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

SWAM 2021 BOARD

President  Veena P. Prabhu, California State University Los Angeles
President-Elect  Ethan P. Waples, University of Houston – Downtown
Program Chair  Natasa Christodoulidou, California State University Dominguez Hills
Proceedings Editor /Program Chair-Elect  Carlos Baldo, Colorado Mesa University
Secretary /Newsletter Editor  Nancy Kucinski, Hardin-Simmons University
Treasurer /Membership Chair  Holly K. Osburn, University of Central Oklahoma
Representatives-At-Large  Kenneth Sweet, Texas A&M University – San Antonio
Special Projects /Historian /Archivist  Emily Hammer, West Texas A&M University
Electronic Media Director  Marcus Rothenberger, University of Nevada Las Vegas
Immediate Past President  Robert H. Epstein, Oklahoma Research Associates

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
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...
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!

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.
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
- Morgan Turpin  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 build 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***
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

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
Pranee 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 Karanikola, 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
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

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