

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

2012-2013 OFFICERS

| | |
|-----------------------------------|---|
| President | Christine Miller, Tennessee Tech University |
| President-Elect | Stephen V. Horner, Pittsburg State University |
| Program Chair | Janie R. Gregg, University of West Alabama |
| Program Chair-Elect | Manjula S. Salimath, University of North Texas |
| Secretary | Michael Glissmeyer, Sam Houston State University |
| Treasurer/Membership Chair | Sandra D. Edwards, Northeastern State University |
| Representatives-at-large | Aneika Simmons, Sam Houston State University Frank Markham, University of Mississippi - DeSoto Ronald J. Salazar, University of Houston - Victoria |
| Electronic Media Director | Lee Tyner, University of Central Oklahoma |
| Proceedings Editor | Nicholas Twigg, Coastal Carolina University |
| Historian and Archivist | John D. Davis, Hardin-Simmons University |
| Immediate Past President | Janice A. Black, Coastal Carolina University |
| Newsletter Editor | Robert Epstein, University of Central Oklahoma |

CONGRATULATIONS!

Recipient of the 2013 McGraw-Hill Distinguished Paper Award

Relationships between Justice, Organizational Citizenship Behavior, and Coping over Time

Juliana Lilly, Sam Houston State University

Kamphol Wipawayangkool, Sam Houston State University

Meghna Virick, San Jose State University

Recipient of the 2012 Southwest Academy of Management Best Reviewer Award

Robert V. Randolph, Mississippi State University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

2013 TRACK CHAIRS

| | |
|---|--|
| Strategy / Entrepreneurship/ Small Business | Manjula S. Salimath, University of North Texas Faiza Khoja, University of Houston – Downtown |
| Public / Nonprofit / Health Care Management/ Social Issues | Tina T. Fields, Texas State University – San Marcos Jan Miller, The University of West Alabama |
| Organizational Behavior/ Leadership/ Ethics/ Corporate Social Responsibility | Ethan Waples, University of Central Oklahoma Stephanie Pane-Haden, Texas A&M University-Commerce |
| Human Resources/Careers/Gender & Diversity | Veena P. Prabhu, California State University, Los Angeles Alix M. Valenti, University of Texas - Clear Lake |
| Production Operations Management/Innovation | Pamela J. Zelbst, Sam Houston State University Jeremy Meacham, Southern Arkansas University |
| International / Organizational Theory/ Hospitality Management | Peter F. Sorensen and Therese Yaeger, Benedictine University D. Christopher Taylor, Eastern New Mexico University |
| Organizational Development/Conflict Management/Communication | Phyllis Duncan, Our Lady of the Lake University Ted Legatski, Texas Christian University |
| General Management / Technology / Management Education | D. Adrian Doss, The University of West Alabama Ronald J. Salazar, University of Houston –Victoria |
| Innovative Teaching Workshops | Frank Markham, The University of Mississippi Gregory Tapis, Augustana College |
| Professional Development Workshops | M. Suzanne Clinton, University of Central Oklahoma Lee Tyner, University of Central Oklahoma |
| Developmental Papers | Randi L. Sims, Nova Southeastern Brian Martinson, University of Texas – Arlington |

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 13, 2013
(Wednesday)**

1:30 p.m. –3:00 p.m.

Cochiti (West Lower)

**WELCOME TO SOUTHWEST ACADEMY OF MANAGEMENT MEETING
Christine Miller, 2012 SWAM President**

TRACK TITLE International/Organizational Theory/Hospitality Management

PANEL TITLE Organizational Challenges: Theory and Practice
PANEL CHAIR: Therese Yaeger, Chair, Benedictine University

Panelist: Dane D’Alessandro, Benedictine University
Linda Lennox, Benedictine University
Shawn H. Hicks, Benedictine University

1:30 p.m. –3:00 p.m.

Acoma (West Lower)

**WELCOME TO SOUTHWEST ACADEMY OF MANAGEMENT MEETING
Janie R. Gregg, 2012 SWAM Program Chair**

TRACK TITLE Professional Development Workshop

WORKSHOP TITLE Using Windows 8 and Microsoft 2013 in the Classroom

WORKSHOP CHAIR Janie R. Gregg

Participants Lewis Farenzello, Benedictine University
Henry E. Williams, Benedictine University
Tiffany E. Slater, Benedictine University

3:00-3:30

Cochiti (West Lower)

SWAM Coffee Break

Sponsored by Project Management Institute Research Program

Facilitator: Jake Williams, PMI Research Coordinator

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 13, 2013
(Wednesday)**

3:30-5:00

Cochiti (West Lower)

TRACK TITLE **Organizational Development/Conflict Management/Communication**

OPEN FORUM *Leadership in the Eye of the Beholder*

Facilitator **Phyllis Duncan**, Our Lady of the Lake University

Leader Communication Preferences – Differences Between Baby Boomers, Generation X and Generation Y

Florelisha Y. Gonzalez, Our Lady of the Lake University

Mark T. Green, Our Lady of the Lake University

Debra M. Lopez, Our Lady of the Lake University

Maria N. Hodgson, University of Texas – Brownsville

Perception is Reality: Is There a Relationship Between the Followers' Perceptions of the Leader's Personality and the Followers' Perception of the Leader's Leadership Style?

