

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

2008-2009 OFFICERS

President	Larry Garner, Tarleton State University
President-Elect	Scott Douglas, University of Montana
Program Chair	M. Suzanne Clinton, University of Central Oklahoma
Program Chair-Elect	Janice Black, California State University-Bakersfield
Secretary	Pamela Zelbst, Sam Houston State University
Treasurer/Membership Chair	Sandra D. Edwards, Northeastern State University
Representatives-at-large	Therese Yaeger, Benedictine University Karen Middleton, Texas A&M University Corpus Christi Alix Valenti, University of Houston – Clear Lake
Proceedings Editor	Nicholas Twigg, Coastal Carolina University
Historian and Archivist	Susan C. Hanlon, The University of Akron
Immediate Past President	Darla Domke-Damonte, Coastal Carolina University

CONGRATULATIONS!

Recipient of the 2009 McGraw-Hill/Irwin Distinguished Paper Award

Are We Really So Different? An Empirical Study of Generational Differences and Careers

Sherry Sullivan, Bowling Green State University

Monica Forret, St. Ambrose University

Shawn Carraher, Cameron University

Lisa Mainiero, Fairfield University

Recipient of the 2009 Cengage Outstanding Educator Award

Peter Sorensen, Benedictine University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

2008-2009 TRACK CHAIRS

Business Policy and Strategy / Public and Nonprofit Issues / Research Methods / Health Care Management	Mark Poulos, St. Edward's University
Entrepreneurship / Small Business / Management Consulting	Laurent Josien, Mount Marty College
Organizational Behavior / Organizational Communication	John N. Davis, Hardin-Simmons University
Human Resources / Careers / Gender & Diversity in Organizations / Social Issues in Management	Lee Tyner, University of Central Oklahoma
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	Peter Sorensen, Therese Yaeger, Benedictine University
Faculty Learning and Innovation	Janie Gregg, The University of West Alabama
Developmental Papers	Janice Black, California State University-Bakersfield

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 25, 2009
(Wednesday)**

1:30 – 3:00 p.m.

Room 1

TRACK TITLE International Management / Organizational & Management Theory /
Critical Management Studies/ Management & Organizational Cognition /
Management Education & Development

INTRODUCTION
TO TRACK **Shawn Carraher**, Cameron University, Track Chair

SESSION A Globalization and Multi-country Research

Session Chair: **Robert Yuyuenyongwatana**, Cameron University
Discussants: **Terrence Paridon**, Cameron University
 Courtney Russ-Kerneke, Texas A & M University - Commerce
 Theresa Sadler, Texas A & M University - Commerce

The Effect of Service Failure and Recovery on Airline-Passenger Relationships: A Comparison Between South Africa and United States Airline Passengers

Derik Steyn, Cameron University
Pierre Mostert, North-West University
Christine De Meyer, North-West University
Renier Jansen van Rensburg, North-West University

Internal Communication at DaimlerChrysler South Africa: A Qualitative Perspective on Two-Way Symmetrical Communication and Internal Marketing

Derik Steyn, Cameron University
Elanie Steyn, University of Oklahoma
Marieke Van Rooyen, University of Stellenbosch

Research Challenges in the Age of Globalization: Conducting Cross-Disciplinary Cross-Cultural Research Projects

Terry Coalter, NorthWest Missouri State University
Anthony Olson, NorthWest Missouri State University

1:30 – 3:00 p.m.

Room 2

TRACK TITLE Organizational Development / Conflict Management

SESSION B: Crafting the OD Discipline: Integrating Theory and Industry

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

PRESENTER
& Affiliation **Therese Yaeger**, Benedictine University
 Toni Knott, Alliant International University
 Jason Wolf, Benedictine University
 Scott Sherman, Texas A&M-Corpus Christi

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 25, 2009
(Wednesday)**

1:30 – 3:00 p.m.

Room 3

TRACK TITLE Organizational Development / Conflict Management

SESSION C: **Crafting Tomorrow's OD Industry: Topics on the Horizon**

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

PRESENTER
& Affiliation **Peter Sorensen**, Benedictine University
 Amy Alferman, Doctoral Student, Benedictine University
 Jan Kirby, Doctoral Student, Benedictine University
 Deb Colwill, Doctoral Student, Benedictine University
 Tiffany Yates, Doctoral Student, Benedictine University
 Neal P. Breslin, Sears Holding Company-IT Support Services

1:30 – 3:00 p.m.

