

SOUTHWEST ACADEMY OF MANAGEMENT

2007 - 2008 OFFICERS

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2007 - 2008 TRACK CHAIRS

Business Policy and Strategy / Public and Nonprofit Issues / Research Methods / Health Care Management	Ken Masters , Cameron University
Entrepreneurship / Small Business / Management Consulting	Don Bradley , University of Central Arkansas
Organizational Behavior / Organizational Communication	L. Alan Witt , University of Houston
Human Resources / Careers / Gender & Diversity in Organizations / Social Issues in Management	Wendy Boswell , Texas A&M University
Technology, Innovation and Operations Management	Frank Markham , Mesa State College
International Management / OMT/ Management & Organizational Cognition / Management Education & Development	Shawn Carraher , Cameron University
Organizational Development / Conflict Management	Therese Yaeger , Benedictine University Peter Sorensen , Benedictine University
Faculty Learning and Innovation	M. Suzanne Clinton , University of Central Oklahoma
Developmental Papers	Janice Black , New Mexico State University

SOUTHWEST ACADEMY OF MANAGEMENT

SPECIAL EVENTS

DAY	TIME	EVENT	ROOM
Thursday	7 a.m. - 8:15 a.m.	<i>Officers' Meeting (including breakfast)</i>	LIBRARY (2 ND FLOOR)
Thursday	6:30 p.m. - 7:30 p.m.	<i>Planning Meeting for 2009</i>	ARBORETUM- 2 (2 ND FLOOR)
Friday	7 a.m. - 8:15 a.m.	<i>Officers' Meeting, with Ph.D. Students, and AOM President (including breakfast)</i>	ARBORETUM- 1 (2 ND FLOOR)
Friday	5:15 p.m. - 6:15 p.m.	<i>Annual Business Meeting</i>	ARBORETUM- 5 (2 ND FLOOR)
Friday	6:30 p.m. - 8 p.m.	<i>Annual Reception</i>	WINDOW BOX (2 ND FLOOR)
Saturday	8 a.m. - 5 p.m.	<i>Doctoral Consortium</i>	ARBORETUM- 3 (2 ND FLOOR)

SOUTHWEST ACADEMY OF MANAGEMENT

March 5, 2008 (Wednesday)

1:30 p.m. – 3:00 p.m.

ARBORETUM-3 (2ND FLOOR)

SESSION A FACULTY LEARNING AND INNOVATION: PROFESSIONAL DEVELOPMENT WORKSHOP

How Students Cheat And Actions Instructors Can Take To Prevent Cheating In Online Courses

ORGANIZERS M. Suzanne Clinton, University of Central Oklahoma
Janie Gregg, University of West Alabama
D. Wayne Bedford, University of West Alabama

DESCRIPTION This session will examine how students use new technologies to cheat, and how professors can use this same technology to combat the problem.

3:30 p.m. – 5:00 p.m.

ARBORETUM-3 (2ND FLOOR)

SESSION A FACULTY LEARNING AND INNOVATION: PROFESSIONAL DEVELOPMENT WORKSHOP

Creating Rave Reviews In The Classroom: What 'Teachers' Can Learn From Actors And Theatre

ORGANIZERS Rochelle T. Mucha, Business as Performance Art

DESCRIPTION The focus of this workshop is to encourage teachers to reflect on their individual style and the learning environment they create. Participants will discover the power of engaging the arts and the artist within.

SOUTHWEST ACADEMY OF MANAGEMENT

March 6, 2008 (Thursday)

7:00 a.m. – 8:15 a.m.

LIBRARY (2ND FLOOR)

SESSION A **SWAM Officers' Meeting**

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

8:30 a.m. – 10:00 a.m.

ARBORETUM- 2 (2ND FLOOR)

SESSION A **ORGANIZATIONAL DEVELOPMENT AND CONFLICT
MANAGEMENT: SYMPOSIUM**
OD For The 21st Century: Landscapes For Positive Global Change

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

PANELISTS: **Peter Sorensen**, Benedictine University
Thomas Head, Roosevelt University
Sue Sweem, Akzo Nobel Inc.
Philip Anderson, Johnson Diversey Inc.
Jimmy Brown, Inforte Inc.
Robert Sloyan, Tru Vue
Jim Dunn, American Cancer Society

DESCRIPTION The panelists address one of the most critical issues facing the OD field –
positive organization development and change on a global basis.

SOUTHWEST ACADEMY OF MANAGEMENT

March 6, 2008 (Thursday)

8:30 a.m. – 10:00 a.m.

