2007 - 2008 OFFICERS

President
Darla Domke-Damonte, Coastal Carolina University

President - Elect
Larry Garner, Tarleton State University

Program Chair
Scott Douglas, University of Montana

Program Chair Elect
M. Suzanne Clinton, University of Central Oklahoma

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Pamela Zelbst, Sam Houston State University

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Karen Middleton, Texas A&M at Corpus Christi
Alix Valenti, University of Houston at Clear Lake

Proceedings Editor
Nicholas Twigg, Coastal Carolina University

Newsletter Editor
Chester Cotton, Texas A&M University – Commerce

Historian and Archivist
Susan Hanlon, University of Akron

Immediate Past President
Gayle Baugh, University of West Florida

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 Carraber, 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
## SPECIAL EVENTS

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

### 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.
<table>
<thead>
<tr>
<th>Time</th>
<th>Location</th>
<th>Session A</th>
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</thead>
<tbody>
<tr>
<td>7:00 a.m. – 8:15 a.m.</td>
<td>LIBRARY (2ND FLOOR)</td>
<td><strong>SWAM Officers’ Meeting</strong></td>
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<tr>
<td>Presiding</td>
<td>Darla Domke-Damonte, Coastal Carolina University</td>
<td>President, Southwest Academy of Management</td>
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<tr>
<td>8:30 a.m. – 10:00 a.m.</td>
<td>ARBoretum- 2 (2ND FLOOR)</td>
<td><strong>ORGANIZATIONAL DEVELOPMENT AND CONFLICT MANAGEMENT: SYMPOSIUM</strong></td>
</tr>
<tr>
<td>Session Chair</td>
<td>Therese Yaeger, Benedictine University</td>
<td><strong>OD For The 21st Century: Landscapes For Positive Global Change</strong></td>
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<tr>
<td>PANELISTS:</td>
<td>Peter Sorensen, Benedictine University</td>
<td>Thomas Head, Roosevelt University</td>
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<td></td>
<td>Sue Sweem, Akzo Nobel Inc.</td>
<td>Philip Anderson, Johnson Diversey Inc.</td>
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<td></td>
<td>Robert Sloyan, Tru Vue</td>
<td>Jim Dunn, American Cancer Society</td>
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<tr>
<td>DESCRIPTION</td>
<td>The panelists address one of the most critical issues facing the OD field – positive organization development and change on a global basis.</td>
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<tr>
<td>Session</td>
<td>Title</td>
<td>Presenters</td>
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<tr>
<td>B</td>
<td>Introduction To The Track</td>
<td>Ken Masters, Cameron University</td>
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<td></td>
<td>Session Chair: Curtis Wesley, Texas A&amp;M University</td>
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<tr>
<td></td>
<td>Discussants: Karla Peterson, University of Central Oklahoma</td>
<td>Isaac Wanasika, New Mexico State University</td>
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<tr>
<td></td>
<td>Board Structure, Ownership Structure, And Firm Performance In Chinese Publicly Listed Firms</td>
<td>Yan Liu, Louisiana Tech University</td>
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<td></td>
<td>Guclu Atinc, Louisiana Tech University</td>
<td>Mark Kroll, Louisiana Tech University</td>
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<td>Ying Wang, University of Louisiana at Monroe</td>
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<td></td>
<td>Performance Differences Between Entrepreneurial And Non-Entrepreneurial Organizations:</td>
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<td></td>
<td>Extending The Strategy-Structure-Performance Paradigm To 21st Century Organizational</td>
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<td></td>
<td>Landscapes</td>
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<td></td>
<td>Daniel Jennings, Texas A&amp;M University</td>
<td>Kevin Hindle, Swinburne University of Technology</td>
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<td></td>
<td>Kicking Up Dust: Growth As An Irrational Market Response</td>
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<td></td>
<td>Troy Voelker, University of Tennessee at Martin</td>
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<td></td>
<td>Stakeholder Management Strategies And Firm Performance: An Empirical Examination Of Strategy Content</td>
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<tr>
<td></td>
<td>Michael Banks, University of Houston</td>
<td>Dusya Vera, University of Houston</td>
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</table>
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.

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
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

**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

**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
- **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
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.

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

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.
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

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.
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)  

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 2009 FBD conference ($250 value). Must be present to win.
### 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.

### 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.

### 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.
March 6, 2008 (Thursday)

<table>
<thead>
<tr>
<th>5:30 p.m.- 7:00 p.m.</th>
<th>MARKETPLACE/EXHIBIT HALL (BASEMENT LEVEL)</th>
</tr>
</thead>
<tbody>
<tr>
<td>FBD Swap-meet</td>
<td>First FBD Swap-meet</td>
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<tr>
<td></td>
<td>(Cash Bar and light snacks)</td>
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</tbody>
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<table>
<thead>
<tr>
<th>6:30 p.m.- 7:30 p.m.</th>
<th>ARBORETUM- 2 (2ND FLOOR)</th>
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<tbody>
<tr>
<td>Meeting</td>
<td>Planning Meeting for 2009 conference</td>
</tr>
<tr>
<td>Presiding:</td>
<td>M. Suzanne Clinton, University of Central Oklahoma</td>
</tr>
</tbody>
</table>

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.
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.
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  

SESSION C  ALL ACADEMY: PROFESSIONAL DEVELOPMENT WORKSHOP  

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.
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

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. Please let exhibitors know how much we appreciate their presence and continued support!

Drawing for complimentary 2-night regular hotel room at 2009 FBD conference ($250 value). Must be present to win. (Non-transferable)

10:30 a.m.- Noon ARBORETUM- 2 (2ND FLOOR)

SESSION A

ALL ACADEMY

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 Weinziermer, Bradley University

Audie Brown, Bradley University

Jenny Franczak, Bradley University

Eric Michel, Bradley University
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.

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
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


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.
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

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.
SESSION D  ROUNDTABLE SESSIONS

ROUNDTABLE 1: 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
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!

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
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<td>The Effects Of Ownership, Timing, And Value-Chain Effects On Subsidiary Survival</td>
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<td>Do Business Strategies And Ethics Pay-Off? The Case Of The Arab World</td>
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<td>DESCRIPTION This is a workshop for authors whose work is in progress</td>
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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
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.  
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.

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.
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
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

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