

TENTATIVE - 03 04 15

Advancing Management: The Employee, Ethics, and Global Confidence

Thursday, March 26 – Saturday, March 28, 2015
Thursday, March 26, 2015

1:00 p.m. to 7:00 p.m. **Registration** Kathryn Wheelen, Omar Abdelsamad, and Joseph Barnes

3:00 p.m. to 7:00 p.m. **SAM Board Meeting**
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7:00 p.m. to 8:30 p.m. **Welcoming Reception**
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8:30 p.m. to 9:45 p.m. **Student Orientation**
(Case Competition Schedule to Be Determined at this Meeting)
Moustafa H. Abdelsamad, SAM International President & CEO
Sara Bliss Kiser, Alabama State University, SAM VP
James Stewart, Merrimack College, SAM VP

Friday, March 27, 2015

8:30 a.m. to 3:00 p.m. **Registration** Kathryn Wheelen, Omar Abdelsamad, and Joseph Barnes

8:30 a.m. to 9:00 a.m. **“Conference Opening and Welcome”**
() Moustafa H. Abdelsamad, SAM International President & CEO and 2015 Conference Chair
Texas A&M University-Corpus Christi

9:00 a.m. to 5:00 p.m. **Student Case Competition Presentations as Per Schedule Determined on Thursday, March 27, 2015**
() Case Director: James Stewart, Merrimack College, SAM VP
Sara Bliss Kiser, Alabama State University, SAM VP

9:00 a.m. to 10:30 a.m. **Concurrent Sessions**

Session A Chair: Tito Guerrero III, Middle States Commission and Higher Education
() □ *“Equity Theory vs. a Satisficing Strategy: An Exploration of Compensation Models for University Faculty”*
Kerry S. Webb, Texas Woman’s University

Discussant: W. Scott Sherman, Texas A&M University-Corpus Christi

C15069
STRAT

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□ *“Strategies for Success in the Chinese Market”* C15072
 Carol Lai, California State University, Fullerton STRAT
 Peng Chan, California State University, Fullerton
 Lam D. Nguyen, Bloomsburg University of Pennsylvania

Discussant: Randall Harris, Texas A&M University-Corpus Christi

□ *“The Buzz-Saw--A New Model of Strategic Leadership”* C15012
 James Browning, National Defense University STRAT

Discussant: David L. Torres, University of Arizona, Sierra Vista

Session B
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Chair: Natasha Randle, Mississippi State University - Meridian

□ *“An Empirical Study on the Relationships between Authentic Leadership and Employee Job Satisfaction by Industry Segment”* C15037
 Michael Onorato, State University of New York at Old Westbury LEADER/
 Jason Zhu, State University of New York at Old Westbury HRM

Discussant: J. Goosby Smith, Pepperdine University

□ *“The Relationship Between Managerial Orientation and Productivity: An Examination of Captains from Discovery Channel’s Deadliest Catch”* C15009
 Sydney Covey, Virginia Wesleyan College MGMT
 Paul L. Ewell, Virginia Wesleyan College

Discussant: Tammi C. Redd, Ramapo College of New Jersey

□ *“The Influence of Compensation on Leader Human Capital and Unit Performance”* C15016
 Christopher M. Harris, Texas Woman’s University HRM
 Gary C. McMahan, University of Texas-Arlington

Discussant: Michele-Ann Petrone, TASC

Session C
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Chair: Farhang Niroomand, University of Houston-Victoria

□ *“The Need for Globalization of Business Higher Education and the Vital Role of Information Systems and Information Technologies (IS/T)”* C15045
 Ronald McNeil, University of Illinois Springfield TECH
 Rassule Hadidi, University of Illinois Springfield

Discussant: TBA

□ *“Distance Learning and E-learning: A Model for Establishing Academic, Corporate and Governmental Programs”* C15017
 Tony Lopez, INDUS Technology, Inc. EDUC

