Conductors

Linda Ingrid Veleckis Nussbaum, Benedictine University

Conceptualization of a Relationship between Transfer of Training and the Learning Organization

Teresa G. Weldy, University of South Alabama

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 15, 2007 (Thursday)

3:00 p.m. – 3:30 p.m.

Golden Ballroom

FBD Coffee Break

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

*Drawing for complimentary 2-night regular hotel room at 2008 FBD conference (\$250 value).
Must be present to win.*

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

Town

**SESSION A FACULTY LEARNING AND INNOVATION
Rethinking What We Teach Our Students**

Session Chair: **Sherry Sullivan**, Bowling Green State University

Presenter: **Jone L. Pearce**, University of California, Irvine

This is a special invited presentation by a Past President of the Academy of Management. She will challenge us to new ways of preparing our students for the world outside of the classroom.

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

Esquire

**SESSION B HUMAN RESOURCES / CAREERS / GENDER & DIVERSITY IN
ORGANIZATIONS / SOCIAL ISSUES IN MANAGEMENT
Time for a Change? Macro and Micro Perspectives and Ethical
Considerations**

Introduction to the Track: **Alix Valenti**, University of Houston-Clear Lake

Session Chair: **Teresa Weldy**, University of South Alabama

Discussants: **Darrell Ford**, University of Central Oklahoma

Don C. Mosley, Jr., University of South Alabama

HR, Maybe Its Time to Split: Suggestions for Improving the Management of HR
Angela Young, California State University, Los Angeles

The Changing Nature of Career Management: Past, Present, and Future

Sherry Sullivan, Bowling Green State University

Yehuda Baruch, Norwich Business School University

Lisa Mainiero, Fairfield University

A Matter of Preference: An Examination of Descriptive and Non-Descriptive Approaches Used to Support Ethical Objectives Surrounding Technological Change within Organizations

David Hurlic, Pepperdine University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 15, 2007 (Thursday)

3:30 p.m. – 5:00 p.m.

Dover

SESSION C **INTERNATIONAL MANAGEMENT / ORGANIZATION AND
MANAGEMENT THEORY / CRITICAL MANAGEMENT STUDIES /
MANAGEMENT AND ORGANIZATIONAL COGNITION /
MANAGEMENT EDUCATION AND DEVELOPMENT
Cultural Differences**

Session Chair: **Rock-Antoine Mehanna**, Notre Dame University
Discussants: **Walt MacMillian**, Oral Roberts University
 Vivek Natarajan, Lamar University

Mexico: Expanding Opportunities Demand Greater Understanding of Cultural Differences

C. Aaron Kelley, Ohio University
Ravi Bhat, Ohio University

Global Management and Managing Cultural Differences

Jimena Almeida, Oral Roberts University
Purity Kingori, Oral Roberts University
Walt MacMillian, Oral Roberts University

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

Stratford

SESSION D **ORGANIZATION DEVELOPMENT CONFLICT MANAGEMENT
The Design of an Innovative Education Process for Teaching
Action Research and its Practical Application**

Session Chair: **Toni Knott**, Alliant International University
Panelists: **Sherry Camden-Anders**, Alliant International University
 Toni Knott, Alliant International University

3:30 p.m. – 5:00 p.m.

Galleria 1

SESSION E **DEVELOPMENTAL PAPERS WORKSHOP #1**

Session Chair: **Janice Black**, New Mexico State University

This is a workshop for authors whose work is **in progress**.

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 15, 2007 (Thursday)

5:00 p.m. – 5:30 p.m.

Town

2007 McGraw-Hill/Irwin Distinguished Paper

Session Chair: **Larry Garner**, Tarleton State University

Vice Session Chair: **Timothy Landry**, University of Central Oklahoma

Capturing the Convergence of Multiple Mental Models and Their Impact on Team Performance

Sara McComb, University of Massachusetts

Ralitza Vozdolska, University of California-San Diego

5:30 p.m. – 6:30 p.m.

