

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

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CONGRATULATIONS!

Recipient of the Distinguished Paper Award - Federation of Business Disciplines

The Antecedents to and Consequences of Accountability Approach: Test of Competing Perspectives and Replicable Results across Two Samples

Jeremy Brees, Northern Arizona University
David Sikora, Georgia Southern University
Gerald Ferris, Florida State University

2019 SWAM Outstanding Educator

Manjula Salimath, University of North Texas

Recipients of the 2019 Southwest Academy of Management Best Reviewer Award

Cory Angert, University of Houston Downtown
Robert Lloyd, Fort Hays State University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

2019 TRACK CHAIRS

Workplace Behavior: Organizational Behavior / Human Resources / Careers / Leadership / Diversity

Sarah Walker, Creighton University
Zahir Latheef, University of Houston Downtown
Kenneth Sweet, Texas A&M - San Antonio

Organizational Mission: Organizational Theory / Strategic Management & Leadership / International Management

David Epstein, University of Houston Downtown
Marcia Hardy, Northwestern State University of Louisiana
Guclu Atinc, Texas A&M University Commerce

Change in Organizations: Organizational Development / Conflict Management

Peter Sorensen, Benedictine University
Therese Yaeger, Benedictine University

Professional Development Workshops

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

The Purposeful Organization: Social Responsibility, Consciousness, Relationships, Collaboration, Community & Sustainability

Brian Kulik, Whittier College

Recent Vistas on Management: The Latin American Context.

Sessions in this track are presented in Spanish.

Carlos Baldo, Colorado Mesa University
Oscar Montiel, Universidad Autónoma de Ciudad Juárez

The Single Business Enterprise: Entrepreneurship / Small Business / Family Business / Innovation

Manjula S. Salimath, University of North Texas
Vallari Chandna, University of Wisconsin-Green Bay

Teaching and Learning Conference

Janie Gregg, University of West Alabama
Karen Leonard, University of Arkansas Little Rock

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 13, 2019
(Wednesday)**

12:00 p.m. – 1:30 p.m.

Library

SPECIAL SESSION

SWAM Executive Council only (President, President Elect, and Immediate Past President)

1:30 p.m. – 3:00 p.m.

Arboretum 1

WELCOME TO THE SOUTHWEST ACADEMY OF MANAGEMENT ANNUAL MEETING

Robert H. Epstein, 2019 SWAM President

TRACK TITLE: Organizational Mission: Organizational Theory/Strategic Mgt. & Leadership/International Management

SESSION A: Corporate Governance

Session Chair: **Marcia Hardy**, Northwestern State University of Louisiana

The Human Capital of Boards of Directors and Innovation: An Empirical Examination of the Pharmaceutical Industry

Stephen Horner, Pittsburg State University

Alix Valenti, University of Houston Clear Lake

The Selection of CEO Successors and Post-succession Strategic Change

Xin Liu, Hebei University of Technology

Board Characteristics and the Acquisition of Newly Public Firms

Christopher Reutzel, Sam Houston State University

Carrie Belsito, Sam Houston State University

Gender Quota and Organizational Outcome: A Comparative Study between Countries that Mandate Gender Quota and Countries that do Not

Samira Baten, University of Central Oklahoma

1:30 p.m. – 3:00 p.m.

Arboretum 2

TRACK TITLE: The Purposeful Organization: Social Responsibility, Consciousness, Relationships, Collaboration, Community and Sustainability

SESSION B: (1)

Session Chair: **Brian Kulik**, Whittier College

Ethical Analysis of Enterprise Resource Planning

Hatem Bata, Albany State University

Devi Akella, Albany State University

The Federal Sentencing Guidelines for Organizations (FSGO) and Proactive Small Business Ethics Programs

Larry Ruddell, Belhaven University – Houston

Out of Touch and in the Present: How Mindfulness and Moral Attentiveness May Not Share the Moment

Alex Hill, Eastern Illinois University

Chris Adams, Eastern Illinois University

Joshua Harden, Eastern Illinois University

Uday Shinde, Eastern Illinois University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 13, 2019
(Wednesday)**

1:30 p.m. – 3:00 p.m.