Discussant: David Hays, Nova Southeastern University

□ *“The Changing Roles of Teachers: A Study on the Evolution of Higher Learning and the Impact on Traditional Teacher Leadership Roles”* C15063
 Jacqueline Awadzi-Calloway, DeVry University EDUC
 Carrie Awadzi, Wilmington University
 Winston Awadzi, Delaware State University

Discussant: Efosa Idemudia, Arkansas Tech University

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10:30 a.m. to 11:00 a.m. **Networking Break**

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11:00 a.m. to 12:00 p.m. **Concurrent Sessions**

Session A

()

Chair: Michael Onorato, State University of New York at Old Westbury

□ *“Technology Trends & Employer Expectations: Implications for Teaching Business at a Liberal Arts Institution”*

Stephen Schwarz, College of Saint Benedict/Saint John’s University

Margrette Newhouse, College of Saint Benedict/Saint John’s University

C15025

TECH

Discussant: Jack Cook, SUNY at Brockport

□ *“Technology Management's Continuing Dilemma: Competitive Intelligence and Privacy”*

James Maxwell, MacMurray College

C15053

TECH

Discussant: Tony Lopez, INDUS Technology, Inc.

Session B

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Chair: Farhang Niroomand, University of Houston-Victoria

□ *“Calling Corporate Audibles: The Need for Speedy Signaling Change in Response to Environmental Shocks”*

W. Scott Sherman, Texas A&M University-Corpus Christi

Randall D. Harris, Texas A&M University-Corpus Christi

C15033

STRAT

Discussant: David L. Torres, University of Arizona, Sierra Vista

□ *“Strategic Innovation - Competing for the Future”*

Michael Nastanski, Saint Leo University

C15057

STRAT

Discussant: Angela R. Wells, A.T. Still University of Arizona

Session C

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Chair: Kent Byus, Texas A&M University-Corpus Christi

□ *“What Sales Managers Really Need”*

Christie Cooper, Cooper Consulting Group, Inc.

Farzin Madjidi, Pepperdine University

C15029

MKTING

Discussant: Art Trejo, Panasonic Avionics

□ *“Hi-Lo Pricing vs. Every Day Low Pricing Strategy: The Consequences of JC Penney's Move from Hi-Lo to EDLP and Back to Hi-Lo”*

Abhay Shah, Colorado State University, Pueblo

C15076

MKTING

Discussant: TBA

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12:05 p.m. to 1:45 p.m.
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Luncheon & Campus Awards

Moustafa H. Abdelsamad, SAM President & CEO and 2015 Conference Chair
Texas A&M University-Corpus Christi

Luncheon Speaker: "TBA"
Speaker Name, Affiliation

- Campus Awards, Sara Bliss Kiser, Alabama State University, SAM VP
- o Outstanding Campus Chapter Advisor Awards
 - o Outstanding Regional and National SAM Student Awards

1:45 p.m. to 3:15 p.m.

Concurrent Sessions

Session A
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Chair: Loan N. T. Pham, Banking University of Ho Chi Minh, Vietnam

□ *"Business Ethics Perceptions of Russian Working Adults: Do Age, Gender, Education, Work Experience, Management Experience, and Government Work Experience Make a Difference?"*

Lam D. Nguyen, Bloomsburg University of Pennsylvania
Natalia Ermasova, Governors State University
Ermasov Sergey, Saratov State University, Russia

C15003
ETHICS

Discussant: Edward Showalter, Randolph-Macon College

□ *"Spin Control: Financial Performance and the Effect on CEO Rhetoric in LTS"*

James Scott-Ransom, Pepperdine University
J. Goosby Smith, Pepperdine University
Scott A. Miller, Pepperdine University

C15049
FINA

Discussant: Donald Deis, Texas A&M University-Corpus Christi

□ *"The Affordable Care Act and its Relationship with New Entrants to the Work Force"*

Jessica M. Perez, Ramapo College of New Jersey

C15022
HEATHC

Discussant: TBA

Session B
()

Chair: Joe Spencer, Anderson University

□ *"Improving Project Outcomes in Technology with Emotional Intelligence"*

Art Trejo, Panasonic Avionics

C15010
TECH

Discussant: TBA

□ *"Technology, Access and Barriers to Education"*

Jacqueline Awadzi-Calloway, DeVry University
Carrie Awadzi, Wilmington University
Winston Awadzi, Delaware State University

C15064
TECH

Discussant: Tony Lopez, INDUS Technology, Inc.