Melinda Garcia, Our Lady of the Lake University

Phyllis Duncan, Our Lady of the Lake University

Meghan Carmody-Bubb, Our Lady of the Lake University

Malcolm Ree, Our Lady of the Lake University

The Relationship Between Diversity and the Multidimensional Measure of Leader-Member Exchange (LMX-MDM)

Richard Herrera, Texas A&M University-Texarkana

Phyllis Duncan, Our Lady of the Lake University

Malcolm Ree, Our Lady of the Lake University

3:30 p.m. –5:00 p.m.

Acoma (West Lower)

TRACK TITLE **International/Organizational Theory/Hospitality Management**

PANEL TITLE **Theories for Strategic Change**

Panel Chair **Peter F. Sorensen, Jr.**, Benedictine University

Panelists: **Tanjia Coleman**, Benedictine University
Franchee Harmon, Benedictine University
Gina Hinrichs, Hinrichs Consulting, LLC
Carol Swett, Benedictine University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 14, 2013
(Thursday)**

7:00 a.m. – 8:15 a.m.

Kiva Press Room (West Upper)

SWAM OFFICERS' MEETING

Presiding: **Christine Miller**, Tennessee Tech University
President, Southwest Academy of Management

8:30 a.m. – 10:00 a.m.

Cochiti (West Lower)

TRACK TITLE **Public / Nonprofit / Health Care Management/ Social Issues**

FORUM TITLE **Public/Nonprofit/Health Care Management/Social Issues**

Facilitators **Tina T. Fields**, Texas State University
Jan Miller, University of West Alabama

Managing Healthcare Alliance Portfolios: A Theory-Based Typology

Mario Hayek, Texas A&M University – Commerce

Jack Smothers, University of Southern Indiana

Wallace Williams, Texas A&M University – Commerce

Leigh Ann Bynum, Belmont University

Factors Associated with LPHA Participation in Core Public Health Functions Related to Obesity Prevention, 2008

Jeff Hatala, Texas State University;

Janie Probst, University of South Carolina;

Michael Byrd, University of South Carolina;

Nathan Hale, University of South Carolina;

James Hardin, University of South Carolina

The Collaboration of Not-for-Profit Hospitals and Public Health Departments to Perform Community Needs Assessments that Meet PPACA Requirements

Tina T. Fields, Texas State University

Peggy Johnson, Bluefield State College

Jeff Hatala, Texas State University

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)**

**March 14, 2013
(Thursday)**

8:30 a.m. – 10:00 a.m.

Acoma (West Lower)

TRACK TITLE **Organizational Behavior/Leadership/Ethics/Corporate Social Responsibility**

SESSION TITLE **Strategy, Leadership, & Social Contract Theory**

Session Chair: **Alex Williams, Texas A & M University - Commerce**

What's in a Name? Leadership, Management, and other Fuzzy Terms

Donald Baack, Pittsburg State University

Discussant: **John Humphreys**, Texas A&M University-Commerce

Strategic Crisis Management: A Basis for Renewal and Crisis Prevention

Sonia Taneja, Texas A&M University-Commerce

Mildred Golden Pryor, Texas A&M University-Commerce

Scott Sewell, Texas A&M University-Commerce

Aura Recuero, Texas A&M University-Commerce

Discussant: **Tony Vrba**, Regis University

Social Contract Theory and Organization Development: A Philosophical Review

Therese Yaeger, Benedictine University

John Grant, Benedictine University

Discussant: **Ronald J. Salazar**, University of Houston –Victoria

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 14, 2013
(Thursday)**

8:30 a.m. – 10:00 a.m.

Apache (West Lower)

TRACK TITLE **General Management / Technology / Management Education**

SESSION TITLE **Millennial Issues in Business**

Session Chair **D. Adrian Doss**, The University of West Alabama

Putting Those ‘Friends’ to Use: Social Capital Mobilization Using Online Social Networking Platforms

Vallari Chandna, University of North Texas

Arash Negahban, University of North Texas

Discussant: **Donna Stringer**, University of Houston - Victoria

Sex, Gender Identity, and Entrepreneurial Orientation

A. Banu Goktan , University of North Texas at Dallas;

Vishal K. Gupta, SUNY Binghamton

Gonca Gunay, Aydin University

Discussant: **Randy McCamey**, Tarleton State University

Understanding Millennials and Personal Accountability

Janice A. Black, Coastal Carolina University

Yvonne Smith, University of La Verne

J. Kay Keels, Coastal Carolina University

H. Lee Shinaberger, Coastal Carolina University

Discussant: **Robert V. Randolph**, Mississippi State University

10:00 a.m. – 10:30 a.m.

