

ADVANCING MANAGEMENT: LEADERSHIP AND CHANGE

Thursday, March 30 – Sunday, April 2, 2017
Thursday, March 30, 2017

1:00 p.m. to 7:00 p.m. **Registration** Dina Abdelsamad, Joe Barnes, and Katherine Wheelen

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

8:30 p.m. to 9:45 p.m.
(Salon 4) **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, March 31, 2017

8:30 a.m. to 3:00 p.m. **Registration** Dina Abdelsamad, Joe Barnes, and Katherine Wheelen
(Foyer outside Salon 10)

8:30 a.m. to 9:00 a.m.
(Ballroom 4) **“Conference Opening and Welcome”**
Moustafa H. Abdelsamad, Texas A&M University-Corpus Christi
SAM International President & CEO and 2017 Conference Chair

9:00 a.m. to 5:00 p.m.
(Salons 1, 2, and 3) **Student Case Competition Presentations as Per Schedule Determined
on Thursday, March 30, 2017**
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
(Salon 9)

Chair: John Laurie, Nevada State College

□ *“The Development of Meta-Curricular Entrepreneurship Education at the University of New Mexico”*
Robert DeICampo, University of New Mexico
Tiffini J. Porter, University of New Mexico

Discussant: Malavika Sundararajan, Ramapo College of New Jersey

□ *“Experiencing Burnout by African-American College Students who Hold Employment”*
Masoomah (Dokhi) Khosrovani, Texas Southern University
Mayur S. Desai, Texas Southern University
Kiram J. Desai, Retired, Professor POM

Discussant: Christopher G. Torrance, Fayetteville State University

- *“Coping with Workplace Weight Discrimination, Stress, and Work-Life Conflict in a Wellness-Focused Human Resource Environment”*
Natasha W. Randle, Mississippi State University-Meridian
Christopher J. Mathis, Morgan State University
Dewaynna Horn, Texas Woman's University
Kristena P. Gaylor, Mississippi College

Discussant: Mark S. Skowronski, Ramapo College of New Jersey

Session B
(Salon 10)

Chair: Susan Duvall-Dickson, Private Ocean Wealth Management

- *“I-deals as a Solution to Organizational Turnover Concerns: A Job and Family Embeddedness View”*
Randika E. Gamage, The University of Texas at El Paso
Prajya Vidyarthi, The University of Texas at El Paso

Discussant: William J. Harris, University of Maryland University College

- *“A New Approach to Understanding and Strengthening an Organization's Social Context”*
Lyndsay Phillips, Pepperdine University
Jonathan Silk, Pepperdine University

Discussant: Michael Monahan, Frostburg State University

- *“Supervisor Burnout: The Negative Effects of Reduced Personal Accomplishment”*
Cody Logan Chullen, East Carolina University
William J. Rowe, East Carolina University
James E. Zemanek, Jr., East Carolina University
Jon Kirchoff, East Carolina University

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

Session C
(Salon 12)

Chair: Armand Picou, Texas A&M University-Corpus Christi

- *“Putting Business Analysis in Perspective: Application of a Strategic Analysis Framework on Tesla's Strategic Options”*
Tyler M. Roark, Eastern Kentucky University
Qian Xiao, Eastern Kentucky University
Tyler Eades, Eastern Kentucky University

Discussant: Henry A. Johnson, New England Institute of Technology

- *“Charmer, Keeper, Manager, Partner: Personality Traits of Successful Managers and Desired Romantic Partners”*
Rebecca Davis, Virginia Wesleyan College
Kelsi Robins, Virginia Wesleyan College
Zoe Trificante, Virginia Wesleyan College

Discussant: Berkwood M. Farmer, Wright State University

- *“Antecedents to Product Innovation from Existing Value Chains”*
Brian Mallett, University of Maryland University College

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

10:30 a.m. to 11:00 a.m. **Networking Break**
(Mezz Alcove 10)

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

Session A
(Salon 9)

Chair: Natasha W. Randle, Mississippi State University-Meridian

- *“Perceptions of “Big Data” and its Implications on Organization Applications”*
Mayur S. Desai, Texas Southern University
Kamala Raghavan, Texas Southern University

Discussant: William J. Harris, University of Maryland University College

- *“International Accounting Standards, Creative Accounting, Auditing Practices a Lens on Fraud and Their Impact on Active Investing”*
Mahesh Agnihotri, University of Sharjah, United Arab Emirates

