

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

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Immediate Past President	Stephen V. Horner , Pittsburg State University
Newsletter Editor	Veena P. Prabhu , California State University, Los Angeles

CONGRATULATIONS!

Recipient of the 2015 McGraw-Hill Education Distinguished Paper Award
*Psychological Contract Breach and Co-Worker Exclusion: The Moderating
Effects of Collectivism/Individualism*

Kevin S. Cruz, University of Texas at El Paso

Thomas J. Zagenczyk, Clemson University

Kristin L. Scott, Clemson University

Janelle H. Cheung, Clemson University

2015 SWAM Outstanding Educator

M. Suzanne Clinton, University of Central Oklahoma

Recipient of the 2015 Southwest Academy of Management Best Reviewer Award

Janice Baldwin, University of Texas at Arlington

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

2015 TRACK CHAIRS

Entrepreneurship, Small Business and Innovation

Robert Epstein, University of Central Oklahoma,
Kanu Priya, Western Illinois University – Quad Cities
Greg Tapis, Augustana College

Organizational Theory / Strategy / Sustainability

Faiza Khoja, University of Houston – Downtown
Marcia Hardy, Northwestern State University of Louisiana

Organizational Behavior and Leadership

Henry Williams, Purdue University North Central
Phyllis Duncan, Our Lady of the Lake University

Human Resources / Careers

Alix Valenti, University of Houston – Clear Lake
Veena P. Prabhu, California State University, Los Angeles

Ethics / Corporate Social Responsibility

Uday Shinde, Colorado Mesa University
Ethan Waples, University of Central Oklahoma

Organizational Development / Conflict Management

Peter Sorensen, Benedictine University
Therese Yaeger, Benedictine University
Deb Colwill, Trinity Evangelical Divinity School

General Management / Management Education

Meghan Wright, Texas Wesleyan University
Brian Kulik, Hawaii Pacific University

Innovative Teaching Workshops

Nancy Kucinski, Hardin-Simmons University

Professional Development Workshops

M. Suzanne Clinton, University of Central
Oklahoma
Lee Tyner, University of Central Oklahoma

Research Pipeline

Mario Hayek, Texas A&M University-Commerce

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 11, 2015
(Wednesday)**

1:30 p.m. – 3:00 p.m.

Arboretum 2

**WELCOME TO THE SOUTHWEST ACADEMY OF MANAGEMENT ANNUAL MEETING
Janie Gregg, 2015 SWAM President**

TRACK TITLE Organizational Development / Conflict Management

SESSION 1 Organization Development as a Calling: Leadership, Entrepreneurship and Practice

Session Chair: **Peter Sorensen**, Benedictine University

Facilitator: **Therese Yaeger**, Benedictine University

Social Constructs Practices: Concepts, Methodologies, Tools and Applications

Mambo Mupepi, Grand Valley State University

Jaideep Motwani, Grand Valley State University

Sylvia Mupepi, Grand Valley State University

A Call to Agile Leadership -- Implications for OD

Rachael L. Narel, Benedictine University

OD and Entrepreneurship Converge: Building Effective Entrepreneurial Organizations

Meghan Wright, Texas Wesleyan University

1:30 p.m. – 3:00 p.m.

Arboretum 3

TRACK TITLE Organization Theory / Strategy / Sustainability

SESSION 2

Session Chair: **Steve Horner**, Pittsburg State University

Discussants: **Kathleen Voges**, Texas A& M University-San Antonio
Faiza Khoja, University of Houston-Downtown

Firm Strategy, Societal Norms and Cognition: The American Auto Industry from 1968 to 2008

Douglas Chun, University of La Verne

Loren Dyke, University of La Verne

Increasing Awareness in Industry Dynamics

Richard Scoresby, Texas A&M University

Strategic Intent, Capabilities and Financial Performance: A Study of the Pharmaceutical Industry

Richard Brown, Pennsylvania State University

Hsueh Jen Hsu, Yuan Ze University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 11, 2015
(Wednesday)**

3:00 p.m. – 3:30 p.m.

Arboretum Foyer

SWAM COFFEE BREAK

3:30 p.m. - 5:00 p.m.