Ballroom C (West Upper)

FBD COFFEE BREAK

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

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

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 14, 2013
(Thursday)**

10:30 a.m. – Noon

Cochiti (West Lower)

TRACK TITLE **Strategy/Entrepreneurship/Small Business Track**

SESSION TITLE **Perspectives on Governance and Incompetencies**

Session Chair **Manjula S. Salimath**, University of North Texas

Board Composition: It May Not Be What You Measure but How You Measure It

Stephen V. Horner, Pittsburgh State University

Discussant: **David Epstein**, University of Houston – Downtown

Core Incompetency and Tacit Stupidity: The Shadow Side of Strategy

Walter Scott Sherman, Texas A&M University – Corpus Christi

Discussant: **Mario Hayek**, Texas A&M University – Commerce

Signaling Good Governance: An Analysis of the Most Critical Recommendation of the German Corporate Governance Code

Till Talaulicar, University of Erfurt, Germany

Discussant: **Brian Martinson**, Tarleton State University

You do what?! Perceived Ostracism and Social Stigma of Dirty Jobs in Family Firms

Robert V. Randolph, Mississippi State University

D'Lisa McKee, Mississippi State University

Amy Lewis, Drury University

James Vardaman, Mississippi State University

Discussant: **Larry Garner, FBD President**, Texas A&M - Central Texas

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 14, 2013
(Thursday)**

10:30 a.m. – Noon

Acoma (West Lower)

TRACK TITLE Organizational Behavior/Leadership/Ethics/Corporate Social Responsibility

SESSION TITLE Corporate Social Responsibility, Green Management, and Ethics

Session Chair Alex Williams, Texas A&M University-Commerce

Does CSR really affect Firm Performance? The Mediating Role of Brand Equity

Xueming Luo, The University of Texas at Arlington

Kristopher Floyd, The University of Texas at Arlington

Shahriar Gias, The University of Texas at Arlington

Discussant: John Humphreys, Texas A&M University-Commerce

Elements of Effective Social Movements: Lessons for Green Management from the Hispanic Civil Rights Movement

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

John Humphreys, Texas A&M University-Commerce

Mario Hayek, Texas A&M University-Commerce

Brandon Randolph-Seng, Texas A&M University-Commerce

Alex Williams, Texas A&M University-Commerce

Discussant: John Davis, Hardin Simmons University

The Ethics of Record Destruction

Rebecca Goza, University of Central Oklahoma

Discussant: Yezdi Godiwalla, University of Wisconsin - Whitewater

Emotional Labor and Its Outcomes: A Study of a Philippines Call Center

Cynthia P. Ruppel, Nova Southeastern University

Randi L. Sims, Nova Southeastern University

Peter Zeidler, Nova Southeastern University

Discussant: Christine Miller, Tennessee Tech University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 14, 2013
(Thursday)**

10:30 a.m. – Noon

Apache (West Lower)

TRACK TITLE **International/Organizational Theory/Hospitality Management**
SESSION TITLE **Uniting Business and International Management: China,
Ghana, and Mexico**

Session Chair **Sandra D. Edwards**, Northeastern State University

An American Expatriate In China: Evidence of Organizational Culture Crossvergence

Eric Sanders, Benedictine University

Discussant: **Dane D'Alessandro**, Benedictine University

GCNet Technology Change at CEPS and Public Sector Efficiency in Ghana:

A Social Constructivist Interpretation

Ben Mensah, GIMPA, Ghana

Discussant: **D. Adrian Doss**, The University of West Alabama

Planned Change in a Chinese Company: A Participatory Action Research Approach

Debora Elam, Colorado Technical University

Kristine Brands, Colorado Technical University

Discussant: **Ethan Waples**, University of Central Oklahoma

Female and Male Value Orientation Types in the Americas: A New Look

Sergio Madero, Tec de Monterrey

Jaime Ruiz-Gutierrez, University of Los Andes, Colombia

Regina A. Greenwood, Nova Southeastern University

Edward E. F. Murphy, Jr., Embry Riddle Aeronautical University

Julia Teahen, Baker College

Silvia Monserrat, Universidad Nacional del Centro

Miguel Olivas-Lujan, Clarion University of Pennsylvania / Tec de Monterrey

Neusa Maria Bastos F. Santos, Pontifícia Universida de Católica de São Paulo, Brazil

