2012-2013 OFFICERS

President    Christine Miller, Tennessee Tech University
President-Elect   Stephen V. Horner, Pittsburg State University
Program Chair   Janie R. Gregg, University of West Alabama
Program Chair-Elect  Manjula S. Salimath, University of North Texas
Secretary    Michael Glissmeyer, Sam Houston State University
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Proceedings Editor Nicholas Twigg, Coastal Carolina University
Historian and Archivist John D. Davis, Hardin-Simmons University
Immediate Past President Janice A. Black, Coastal Carolina University
Newsletter Editor Robert Epstein, University of Central Oklahoma

CONGRATULATIONS!

Recipient of the 2013 McGraw-Hill Distinguished Paper Award
Relationships between Justice, Organizational Citizenship Behavior, and Coping over Time
Juliana Lilly, Sam Houston State University
Kamphol Wipawayangkool, Sam Houston State University
Meghna Virick, San Jose State University

Recipient of the 2012 Southwest Academy of Management Best Reviewer Award
Robert V. Randolph, Mississippi State University
## 2013 TRACK CHAIRS

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<td>Veena P. Prabhu, California State University, Los Angeles</td>
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<td>International / Organizational Theory/ Hospitality Management</td>
<td>Peter F. Sorensen and Therese Yaeger, Benedictine University</td>
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<td>D. Christopher Taylor, Eastern New Mexico University</td>
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<td>Phyllis Duncan, Our Lady of the Lake University</td>
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<td>General Management / Technology / Management Education</td>
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<td>M. Suzanne Clinton, University of Central Oklahoma</td>
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<td>Developmental Papers</td>
<td>Randi L. Sims, Nova Southeastan</td>
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<td>Brian Martinson, University of Texas – Arlington</td>
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WELCOME TO SOUTHWEST ACADEMY OF MANAGEMENT MEETING
Christine Miller, 2012 SWAM President

TRACK TITLE  
International/Organizational Theory/Hospitality Management

PANEL TITLE  
Organizational Challenges: Theory and Practice

PANEL CHAIR:  
Therese Yaeger, Chair, Benedictine University

Panelist:  
Dane D’Alessandro, Benedictine University
Linda Lennox, Benedictine University
Shawn H. Hicks, Benedictine University

WELCOME TO SOUTHWEST ACADEMY OF MANAGEMENT MEETING
Janie R. Gregg, 2012 SWAM Program Chair

TRACK TITLE  
Professional Development Workshop

WORKSHOP TITLE  
Using Windows 8 and Microsoft 2013 in the Classroom

WORKSHOP CHAIR  
Janie R. Gregg

Participants  
Lewis Farenzello, Benedictine University
Henry E. Williams, Benedictine University
Tiffany E. Slater, Benedictine University

SWAM Coffee Break
Sponsored by Project Management Institute Research Program

Facilitator: Jake Williams, PMI Research Coordinator
3:30-5:00 Cochiti (West Lower)

TRACK TITLE: Organizational Development/Conflict Management/Communication

OPEN FORUM: Leadership in the Eye of the Beholder

Facilitator: Phyllis Duncan, Our Lady of the Lake University

Leader Communication Preferences – Differences Between Baby Boomers, Generation X and Generation Y
Florelisa Y. Gonzalez, Our Lady of the Lake University
Mark T. Green, Our Lady of the Lake University
Debra M. Lopez, Our Lady of the Lake University
Maria N. Hodgson, University of Texas – Brownsville

Perception is Reality: Is There a Relationship Between the Followers’ Perceptions of the Leader’s Personality and the Followers’ Perception of the Leader’s Leadership Style?
Melinda Garcia, Our Lady of the Lake University
Phyllis Duncan, Our Lady of the Lake University
Meghan Carmody-Bubb, Our Lady of the Lake University
Malcolm Ree, Our Lady of the Lake University

The Relationship Between Diversity and the Multidimensional Measure of Leader-Member Exchange (LMX-MDM)
Richard Herrera, Texas A&M University-Texarkana
Phyllis Duncan, Our Lady of the Lake University
Malcolm Ree, Our Lady of the Lake University

3:30 p.m. –5:00 p.m. Acoma (West Lower)

TRACK TITLE: International/Organizational Theory/Hospitality Management

PANEL TITLE: Theories for Strategic Change

Panel Chair: Peter F. Sorensen, Jr., Benedictine University

Panelists:
Tanjia Coleman, Benedictine University
Franchise Harmon, Benedictine University
Gina Hinrichs, Hinrichs Consulting, LLC
Carol Swett, Benedictine University
SWAM OFFICERS’ MEETING