ARBORETUM -3 (2ND FLOOR)

SESSION B BUSINESS POLICY AND STRATEGY, PUBLIC AND NONPROFIT ISSUES, RESEARCH METHODS AND HEALTHCARE MANAGEMENT
Strategy, Structure, Growth And Performance

Introduction To **Ken Masters**, Cameron University
The Track

Session Chair: **Curtis Wesley**, Texas A&M University

Discussants: **Karla Peterson**, University of Central Oklahoma
Isaac Wanasika, New Mexico State University

Board Structure, Ownership Structure, And Firm Performance In Chinese Publicly Listed Firms
Yan Liu, Louisiana Tech University
Guclu Atinc, Louisiana Tech University
Mark Kroll, Louisiana Tech University
Ying Wang, University of Louisiana at Monroe

*Performance Differences Between Entrepreneurial And Non-Entrepreneurial Organizations:
Extending The Strategy-Structure-Performance Paradigm To 21st Century Organizational
Landscapes*

Daniel Jennings, Texas A& M University
Kevin Hindle, Swinburne University of Technology

Kicking Up Dust: Growth As An Irrational Market Response
Troy Voelker, University of Tennessee at Martin

*Stakeholder Management Strategies And Firm Performance: An Empirical Examination Of Strategy
Content*

Michael Banks, University of Houston
Dusya Vera, University of Houston

SOUTHWEST ACADEMY OF MANAGEMENT

March 6, 2008 (Thursday)

8:30 a.m. – 10:00 a.m.

ARBORETUM- 4 (2ND FLOOR)

SESSION C **INTERNATIONAL MANAGEMENT, OMT, MANAGEMENT AND ORGANIZATIONAL COGNITION, AND MANAGEMENT EDUCATION AND DEVELOPMENT: SYMPOSIUM**
The Online Educational Landscape: Building Virtual Communities

Introduction To The Track Shawn Carraher, Cameron University

Session Chair: Jane Gibson, Nova Southeastern University

Discussant Regina Greenwood, Nova Southeastern University

Participants: Susan Colaric, Saint Leo University
Jane Gibson, Nova Southeastern University
Bahaudin Mujtaba, Nova Southeastern University
Dana Tesone, University of Central Florida

DESCRIPTION In this session the participants explore the landscape of virtual communities from the perspective of course developers, administrators, faculty and students.

8:30 a.m. – 10:00 a.m.

ARBORETUM- 5 (2ND FLOOR)

SESSION D **ORGANIZATIONAL BEHAVIOR AND COMMUNICATIONS**
Values, Ethics And Ethical Turbulence

Introduction To The Track **L. Alan Witt**, University of Houston

Session Chair: **Emily Hunter**, University of Houston

Discussants: **Kelly Weeks**, Centenary College of Louisiana
Min Carter, Auburn University

Evil Vs. Cooperative Behaviors At Work: The Power Of Organizational Culture In Creating Narcissistic Vs. Community Centered Environments

Jacqueline Gilbert, Middle Tennessee State University
John Ivancevich, University of Houston

Business Communication Ethics: Explicating The Locus Of Ethical Issues And Concerns

Jaesub Lee, University of Houston

Ethical Management In The United States And China

Crystal Beverly, Oral Roberts University
Sean Barry, Oral Roberts University
Janine Bork, Oral Roberts University
Walter MacMillan, Oral Roberts University

Managing Motivated Employees: Six Concerns That Warrant Special Attention

Randall Brown, California State University – Stanislaus

SOUTHWEST ACADEMY OF MANAGEMENT

March 6, 2008 (Thursday)

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

MARKETPLACE/EXHIBIT HALL (BASEMENT LEVEL)

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 2009 & FBD 2010 registration (\$150 value).
Must be present to win (Non-transferable and winner must still pay their organization dues)*

10:30 a.m. – Noon

ARBORETUM- 2 (2ND FLOOR)

**SESSION A ORGANIZATIONAL DEVELOPMENT AND CONFLICT
MANAGEMENT: PROFESSIONAL DEVELOPMENT WORKSHOP**
*Experiences In The Internationalization Of Higher Education: Strategies,
Practices, And Student Perceptions*

Organizer: **Toni Knott**, Alliant International University
Marshall Goldsmith School of Management Students

DESCRIPTION Participants in this session share options and strategies for internationalizing
educational programs in higher education.

10:30 a.m. – Noon

ARBORETUM- 3 (2ND FLOOR)

**SESSION B INTERNATIONAL MANAGEMENT, OMT, MANAGEMENT AND
ORGANIZATIONAL COGNITION, AND MANAGEMENT
EDUCATION AND DEVELOPMENT**
Visionary Leadership, Social Capital And Social Networks

Session Chair: **David Tobey**, New Mexico State University

Discussants: **Curtis Wesley**, Texas A&M University
Ali Soylu, Cameron University

Foreign Employee Status And Workplace Stress In The US
Ali Soylu, Cameron University
Gerald Zeitz, Temple University

Visionary Leadership: Conceptualizing The Visioning Process
Coy Jones, University of Memphis
Tobias Huning, University of Memphis

Are Capabilities Drivers For Interorganizational Collaboration Within Social Networks?
Yan Cimon, Universite Laval
Louis Hebert, Universite Laval
Andrew Papadopoulos, HEC Montreal

Assets, Types, And Dynamic Processes Of Social Capital: A Configuration Approach
Anat BarNir, University of North Texas

SOUTHWEST ACADEMY OF MANAGEMENT

March 6, 2008 (Thursday)

10:30 a.m. – Noon

ARBORETUM- 4 (2ND FLOOR)

SESSION C **ALL ACADEMY: PROFESSIONAL DEVELOPMENT WORKSHOP**
Exploring Relationships Between Passion, People And Performance: What Business Can Learn From Theatre

Organizer: **Rochelle T. Mucha**, Business as Performance Art

DESCRIPTION Participants in this session will explore business and the arts beyond the use of metaphor and method. The goal is to use the performing arts to illuminate implications for business educators and leaders