Discussant: **Russ Henley**, The University of West Alabama

10:30 a.m. – Noon

Centro del Sol (West Lower)

TRACK TITLE **Professional Development Workshop**

WORKSHOP TITLE **Transforming the MBA Education Experience**

Facilitator **Robert Epstein**, University of Central Oklahoma

Using Innovative Methods to Transform the Graduate Business Experience: This Isn't Your Father's MBA

Robert Epstein, University of Central Oklahoma

M. Suzanne Clinton, University of Central Oklahoma

Anthony Acquah, University of Central Oklahoma

Kathleen Kunkle, University of Central Oklahoma

Kelsey Spears, University of Central Oklahoma

Whitney Spears, University of Central Oklahoma

The MBA Classroom: Is there an App for That?

M. Suzanne Clinton, University of Central Oklahoma

Robert Epstein, University of Central Oklahoma

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 14, 2013
(Thursday)**

Noon – 1:30

Ballroom A (West Upper)

Joint Luncheon with Association of Business Information Systems

Title Entrepreneurial Speaker Series/Steak Buffet

Presiding **Kimberly Merritt**, Oklahoma Christian University, Program Chair, ABIS
Janie R. Gregg, The University of West Alabama, Program Chair, SWAM

Facilitator: **Jake Williams**, PMI Research Coordinator

Entrepreneurial Speaker TBA

Must have a ticket to participate. Tickets must be purchased with your FBD package in advance by 5:00 pm, Friday, March 1, 2013.

Sponsored in part by Project Management Institute Research Program



1:30 p.m. – 3:00 p.m.

Cochiti (West Lower)

TRACK TITLE Innovative Teaching Workshops

WORKSHOP TITLE Technology is Changing But Why Aren't the Teachers Following?

Facilitator **Gregory Tapis**, Augustana College

Innovation in Management Education: From Simulations to Wikis

Alix M. Valenti, University of Houston Clear Lake
Tracey Rockett, Texas Christian University
Dorothy Kirkman, University of Houston Clear Lake
Laurie Ziegler, University of Texas at Dallas

Using Student-Made Video Documentaries Instead of Term Papers and Other Emerging Media Use in Higher Education

Janice A. Black, Coastal Carolina University
Richard Oliver, New Mexico State University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 14, 2013
(Thursday)**

1:30 p.m. – 3:00 p.m.

Acoma (West Lower)

TRACK TITLE **International/Organizational Theory/Hospitality Management**
PANEL TITLE **Current Trends in Organization Change Theory**

Panel Chair **Janet Kirby**, Benedictine University

Panelists **Henry Williams**, Benedictine University
Tiffany Slater, Benedictine University
Roslyn Grant, Benedictine University

1:30 – 3:00 p.m.

Apache (West Lower)

TRACK TITLE **Strategy / Entrepreneurship/ Small Business**

SESSION TITLE **CEO Characteristics, Dynamism, and Agency**

Session Chair **David Epstein**, University of Houston - Downtown

Discussant: **John De Leon**, University of Texas – Arlington

Does Firm Size Matter in Family Firm Professionalization: A Stakeholder Salience Perspective and Moderated-Mediation Model

Robert V. Randolph, Mississippi State University

Hanqing Fang, Mississippi State University

Discussant: **John De Leon**, University of Texas - Arlington

A New Model for Studying the Relationship Between Corporate Life Cycle, Strategy, and CEO Characteristics

Brian Martinson, Tarleton State University

Discussant: **Till Talaulicar**, University of Erfurt

Double Agents: A Model of the Family and Classical Agency Relationships Navigated by Family Firm, Family Members

Robert V. Randolph, Mississippi State University

Christopher Penney, Mississippi State University

James Vardaman, Mississippi State University

Discussant: **Walter Scott Sherman**, Texas A&M University - Corpus Christi

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 14, 2013
(Thursday)**

1:30 p.m. – 3:00 p.m.

Centro del Sol (West Lower)

TRACK TITLE **Organizational Behavior/Leadership/Ethics/Corporate Social Responsibility**

SESSION TITLE: **Individual Differences & Attributes in Organizational Behavior**

Session chair: **Gene Easley**, University of Houston-Clear Lake

Employees' Reactions and Sanctioning Ratings to Incidents of Aggression and Bullying

Jack Howard, University of Alabama at Birmingham

Allen Johnston, University of Alabama at Birmingham

Barbara Wech, University of Alabama at Birmingham

James Stout, The Children's Hospital of Alabama

Discussant: **Brandon Randolph-Seng**, Texas A&M University-Commerce

When Going Beyond is Falling Short: The Curvilinear Effect of Core Self-Evaluations on Work Group Acceptance

Xingshan Zheng, ShanghaiJiaoTong University

Stacey L. Owens, University of Illinois at Urbana-Champaign

Troy A. Smith, Texas A&M University

T. Brad Harris, University of Illinois at Urbana-Champaign

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

A Framework for Understanding the Impact of Global Mindset on International Assignment Affective Outcomes

Han Tran, California State University - Fullerton

John Barbuto, California State University - Fullerton

Discussant: **Russ Henley**, The University of West Alabama

3:00 p.m. – 3:30 p.m.

