

TENTATIVE – 02 – 23 - 2016

***Advancing Management: Innovation,
Engagement, and Impact***

*Thursday, April 7 – Saturday, April 9, 2016
Thursday, April 7, 2016*

1:00 p.m. to 7:00 p.m. **Registration** Dina Abdelsamad, Joseph Barnes, and Angie Dick

2:00 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
Allen Frazier, Harding University, SAM Assistant VP

Friday, April 8, 2016

8:30 a.m. to 3:00 p.m. **Registration** Dina Abdelsamad, Joseph Barnes, and Angie Dick

8:30 a.m. to 9:00 a.m. **“Conference Opening and Welcome”**
() Moustafa H. Abdelsamad, SAM International President & CEO and 2016 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, April 7, 2016**
Case Director:
Sara Bliss Kiser, Alabama State University, SAM VP
Allen Frazier, Harding University, SAM Assistant VP

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

Session A Chair: Tito Guerrero, III, Middle States Commission on Higher Education
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□ *“Ethical Sensitivity and Its Relationship to Personality and School Discipline”*
Lynn Walsh, SUNY College at Old Westbury
Shalei Simms, SUNY College at Old Westbury
Michael Onorato, SUNY College at Old Westbury *Ethics - C16007*

Discussant: Betsy H. Sparks, South College

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- *“Expatriates Adjustment and Emerging Markets: Assessing the Impact of Cross-Cultural Training on Western Expatriates Adjustment”*

John O. Okpara, Bloomsburg University of Pennsylvania
M. Ruhul Amin, Bloomsburg University of Pennsylvania
Nicholas Koumbiadis, Adelphi University
Socrates Boussios, Briarcliffe College

C16044 - HRM

Discussant: TBA

- *“Blending Tribes: Leadership Challenges in Merger & Acquisitions”*

Susan Duvall-Dickson, Private Ocean, LLC

C16009 - Leadership

Discussant: TBA

Session B
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Chair: Wanda Curlee, BRISK Business

- *“The Influence of Star Performers on Team Coordination and Performance: Does Type of Star Matter?”*

Christopher Harris, Texas Woman's University

C16018 - OB

Discussant: TBA

- *“Don't Just Appoint a Team - Create an Effective Engaged Team*

Peter C. Olden, University of Scranton

C16019 - OB

Discussant: Pramila Rao, Marymount University

- *“Organizational Response to Innovation: A Study of Organizational Adaptation Relative to Trade Promotion Allowances”*

James E. Skibo, Texas Woman's University

C16048- OB

Discussant: Andrew F. Johnson, Texas A&M University-Corpus Christi

Session C
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Chair: W. Scott Sherman, Texas A&M University-Corpus Christi

- *“Opportunities and Challenges: What Millennials Think About Entrepreneurship and Small Business Management”*

Sally A. Sledge, Norfolk State University

C16031- Entrepren

Discussant: Denise Frizzell, Metamorphoses

- *“Preparation to be a Business Owner: An Exploratory Qualitative Inquiry of the Lived Experiences”*

Troy A. Hunt, ITT-Tech

Darrell Bratton, Virginia International University

C16039 - Entrepren

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

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- *“Developing a Regional Infrastructure for an Innovation Eco-System: A Case Study”*

Thomas Triscari, Jr., Rensselaer Polytechnic Institute
Ying (Yvon) Liu, Rensselaer Polytechnic Institute
Yuanmeng (Ramona) Zhang, Rensselaer Polytechnic Institute

C16027 - Entrepren

Discussant: Paul G. Wilhelm, Sullivan University

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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Panel

- *“Healthcare Informatics – The Uses of Information Technology to Improve Healthcare Delivery System”*

Rassule Hadidi, University of Illinois, Springfield
Ronald McNeil, University of Illinois, Springfield

C16076 - Healthcare

Session B
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Chair: LauraAnn Migliore, University of Phoenix

- *“Strategic Human Resource Management Strategies to Increase Return on Investment and Value”*

Jerry Sims, Sullivan University-Lexington
James Maxwell, Sullivan University-Lexington