10:30 a.m. – Noon

ARBORETUM- 5 (2ND FLOOR)

SESSION D **INTEGRATED SESSION: HUMAN RESOURCES AND ORGANIZATIONAL BEHAVIOR**
Work Outcomes: The Role Of Feedback, Supervisory Relations And Mentoring

Session Chair: **Emily David**, University of Houston

Discussants: **Lee Tyner**, University of Central Oklahoma
James Guzak, University of Texas at Arlington

Effects Of Negative Performance Appraisal Feedback: A Cross-Cultural View
Min Carter, Auburn University

Leader-Member Exchange And Empowerment: Direct And Interactive
Kenneth Harris, Indiana University Southeast
Anthony Wheeler, Bradley University
K. Michele Kacmar, University of Alabama

Confidence As A Mediator Between Transformational Leadership And Satisfaction In A Sport Setting
Heather Kasperek, Centenary College of Louisiana
Kelly Weeks, Centenary College of Louisiana
Chris Martin, Centenary College of Louisiana

March 6, 2008 (Thursday)

1:30 p.m. – 3:00 p.m.

ARBORETUM- 2 (2ND FLOOR)

SESSION A **FACULTY LEARNING AND INNOVATION: PROFESSIONAL DEVELOPMENT WORKSHOP**
Experiential Learning: How To Terminate An Employee

Introduction To The Track **M. Suzanne Clinton**, University of Central Oklahoma

Organizer: **Lee Tyner**, University of Central Oklahoma

DESCRIPTION The goal of this session is to train participants on how to terminate employees using a “step-by-step” and “word-for-word” approach.

SOUTHWEST ACADEMY OF MANAGEMENT

March 6, 2008 (Thursday)

1:30 p.m. – 3:00 p.m.

ARBORETUM- 3 (2ND FLOOR)

SESSION B **INTEGRATED SESSION: BUSINESS POLICY AND STRATEGY,
TECHNOLOGY AND INNOVATION MANAGEMENT**
Strategic Alliances, Modes of Entry, Growth and Firm Performance

Session Chair: **Karla Peterson**, University of Central Oklahoma

Discussants: **George Kenyon**, Lamar University
 Ali Soylu, Cameron University
 Telke Winorie, Northwest Missouri State University

*A Theory Of Survival In International Business: The Tautology Of Institutionalism And
Organizational Ecology In Determining The Entry Mode And Organizational Form Of A Foreign
Firm*

Curtis Wesley, Texas A&M University

*International Strategic Alliances Impact Upon Firms Exogenous Resource Development: An
Integration Of Institutional And Social Network Theory*

Curtis Wesley, Texas A&M University

*Strategic Management And City Marketing: Using Information Communication Technologies To
Increase Global Competitiveness, Socio-Economic Development And Stakeholder Satisfaction*

Laura Matherly, Tarleton State University

Maureen Jouett, Tarleton State University

1:30 p.m. – 3:00 p.m.

ARBORETUM- 4 (2ND FLOOR)

SESSION C **ALL ACADEMY: PROFESSIONAL DEVELOPMENT WORKSHOP**
Managing People And Organizations During And After Natural Disasters

ORGANIZER **Scott Douglas**, The University of Montana

Session Chair: **Rod Tanner**, Author of “Surge”

DESCRIPTION Rod Tanner, author of the novel “Surge” and former entertainment executive will
chair a panel consisting of Houston area leaders who were intimately involved in
the aftermath of Hurricane Katrina. This panel will discuss the challenges they
faced, and the successes they realized.

SOUTHWEST ACADEMY OF MANAGEMENT

March 6, 2008 (Thursday)

1:30 p.m. – 3:00 p.m.

ARBORETUM- 5 (2ND FLOOR)

SESSION D **HUMAN RESOURCES, CAREERS, GENDER AND DIVERSITY,
AND SOCIAL ISSUES IN MANAGEMENT**
Employee Recruitment And Selection

Introduction To The Track **Wendy Boswell**, Texas A&M University

Session Chair: **James Guzak**, University of Texas at Arlington

Discussants: **Emily Hunter**, University of Houston
Janie Gregg, University of West Alabama
Randall Brown, California State University – Stanislaus

*Electronic (E-)Recruiting: Manager Perceptions Of The Advantages And Disadvantages And A
Comparison By Firm Size*

Mindy West, Northern Arizona University – Yuma

John Drexler, Oregon State University

Fran-McKee-Ryan, University of Oklahoma

Nancy King, Oregon State University

Ping-Hung Hsieh, Oregon State University

Important Determinants Of Subjective Person-Job Fit Perceptions

Don Mosley, Samford University

Charles Carson, University of South Alabama

Scott Boyar, Xavier University

Applicant Perceptions And Criterion-Related Validity: No Cause For Alarm

Emily Hunter, University of Houston

L. Alan Witt, University of Houston

*Inferences Concerning Junior Officers' Abilities And Traits Based On United States Air Force
Officers Evaluation Reports*

Jason Wollard, USAF

Daniel Holt, USAF

Jason Bush, USAF

Debra Lovette, The Pentagon

3:00 p.m. – 3:30 p.m.

