

# ***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  
(Potomac Ballroom Foyer)

2:00 p.m. to 7:00 p.m.    **SAM Board Meeting**  
(Washington Room)

7:00 p.m. to 8:30 p.m.    **Welcoming Reception**  
(Capital View Ballroom)

8:30 p.m. to 9:45 p.m.    **Student Orientation**  
(Georgetown Ballroom)    **(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  
(Potomac Ballroom Foyer)

8:30 a.m. to 9:00 a.m.    **“Conference Opening and Welcome”**  
(Potomac A)    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**  
(Jefferson, Jackson, Washington Rooms)    **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  
(Potomac A)

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

□ ***“Ethical Sensitivity and Its Relationship to Personality and Area of Study”***  
Lynn Walsh, SUNY College at Old Westbury  
Shalei Simms, SUNY College at Old Westbury  
Michael Onorato, SUNY College at Old Westbury

Discussant: Betsy H. Sparks, South College

- *“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 J. Koumbiadis, Adelphi University  
Socrates Boussios, Briarcliffe College

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

- *“Blending Tribes: Leadership Challenges in Mergers & Acquisitions”*  
Susan Duvall-Dickson, Private Ocean, LLC

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

Session B  
(Potomac B)

Chair: Wanda Curlee, BRISK Business

- *“The Influence of Star Performers on Team Coordination and Performance: Does Type of Star Matter?”*  
Christopher M. Harris, Texas Woman's University

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

- *“Don't Just Appoint a Team - Create an Effective Engaged Team”*  
Peter C. Olden, University of Scranton

Discussant: Twyla J. Cummings, Rochester Institute of Technology

- *“Organizational Response to Innovation: A Study of Organizational Adaptation” Relative to Trade Promotion Allowances”*  
James E. Skibo, Texas Woman's University

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

Session C  
(Potomac C)

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

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

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

□ *“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

Discussant: Paul G. Wilhelm, Sullivan University

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

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

Session A  
(Potomac A)

**Panel**

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

Ronald McNeil, University of Illinois, Springfield  
Rassule Hadidi, University of Illinois, Springfield  
Lemuri Carter, Virginia Commonwealth University  
Jorge Villages, University of Illinois, Springfield

Session B  
(Potomac B)

Chair: LauraAnn Migliore, University of Phoenix

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

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

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

Discussant: Jack T. McCann, Tusculum College

Session C  
(Potomac C)

Chair: Sally A. Sledge, Norfolk State University

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

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

Discussant: Richard O. Omotoye, Virginia State University

□ *“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

Discussant: Nicholas J. Koumbiadis, Adelphi University

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12:05 p.m. to 1:45 p.m. **Luncheon & Campus Awards**  
(Capital View Ballroom)

Moustafa H. Abdelsamad, SAM President & CEO and 2016 Conference Chair  
Texas A&M University-Corpus Christi

**Luncheon Speaker:**

Jeffrey L. Coburn, Unit Chief, Major Cyber Crimes Unit  
Federal Bureau of Investigation, Washington, DC  
*"Cyber Crime"*

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  
(Potomac A)

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

Discussant: LauraAnn Migliore, University of Phoenix

□ *"The Leadership Challenge: Business Continuity in an Environment of Change, Crises"*  
Claudine SchWeber, University of Maryland University College

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

Discussant: Shelley A. Kirkpatrick, Visiontelligence, LLC

Session B  
(Potomac 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

Discussant: George Stevens, Kent State University

□ *"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

Discussant: Troy A. Hunt, ITT-Tech

- *“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

Discussant: Denise Frizzell, Metamorphoses

Session C  
(Potomac C)

Chair: John O. Okpara, Bloomsburg University of Pennsylvania

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

Discussant: Behnaz Z. Quigley, Marymount University

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

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

Discussant: Mayur S. Desai, Texas Southern University

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

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

Session A  
(Potomac A)

Chair: Nicholas J. 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

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

Discussant: Christopher Zapalski, Colorado State University-Global Campus

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

Discussant: Claudine SchWeber, University of Maryland University College

Session B  
(Potomac B)

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

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

Discussant: Troy A. Hunt, ITT-Tech

- *“Refugees and Their Economic Impact in Europe”*  
Behnaz Z. Quigley, Marymount University

Discussant: Marcia M. Hardy, Northwestern State University of Louisiana

Session C  
(Potomac C)

Chair: Sabrina Brandon Ricks, Northern Virginia Community College

- *“Economically Analyzing, Qualifying, and Classifying Nontraditional Education as a Sustainable Culture”*  
Dustin Bessette, Post University

Discussant: Robert R. Bell, Tennessee Technological University

- *“Overcoming Barriers to Innovation Implementation in Health Care Organizations”*  
Peter C. Olden, University of Scranton

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

- *“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

Discussant: Paul L. Ewell, Virginia Wesleyan College

*Saturday, April 9, 2016*

8:30 a.m. to 1:00 p.m. **Registration**  
(Potomac Ballroom Foyer)

Dina Abdelsamad, Joseph Barnes, and Angie Dick

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

Session A  
(Potomac A)

Chair: James E. Winzenreid, ARAMARK

□ *“Value Stream Mapping Tools: An Analysis of Value Adding Applications”*

Lena Nguyen, Virginia Wesleyan College

Paul L. Ewell, Virginia Wesleyan College

Discussant: Jack Cook, SUNY Brockport

□ *“Demystifying the Big Data Phenomenon for Strategic Leadership”*

LauraAnn Migliore, University of Phoenix

Ravi Chinta, Auburn University at Montgomery

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

Discussant: Socrates Boussios, Briarcliffe College

Session B  
(Potomac B)