Arboretum 2

TRACK TITLE Organizational Development and Conflict Management

PANEL 1 Scholar-Practitioner as Calling: Living on the Bridge

Session Chairs: **Deb Colwill**, Trinity Evangelical Divinity School
 David Jamieson, University of St. Thomas

Discussants: **Therese Yaeger**, Benedictine University
 Katherine Schroeder, Astellas
 Angie Keister, Allstate Insurance Company
 Peter Sorenson, Benedictine University

3:30 p.m. –5:00 p.m.

Arboretum 3

TRACK TITLE General Management / Management Education

SESSION 2 Lesson Learned from the Health Care Industry

Session Chair: **Gerald Burch**, Tarleton State University

Discussant: **Dina Abdelzaher**, University of Houston – Clear Lake

Cooperative Engagement and Management Practice: An Explanation of Medicare Charges

Brian Kulik, Hawaii Pacific University

Diamond Giacomelli, Robert Half International

Should Lap-Band Tighten Linkage with Sutter Health and Allergan, Inc.?

S. Mantravadi, University of Texas School of Public Health

Discussants: **S. Mantravadi**, University of Texas School of Public health
 Brian Kulik, Hawaii Pacific University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 11, 2015
(Wednesday)**

3:30 p.m. –5:00 p.m.

Arboretum 4

TRACK TITLE Organizational Behavior / Leadership

SESSION 3 OB I

Session Chair: Henry Williams, Purdue University North Central

Falling from a Calling: Entitlement and the Social (De)Construction of Leader Identity

John Humphreys, Texas A&M University – Commerce

Stephanie Pane Haden, Texas A&M University – Commerce

John N. Davis, Hardin-Simmons University

A Re-examination of Vroom's Expectancy Theory: Motivation within the Social Context

Bobby Lloyd, Bethel College

Dan Mertens, University of Central Oklahoma

Make plans to join us in Oklahoma City for our 2016 conference.



43rd Annual Conference

March 9 – 12, 2016

Renaissance Oklahoma City Convention Center Hotel
Oklahoma City, Oklahoma

44th Annual Conference

March 8 - 11, 2017

Statehouse Convention Center/Marriott
Little Rock, Arkansas

For a premier publishing opportunity, check out the peer-reviewed
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for the low submission fee of \$40.*

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 12, 2015
(Thursday)**

7:00 a.m. - 8:15 a.m.

Board Room B

SPECIAL SESSION

SWAM Officers' Meeting & Breakfast

Session Chair: **Janie R. Gregg**, The University of West Alabama
 President, Southwest Academy of Management

8:30 a.m. – 10:00 a.m.

Arboretum 1

TRACK TITLE **Organizational Development / Conflict Management**

PANEL 2 **Parkland Health and Hospital System as a Calling**

Session Chair: **Rachel Narel**, Benedictine University

Discussants: **Therese Yaeger**, Benedictine University
 Jim Dunn, Parkland Health and Hospital System
 Peter Sorenson, Benedictine University

8:30 a.m. – 10:00 a.m.

Arboretum 2

TRACK TITLE **Entrepreneurship / Small Business / Innovation**

SESSION 2 **Entrepreneurship I**

Session Chair: **Gregory P. Tapis**, Augustana College

To Grow or Not to Grow: Challenges or Choices for Female Entrepreneurs?
Emma Fleck, Colorado Mesa University

The Entrepreneurial Marketing of Trumpet Records
Stephanie Pane Haden, Texas Am University – Commerce
Courtney Kernel, Southeastern Oklahoma State University
Leslie Toombs, Texas A&M University – Commerce

Kenyan Young Entrepreneurs: Opportunities and Challenges They Face in Establishing Small and Medium Enterprises
Zach Yabs, DeVry University
James Yabs, University of Eldoret

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 12, 2015
(Thursday)**

8:30 a.m. – 10:00 a.m.