Town

Meeting Southwest Academy of Management Annual Business Meeting

Presiding: **Gayle Baugh**, University of West Florida

2006-2007 President, Southwest Academy of Management

Greetings: **Tom Cummings**, University of Southern California

Immediate Past President, Academy of Management

All members of the Southwest Academy of Management are invited and encouraged to attend this meeting to discuss SWAM issues of importance. New officers and other individuals who have made a contribution to the program will be introduced. Please don't miss this meeting, as we will also be giving out a free drink ticket to the reception on Friday evening.

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 16, 2007 (Friday)

7:00 a.m. – 8:30 a.m.

Town

SWAM Doctoral Student Breakfast with SWAM Officers and AOM Immediate Past President Tom Cummings

This event is open to all doctoral students participating in the SWAM meeting. Come join us for this opportunity to enjoy a light continental breakfast and discussion with SWAM officers and AOM Immediate Past President Tom Cummings of the University of Southern California.

8:30 a.m. - 10:00 a.m.

Town

**SESSION A FACULTY LEARNING & INNOVATION
Family Business and Entrepreneurship: A Mission-based Setting
Perspective on Applied Education**

Session Chair: **Christine Miller**, Tennessee Technological University

Invited Speaker: **Shawn M. Carraher**, Cameron University

In this invited speaker session, Shawn Carraher will share insights gained from his unique perspective of the combination of academic, consultant and missionary.

8:30 a.m. - 10:00 a.m.

Esquire

**SESSION B SPECIAL INVITED SPEAKER
Overcoming Obstacles to Publishing – From a Journal Editor’s Perspective**

Session Chair: **Larry Garner**, Tarleton State University

Presenter: **Jo Ann Duffy**, Sam Houston State University,
Editor of the *Journal of Business Strategies*

This invited session will feature Jo Ann Duffy, the Editor of the *Journal of Business Strategies*. She will provide a perspective on getting your article(s) past the editorial review board and into publication. This is a must session for those aspiring to have their work published in a respected journal.

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 16, 2007 (Friday)

8:30 a.m. - 10:00 a.m.

Dover

SESSION C **INTERNATIONAL MANAGEMENT / ORGANIZATION AND
MANAGEMENT THEORY / CRITICAL MANAGEMENT STUDIES /
MANAGEMENT AND ORGANIZATIONAL COGNITION /
MANAGEMENT EDUCATION AND DEVELOPMENT**
Leadership Theory, Team Performance and Simulation Gaming

Session Chair: **Darla Domke-Damonte**, Coastal Carolina University
Discussants: **Jane LeMaster**, University of Texas-Pan American
 Melissa Hartman, Grand Canyon University

*Developing Coherent Leadership in Partnership with Horses—A New Approach to Leadership
Development*

Ellen Kaye Gehrke, Alliant International University

A Unique Application of Enterprise Simulation Gaming in Business Education

Robert E. Laessig, Drexel University

Bret Myers, Drexel University

8:30 a.m. - 10:00 a.m.

Stratford

SESSION D **ENTREPRENEURSHIP / SMALL BUSINESS / MANAGEMENT
CONSULTING**
Corporate Entrepreneurship

Session Chair: **Janie Gregg**, Mississippi University for Women

*The Relationship between Performance and the Presence of a Human Resource Management Executive
in Emerging High Technology Firms: The Role of Firm Age, Size, and Growth Rate*

Norma Juma, Washburn University

Jeffrey McGee, University of Texas at Arlington

Corporate Entrepreneurial Leadership Role of New Business Divisions

Yasuhiro Yamakawa, University of Texas at Dallas

10:00 a.m. – 10:30 a.m.

Golden Ballroom

FBD Coffee Break

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

*Drawing for complimentary 2-night regular hotel room at 2008 FBD conference (\$250 value).
Must be present to win.*

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 16, 2007 (Friday)

10:30 a.m. – 12:00 p.m.