Ballroom C (West Upper)

FBD COFFEE BREAK

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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 14, 2013
(Thursday)**

3:30 p.m. – 5:00 p.m.

Cochiti (West Lower)

TRACK TITLE **Professional Development Workshop**

WORKSHOP TITLE **Deception in Business and Academics**

Facilitator **Mark Levine**, University of Denver

Appraisal – Mortgage Fraud
Mark Levine, University of Denver

Academic Integrity: Critical Findings at a Small Southern Regional University

Timothy Edwards, The University of West Alabama

Janie R. Gregg, The University of West Alabama

Martha M. Hocutt, The University of West Alabama

D. Wayne Bedford, The University of West Alabama

3:30 p.m. – 5:00 p.m.

Acoma (West Lower)

TRACK TITLE **International/Organizational Theory/Hospitality Management**

PANEL TITLE **The Importance of Moving Beyond Boundaries: Creating
Collaboration Among New Mexican Government Agencies**

Panel Chair **Richard Oliver**, New Mexico State University

Panelist **Peter F. Sorensen, Jr.**, Benedictine University
Roslyn Grant, Benedictine University
Gina Hinrichs, Hinrichs Consulting
Denis Porter, Cognitive Program Manager for the New Mexico
Corrections Department
Christopher Erickson, New Mexico State University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 14, 2013
(Thursday)**

3:30 p.m. – 5:00 p.m.

Apache (West Lower)

TRACK TITLE General Management / Technology / Management Education
SESSION TITLE Improving Methods Of Instruction

Track Chair D. Adrian Doss, The University of West Alabama

Simulation for Strategy Courses: Measuring Teamwork

Larry Chasteen, University of Texas - Dallas

Discussant: Betty Birkenmeier, Texas A&M University, Central Texas

Critical Thinking for Business Students: A Debate Between Management and Decision Science Faculty

Janice A. Black, Coastal Carolina University

J. Kay Keels, Coastal Carolina University

Brent Kinghorn, Missouri State University

Nicholas Twigg, Coastal Carolina University

Discussant: Veena P. Prabhu, California State University, Los Angeles

Assessment of Negotiation Skills, Master of Business Administration Program

Stephen McGuire, California State University - Los Angeles

Veena P. Prabhu, California State University - Los Angeles

Discussant: Larry Chasteen, University of Texas - Dallas

Changing Management Education Through The Power of Goal Setting

Amber G. Walker The University of West Alabama

Janie R. Gregg, The University of West Alabama

Discussant: Jeremy Meacham, Southern Arkansas University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 14, 2013
(Thursday)**

5:00 p.m. – 6:00 p.m.

Cochiti (West Lower)

PLANNING MEETING FOR THE 2014 CONFERENCE

Presiding: **Manjula S. Salimath**, University of North Texas
Program Chair-Elect, Southwest Academy of Management

Help shape SWAM's 2014 meeting to be held at the Sheraton Dallas Hotel in Dallas, Texas - March 12-15, 2014. Join in a thoughtful exchange of ideas and creative suggestions as we seek to continually improve the SWAM conference experience.

5:30 p.m. – 7:00 p.m.

Ballroom C (West Upper)

FBD Meet and Greet

Everyone is invited to attend this FBD conference-wide social event. Visit with long-time friends and make new ones as you enjoy light appetizers and live music. A Cash Bar is available and a limited number of drink tickets will also be distributed. Stop by to relax and wind down from the day's conference activities before heading out to other association and cultural events, dinner, or historic Old Town.

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 15, 2013
(Friday)**

8:30-5:00 p.m.

Acoma (West Lower)

**SOUTHWEST ACADEMY OF MANAGEMENT
2012 DOCTORAL CONSORTIUM**

Presiding: **Janice A. Black, Coastal Carolina University**
Immediate Past President of SWAM

*See Sessions listed individually in the following pages:
8:30 Session D; 10:30 Session D; 1:30 Session D; 3:30 Session C*

8:30 a.m. – 10:00 a.m.