Room 4

TRACK TITLE All Academy

SESSION D: **Utilizing Competitions as a Method of Teaching**

PRESENTER **David Thomison**, Vice President Enterprise Services, i2E, Inc., Tulsa, OK
 Lowell Busenitz, University of Oklahoma

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



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

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 25, 2009
(Wednesday)**

3:30 – 5:00 p.m.

Room 1

TRACK TITLE Entrepreneurship and Small Business

INTRODUCTION

TO TRACK Laurent Josien, Track Chair, Mount Marty College

SESSION A Getting to know the Entrepreneurs

Session Chair: Nicholas W. Twigg, Coastal Carolina University

Discussants: Karen L. Middleton, Texas A & M University, Corpus Christi

Nicholas W. Twigg, Coastal Carolina University

Karen L. Middleton, Texas A & M University, Corpus Christi

Entrepreneurship, General Management, and Healthcare Journal Rankings by Entrepreneurship Faculty Members

Shawn Carraher, Cameron University

Terrence Paridon, Cameron University

Tracing the Evolution of Entrepreneurs: A Multi-Domain/Multi-Level Probabilistic Epigenesis Perspective

Karen L. Middleton, Texas A & M University, Corpus Christi

Toward a Better Understanding of Personality, Self-Efficacy Cognitions, and Entrepreneurial Intentionality

Bryan Fuller, Louisiana Tech University

Yan Liu, Louisiana Tech University

Jon Pratt, Louisiana Tech University

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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 25, 2009
(Wednesday)**

3:30 – 5:00 p.m.

Room 2

TRACK TITLE Human Resources/ Careers/ Gender & Diversity in Organizations/ Social Issues
in Management

SESSION B Testing, Bias, and Discrimination

Session Chair: **Alix Valenti**, University of Houston, Clear Lake
Discussants: **Paul Shelton**, University of Central Oklahoma
 Gayle Baugh, University of West Florida
 Ethan Waples, Louisiana State University in Shreveport

How Future Business Leaders Feel About Hiring Illegal Immigrants

Bill Price, University of Texas of the Permian Basin
John Perez, University of Texas of the Permian Basin

Hidden Bias: Evaluation of Overweight Male and Female Job Applicants

William Wardrope, University of Central Oklahoma
Renee Warning, University of Central Oklahoma

Do Personality Tests in Pre-Employment Screening Violate the ADA?

Jennifer Barger Johnson, University of Central Oklahoma

3:30 – 5:00 p.m.

Room 3

TRACK TITLE Organizational Development / Conflict Management

INTRODUCTION

TO TRACK **Peter Sorensen**, Benedictine University
 Therese Yaeger, Benedictine University

SESSION C Integrating Scholars and Industry: Paradox, Diversity and Divides

Session Chair: **Toni Knott**, Alliant International University
Discussants: **Tiffany Yates**, Doctoral Student, Benedictine University

Bridging the Scholar-Practitioner Divide: Integrating the Academy and Industry through an Exploration of Paradox and its Application in the Organization Sciences

Jason Wolf, Benedictine University

From Entrepreneurial State to State of Entrepreneurs: Ownership Implication of the Transformation in Mexican Governance since 1982

Josè G. Vargas-Hernández, Universidad de Guadalajara

Diversity Training: Its Failures and Consequences

Lee Tyner, University of Central Oklahoma
Oraynab Mohamad, University of Central Oklahoma

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 25, 2009
(Wednesday)**

3:30 – 5:00 p.m.

Room 4

TRACK TITLE Organizational Development / Conflict Management

**SESSION D: Reaching Across Borders: Using Organization Development to Improve
Health Care in a Rural Mexican Village**

Students and program volunteers will join the faculty to describe and reflect on their experiences of using organization development and the action research methodology to affect change in health care in a rural Mexican village.

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

PRESENTER **Charles Touton**, MD, LIGA
Gordon Knott, Rotary International

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



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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 26, 2009
(Thursday)**

7:00 a.m. – 8:15 a.m.

Room 16

MEETING: SWAM Officer's Meeting and Breakfast

Presiding: **Larry Garner**, Tarleton State University
President, Southwest Academy of Management

8:30 a.m. – 10:00 a.m.

