

OFFICIAL PROGRAM

**64th Annual
Southwest Academy of Management
Conference**

**New Orleans
March 2 – March 5, 2022**



SOUTHWEST ACADEMY OF MANAGEMENT

Adapted from the FBD 2022 compiled program

POSTER PRESENTATIONS

Friday, March 4

10:00 a.m. – 11:00 a.m. – Exhibit Hall – St Charles

Accelerators in Iran Entrepreneurial Environment (SWAM)

Nazanin Tourani, Penn State Fayette

Soheil Khodadadi, Concordia University

Martin Zargaran, Amirkabir University of Technology

Tell Me Why: The Effect of Others' Attributions in Feedback (SWAM)

Caitlin Sockbeson, Jacksonville University

Friday, March 4

3:00 p.m. – 4:00 p.m. – Exhibit Hall – St Charles

A Wicked Problem of the Global Covid-19 Vaccine Rollout: How Pharmaceutical Firms Made Sense of the Pandemic and Dealt with External Stakeholders (SWAM)

Aleksandra Rebeka, Franklin and Marshall College

Anna Abdulmanova, Robert Morris University

Ellyn Fritz, Franklin and Marshall College

Study of Restaurant Business Owners during the Covid-19 Pandemic (SWAM)

Aleksandra Rebeka, Franklin and Marshall College

Alysse Danyi, Franklin and Marshall College

Lily Nolan, Franklin and Marshall College

Gender Diversity in Undergraduate Business Majors: Understanding the Major Selection Process (SWAM)

Suzanne Clinton, University of Central Oklahoma

Lori Marie Houghtalen, Abilene Christian University

Jody Jones, Abilene Christian University

Kimberly Merritt, Oklahoma Christian University

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



Please let exhibitors know how much we appreciate their presence and continued support!

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

SWAM BOARD

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CONGRATULATIONS!

Recipient of the Outstanding Educator Award - SWAM

Dan Mertens, Jacksonville State University, Jacksonville, Alabama

Recipient of the Distinguished Paper Award - Federation of Business Disciplines

The Hazards of Unethical Work Experiences: The Serial Impact of Moral Injury on Work-Related Stress, Trauma-Induced Ill-Being, and Moral Post-Traumatic Stress Disorder

Robert Giacalone, John Carroll University
Sean Valentine, University of North Dakota

Recipient of the 2022 Southwest Academy of Management Best Reviewer Award

Julie Seidel, Colorado Mesa University

SWAM 2022 is sponsored* by:



2022 TRACK CHAIRS

HR / Careers / Diversity

Robert Lloyd, Fort Hays State University
Sal Villegas, Northern State University

Organizational Behavior / Leadership

Jestine Philip, University of New Haven

Organizational Theory / Strategic Management / International Management

Gustavo Barboza, Loyola University New Orleans

Entrepreneurship / Small Business / Family Business

Vallari Chandna, University of Wisconsin – Green Bay

Professional Development

Kenneth Sweet, Texas A&M – San Antonio

Pedagogical Innovations / Pedagogical Research / Professional Development

Vance Lewis, University of Central Arkansas

Hospitality Management

Shiang-Lih Chen McCain, Colorado Mesa University

Make plans to join us in Houston, Texas for our 2023 conference.



65th Annual Conference

March 8 - 11, 2023

Hyatt Regency Houston

Houston, Texas

***Other sponsors are listed on the sessions they supported**

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 02, 2022
(Wednesday)**

09:00 a.m. – 10:30 a.m.

Bourbon Boardroom

SPECIAL SESSION

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

10:30 a.m. – 12:00 p.m.

Windsor

TRACK TITLE: Doctoral Consortium

SESSION A: Session 1: Meet, Greet and Discuss

Session Chair: Ethan P. Waples, University of Houston – Downtown

Collaborator: Carlos Baldo, Colorado Mesa University.

Sponsored by Loyola University New Orleans – College of Business

1:00 p.m. – 1:30 p.m.

Windsor

WELCOME TO THE SOUTHWEST ACADEMY OF MANAGEMENT ANNUAL MEETING

Carlos M. Baldo, 2022 Program Chair

Make plans to join us in Houston, Texas for our 2023 conference.

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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 02, 2022
(Wednesday)**

1:30 p.m. – 3:00 p.m.