Cochiti (West Lower)

SWAM invites all FBD registrants to attend this session

TRACK TITLE **PROFESSIONAL DEVELOPMENT WORKSHOP**

WORKSHOP TITLE **Grant Writing and Grant Opportunities at PMI**

Facilitator **Janie R. Gregg, The University of West Alabama**
Jan Miller, The University of West Alabama



The PMI Research Program advances the discipline and profession of project management by creating knowledge and sharing it with the project management community through:

- sponsoring and publishing academic research
- organizing research and educational events
- providing an opportunity for researchers to reach a large pool of qualified survey participants

Snapshot: PMI Research Program

- PMI is the only project management organization with a dedicated research arm
- Academic Member Advisory Group composed of top scholars and practitioners
- Directly involved in the release of more than 300 academic publications
- Invested more than US\$18 million in research
- Currently active research projects worldwide

Learn more about the PMI Research Program at PMI.org/Knowledge-Center.aspx or contact research.program@pmi.org with questions.

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 15, 2013
(Friday)**

8:30 a.m. – 10:00 a.m.

Jemez (West Lower)

TRACK TITLE **Innovative Teaching Workshops**
WORKSHOP TITLE **Emerging Pedagogical Approaches: Transforming Learning**

Facilitator **Frank Markham**, The University of Mississippi

Human Resources and Entrepreneurship: Bridging the Know-How Gap in Human Resources Education
Maritza Soto, University of Puerto Rico – Rio Piedras

Encounter with Andragogy: Teaching our Teachers
Laurie Yates, Eastern Oregon University

8:30 a.m. – 10:00 a.m.

Apache (West Lower)

TRACK TITLE **General Management / Technology / Management Education**

SESSION TITLE **Actions Over Time**

Session Chair **Ronald J. Salazar**, University of Houston - Victoria

The Evolution of Strategies

Ronald J. Salazar , University of Houston – Victoria

Jifu Wang, University of Houston - Victoria

Discussant: **Olga Chapa**, University of Houston – Victoria

Out-of-Control Executives - What Trumps Smart?

Mildred Golden Pryor , Texas A&M University-Commerce,

Jennifer Oyler, Texas A&M University-Commerce

Randy Odom, Texas A&M University-Commerce

Discussant: **Donna Stringer**, University of Houston – Victoria

Satisfaction as a Mediator in the Relation Between Goal Orientation and Career Withdrawal Intentions

Randi L. Sims, Nova Southeastern University

Discussant: **Jifu Wang**, University of Houston – Victoria

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 15, 2013
(Friday)**

8:30 a.m. – 10:00 a.m.

Acoma (West Lower)

TRACK TITLE **Doctoral Consortium**
SESSION TITLE **Welcome, Getting Through the Dissertation & Personal Relationships
(By Application or Invitation Only)**

Facilitator **Janice A. Black**, Coastal Carolina University
Past President, Southwest Academy of Management

Panelist **Dave Fass**, Air Force Institute of Technology
Brent Kinghorn, Missouri State University
Lori Paris, California State University Bakersfield
Isaac Wannasika, University of North Colorado
Laura Cardinal, University of Houston
Chet Miller, University of Houston
Yvonne Smith, University of La Verne

10:00 a.m. – 10:30 a.m.

Ballroom C (West Upper)

FBD Coffee Break

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

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

10:30 a.m. – Noon

Cochiti (West Lower)

TRACK TITLE **Strategy/Entrepreneurship/Small Business Track**
SESSION TITLE **Exploring Networks and Innovation**

Session chair: **Stephen V. Horner**, Pittsburgh State University

Is Bigger Better? The Impact of the Network Size on Radical Innovation

John De Leon, University of Texas, - Arlington

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

How Camera Makers Knit their Social Networks to Become More Innovative

Lei Xu, Louisiana State University

Discussant: **Trip Knoche**, University of Central Oklahoma

Legitimate Innovation: An Examination of the Outcomes of Innovation Through an Institutional Lens

John De Leon, University of Texas - Arlington

Discussant: **Vallari Chandna**, University of North Texas

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 15, 2013
(Friday)**

10:30 a.m. – Noon

Jemez (West Lower)

TRACK TITLE **Developmental Track**

SESSION TITLE **Developing the Academic Research Paper**

Facilitator: **Brian Martinson**, Tarleton State University

This session is for personal development of the papers listed. The session is designed for the authors and mentors exclusively. Entry only by invitation of the authors or mentors.

Workplace Bullying

Jane Byrd, University of Mobile

Mentor: **Sandra D. Edwards**, Northeastern State University

Economic Validation for Team Development Initiative

Karli Peterson, East Central University

James Rauch, East Central University

Scout Lee, Vision Us, Inc.

