

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	Dina Abdelsamad, Omar Abdelsamad, Joseph Barnes, and Angie Dick
3:00 p.m. to 7:00 p.m. (Copper)	SAM Board Meeting	
7:00 p.m. to 8:30 p.m. (Tahoe)	Welcoming Reception	
8:30 p.m. to 9:45 p.m. (Reno)	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	Dina Abdelsamad, Omar Abdelsamad, Joseph Barnes, and Angie Dick
8:30 a.m. to 9:00 a.m. (Copper)	“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.
(Parlors D, E, F) **Student Case Competition Presentations as Per Schedule Determined on Thursday, March 26, 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 (Parlor A)	Chair: Tito Guerrero III, Middle States Commission on Higher Education □ <i>“Equity Theory vs. a Satisficing Strategy: An Exploration of Compensation Models for University Faculty”</i> Kerry S. Webb, Texas Woman’s University Discussant: W. Scott Sherman, Texas A&M University-Corpus Christi □ <i>“Strategies for Success in the Chinese Market”</i> Carol Lai, California State University, Fullerton 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”*
James Browning, National Defense University

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

Session B
(Parlor B)

Chair: Natasha Randle, Mississippi State University-Meridian

□ *“An Empirical Study on the Relationships Between Authentic Leadership and Employee Job Satisfaction by Industry Segment”*

Michael Onorato, State University of New York at Old Westbury

Jason Zhu, State University of New York at Old Westbury

Discussant: J. Goosby Smith, Pepperdine University

□ *“The Relationship Between Managerial Orientation and Productivity: An Examination of Captains from Discovery Channel’s Deadliest Catch”*

Sydney Covey, Virginia Wesleyan College

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”*

Christopher M. Harris, Texas Woman’s University

Gary C. McMahan, University of Texas-Arlington

Discussant: Michele-Ann Petrone, TASC

Session C
(Parlor C)

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)”*

Ronald McNeil, University of Illinois Springfield

Rassule Hadidi, University of Illinois Springfield

Discussant: George Stevens, Kent State University

□ *“Distance Learning and E-learning: A Model for Establishing Academic, Corporate and Governmental Programs”*

Tony Lopez, INDUS Technology, Inc.

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”*

Jacqueline Awadzi-Calloway, DeVry University

Carrie Awadzi, Wilmington University

Winston Awadzi, Delaware State University

Discussant: Efosa Idemudia, Arkansas Tech University

10:30 a.m. to 11:00 a.m. **Networking Break**
(Foyer A)

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

Session A
(Parlor 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

Discussant: Jack Cook, SUNY at Brockport

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

James Maxwell, MacMurray College

Discussant: Tony Lopez, INDUS Technology, Inc.

Session B
(Parlor B)

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

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

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

Michael Nastanski, Saint Leo University

Discussant: Angela R. Wells, University of Arizona

Session C
(Parlor C)

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

□ *“What Sales Managers Really Need”*

Christie Cooper, Cooper Consulting Group, Inc.

Farzin Madjidi, Pepperdine University

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

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

12:05 p.m. to 1:45 p.m.
(Las Vegas)

Luncheon & Campus Awards

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

Luncheon Speaker: Dr. Michael Nastanski, Saint Leo University
“The Coming Labor Shortage, Challenges and Opportunities for Employers and Business Schools”

Campus Awards, Sara Bliss Kiser, Alabama State University, SAM VP

- Outstanding Campus Chapter Advisor Awards
 - Outstanding Regional and National SAM Student Awards
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1:45 p.m. to 3:15 p.m.

Concurrent Sessions

Session A
(Parlor A)

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

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

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

Discussant: Sandi Zeljko, Lake-Sumter State College

Session B
(Parlor B)

Chair: Joe Spencer, Anderson University

□ *“Improving Project Outcomes in Technology with Emotional Intelligence”*

Art Trejo, Panasonic Avionics

Discussant: Kerry S. Webb, Texas Woman’s University

□ *“Technology, Access and Barriers to Education”*

Jacqueline Awadzi-Calloway, DeVry University

Carrie Awadzi, Wilmington University

Winston Awadzi, Delaware State University

Discussant: Tony Lopez, INDUS Technology, Inc.