Arboretum 3

TRACK TITLE Professional Development Workshops

SESSION 3 A Return to the Past: Using Books to Supplement Students' Learning, Part II

Session Chair: M. Suzanne Clinton, University of Central Oklahoma

Lee Tyner, University of Central Oklahoma

M. Suzanne Clinton, University of Central Oklahoma

Robert Epstein, University of Central Oklahoma

Abbie Lambert, Sonic Corporation

10:00 a.m. - 10:30 a.m.

Market Place Exhibit Hall

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

10:30 a.m. – 12:00 p.m.

Arboretum 1

TRACK TITLE Organizational Development / Conflict Management

PANEL 3 Intergenerational Experience-Driven Leadership Development

Session Chair: Denie Burks, Berry College

Deb Colwill, Trinity Evangelical Divinity School

Doris Martin, Strayer University

Tiffany Yates, Dale Carnegie

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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 12, 2015
(Thursday)**

10:30 a.m. – 12:00 p.m.

Arboretum 2

TRACK TITLE Professional Development Workshops

**SESSION 2 Pursuing a Graduate Degree and Higher Education as a Career: The Faculty
of the Future Depends on Us! & Developing Leadership through Transformative
 Learning Experiences: Practical Lessons for the Development of a Mentoring
 Program**

Session Chair: Lee Tyner, University of Central Oklahoma

Kimberly Merritt, Oklahoma Christian University
M. Suzanne Clinton, University of Central Oklahoma
Robert Epstein, University of Central Oklahoma
Jennifer Barger Johnson, University of Central Oklahoma

Holly Osburn, University of Central Oklahoma
M. Suzanne Clinton, University of Central Oklahoma

10:30 a.m. – 12:00 p.m.

Arboretum 3

TRACK TITLE Innovative Teaching Workshops

SESSION 3 Learning with Technology

Session Chair: Nancy Kucinski, Hardin-Simmons University

Building Quality Online Courses through Collaboration
Lucas W. Loafman, Texas A&M University-Central Texas
Barbara Altman, Texas A&M University-Central Texas

Twitter as Effective Tool for Teaching and Learning
Scott Hamm, Hardin-Simmons University

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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 12, 2015
(Thursday)**

10:30 a.m. – 12 p.m.

Arboretum 4

TRACK TITLE **Ethics / Corporate Social Responsibility**

SESSION 4 **Ethics and CSR Today**

Session Chair: **Uday Shinde**, Colorado Mesa University

The Impact of National Culture on Corporate Social Responsibility: The Case of Europe and Asia
NampornThanetsunthorn, Benedictine University

Religiosity and Ethical Ideologies as They Pertain to Business Ethics: Though the Lens of the Theory of Planned Behavior

Jacob Voegel, Southern Illinois University
John Pearson, Southern Illinois University

The Relation between Perceived Justice and Schedule Satisfaction: The Moderate Role of Tenure

Randi Sims, Nova Southeastern University
Yuliya Yurova, Nova Southeastern University

Strategic Stakeholder Theory: Stakeholders That Matter Most

Richard Scoresby, Texas A&M University

12:00 p.m. – 1:30 p.m.

Imperial West

TRACK TITLE **Luncheon**

SESSION TITLE **Speaker Series Luncheon (tickets needed)**

Presiding **John N. Davis**, Hardin-Simmons University
Program Chair, Southwest Academy of Management

Discussant **Jake Williams**, PMI Research Administrator

Entrepreneurial Speaker **TBA**

Must have a ticket to participate. Tickets must be purchased with your FBD package.

Sponsored in part by Project Management Institute Research Program



March 12, 2015
(Thursday)

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

Arboretum 1

TRACK TITLE **Organizational Development and Conflict Management**

PANEL 4 **Women in the C-Suite or Women as Corporate leaders**

Session Chair: **Deb Colwill**, Trinity Evangelical Divinity School

Discussants: **Henry Williams**, Purdue University North Central
Elizabeth Christo-Baker, Purdue University North Central
Denie Burks, Berry College

1:30 p.m. – 3:00 p.m.