Town

**SESSION A ORGANIZATIONAL BEHAVIOR / ORGANIZATIONAL
 COMMUNICATION
 Personality Testing, Justice and Workplace Violence**

Session Chair: **M. Suzanne Clinton**, University of Central Oklahoma
Discussants: **Janie R. Gregg**, Mississippi University for Women
 M. Suzanne Clinton, University of Central Oklahoma
 Mary Jane Nelson, Dallas Baptist

Application of Online Personality Testing to Organizational Behavior
Mark Johnson, Idaho State University

A Model for Understanding Workplace Violence
Rudy Nydegger, Union College

Perceptions of Justice: The Influence of Shared Mental Models on Organizational Justice and Perceived Organizational Support
Erich Bergiel, University of West Georgia
Stephen Taylor, Mississippi State University
Blaise Bergiel, Nicholls State University

10:30 a.m. – 12:00 p.m.

Esquire

**SESSION B BUSINESS POLICY AND STRATEGY / PUBLIC AND NON-PROFIT
 ISSUES / RESEARCH METHODS / HEALTH CARE MANAGEMENT
 Future Directions in Strategy Research: Paradigms, Methods, and Contexts**

Session Chair: **Darla Domke-Damonte**, Coastal Carolina University
Discussant: **A Lawrence Summers**, Missouri State University

Suspension of Disbelief: Crossing the Barriers of Research Paradigms
Janice Black, New Mexico State University
Grant Savage, University of Alabama
Brent Kinghorn, New Mexico State University

Human Resource systems in Kenya: A Case Study of Hospitality Organizational Performance
Fwaya Erick Onyango, Maseno University
Roselyne N. Okech, Maseno University
Norma Juma, Washburn University

Media Local Content Requirements: Purposes, Practices and Results: An International Perspective
C. Aaron Kelley, Ohio University
Adele Mavuso-Mda, Ohio University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 16, 2007 (Friday)

10:30 a.m. – 12:00 p.m.

Dover

SESSION C **INTERNATIONAL MANAGEMENT / ORGANIZATION AND
MANAGEMENT THEORY / CRITICAL MANAGEMENT STUDIES /
MANAGEMENT AND ORGANIZATIONAL COGNITION /
MANAGEMENT EDUCATION AND DEVELOPMENT
Collaborative Networks**

Session Chair: **C. Aaron Kelley**, Ohio University
Discussants: **James R. Guzak**, University of Texas at Arlington
 Norma Juma, Washburn University
 Felix U. Kamuche, Morehouse College

Social Networks: Reflecting at the Journey from Past to Present and Looking Ahead in the Future
Niharika Rai, XLRI School of Business and Human Resources, India

A Conceptual Framework for Mapping Inter-Firm Relationships

Andrew Papadopoulos, HEC Montreal
Yan Cimon, Bishop's University
Louis Hebert, HEC Montreal

10:30 a.m. – 12:00 p.m.

Stratford

SESSION D **DEVELOPMENTAL PAPERS WORKSHOP #2**

Session Chair: **Janice Black**, New Mexico State University

This is a workshop for authors whose work is *in progress*.

12:00 p.m. – 1:30 p.m.

Lunch Break (on your own)

1:30 p.m. – 3:00 p.m.

Town

SESSION A **HUMAN RESOURCES / CAREERS / GENDER & DIVERSITY IN
ORGANIZATIONS / SOCIAL ISSUES IN MANAGEMENT
Innovative Ideas for Studying Careers**

Coordinator: **Alix Valenti**, University of Houston-Clear Lake
Presenters: **Sherry Sullivan**, Bowling Green State University
 Lisa Mainiero, Fairfield University
 Monica L. Forret, St. Ambrose University
 Madeline Crocitto, State University of New York, Old Westbury
 Howard S. Tu, The University of Memphis
 Gayle Baugh, University of West Florida
 Shawn Carraher, Cameron University

This symposium will explore innovative ideas and perspectives on the study of careers and their application to our classrooms and research.

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 16, 2007 (Friday)

1:30 p.m. - 3:00 p.m.