Presiding: Christine Miller, Tennessee Tech University
President, Southwest Academy of Management

8:30 a.m. – 10:00 a.m. Cochiti (West Lower)

TRACK TITLE Public / Nonprofit / Health Care Management/ Social Issues
FORUM TITLE Public/Nonprofit/Health Care Management/Social Issues
Facilitators Tina T. Fields, Texas State University
Jan Miller, University of West Alabama

Managing Healthcare Alliance Portfolios: A Theory-Based Typology
Mario Hayek, Texas A&M University – Commerce
Jack Smothers, University of Southern Indiana
Wallace Williams, Texas A&M University – Commerce
Leigh Ann Bynum, Belmont University

Factors Associated with LPHA Participation in Core Public Health Functions Related to Obesity Prevention, 2008
Jeff Hatala, Texas State University;
Janie Probst, University of South Carolina;
Michael Byrd, University of South Carolina;
Nathan Hale, University of South Carolina;
James Hardin, University of South Carolina

The Collaboration of Not-for-Profit Hospitals and Public Health Departments to Perform Community Needs Assessments that Meet PPACA Requirements
Tina T. Fields, Texas State University
Peggy Johnson, Bluefield State College
Jeff Hatala, Texas State University

Please make plans to visit the exhibits to receive information on the latest books and newest education technologies.

Please let exhibitors know how much we appreciate their presence and continued support!
**TRACK TITLE**  Organizational Behavior/Leadership/Ethics/Corporate Social Responsibility

**SESSION TITLE**  Strategy, Leadership, & Social Contract Theory

**Session Chair:**  Alex Williams, Texas A & M University - Commerce

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**What’s in a Name? Leadership, Management, and other Fuzzy Terms**  
Donald Baack, Pittsburg State University  
Discussant:  John Humphreys, Texas A&M University-Commerce

**Strategic Crisis Management: A Basis for Renewal and Crisis Prevention**  
Sonia Taneja, Texas A&M University-Commerce  
Mildred Golden Pryor, Texas A&M University-Commerce  
Scott Sewell, Texas A&M University-Commerce  
Aura Recuero, Texas A&M University-Commerce  
Discussant:  Tony Vrba, Regis University

**Social Contract Theory and Organization Development: A Philosophical Review**  
Therese Yaeger, Benedictine University  
John Grant, Benedictine University  
Discussant:  Ronald J. Salazar, University of Houston –Victoria
8:30 a.m. – 10:00 a.m.  Apache (West Lower)

TRACK TITLE  General Management / Technology / Management Education
SESSION TITLE  Millennial Issues in Business

Session Chair  D. Adrian Doss, The University of West Alabama

*Putting Those ‘Friends’ to Use: Social Capital Mobilization Using Online Social Networking Platforms*
Vallari Chandna, University of North Texas
Arash Negahban, University of North Texas
Discussant: Donna Stringer, University of Houston - Victoria

*Sex, Gender Identity, and Entrepreneurial Orientation*
A. Banu Goktan, University of North Texas at Dallas;
Vishal K. Gupta, SUNY Binghamton
Gonca Gunay, Aydin University
Discussant: Randy McCamey, Tarleton State University

*Understanding Millennials and Personal Accountability*
Janice A. Black, Coastal Carolina University
Yvonne Smith, University of La Verne
J. Kay Keels, Coastal Carolina University
H. Lee Shinaberger, Coastal Carolina University
Discussant: Robert V. Randolph, Mississippi State University

10:00 a.m. – 10:30 a.m.  Ballroom C (West Upper)

**FBD Coffee Break**

Please make plans to visit the exhibits for information on the latest books and newest educational technologies. Let our exhibitors know how much we appreciate their presence and continued support!

Great Door Prize Drawings take place at **10:15 a.m.** in the Exhibit Area. **Must be present to win.**
TRACK TITLE: Strategy/Entrepreneurship/Small Business Track

SESSION TITLE: Perspectives on Governance and Incompetencies

Session Chair: Manjula S. Salimath, University of North Texas

Board Composition: It May Not Be What You Measure but How You Measure It
Stephen V. Horner, Pittsburgh State University
Discussant: David Epstein, University of Houston – Downtown

Core Incompetency and Tacit Stupidity: The Shadow Side of Strategy
Walter Scott Sherman, Texas A&M University – Corpus Christi
Discussant: Mario Hayek, Texas A&M University – Commerce