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Session C
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□ *“Mobile Technology and the Employee-Customer-Profit Chain”* C15056
 LauraAnn Migliore, University of Phoenix TECH
 Ravi Chinta, University of Phoenix

Discussant: Jack Cook, SUNY at Brockport

Chair: Steve Farner, Bellevue University

□ *“Job Satisfaction of Healthcare Information Technology Permanent Employees and Consultants”* C15006
 David W. Hays, Nova Southeastern University HEALTHC
 Jennie Q. Lou, Nova Southeastern University

Discussant: TBA

□ *“Medicare Overview Hospital Readmission and Affordable Care Act Plan”* C15013
 Angela R. Wells, A.T. Still University of Arizona HEALTC

Discussant: Donald Jess, Capella University

□ *“The Residential Imperative of America's Elderly: An Examination of Preferences and Resistances in Consumer Decision Making”* C15042
 Kent Byus, Texas A&M University-Corpus Christi MKTG

Discussant: Abhay Shah, Colorado State University, Pueblo

3:15 p.m. to 3:45 p.m.
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Networking Break

3:45 p.m. to 5:15 p.m.

Concurrent Sessions

Session A
()

Chair: Christie Cooper, Cooper Consulting Group, Inc.

□ *“Adopting a Global Mindset: Utilizing the Schmieider Global Leadership Inventory for Graduate Students of Organizational Leadership”* C15030
 June Schmieider, Pepperdine University EDUC
 L. Neiworth, Pepperdine University
 C. Najera, Pepperdine University
 J. Lam, Pepperdine University

Discussant: David W. Hays, Nova Southeastern University

□ *“Measuring the Effectiveness of Video Training Through Technology-Based Education”*
 Deborah J. Hedderly, Roseman University of Health Sciences C15041
 Heidi Scott, Learning Pursuits EDU/TRAIN

Discussant: Efosa Idemudia, Arkansas Tech University

□ *“Intergenerational Warfare in the U.S. Workplace or Nothing More Than Growing Pains?”* C15008
 Ernie Stark, Rochester Institute of Technology, Croatia DIV/OB
 Steve Farner, Bellevue University

Discussant: Art Trejo, Panasonic Avionics

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Session B
()

Chair: Tito Guerrero III, Middle States Commission and Higher Education

□ *“Should We Undo the Flat Organization: Accommodating Needy Millennial Generation Workers”*

Joe Spencer, Anderson University

Larry Pace, Argosy University

Marc Muchnick, Ken Blanchard Institute

C15002

HRM

Discussant: Aly A. Messallam, Alexandria University, Egypt

□ *“Empowering the Micro-Entrepreneur Through Grameen-based Financing”*

Nandita Das, Delaware State University

Le Dang Tuan Khanh, Sacombank, Vietnam

C15059

ENTREP

Discussant: Ralph Ferguson, Texas Tech University

□ *“Professional Intimacy in Relationships Between Managers and Subordinates: Moving Toward Scale Development”*

Natasha W. Randle, Mississippi State University-Meridian

Kristena P. Gaylor, Mississippi College

Christopher J. Mathis, Morgan State University

Jeffrey L. Wilkins, North Carolina State University

C15021

OB

Discussant: Edward Showalter, Randolph-Macon College

Session C
()

Chair: Donald Deis, Texas A&M University-Corpus Christi

□ *“Leadership Styles of Future Leaders in the World's Largest Democracy”*

Michael Monahan, Frostburg State University

Amit Shah, Frostburg State University

Jyoti Rana, DAVC College, India

C15018

LEAD

Discussant: LauraAnn Migliore, University of Phoenix

□ *“An Integration Model of Leadership in Multinational Industrial Plants. Reynosa, Tamaulipas, Mexico”*