C16069- Strategy

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

- *“Hedge Fund Performance: Pre and Post-crisis: Does it add up?”*

Nandita Das, Delaware State University

C16047- Finance

Discussant: TBA

Session C
()

Chair: Sally A. Sledge, Norfolk State University

- *“A Cultural Values Understanding of Nations' Readiness for Knowledge Economy”*

Omar E.M. Khalil, Kuwait University
Laila N. Marouf, Kuwait University

C16074 - ECON

Discussant: TBA

- *“Giving is Good Business: Establishing Ethical Behavior through Core Values”*

Pamela Chandler Lee, Saint Leo University
Shannon O. Jackson, Saint Leo University
Sheri Bias, Saint Leo University

C16011 - Ethics

Discussant: Nicholas Koumbiadis, Adelphi University

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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 2016 Conference Chair
Texas A&M University-Corpus Christi

Luncheon Speaker: Unit Chief (UC) Jeffrey L. Coburn, Federal Bureau of Investigation
“*Cyber Crime*”

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

- Outstanding Campus Chapter Advisor Awards
- 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: Tito Guerrero, III, Middle States Commission on Higher Education

- “*One Size Does Not Fit All: A Descriptive Model of Vision Statement Development*”
Shelley A. Kirkpatrick, Visiontelligence, LLC *C16006 - Leadership*

Discussant: LauraAnn Migliore, University of Phoenix

- “*The Leadership Challenge: Business Continuity in an Environment of Change, Crises*”
Claudine SchWeber, University of Maryland University College *C16045 - Leadership*

Discussant: Sabrina Brandon Ricks, Northern Virginia Community College

- “*Observations of Situational Awareness and Emotional Intelligence in Business Leaders and Project Managers*”
Wanda Curlee, BRISK Business
Marie Sterling, DND *C16038 - Leadership*

Discussant: Shelley A. Kirkpatrick, Visiontelligence, LLC

Session B
()

Chair: Farhang Niroomand, University of Houston-Victoria

- “*Case Research Journals' Rank and Tier by Active Scholars: An Exploratory Study*”
Randall D. Harris, Texas A&M University-Corpus Christi *C16058 - Education*

Discussant: TBA

- “*Stupid is as Stupid Does: Dysfunctional Culture and Tacit Stupidity as Contrasting and Complimentary Explanations of the GM Ignition Switch Debacle*”
W. Scott Sherman, Texas A&M University-Corpus Christi
Randall D. Harris, Texas A&M University-Corpus Christi *C16062- Strategy*

Discussant: Troy A. Hunt, ITT-Tech

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- *“And the Two Shall Become One: The Merger of Two Universities”*
Kelsi L. Anderson, Concordia University - Ann Arbor Campus
William Cario, Concordia University, Wisconsin
Brad Condie, Concordia University, Wisconsin
C16071 - Education

Discussant: Denise Frizzell, Metamorphoses

Session C
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Chair: John O. Okpara, Bloomsburg University of Pennsylvania

- *“Alternative Dispute Resolution within Organizations”*
Douglas M. McCabe, Georgetown University
C16056 - HRM

Discussant: TBA

- *“The Impact of Corruption on Nigeria's Economic Underdevelopment”*
Okeniyi A. Oke, Lincoln Memorial University
Eugene N. Offoha, Lincoln Memorial University
C16053 - ECON

Discussant: John O. Okpara, Bloomsburg University

- *“The Marlin Management Conference: An Intensive Practical Learning Experience for Developing Professionals”*
Marisa Harris, Virginia Wesleyan College
Paul L. Ewell, Virginia Wesleyan College
C16033 - Education

Discussant: Mayur S. Desai, Texas Southern University

3:15 p.m. to 3:45 p.m.
() **Networking Break**

3:45 p.m. to 5:15 p.m. **Concurrent Sessions**

Session A
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Chair: Nicholas Koumbiadis, Adelphi University

- *“China's Patent System: Do They Keep Their Promise?”*
Christopher Zapalski, Colorado State University-Global Campus
David B. Levenstam, Kaplan University Online
Laura J. Zapalski, Warner University
C16032 - International