Mentor: **Tracey Rockett**, Texas Christian University

Emotional Intelligence (EQ) and Ethics - A Balancing Act for Effective Leadership

Melinda Garcia, Our Lady of the Lake University

Blaise Bender, Our Lady of the Lake University

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

The After Action Review: Uniting Academic, Business, Not-for-Profit, and Governmental Perspectives

John Davis, Hardin-Simmons University

Mentor: **Frank Markham**, The University of Mississippi

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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 15, 2013
(Friday)**

10:30 a.m. – Noon

Apache (West Lower)

TRACK TITLE **Human Resources / Careers / Gender & Diversity**

SESSION TITLE **Human Resource Management: Individual Influences and
Cross-Cultural Issues**

Session Chair **Alix M. Valenti**, University of Houston - Clear Lake

Retaining Your Proactive Employees: An Empirical Model with Evidence from Israel

Veena P. Prabhu, California State University, Los Angeles

Discussant: **Amy Lewis**, Drury University

Social Dominance Orientation, Affirmative Action, Performance Ratings, and Evaluations

Aneika L. Simmons, Sam Houston State University

María del Carmen Triana, The University of Wisconsin – Madison

Discussant: **James Vardaman**, Mississippi State University

How Agricultural Value Chain Development Can Empower Women in Developing Countries: Evidence From Nigeria and Phillipines

Murtala S. Sagagi, Bayero University

John O. Palina, Saint Mary's University, Bayombong, Philippines

Discussant: **Betty Birkenmeier**, Texas A&M University, Central Texas

10:30 a.m. – Noon

Acoma (West Lower)

TRACK TITLE **Doctoral Consortium**

SESSION TITLE **Writing Excellence & Publishing Tips
from Editors & Award Winning Writers
(Session open to everyone!)**

Facilitator **Janice A. Black**, Coastal Carolina University
Past President, Southwest Academy of Management

Panelists **Laura Cardinal**, University of Houston, SMJ editorial board
Gregory Dess, University of Texas - Dallas, JWB (ISM)
Duane Ireland, Texas A & M, ETP, AMJ
J. Kay Keels, Coastal Carolina University, ETP
Chet Miller, University of Houston, AMJ
Yvonne Smith, University of La Verne, JBIB
Steven Tallman, University of Richmond, GSJ

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 15, 2013
(Friday)**

Noon - 1:30 p.m.

Kiva Press Room (West Upper)

SWAM OFFICERS' MEETING

Presiding: **Stephen V. Horner**, Pittsburg State University
President-Elect, Southwest Academy of Management

1:30 p.m. – 3:00 p.m.

Cochiti (West Lower)

TRACK TITLE **Strategy / Entrepreneurship/ Small Business**

SESSION TITLE **Implications of Size, Dynamism, and Agency**

Session Chair **Gregory Dess**, University of Texas - Dallas

Influences on CEO Tenure: A Test of Agency and Power Circulation Theory

David Epstein, University of Houston - Downtown

Discussant: **Lei Xu**, Louisiana State University

Exploration and Exploitation In The Face Of Institutional Constraints

John De Leon, University of Texas - Arlington

Discussant: **Robert Easley**, University of Houston - Clearlake

Industry Dynamism: Elements of Industry Change

Trip Knoche, University of Central Oklahoma

Discussant: **Kathleen Voges**, Texas A&M University-San Antonio

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 15, 2013
(Friday)**

1:30 p.m. – 3:00 p.m.

Jemez (West Lower)

TRACK TITLE **International/Organizational Theory/Hospitality Management**

SESSION TITLE **Culture, Coaching and Global Mindset: Multiple Perspectives
Of Organization Theory**

Session Chair **Peter F. Sorensen**, Benedictine University

Developing Cultural Adaptability: Four Cases of Executive Coaching Support for Leader/Managers

Gina Hinrichs, Hinrichs Consulting, LLC

Dawn Newman, Boeing

Discussant: **Henry Williams**, Benedictine University

The Organization Theory to Implementing an Effects-Based Approach to Culture

Ron Fisher, Argonne National Laboratories

John Grant, General Motors

Therese Yaeger, Benedictine University

Discussant: **Michael Nowicki**, Texas State University--San Marcos

"Two Faces" of Normative Organizational Commitment? A Review of the Evidence

Stephen Jaros, Southern University

Discussant: **Sonia Taneja**, Texas A&M University-Commerce

1:30 p.m. – 3:00 p.m.

Apache (West Lower)

TRACK TITLE **Professional Development Workshop**

WORKSHOP TITLE **Engaging and Employing Students**

Facilitator **Lee Tyner**, University of Central Oklahoma

Engagement: The Key to Student Retention

Susanne Rassouli-Currier, University of Central Oklahoma

Robert Epstein, University of Central Oklahoma

M. Suzanne Clinton, University of Central Oklahoma

Trang Nguyen, University of Central Oklahoma

Providing the Goods: Student Resumes that Entice Recruiters

Lee Tyner, University of Central Oklahoma

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 15, 2013
(Friday)**

1:30 p.m. – 3:00 p.m.