Miguel Asomoza, Mexico National Technologic Institute, Mexico

C15011

LEAD

Discussant: TBA

□ *“Leadership Styles and Collegiate Soccer Coaching Success”*

Jack McCann, Tusculum College

Thomas Kohntopp, Walden University

Paul Keeling, AFFILATION

C15005

LEAD

Discussant: TBA

Saturday, March 28, 2015

8:30 a.m. to 1:00 p.m. **Registration** Kathryn Wheelen, Omar Abdelsamad, Joseph Barnes
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9:00 a.m. to 10:30 a.m. **Concurrent Sessions**

Session A
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Chair: Susan Elkins, University of South Carolina

□ *“The Leadership Lab: Immersive Learning in Upper Level Management Courses”* C15039
 Susan Eisner, Ramapo College of New Jersey LEAD

Discussant: Silva Karkoulian, Lebanese American University, Lebanon

□ *“The Role of Leadership Style in Influencing Employees' Motivation Levels: Is a Directive of a Supportive Style the Key to Employee Motivation?”* C15044
 Silva Karkoulian, Lebanese American University, Lebanon LEAD
 Abdul-Nasser Kassar, Lebanese American University, Lebanon

Discussant: Susan Eisner, Ramapo College of New Jersey

□ *“Astute Leaders: Situation Awareness and Emotional Intelligence Driving Strategic Planning”* C15015
 Wanda Curlee, HP HR/STRAT
 Marie Sterling, Department of National Defense

Discussant: LauraAnn Migliore, University of Phoenix

Session B
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Chair: James E. Winzenreid, ARAMARK

□ *“Supply Chain Risk Management Framework: A Fishbone Analysis Approach”* C15028
 Mayur S. Desai, Texas Southern University OPER MGMT
 Kiran J. Desai, Retired
 Lucy Ojode, Texas Southern University

Discussant: Donald Jess, Capella University

□ *“Investigating the Gaps Between Project Management Practice and Project Management Education”* C15051
 Mark H. Haney, Robert Morris University MGMT

Discussant: Thomas A. Maroney, University of Maine

□ *“Factors Influencing Business Intelligence use in Decision Making and Organizational Performance”* C15014
 Betsy Sparks, South College OPER MGMT
 Jack McCann, Tusculum College

Discussant: George Lowry, Randolph-Macon College

Session C
()

Chair: Michael Nastanski, Saint Leo University

□ *“Quality Management Theory and Assessing Student Learning Outcomes in Higher Education”* C15004
Steven Parscale, Accreditation Council for Business Schools and Programs (ACSBP) EDUC

Discussant: Rassule Hadidi, University of Springfield Illinois

□ *“Case Research Journals' Rank and Tier by Active Scholars: Some Preliminary Evidence”* C15075
Randall Harris, Texas A&M University-Corpus Christi STRAT

Discussant: TBA

□ *“The Relationship Between Cross-Cultural Training and the Satisfaction and Retention of Expatriate Employees”* C15066
Abdul-Nasser El-Kassar, Lebanese American University, Lebanon GEN MGMT
Amal Rouhana, Lebanese American University, Lebanon
Sophie C. Lythreathis, Lebanese American University, Lebanon

Discussant: Jacqueline Awadzi-Calloway, DeVry University

Session D
()

Chair: Edward Showalter, Randolph-Macon College

□ *“A Comparative Study of the Conflict Resolution Styles of Generation X and Y in a Collectivist non-Western Context”* C15071
Leila Canann Messarra, Lebanese American University, Lebanon OB
Silva Karlouljian, Lebanese American University, Lebanon

Discussant: Miguel Asomoza, Mexico Technologic Institute

□ *“Profiling Lebanese Family Business (SMEs) Based on Their Management Practices: A Cluster Analysis Approach”* C15036
Josiane Fahed-Sreih, Lebanese American University, Lebanon FAM BUS