Signaling Good Governance: An Analysis of the Most Critical Recommendation of the German Corporate Governance Code
Till Talaulicar, University of Erfurt, Germany
Discussant: Brian Martinson, Tarleton State University

You do what?!! Perceived Ostracism and Social Stigma of Dirty Jobs in Family Firms
Robert V. Randolph, Mississippi State University
D’Lisa McKee, Mississippi State University
Amy Lewis, Drury University
James Vardaman, Mississippi State University
Discussant: Larry Garner, FBD President, Texas A&M - Central Texas
March 14, 2013
(Thursday)

10:30 a.m. – Noon Acoma (West Lower)

TRACK TITLE  Organizational Behavior/Leadership/Ethics/Corporate Social Responsibility
SESSION TITLE Corporate Social Responsibility, Green Management, and Ethics
Session Chair  Alex Williams, Texas A&M University-Commerce

Does CSR really affect Firm Performance? The Mediating Role of Brand Equity
Xueming Luo, The University of Texas at Arlington
Kristopher Floyd, The University of Texas at Arlington
Shahriar Gias, The University of Texas at Arlington
Discussant: John Humphreys, Texas A&M University-Commerce

Elements of Effective Social Movements: Lessons for Green Management from the Hispanic Civil Rights Movement
Stephanie Pane-Haden, Texas A&M University-Commerce
John Humphreys, Texas A&M University-Commerce
Mario Hayek, Texas A&M University-Commerce
Brandon Randolph-Seng, Texas A&M University-Commerce
Alex Williams, Texas A&M University-Commerce
Discussant: John Davis, Hardin Simmons University

The Ethics of Record Destruction
Rebecca Goza, University of Central Oklahoma
Discussant: Yezdi Godiwalla, University of Wisconsin - Whitewater

Emotional Labor and Its Outcomes: A Study of a Philippines Call Center
Cynthia P. Ruppel, Nova Southeastern University
Randi L. Sims, Nova Southeastern University
Peter Zeidler, Nova Southeastern University
Discussant: Christine Miller, Tennessee Tech University
March 14, 2013
(Thursday)

10:30 a.m. – Noon
Apache (West Lower)

TRACK TITLE  International/Organizational Theory/Hospitality Management
SESSION TITLE  Uniting Business and International Management: China, Ghana, and Mexico

Session Chair  Sandra D. Edwards, Northeastern State University

An American Expatriate In China: Evidence of Organizational Culture Crossvergence
Eric Sanders, Benedictine University
Discussant:  Dane D’Alessandro, Benedictine University

GCNet Technology Change at CEPS and Public Sector Efficiency in Ghana:
A Social Constructivist Interpretation
Ben Mensah, GIMPA, Ghana
Discussant:  D. Adrian Doss, The University of West Alabama

Planned Change in a Chinese Company: A Participatory Action Research Approach
Debora Elam, Colorado Technical University
Kristine Brands, Colorado Technical University
Discussant:  Ethan Waples, University of Central Oklahoma

Female and Male Value Orientation Types in the Americas: A New Look
Sergio Madero, Tec de Monterrey
Regina A. Greenwood, Nova Southeastern University
Edward E. F. Murphy, Jr., Embry Riddle Aeronautical University
Julia Teahen, Baker College
Silvia Monserrat, Universidad Nacional del Centro
Miguel Olivas-Lujan, Clarion University of Pennsylvania / Tec de Monterrey
Neusa Maria Bastos F. Santos, Pontificia Universida de Católica de São Paulo, Brazil
Discussant:  Russ Henley, The University of West Alabama

10:30 a.m. – Noon
Centro del Sol (West Lower)

TRACK TITLE  Professional Development Workshop
WORKSHOP TITLE  Transforming the MBA Education Experience

Facilitator  Robert Epstein, University of Central Oklahoma

Using Innovative Methods to Transform the Graduate Business Experience: This Isn’t Your Father’s MBA
Robert Epstein, University of Central Oklahoma
M. Suzanne Clinton, University of Central Oklahoma
Anthony Acquah, University of Central Oklahoma
Kathleen Kunkle, University of Central Oklahoma
Kelsey Spears, University of Central Oklahoma
Whitney Spears, University of Central Oklahoma

The MBA Classroom: Is there an App for That?
M. Suzanne Clinton, University of Central Oklahoma
Robert Epstein, University of Central Oklahoma
Joint Luncheon with Association of Business Information Systems

**Title**  
Entrepreneurial Speaker Series/Steak Buffet

**Presiding**  
Kimberly Merritt, Oklahoma Christian University, Program Chair, ABIS  
Janie R. Gregg, The University of West Alabama, Program Chair, SWAM

**Facilitator:**  
Jake Williams, PMI Research Coordinator

**Entrepreneurial Speaker**  
TBA

Must have a ticket to participate. Tickets must be purchased with your FBD package in advance by 5:00 pm, Friday, March 1, 2013.