Arboretum 3

TRACK TITLE: Workplace Behavior: Organizational Behavior / Human Resources / Careers / Leadership / Diversity

SESSION C: Recruiting and Selection

Session Chair: **Andrew Johnson**, Texas A&M University - Corpus Christi
Discussant: **Emily Hammer**, West Texas A&M University

Employment Discrimination and Unprotected Classes in the Age of Social Networking Sites

Andrew Johnson, Texas A&M University-Corpus Christi
Katherine Roberto, Texas A&M University-Corpus Christi

The Use of Fourth Party References in the Selection Process

Katherine Roberto, Texas A&M University-Corpus Christi
Andrew Johnson, Texas A&M University-Corpus Christi
Anita Reed, Texas A&M University-Corpus Christi

Behavior-based Interviews: A Literature Review and Interviewee Perceptions

Ramanuja Vokkarane, University of Central Oklahoma
Suzanne Clinton, University of Central Oklahoma

Retention When Recruiting is Difficult; Medical Technicians in Rural Communities

Michelle Ruiz, Saint Mary-of-the-Woods College
Lori Peterson, Missouri State University

1:30 p.m. – 3:00 p.m.

The Study

TRACK TITLE: Professional Development Workshops

SESSION D: Managing Conflict in the Workplace

Strategies and Practice for Managing Conflict in the Workplace Environment

Lucinda Parmer, Southeastern Oklahoma State University

3:00 p.m. – 3:30 p.m.

Arboretum 1

SWAM COFFEE BREAK

For a premier publishing opportunity, check out the peer-reviewed
FBD Journal at <https://www.fbdonline.org/journal/>



*All FBD conference participants are eligible to have their work considered
for the low submission fee of \$40.*

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 13, 2019
(Wednesday)**

3:30 p.m. – 5:00 p.m.

Arboretum 1

TRACK TITLE: Organizational Mission: Organizational Theory/Strategic Mgt. & Leadership/International Management

SESSION A: Strategic Leadership

Session Chair: **Marcia Hardy**, Northwestern State University of Louisiana

Redefining Leadership Roles and Structure in Special Education: Applying Organizational Theory to the Public School System

Juliana Lilly, Sam Houston State University

William Blackwell, Sam Houston State University

Kamphol Wipawayangkool, Sam Houston State University

Employing the Internal Marketing Theory to Explain how Knowledge Dissemination can be Enhanced in Organizations

Sheron Lawson, Wayland Baptist University

Perspicacity, Sagacity & Mentorship: A Management Model for Strategic Leadership Success in Faculty Senate Governance

Marcia Hardy, Northwestern State University of Louisiana

Danny Upshaw, Northwestern State University of Louisiana

Proactive Personality and Social Entrepreneurship: Testing an Empirical Model Across Six Countries

Yang Zhang, University of Texas, El Paso

Juanita Trusty, California State University, Los Angeles

Juan Perusquia, Universidad Autónoma de Baja California

Louise Kelly, University of La Verne

Tatiana Goroshnikova, Financial Institute of Russia

Robert Tang, De La Salle College of Saint Benilde

Minghao Shen, Guandong University of Foreign Studies

Kern Kwong, California State University, Los Angeles

Stephen Mcguire, California State University, Los Angeles

Veena Prabhu, California State University, Los Angeles

3:30 p.m. – 5:00 p.m.

Arboretum 2

TRACK TITLE: Teaching and Learning Conference

SESSION B: Teaching Ethics and Negotiation

Session Chair: **Karen Leonard**, University of Arkansas – Little Rock

Teaching Business Ethics as Decision Making

Kenneth Sweet, Texas A&M University – San Antonio

Teaching Value Creation in Negotiation

Brad Almond, Texas A&M University – Central Texas

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 13, 2019
(Wednesday)**

3:30 p.m. – 5:00 p.m.