Esquire

**SESSION B OPERATIONS / TECHNOLOGY MANAGEMENT
 Procurement and Technology Management**

Session Chair: **Frank B. Markham**, Mesa State College

Does Information Technology Inadvertently Facilitate the Recentralization of Power in Global Organizations?

Joseph Logan, AstraZeneca / Benedictine University

This will be a facilitated roundtable discussion.

1:30 p.m. - 3:00 p.m.

Dover

**SESSION C INTERNATIONAL MANAGEMENT / ORGANIZATION AND
 MANAGEMENT THEORY / CRITICAL MANAGEMENT STUDIES /
 MANAGEMENT AND ORGANIZATIONAL COGNITION /
 MANAGEMENT EDUCATION AND DEVELOPMENT
 Contingency Approach to Global Management**

Session Chair: **Nagarajan Ramamoorthy**, University of Houston-Victoria

Discussants: **Orkan Volkan Ozbek**, Saginaw Valley State University

Dennis Duchon, University of Texas at San Antonio

Risk Perception and Decision-Making: A Comparison of American and Chinese

Jasmin C. Lin, Southern Illinois University-Carbondale

Service Industry Product Ambiguity: A Global Strategy Contingency Framework

James R. Guzak, University of Texas at Arlington

1:30 p.m. - 3:00 p.m.

Stratford

**SESSION D ENTREPRENEURSHIP / SMALL BUSINESS /
 MANAGEMENT CONSULTING
 Corporate Entrepreneurship**

Session Chair: **Keith Zanders**, University of New York

Discussants: **Janie Gregg**, Mississippi University for Women

Suzanne Clinton, University of Central Oklahoma

Toward an Integrated Framework of Internationalization Strategy Adoption in SMEs

Michael Abebe, Southern Illinois University-Carbondale

Arifin Angriawan, Southern Illinois University-Carbondale

Mergers and Acquisitions in the Banking Industry

Arturo Rodriguez, Colorado Technical University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 16, 2007 (Friday)

3:00 p.m. – 3:30 p.m.

Golden Ballroom

FBD Coffee Break

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

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

Town

**SESSION A FACULTY LEARNING & INNOVATION
Why Service Learning Matters**

Session Chair: **Jason Duan**, Cameron University

Invited Speaker: **Madeline Crocitto**, State University of New York, Old Westbury

3:30 p.m. – 5:00 p.m.

Esquire

**SESSION B SPECIAL INVITED SPEAKER
Immediate Past President of the Academy of Management**

Session Chair: **Larry Garner**, Tarleton State University

The Academy of Management: Reflections and Future Directions
Tom Cummings, University of Southern California

Join us for a session with the immediate past president of the Academy of Management. Tom will share his insights into the past, present and future of the Academy.

3:30 p.m. – 5:00 p.m.

Dover

SESSION C DEVELOPMENTAL PAPERS WORKSHOP #3

Session Chair: **Janice Black**, New Mexico State University

This is a workshop for authors whose work is *in progress*.

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 16, 2007 (Friday)

5:00 p.m. – 6:00 p.m.

Dover

MEETING **Planning for the 2008 SWAM Meeting**

Presiding: **Scott Douglas**, University of Montana
 2008 SWAM Program Chair

Please join us for this event to share ideas and formats for the 2008 meeting which will be in Houston. Scott Douglas will lead the discussion to open up innovative ideas for managing next year's conference. All members of the Southwest Academy of Management are encouraged to attend this meeting. Come and become part of the planning and development for next year's conference.

6:30 p.m. – 7:30 p.m.

Crescent

SOUTHWEST ACADEMY OF MANAGEMENT RECEPTION

Come join us for some unwinding and social time with friends and colleagues who you may see only a few times a year. This is your only opportunity to redeem the free drink ticket you picked up at last night's business meeting, and if you'd like a little more after you use your ticket (and anyone else's!), a cash bar will be available. Come enjoy some good food and camaraderie after all the dynamic sessions.