Sponsored in part by Project Management Institute Research Program

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**TRACK TITLE**  
Innovative Teaching Workshops

**WORKSHOP TITLE**  
Technology is Changing But Why Aren’t the Teachers Following?

**Facilitator**  
Gregory Tapis, Augustana College

*Innovation in Management Education: From Simulations to Wikis*  
Alix M. Valenti, University of Houston Clear Lake  
Tracey Rockett, Texas Christian University  
Dorothy Kirkman, University of Houston Clear Lake  
Laurie Ziegler, University of Texas at Dallas

*Using Student-Made Video Documentaries Instead of Term Papers and Other Emerging Media Use in Higher Education*  
Janice A. Black, Coastal Carolina University  
Richard Oliver, New Mexico State University
March 14, 2013
(Thursday)

1:30 p.m. – 3:00 p.m.  
Acoma (West Lower)

**TRACK TITLE**  
International/Organizational Theory/Hospitality Management

**PANEL TITLE**  
Current Trends in Organization Change Theory

**Panel Chair**  
Janet Kirby, Benedictine University

**Panelists**  
Henry Williams, Benedictine University  
Tiffany Slater, Benedictine University  
Roslyn Grant, Benedictine University

1:30 – 3:00 p.m.  
Apache (West Lower)

**TRACK TITLE**  
Strategy/Entrepreneurship/Small Business

**SESSION TITLE**  
CEO Characteristics, Dynamism, and Agency

**Session Chair**  
David Epstein, University of Houston - Downtown

**Discussant:**  
John De Leon, University of Texas – Arlington

*Does Firm Size Matter in Family Firm Professionalization: A Stakeholder Salience Perspective and Moderated-Mediation Model*

Robert V. Randolph, Mississippi State University  
Hanqing Fang, Mississippi State University

**Discussant:**  
John De Leon, University of Texas – Arlington

*A New Model for studying the Relationship Between Corporate Life Cycle, Strategy, and CEO Characteristics*

Brian Martinson, Tarleton State University

**Discussant:**  
Till Talaulicar, University of Erfurt

*Double Agents: A Model of the Family and Classical Agency Relationships Navigated by Family Firm, Family Members*

Robert V. Randolph, Mississippi State University  
Christopher Penney, Mississippi State University  
James Vardaman, Mississippi State University

**Discussant:**  
Walter Scott Sherman, Texas A&M University - Corpus Christi
March 14, 2013
(Thursday)
1:30 p.m. – 3:00 p.m.  Centro del Sol (West Lower)

**TRACK TITLE**  Organizational Behavior/Leadership/Ethics/Corporate Social Responsibility

**SESSION TITLE:**  Individual Differences & Attributes in Organizational Behavior

**Session chair:**  Gene Easley, University of Houston-Clear Lake

*Employees' Reactions and Sanctioning Ratings to Incidents of Aggression and Bullying*

Jack Howard, University of Alabama at Birmingham  
Allen Johnston, University of Alabama at Birmingham  
Barbara Wech, University of Alabama at Birmingham  
James Stout, The Children's Hospital of Alabama  
**Discussant:**  Brandon Randolph-Seng, Texas A&M University-Commerce

*When Going Beyond is Falling Short: The Curvilinear Effect of Core Self-Evaluations on Work Group Acceptance*

Xingshan Zheng, Shanghai Jiao Tong University  
Stacey L. Owens, University of Illinois at Urbana-Champaign  
Troy A. Smith, Texas A&M University  
T. Brad Harris, University of Illinois at Urbana-Champaign  
**Discussant:**  Lee Tyner, University of Central Oklahoma

*A Framework for Understanding the Impact of Global Mindset on International Assignment Affective Outcomes*

Han Tran, California State University - Fullerton  
John Barbuto, California State University - Fullerton  
**Discussant:**  Russ Henley, The University of West Alabama

3:00 p.m. – 3:30 p.m.  Ballroom C (West Upper)

**FBD COFFEE BREAK**

Please make plans to visit the exhibits for information on the latest books and newest educational technologies. Let our exhibitors know how much we appreciate their presence and continued support!