Arboretum 3

TRACK TITLE: Workplace Behavior: Organizational Behavior / Human Resources / Careers / Leadership / Diversity

SESSION C: Careers

Session Chair: **Susie Cox**, University of Arkansas at Little Rock
Discussant: **Zahir Latheef**, University of Houston Downtown

Staffing Professionals' Perspectives of the Secondary Labor Market Protean and Boundaryless Career Phenomenon
Rebecca McPherson, Texas A&M - Central Texas

Career Differences between Mexican and American Women Workers
Alicia Cavazos-Garza, LSU E. J. Ourso College of Business
Monica Santaella, LSU E. J. Ourso College of Business

Counter-offers, a Dilemma between Trust and Loyalty on Key Employees
Carlos Baldo, Colorado Mesa University
Michael Conklin, Colorado Mesa University

Using Human Resource Development (HRD) Communication Channels, the Integration of Ethics and Diversity, and Diversity Intelligence (DQ) to Develop Leaders
Claretha Hughes, University of Arkansas, Fayetteville
Elsa Camargo, University of Arkansas, Fayetteville

3:30 p.m. – 5:00 p.m.

The Study

TRACK TITLE: Doctoral Consortium

SESSION D: Meet & Greet

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

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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 14, 2019
(Thursday)**

8:30 a.m. – 10:00 a.m.

Arboretum 1

TRACK TITLE: Recent Vistas on Management: The Latin American Context

SESSION A: Recent Vistas on Management (Note: Session presented in Spanish)

Session Chair: **Oscar Montiel**, Universidad Autonoma de Ciudad Juarez

El Lado Oscuro de la Empresa Familiar: Una Perspectiva Exploratoria

Oscar Montiel, Universidad Autonoma de Ciudad Juarez

Speaking Spanish at Work: The Impact on Workplace Familism on Work Outcomes of Bilingual Hispanic Workers

Laura Guerrero, UH - Clear Lake

Saul Valdiviezo, Springfield College

Relacion de los Factores de Atractividad de las Empresas y la Satisfaccion Laboral para los Buscadores de Empleo que Desean Integrarse a la Vida Laboral

Sergio Madero, Tecnologico de Monterrey

Prácticas y Límites de la Publicidad: Una Propuesta de Indagación Crítica hacia las Campañas Políticas

Nilton Valencia, Universidad Autonoma de Ciudad Juarez

Oscar Montiel, Universidad Autonoma de Ciudad Juarez

Claudia Rodriguez, Universidad Autonoma de Ciudad Juarez

¿Real Inclusión o Simulación? Una Exploración Hacia las Campañas Publicitarias y la Comunidad Gay en México

Cynthia Martinez, Universidad Autonoma de Ciudad Juarez

Oscar Montiel, Universidad Autonoma de Ciudad Juarez

8:30 a.m. – 10:00 a.m.

Arboretum 2

TRACK TITLE: Teaching and Learning Conference

SESSION B: Creating New Programs and Reaching Hispanic Students

Session Chair: **Janie Gregg**, University of West Alabama

How to Better Reach Hispanic Students in Your Classroom

Laura Guerrero, University of Houston – Clear Lake

Sal Valdiviezo, Springfield College

Julio Canedo, University of Houston – Clear Lake

The 'Berth' of a Maritime Management Program: A Value Creating Relationship Between Academia and Industry

Ken Chadwick, Nicholls State University

Luke Cashen, Nicholls State University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 14, 2019
(Thursday)**

8:30 a.m. – 10:00 a.m.

Arboretum 3

TRACK TITLE: Workplace Behavior: Organizational Behavior / Human Resources / Careers / Leadership / Diversity

SESSION C: Psychology of Work

Session Chair: **Steven Jaros**, Southern University
Discussant: **Julio Canedo**, University of Houston Downtown

The Salience of Intrinsic Spirituality as a Motivational Construct in the Workplace
Phillip Lewis, Oklahoma Christian University

The Antecedents to and Consequences of Accountability Approach: Test of Competing Perspectives and Replicable Results across Two Samples

Jeremy Brees, Northern Arizona University
David Sikora, Georgia Southern University
Gerald Ferris, Florida State University

Employee Empowerment and Job Performance: Investigating the Role of Power Distance

Satvir Singh, Angelo State University
Prajya Vidyarthi, University of Texas at El Paso

8:30 a.m. – 10:00 a.m.