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

- *“Marketing and Competitive Strategies for the Four Star and Five Star Hotels in Kenya”*
Edwin Odhuno, Mount Kenya University, Kenya
Antoneta Njeri Kariru, Maseno University, Kenya
C16041 - International

Discussant: TBA

- *“Are Our Students Honest?: An Exploratory Study”*
Michael Monahan, Frostburg State University
Amit Shah, Frostburg State University
C16050 - Ethics

Discussant: Claudine SchWeber, University of Maryland University College

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

- *“A Study of Risk-Adjusted Returns on the 20 Largest U.S. Based Stock Mutual Funds and Exchange Traded Funds”*

Ajay Samant, University of North Florida
Onur Arugaslan, Western Michigan University

C16025 - Finance

Discussant: James E. Skibo, Texas Woman's University

- *“Comparative Validation of the Global Competitiveness, Prosperity and Economic Freedom Indices: Implications for Inequality and Growth Strategies”*

Paul G. Wilhelm, Sullivan University
Jana P. Wilhelm, Sullivan University and University of Kentucky

C16028 -ECON

Discussant: Troy A. Hunt, ITT-Tech

- *“Refugees and Their Economic Impact in Europe”*

Behnaz Z. Quigley, Marymount University

C16013 - ECON

Discussant: TBA

Session C
()

Chair: Sabrina Brandon Ricks, Northern Virginia Community College

- *“The Difficulty of Controlling Healthcare Costs in the United States”*

Xu Gao, Marshall University
Jiping Lei, Marshall University
Bolang Chen, Marshall University

C16012 - Health Care

Discussant: TBA

- *“Overcoming Barriers to Innovation Implementation in Health Care Organizations”*

Peter C. Olden, University of Scranton

C16020 - Health Care

Discussant: TBA

- *“Technology-driven New Role of 21st Century Pharmacists: Recommendations for Pharmacy Management”*

Mayur S. Desai, Texas Southern University
Kamala Raghavan, Texas Southern University
Neesha Desai, CVS

C16014 - Technology

Discussant: TBA

Saturday, April 9, 2016

8:30 a.m. to 1:00 p.m. **Registration** Dina Abdelsamad, Joseph Barnes, and Angie Dick
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9:00 a.m. to 10:30 a.m. **Concurrent Sessions**

Session A
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Chair: TBA

- *“Value Stream Mapping Tools: An Analysis of Value Adding Applications”*
 Lena Nguyen, Virginia Wesleyan College
 Paul L. Ewell, Virginia Wesleyan College *C16010 - Technology*

Discussant: TBA

- *“Demystifying the Big Data Phenomenon for Strategic Leadership”*
 LauraAnn Migliore, University of Phoenix
 Ravi Chinta, Auburn University at Montgomery *C16036 - Strategy*

Discussant: Dorothy M. Kirkman, University of Houston - Clear Lake

- *“An Examination of Contextual Factors' on the University-Biotechnology Transfer Relationship”*
 Dorothy M. Kirkman, University of Houston - Clear Lake
 Shalei V. Simms, SUNY College - Old Westbury *C16017 - Technology*

Discussant: TBA

Session B
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Chair: James E. Skibo, Texas Woman's University

- *“Management and Leadership Competencies in the Business of Education”*
 Betsy H. Sparks, South College
 Jack T. McCann, Tusculum College *C16023 - Education*

Discussant: Mayur S. Desai, Texas Southern University

- *“Cognitive and Integrative Complexity as Predictors of U.S. Presidents' Performance: Management Theory Implications”*
 Paul G. Wilhelm, Sullivan University
 Jana P. Wilhelm, Sullivan University and University of Kentucky
 Weston M. Wilhelm, Lexington Police Department *C16029 - MGMT*

Discussant: TBA

- *“Constructive versus Destructive Narcissism and U.S. Presidents: Dark Triad Implications for Presidential Candidates”*
 Paul G. Wilhelm, Sullivan University
 Jana P. Wilhelm, Sullivan University and University of Kentucky
 Timothy G. Wilhelm, United States Air Force *C16030 - MGMT*

