

SOUTHWEST ACADEMY OF MANAGEMENT (SWAM)
Annual SWAM 2021 Virtual Conference
Tuesday, March 2- Friday, March 5

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CONGRATULATIONS!

Recipient of the SWAM 2021 Distinguished Paper Award

Inventor Mobility to Entrepreneurial and Established Firms: The Joint Effects of Individual and Firm-level Knowledge Attributes on Employee Mobility.

Richard Scoresby, *Ball State University*, &
Dennis Park, *University of Texas at Dallas*.

Recipients of the SWAM 2021 Outstanding Educator

Robert Epstein, *University of Central Oklahoma*
Robert Lloyd, *Fort Hays State University*

Recipient of the SWAM 2021 Best Reviewer Award

Robert Lloyd, *Fort Hays State University*

**SOUTHWEST ACADEMY OF MANAGEMENT
SWAM 2021**

SWAM 2021 TRACK CHAIRS

Human Resources / Careers / Diversity

Ioanna Karanicola, *Emirates Academy of Hospitality Management*

Organizational Behavior / Leadership

Cody Cox, *St. Mary's University*

Jestine Philip, *University of New Haven*

Organizational Theory / Strategic Management / International Management

Cihan Cobanoglu, *University of South Florida Sarasota – Manatee*

Katerina Berezina, *University of Mississippi*

Professional Development

Lee Tyner, *University of Central Oklahoma*

Suzanne Clinton, *University of Central Oklahoma*

Entrepreneurship / Small Business / Family Business

Manjula Salimath, *University of North Texas*

Sanjay Nadkarni, *Emirates Academy of Hospitality Management*

Pedagogical Innovations / Pedagogical Research

Salem Boumediene, *University of Illinois Springfield*

Jim Katzenstein, *California State University Dominguez Hills*

Sports, Tourism, and Recreation Management

Douglas Manning, *California State University Dominguez Hills*

Ethics

Vallari Chandna, *University of Wisconsin, Green Bay*

Latin American Context

Carlos Baldo, *Colorado Mesa University*

Please turn over...

TUESDAY, MARCH 2, 2021

Professional Development Workshops (PDW) & Doctoral Consortium
All time windows refer to Central Time

9am-9:45am: PDW1

**WELCOME TO THE SOUTHWEST ACADEMY OF MANAGEMENT'S
2021 VIRTUAL ANNUAL CONFERENCE**

Veena P. Prabhu, President, SWAM 2021

Tips, Tools and Tricks for Making Your Online Courses Terrific!

Facilitators:

Melody Edwards University of Central Oklahoma

M. Suzanne Clinton University of Central Oklahoma

Abbie Lambert University of Central Oklahoma

Online courses and online content have taken the forefront of attention in universities for many reasons: competition in the market for a shrinking pool of students, the convenience that online courses offer learners, and as of late, the COVID-19 pandemic. As of March, 2020, educators scrambled to move courses online as universities closed due to the pandemic. Those circumstances did not allow for the creation of the best and most beautiful online courses, but we have now settled in to what has become the new normal, and can now focus on improving our courses. Presenters will discuss Tips, Tools and Tricks for Making Your Online Courses Terrific!

10AM-10:45am: PDW 2

Online Proctoring Solutions: Maintaining Exam Integrity

Facilitators:

Melody Edwards University of Central Oklahoma

Lee Tyner University of Central Oklahoma

Online learning has reached new heights for students and higher education institutions. Since the COVID-19 pandemic, it has become essential. Virtual classrooms have also taken center stage as universities and colleges strive to continue operations in a safe manner amidst the threat of declining enrollment. How do we ensure the integrity of our exams when students are taking them remotely? Enter: online proctoring services. Some companies offer live proctoring services while others utilize artificial intelligence. Proctors, either real or otherwise, monitor students' computer desktop, webcam video, and audio while they're taking their

exams. Some have argued that proctoring could be considered an invasion of privacy. If exam proctoring is required at your university, it's important to know which service will best fit your needs. Is one proctoring service better than all others? We'll compare some of the most popular proctoring companies including type of proctoring, cost, LMS integration, and other factors.