Discussant: Armand Picou, Texas A&M University-Corpus Christi

Session B
(Salon 10)

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

- *“Employee Overqualification: Facts, Fears, and Fiction”*
Mark S. Skowronski, Ramapo College of New Jersey

Discussant: Larry H. Faulk II, University of Arkansas – Fort Smith

- *“What Changes Designer-Entrepreneurs into Successful Business Leaders: Exploring the Role of Ambidextrous Leadership”*
Lee Nordgren, University of Phoenix
Sherille Samson, University of Phoenix

Discussant: Michael J. Urick, Saint Vincent College

Session C
(Salon 12)

Chair: Cody L. Chullen, East Carolina University

- *“The Influence of Political Ideology on Selection Decisions”*
Andrew Franklin Johnson, Texas A&M University-Corpus Christi
Katherine Joan Roberto, Texas A&M University-Corpus Christi

Discussant: Jorge Villegas, University of Illinois at Springfield

- *“Delegation: A Key to Managerial Success”*
Rick Corum, Campbellsville University

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

***** AWARDS LUNCHEON *****

12:05 p.m. to 1:45 p.m.
(Ballroom C)

Luncheon & Campus Awards

Moustafa H. Abdelsamad, Texas A&M University-Corpus Christi
SAM President & CEO and 2017 Conference Chair

“The Ph.D. Project”
Mr. Bernard J. Milano, President
KPMG Foundation

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
(Salon 9)

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

□ *“The Significant Role of Information Technology on the AACSB International's Thematic Areas of Innovation, Impact, and Engagement”*
Rassule Hadidi University of Illinois at Springfield
Ron McNeil University of Illinois at Springfield

Discussant: Berkwood M. Farmer, Wright State University

□ *“Why Employee Engagement Matters in Emerging Economies? A Review of Small and Medium Enterprises (SMEs) in Saudi Arabia and Nigeria”*
Saqer Alnajran, Texas A&M University-Corpus Christi
Iniobong Inyang, Texas A&M University-Corpus Christi

Discussant: TBA

□ *“Supply Chain Resilience: A Multi-level Analysis”*
Henry Adobor, Quinnipiac University

Discussant: Paul L. Ewell, Virginia Wesleyan University

Session B
(Salon 10)

Chair: Larry H. Faulk II, University of Arkansas – Fort Smith

□ *“Interest Rates are Sticky: Implications for the Yield Curve”*
Armand Picou, Texas A&M University-Corpus Christi

Discussant: TBA

□ *“Latin American Foreign Direct Investment: The Case of Multilatinas”*
Rusty V. Karst, Texas A&M University – Kingsville

Discussant: Rodley Pineda, Tennessee Technological University

- *“Performance Measurement of Daily Restaurant Sales: A Northeast Tennessee Franchise Experience”*
Okeniyi A. Oke, Business Services & Statistical Consulting, LLC

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

Session C
(Salon 12)

Chair: Natasha W. Randle, Mississippi State University-Meridian

- *“HOT for Teaching: The Role of Authenticity in Undergraduate Management Education”*
W. Scott Sherman, Texas A&M University-Corpus Christi

Discussant: Jorge Villegas, University of Illinois at Springfield

- *“Do Training, Area of Expertise, and Longevity with Current Employer Affect Ethics in Russia?”*
Natalia Ermasova, Governors State University
Dina Clark, Bloomsburg University of Pennsylvania
Serge Ermasov, Saratov State University, Russia
Lam D. Nguyen, Bloomsburg University of Pennsylvania

Discussant: Abby Peters, Nevada State College

- *“Congressional Action to put Securities Cases in Federal Court Effective: States' Rights Versus Federal Legislation”*
Brian Elzweig, University of West Florida

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

3:15 p.m. to 3:45 p.m.
(Mezz Alcove 10)

Networking Break

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

Concurrent Sessions

Session A
(Salon 9)

Chair: Dina Clark, Bloomsburg University of Pennsylvania

- *“The Relationship of Servant Leadership in the Classroom and Student Perceptions of University Quality of Instruction”*
Jack McCann, Tusculum College
Betsy H. Sparks, South College

Discussant: Paul L. Ewell, Virginia Wesleyan University

- *“Everything Old is New Again in Leadership Research: A Review of the Works of Ordway Tead”*
Larry H. Faulk II, University of Arkansas – Fort Smith