MARKETPLACE/EXHIBIT HALL (BASEMENT LEVEL)

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SOUTHWEST ACADEMY OF MANAGEMENT

March 6, 2008 (Thursday)

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

ARBORETUM- 2 (2ND FLOOR)

SESSION A **ENTREPRENEURSHIP, SMALL BUSINESS AND
MANAGEMENT CONSULTING: PROFESSIONAL
DEVELOPMENT WORKSHOP**
Entrepreneurial Competition

Introduction To The Track **Don Bradley**, University of Central Arkansas

Session Chair **Marilyn Young**, University of Texas at Tyler

Panelists: **Isaura Flores**, University of Texas at Tyler
Mary Fischer, University of Texas at Tyler

DESCRIPTION The panelists discuss the complex process of developing criteria for selecting advisory committees and selecting papers for entrepreneurial competitions. They will also discuss the process for publicizing these competitions.

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

ARBORETUM- 3 (2ND FLOOR)

SESSION B **DEVELOPMENTAL PAPERS: WORKSHOP**

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

DESCRIPTION This is a workshop for authors whose work is in progress

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

ARBORETUM- 4 (2ND FLOOR)

SESSION C **ALL ACADEMY: SYMPOSIUM**
Colleagues, Commentary And Confabulation: SWAM Turns 50!!!!

Organizer **Gayle Baugh**, University of West Florida

Panelists Past Presidents of the Southwest Academy of Management

DESCRIPTION In this session, Past Presidents of SWAM discuss the organization's past, present and future.

SOUTHWEST ACADEMY OF MANAGEMENT

March 6, 2008 (Thursday)

5:30 p.m.- 7:00 p.m.

MARKETPLACE/EXHIBIT HALL (BASEMENT LEVEL)

FBD Swap-meet

First FBD Swap-meet
(Cash Bar and light snacks)

6:30 p.m.- 7:30 p.m.

ARBORETUM- 2 (2ND FLOOR)

Meeting

Planning Meeting for 2009 conference

Presiding:

M. Suzanne Clinton, University of Central Oklahoma

Please join us for this session to share ideas and formats for the 2009 meeting. Suzanne Clinton will lead the discussion to develop innovative ideas for managing the 2009 conference. All members of the Southwest Academy of Management are encouraged to attend this session. Please come and take part in the planning and development of our 2009 meeting.

SOUTHWEST ACADEMY OF MANAGEMENT

March 7, 2008 (Friday)

7:00 a.m.- 8:15 a.m.

ARBORETUM- 1 (2ND FLOOR)

Meeting SWAM Doctoral Student Breakfast with SWAM Officers and **Thomas Lee**, AOM President (includes breakfast)

This event is open to all doctoral students participating in the SWAM meeting. Come join us for a continental breakfast and friendly discussion with the SWAM Officers and AOM President, Thomas Lee of the University of Washington.

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

ARBORETUM- 2 (2ND FLOOR)

**SESSION A ORGANIZATIONAL DEVELOPMENT AND CONFLICT
MANAGEMENT: SYMPOSIUM**
*An OD Approach To Assist In Achieving Funding To Build Organizational
Cultural Competence In A Not For Profit Organization*

Organizers: **Sherry Camden-Anders**, Alliant International University, and Anders and Associates
Greg Timberlake, Chapman University and Hinds Hospice

DESCRIPTION Participants will discuss the development and utilization of a creative approach to assisting not-for-profit organizations in achieving grant funding.

SOUTHWEST ACADEMY OF MANAGEMENT

March 7, 2008 (Friday)

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

ARBORETUM- 3 (2ND FLOOR)

SESSION B **ORGANIZATIONAL BEHAVIOR AND COMMUNICATIONS**
Organizational Citizenship And Commitment

Session Chair: **Lee Tyner**, University of Central Oklahoma

Discussants: Gayle Baugh, University of West Florida
H. Ulas Ograk, University of Louisiana at Monroe
Jaesub Lee, University of Houston

The Political Dimension Of OCB: A Conceptual Framework

H. Ulas Ograk, University of Louisiana at Monroe

Linda Matthews, University of Texas Pan American

The Effects Of Organizational Citizenship Behavior And General Mental Ability On Task Performance

Emily David, University of Houston

L. Alan Witt, University of Houston

Relationship Between Job Characteristics And Attitudes: A Study Of Temporary Employees

Jeff Slattery, Northeastern State University

T.T. Rajan Selvarajan, University of Houston – Victoria

John Anderson, East Carolina University

An Examination Of The Variables Affecting Teacher Commitment, Performance And Intent To Stay In Secondary Schools

Laura Matherly, Tarleton State University

Berkeley Desravines, Tarleton State University

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

ARBORETUM- 4 (2ND FLOOR)

SESSION C **ALL ACADEMY: PROFESSIONAL DEVELOPMENT WORKSHOP**
Jump Start And Polish Academic Writing

Organizer: **Janice Black**, New Mexico State University

DESCRIPTION This workshop focuses on two things - providing participants with tools to jump start and improve their writing efforts.