Discussant: TBA

Session C
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Chair: James R. Calvin, Johns Hopkins University

□ *“Perceptions of On-line Versus Face-to-Face Degrees in Selection Decisions”*

Andrew F. Johnson, Texas A&M University-Corpus Christi
Katherine J. Roberto, Texas A&M University-Corpus Christi
Stephen C. Gibson, Texas A&M University-Corpus Christi

C16026 - Education

Discussant: TBA

□ *“The Expanding View of Marketing in the Health Care Environment”*

Bruce Sommer, University of Illinois at Springfield

C16075- Healthcare

Discussant: Peter C. Olden, University of Scranton

□ *“Student-Driven Learning”*

Marcia Hardy, Northwestern State University of Louisiana

C16040 - Education

Discussant: TBA

Session D
()

Chair: Claudine SchWeber, University of Maryland University College

□ *“Conflict of Interests in Modern Capitalism”*

Minoo Ghoreishi, Millersville University of Pennsylvania
Dariush Rezei, Kent State University - Trumbull Campus

C16046 - Ethics

Discussant: TBA

□ *“The Role of Religion on Human Resource Management (HRM) Practices in India”*

Pramila Rao, Marymount University

C16024 - HRM

Discussant: Paula Holanchock, Flagler College

□ *“Learning and Performing Together: Assessing Interprofessional Health Care Teams”*

Ozgur Ekmekci, The George Washington University
Brenda Sheingold, The George Washington University
Margaret Plack, The George Washington University
Susan LeLacheur, The George Washington University
Jennifer Halvaksz, The George Washington University
Karen Lewis, The George Washington University
Karen Schlumpf, The George Washington University
Larrie Greenberg, The George Washington University

C16008 - Health Care

Discussant: TBA

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: Ronald McNeil, University of Illinois, Springfield

□ *“New AACSB Maintenance Headwinds”*

Moustafa H. Abdelsamad, Texas A&M University-Corpus Christi
Berkwood Farmer, Wright State University
Ronald McNeil, University of Illinois, Springfield
Farhang Niroomand, University of Houston-Victoria
George Stevens, Kent State University

C16001

Discussant: TBA

Session B
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Chair: TBA

□ *“The Impact of Institutionalized Risk Aversion of Minority Entrepreneurship”*

Patrice Perry-Rivers, Virginia State University
Donatus Amaram, Virginia State University

C16065 – Entrepren

Discussant: Bob Garner, Florida State University

□ *“Comparative Study of County Annual Sales Revenues in Bell, KY and Claiborne, TN: A Longitudinal Business Analysis, 1997-2014”*

Okeniyi A. Oke, Lincoln Memorial University
Xanshunta Polk, Lincoln Memorial University

C16052 - Policy

Discussant: TBA

Session C
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Chair: TBA

□ *“The Impact of Imposed Status on the Financial Performance & Resource Acquisition of Small Enterprises”*

Patrice Perry-Rivers, Virginia State University
Richard Omotoye, Virginia State University
Venkat Mummalaneni, Virginia State University
Ravi Chinta, Auburn University at Montgomery

C16064 - Finance

Discussant: TBA

□ *“Empirical Validation of Main and Interaction Effects of “Limited Resource Farm Producer Types” and “Access to Capital” on “Degree of Participation in USDA Agricultural Programs”*

Richard Omotoye, Virginia State University
Ravi Chinta, Auburn University at Montgomery
Venkat Mummalaneni, Virginia State University
Patrice Perry-Rivers, Virginia State University

C16068 - ECON

Discussant: TBA

Session D

Workshop

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□ *“The Perceptions and Lived Experiences of Leaders Practicing Mindfulness Meditation: A Phenomenological Investigation”*

Denise Frizzell, Metamorphoses

CW16001 - Leadership

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: James R. Calvin, Johns Hopkins University