□ *“Mobile Technology and the Employee-Customer-Profit Chain”*

LauraAnn Migliore, University of Phoenix

Ravi Chinta, University of Phoenix

Discussant: Jack Cook, SUNY at Brockport

Session C
(Parlor C)

Chair: Steve Farner, Bellevue University

□ *“Job Satisfaction of Healthcare Information Technology Permanent Employees and Consultants”*

David W. Hays, Nova Southeastern University

Jennie Q. Lou, Nova Southeastern University

Discussant: James E. Winzenreid, ARAMARK

□ *“Medicare Overview Hospital Readmission and Affordable Care Act Plan”*

Angela R. Wells, University of Arizona

Discussant: Donald Jess, Capella University

□ *“The Residential Imperative of America's Elderly: An Examination of Preferences and Resistances in Consumer Decision Making”*

Kent Byus, Texas A&M University-Corpus Christi

Discussant: Abhay Shah, Colorado State University, Pueblo

3:15 p.m. to 3:45 p.m.
(Foyer A)

Networking Break

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

Concurrent Sessions

Session A
(Parlor A)

Chair: Christie Cooper, Cooper Consulting Group, Inc.

□ *“Adopting a Global Mindset: Utilizing the Schmiieder Global Leadership Inventory for Graduate Students of Organizational Leadership”*

June Schmiieder, Pepperdine University

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

Heidi Scott, Learning Pursuits

Discussant: Efosa Idemudia, Arkansas Tech University

□ *“Intergenerational Warfare in the U.S. Workplace or Nothing More Than Growing Pains?”*

Ernie Stark, Rochester Institute of Technology, Croatia

Steve Farner, Bellevue University

Discussant: Art Trejo, Panasonic Avionics

Session B
(Parlor B)

Chair: Tito Guerrero III, Middle States Commission on 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

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

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

Discussant: Edward Showalter, Randolph-Macon College

Session C
(Parlor 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

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

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

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

Jack McCann, Tusculum College

Thomas Kohntopp, Walden University

Paul Keeling, Power Home Remodeling Group

Discussant: Sandi Zeljko, Lake-Sumter State College

Saturday, March 28, 2015

8:30 a.m. to 1:00 p.m. **Registration** Dina Abdelsamad, Omar Abdelsamad, Joseph Barnes, and Angie Dick

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

Session A
(Parlor A)

Chair: Susan Elkins, University of South Carolina

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

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?”*
Silva Karkoulian, Lebanese American University, Lebanon
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”*
Wanda Curlee, Hewlett-Packard’s Enterprise Services
Marie Sterling, Department of National Defense

Discussant: LauraAnn Migliore, University of Phoenix

Session B
(Parlor B)

Chair: James E. Winzenreid, ARAMARK

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

Discussant: Donald Jess, Capella University

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

Discussant: George Lowry, Randolph-Macon College

Session C
(Parlor C)

Chair: Michael Nastanski, Saint Leo University

□ *“Quality Management Theory and Assessing Student Learning Outcomes in Higher Education”*
Steven Parscale, Accreditation Council for Business Schools and Programs (ACBSP)
John F. Dumont, Northwest State Community College
Von R. Plessner, University of Liverpool-Laureate Online Education

Discussant: Rassule Hadidi, University of Springfield Illinois

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

Discussant: George Stevens, Kent State University

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

Discussant: Reza Kheirandish, Clayton State University

Session D
(Parlor 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”*
Leila Canann Messarra, Lebanese American University, Lebanon
Silva Karloulian, Lebanese American University, Lebanon

Discussant: Miguel Asomoza, Mexico Technologic Institute

□ *“The Relationship Between Cross-Cultural Training and the Satisfaction and Retention of Expatriate Employees”*

Abdul-Nasser El-Kassar, Lebanese American University, Lebanon
Amal Rouhana, Lebanese American University, Lebanon
Sophie C. Lythreathis, Lebanese American University, Lebanon

Discussant: Jacqueline Awadzi-Calloway, DeVry University

□ *“Human Resource Management Practices in the Lebanese NGOs and Private Sector”*

Noura Yassine, Beirut Arab University, Lebanon
Rami Zein, Lebanese American University, Lebanon

Discussant: Thomas A. Maroney, University of Maine

10:30 a.m. to 11:00 a.m. **Networking Break**
(Foyer A)

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

Session A
(Parlor A)