Room 9

TRACK TITLE International Management / Organizational & Management Theory / Critical Management Studies/ Management & Organizational Cognition / Management Education & Development

SESSION A Domestic and International Work Practices

Session Chair: **Theresa Sadler**, Texas A & M University - Commerce

Discussants: **Greg Treadwell**, Cameron University
Kendra Ingram, Texas A & M University – Commerce
Ken Masters, Cameron University

High Performance Work Practices and Knowledge Transfer within US Multinational Corporations: The Moderating Effects of Host Countries' Institutional and Cultural Environments

Bing Bai, University of Redlands

Ruth Aguilera, University of Illinois at Urbana Champaign

North American Economic Integration and Terrorism

Yan Cimon, Universite Laval

Andrew Papadopoulos, HEC Montreal

E Pluribus Unum: Creating Viable Organizational Culture Types

Sue Hartl, Capella University & Nyack College

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



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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 26, 2009
(Thursday)**

8:30 a.m. – 10:00 a.m.

Room 10

TRACK TITLE Organizational Development / Conflict Management

SESSION B **Crafting our Learning: Conflict, Sources and Resilience**

Session Chair: **Scott Sherman**, Texas A&M-Corpus Christi

Discussant: **Amy Alferman**, Doctoral Student, Benedictine University

Jan Kirby, Doctoral Student, Benedictine University

Deb Colwill, Doctoral Student, Benedictine University

Towards an Identification of Core Sources in Organizational Development Using Doctoral Dissertations
Gretel Stock-Kuperman, Director, Consulting and Continuing Education, Metropolitan Library System

Bent Not Broken: Developing Organizational Resilience

Wenwen Liu, Yihua Wang, School of Economics and Management, Tsinghua University, Beijing, China

Integrating Conflict Situation, Personal Characteristics, and Behavior in the Workplace

Jennie S. Johnson, The University of Texas at Brownsville

Barbara B. Nussbaum, The University of Texas at Brownsville

8:30 a.m. – 10:00 a.m.

Room 11

TRACK TITLE Organizational Development / Conflict Management and International
Management

SESSION C: **New Opportunities and Approaches for Organization Development in
Southeast Asia**

SESSION CHAIR **Peter Sorensen**, Benedictine University

PRESENTER **Therese Yaeger**, Benedictine University

Shawn Carraher, Cameron University

Peter Sorensen, Benedictine University

 Taiwan Students: Benedictine Doctoral Students

Chieh-Ming (Jay) Chiang

Wan-Ju Chung (Carol)

Chuan-I Kuo (Edward)

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



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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 26, 2009
(Thursday)**

8:30 a.m. – 10:00 a.m.

Room 12

TRACK TITLE All Academy

SESSION D: Assessment, Accreditation, Self-study, etc.: What Next?

PRESENTER **Gerry Huybregts**, Eastern New Mexico University

10:00 a.m. – 10:30 a.m.

Ballroom C

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!

*Drawings for a complimentary FBD 2010 & FBD 2011 registration fee only and an I-Pod
Must be present to win.*

10:30 a.m. – Noon

Room 10

TRACK TITLE Faculty Learning and Innovation

INTRODUCTION

TO TRACK **Janie Gregg**, The University of West Alabama, Track Chair

SESSION B: **Empowering Faculty: Develop Your own Multimedia Content with Free Software**

PRESENTER **Karen Hardin**, Cameron University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 26, 2009
(Thursday)**

10:30 a.m. – Noon

Room 11

TRACK TITLE All Academy

SESSION C: Overcoming the Obstacles to Publishing

PRESENTER **Jo Ann Duffy**, Sam Houston State University

10:30 a.m. – Noon

Room 12

TRACK TITLE All Academy

**SESSION D: Build it and they Will Come: How to Create a 1,000-Member Business
Network on a Volunteer Budget**

PRESENTER **Larry Musslewhite**, Employer Council, Workforce Oklahoma
Vickie Karns, Program Manager, Center for Executive and Professional
Development, Oklahoma State University
Lee Tyner, University of Central Oklahoma

12:00 p.m. – 1:30 p.m.

Lunch Break

1:30 p.m. – 3:00 p.m.

Ballroom B

TRACK TITLE ALL ACADEMY--Invited Session

SESSION A: Crisis Management: Waco

PRESENTER **Bob Ricks**, Chief of Police in Edmond, Oklahoma, FBI Assistant
Special Agent in Charge at the Waco Incident, Head of the FBI's Oklahoma City Field Office,
Head of the FBI's Oklahoma City Field Office, Secretary of Public Safety in the Cabinet of
Oklahoma Governor Frank Keating

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 26, 2009
(Thursday)**

3:00 p.m. – 3:30 p.m.