□ *“Women in Combat: A Necessity or Socio-Political-Economic Expediency?”*

Donatus I. Amaram, Virginia State University

Patrice Perry-Rivers, Virginia State University

C16066 - Women

Discussant: TBA

□ *“Employee Preferences for Tipping Systems: A Cross-Cultural Study”*

Kelley M. Duncanson, The College of the Bahamas

Brigitte Major-Donaldson, The College of the Bahamas

Esmond Weekes, The College of the Bahamas

C16055 - OB

Discussant: James E. Skibo, Texas Woman's University

□ *“Diversity and Inclusion in the U.S. Graphic Communication Industry”*

Twyla J. Cummings, Rochester Institute of Technology

C16043 - Diversity

Discussant: TBA

Session B

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Chair: Susan Eisner, Ramapo College of New Jersey

□ *“The Impact of Customer Motivation on the Customer-Salesperson Relationship”*

William J. Rowe, Eastern Carolina University

Cody Logan Chullen, East Carolina University

Jon F. Kirchoff, East Carolina University

C16054 - MGMT

Discussant: Paul L. Ewell, Virginia Wesleyan College

□ *“Emerging Market MNE Cross-border Acquisitions and Institutional Quality Influences”*

Rusty V. Karst, Texas A&M University – Kingsville

C16004 - MKTG

Discussant: TBA

□ *“Building Institutional Memory in Public Institutions: An Exploratory Case Study*

Henry Adobor, Quinnipiac University

Enyonam Kudonoo, Ashesi University College

Alireza Daneshfar, University of New Haven

C16035 - Planning

Discussant: Betsy H. Sparks, South College

Session C
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Chair: TBA

□ *“Social Media and Fraud Detection”*

Jiaxiao Li, SUNY Brockport
Jack Cook, SUNY Brockport

C16072- Technology

Discussant: TBA

□ *“Smart Cities: Optimizing Urban Design and Development with RFID and the Internet of Things”*

Jack Cook, SUNY Brockport

C16073- Planning

Discussant: TBA

□ *“Employee Engagement: A Key Component in Bridging the Community-Law Enforcement Divide”*

Robert Hicks, Leesburg Police Department
Sandi Zeljko, Lake-Sumter State College

C16077- HR

Discussant: TBA

Session D
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Chair: Denise Frizzell, Metamorphoses

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Discussant:

□ *“What Does it Take to Become a Successful Social Entrepreneur?”*

Allesha Peterson, Virginia Wesleyan College

C16057 - Entrepren

Discussant: Paula Holanchock, Flagler College

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
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Workshop

□ *“Innovation on a Shoestring: Establishing a Robust Foundation for Undergraduate Entrepreneurship and Creativity”*

Susan Eisner, Ramapo College of New Jersey
Enrique Nunez, Ramapo College of New Jersey
Tammi Redd, Ramapo College of New Jersey
Malavika Sundararajan, Ramapo College of New Jersey
Samatha Getz, Ramapo College

CW16002 - Entrepren

Session B
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Chair: Twyla J. Cummings, Rochester Institute of Technology

- *“Antecedents and Consequences of CSR Reporting by Corporations: The Role of Management Strategy and Organizational Characteristics”*

Rosita Nunez, Montclair State University

Avinandan (Avi), Mukherjee, Clayton State University

C16067- Strategy

Discussant: Denise Frizzell, Metamorphoses

- *“Witnessing Workplace Bullying in the United States: Implications for Management and Leaders”*

Sabrina Brandon Ricks, Northern Virginia Community College

C16003 - OB

Discussant: Kelley M. Duncanson, The College of the Bahamas

Session C
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Chair: Sara Bliss Kiser, Alabama State University

- *“University Engagement: Leading From all Points of the Compass”*

Susan A. Elkins, University of South Carolina

Robert R. Bell, Tennessee Technological University

David B. Hunter, University of South Carolina

Ada F. Haynes, Tennessee Technological University

C16021- Leadership

Discussant: TBA

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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

“The Corrupting Influence of Money on U.S. Politics”

Honorable Constance A. Morella

Campus Awards

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

- **Campus Chapter Performance Awards**

Recognizing Student Case Competition Winners

Moustafa H. Abdelsamad, SAM International President & CEO