SOUTHWEST ACADEMY OF MANAGEMENT

March 7, 2008 (Friday)

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

ARBORETUM- 5 (2ND FLOOR)

SESSION D ROUNDTABLE SESSIONS

ROUNDTABLE 1: HUMAN RESOURCES, CAREERS, GENDER AND DIVERSITY, AND SOCIAL ISSUES

Behavior And Performance At Work

Facilitator: **Brett Landry**, University of Dallas

Improved Job Analysis Using Six Sigma Methods

Treena Gillespie, University of South Alabama

Kelly Woodford, University of South Alabama

Alan Chow, University of South Alabama

Dirty Work Revisited

Dee Birnbaum, Rhodes College

Nicholas McKinney, Rhodes College

Positive Job Response And Ethical Job Performance

Sean Valentine, University of Wyoming

Philip Varca, Lamar University

Lynn Godkin, Mississippi State University

Tim Barnett, Mississippi State University

Too Much Of A Good Thing: Why Over-Commitment Hurts Ethical Behavior And How Human Resource Practices Can Help

James Guzak, University of Texas at Arlington

Kenneth Price, University of Texas at Arlington

ROUNDTABLE 2: INTEGRATED: BUSINESS POLICY AND STRATEGY, INTERNATIONAL MANAGEMENT, AND ENTREPRENEURSHIP

Workplace Ethics; Governance and Interfirm Trust

Facilitator: **Jennie Johnson**, University of Texas at Brownsville

Toward An Improved Measure Of Intent To Act Ethically

Jennie Johnson, University of Texas at Brownsville

Albert Wiswell, Virginia Polytechnic Institute and State University

What A Tangled Web We Weave: Romance, Harassment, & Violence In Small Businesses

Janie Gregg, University of West Alabama

M. Suzanne Clinton, University of Central Oklahoma

Sox As Safeguard And Signal: The Impact Of The Sarbanes Oxley Act Of 2002 On Corporate Governance

Walter Sherman, Texas A&M University – Corpus Christi

Valerie Chambers, Texas A&M University – Corpus Christi

Minimizing Transaction Costs Through Interfirm Trust: Measurement Issues

Isaac Wanasika, New Mexico State University

SOUTHWEST ACADEMY OF MANAGEMENT

March 7, 2008 (Friday)

10:00 a.m. – 10:30 a.m.

MARKETPLACE/EXHIBIT HALL (BASEMENT LEVEL)

FBD Coffee Break

Please make plans to visit the exhibits for information on the latest books and newest educational technologies.
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10:30 a.m.- Noon

ARBORETUM- 2 (2ND FLOOR)

ALL ACADEMY

SESSION A

The Academy Of Management: Reflections And Future Directions

Session Chair: **Scott Douglas**, University of Montana

Presenter **Thomas Lee**, President – Academy of Management

DESCRIPTION During this session Tom will share his insights into the past, present and future of the Academy.

10:30 a.m.- Noon

ARBORETUM- 3 (2ND FLOOR)

SESSION B **INTEGRATED: ENTREPRENEURSHIP, INTERNATIONAL MANAGEMENT AND ORGANIZATIONAL BEHAVIOR** *Culture: Influence; Development And Adoption*

Session Chair: **Jim Myers**, Tarleton State University

Discussants: **Charles Englehardt**, Saint Leo University
David Boggs, Eastern Illinois University
Karen Newman, University of Denver

Virtual Teams Of SMEs: Cultural Adaptation, Communication Quality, And Interpersonal Trust
Hsin Hsin Chang, National Cheng Kung University
Hsu-Wei Hsieh, National Cheng Kung University

The Influence Of Hispanic Ethnicity On Information And Communications Technology Adoption And Use In Small And Medium Businesses
Karen Middleton, Texas A&M University-Corpus Christi
Kent Byus, Texas A&M University-Corpus Christi

Acting Your Way Into A New Way Of Thinking: Understanding The Process-Culture Linkage
Charles Englehardt, Saint Leo University
Michael Nastanski, Saint Leo University

Inconsistencies In Organizational Culture-Performance Research: Toward A Model Of Content Validity
Laurence Weinzimmer, Bradley University
Audie Brown, Bradley University
Jenny Franczak, Bradley University
Eric Michel, Bradley University

SOUTHWEST ACADEMY OF MANAGEMENT

March 7, 2008 (Friday)

10:30 a.m.- Noon

ARBORETUM- 4 (2ND FLOOR)

SESSION C FACULTY LEARNING AND INNOVATION: PROFESSIONAL DEVELOPMENT WORKSHOP

The Hows And Whys Of Writing Winning Reviews

Organizer: **Sherry Sullivan**, Bowling Green State University

Panelists: **Shawn Carraher**, Cameron University
Gayle Baugh, University of West Florida
K. Michele Kacmar, University of Alabama

DESCRIPTION Participants in this session will discuss the specifics on how to write better reviews, and how by writing better reviews scholars can enhance their own research productivity.