Dogwood

TRACK TITLE: Professional Development Workshops

SESSION D: Faith and Learning in a Christian University

Integrating Faith and Learning in the Curriculum at a Christian University
Smanatha Murray, Jan Jones, and Sheron Lawson, Wayland Baptist University

8:30 a.m. – 10:00 a.m.

Boardroom B

**SPECIAL SESSION (By Invitation Only)
SWAM Officers' Meeting**

Presiding: Robert H. Epstein, University of Central Oklahoma
President, Southwest Academy of Management, 2018-2019

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!

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

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 14, 2019
(Thursday)**

10:30 a.m. – 12:00 p.m.

Arboretum 1

TRACK TITLE: Change in Organizations: Organizational Development / Conflict Management

SESSION A: Panel Discussion: Organization Development and Integration as the Doorway to Innovation

Session Chair: **Therese Yaeger**, Benedictine University

Discussant: **Peter Sorensen**, Benedictine University

Panelists:

Anjylla Foster, Museum of Science and Industry

Michael O'Hara, Benedictine University Doctoral Student

Janell Whaley, Benedictine University

Sonia Watson, College of DuPage

10:30 a.m. – 12:00 p.m.

Arboretum 2

TRACK TITLE: Doctoral Consortium

SESSION B: (2)

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

10:30 a.m. – 12:00 p.m.

Arboretum 3

TRACK TITLE: Workplace Behavior: Organizational Behavior / Human Resources / Careers / Leadership / Diversity

SESSION C: Organizational Commitment

Session Chair: **Jeremy Brees**, Northern Arizona University

Discussant: **Satvir Singh**, Angelo State University

Stretched Too Thin? The Impact of School-Work Conflict on Job Satisfaction and Organizational Commitment

Laura Walker, University of North Texas

Wenjuan Guo, University of North Texas

Commitment to change: Validation of scale through EFA and CFA in privatization context of Pakistan

Haroon Bakari, Sindh University

Ahmed Imran Hunjra, PMAS-Arid Agriculture University

Stephen Jaros, Southern University

Consequences and Predictors of Psychological Detachment: Is Personality a Moderator?

Samantha Murray, Wayland Baptist University

Suzanne Clinton, University of Central Oklahoma

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 14, 2019
(Thursday)**

10:30 a.m. – 12:00 p.m.

Dogwood

TRACK TITLE: Round Table Discussion

SESSION D: An Era of Social Networking: Past President Reflections

Session Chair: **Manjula Salimath**, University of North Texas

Panelists:

Donna Ledgerwood, University of North Texas

Janie Gregg, University of West Alabama

M. Suzanne Clinton, University of Central Oklahoma

Janice A. Black, Coastal Carolina University

Larry Garner, Texas A&M University - Central Texas

Donald Baack, Pittsburg State University

Stephen V. Horner, Pittsburg State University

Swam Past-Presidents will give their views on the health and wellness of the SWAM organization and share ideas about how we should grow the organization with disruptive innovations. This PDW is a unique opportunity for current SWAM members and leaders to hear from those who have served SWAM as past leaders. Former SWAM presidents will share their experiences, perspectives, and insights regarding the strengths of SWAM as a regional AOM affiliate. A panel of past presidents will talk about their tenure with the organization, discuss key challenges, and provide some guidance and insight for current officers and members. They will take suggestions and questions from the participants.

This session is open to all SWAM members!

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!

12:00 p.m. – 1:30 p.m.

Window Box

TRACK TITLE: SWAM Luncheon and Reception (Registration Required)

Presiding: Veena P. Prabhu, California State University - Los Angeles

President Elect, Southwest Academy of Management, 2018-19

1:30 p.m. – 3:00 p.m.

Arboretum 1

TRACK TITLE: Change in Organizations: Organizational Development / Conflict Management

SESSION A: Panel Discussion: Pushing OD Boundaries: Technology, Design and Global Boundaries

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

Discussant: **Therese Yaeger**, Benedictine University

Panelists:

Dan Lichter, Midwestern University

Lionel Sweeny, HS Partners INC

Gerald Baraza, Shoreline Containers Inc.