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

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 and U.S. Army Reserve

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

□ *“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

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

Session C  
(Potomac C)

Chair: James R. Calvin, Johns Hopkins University

- *“Perceptions of Online 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

Discussant: Susan A. Elkins, University of South Carolina

- *“The Village: The Synergistic Relationship Between Campus and Community in Entrepreneurship Management Educations”*  
Bruce Sommer, University of Illinois at Springfield

Discussant: Peter C. Olden, University of Scranton

- *“Student-Driven Learning”*  
Marcia M. Hardy, Northwestern State University of Louisiana

Discussant: Robert Garner, Florida State University

Session D  
(Potomac D)

Chair: Claudine SchWeber, University of Maryland University College

- *“Conflicts of Interests in Modern Capitalism”*  
Mino Ghoreishi, Millersville University of Pennsylvania  
Darius Reazei, Kent State University-Trumbull Campus

Discussant: Henry Adobor, Quinnipiac University

- *“Using Heuristics in Economics and Business”*  
Reza Kheirandish, Clayton State University  
Shabnam Mousavi, Johns Hopkins University

Discussant: Mino Ghoreishi, Millersville University of Pennsylvania

- *“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

Discussant: Robert R. Bell, Tennessee Technological University



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

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

Session A  
(Potomac 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

Session B  
(Potomac B)

Chair: Enrique Nunez, Ramapo College of New Jersey

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

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

Discussant: Robert 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

Discussant: Jack T. McCann, Tusculum College

Session C  
(Potomac C)

Chair: Christopher M. Harris, Texas Woman's University

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

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

Discussant: Paul L. Ewell, Virginia Wesleyan College

□ *“An Empirical Validation of the Primary and Moderating Effects of Income and Capital on LRF Familiarity and Degree of Participation in USDA Agricultural Programs”*

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

Discussant: Reza Kheirandish, Clayton State University

Session D  
(Potomac D)

**Workshop**

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

Denise Frizzell, Metamorphoses

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12:05 p.m. to 1:30 p.m.

**Lunch on Your Own**

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1:30 p.m. to 3:00 p.m.

**Concurrent Sessions**

Session A  
(Potomac A)

Chair: James R. Calvin, Johns Hopkins University

- *“Women in Combat: A Necessity or Socio-Politico-Economic Expendiency?”*  
Donatus I. Amaram, Virginia State University  
Patrice Perry-Rivers, Virginia State University

Discussant: Sara Bliss Kiser, Alabama State University

- *“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

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

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

Session B  
(Potomac B)

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

Discussant: Betsy H. Sparks, South College

- *“Emerging Market MNE Cross-border Acquisitions and Institutional Quality Influences”*  
Rusty V. Karst, Texas A&M University-Kingsville

Discussant: Susan Duvall-Dickson, Private Ocean, LLC

- *“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

Discussant: Betsy H. Sparks, South College

Session C  
(Potomac C)

Chair: Marcia M. Hardy, Northwestern State University of Louisiana

□ *“Social Media and Fraud Detection”*

Jiaxiao Li, SUNY Brockport  
Jack Cook, SUNY Brockport

Discussant: George Stevens, Kent State University

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

Marcia Adams, SUNY Brockport  
Suzanne Hicks, SUNY Brockport  
Jack Cook, SUNY Brockport

Discussant: LauraAnn Migliore, University of Phoenix

□ *“A New Standard of Treating Opinions as a Misleading Statement or Omission of Fact in Registration Statements”*

Brian Elzweig, Texas A&M University-Corpus Christi

Discussant: James E. Winzenreid, ARAMARK

Session D  
(Potomac D)

Chair: Denise Frizzell, Metamorphoses

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

Pramila Rao, Marymount University

Discussant: Paula Holanchock, Flagler College

□ *“The Keys to Social Entrepreneurship Success”*

Allesha Peterson, Virginia Wesleyan College

Discussant: Pramila Rao, Marymount University

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

Jorge Villegas, University of Illinois at Springfield

Discussant: Paula Holanchock, Flagler College

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3:00 p.m. to 3:30 p.m.    **Networking Break**  
(Potomac Ballroom Foyer)

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3:30 p.m. to 4:30 p.m.    **Concurrent Sessions**

Session A  
(Potomac A)

**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  
Samantha Getz, Ramapo College of New Jersey

Session B  
(Potomac B)

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

Discussant: Denise Frizzell, Metamorphoses

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

Sabrina Brandon Ricks, Northern Virginia Community College

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

Session C  
(Potomac C)

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

Discussant: Steve Parscale, Accreditation Council for Business Schools and Programs

□ *“Assessing the Influence of Communication on Organisational Performance”*

Okeke Raymond Njelita, Imo State Polytechnic

Discussant: Steve Parscale, Accreditation Council for Business Schools and Programs

6:30 p.m. to 9:30 p.m.    **Awards Banquet**  
(Capital View Ballroom)

**Introductions**

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

Honorable Ambassador Constance A. Morella  
*"The Corrupting Influence of Money on U.S. Politics"*

**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



## ConGRADulations!

Completing your degree program is an outstanding accomplishment. Celebrate your SAM Membership at your Commencement with our exclusive new Graduation Regalia.

To help commemorate your SAM membership we now offer a Collegiate Members Medallion & Honor Cord!

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