Great Door Prize Drawings take place at 3:15 p.m. in the Exhibit Area. **Must be present to win.**
March 14, 2013
(Thursday)

3:30 p.m. – 5:00 p.m. Cochiti (West Lower)

**TRACK TITLE**  Professional Development Workshop

**WORKSHOP TITLE**  Deception in Business and Academics

**Facilitator**  Mark Levine, University of Denver

**Appraisal – Mortgage Fraud**
Mark Levine, University of Denver

**Academic Integrity: Critical Findings at a Small Southern Regional University**
Timothy Edwards, The University of West Alabama
Janie R. Gregg, The University of West Alabama
Martha M. Hocutt, The University of West Alabama
D. Wayne Bedford, The University of West Alabama

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3:30 p.m. – 5:00 p.m. Acoma (West Lower)

**TRACK TITLE**  International/Organizational Theory/Hospitality Management

**PANEL TITLE**  The Importance of Moving Beyond Boundaries: Creating Collaboration Among New Mexican Government Agencies

**Panel Chair**  Richard Oliver, New Mexico State University

**Panelist**  
Peter F. Sorensen, Jr., Benedictine University
Roslyn Grant, Benedictine University
Gina Hinrichs, Hinrichs Consulting
Denis Porter, Cognitive Program Manager for the New Mexico Corrections Department
Christopher Erickson, New Mexico State University
March 14, 2013  
(Thursday)

3:30 p.m. – 5:00 p.m.  
Apache (West Lower)

**TRACK TITLE**  
General Management / Technology / Management Education

**SESSION TITLE**  
Improving Methods Of Instruction

**Track Chair**  
D. Adrian Doss, The University of West Alabama

*Simulation for Strategy Courses: Measuring Teamwork*

- Larry Chasteen, University of Texas - Dallas
- Discussant: Betty Birkenmeier, Texas A&M University, Central Texas

*Critical Thinking for Business Students: A Debate Between Management and Decision Science Faculty*

- Janice A. Black, Coastal Carolina University
- J. Kay Keels, Coastal Carolina University
- Brent Kinghorn, Missouri State University
- Nicholas Twigg, Coastal Carolina University
- Discussant: Veena P. Prabhu, California State University, Los Angeles

*Assessment of Negotiation Skills, Master of Business Administration Program*

- Stephen McGuire, California State University - Los Angeles
- Veena P. Prabhu, California State University - Los Angeles
- Discussant: Larry Chasteen, University of Texas - Dallas

*Changing Management Education Through The Power of Goal Setting*

- Amber G. Walker The University of West Alabama
- Janie R. Gregg, The University of West Alabama
- Discussant: Jeramy Meacham, Southern Arkansas University
PLANNING MEETING FOR THE 2014 CONFERENCE

Presiding:  Manjula S. Salimath, University of North Texas
            Program Chair-Elect, Southwest Academy of Management

Help shape SWAM’s 2014 meeting to be held at the Sheraton Dallas Hotel in Dallas, Texas - March 12-15, 2014. Join in a thoughtful exchange of ideas and creative suggestions as we seek to continually improve the SWAM conference experience.

FBD Meet and Greet

Everyone is invited to attend this FBD conference-wide social event. Visit with long-time friends and make new ones as you enjoy light appetizers and live music. A Cash Bar is available and a limited number of drink tickets will also be distributed. Stop by to relax and wind down from the day’s conference activities before heading out to other association and cultural events, dinner, or historic Old Town.
SOUTHWEST ACADEMY OF MANAGEMENT
2012 DOCTORAL CONSORTIUM

Presiding: Janice A. Black, Coastal Carolina University
Immediate Past President of SWAM

See Sessions listed individually in the following pages:
8:30 Session D; 10:30 Session D; 1:30 Session D; 3:30 Session C

8:30 a.m. – 10:00 a.m. Cochiti (West Lower)

SWAM invites all FBD registrants to attend this session
TRACK TITLE  PROFESSIONAL DEVELOPMENT WORKSHOP
WORKSHOP TITLE  Grant Writing and Grant Opportunities at PMI
Facilitator  Janie R. Gregg, The University of West Alabama
            Jan Miller, The University of West Alabama

The PMI Research Program advances the discipline and profession of project management by creating knowledge and sharing it with the project management community through:

- sponsoring and publishing academic research
- organizing research and educational events
- providing an opportunity for researchers to reach a large pool of qualified survey participants

Snapshot: PMI Research Program

- PMI is the only project management organization with a dedicated research arm
- Academic Member Advisory Group composed of top scholars and practitioners
- Directly involved in the release of more than 300 academic publications
- Invested more than US$18 million in research
- Currently active research projects worldwide