Dina Puthenpurakal, Benedictine University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 14, 2019
(Thursday)**

1:30 p.m. – 3:00 p.m.

Arboretum 2

TRACK TITLE: Doctoral Consortium

SESSION B: (3)

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

1:30 p.m. – 3:00 p.m.

Arboretum 3

TRACK TITLE: Workplace Behavior: Organizational Behavior / Human Resources / Careers / Leadership / Diversity

SESSION C: Organizational Culture

Session Chair: **Samantha Murray**, Wayland Baptist University
Discussant: **Emily Hammer**, West Texas A&M University

The Role of Cultural Values on Behavioral Intentions in a Conflicting Roles Situation

Julio Canedo, University of Houston Downtown

Eugene Stone-Romero, Retired

Dianna Stone, Universities of New Mexico, Albany, and Virginia Tech

Model of Workplace Hazing

Kenneth Sweet, Texas A&M University – San Antonio

Sean Rogers, University of Rhode Island

Marcus Valenzuela, California State University Bakersfield

Mortaza Zare, University of Texas Permian Basin

Carma Claw Nez, New Mexico State University

A Mode of the Dimensions of Spirituality and Their Possible Influence on Corporate Culture

Phillip Lewis, Oklahoma Christian University

Learning the Accountability Ropes: An Attributional Perspective

Jeremy Brees, Northern Arizona University

1:30 p.m. – 3:00 p.m.

Dogwood

TRACK TITLE: Professional Development Workshops

SESSION D: Gender Issues

Gender Issues in Workplace Leave

Emily Hammer, West Texas A&M

The Role of Colleges and Universities in Preparing women for the Workplace: Today's Challenges and Tomorrow's Opportunities

Kimberly Merritt, Oklahoma Christian University

M. Suzanne Clinton, University of Central Oklahoma

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 14, 2019
(Thursday)**

3:30 p.m. – 5:00 p.m.

Arboretum 1

TRACK TITLE: Change in Organizations: Organizational Development / Conflict Management

SESSION A: A Time for Integration: Organization Development, Leaders and Deviant Subordinates

Session Chair: **Therese Yaeger**, Benedictine University
Discussant: **Peter Sorensen**, Benedictine University

Toxins in the Place of Work, A Phenomenological Investigation: Supervisors and the Deviant Subordinates
Clifford Hill, Benedictine University

A Tale of Two Leaders: Exploring Sources of Resistance to New Leader Integration
Dan Lichter, Benedictine University
Erica Sokol, Benedictine University

3:30 p.m. – 5:00 p.m.

Arboretum 2

TRACK TITLE: Teaching and Learning Conference

SESSION B: Experimental Exercises and Collaboration Modeling in the Classroom

Session Chair: **Nancy Kucinski**, Hardin-Simmons University

Session Chair: **Janie Gregg**, University of West Alabama

Operation Integration: Modeling Innovative Cross-disciplinary Collaboration
Jonna Meyers, Southwestern Oklahoma State University
Amanda Evert, Southwestern Oklahoma State University

Experiential Exercises in Management Courses: Do “Old-timey” Games still Work?
Vallari Chandna, University of Wisconsin - Green Bay

3:30 p.m. – 5:00 p.m.

Arboretum 3

TRACK TITLE: Workplace Behavior: Organizational Behavior / Human Resources / Careers / Leadership / Diversity

SESSION C: Professional Practice

Session Chair: **Satvir Singh**, Angelo State University
Discussant: **Susie Cox**, University of Arkansas at Little Rock

How Signals Influence Citation Patterns
Francee Preston, University of Memphis
Ronei Leonel, University of Memphis

Exploring Strategic Training Approaches that Lead to the Retention of Talented Employees
Howard Demotta, Wayland Baptist University
Sonia Gonzalez, Wayland Baptist University
Sheron Lawson, Wayland Baptist University

Exploring How Trainers Can Use Humor to Increase Self-Efficacy of Employees
Angelica Laundry, Wayland Baptist University
Christian Homan, Wayland Baptist University
Sheron Lawson, Wayland Baptist University

Identifying Integration Issues for MNE Single Leave Policy Adaptation
Emily Hammer, West Texas A&M University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 14, 2019
(Thursday)**

3:30 p.m. – 5:00 p.m.