Discussant: Anne H. DeClouette, University of Phoenix

- *“Diversity's Impact on the Workforce”*
James R. Maxwell, Sullivan University – Lexington

Discussant: Edwin Odhuno, Mount Kenya University, Rwanda

Session B
(Salon 10)

Chair: Mahesh Agnihotri, University of Sharjah, United Arab Emirates

- *“Disruption in Advertising Agencies: Creativity as a Strategic Resource”*
Jorge Villegas, University of Illinois at Springfield
Thomas Vogel, Emerson College

Discussant: Lee Nordgren, University of Phoenix

- *“Impact of Mindfulness on the Power of Words and Impulsivity in E-mail Communications”*
Malavika Sundararajan, Ramapo College of New Jersey

Discussant: Elwin Myers, Texas A&M University-Corpus Christi

- *“Leadership Styles from the World's Powerhouses: China, India and the United States”*
Michael Monahan, Frostburg State University
Amit Shah, Frostburg State University
Raj Shah, University of Missouri, Kansas City

Discussant: Rassule Hadidi, University of Illinois at Springfield

Session C
(Salon 12)

Chair: Sandi Zeljko, Lake-Sumter State College

- *“Squeezed by Rising Costs: Small Business and the Affordable Care Act”*
Randall D. Harris, Texas A&M University-Corpus Christi

Discussant: TBA

- *“Exploring the Impact of Pride and University Personality on Brand Love”*
Monica D. Hernandez, Texas A&M University-Corpus Christi
Andrew F. Johnson, Texas A&M University-Corpus Christi
Randall D. Harris, Texas A&M University-Corpus Christi
W. Scott Sherman, Texas A&M University-Corpus Christi

Discussant: TBA

- *“Fast-and-Frugal Decision Trees: A Review”*
Reza Kheirandish, Clayton State University
Shabnam Mousavi, Johns Hopkins University

Discussant: Wanda Curlee, American Public University

5:15 p.m. to 7:00 p.m.
(Salon 6)

SAM Board Meeting

Saturday, April 1, 2017

8:30 a.m. to 1:00 p.m. **Registration** Dina Abdelsamad, Joe Barnes, and Katherine Wheelen
(Outside Salon 10)

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

Session A
(Salon 9)

Chair: Reza Kheirandish, Clayton State University

□ *“Does Personality Matter in Predicting Voluntary Turnover? A Moderated Mediation Model of Job Embeddedness, Organizational Culture, and Voluntary Turnover”*

Rawia O. Ahmed, The University of Texas at El Paso

Prajya Vidyarthi, The University of Texas at El Paso

Discussant: Rassule Hadidi, University of Illinois at Springfield

□ *“What if? - Teaching Creativity to Undergraduates”*

Susan Eisner, Ramapo College of New Jersey

Discussant: Jorge Villegas, University of Illinois at Springfield

□ *“Taylorism and Operational Excellence: Improving on the “One Best Way”*

Michael J. Urick, Saint Vincent College

David Adams, Saint Vincent College

Terrance Smith, Saint Vincent College

Discussant: Wanda Curlee, American Public University

Session B
(Salon 10)

Chair: James E. Winzenreid, ARAMARK

□ *“Assessing Readiness for Small County and Regional Economic Development”*

Steven Crook, Cookeville-Putnam County Chamber of Commerce

Robert R. Bell, Tennessee Technological University

Susan A. Elkins, University of South Carolina

Ann C. Carmichael, University of South Carolina – Salkehatchie

Discussant: Lee Nordgren, University of Phoenix

□ *“21st Century Communications Impact on Human Resource Management, Development and Training”*

James R. Maxwell, Sullivan University – Lexington

Discussant: Malavika Sundararajan, Ramapo College of New Jersey

□ *“Thriving at Work: An Approach to Encouraging and Enabling Thriving”*

Jessie Lockhart, Pepperdine University

Discussant: Sara Bliss Kiser, Alabama State University

Session C
(Salon 12)

Chair: Sandi Zeljko, Lake Sumter-State College

□ *“Student and Faculty Perceptions on the Frequency and Severity of Ten Types of Plagiarism in Iparadigms’ Plagiarism Spectrum”*