Windsor

TRACK TITLE: Organizational Behavior-Leadership

SESSION A: Relationships

Session Chair: Justin Wareham, Oklahoma City University

Traditional Presentations

Millennial Student Debt and Entitlement: The Role of Self-threat, Stress, and Fairness

Juliana Lilly, Sam Houston State University

Janice Francis Super, Murray State University

Who wants what? Potential moderators of the relationship between individualized deals (i-deals) and turnover intentions

Justin Scott, Pensacola Christian College

John Batchelor, University of West Florida

Maggie Davis, University of South Alabama

Gerald Burch, University of West Florida

Timothy Dunne, Boise State University

An Integrative Conceptualization of Embodied Leadership in Organizations

Kenneth Sweet, Texas A&M University – San Antonio

Celia Szelwach, Cabrini University

Kassim Tarhini, United States Coast Guard Academy

Peter Vermeer, United States Coast Guard Academy

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**March 02, 2022
(Wednesday)**

1:30 p.m. – 3:00 p.m.

Ascot

TRACK TITLE: Pedagogical Innovation/ Pedagogical Research

SESSION B: Creativity in the Classroom

Session Chair: John Davis, Hardin-Simmons University

Traditional Presentations

Introducing Management with Hans Christian Andersen

John Davis, Hardin-Simmons University

Experiential Learning is the next Big Thing in Management Education

Stephanie Gapud, Spring Hill College

Christian Acosta-Flamma, Telanto

Teaching Management on Steroids: Using Tenets of Seamless Learning as a Lived Experience

Dana Sendziol, Concordia University Chicago

Helga Hambrock, Concordia University Chicago

1:30 p.m. – 3:00 p.m.

Newberry

TRACK TITLE: HR/Careers/ Diversity

SESSION C: Organizational & Multicultural Diversity

Session Chair: Emily Hammer, West Texas A&M University

Motivating Racial Diversity Efforts Through Executive Compensation

William Obenauer, University of Maine

Rethinking Human Resource Management Education: The promise of social psychology in a post-pandemic world

Rohan Crichton, Clarkson University

Nicole Ellegate, Clarkson University

For a premier publishing opportunity, check out our sponsored journal
OMJ Journal at <https://www.emeraldgrouppublishing.com/journal/omj>



OMJ is a C journal in the ABDC Journal Quality List, included in Cabell's Directory and indexed on Scopus, Ebsco, Google Scholar, among others

**SOUTHWEST ACADEMY OF MANAGEMENT
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**March 02, 2022
(Wednesday)**

1:30 p.m. – 3:00 p.m.

Trafalgar

TRACK TITLE: Organizational Theory / Strategic Management / International Management

SESSION D: Strategy

Session Chair: Marcia Hardy, Northwestern State University

Do Partner Organizations Benefit by Training Small Business Managers? Role of Country Investment Climate

Subrata Chakrabarty, North Carolina A&T State University

Skylar Rolf, University of Houston - Clear Lake

The U.S. Military and Organization Development: A Strategic Perspective

Robert Reinhard, Benedictine University

Therese Yaeger, Benedictine University

Peter Sorensen, Benedictine University

On Machiavelli and Business Process Reengineering A Comparative Theoretical Analysis with Modern Implications

Salvador Villegas, Northern State University

Robert Lloyd, Fort Hays State University

Ed Vengrouskie, Fort Hays State University

3:00 p.m. – 3:30 p.m.

Windsor

SWAM COFFEE BREAK

Sponsored by Davis College of Business – Jacksonville University

3:30 p.m. – 5:00 p.m.

Windsor

TRACK TITLE: Professional Development

SESSION A: POWER PDW – 2IN1 → Teaching Focus

Session Chair: Justin Wareham, Oklahoma City University

Building Quantitative Reasoning Skills in Business Students

Kenneth Sweet, Texas A&M University-San Antonio

Kathryn Appenzeller Knowles, Texas A&M University-San Antonio

Douglas Carter, St. Edward's University

Faculty as Servant Leaders and Tools to Build Student Resilience

Jason Eliot, University of Central Oklahoma

Holly Osburn, University of Central Oklahoma

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**March 02, 2022
(Wednesday)**

3:30 p.m. – 5:00 p.m.

Ascot

TRACK TITLE: Organizational Theory / Strategic Management / International Management

SESSION B: International Business

Session Chair: Salvador Villegas, Northern State University

Permission to work: case of Arab women

Katlin Cundiff, Drury University

Janis Prewitt, Drury University

3:30 p.m. – 5:00 p.m.

Newberry

TRACK TITLE: Doctoral Consortium

SESSION C: Session 2: Research Roundtables

Session Chair: Nathan R. Neale, University of Houston – Downtown

Sponsored by Loyola University New Orleans – College of Business

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**March 02, 2022
(Wednesday)**

3:30 p.m. – 5:00 p.m.