11AM-11:45am: PDW3

Improving Engagement in Online Courses

Facilitators:

Samantha Murray Wayland Baptist University
Suzanne Clinton University of Central Oklahoma
Abbie Lambert University of Central Oklahoma
Kimberly Merritt Oklahoma Christian University

Universities are being called to increase their online presence due to both the growing trend toward online learning, as well as the result of the COVID-19 pandemic. Students are pursuing online education for convenience, health and safety. One area that even the most seasoned educator struggles with is learner engagement, or the quantity and quality of the learner's participation in their own educational process, which research has shown to be vital to learning. Presenters will discuss how to promote successful learner engagement via three relationships: student-content interaction, student-student interaction, and student-instructor interaction.

Noon-12:45pm: PDW 4

What You Should Know about Supporting BGLTQ+ Students: An Interactive Student Panel

Facilitators:

Lindsey Churchill University of Central Oklahoma
Suzanne Clinton University of Central Oklahoma
Abbie Lambert University of Central Oklahoma
Elizabeth Conner University of Central Oklahoma
Abigail Griffin University of Central Oklahoma
Anamarie Lopez University of Central Oklahoma
Jacob Reavis University of Central Oklahoma

In this interactive session, a student panel will openly address faculty questions concerning the best ways to support bisexual, gay, lesbian, transgender, intersex, asexual, queer, questioning, and allied students. The panel will provide suggestions about how to address and interact with BGLTQ+ students. A panel of students will openly and honestly address any questions you may have in this unrestricted,

judgment free forum. If you feel more comfortable, you can email your questions ahead of time: alambert@uco.edu.

12:30 - 2:00 pm

SWAM 2021 Doctoral Consortium Session 1: Research Roundtables

Facilitator: **Ethan P. Waples**, *Doctoral Consortium Director*

1PM-1:45pm: PDW5

Through the Looking Glass: A glimpse of how resilience is built

Facilitators:

Susie Cox *University of Louisiana at*

Peggy Lane *University of Louisiana*

Lonnie Turpin *McNeese State University*

MorganTurpin *McNeese State University*

The year 2020 is like no other. Faculty and students have experienced a global pandemic and natural disasters. These events have provided the opportunity to built and apply resilience. We are only in the beginning stages of understanding the impact these events will have on our students and faculty. To learn and grow from these experiences, we would like to hear from those impacted. The proposed panel will provide the attendees with a glimpse of how students and faculty have adapted and persevered during the difficult season. The dual perspective panel session offers educators and other attendees the opportunity to hear firsthand how students and faculty practiced and developed resiliency during trying times.

2PM-2:45pm: PDW6

**Adapting to the “New Normal” in Higher Education Via Online Learning:
Considering Generational Differences Between Faculty and Students**

Facilitators:

Samantha Murray *Wayland Baptist University*

Jenny Dutton *Wayland Baptist University*

Janet Jones *Wayland Baptist University*

The introduction of COVID-19 into our world has created great uncertainty in every part of our lives and in all industries, including academia. The effects of the worldwide pandemic has reached into our classrooms and has forced many changes in the way that higher education occurs. Even though the popularity of online learning has been on the rise in recent years, the pandemic has expedited the use of the online media in higher education. Universities no longer have the choice to adopt a virtual classroom. Instead virtual classrooms are a necessity and both faculty and

students need to adapt to this new media. For faculty, the learning curve is steep, given the fact that old ways of teaching in a face-to-face environment must be translated into an online forum. Trying to create the same learning environment without personal interaction is a challenge. However, students seem to be adjusting well to this new change. One reason might be attributed to the generational differences between faculty and students. Whereas faculty are primarily categorized as either Baby Boomers and Generation X, undergraduate students fall into the Generation Z or Millennial generations. Understanding these differences might be helpful in creating the “New Normal” of education in the virtual classroom.

2:00 - 3:30 pm

SWAM 2021 Doctoral Consortium Session 2: Getting a job... and then TENURE!