Ballroom C

FBD Coffee Break

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

*Drawings for 2-night regular hotel room at 2010 FBD conference (\$325 value) and an I-Pod.
Must be present to win.*

3:30 p.m. – 5:00 p.m.

Room 9

TRACK TITLE Organizational Development / Conflict Management and International
Management

SESSION A: **Understanding Today's Organization Development for Tomorrow's
Organizations**

Chair: **Therese Yaeger**, Benedictine University

PRESENTERS **Peter Sorensen**, Benedictine University
Shawn Carraher, Cameron University
Therese Yaeger, Benedictine University
Benedictine University Taiwan Students:
Chiang, Yu-Yun (Gill)
Chao Chia Chang (Jo)
Yi-Hsiu Hsieh (Stanley)
Chiung-Wen Yeh (Vivian)
Benedictine University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 26, 2009
(Thursday)**

3:30 p.m. – 5:00 p.m.

Room 11

TRACK TITLE Developmental Papers Workshop

INTRODUCTION

TO TRACK **Jan Black**, California State University – Bakersfield, Track Chair

SESSION C: Developmental Paper Session

An Investigation of the Experiences of New Orleans Faculty and Students

Sandra Hartman, University of New Orleans & MaryJo DeMatteis, DeMatteis and Associates

Leadership Explored: New Definitions and New Avenues for Discovery

Donna Carlon, University of Central Oklahoma

An Exploration Into Hidden Factors Affecting User Satisfaction: Interviewing Data Warehouse Users

Kimberly L. Merritt, Oklahoma Christian University

Partnerships between Governments, Firms, Communities, and New Social Movements

Jose Vargas-Hernandez, Centro Universitario de Ciencias Económico Administrativas
Universidad de Guadalajara; University of California Berkeley

3:30 p.m. – 5:00 p.m.

Room 12

TRACK TITLE All Academy

SESSION D: Experiential Learning: Students in Free Enterprise Changes the World

PRESENTER **Mindy VerSteegt**, Campus Program Director, Students in Free Enterprise, USA

Shawn Carraher, Cameron University

Janie Gregg, University of West Alabama

3:30 p.m. – 5:00 p.m.

Ballroom E

TRACK TITLE Invited

TRACK CHAIR **M. Suzanne Clinton**, University of Central Oklahoma

National Basketball Association

Special Guest from the Oklahoma City Thunder, formerly the Seattle SuperSonics

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 26, 2009
(Thursday)**

5:00 p.m. – 6:00 p.m.

Room 9

TRACK TITLE Southwest Academy of Management

Planning Meeting for 2010 Conference

Presiding: **Janice Black**, California State University-Bakersfield

5:30 p.m. – 7:30 p.m.

Ballroom C

FBD Swap Meet

Entertainment and fun

Bring something from your school (T shirt, coffee mug, etc.) to trade

Cash bar (with first drink free)

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 27, 2009
(Friday)**

7:00 a.m. – 8:15 a.m.

Room 9

TRACK TITLE Southwest Academy of Management

SWAM Doctoral Student Breakfast with SWAM Officers

Presiding: **Larry Garner**, Tarleton State University

8:30 a.m. – 10:00 a.m.

Room 9

TRACK TITLE Business Policy and Strategy, Public and Nonprofit Issues, Research Methods
and Healthcare Management

INTRODUCTION
TO TRACK

Mark S. Poulos, St. Edward's University, Track Chair

SESSION A: Corporate Governance and Performance

Chair: **Karla Peterson**, East Central University

Discussants: **Pamela Zelbst**, Sam Houston State University

Stan Horner, St. Edward's University

Guclu Atinc, Louisiana Tech University

The Effects of Firm Performance on Corporate Governance

M. Alix Valenti, University of Houston Clear Lake; **Rebecca Luce**, Xavier University

Board Power and Corporate Focus: Board Monitoring Capacity

Stephen Horner, Arkansas State University

Strategic Orientation Versus Market Orientation: Conceptual and Operational Differences

Larry Weinzimmer, Bradley University

Eric J. Michel, Bradley University

Jennifer L. Franczak, Bradley University

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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 27, 2009
(Friday)**

8:30 a.m. – 10:00 a.m.