10:30 a.m.- Noon

ARBORETUM- 5 (2ND FLOOR)

SESSION D ROUNDTABLE SESSIONS

ROUNDTABLE 1: INTEGRATED: ORGANIZATIONAL DYNAMICS, FACULTY LEARNING AND ORGANIZATIONAL BEHAVIOR

Organizational Effectiveness And Using Organizational Tools To Develop Individual Performance

FACILITATOR Sherry Camden-Anders, Alliant International University

Improving OD Effectiveness
Carter Franklin, DeVry University

Business Strategy As Individual Coaching Tool: Business Strategy Concepts Applied To Personal Development
Walter Scott Sherman, Texas A&M – Corpus Christi

The Learning Organization As A Strategy For Competitive Advantage: Are Efforts Reaching All Organizational Levels
Teresa Weldy, University of South Alabama

Integrating The Wall Street Journal Into A Business School Curriculum: A Success Story At Samford University
David Loudon, Samford University
Charles Carson, Samford University

Educational Leadership: The Effects Of Organization Based Self Esteem On Citizenship Behaviors
Nicholas Twigg, Coastal Carolina University
Michael Latta, Coastal Carolina University
Richard Martin, Coastal Carolina University

SOUTHWEST ACADEMY OF MANAGEMENT

ROUNDTABLE 2: INTEGRATED: BUSINESS POLICY AND STRATEGY, TECHNOLOGY INNOVATION AND OPERATIONS MANAGEMENT, AND ENTREPRENEURSHIP

Winning Awards, Managing Dissimilarity, And Organizational Performance And Financing

FACILITATOR Kathleen Voges, Texas A&M Kingsville at San Antonio

Empirical Examination Of The Comparative Financial Results Of Baldrige Award Winners

Martha Sale, Sam Houston State University

R. Samuel Sale, Louisiana Tech University

Buyer-Seller Publicness Dissimilarity And Red Tape In Privatized Relationships

Kathleen Voges, Texas A&M Kingsville at San Antonio

G. Tyge Payne, Texas Tech University

Christopher Shook, Auburn University

Public Or Private Financing: A Management Decision

Don Bradley, University of Central Arkansas

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

ARBORETUM- 2 (2ND FLOOR)

SESSION A *ALL ACADEMY: Management In Professional Sports: The Phenomenal Development Of The Houston Astros' AAA Minor League Baseball Affiliate, The Round Rock Express*

ORGANIZER Larry Garner, Tarleton State University

Panelists **Reid Ryan**, Owner and CEO, Round Rock Express
Jay Miller, Owner and COO, Round Rock Express

DESCRIPTION This presentation will give us insights into the management style and leadership success of an outstanding sports organization.

SOUTHWEST ACADEMY OF MANAGEMENT

March 7, 2008 (Friday)

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

ARBORETUM- 3 (2ND FLOOR)

SESSION B BUSINESS POLICY AND STRATEGY, PUBLIC AND NONPROFIT ISSUES, RESEARCH METHODS AND HEALTHCARE MANAGEMENT

Healthcare Management: Curriculum And Best Practices

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

Discussants: **John Humphreys**, Texas A&M – Commerce
Stephanie Pane, Texas A&M – Commerce
Jennie Johnson, University of Texas at Brownsville

Implementing Cultural And Linguistic Competence In Health Care Management Curriculum

Marilyn Whitman, University of Alabama
Juliet Davis, University of Alabama

Attracting, Educating, And Graduating More Nursing Students Via SWOT Analysis

Stephen Crow, University of New Orleans
Sandra Hartman, University of New Orleans
Sathiadev Mahesh, University of New Orleans
Christy McLendon, University of New Orleans
Steve Henson, Western Carolina University
Paul Jacques, Western Carolina University

An Exploratory Study Of Advocacy Among Expert Dialysis Nurses

Jennie Godkin, Lamar University

Critical To Quality Characteristics Of Excellent Hospitals: A Case Study Approach

Vic Sower, Sam Houston State University
Jo Ann Duffy, Sam Houston State University
Gerald Kohers, Sam Houston State University

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

ARBORETUM- 4 (2ND FLOOR)

SESSION C FACULTY LEARNING AND INNOVATION: PROFESSIONAL DEVELOPMENT WORKSHOP

Pedagogical Landscapes For The 21st Century: A Business Professor And Students Encounter A Great Books Program

Organizer: **Yvonne Smith**, University of La Verne

DESCRIPTION In this session participants will discuss their experiences with the Great Books Program, and how these experiences reshaped their perspective on learning. Additionally, participants will discuss how the best practices for a Great Books Program can be utilized in business school settings.

SOUTHWEST ACADEMY OF MANAGEMENT

March 7, 2008 (Friday)

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

ARBORETUM- 5 (2ND FLOOR)

SESSION D ROUNDTABLE SESSIONS

ROUNDTABLE 1: INTEGRATED: INTEGRATED: BUSINESS POLICY AND STRATEGY, TECHNOLOGY INNOVATION AND OPERATIONS MANAGEMENT

RT 1: Integrated: Managing Interactions: Strategic And Structural Choice

FACILITATOR **Teresa Weldy**, University of South Alabama

Linking Strategy And Managerial Networking: A Conceptual Framework For Strategic Choice
Anat BarNir, University of North Texas

A Structural Environment-Based Model Of Organizations' Strategy Orientations: Specification And Empirical Test

Jean Baptist Dodor, Jackson State University

The Affect Of Environment Factors In The Selection Of Organizational Structures

George Kenyon, Lamar University

Charles Hawkins, Lamar University

Leadership: Managing People, Information And Networks In Complex Organizations

Kalu Kalu, Auburn University – Montgomery

ROUNDTABLE 2: INTERNATIONAL MANAGEMENT, OMT, MANAGEMENT AND ORGANIZATIONAL COGNITION, AND MANAGEMENT EDUCATION AND DEVELOPMENT: SYMPOSIUM