Learn more about the PMI Research Program at PMI.org/Knowledge-Center.aspx
or contact research.program@pmi.org with questions.
March 15, 2013
(Friday)

8:30 a.m. – 10:00 a.m.  Jemez (West Lower)

TRACK TITLE: Innovative Teaching Workshops
WORKSHOP TITLE: Emerging Pedagogical Approaches: Transforming Learning
Facilitator: Frank Markham, The University of Mississippi

Human Resources and Entrepreneurship: Bridging the Know-How Gap in Human Resources Education
Maritza Soto, University of Puerto Rico – Rio Piedras

Encounter with Andragogy: Teaching our Teachers
Laurie Yates, Eastern Oregon University

8:30 a.m. – 10:00 a.m.  Apache (West Lower)

TRACK TITLE: General Management / Technology / Management Education
SESSION TITLE: Actions Over Time
Session Chair: Ronald J. Salazar, University of Houston - Victoria

The Evolution of Strategies
Ronald J. Salazar, University of Houston – Victoria
Jifu Wang, University of Houston - Victoria
Discussant: Olga Chapa, University of Houston – Victoria

Out-of-Control Executives - What Trumps Smart?
Mildred Golden Pryor, Texas A&M University-Commerce,
Jennifer Oyler, Texas A&M University-Commerce
Randy Odom, Texas A&M University-Commerce
Discussant: Donna Stringer, University of Houston – Victoria

Satisfaction as a Mediator in the Relation Between Goal Orientation and Career Withdrawal Intentions
Randi L. Sims, Nova Southeastern University
Discussant: Jifu Wang, University of Houston – Victoria
March 15, 2013  
(Friday)

8:30 a.m. – 10:00 a.m.  
Acoma (West Lower)

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<th>TRACK TITLE</th>
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<tr>
<td>SESSION TITLE</td>
<td>Welcome, Getting Through the Dissertation &amp; Personal Relationships (By Application or Invitation Only)</td>
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| Facilitator         | Janice A. Black, Coastal Carolina University  
Past President, Southwest Academy of Management |
| Panelist            | Dave Fass, Air Force Institute of Technology  
Brent Kinghorn, Missouri State University  
Lori Paris, California State University Bakersfield  
Isaac Wannasika, University of North Colorado  
Laura Cardinal, University of Houston  
Chet Miller, University of Houston  
Yvonne Smith, University of La Verne |

10:00 a.m. – 10:30 a.m.  
Ballroom C (West Upper)

FBD Coffee Break

Please make plans to visit the exhibits for information on the latest books and newest educational technologies. Let our exhibitors know how much we appreciate their presence and continued support!

Great Door Prize Drawings take place at 10:15 a.m. in the Exhibit Area. Must be present to win.

10:30 a.m. – Noon  
Cochiti (West Lower)

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<td>SESSION TITLE</td>
<td>Exploring Networks and Innovation</td>
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<tr>
<td>Session chair:</td>
<td>Stephen V. Horner, Pittsburgh State University</td>
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Is Bigger Better? The Impact of the Network Size on Radical Innovation  
John De Leon, University of Texas, - Arlington  
Discussant: Christine Miller, Tennessee Tech University

How Camera Makers Knit their Social Networks to Become More Innovative  
Lei Xu, Louisiana State University  
Discussant: Trip Knoche, University of Central Oklahoma

Legitimate Innovation: An Examination of the Outcomes of Innovation Through an Institutional Lens  
John De Leon, University of Texas - Arlington  
Discussant: Vallari Chandna, University of North Texas
March 15, 2013
(Friday)

10:30 a.m. – Noon  Jemez (West Lower)

TRACK TITLE  Developmental Track
SESSION TITLE  Developing the Academic Research Paper
Facilitator:  Brian Martinson, Tarleton State University

This session is for personal development of the papers listed. The session is designed for the authors and mentors exclusively. Entry only by invitation of the authors or mentors.

Workplace Bullying
Jane Byrd, University of Mobile
Mentor:  Sandra D. Edwards, Northeastern State University

Economic Validation for Team Development Initiative
Karli Peterson, East Central University
James Rauch, East Central University
Scout Lee, Vision Us, Inc.
Mentor:  Tracey Rockett, Texas Christian University

Emotional Intelligence (EQ) and Ethics - A Balancing Act for Effective Leadership
Melinda Garcia, Our Lady of the Lake University
Blaise Bender, Our Lady of the Lake University
Mentor:  Lee Tyner, University of Central Oklahoma

The After Action Review: Uniting Academic, Business, Not-for-Profit, and Governmental Perspectives
John Davis, Hardin-Simmons University
Mentor:  Frank Markham, The University of Mississippi

Please make plans to visit the exhibits to receive information on the latest books and newest education technologies.