Discussant: TBA

□ *“Human Resource Management Practices in the Lebanese NGOs and Private Sector”* C15065
Noura Yassine, Beirut Arab University, Lebanon NGO
Rami Zein, Lebanese American University, Lebanon

Discussant: Jorge M. Herrera, St. John’s River State College

10:30 a.m. to 11:00 a.m. **Networking Break**
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11:00 a.m. to 12:00 p.m. **Concurrent Sessions**

Session A
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Chair: George Stevens, Kent State University

□ *“Major Changes in AACSB Standards [2013 compared to 2003]”*
Berkwood Farmer, Wright State University
Moustafa H. Abdelsamad, Texas A&M University-Corpus Christi

Session B
()

Chair: Christopher Harris, Texas Woman's University

□ *"On-Campus Business Labs: Student Run Ventures and Club Leadership"*
Stephen Schwarz, College of Saint Benedict/Saint John's University
Paul Marsnick, College of Saint Benedict/Saint John's University

C15026
BUS/EDU

Discussant: Jacqueline Awadzi-Calloway, DeVry University

□ *"Leadership Among Horses and Humans: A New Observation"*
Lynda Majerowicz, University of Phoenix

C15035
LEAD

Discussant: TBA

Session C
()

Chair: James E. Winzenreid, ARAMARK

□ *"Creativity's Impact on Business and Management in the 21st Century"*
James Maxwell, MacMurray College

C15052
GEN MGMT

Discussant: Randall Harris, Texas A&M University-Corpus Christi

□ *"Entrepreneurial Factors in Brand Dubai"*
Gouher Ahmed, Skyline University, UAE

C15074
ENTREP

Discussant: Monica Hernandez, Texas A&M University-Corpus Christi

Session D
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Student Session and Elections of Student Members to SAM Board of Directors
Sara Bliss Kiser, Alabama State University, SAM VP

12:05 p.m. to 1:30 p.m. **Lunch on Your Own**

1:30 p.m. to 3:00 p.m. **Concurrent Sessions**

Session A
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Chair: Berkwood Farmer, Wright State University

□ *"Industry Cluster Pathways: A Focused Approach to Regional Workforce Development Initiatives"*
Susan A. Elkins, University of South Carolina
Robert R. Bell, Tennessee Technological University
Lillian Hartgrove, Tennessee State Board of Education

C15032
ECON

Discussant: Okeleke Nzeogwu, Roseman University

□ *"How Sarbanes-Oxley's Changed Who Audits America's Local Governments"*
Donald Deis, Texas A&M University-Corpus Christi
Kent Byus, Texas A&M University-Corpus Christi

C15055
ECON

Discussant: TBA

□ *“Understanding the Student View of Social Media”* C15077
 Sara Bliss Kiser, Alabama State University TRACK
 Tammy L. Prater, Alabama State University
 Kimberly Johnson, Auburn University, Montgomery
 Suzanne Smith, Presbyterian College

Discussant: TBA

Session B
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Chair: Tammi C. Redd, Ramapo College of New Jersey

□ *“Trans-relational Ethics: Emergency Loan Need May Influence the Availability of Graduate Students in Global Research and Business”* C15048
 Efosa C. Idemudia, Arkansas Tech University ETHICS
 Ralph Ferguson, Texas Tech University

Discussant: Jack McCann, Tusculum College

□ *“Attitudes Toward Business Ethics: A Comparative Study Among Business Students in the U.S. and in Vietnam”* C15062
 Lam D. Nguyen, Bloomsburg University of Pennsylvania ETHICS
 Loan N.T. Pham, Banking University of Ho Chi Minh, Vietnam

Discussant: TBA

□ *“Sticky Ethics, Innovation, and Corporate Responsibility”* C15073
 David Torres, University of Arizona South ETHICS

Discussant: Natalia Ermasova, Governors State University

Session C
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Chair: Steven Parscale, Accreditation Council for Business School Programs (ACSBP)