Arboretum 2

TRACK TITLE **Human Resources / Careers**

SESSION 2 **Contemporary Issues in Human Resource Management and Employee Behaviors**

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

Aligning HR Practices to Achieve Desired Employee Behaviors

Brian Martinson, Tarleton State University

John Deleon, Tarleton State University

Proactive Personality and Employee Retention: Exploring the Mediation Framework

Veena P. Prabhu, California State University, Los Angeles

Financial Efficacy: Self-perception of Financial Competency, and its Impact on Responsible and Irresponsible Behaviors

Osman Kavcar, University of Houston-Downtown

Whitney Botsford Morgan, University of Houston-Downtown

Sarah Singletary Walker, University of Houston-Downtown

Ibtesama Baig, University of Houston-Downtown

Danielle LaChapelle, University of Houston-Downtown

Ohanes Paskelian, University of Houston-Downtown

Kevin Jones, University of Houston-Downtown

Discussants: **Veena P. Prabhu**, California State University, Los Angeles
Osman Kavcar, University of Houston-Downtown
Brian Martinson, Tarleton State University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 12, 2015
(Thursday)**

1:30 p.m. – 3:00 p.m.

Arboretum 3

TRACK TITLE Professional Development Workshops

SESSION 3 ##%*%@* Assessment %\$&#@* : Keeping It Focused and Simple

Session Chair: Janie Gregg, University of West Alabama

Janie Gregg, University of West Alabama

Mitzi Green, University of West Alabama

Uchenna Akpom, University of West Alabama

Aliquippa Allen, University of West Alabama

1:30 p.m. – 3:00 p.m.

Arboretum 4

TRACK TITLE Organization Theory / Strategy / Sustainability

SESSION 4 Strategy I

Session Chair: Marcia Hardy, Northwestern State University of Louisiana

Discussants: Robert Easley, University of Houston–Clear Lake

Mario Krenn, Southeastern Louisiana University

The Role of Psychic Distance in Internationalization Strategy Evaluations and Strategic Choices

Stephen Horner, Pittsburg State University

Daniel Baack, University of Denver

Donald Baack, Pittsburg State University

To the Desks of Subway: Submarine Strategies and Healthy Healthcare Lessons, A Management Case Study

S. Mantravadi, University of Texas School of Public health

Where Do We Belong: Individuals' Identity Issues within Temporary Organizations

Vallari Chandna, University of North Texas

3:00 p.m. - 3:30 p.m.

Market Place Exhibit Hall

FBD Coffee Break

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Great Door Prize Drawings take place at **3:15 p.m.** in the Exhibit Area. *Must be present to win.*

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 12, 2015
(Thursday)**

3:30 p.m. – 5:00 p.m.

Arboretum 1

TRACK TITLE Human Resources / Careers

SESSION 1 Trends in HRM: Insights into Disability and Benefits

Session Chair: **Alix Valenti**, University of Houston-Clear Lake

Is Pregnancy a Disability?: Legal, Human Resource Management, and Social-organizational Perspectives

Whitney Botsford Morgan, University of Houston-Downtown

Douglas TeDuits, University of Houston-Downtown

Gail S.M. Evans, University of Houston-Downtown

Benjamin C. Wickert, Joyce, McFarland & McFarland, LLP

Leadership for the Millennial Generation

Alix Valenti, University of Houston-Clear Lake

Will International Economic Uncertainty Jeopardize Public and Private Pension Funds in the Future?

Janice Baldwin, University of Texas at Arlington

Beverly George, University of Texas at Arlington

Anushri Rawat, Nicholls State University

Discussants: **Alix Valenti**, University of Houston-Clear Lake

Janice Baldwin, University of Texas at Arlington

Whitney Botsford Morgan, University of Houston-Downtown

3:30 p.m. – 5:00 p.m.

Arboretum 2

TRACK TITLE General Management / Management Education

PANEL 2 Beyond-Lecture Approaches in Management Education

NOTE: Session chairs will have 10 minutes to present the number of unique beyond-lecture methodologies available to teachers in and outside of the classroom, followed by a 50-minute roundtable discussion. Send your syllabus to Brian Kulik at bkulik@phu.edu before the conference begins, and we may use your syllabus as point of discussion to consider how to give it a best-fitting modern-approach makeover.