Please let exhibitors know how much we appreciate their presence and continued support!
Retaining Your Proactive Employees: An Empirical Model with Evidence from Israel
Veena P. Prabhu, California State University, Los Angeles
Discussant: Amy Lewis, Drury University

Social Dominance Orientation, Affirmative Action, Performance Ratings, and Evaluations
Aneika L. Simmons, Sam Houston State University
María del Carmen Triana, The University of Wisconsin – Madison
Discussant: James Vardaman, Mississippi State University

How Agricultural Value Chain Development Can Empower Women in Developing Countries: Evidence From Nigeria and Philippines
Murtala S. Sagagi, Bayero University
John O. Palina, Saint Mary’s University, Bayombong, Philippines
Discussant: Betty Birkenmeier, Texas A&M University, Central Texas
SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)

March 15, 2013
(Friday)

Noon - 1:30 p.m.  Kiva Press Room (West Upper)

SWAM OFFICERS’ MEETING

Presiding:  Stephen V. Horner, Pittsburg State University
            President-Elect, Southwest Academy of Management

1:30 p.m. – 3:00 p.m. Cochiti (West Lower)

TRACK TITLE  Strategy / Entrepreneurship/ Small Business
SESSION TITLE  Implications of Size, Dynamism, and Agency
Session Chair  Gregory Dess, University of Texas - Dallas

Influences on CEO Tenure: A Test of Agency and Power Circulation Theory
David Epstein, University of Houston - Downtown
Discussant:  Lei Xu, Louisiana State University

Exploration and Exploitation In The Face Of Institutional Constraints
John De Leon, University of Texas - Arlington
Discussant:  Robert Easley, University of Houston - Clearlake

Industry Dynamism: Elements of Industry Change
Trip Knoche, University of Central Oklahoma
Discussant:  Kathleen Voges, Texas A&M University-San Antonio
SOUTHWEST ACADEMY OF MANAGEMENT  
(SWAM)  
March 15, 2013  
(Friday)  

<table>
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<tr>
<th>TRACK TITLE</th>
<th>International/Organizational Theory/Hospitality Management</th>
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<tbody>
<tr>
<td>SESSION TITLE</td>
<td>Culture, Coaching and Global Mindset: Multiple Perspectives Of Organization Theory</td>
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<tr>
<td>Session Chair</td>
<td>Peter F. Sorensen, Benedictine University</td>
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<td>Discussant:</td>
<td>Gina Hinrichs, Hinrichs Consulting, LLC</td>
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<td>Dawn Newman, Boeing</td>
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<td>Henry Williams, Benedictine University</td>
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**Developing Cultural Adaptability: Four Cases of Executive Coaching Support for Leader/Managers**  
Gina Hinrichs, Hinrichs Consulting, LLC  
Dawn Newman, Boeing  
Discussant: Henry Williams, Benedictine University

**The Organization Theory to Implementing an Effects-Based Approach to Culture**  
Ron Fisher, Argonne National Laboratories  
John Grant, General Motors  
Therese Yaeger, Benedictine University  
Discussant: Michael Nowicki, Texas State University--San Marcos

**"Two Faces" of Normative Organizational Commitment? A Review of the Evidence**  
Stephen Jaros, Southern University  
Discussant: Sonia Taneja, Texas A&M University-Commerce  

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<th>TRACK TITLE</th>
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<tr>
<td>WORKSHOP TITLE</td>
<td>Engaging and Employing Students</td>
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<tr>
<td>Facilitator</td>
<td>Lee Tyner, University of Central Oklahoma</td>
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**Engagement: The Key to Student Retention**  
Susanne Rassouli-Currier, University of Central Oklahoma  
Robert Epstein, University of Central Oklahoma  
M. Suzanne Clinton, University of Central Oklahoma  
Trang Nguyen, University of Central Oklahoma