Facilitator: **Ethan P. Waples**, *Doctoral Consortium Director*

3PM-3:45pm: PDW7

Virtual Classrooms: Best Practices for Effective Teaching and Learning

Facilitators:

Melody Edwards *University of Central Oklahoma*

Lee Tyner *University of Central Oklahoma*

Since the COVID-19 pandemic, it has become essential to rethink how we deliver quality content in a multi-dimensional format. Virtual classrooms have taken center stage as universities and colleges strive to continue operations in a safe manner amidst the threat of declining enrollment. How do we simultaneously manage both face-to-face classroom students and those joining our classes remotely? How do we ensure that our virtual students are receiving the same quality instruction? How can we leverage technology to ensure seamless delivery between the two environments? We'll discuss our experiences, success stories, challenges, and ideas, and share those of our peers. We'll allow participants to also share their experiences and ideas.

3:30 pm – 4:30pm

SWAM2021 Doctoral Consortium Networking

Facilitator: **Ethan P. Waples**, *Doctoral Consortium Director*

End of Day 1

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

WEDNESDAY, MARCH 3, 2021

All time windows refer to Central Time

9am – 10:30 am

SWAM 2021 PLENARY SESSION

Facilitator: **Ethan P. Waples**, *University of Houston – Downtown*

Panelists:

- **Dr. Chuck Gengler**, Dean – *University of Houston – Downtown*
 - **Dr. Mario Hayek**, Dean – *Texas A&M University – Commerce*
 - **Dr. Faiza Khoja**, Dean – *Texas A&M University – Central Texas*
 - **Dr. Peggy Lane**, Interim Dean – *University of Louisiana – Monroe*
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10:30 am – 12:00 pm Concurrent Session 1

TRACK TITLE: Entrepreneurship, Small Business, and Family Business

Digital Technology & Innovation Applications

Session Chair: **Mysore Ramaswamy**, *Southern University and A&M College*

Information Technology Architecture for Small Businesses

Mysore Ramaswamy, *Southern University and A&M College*

Cybersecurity and the New Firm: An Exploration of How Entrepreneurial Ventures can Survive Online Threats

Pranet Tiwari, *University of Wisconsin, Green Bay*

Vallari Chandna, *University of Wisconsin, Green Bay*

Social Entrepreneurship and Crowdfunding: Recommendations for New Digital Platforms Enabling Crowdfunding and Resource Sourcing

Vallari Chandna, *University of Wisconsin, Green Bay*

Innovations in Social Enterprise Investments: Aligning Strategy, Structure, and Business Models

Stephanie Black, *Texas A&M University, San Antonio*

Montressa Washington, *Shenandoah University*

Please turn over...

10:30 am – 12:00 pm Concurrent Session 2

TRACK TITLE: Organizational Behavior/Leadership

The Challenge of Leading in the COVID Era

Session Chair: **Timothy Ewest**, *Houston Baptist University*

Emotional Intelligence Congruence: How Emotional Abilities of Leaders and Followers Influence Job Satisfaction

Bradley Winton, *University of Dallas*

Prosocial Leadership Applications to Small to Medium Enterprise and Higher Education

Timothy Ewest, *Houston Baptist University*

Views on Empathy and Leadership in Business Schools: An Empirical Study of Undergraduate Students

Marvin Bontrager, *Georgia Gwinnett College*

10:30 am – 12:00 pm Concurrent Session 3

TRACK TITLE: Human Resources/Career/Diversity

Careers and Recruitment

Session Chair: **Ioanna Karanicola**, *Emirates Academy of Hospitality*

A theoretical model of professional reciprocity

Salvador Villegas, *Northern State University*

Robert Lloyd, *Fort Hays State University*

Not necessarily what you think: Comparing candidates' expectations and perception in relationships with executive recruiters

Carlos Baldo, *Colorado Mesa University*

Johnny Snyder, *Colorado Mesa University*

Justin Wareham, *Oklahoma City University*

What Attracts Emiratis into Working in the Hospitality Industry

Hassan Al Sayegh, *Emirates Academy of Hospitality*

Ioanna Karanikola, *Emirates Academy of Hospitality*

Career Transitions to Entrepreneurship: Through the Lens of Mid-Career Racial and Ethnic Minority Women