Trafalgar

TRACK TITLE: Entrepreneurship / Small Business / Family Business

SESSION D: Education and Innovation in Entrepreneurship

Session Chair: John Davis, Hardin-Simmons University.

IGNITE! Presentations

The Politics of Innovation: Effects of Sub-national Institutions

Rusty Karst, Texas A&M University-Corpus Christi

Andrew Johnson, Texas A&M University-Corpus Christi

Entrepreneurial Education and Entrepreneurial Intentions: A Configurational Meta-Analytic Review

Vasiliki Kosmidou, University of New Haven

Jestine Philip, University of New Haven

Traditional Presentations

Collaboration in an Innovation Ecosystem

Misty Sabol, University of South Alabama

Dale Fodness, University of Dallas

Sue Conger, University of Dallas

Established Organizations as Providers of Managerial Training for Micro-Entrepreneurs

Subrata Chakrabarty, North Carolina A&T State University, Center of Excellence in Entrepreneurship and Innovation

Skylar Rolf, University of Houston - Clear Lake

Successfully Mentoring Daughters in Family Firms

John Cater, The University of Texas at Tyler

Marilyn Young, The University of Texas at Tyler

Elizabeth Mulig, Southeastern Oklahoma State University

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**March 02, 2022
(Wednesday)**

5:00 p.m. – 6:00 p.m.

Ascot

TRACK TITLE: Organizational Behavior-Leadership

SESSION A: OB-L overlapping topics

Session Chair: Robert Lloyd, Fort Hays State University

Do Leaders Play Favorites?: Evaluating Personality Similarities, LMX, and Job Performance

Cherie Hohertz, University of Dallas

J. Lee Whittington, University of Dallas

A Study on the Influence of Managers Trust to Employee Altruism's impact on CSR Participation and OCBs

Jeff Barland, University of Dallas

Charismatic Leadership and OCB Among Different Types of Followership Styles

Robert Murimi, University of Dallas

A Two-Stage Model of CEO Hubris and Its Organizational Consequences

Spencer Fraseur, University of Texas at Arlington

Evaluating Antecedents to Work-Life Balance and Creative Process Engagement

Fredrick Rice, University of Texas at Arlington

6:00 p.m. – 7:00 p.m.

Location: Offsite, TBD by Consortium Director

TRACK TITLE: Doctoral Consortium

SESSION A: Session 3: Doctoral Consortium Dinner

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

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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 03, 2022
(Thursday)**

8:00 a.m. – 9:00 a.m.

Durham

**SPECIAL SESSION
Journal Editor's Panel**

Presiding: Emily Hammer, West Texas A&M University

Panelists:

Vance Lewis – University of Central Arkansas - Organizational Management Journal Editor.

Kerri A Brannen – Widener University – incoming Management Teaching Review Editor.

9:15 a.m. – 10:15 a.m.

Durham

SPECIAL SESSION

Do you want to publish in the Academy of Management Perspectives?

Facilitator:

Gideon D. Markman, Colorado State University, Associate Editor Academy of Management Perspectives

10:00 a.m. – 10:30 a.m.

Exhibit Hall – St James

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! Attend poster sessions.

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

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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 03, 2022
(Thursday)**

11:00 a.m. – 12:00 p.m.

Starboard

KEYNOTE SPEAKER

The Next Decade for Management Education: It MAY be Big, but not Easy.

Angelo DeNisi, Tulane University

Dr. DeNisi is the Albert Harry Cohen Chair of Business Administration at Tulane University – Freeman School of Business. He has been in academia for more than 40 years. He is a fellow at the Academy of Management, APA, SIOP, and SMA. He has published books and many articles in top journals, including Journal of Managerial Issues, Human Relations, Academy of Management Journal, Journal of Management and Journal of Applied Psychology, among many others.

12:00 p.m. – 1:00 p.m.

River Room

Southwest Academy of Management Networking Annual Lunch

Complementary for pre-registered SWAM Members.

1:00 p.m. – 2:00 p.m.

Durham

SPECIAL SESSION

Premium Professional Development Workshop: *Writing Case Studies*

Facilitator: **Rebecca Morris**, Westfield State University – Editor in Chief, The CASE Journal

The facilitator has published several cases in multiple formats and outlets.

2:00 p.m. – 3:00 p.m.

Durham

TRACK TITLE: Doctoral Consortium

Session 4: Chat with Faculty and Journal Editors

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

Sponsored by Loyola University New Orleans – College of Business

3:00 p.m. – 3:30 p.m.