Knowledge Transfer, Decision-Making, And Social And Team Cognition

FACILITATOR **Jamie Collins**, Baylor University

Communication And Social Cognition Systems: A Model Of Information-Integration For Knowledge Management

Marilyn Macik-Frey, Nicholls State University

Knowledge Transfer, Corporate Universities And Competitive Advantage: A Contingency Approach

Samantha Murray, SBC Global

Kimberly Merritt, Oklahoma Christian University

M. Suzanne Clinton, University of Central Oklahoma

Storying Crisis: What Neuroscience Can Teach Us About Group Decision Making

David Tobey, New Mexico State University

Team Cognition: A Study Of Development

Stephanie Solansky, University of Houston – Victoria

SOUTHWEST ACADEMY OF MANAGEMENT

March 7, 2008 (Friday)

3:00 p.m. – 3:30 p.m.

MARKETPLACE/EXHIBIT HALL (BASEMENT LEVEL)

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!

March 7, 2008 (Friday)

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

ARBORETUM- 2 (2ND FLOOR)

SESSION A ALL ACADEMY:

The Distinguished Paper And The Distinguished Educator Session:

Organizer: **Scott Douglas**, University of Montana

DISTINGUISHED PAPER

Sequential And Multiple Simultaneous Mentoring Relationships:

Is More Really Better

Gayle Baugh, University of West Florida

The 2007 OUTSTANDING EDUCATOR

Subject Matter Mastery And Instructional Administrative Responsibilities:

Why It Isn't Enough To Be An Expert

Shawn Carraher, Cameron University

SOUTHWEST ACADEMY OF MANAGEMENT

March 7, 2008 (Friday)

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

ARBORETUM- 3 (2ND FLOOR)

SESSION B **INTERNATIONAL MANAGEMENT, OMT, MANAGEMENT AND ORGANIZATIONAL COGNITION, AND MANAGEMENT EDUCATION AND DEVELOPMENT**

Foreign Direct Investment, And MNC And Subsidiary Performance

Session Chair: **Troy Voelker**, University of Tennessee at Martin

Discussant: **Jamie Collins**, Baylor University
 Yan Cimon, University Laval
 David Boggs, Eastern Illinois University

The Effects Of Ownership, Timing, And Value-Chain Effects On Subsidiary Survival
David Boggs, Eastern Illinois University

Home Country Institutions As Drivers Of Investments Into Emerging Markets
Jamie Collins, Baylor University
Dan Li, Indiana University-Bloomington

Do Business Strategies And Ethics Pay-Off? The Case Of The Arab World
Rock Antoine Mehanna, Notre Dame University
Youssef Yazbeck, University of Saint-Joseph

Global Corporations And Global Brands: Historical Antecedents And Future Trends
Kabir Sen, Lamar University
George Kenyon, Lamar University

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

ARBORETUM- 4 (2ND FLOOR)

SESSION C **DEVELOPMENTAL PAPERS: WORKSHOP 3**

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

DESCRIPTION This is a workshop for authors whose work is in progress

SOUTHWEST ACADEMY OF MANAGEMENT

March 7, 2008 (Friday)

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

ARBORETUM- 5 (2ND FLOOR)

SESSION D ROUNDTABLE SESSIONS

ROUNDTABLE 1: INTEGRATED: INTERNATIONAL MANAGEMENT OMT, MANAGEMENT AND ORGANIZATIONAL COGNITION, AND MANAGEMENT EDUCATION AND DEVELOPMENT, AND ORGANIZATIONAL BEHAVIOR

System Representation, Cognitive Fit, Schemas And Negotiating Strategy

FACILITATOR Stephanie Solansky, University of Houston – Victoria

All Systems Go: A Systems Theory Approach To Images Of Organizations In Cartoons, Comics, And Graphic Novels

Jeremy Short, Texas Tech University

On Affect And Activated Schemas: Examining The Curvilinear Relationship Of Negotiator Satisfaction To Activated Schema Richness In Negotiation

Dejun Kong, Washington University

William Bottom, Washington University

Problem Solving Style As Related To Person-Vocation Fit And Person-Organizational Hierarchy Level Fit

Min Basadur, University of Illinois-Chicago

Timothy Basadur, University of Illinois-Chicago

Garry Gelade, McMaster University

The Effects Of Justice Orientation On The Relationship Between Opponent's Reputation And Choice Of Negotiating Strategy

Andrew Hinrichs, Texas A&M University

ROUNDTABLE 2: INTEGRATED: FACULTY LEARNING, TECHNOLOGY INNOVATION AND OPERATIONS MANAGEMENT, BUSINESS POLICY AND STRATEGY, AND ENTREPRENEURSHIP

Contemporary Issues In Education: Online Learning, Strategic Relevance, And Entrepreneurial Pedagogy

FACILITATOR Sandra Hartman, University of New Orleans

An Investigation Of The Experiences Of New Orleans Faculty And Students

Sandra Hartman, University of New Orleans

Mary Jo Dematteis, University of Maryland

Minority Students' Perceptions Of Blackboard Pre- And Post- The Hurricane Katrina Disaster

Lillian Fok, University of New Orleans

Sandra Hartman, University of New Orleans

Susan Zee, Southeastern Louisiana University

Is Strategic Management (Still) Responsible For The Demise Of Society?