Joanna Norman, *University of Texas at Tyler*

Leah Aiken, *University of Texas at Tyler*

Tomika Greer, *University of Houston*

10:30 am – 12:00 pm Concurrent Session 4

TRACK TITLE: Sports, Tourism, and Recreation Management

Current Topics in Hospitality

Session Chair: **Florian Kriechbaumer**, *Emirates Academy of Hospitality Management*

Industry 4.0 Applications for IoT-driven sustainability use cases: First waves in Hospitality and Tourism (IGNITE)

Sanjay Nadkarni, *Emirates Academy of Hospitality Management*

Florian Kriechbaumer, *Emirates Academy of Hospitality Management*

Natasa Christodoulidou, *California State University Dominguez Hills*

12:00 pm – 1:30 pm Concurrent Session 1

TRACK TITLE: Organizational Behavior/Leadership

Panel Facilitator: **Maria Malayter**, *The Chicago School of Professional Psychology*

Powershift: Leading within Academia During the New Normal VUCA Era

Katherine Pommier, *Sports Leadership Consulting*

Melonie Boone, *Vistra*

Vernon Johnson, *Brookfield Properties Retail*

Justin Shukas, *Discover Financial Services*

12:00 pm – 1:30 pm Concurrent Session 2

TRACK TITLE: Entrepreneurship, Small Business, and Family Business

Management Issues and Challenges

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

Family business survival: How business owner commitment types predict succession intentions

Jessica Vann, *Pristine Commercial Cleaning Service*
Jennifer Kisamore, *University of Oklahoma - Tulsa*

Driving Project Success Through Dynamic Project Leadership

Robert Cooney, *University of North Carolina Charlotte*

Inventor Mobility to Entrepreneurial and Established Firms: The Joint Effects of Individual and Firm Level Knowledge Attributes on Employee Mobility

Richard Scoresby, *Ball State University*

Dennis Park, *University of Texas at Dallas*

12:00 pm – 1:30 pm Concurrent Session 3

TRACK TITLE: Organizational Behavior/Leadership

New Directions in Organizational Research: Methods, Topics, and Concepts

Session Chair: **Jestine Philip**, *University of New Haven*

A Discussion of Artificial Intelligence, Machine Learning, and Robotics for Organizational Behavior Research

Jestine Philip, *University of New Haven*

Stigma in terminology: Victim vs target

Karen Moustafa Leonard, *University of Arkansas Little Rock*

Karen McDaniel, *Arkansas State University*

12:00 pm – 1:30 pm Concurrent Session 4

TRACK TITLE: Organizational Theory/Strategic Management/International Management

Management and Performance

Session Chair: **Namporn Thanetsunthorn**, *Pennsylvania State University-Shenango*

Market Orientation in a Post-Transition Economy: An Exploratory Study

Kathleen Welsh, *Texas A&M University, San Antonio*

Irina Salanta, *Babes-Bolyai University, Cluj Napoca*

Daniel Glaser, *Texas A&M University, San Antonio*

Using Geographic information system (GIS) technology to identify homeless shelters in Midwestern States, its effectiveness and appropriateness: Reducing any negative impact on Residents

Abisola Femi-Jegede, *Saint Mary's University*

The Role of Trust in Organization Development: A Pilot Study
Namporn Thanetsunthorn, *Pennsylvania State University-Shenango*

Application of data science across different contexts: A comparison of multiple use-cases in organizations across industries involving big data

Anup Nair, *Star India*

Denny Thomas, *Freelance Editor*

Karishmaa Oluchi, *Freelance Creative Director*

Praneet Tiwari, *University of Wisconsin Green Bay*

Vallari Chandna, *University of Wisconsin Green Bay*

1:30 pm – 3:00 pm

SWAM2021 Doctoral Consortium Session 3: Balancing Work Life... and Work/Life

Facilitator: **Ethan P. Waples**, *Doctoral Consortium Director*

1:30 pm – 3:00 pm Concurrent Session 1

TRACK TITLE: Organizational Behavior/Leadership

The Continuing Impact of Covid-19 on People in Organizations

Session Chair: **Cody Cox**, *St. Mary's University*

Work-Nonwork Segmentation and Psychological Outcomes among Remote Workers during the COVID-19 Pandemic