Room 10

TRACK TITLE Organizational Behavior / Organizational Communication

INTRODUCTION

TO TRACK John N. Davis, Hardin-Simmons University, Track Chair

SESSION B Models and Meta-Analyses

Session Chair: Nicholas Twigg, Coastal Carolina University

Discussants: Paul Shelton, University of Central Oklahoma
Stephen Jaros, Southern University

Manager Rated Affective Commitment to the Organization: Exploring New Antecedents and Outcomes

Bryan Fuller, Louisiana Tech University

Yan Liu, Louisiana Tech University

Alison Wall, Louisiana Tech University

Kim Hester, Arkansas State University

Testing the Predictive Validity of the Basadur Creative Problem Solving Profile (CPSP)

Min Basadur, McMaster University

Garry Gelade, Business Analytic Ltd.

Tim Basadur, University of Illinois at Chicago

Tetyana Skorokhod, University of Illinois at Chicago

Perceptions of Organizational Politics: A Meta-Analysis of Antecedents and Consequences

Guclu Atinc, Louisiana Tech University

Mahmoud Darrat, Louisiana Tech University

Barry W. Parker, Louisiana Tech University

Bryan Fuller, Louisiana Tech University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 27, 2009
(Friday)**

8:30 a.m. – 10:00 a.m.

Room 11

TRACK TITLE Human Resources/ Careers/ Gender & Diversity in Organizations/ Social Issues
in Management

INTRODUCTION

TO TRACK **Lee Tyner**, University of Central Oklahoma, Track Chair

SESSION C: Perceptual Differences Among Organizational Members

Chair: **Ethan Waples**, Louisiana State University-Shreveport

Discussants: **MaryRose Hart**, Rogers State University
Jim Guzak, University of Texas, Arlington
Alix Valenti, University of Houston, Clear Lake

Differences between Temporary and Permanent Employees with Respect to Workplace Deviance, Organizational Commitment, Trust, and Fairness

Stephanie Pane-Haden, Texas A&M University-Commerce

John Humphreys, Texas A&M University-Commerce

Jennifer Oyler, Texas A&M University-Commerce

The Relation of the Perception of Money to Equity Sensitivity

Kenneth Wheeler, University of Texas, Arlington

Stress 101 For College Professors: Recognizing Stressful Signs and Using Quick Fixes

Janie Gregg, University of West Alabama

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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 27, 2009
(Friday)**

8:30 a.m. – 10:00 a.m.

Room 12

TRACK TITLE International Management / Organizational & Management Theory / Critical Management Studies/ Management & Organizational Cognition / Management Education & Development

SESSION D Leadership, Vision, and the Future

Chair: **Kendra Ingram**, Texas A & M University – Commerce
Discussants: **Courtney Russ-Kerneck**, Texas A & M University – Commerce
Derik Steyn, Cameron University
Terrence Paridon, Cameron University

Scenarios and Strategic Decision Making
Kathleen Wilburn, St. Edward's University
Ralph Wilburn, St. Edward's University

A Vision for the Future: Bridging the Academia-Practitioner Divide
Jennifer Oyler, Texas A & M University – Commerce
Mildred Golden Pryor, Texas A & M University – Commerce
John Humphreys, Texas A & M University – Commerce
Stephanie Pane Haden, Texas A & M University – Commerce

Beyond the Charismatic Leader: Examples in the U.S. Government
Larry Chasteen, Stephen F. Austin State University & University of Texas at Dallas
Andy Reynolds, U.S. State Department

10:00 a.m. – 10:30 a.m.

Ballroom C

FBD Coffee Break

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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 27, 2009
(Friday)**

10:30 a.m. – Noon

Room 9

TRACK TITLE Integrated Session: Business Policy and Strategy, and International Management

SESSION A **Strategic Orientation and Management Journal Rankings**

Chair: **Karen Middleton**, Texas A & M at Corpus Christi
Discussants: **Ali Soylu**, Cameron University
 Guclu Atinc, Louisiana Tech University
 Theresa Sadler, Texas A & M University – Commerce

A Mark of Health and Leadership for SWAM: A Ranking of Strategic Management and General Management Journals

Robert Yuyuenyongwatana Cameron University
Shawn Carraher, Cameron University

A Study of Original Equipment Manufacturer Outsourcing in China: A Transaction Cost Economics and Resource Dependence Theory Perspective