Session Chair: **Brian Kulik**, Hawaii Pacific University

Meghan Wright, Texas Wesleyan University

Discussants: **Michael Glissmeyer**, Westminster College

Gerald Burch, Tarleton State University

Tim Schmidt, Hardin-Simmons University

Students from Texas Wesleyan University

Conference attendees please attend and participate

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 12, 2015
(Thursday)**

5:00 p.m. – 6:00 p.m.

Arboretum 2

SPECIAL SESSION

Planning Meeting for the 2016 Conference

Robert Epstein, University of Central Oklahoma
Program Chair-Elect, Southwest Academy of Management

Help shape SWAM's next meeting to be held in Oklahoma City, Oklahoma - March 9-12, 2016. Join in a thoughtful exchange of ideas and creative suggestions as we seek to continually improve the SWAM conference experience.

Make plans to join us in Oklahoma City for our 2016 conference.



43rd Annual Conference

March 9 – 12, 2016

Renaissance Oklahoma City Convention Center Hotel
Oklahoma City, Oklahoma

44th Annual Conference

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Statehouse Convention Center/Marriott
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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 13, 2015
(Friday)**

8:30 a.m. – 10:00 a.m.

Arboretum 3

TRACK TITLE General Management / Management Education

PANEL 1 Evidence-Based Research of Evidence-Based Management

Session Chair: Denie Burks, Berry College

**Discussants: Brian Kulik, Hawaii Pacific University
 Michael Glissmeyer, Westminster College
 Manjula Salimath, University of North Texas**

The panel discussion will be followed by a paper presentation.

Student Choice in the Classroom: The Effect of Satisfaction and Grades
Michael Glissmeyer, Westminster College

Discussant: Gerald Burch, Tarleton State University

8:30 a.m. – 10:00 a.m.

Arboretum 1

TRACK TITLE Innovative Teaching Workshops

SESSION 2 Collaboration Inside and Outside of the Classroom

Session Chair: Nancy Kucinski, Hardin-Simmons University

A Call for Collaboration

**Mark Poulos, St. Edwards University
Anna Stewart, St. Edwards University
Angel Tazzer, St. Edwards University**

Getting Messy Outside the Classroom: The Use of Real Companies as Subjects for Semester-Long Student Class Projects

Michael E. Dobbs, Eastern Illinois University

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**SOUTHWEST ACADEMY OF MANAGEMENT
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**March 13, 2015
(Friday)**

8:30 a.m. – 10:00 a.m.

Arboretum 3

TRACK TITLE **Ethics / Corporate Social Responsibility**

SESSION 3 **Calling to Management**

Session Chair: **Ethan Waples**, University of Central Oklahoma

Mindful Management: Leveraging Spirituality in the Workplace as a Managerial Resource

Uday Shinde, Colorado Mesa University

Emma Fleck, Colorado Mesa University

Foundation Anchors for Management as a Calling

Marcia Hardy, Northwestern State University of Louisiana

8:30 a.m. – 12:00 p.m.

Arboretum 4

TRACK TITLE **Doctoral Consortium**

SESSION 4 **Doctoral Consortium**

Session Chair: **Stephen V. Horner**, Pittsburg State University

Facilitators: **Larry Garner**, Texas A&M University – Central Texas

Greg Dess, University of Texas at Dallas

Kay Keels, Coastal Carolina University

Donald Baack, Pittsburg State University

Steve Boivie, Texas A&M University

10:00 a.m. - 10:30 a.m.

Market Place Exhibit Hall

FBD Coffee Break

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**SOUTHWEST ACADEMY OF MANAGEMENT
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**March 13, 2015
(Friday)**

10:30 a.m. – 12:00 p.m.

Arboretum 1

TRACK TITLE **Professional Development Workshops**

SESSION 1 **Social Entrepreneurship**

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

Social Entrepreneurship and Civic Engagement: Development, Opportunities and Challenges among Millennials

Veena P. Prabhu, California State University, Los Angeles

10:30 a.m. – 12:00 p.m.