Tomika Greer, *University of Houston*

Stephanie Payne, *Texas A&M University*

Rebecca Thompson, *Independent Researcher*

Nathanael L. Keiser, *Independent Researcher*

Lean Systems and Waste: Early Covid-19 Pandemic Impacts on Supply Chains and Production

Braden Scott, *Fort Hays State University*

Dwight Ham, *The Master's University*

Robert Lloyd, *Fort Hays State University*

Coping with Economic Jolts through Entrepreneurial Resiliency

Lauran Fuller, *University of Dallas*

Socio-Technical Systems: Change Management in a Pandemic

Michael Cherry, *Lewis University*

1:30 pm – 3:00 pm Concurrent Session 2

**TRACK TITLE: Pedagogical Innovations/Pedagogical Research
Teaching and Learning in the Classroom**

Session Chair: **Jim Katzenstein**, *California State University Dominguez Hills*

Conducting a Biographical Research Project - Interviewing a Virtuous and Selfless Contributor!

Abisola Femi-Jegede, *Saint Mary's University*

Building Real-World Learning Experiences

Michael Conklin, *Angelo State University*

Mind the Gap, Use an App! Engaging Student Learning with Mobile Applications

Abisola Femi-Jegede, *Saint Mary's University*

Jennifer Schultz, *Saint Mary's University*

Matthew Nowakowski, *Saint Mary's University*

Maria Malayter, *The Chicago School of Professional Psychology*

Andrea Lamoreaux, *Creighton University*

Hui Wang, *Nanjing Audit University*

1:30 pm – 3:00 pm Concurrent Session 3

TRACK TITLE: Pedagogical Innovations/Pedagogical Research

Teaching and Learning

Session Chair: **Gerald Burch**, *Texas A&M University, Commerce*

Species, Organizations, and Hopeful Monsters: Integrating Organizational and Paleontological Punctuated Equilibrium Metaphors

Walter Scott Sherman, *Texas A&M University, Corpus Christi*

Reflections of Faculty Teaching Online During Covid-19 Pandemic

Devi Akella, *Albany State University*

Krishna Priya Rolla, *Dr. Babasaheb Ambedkar Marathwada University*

L. Shashikumar Sharma, *Mizoram University*

Student Engagement: An Empirical Investigation of Student Engagement throughout the First Semester

Stephen LeMay, *University of West Florida*

John Batchelor, *University of West Florida*

Gerald Burch, *Texas A&M University, Commerce*

The Instrumentality of Artificial Intelligence in Cultivating Public Speaking:
PitchVantage Virtual Reality Pilot
April Rowsey, *Baylor University*
Timothy Kayworth, *Baylor University*

1:30 pm – 3:00 pm Concurrent Session 4

TRACK TITLE: Organizational Theory/Strategic Management/ International Management

Organizational Behavior and Resilience

Session Chair: **Stephanie Black**, *Texas A&M University, San Antonio*

Supply Chain Resilience Under A Pandemic: The Need for Revised Contingency Planning

Stephanie Black, *Texas A&M University, San Antonio*
Daniel Glaser, *Texas A&M University, San Antonio*

The Personal Values of the Chief Executive Officer: Implications for Organizational Survival

Skylar Rolf, *University of Houston Clear Lake*

For profit, progress, people, or passion? A configurational approach to firm success and motivation in open source environments.

Brandon Antwiler, *University of North Texas*

3:00 pm – 4:00 pm

SPECIAL SESSION: PAST PRESIDENTS PANEL

Facilitator: **Robert Epstein**, *Oklahoma Research Associates*

Panelists

Gayle Baugh, *University of West Florida*

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

Darla Domke-Damonte, *Coastal Carolina University*

M. Suzanne Clinton, *University of Central Oklahoma*

Stephen Horner, *Pittsburg State University*

Janie Gregg, *University of West Alabama*

Manjula Salimath, *University of North Texas*

John Davis, *Hardin-Simmons University*

Please turn over...