□ *“Ways to say “goodbye”: A Review of the Employee Termination Literature”* C15031
 Mark Skowronski, Ramapo College of New Jersey HRM
 Akanksha Bedi, California State University

Discussant: Susan Eisner, Ramapo College of New Jersey

□ *“Machiavilianism's Impact on the Comparative Rating of Verbal Reinforcers Using Auditory and Visual Cues”* C15023
 Edward Showalter, Randolph-Macon College OB
 George Lowry, Randolph-Macon College

Discussant: Wanda Curlee, HP

□ *“Visualization and Insight in Business Intelligence (BI); the Changing Paradigm”* C15024
 John Black, Capella University TECH
 Donald Jess, Capella University

Discussant: Mayur S. Desai, Texas Southern University

Session D
()

Chair: Jorge M. Herrera, St. John's River State College

□ *“Academic Dishonesty Using Social Media: A Comparative Study of College Students from Canada and China”*

Monica Hernandez, Texas A&M University-Corpus Christi

C15034

MKTG

Discussant: TBA

□ *“A Simple Empirical Model for Retail Revenue Analysis in North Dallas: Lessons Learned”*

Okeniyi Ayinla Oke, Lincoln Memorial University

C15027

MKTG

Discussant: Thomas A. Maroney, University of Maine

3:00 p.m. to 3:30 p.m.
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Networking Break

3:30 p.m. to 4:30 p.m.

Concurrent Sessions

Session A
()

Chair: Susan Eisner, Ramapo College of New Jersey

□ *“Transcultural Women Leaders”*

Santhi Harvey, Central State University

C15050

WOMEN

Discussant: Sarah Bliss Kissner, Alabama State University

□ *“The Hobby Lobby Decision: How the Decision was Made, and the Ramifications”*

Alex Demczak Jr., Clarion University

Brian Jendesky, Clarion University

C15001

HR

Discussant: Mark Skowronski, Ramapo College of New Jersey

Session B
()

Chair: Wanda Curlee, HP

□ *“Managerial Risk Perceptions”*

Reza Kheirandish, Clayton State University

Shabnam Mousavi, Johns Hopkins University

C15078

MGMT

Discussant: W. Scott Sherman, Texas A&M University-Corpus Christi

□ *“The Effect of Job Demands and Job Resources on Academic Staff Satisfaction with an Application on Accredited Universities in Egypt”*

Marwa N. Mohamed, Alexandria University, Egypt

Aly A. Messallam, Alexandria University, Egypt

C15020

HRM

Discussant: TBA

Session C
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WORKSHOP

□ *Lessons from Jean-Luc Dumont and Others on How to Prepare Effective Slide Presentations”*

David L. Torres, University of Arizona, Sierra Vista

CW15001

Session D
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Chair: Mayur S. Desai, Texas Southern University

□ “A Six-Stage Business Continuity and Disaster Recovery Planning Cycle”
Jack Cook, SUNY at Brockport

C15067
PLAN

Discussant: TBA

□ “Suspicious of Fraud in Your Small Company? Preventing, Deterring, Detecting
and Responding to Fraud Using Social Media”

Jack Cook, SUNY at Brockport
Nicole Tychi, SUNY at Brockport
Kaitlynn Zaffuto, SUNY at Brockport

C15068
TECH

Discussant: TBA

6:30 p.m. to 9:30 p.m.
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Awards Banquet

Introductions

Moustafa H. Abdelsamad, SAM International President & CEO
Texas A&M University-Corpus Christi

“Addressing the Impact of the IT Revolution on the International Educational System”
Dr. Robyn Conrad Hansen, President, National Association of Elementary School
Principles (NAES)/2015-16)

Campus Awards

Moustafa H. Abdelsamad, SAM International President & CEO
Sara Bliss Kiser, Alabama State University, SAM VP

- Announcing SAM Student Board Members for 2015/2016
- Campus Chapter Performance Awards

Recognizing Student Case Competition Winners

Moustafa H. Abdelsamad, SAM International President & CEO
Jim Stewart, Merrimack College, SAM VP