Exhibit Hall – St James

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
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**March 03, 2022
(Thursday)**

3:30 p.m. – 5:15 p.m.

Durham

TRACK TITLE: Organizational Behavior / Leadership

SESSION A.1 Panel Discussion

Creating a Successful Virtual Office: A Big, but not Easy Task

Panelists:

Samantha Murray, Wayland Baptist University

M. Suzanne Clinton, University of Central Oklahoma

Tawnya Garcia, Wayland Baptist University

Jenny Dutton, Wayland Baptist University

3:30 p.m. – 5:15 p.m.

Trafalgar

TRACK TITLE: Entrepreneurship / Small Business / Family Business

SESSION B: Entrepreneurship and the future

Session Chair: Elizabeth Mulig, Southeastern Oklahoma State University.

IGNITE! Presentations

Not by choice: A phenomenological study of subsistence entrepreneurship

Robert Lloyd, Fort Hays State University

Riley Sanford, Fort Hays State University

Damaris Flores-Ruiz, Fort Hays State University

Traditional Presentations

Blockchain solutions for small businesses

Mysore Ramaswamy, Southern University and A&M College

Small Business Survival in a VUCA Environment

Renee Lucero, University of Dallas

Gender, Entrepreneurial Personality and Breadwinner Status: A Data-driven Literature Review

Fredrick Rice, University of Texas at Arlington

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 03, 2022
(Thursday)**

3:30 p.m. – 5:15 p.m.

Steering

TRACK TITLE: Organizational Behavior / Leadership

SESSION A.2 Panel Discussion

Too Big to Fail? Toxic Leaders: Their Rise and.....Survival?

Panelists:

Ethan P. Waples, University of Houston-Downtown

Holly Osburn, University of Central Oklahoma

Kenneth Sweet, Texas A&M University-San Antonio

Robert Robinson, University of Houston-Downtown

Mike Osburn, State of Oklahoma

3:30 p.m. – 5:15 p.m.

Bridge

TRACK TITLE: Hospitality Management

SESSION D: Hospitality current issues and Education

Session Chair: Shiang-Lih Chen McCain, Colorado Mesa University

The effects of COVID-19 on consumer evaluations of restaurant service quality

Gerald Burch, University of West Florida

Eva Mrakovic, University of West Florida

Jana Burch, University of West Florida

John Batchelor, University of West Florida

Hospitality programs in business schools: A triangular perspective

Britt Mathwich, Colorado Mesa University

Ruiying Cai, Colorado Mesa University

An investigation of student satisfaction in hospitality and tourism management program at US universities

Pin-Chieh Wang, Widener University

5:30 p.m. – 7:00 p.m.

Exhibit Hall – St James

FBD Presidential Welcome Reception – Badge required for entry

You are invited to attend this FBD conference-wide social event. Visit with long-time friends and make new ones as you enjoy light appetizers and a cash bar. Stop by to relax and wind down from the day's conference activities before heading out for the evening. To enter the Exhibit Hall, all persons older than six years of age are required to wear their conference or guest badge. All badges can be obtained from the Registration area during their open hours.

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 04, 2022
(Friday)**

8:00 a.m. – 9:00 a.m.

Durham

SPECIAL SESSION

Deans Panel Discussion: The Next Decade for Management Education

Host: Vance Johnson Lewis, University Central Arkansas

Moderator: Kenneth Sweet, Texas A&M University – San Antonio

Panelists:

Linda Nichols, University of Louisiana at Lafayette – Dean B.I. Moody III College of Business

Chris Martin, Louisiana Tech - Dean of the College of Business, Chase Endowed Professor

Maury Peiperl, George Mason University – Dean School of Business.

9:00 a.m. – 10:00 a.m.

Durham

SPECIAL SESSION

Premium Professional Development Workshop: *Writing for practitioners' journals and publications*

Facilitators:

Suzanne C. De Janasz, George Mason University - Professor, Management and Conflict Analysis & Resolution.

Maury Peiperl, George Mason University – Dean School of Business.

Both facilitators have published in outlets like Harvard Business Review, CNN, The Huffington Post, Forbes India, The Sunday Times, Newsweek, The Hill, Forbes, Business Insider. Besides their contributions to these media outlets, they have published their research on the British Journal of Management, International Journal of Human Resource Management, Academy of Management Perspectives, Group & Organization Management, and the Journal of International Business Studies.

10:00 a.m. – 10:30 a.m.

Exhibit Hall – St James

FBD Coffee Break

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

**SOUTHWEST ACADEMY OF MANAGEMENT
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**March 04, 2022
(Friday)**

10:30 a.m. – 12:00 p.m.