**Co-sponsored by SWAM and the Department of Management & MIS and the College of Business
at the University of West Florida**

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 17, 2007 (Saturday)

7:00 a.m. – 8:30 a.m.

Pacific Salon 2

SWAM OFFICERS' MEETING

Presiding: **Darla Domke-Damonte**, Coastal Carolina University
President, Southwest Academy of Management 2007-2008

8:30 a.m. - 10:00 a.m.

Pacific Salon 2

**SESSION A HUMAN RESOURCES / CAREERS / GENDER AND DIVERSITY IN
ORGANIZATIONS / SOCIAL ISSUES IN MANAGEMENT
Different Employees, Different Employers: Different Considerations**

Session Chair: **Gayle Baugh**, University of West Florida
Discussants: **Robyn Walker**, University of Southern California
Angela Young, California State University
David Hurlic, Pepperdine University

Soldier Employees—What Every Employer Should Know
Darrell Ford, University of Central Oklahoma

Retention of Hourly Workers—What Is Important
Patricia Borstorff, Jacksonville State University
Michael Marker, Jacksonville State University
Gwen Hill, Jacksonville State University

Emotions in Service Encounter: An Open System View on Service Organizations
Jasmin C. Lin, Southern Illinois University-Carbondale

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 17, 2007 (Saturday)

10:30 a.m. - 12:00 p.m.

Pacific Salon 2

**SESSION A ORGANIZATIONAL BEHAVIOR /
ORGANIZATIONAL COMMUNICATION
Leadership**

Session Chair: **William Sharbrough**, Citadel
Discussants: **Angela Young**, California State University, Los Angeles
Stephen Jaros, Southern University
Kelly Moyers, University of Central Oklahoma
William Sharbrough, Citadel

Substitutes for Leadership and Organizational Commitment: Is There a Relationship?

Edward Jernigan, University of North Carolina-Charlotte

Joyce M. Beggs, University of North Carolina-Charlotte

Leadership Styles in Self-Managed Teams: Shared Leadership versus Traditional leadership

Approaches in Regard to Motivational Social and Cognitive Team Processes

Stephanie Solansky, University of Houston-Victoria

The Exploration of the Effectiveness of Transformational Leadership and Transactional Leadership from Contingency Perspective

Kihwan Kim, Southern Illinois University-Carbondale

Transformational Leadership: Robert Oppenheimer and the Los Alamos Laboratory

Rick Ringer, Illinois State University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

March 17, 2007 (Saturday)

7:30 a.m. – 2:30 p.m.

Pacific Salon 1

DOCTORAL STUDENT AND YOUNG FACULTY CONSORTIUM

Organizers: **Jon W. Beard** (SWAM Immediate Past President) The MITRE Corporation
Jo Ann Duffy, Sam Houston State University

Counselors: **Jon W. Beard**, The MITRE Corporation
Don Baack, Pittsburgh State University
Scott Douglas, University of Montana
Jo Ann Duffy, Sam Houston State University
K. Vernard Harrington, Radford University
Micki Kacmar, University of Alabama
Delaney Kirk, Drake University
Juliana Lilly, Sam Houston State University
Aneika Simmons, Sam Houston State University
Wanda Smith, Virginia Tech University
Vic Sower, Sam Houston State University
Larry Weinzimmer, Bradley University

- 7:30 – 8:00 a.m. **Continental Breakfast, Coffee, & Conversation**
- 8:00 – 8:10 a.m. **Consortium Opening & Introductions**
- 8:10 – 9:20 a.m. **Decisions, Decisions—Making the Transition from Student to Faculty**
- 9:20 – 10:30 a.m. **Publishing Your Research—What to Do and, More Importantly, What Not to Do**
- 10:30 – 10:45 a.m. **Break**
- 10:45 – 12:00 noon **Teaching 101—Navigating Your Course Load**
- 12:00 – 1:15 p.m. **Lunch – Sponsored by Prentice-Hall**
- 1:15 – 2:00 p.m. **Career Challenges—Can You Get There from Here?**

◇◇◇◇