Arboretum 2

TRACK TITLE **Organization Theory / Strategy / Sustainability**

SESSION 2 **Organization Theory Today**

Session Chair: **Greg Dess**, University of Texas at Dallas

Discussants: **David Epstein**, University of Houston- Downtown

TMT Organizational High-Tech Venture Firms: Structural Arrangement and Their Potential Consequences

Till Talaulicar, University of Erfurt

The Role of Codetermination in Shareholder Oriented Corporate Governance Reform: The Case of Executive Remuneration Disclosure

Mario Krenn, Southeastern Louisiana University

Paradox of Ownership and Marketing-based Restructuring after a Horizontal Merger: Case Study of Japanese Pharmaceutical Companies

Hui-Ling Wangrenn, Yuan Ze University

Hung-Hsin Chen, East China Norman University

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10:30 a.m. – 12:00 p.m.

Arboretum 3

TRACK TITLE Organizational Behavior / Leadership

SESSION 3 OB II

Session Chair: Phyllis Duncan, Our Lady of the Lake University

Some Unresolved Issues in the Person-Centered Approach to Organizational Commitment within the Meyer/Allen Paradigm

Stephen Jaros, Southern University

Robert Culpepper, Stephen F. Austin State University

Shared Fate and Shared Strength: The Effects of Unit Cohesion on Well-Being and Counterproductive Work Behavior

Tiffany Bisbey, University of Houston

L Witt, University of Houston

Lars Johnson, University of Houston

Sophie Romay, University of Houston

Amanda Palmer, University of Houston

Allison Boyes, University of Houston

Se Habla Español: Antecedents and Consequences of Speaking Spanish at Work

Saul Valdiviezo, University of Texas at El Paso

Laura Guerrero, University of Texas at El Paso

Richard Posthuma, University of Texas at El Paso

Claudia Hernandez, University of Texas at El Paso

12:00 p.m. – 1:30 p.m.

Conference 10

SPECIAL SESSION

SWAM Officers' Meeting and Luncheon

Presiding

Manjula Salimath, University of North Texas

President, Southwest Academy of Management, 2015-2016

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**March 13, 2015
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1:30 p.m. – 3:00 p.m.

Arboretum 1

TRACK TITLE **Research Pipeline**

SESSION 1 **Research Pipeline**

Session Chair: **Mario Hayek**, Texas A&M University-Commerce

Social Identity Consciousness and Entrepreneurial Motivations: Validation of a Surrogate Measure of Social Identity Concerns Among Entrepreneurs

Robert Robinson, Texas Tech University

Amanda Hinojosa, University of Houston-Clear Lake

Relationship between Human Resource (HR) Practices and Turnover: The Mediating Effect of Ethical Climate

Tobi Popoola, University of Mississippi

Accountability in Practice: Mechanism for Entrepreneurs

Tobi Popoola, University of Mississippi

Rediscovering Lost Values: Exploring Contextual and Universal Views of Values within Leadership

Alex Williams, Texas A&M University-Commerce

Millennial Employee Retention

Emily Hammer, West Texas A&M University

1:30 p.m. – 3:00 p.m.

Arboretum 2

TRACK TITLE **Organizational Behavior / Leadership**

SESSION 2 **OB III**

Session Chair: **Henry Williams**, Purdue University North Central

Should I Leave or Not? The Role of LMX and Organizational Climate in Organizational Citizenship Behavior and Turnover Relationship

Ankur Nandedkar, Cameron University

The Role of Extraversion and Communication Methods on an Individual's Satisfaction with the Team

Michele N. Medina, University of North Texas

Saurabh Srivastava, University of North Texas

Adam Stoverink, University of Northern Illinois

Organizational Structure: Practical Example of Time Warner Inc. in 2002

S. Mantravadi, University of Texas School of Public Health

D. Wern, California State University, Los Angeles

M. Fimbres, California State University, Los Angeles

S. Bhardwaj, California State University, Los Angeles

**SOUTHWEST ACADEMY OF MANAGEMENT
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3:00 p.m. - 3:30 p.m.

Market Place Exhibit Hall

FBD Coffee Break

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3:30 p.m. – 5:00 p.m.