3:30 pm – 5:00 pm

SWAM2021 Doctoral Consortium Session 4: Pathways in Academia

Facilitator: **Ethan P. Waples**, *Doctoral Consortium Director*

4:00 pm – 5:00 pm

SWAM 2021 Conference Social

Facilitator: **Carlos Baldo**, *Colorado Mesa University*
Please see attached Gather Town Instructions

End of Day 2

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

THURSDAY, MARCH 4, 2021

All time windows refer to Central Time

9:00 am – 10:30 am

SPECIAL SESSION: Journal Editors Panel

Facilitator: **Ethan P. Waples**, *University of Houston, Downtown*

Panelists:

- **Dr. Julie Palmer**, Associate Editor, Journal of Management Education – *Webster University*
- **Dr. Christine Rivers**, Associate Editor, Journal of Management Education – *University of Surrey*
- **Dr. Jeff Paul**, Co-Editor, Organization Management Journal – *Oral Roberts University*
- **Dr. Robert Yawson**, Co-Editor, Organization Management Journal – *Quinnipiac University*
- **Dr. Whitney Botsford Morgan**, Editorial Board, Journal of Business and Psychology – *University of Houston – Downtown*

Please turn over...

10:30 am – 12:00 pm Concurrent Session 1

TRACK TITLE: Entrepreneurship, Small Business, and Family Business

Emergent Issues

Session Chair: **Sanjay Nadkarni**, *Emirates Academy of Hospitality Management*

Does Gender Matter in Entrepreneurship? A Multi Level Study

Shalini Bhawal, *University of North Texas*

The Impact of Succession Planning Effectuation on Managerial Transition within the Two-Family Owned Business (2FOB)

Dwight Ham, *The Master's University*

Robert Lloyd, *Fort Hayes University*

Katherine Yamamoto, *Eastern Oregon University*

Entrepreneurial Iatrogenesis: An explorative view

Oscar Montiel, *Universidad Autonoma de Ciudad Juarez*

10:30 am – 12:00 pm Concurrent Session 2

TRACK TITLE: Organizational Behavior/Leadership

Copying with Change and Adjusting to the New Normal

Session Chair: **Cody Cox**, *St.Mary's University*

Times Are A-Changing: Development and Validation of Two Measures of Change Fatigue

Cody Cox, *St.Mary University*

Emily Gallego, *St.Mary University*

Priscilla Torres, *St.Mary University*

An Empirical Investigation of the Relationship between Voice, Trust, and Employee Readiness To Change

Sonia Gonzalez, *Wayland Baptist University*

Samantha Murray, *Wayland Baptist University*

Janet Jones, *Wayland Baptist University*

Accepting the New Normal: Psychological Ownership as a Key to Crisis Management

Franziska Renz, *The University of Texas at El Paso*

11:00 am – 12:00 pm

TRACK TITLE: Sports, Recreation, and Tourism Management

The Impacts of COVID-19 to Theme Park and Entertainment Tourism

Panel Facilitator: **Sean Bliznik**, *University of Central Florida - Rosen College of Hospitality Management*

Panelists:

Sean Bliznik, *University of Central Florida - Rosen College of Hospitality Management*

Carissa Baker, *University of Central Florida - Rosen College of Hospitality Management*

Ray Eddy, *University of Central Florida - Rosen College of Hospitality Management*

Natasa Christodoulidou, *California State University - Dominguez Hills*

12:00 pm – 1:30 pm Concurrent Session 1

TRACK TITLE: Entrepreneurship, Small Business, and Family Business

Implications of Ethics and Values

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

Vain or Villainous? How Narcissism, Machiavellianism, and Entrepreneurial Fitness Influence the Entrepreneurial Intentions of Young Adults