Chair: George Stevens, Kent State University

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

Session B
(Parlor 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

Discussant: Jacqueline Awadzi-Calloway, DeVry University

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

Discussant: Benjamin Blanco, Texas A&M University-Corpus Christi

Session C
(Parlor C)

Chair: James E. Winzenreid, ARAMARK

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

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

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

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

Session D
(Parlor D)

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
(Parlor A)

Chair: Berkwood Farmer, Wright State University

□ *"Industry Cluster Pathways: A Focused Approach to Regional Workforce Development"*

Susan A. Elkins, University of South Carolina
Robert R. Bell, Tennessee Technological University
Lillian Hartgrove, Tennessee State Board of Education
Sally Pardue, Tennessee Technological University

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

Discussant: August Bequai, Attorney-at-Law

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

Discussant: Benjamin Blanco, Texas A&M University-Corpus Christi

Session B
(Parlor B)

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”*
Efosa C. Idemudia, Arkansas Tech University
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”*
Lam D. Nguyen, Bloomsburg University of Pennsylvania
Loan N.T. Pham, Banking University of Ho Chi Minh, Vietnam

Discussant: Reza Kheirandish, Clayton State University

□ *“Sticky Ethics, Innovation, and Corporate Responsibility”*
David L. Torres, University of Arizona, Sierra Vista

Discussant: Natalia Ermasova, Governors State University

Session C
(Parlor C)

Chair: Steven Parscale, Accreditation Council for Business Schools and Programs (ACBSP)

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

Discussant: Susan Eisner, Ramapo College of New Jersey

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

Discussant: Wanda Curlee, Hewlett-Packard’s Enterprise Services

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

Discussant: Mayur S. Desai, Texas Southern University

Session D (Parlor D)	Chair: Ronald McNeil, University of Illinois Springfield □ <i>“Academic Dishonesty Using Social Media: A Comparative Study of College Students from Canada and China”</i> Monica Hernandez, Texas A&M University-Corpus Christi Discussant: Thomas A. Maroney, University of Maine □ <i>“A Simple Empirical Model for Retail Revenue Analysis in North Dallas: Lessons Learned”</i> Okeniyi Ayinla Oke, Lincoln Memorial University Discussant: Thomas A. Maroney, University of Maine
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3:00 p.m. to 3:30 p.m. (Foyer A)	Networking Break
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3:30 p.m. to 4:30 p.m.	Concurrent Sessions
Session A (Parlor A)	Chair: Susan Eisner, Ramapo College of New Jersey □ <i>“Transcultural Women Leaders”</i> Santhi Harvey, Central State University Discussant: Sarah Bliss Kiser, Alabama State University □ <i>“The Hobby Lobby Decision: How the Decision was Made, and the Ramifications”</i> Alex Demczak Jr., Clarion University Brian Jendesky, Clarion University Discussant: Mark Skowronski, Ramapo College of New Jersey
Session B (Parlor B)	Chair: Wanda Curlee, Hewlett-Packard’s Enterprise Services □ <i>“Managerial Risk Perceptions”</i> Reza Kheirandish, Clayton State University Shabnam Mousavi, Johns Hopkins University Discussant: W. Scott Sherman, Texas A&M University-Corpus Christi □ <i>“The Effect of Job Demands and Job Resources on Academic Staff Satisfaction with an Application on Accredited Universities in Egypt”</i> Marwa N. Mohamed, Alexandria University, Egypt Aly A. Messallam, Alexandria University, Egypt Discussant: Farhang Niroomand, University of Houston-Victoria
Session C (Parlor C)	Workshop □ <i>Lessons from Jean-Luc Dumont and Others on How to Prepare Effective Slide Presentations”</i>

David L. Torres, University of Arizona, Sierra Vista

Session D
(Parlor D)

Chair: Mayur S. Desai, Texas Southern University

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

Discussant: Michael A. Williams, Attorney-at-Law

□ “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

Discussant: August Bequai, Attorney-at-Law

6:30 p.m. to 9:30 p.m.
(Las Vegas)

Awards Banquet

Introductions

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

Keynote Speaker

Dr. Robyn Conrad Hansen, President, National Association of Elementary School
Principals (NAESP)/2015-16)

“Addressing the Impact of the IT Revolution on the International Educational System”

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