Arboretum 1

TRACK TITLE Entrepreneurship / Small Business / Innovation

SESSION 1 Entrepreneurship II

Session Chair: Kanu Priya, Western Illinois University – Quad Cities

Franchisor Market Power and Control Rights in Franchise Systems: The Case of Major League Baseball Versus the Los Angeles Dodgers

Richard Brown, Pennsylvania State University

A Knowledge Barrier Approach to Health IT Diffusion in Nursing Homes: The Role of IT Vendors

Araba Bezboruah, University of Texas at Arlington

Darla Hamann, University of Texas at Arlington

Attracting and Retaining Entrepreneurs: The Role of City and State-wide Employment Nondiscrimination Ordinances to Protect LGBTQ Employees

Kelly Weeks, Augustana College

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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 13, 2015
(Friday)**

3:30 p.m. – 5:00 p.m.

Arboretum 2

TRACK TITLE **Best Paper Session**

SESSION 2 **Recognition of the SWAM 2015 Award Winners**

Presiding **Manjula Salimath**, University of North Texas
President Elect, Southwest Academy of Management

Special Recognition by Larry Garner, Texas A&M University - Central Texas
Scott Douglass, University of Montana
Recipient of the 2013 Outstanding Educator Award

*Psychological Contract Breach and Co-Worker Exclusion: The Moderating Effects of
Collectivism/Individualism*

Kevin S. Cruz, University of Texas at El Paso
Thomas J Zagenczyk, Clemson University
Kristin L. Scott, Clemson University
Janelle H. Cheung, Clemson University

Winner of the 2015 McGraw-Hill Education Distinguished Paper Award

M. Suzanne Clinton, University of Central Oklahoma
2015 Outstanding Educator

Janice Baldwin, University of Texas at Arlington
Recipient of the 2015 SWAM Best Reviewer Award

Remarks

Donald Baack, Pittsburg State University
Recipient of the 2014 Outstanding Educator Award

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 13, 2015
(Friday)**

3:30 p.m. – 5:00 p.m.

Arboretum 3

TRACK TITLE Organizational Behavior / Leadership

SESSION 3 OB IV

Session Chair: Phyllis Duncan, Our Lady of the Lake University

Psychological Contracts Revisited: Providing a New Framework and Example

Gerald Burch, Tarleton State University

Nathan Heller, Tarleton State University

Jana Burch, Tarleton State University

Jacob Heller, Tarleton State University

John Bachelor, University of West Florida

Leader Situational Awareness as a Predictor of Emotional Exhaustion

Jana Burch, Tarleton State University

Jacob Heller, Tarleton State University

John Bachelor, University of West Florida

The Interactive Effects of Goal-Focused Leadership and Procedural Justice on Engagement

Sonya Stokes, University of Houston

Lars Johnson, University of Houston

Conflicting Rewards in Student Groups: Effects of Scholarship Student or Student-Athlete Membership on Social Loafing and University Satisfaction

Kent Fought, Ouachita Baptist University

5:15 p.m. – 6:15 p.m.

Arboretum 1

SWAM Annual Business Meeting

Presiding: Janie R. Gregg, The University of West Alabama
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.

Window Box

SWAM 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.

**Southwest Academy of Management
2015 Annual Meeting
Program Corrections and Changes**

Presentations Cancelled:

10:30 a.m. Thursday, March 12, 2015 Arboretum 4
The Impact of National Culture on Corporate Social Responsibility: The Case of Europe and Asia
Namporn Thanetsunthorn, Benedictine University

1:30 p.m. Thursday, March 12, 2105
Where Do We Belong: Individuals' Identity Issues within Temporary Organizations
Vallari Chandna, University of North Texas Arboretum 4

10:30 a.m. Friday, March 13, 2015 Arboretum 2
The Role of Codetermination in Shareholder Oriented Corporate Governance Reform: The Case of Executive Remuneration Disclosure
Mario Krenn, Southeastern Louisiana University

Paradox of Ownership and Marketing-based Restructuring after a Horizontal Merger: Case Study of Japanese Pharmaceutical Companies
Hui-Ling Wangrenn, Yuan Ze University
Hung-Hsin Chen, East China Norman University