Nancy Landrum, University of Arkansas at Little Rock

Sandy Edwards, Northeastern State University

SOUTHWEST ACADEMY OF MANAGEMENT

Using Project Management To Implement Strategic Planning And A Strategic Scorecard In A University Setting

Laura Matherly, Tarleton State University

Mohammed El-Saidi, Tarleton State University

Daniel Martin, Tarleton State University

A New Tool In The Entrepreneurial Education Bag: Using Ebay To Enhance Students Learning

Laurent Josien, Mount Marty College

March 7, 2008 (Friday)

5:15 p.m.- 6:15 p.m.

ARBORETUM- 5 (2ND FLOOR)

Meeting: **Southwest Academy of Management Annual Business Meeting**

Presiding: **Darla Domke-Damonte**, Coastal Carolina University

Greetings: **Thomas Lee**, The University of Washington
President, Academy of Management

All members of the Southwest Academy of Management are invited and encouraged to attend this meeting to discuss matters of importance to the SWAM membership. New officers and other individuals who have made contributions to the program will be recognized at this time. Additionally, we will be giving out the customary "free" drink tickets, which can be redeemed at the reception immediately following the meeting.

March 7, 2008 (Friday)

6:30 p.m.- 8:00 p.m.

WINDOW BOX (2ND FLOOR)

Reception **Southwest Academy of Management Reception**

All members of the Southwest Academy of Management are invited and encouraged to attend this reception. This is a time for relaxing, unwinding and enjoying the opportunity to share time with colleagues and friends. So, come and redeem your drink ticket and enjoy some good food and great camaraderie.

SOUTHWEST ACADEMY OF MANAGEMENT

March 8, 2008 (Saturday)

8:00 a.m.- 5:00 p.m.

ARBORETUM- 3 (2ND FLOOR)

Meeting: Doctoral Student Consortium

Organizer: Gayle Baugh, University of West Florida

8:30 a.m. – 10:00 a.m.

ARBORETUM- 5 (2ND FLOOR)

SESSION A **ROUNDTABLE SESSIONS**

ROUNDTABLE 1: HUMAN RESOURCES, CAREERS, GENDER AND DIVERSITY, AND SOCIAL ISSUES

Gender And Careers

Facilitator **John Humphreys**, Texas A&M – Commerce

Do Organizational Policies Prevent Women From Fully Participating In The High Technology Work Forces? An Investigation Of Work Cultures And Female Gender Roles

Meghna Virick, San Jose State University

Kenneth Wheeler, University of Texas at Arlington

Juliana Lilly, Sam Houston State University

Computer Attitudes And Usage: Do Gender Differences Still Exist?

Brett Landry, University of Dallas

Dinah Payne, University of Dallas

The Perils Of Pioneering Paulines

Karen Newman, University of Denver

Gender Differences In Emotional Competencies And Charismatic Leadership In The People's Republic Of China

John Humphreys, Texas A&M – Commerce

Stephanie Pane, Texas A&M – Commerce

8:30 a.m. – 10:00 a.m.

ARBORETUM- 4 (2ND FLOOR)

SESSION B **ROUNDTABLE SESSIONS**

ROUNDTABLE 2: WORKSHOP

Developmental Papers

Facilitator **Janice Black**, New Mexico State University

SOUTHWEST ACADEMY OF MANAGEMENT

March 8, 2008 (Saturday)

10:30 a.m. – Noon

ARBORETUM- 5 (2ND FLOOR)

SESSION A **ROUNDTABLE SESSIONS**

ROUNDTABLE 1: ORGANIZATIONAL BEHAVIOR AND COMMUNICATIONS

Leadership, Feedback, And Research Productivity

Facilitator: **Karen Middleton**, Texas A&M University-Corpus Christi

The Impact Of Leader Style On Problem Solving In Complex Situations

Karen Middleton, Texas A&M University-Corpus Christi

Kent Byus, Texas A&M University-Corpus Christi

Can Trait Theory Work If Critical Mass Is Achieved?

Tom Coyle, University of Texas – Brownsville

The Impact Of Leader Behavior On Followers' Propensity To Volunteer Upward Feedback

Brandon Kilburn, University of Tennessee at Martin

Coy Jones, University of Memphis

Working Environment And The Research Productivity Of Doctoral Students In Management

Kihwan Kim, Southern Illinois University

Steve Karau, Southern Illinois University

10:30 a.m. – Noon

ARBORETUM- 4 (2ND FLOOR)

SESSION B **ROUNDTABLE SESSIONS**

ROUNDTABLE 2: WORKSHOP

Developmental Papers

Facilitator **Janice Black**, New Mexico State University

CONGRATULATIONS!

Recipient of the 2008 McGraw-Hill/Irwin Distinguished Paper Award

Gayle Baugh, University of West Florida

Recipient of the 2008 South-Western, A Part of Cengage Learning, Outstanding Educator Award

Sherry Sullivan, Bowling Green State University