Sheila Hanson, *University of North Dakota*

Sean Valentine, *University of North Dakota*

Patrick Schultz, *University of North Dakota*

Change Concepts During the Leadership Transition in a Black Church: A Case Study

Lionel Sweeny, *Benedictine University*

Peter Sorensen, *Benedictine University*

Therese Yaeger, *Benedictine University*

The Role of Faith-led Values on Succession Intentions in Family Businesses

Gayle Randall, *University of Dallas*

12:00 pm – 1:30 pm Concurrent Session 2

TRACK TITLE: Organizational Behavior/Leadership

The Emotional Lives of Workers: New Insights and Directions

Session Chair: **Bradley Winton**, *University of Dallas*

Staying Competitive in the New Normal: A Multi-level Conceptual Exploration of Structure and Caring in Predicting Employee Voice Behavior

April Rowsey, *University of Dallas*

Richard Miller, *University of Dallas*

Laura Munoz, *University of Dallas*

Filling the Black Box Between Workplace Bullying and Negative Work Attitudes: Work Injustice as Environmental Contagion

Sean Valentine, *University of North Dakota*

Patricia Meglich, *University of Nebraska Omaha*

Robert Giacalone, *John Carroll University*

Impact of Firm Transparency and Trust on Turnover Intent and Job Performance

Chris Becker, *University of Dallas*

Listen to Your Heart: Building Job Satisfaction Through Emotional Intelligence

Bradley Winton, *University of Dallas*

12:00 pm – 1:30 pm Concurrent Session 3

TRACK TITLE: Human Resources/Careers/Diversity

Engagement and Performance in the Workplace

Session Chair: **Jeff Barland**, *University of Dallas*

The Impact of Volunteerism on Employee Engagement

Jeff Barland, *University of Dallas*

What Aspects of the Performance Review Process are Related to Employee Engagement and Satisfaction?

Linsie Higgins, *Black Hawk Industrial*

Jennifer Kisamore, *University of Oklahoma-Tulsa*

Evaluating Work Engagement for Generation Y and Generation Z: A Measurement Invariance Study

Greggory Keiffer, *Houston Baptist University*

Bryn Hammack-Brown, *Tarleton State University*

The relationship between employee onboarding and turnover intentions: The mediating role of employee engagement

Ashton Motil, *University of Oklahoma-Tulsa*

Jennifer Kisamore, *University of Oklahoma-Tulsa*

12:00 pm – 1:30 pm Concurrent Session 4

TRACK TITLE: Pedagogical Innovations/Pedagogical Research

Panel Facilitator: **Karen Ford-Eickhoff**, *University of North Carolina Charlotte*

Designing Flexible Courses: Agility in the Face of Crisis

Panelists:

Karen Ford-Eickhoff, *University of North Carolina Charlotte*

Laura Madden, *East Carolina University*

Timothy Madden, *East Carolina University*

Natasha Wilkins Randle, *University of North Carolina Charlotte*

1:30 pm – 3:00 pm Concurrent Session 1

TRACK TITLE: Pedagogical Innovations/Pedagogical Research

Research During Covid-19

Session Chair: **Salem Boumediene**, *University of Illinois Springfield*

Critical Conversations for Research and Writing Collaborators

Jennifer Schultz, *Saint Mary's University of Minnesota*

Mary Sue Love, *Southern Illinois University Edwardsville*

Gregory K. Stephens, *Texas Christian University*

Integrating the Assertion-Evidence Approach to Presentations in Data Science Courses

Herbert Remidez, *University of Dallas*.

Literature Review of Hispanics at work

Laura Guerrero, *University of Houston, Clear Lake*

Stephanie Black, *University of Texas A&M San Antonio*

Donna Blancero, *Bentley University*

Qualitative Research in a Virtual World- Lessons learned from conducting focus groups during the COVID-19 pandemic and their practical implications

Raka Sandell, *University of Dallas*

1:30 pm – 3:00 pm Concurrent Session 2

Track Title: Organizational Theory/Strategic Management/International Business

Strategic Management

Session Chair: **Brandon Antwiler**, *University of North Texas*

Towards a Framework For Internal and External Turmoil in Hypercompetitive Markets

Brandon Antwiler, *University of North Texas*

How Do Shareholders React if CSR is mandated? Evidence from India

Nishant Kathuria, *University of Texas at Dallas*

1:30 pm – 3:00 pm Concurrent Session 3

TRACK TITLE: Human Resources/Careers/Diversity

Emergent Issues in Human Resources

Session Chair: **Jim Katzenstein**, *California State University Dominguez Hills*