1:30 p.m. Friday, March 13, 2015 Arboretum 1
Relationship between Human Resource (HR) Practices and Turnover: The Mediating Effect of Ethical Climate
Tobi Popoola, University of Mississippi

3:30 p.m. Friday, March 13, 2015 Arboretum 1
Franchisor Market Power and Control Rights in Franchise Systems: The Case of Major League Baseball Versus the Los Angeles Dodgers
Richard Brown, Pennsylvania State University

3:30 p.m. Friday, March 13, 2015 Arboretum 2
Special Recognition by Larry Garner, Texas A&M University - Central Texas
Scott Douglass, University of Montana

Name Corrections:

12 p.m. Thursday, March 12, 2015 Regency
Speaker Series Luncheon (Advance Purchase Necessary)
Presiding: John N. Davis, Hardin-Simmons University
Program Chair, Southwest Academy of Management

Discussant: Jake Williams, PMI Research Administrator

Recognition of M. Suzanne Clinton, University of Central Oklahoma
2015 Outstanding Educator

By Manjula Salimath, University of North Texas
President Elect, Southwest Academy of Management

Advanced Purchase Necessary. Sandy Edwards will have a list at the door.

Sponsored in part by Project Management Institute Research Program

3:30 p.m. Thursday, March 12, 2015 Arboretum 3
Leader Situational Awareness as a Predictor of Emotional Exhaustion

Lars Johnson, University of Houston

Sonya Stokes, University of Houston

Tiffany Bisbey, University of Houston

1:30 p.m. Friday, March 13, 2015 Arboretum 2
The Role of Extraversion and Communication Methods on an Individual's Satisfaction with the Team

Michele N. Medina, University of North Texas

Saurabh Srivastava, University of North Texas

Organizational Structure: Practical Example of Time Warner Inc. in 2012

S. Mantravadi, University of Texas School of Public Health

D. Wern, California State University, Los Angeles

M. Fimbres, California State University, Los Angeles

S. Sharma, California State University, Los Angeles

Email Correction:

3:30 p.m. Thursday, March 12, 2015 Arboretum 2
Brian Kulik's email is bkulik@hpu.edu

Location Change:

12 p.m. Friday, March 13, 2015
SWAM Officers' Meeting and Luncheon
The Houston Club, One Shell Plaza Building, 910 Louisiana, 49th Floor

Location and Time Change:

8:30 a.m. Friday, March 13, 2014 Sandalwood A
Social Entrepreneurship and Civic Engagement: Development, Opportunities and Challenges among Millennials
Veena P. Prabhu, California State University, Los Angeles

Major Revision:

TRACK TITLE	Doctoral Consortium
Facilitator:	Stephen V. Horner , Pittsburg State University
Panelists:	Larry Garner , Texas A&M University – Central Texas Greg Dess , University of Texas at Dallas Donald Baack , Pittsburg State University Steve Boivie , Texas A&M University Therese Yaeger , Benedictine University Manjula S. Salimath , University of North Texas Brent Kinghorn , Emporia State University
Student participants:	Michele Medina , University of North Texas S (Sara) Mantravadi , University of Texas School of Public
Health	Richard Scoresby , Texas A&M University Mays Business
School	Kathryn Ostermeier , University of North Texas Pratigya Sigdya , University of North Texas Craig Soelberg , University of North Texas Scott Cohen , University of South Alabama Suchitra Veera , Henley Business School, University of
Reading	Tobi Popoola , University of Mississippi
8:30- 9:00	Introduction and overview
9:00-9:50	Preparing and defending the dissertation Panelists: Steve Boivie , Texas A&M University Greg Dess , University of Texas at Dallas Therese Yaeger , Benedictine University
10:00-10:50	Balancing research, teaching, and service Panelists: Donald Baack , Pittsburg State University Larry Garner , Texas A&M University – Central Texas Greg Dess , University of Texas at Dallas
11:00-11:50	Navigating entry into the job market Panelists: Larry Garner , Texas A&M University – Central Texas Manjula S. Salimath , University of North Texas Steve Boivie , Texas A&M University
11:50-noon	Adjournment and presentation of stipends