Dogwood

TRACK TITLE: Professional Development Workshops

SESSION D: Business Based Projects in the Classroom

Integrating Entrepreneurial Leadership Practices Through Student Engagement in MBA Consulting Projects

Janie Gregg, University of West Alabama

Uchenna Akpom, University of West Alabama

Designing and Implementing a Business Based Project that Benefits both Students and Your College

Holly Osburn, University of Central Oklahoma

Bianca Daneshmand, University of Central Oklahoma

Christina Alexander, University of Central Oklahoma

5:00 p.m. – 6:00 p.m.

Magnolia

**SPECIAL SESSION
Planning Meeting for the SWAM 2019 Conference
San Antonio, Texas, March 11-14, 2019**

Presiding: Ethan Waples, University of Houston Downtown
Program Chair-Elect, Southwest Academy of Management, 2019-2020

Help shape SWAM's next meeting to be held in San Antonio, Texas, at the Hyatt Regency San Antonio, March 11-14, 2019. Join in a thoughtful exchange of ideas and creative suggestions as we seek to continually improve the SWAM conference experience.

5:30 p.m. – 7:00 p.m.

Market Place – Exhibit Hall

FBD Presidential Welcome Reception

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. 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 events or dinner.

For a premier publishing opportunity, check out the peer-reviewed
FBD Journal at <https://www.fbdonline.org/journal/>



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for the low submission fee of \$40.*

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 15, 2019
(Friday)**

8:30 a.m. – 10:00 a.m.

Arboretum 1

TRACK TITLE: Change in Organizations: Organizational Development / Conflict Management

SESSION A: Discussion Panel: Organization Development and Teams: Joining Efforts

Session Chair: **Will Towns**, Benefit Chicago
Discussant: **Clifford Hill**, Benedictine University

Panelists:

Gabriel Lopez, Gartner
Lisa Finucane, Benedictine University
Erica Sokol, Naperville Area Humane Society
Karen Dombrowski, Dabir
Jorge Cestou, Benedictine University

8:30 a.m. – 10:00 a.m.

Arboretum 2

TRACK TITLE: The Purposeful Organization

SESSION B: (2)

Session Chair: **Brian Kulik**, Whittier College

Ethical Gatekeepers: Hiring Ethics and Employee Selection

Salvador Villegas, George Fox University
Robert Lloyd, Fort Hays State University
Addison Tritt, Fort Hays State University
Ed Vengrowski, Fort Hays State University

Environmental Strategies of Firms: The Influence of Stakeholders

Ryan Bailey, University of Tulsa

Scientific Management in the Sunday School? Are You Kidding Me?

John Davis, Hardin-Simmons University

A Hawaiian Model for Management Faculty Collegiality: Aloha, Pono and Kuleana

Brian Kulik, Whittier College
Cheryl Crozier-Garcia, Hawaii Pacific University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 15, 2019
(Friday)**

8:30 a.m. – 10:00 a.m.

Arboretum 3

TRACK TITLE: Workplace Behavior: Organizational Behavior / Human Resources / Careers / Leadership / Diversity

SESSION C: Organizational Leadership

Session Chair: **Kenneth Sweet**, Texas A&M University - San Antonio

Discussant: **Sarah Walker**, Creighton University

Ambiguous Leadership Assessment

Phillip Lewis, Oklahoma Christian University

Relational Communication Messages, Servant Leadership, and Employee Outcomes

David Sloan, Whitworth University

Alan Mikkelsen, Whitworth University

Timothy Wilkinson, Whitworth University

The Aural Identification of Implicit Leadership Theories

Brad Almond, Texas A&M University – Central Texas

Joshua Albrecht, University of Mary Hardin-Baylor

Exploring the Process of Trickle-Down Leadership and Ownership: The Mediating Role of Overall Justice

Saul Valdiviezo, Springfield College

8:30 a.m. – 10:00 a.m.