Elwin Myers, Texas A&M University-Corpus Christi
Christina Booth, Texas A&M University-Corpus Christi
Joseph Myers, New York University

Discussant: David Flannery, Bryant & Stratton College

□ *“A Template Based Approach to Measuring and Benchmarking Supply Chain Flexibility: A Case Study of Indian Soap Manufacturing Firm”*

Rohit Singh, Constituent of Symbiosis International University, Pune
Jaideep Motwani, Grand Valley State University

Discussant: TBA

10:30 a.m. to 11:00 a.m. **Networking Break**
(Mezz Alcove 10)

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

Session A
(Salon 9)

Chair: Moustafa H. Abdelsamad, Texas A&M University-Corpus Christi

□ *“A Look at AACSB Accreditation Continuation under 2013 Standards”*

Berkwood M. Farmer, Wright State University
Ronald D. McNeil, University of Illinois at Springfield
George E. Stevens, Kent State University

Session B
(Salon 10)

Chair: Lee Nordgren, University of Phoenix

□ *“The Road to the Third World - A Military Deployment into Potosi, Bolivia in 1989 with the Logistical Problems Emphasized”*

William Grant Hale, Jr., Bluefield State College

Discussant: TBA

□ *“U.S. Global Leadership; Time to Change”*

Vicky Panossian, Pepperdine University

Discussant: Valerie Vann, South College

Session C
(Salon 12)

Chair: Sara Bliss Kiser, Alabama State University

□ *“Considering Venus: Females on American Corporate Boards Compared Globally”*

Anne H. DeClouette, University of Phoenix

Discussant: David Flannery, Bryant & Stratton College

□ *“Technology Adoption by Global Teams: Developing a Cohesive Approach”*

William J. Harris, University of Maryland University College

Discussant: Gina Harden, Stephen F. Austin State University

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
(Salon 9)

Chair: Susan Eisner, Ramapo College of New Jersey

- *“Fear in the Workplace”*
Carmine P. Gibaldi, Harvard & St. John’s University

Discussant: Sara Bliss Kiser, Alabama State University

- *“Leadership in Public and Nonprofit Organizations: Perspectives and Opportunities”*
Charles Gross, Pepperdine University
Andrea Arias, Pepperdine University
Jose Garcia, Pepperdine University
Sammie Stinson, Pepperdine University
Claudia Velasco, Pepperdine University

Discussant: James E. Winzenreid, ARAMARK

- *“A Study of Emotional Intelligence and Self Leadership”*
Valerie Vann, South College
Betsy H. Sparks, South College
Cassandra Baker, University of Phoenix

Discussant: Susan Eisner, Ramapo College of New Jersey of New Jersey

Session B
(Salon 10)

Chair: Susan A. Elkins, University of South Carolina

- *“Leveraging Corporate Social Responsibility (CSR) to Build Communities and to Increase Profitability in Quick Service Restaurants (QSRs)”*
Charles E. Bray, Jr., Pepperdine University

Discussant: Henry A. Johnson, New England Institute of Technology

- *“The Addition of a New Item Can Effect One’s Moral Perceptions”*
Nicholas Koumbiadis, Adelphi University

Discussant: Reza Kheirandish, Clayton State University

Session C
(Salon)

Chair: Anne H. DeClouette, University of Phoenix

- *“On the Virtue of Honorable Leadership”*
Felix R. Livingston, Flagler College

Discussant: Robert R. Bell, Tennessee Technological University

- *“Neuroscience and Project Management: Using Cognitive Techniques to Navigate Teams Through Change”*
Wanda Curlee, American Public University
Marie Sterling, PMI Trauma Center

Discussant: Michael Urick, Saint Vincent College

□ *“Adapting the Fuji Film Instax Product Line for an American Audience via Advertising”*
Joseph Myers, New York University
Elwin Myers, Texas A&M University-Corpus Christi

Discussant: Jaideep Motwani, Grand Valley State University

****** AWARDS BANQUET ******

6:00 p.m. to 9:00 p.m.
(Ballroom C)

Introductions

Ronald D. McNeil, SAM Board Chair
University of Illinois at Springfield

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

“A Woman Entrepreneur’s Lessons Learned in Business”

Ms. Christine Podracky, CEO
Total Systems Technologies Corporation

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

Special Announcements From SAM Board Chair, Ronald D. McNeil

Dean and PNC Professor, University of Illinois at Springfield