**Providing the Goods: Student Resumes that Entice Recruiters**  
Lee Tyner, University of Central Oklahoma
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<th>Time</th>
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<th>Event Description</th>
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| 1:30 p.m. – 3:00 p.m. | Acoma (West Lower)     | **TRACK TITLE** Doctoral Consortium  
**WORKSHOP TITLE** Networking, Job Hunting, & the First Job  
(By Application or Invitation Only)  
**Facilitator** Janice A. Black, Coastal Carolina University  
Past President, Southwest Academy of Management  
**Panelists** Garry Adams, Auburn University  
Dave Fass, Air Force Institute of Technology  
Brent Kinghorn, Missouri State University  
Lori Paris, California State University Bakersfield  
Frances Fabian, University of Memphis  
Isaac Wannasika, University of North Colorado |
| 3:00 p.m. – 3:30 p.m. | Ballroom C (West Upper) | **FBD Coffee Break**  
Please make plans to visit the exhibits for information on the latest books and newest educational technologies. Let our exhibitors know how much we appreciate their presence and continued support!  
Great Door Prize Drawings take place at 3:15 p.m. in the Exhibit Area. **Must be present to win.** |
### TRACK TITLE: Developmental Papers
### SESSION TITLE: Refining the Contribution

Entry only by invitation of the authors or mentors.

**Facilitator:** Randi L. Sims, Nova Southeastern University

**The Performance Implications of Slack Reduction During the Great Recession: The Case of U.S. Electronics Companies**  
Nobuaki Namiki, Rikkyo University  
**Mentor:** Carolyn Ashe, University of Houston – Downtown

**The Pre-career Employee: Make the Undecided Decide in Your Favor**  
Vallari Chandna, The University of North Texas  
**Mentor:** Robert Easley, University of Houston – Clearlake

**Family Firms: Poised for Diversification?**  
Drake Mullens, Tarleton State University  
**Mentor:** Tony Vrba, Regis University

### TRACK TITLE: Human Resources/Careers/Gender & Diversity
### SESSION TITLE: Careers and the Role of Effective HRM

**Session Chair:** Veena P. Prabhu, California State University, Los Angeles

**The Dimensions of Social Entrepreneurship: A Definition Analysis**  
Leilani Baumanis, Johnson & Wales University  
Barbara Dastoor, Nova Southeastern University  
**Discussant:** Aneika L. Simmons, Sam Houston State University

**Career Future and Intent to Remain: Insight into the Mechanism in the Change Context**  
Veena P. Prabhu, California State University, Los Angeles  
**Discussant:** Nicholas Twigg, Coastal Carolina University

**Investigating the Effects of Human Resource Flexibility on Firm’s Performance: The Determinant Role of Human Resource Practice Flexibility**  
Bainan Zhang, University of North Texas  
**Discussant:** Larry Garner, FBD President, Texas A&M – Central Texas
### TRACK TITLE
Doctoral Consortium

### WORKSHOP TITLE
Research & Teaching & Service, Oh, My!
(By Application or Invitation Only)

### Facilitator
Janice A. Black, Coastal Carolina University,
Past President of Southwest Academy of Management

### Panelists
- Gregory Dess, University of Texas - Dallas
- Frances Fabian, University of Memphis
- Janie R. Gregg, University of West Alabama
- Duane Ireland, Texas A & M
- J. Kay Keels, Coastal Carolina University
- Steven Tallman, University of Richmond
- Lee Tyner, University of Central Oklahoma

### TRACK TITLE
SPECIAL SESSION

### SESSION TITLE
Recognition of the SWAM 2013 Award Winners

### Presiding
Stephen V. Horner, Pittsburg State University

**President Elect, Southwest Academy of Management**

### Presenters
- **Winner 2013 McGraw-Hill SWAM Distinguished Paper Award**
  - *Relationships between Justice, Organizational Citizenship Behavior, and Coping over Time*
  - Juliana Lilly, Sam Houston State University
  - Kamphol Wipawayangkool, Sam Houston State University
  - Meghna Virick, San Jose State University

- S. Gayle Baugh, University of West Florida
  - **2012 SWAM Distinguished Educator**

### BEST REVIEWER
Robert V. Randolph, Mississippi State University
SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)

March 15, 2013
(Friday)

5:15 p.m. – 6:15 p.m.  Cochiti (West Lower)

SOUTHWEST ACADEMY OF MANAGEMENT ANNUAL BUSINESS MEETING

Presiding  Christine Miller, Tennessee Tech University
2012 President, Southwest Academy of Management

All members are encouraged to attend our annual business meeting. Each attendee receives one free drink ticket, redeemable at the reception that follows. We look forward to seeing you there!

6:30 p.m. – 8:00 p.m. Ballroom B (West Upper)

SOUTHWEST ACADEMY OF MANAGEMENT ANNUAL RECEPTION

Unwind with friends and colleagues, over drinks and hors d’oeuvres. Redeem your free drink ticket from the business meeting. Additional beverages may be purchased at the cash bar.
March 16, 2013
(Saturday)

8:30 a.m. – 10:00 a.m.

No Saturday Sessions