Min Carter Auburn University
Steven Brown, Auburn University

The Business of Globalization in Today's Market

Walter MacMillan, Oral Roberts University
Patience Abodakpi, Oral Roberts University
Love Oyedepo, Oral Roberts University
Cherrie Ogandaga, Oral Roberts University

10:30 a.m. – Noon

Room 10

TRACK TITLE Faculty Learning and Innovation/Technology, Innovation and Operations Management

SESSION B **Symposium: Experiential Learning: The Benefits of Incorporating Cutting-Edge Technology in the Management Classroom**

Discussants: **Pat Fitzgerald**, Oklahoma City University
 Joan Mileski, Texas A&M University, Galveston

PRESENTER **Pamela Zelbst**, Sam Houston State University

PRESENTER **Victor Sower**, Sam Houston State University

PRESENTER **Kathy Utecht**, Sam Houston State University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 27, 2009
(Friday)**

10:30 a.m. – Noon

Room 11

TRACK TITLE Faculty Learning and Innovation
SESSION C: **Improving Interaction in Your Online Course: Student to Student, Student to Content, Student to Instructor**
PRESENTER **Kimberly Merritt**, Oklahoma Christian University
K. David Smith, Cameron University

10:30 a.m. - Noon Room 12

TRACK TITLE All Academy
SESSION D: **Managing the New Generation of Organizational Entrants: It is a "Special" Problem**
PRESENTER **Michael R. Buckley**, JC Penney Company Business Leadership Chair, Michael F. Price College of Business, University of Oklahoma

12:00 p.m. – 1:30 p.m.

Lunch Break

1:30 p.m. – 3:00 p.m. **Ballroom E**

TRACK TITLE All Academy
SESSION A: Sonic: America's Drive-in
PRESENTER **Betsey Durham**, SPHR
Franchise Human Resources
Sonic, America's Drive-In

10:30 a.m. – Noon Room 9

TRACK TITLE Faculty Learning and Innovation
SESSION A: **Grant Writing Vitals**
PRESENTER **Beth Cox Brown**, Senior Program Officer, Butterfield Memorial Foundation

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 27, 2009
(Friday)**

3:00 p.m. – 3:30 p.m. Ballroom C

FBD Coffee Break

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Drawing for an I-Pod. Must be present to win.

3:30 p.m. – 5:00 p.m.

Room 9

TRACK TITLE Faculty Learning and Innovation

SESSION A: Workshop: Using Videos to Enhance Learning

Session Chair: **Aliquippa Allen**, The University of West Alabama

Reel Learning: Experiencing Human Resource Management through Film
M. Suzanne Clinton, University of Central Oklahoma

Delivering Human Resources to the YouTube Generation
Lee J. Tyner, University of Central Oklahoma

3:30 p.m. – 5:00 p.m.

Room 10

TRACK TITLE Faculty Learning and Innovation

SESSION B: Technology in the Classroom

Session Chair: **Aliquippa Allen**, The University of West Alabama

Team Work Wiki: A Tool to Improve Team Work in the Classroom
Angel Tazzer, St. Edward's University
Mark Poulos, St. Edward's University

**SOUTHWEST ACADEMY OF MANAGEMENT
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**February 27, 2009
(Friday)**

3:30 p.m. – 5:00 p.m.

Room 11

TRACK TITLE Faculty Learning and Innovation

SESSION C: Motivation, Assessment, and Measurements of Learning

Session Chair: **Martha Kent**, The University of West Alabama

Discussants: **Mitzi Green**, The University of West Alabama

Motivational Influences in an MBA Program

Robert Epstein, University of Central Oklahoma

Oleg Petrenko, University of Central Oklahoma

3:30 p.m. – 5:00 p.m.

Room 12

TRACK TITLE All Academy

SESSION D: The Distinguished Paper and The Distinguished Educator Session

Presiding: **Scott Douglas**, The University of Montana

5:15 p.m. – 6:15 p.m.

Ballroom B

TRACK TITLE Southwest Academy of Management

Southwest Academy of Management Annual Business Meeting

Presiding: **Larry Garner**, Tarleton State University

6:30 p.m. – 8:00 p.m.

Rooms 14 and 15

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!

Presiding: **Larry Garner**, Tarleton State University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 28, 2009
(Saturday)**

8:30 a.m. – 5:00 p.m.