Conflicting Mental Worldviews: Paths of Engagement

Will McWhinney, *Fielding University*

William Brice, *California State University Dominguez Hills*

Jim Katzenstein, *California State University Dominguez Hills*

How Can We Help You? Top Management Team Composition and Women in Science Technology Engineering and Mathematics

Shalini Bhawal, *University of North Texas*

The New Normal in the CoVID-19 Pandemic for Remote Workers

Sandra Blanke, *University of Dallas*

Renita Murimi, *University of Dallas*

The Impact of Safety Climate, HRM Practices, and Coworker Support on Employee Attitudes during a Pandemic

Sandra Degrassi, *Texas A&M-San Antonio*

Stephanie Black, *Texas A&M University at San Antonio*

Adrian Guardia, *Texas A&M University-San Antonio*

1:30 pm – 3:00 pm Concurrent Session 4

TRACK TITLE: Entrepreneurship, Small Business, and Family Business

COVID-19 Management Strategies

Session Chair: **Raka Sandell**, *University of Dallas*

Evaluation study of the effects of a managerial coaching and skills-oriented performance management program on employee attitudes post COVID-19 pandemic

Raka Sandell, *University of Dallas*

Cara Jacocks, *University of Dallas*

Quarentrepreneurship: How can Social Distancing Lead to Stronger Networks during a Pandemic?

Duygu Phillips, *Oklahoma State University*

Matthew W. Rutherford, *Oklahoma State University*

Per L. Bylund, *Oklahoma State University*

Curt B. Moore, *Oklahoma State University*

“I have to survive”... Young microentrepreneurs in Mexico under Covid-19

Oscar Javier Montiel Mendez, *Universidad Autonoma de Ciudad Juarez*

Duncan Pelly, *McMurry University*

3:00 pm – 4:00 pm

TRACK TITLE: SWAM 2021 AWARD SESSION

Presiding: **Veena P. Prabhu**, *President, SWAM 2021*

Recipient of the SWAM 2021 Distinguished Paper Award

Inventor Mobility to Entrepreneurial and Established Firms: The Joint Effects of Individual and Firm-level Knowledge Attributes on Employee Mobility.

Richard Scoresby, *Ball State University*, &

Dennis Park, *University of Texas at Dallas*.

Recipients of the SWAM 2021 Outstanding Educator

Robert Epstein, *University of Central Oklahoma*

Robert Lloyd, *Fort Hays State University*

Recipient of the SWAM 2021 Best Reviewer Award

Robert Lloyd, *Fort Hays State University*

SWAM 2021 Leadership Team

4:00 pm – 4:30 pm

SPECIAL SESSION: SWAM 2021 Annual Business Meeting
All SWAM Attendees are cordially invited to attend this session

Presiding: **Veena P. Prabhu**, *California State University – Los Angeles*
President, Southwest Academy of Management, 2020-2021

Ethan Waples, *University of Houston - Downtown*
President-Elect, Southwest Academy of Management, 2020-2021

End of Day 3

SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)

FRIDAY, MARCH 5, 2021

All time windows refer to Central Time

9:00 am – 10:00 am

SPECIAL SESSION (*By invitation only*):
SWAM 2021-2022 Officers Joint Board Meeting

Presiding:
Veena P. Prabhu, *President, 2020-2021* & **Ethan Waples**, *President, 2021-2022*

10:00 am – 10:30 am

SPECIAL SESSION
Planning Meeting for the SWAM 2022 Conference
New Orleans, Louisiana

Presiding: **Carlos Baldo**, *Colorado Mesa University*
Program Chair, Southwest Academy of Management 2022

Help shape SWAM's next meeting to be held in New Orleans in 2022. Join in a thoughtful exchange of ideas and creative suggestions as we seek to continually improve the SWAM conference experience.

Thanks much for joining us this year virtually!

**We so very much look forward to seeing you in person at
NEW ORLEANS for SWAM 2022**