Acoma (West Lower)

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| TRACK TITLE | Doctoral Consortium |
| WORKSHOP TITLE | Networking, Job Hunting, & the First Job (By Application or Invitation Only) |
| Facilitator | Janice A. Black , Coastal Carolina University Past President, Southwest Academy of Management |
| Panelists | Garry Adams , Auburn University Dave Fass , Air Force Institute of Technology Brent Kinghorn , Missouri State University Lori Paris , California State University Bakersfield Frances Fabian , University of Memphis Isaac Wannasika , University of North Colorado |

3:00 p.m. – 3:30 p.m.

Ballroom C (West Upper)

FBD Coffee Break

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

Great Door Prize Drawings take place at **3:15 p.m.** in the Exhibit Area. *Must be present to win.*

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 15, 2013
(Friday)**

3:30 p.m. – 5:00 p.m.

Cochiti (West Lower)

TRACK TITLE **Developmental Papers**
SESSION TITLE **Refining the Contribution**
Entry only by invitation of the authors or mentors.

Facilitator **Randi L. Sims**, Nova Southeastern University

The Performance Implications of Slack Reduction During the Great Recession: The Case of U.S. Electronics Companies

Nobuaki Namiki, Rikkyo University

Mentor: **Carolyn Ashe**, University of Houston – Downtown

The Pre-career Employee: Make the Undecided Decide in Your Favor

Vallari Chandna, The University of North Texas

Mentor: **Robert Easley**, University of Houston – Clearlake

Family Firms: Poised for Diversification?

Drake Mullens, Tarleton State University

Mentor: **Tony Vrba**, Regis University

3:30 p.m. – 5:00 p.m.

Jemez (West Lower)

TRACK TITLE **Human Resources/Careers/Gender & Diversity**
SESSION TITLE **Careers and the Role of Effective HRM**

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

The Dimensions of Social Entrepreneurship: A Definition Analysis

Leilani Baumanis, Johnson & Wales University

Barbara Dastoor, Nova Southeastern University

Discussant: **Aneika L. Simmons**, Sam Houston State University

Career Future and Intent to Remain: Insight into the Mechanism in the Change Context

Veena P. Prabhu, California State University, Los Angeles

Discussant: **Nicholas Twigg**, Coastal Carolina University

Investigating the Effects of Human Resource Flexibility on Firm's Performance: The Determinant Role of Human Resource Practice Flexibility

Bainan Zhang, University of North Texas

Discussant: **Larry Garner, FBD President**, Texas A&M – Central Texas

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 15, 2013
(Friday)**

3:30 p.m. – 5:00 p.m.

Acoma (West Lower)

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|-----------------------|---|
| TRACK TITLE | Doctoral Consortium |
| WORKSHOP TITLE | Research & Teaching & Service, Oh, My! (By Application or Invitation Only) |
| Facilitator | Janice A. Black , Coastal Carolina University, Past President of Southwest Academy of Management |
| Panelists | Gregory Dess , University of Texas - Dallas Frances Fabian , University of Memphis Janie R. Gregg , University of West Alabama Duane Ireland , Texas A & M J. Kay Keels , Coastal Carolina University Steven Tallman , University of Richmond Lee Tyner , University of Central Oklahoma |

3:30 p.m. – 5:00 p.m.

Apache (West Lower)

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| TRACK TITLE | SPECIAL SESSION |
| SESSION TITLE | Recognition of the SWAM 2013 Award Winners |
| Presiding | Stephen V. Horner , Pittsburg State University <i>President Elect, Southwest Academy of Management</i> |
| Presenters | Winner 2013 McGraw-Hill SWAM Distinguished Paper Award <i>Relationships between Justice, Organizational Citizenship Behavior, and Coping over Time</i> Juliana Lilly , Sam Houston State University Kamphol Wipawayangkool , Sam Houston State University Meghna Virick , San Jose State University |
| | S. Gayle Baugh , University of West Florida 2012 SWAM Distinguished Educator |
| BEST REVIEWER | Robert V. Randolph , Mississippi State University |

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 15, 2013
(Friday)**

5:15 p.m. – 6:15 p.m.

Cochiti (West Lower)

SOUTHWEST ACADEMY OF MANAGEMENT ANNUAL BUSINESS MEETING

Presiding **Christine Miller**, Tennessee Tech University
2012 President, Southwest Academy of Management

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

6:30 p.m. – 8:00 p.m.

Ballroom B (West Upper0)

SOUTHWEST ACADEMY OF MANAGEMENT ANNUAL RECEPTION

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

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 16, 2013
(Saturday)**

8:30 a.m. – 10:00 a.m.

No Saturday Sessions