Room 19

SOUTHWEST ACADEMY OF MANAGEMENT DOCTORAL CONSORTIUM

Presiding: Darla Domke-Damonte, Coastal Carolina University

**2009 Southwest Academy of Management
Doctoral Consortium
Preliminary Schedule**

8:30am – 9:00am

Coffee and Refreshments

9:00am - 10:00am

Focus: Welcome and the State of the Job Market for Management

Therese Yaeger, Benedictine University

Larry Garner, Tarleton State University

Don Baack, Pittsburg State University

10:15am - 11:45am

Focus: Success in Today's (and Tomorrow's) Management Field: Balancing Job Roles

M. Suzanne Clinton, University of Central Oklahoma

Don Baack, Pittsburg State University

Mark Bolino, University of Oklahoma

K. Michele Kacmar, University of Alabama

11:45am - 1:15pm

Focus: Lunch and Discussion (Location to be Announced)

1:30pm - 2:30pm

Focus: Building an Effective Research Program

K. Michele Kacmar, University of Alabama

Mark Bolino, University of Oklahoma

Mark Sharfman, University of Oklahoma

Scott Douglas, University of Montana

2:45 - 3:30pm

Focus: Effective Teaching Tips

K. Michele Kacmar, University of Alabama (2005 Distinguished Educator Award)

Tim Peterson, North Dakota State University

3:30 – 4:00pm

Focus: Concluding Comments/Evaluation

Coordinator: Darla Domke-Damonte

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**February 28, 2009
(Saturday)**

10:30 a.m. – Noon

Room 1

TRACK TITLE Organizational Behavior / Organizational Communication

SESSION A Practitioner's Perspective: What Does This Mean to Me?

Session Chair: **Connie G. Davis**, Texas Department of Family and Protective Services
Discussants: **Guclu Atinc**, Louisiana Tech University
 Tim Basadur, University of Illinois at Chicago
 Bryan Fuller, Louisiana Tech University

Commitment to Organizational Change: A Critical Review
Stephen Jaros, Southern University

What Business Organizations Can Learn From the Performing Arts
Nicholas Twigg, Coastal Carolina University
J. Kay Keels, Coastal Carolina University
Jeffery Jones, Coastal Carolina University

Group Potency and Perceived Organizational Support: Academia and Industry Learn from Each Other
Paul Shelton, University of Central Oklahoma
Carole Makela, Colorado State University
Jerry Gilley, Colorado State University

10:30 a.m. – Noon

Room 2

**TRACK TITLE Human Resources/ Careers/ Gender & Diversity in Organizations/ Social Issues
 in Management**

SESSION B Leadership and Organizational Growth

Session Chair: **Ethan Waples**, Louisiana State University-Shreveport
Discussants: **Jim Guzak**, University of Texas, Arlington
 MaryRose Hart, Rogers State University

Are We Really So Different? An Empirical Study of Generational Differences and Careers
Sherry Sullivan, Bowling Green State University
Monica Forret, St. Ambrose University
Shawn Carraher, Cameron University
Lisa Mainiero, Fairfield University

Is It Mentoring or a Developmental Relationship? Does It Matter?
Gayle Baugh, University of West Florida
Sherry E. Sullivan, Bowling Green State University

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Room 4

TRACK TITLE Technology, Innovation and Operations Management

INTRODUCTION

TO TRACK **Frank B. Markham**, Mesa State College, Track Chair

SESSION C: **Cluster Analysis / Technology in Education**

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

Discussants: **Christine Miller**, Tennessee Tech University

Vic Sower, Sam Houston State University

Tekle Wanorie, Northwest Missouri State

Database Management Class Gives HOPE to Local Public High School

K. David Smith, Cameron University

M. Suzanne Clinton, University of Central Oklahoma

Using Technology to Prevent Online Cheating: A Pilot Study of Remote Proctor

D. Wayne Bedford, University of West Alabama

Janie Gregg, University of West Alabama

M. Suzanne Clinton, University of Central Oklahoma

An Improved Cluster Concentration Typology for Examining the Fit Between Organization Needs and Cluster Concentration

Pamela Zelbst, Sam Houston State University

Victor Sower, Sam Houston State University

Gregory V. Frazier, University of Texas-Arlington

10:30 a.m. – Noon

Room 5

TRACK TITLE Faculty Learning and Innovation

SESSION E: **Copyright: What Every Professor Should Know**

PRESENTER **Jennifer Barger Johnson**, University of Central Oklahoma