Dogwood

TRACK TITLE: Professional Development Workshop

SESSION D: Strategies for Ensuring Student Learning

Successfully Integrating HR Simulations

Abbie Lambert and Lee Tyner, University of Central Oklahoma

Building Effective Teams in the Classroom Setting

Jason Eliot, University of Central Oklahoma

Making the Transition from Managing Human Resources to Teaching Human Resources

Jason Eliot, Abbie Lambert, and Lee Tyner, University of Central Oklahoma

10:00 a.m. – 10:30 a.m.

Market Place - Exhibit Hall

FBD Coffee Break

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**March 15, 2019
(Friday)**

10:30 a.m. – 12:00 p.m.

Arboretum 1

TRACK TITLE: Organizational Mission: Organizational Theory/Strategic Mgt. & Leadership/International Management

SESSION A: Change in the Business Environment

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

A Multi-dimensional Model of MNE Region Localization

Rusty Karst, Texas A&M University - Corpus Christi

Candace Tenbrink and Marcia Hardy. Change is the Only Constant: A Dynamic Capabilities Perspective on Artificial Intelligence

David Epstein, University of Houston Downtown

Non-market Strategies to Change Institutions around Digital IP Rights: Firms' Response to Digital Piracy

Aaron McDonald, University of Oregon

A Conceptual Integration and Development of a Comprehensive Model of Perceived Environmental Uncertainty: A Spinning Wheel for Managers

Leonard Love, Texas A&M University-San Antonio

Douglas Carter, Texas A&M University-San Antonio

10:30 a.m. – 12:00 p.m.

Arboretum 2

TRACK TITLE: The Single Business Enterprise: Entrepreneurship / Small Business / Family Business / Innovation

SESSION B: Integrating Entrepreneurship: Digitization, Innovation & Accountability

Session Chair: **Manjula Salimath**, University of North Texas

Discussant: **Ifeoluwa Tobi Popoola**, McMurray University

Driving Organizational Innovation as a Form of Intrapreneurship Within the Context of Small Businesses

Sonia Aguilar, Fort Hays State University

Ed Vengrowski, Fort Hays State University

Robert Lloyd, Fort Hays State University

Digital Affordances, Traditional Enablers, and Defining the Rural Entrepreneurial Ecosystem

Robert Lloyd, Fort Hays State University

Ed Vengrowski, Fort Hays State University

Entrepreneurial Accountability: Implications for Researching Entrepreneurship in Montenegro

Ifeoluwa Tobi Popoola, McMurry University

Rajko Novicevic, Faculty for Business Economics

Stuart Schafer, University of Mississippi

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 15, 2019
(Friday)**

10:30 a.m. – 12:00 p.m.

Arboretum 3

TRACK TITLE: Change in Organizations: Organizational Development / Conflict Management

SESSION C: Discussion Panel: Organization Development and Integration as the Doorway to Innovation

Session Chair: **Therese Yaeger**, Benedictine University

Discussant: **Peter Sorensen**, Benedictine University

Discussion Panelists:

Anjylla Foster, Museum of Science and Industry

Michael O’Hara, Benedictine University Doctoral Student

Janell Whaley, Benedictine University

Sonia Watson, College of DuPage

10:30 a.m. – 12:00 p.m.

Dogwood

**SPECIAL SESSION
SWAM Officers’ Meeting**

Presiding: **Robert H. Epstein**, University of Central Oklahoma
President, Southwest Academy of Management, 2018-2019

**SPECIAL SESSION
SWAM Officers’ Meeting**

Presiding: **Veena P. Prabhu**, California State University - Los Angeles
2019-2020 President, Southwest Academy of Management
Meeting with the 2019-2020 Board.

12:00 p.m. – 1:00 p.m.

Dogwood

**SPECIAL SESSION
SWAM Annual Business Meeting**

Presiding: **Robert H. Epstein**, University of Central Oklahoma
2018-2020 President, Southwest Academy of Management
Veena P. Prabhu, California State University - Los Angeles
2019-2020 President, Southwest Academy of Management

All members are encouraged to attend our annual business meeting. We look forward to seeing you there. *Refreshments served.*

*Have a safe and enjoyable trip back home!
See you next year at Houston!*



**SWAM 2020
March 11th - 14th, San Antonio, TX
Hyatt Regency San Antonio**