Warwick

TRACK TITLE: Entrepreneurship / Small Business / Family Business

SESSION A: POWER PANEL DISCUSSIONS – 2IN1 → Founders and Practices

Big, but Not Easy: Best Practices for Locating Entrepreneurship Programs and Innovation Spaces in the University

Panelists:

Stephanie Black, Texas A&M University – San Antonio

Douglas Carter, St. Edwards University

Leonard Love, Texas A&M University – San Antonio

Black Female Founders Making a COVID-19 Pivot

Moderators:

Montressa Washington, Shenandoah University

Jennifer Madden, Linfield University

Panelists:

Tiffany Tate, Founder and CEO of *VAULT Technologies*

Taueret Thomas, Chef and Owner of *Khepera's Kitchen*

Kimberly Moore, Founder of *CarPool to School*

This two-part workshop will provide attendees with two different narratives in relation to entrepreneurship.

10:30 a.m. – 12:00 p.m.

Durham

TRACK TITLE: Human Resources - Careers - Diversity

SESSION B: Gender Research in the Workplace

Session Chair: Katherine Roberto, Texas A&M University-Corpus Christi

A social media engagement framework for applicant attraction to organizations

Katherine Roberto, Texas A&M University - Corpus Christi

Jennifer Taylor, Texas A&M University - Corpus Christi

The Glass Ceiling: Alive and Thriving in Business Today

Isabelle McClung, Emerson Automation Solution

Janie Gregg, University of West Alabama

Examining the Moderating Role of Family-Work Conflict in the Relationship Between Career Enhancement Strategies, Supportive Work Relationships and Subjective Career Success

Anushri Rawat, Eastern Michigan University

Shiva Nadavulakere, Saginaw Valley State University

Linda Isenhour, Eastern Michigan University

Jean Mc-Energy, Eastern Michigan University

Gender and Workplace Equity: Perceptions of Treatment, Fairness, and Justice

Peggy Dufour, Hood College

Anita Jose, Hood College

**SOUTHWEST ACADEMY OF MANAGEMENT
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(Friday)**

10:30 a.m. – 12:00 p.m.

Norwich

TRACK TITLE: Pedagogical Innovation/Pedagogical Research

SESSION C: Panel Discussion

Session Chair: Vance Johnson Lewis , University Central Arkansas

Extreme Pedagogy: An Integrative Approach for Preparing Business Leaders

Dave Silberman, Boston University

Herman Aguinis , The George Washington University

Rob Carpenter, RedLeaf Ventures

Jasmine Kernaleguen , Rhythmic Leader Science Co.

10:30 a.m. – 12:00 p.m.

Trafalgar

TRACK TITLE: Hospitality Management

SESSION D: Ideas development, and panel.

Session Chair: Gerald Burch

Panel Discussion

Big but Not Easy: The Myth of Case Study Method in Teaching and Publication

Li-Chun Lin, Montclair State University

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(Friday)**

12:45 p.m. – 1:15 p.m.

Durham

Special Session

Best Paper presentation and award SWAM 2022

ALL SOUTHWEST ACADEMY OF MANAGEMENT SESSION

Presiding: **Robert Lloyd**, Fort Hays University
SWAM Outstanding Educator, Southwest Academy of Management 2021

SWAM 2022 Best Paper

The Hazards of Unethical Work Experiences: The Serial Impact of Moral Injury on Work-Related Stress, Trauma-Induced Ill-Being, and Moral Post-Traumatic Stress Disorder

Robert Giacalone, John Carroll University
Sean Valentine, University of North Dakota

SWAM 2022 Outstanding Reviewer

Julie Seidel, Colorado Mesa University

1:15 p.m. – 3:00 p.m.

Durham

TRACK TITLE: Organizational Behavior / Leadership

SESSION A: Leadership

IGNITE! Presentation

The Evolution of a Princess: Pop Culture's Pathway to Effective Leadership

Bradley Winton, University of Southern Mississippi

Good veteran = bad civilian? An investigation of stereotype content and ambivalent emotions towards U.S. military veterans

Justin Wareham, Oklahoma City University

Traditional Presentations

Positional Authority and Influence in Servant Leadership

Elliott Long, Aflac
Kevin Hurt, Columbus State University

Leader Commitment to Diversity (Unconscious Bias) And Its Impact

Renee Lucero, University of Dallas

Theoretically distinguishing between abusive and exploitative . . .

Daniel Jones, University of Nevada Reno
Steven Mueller, University of Nevada Reno
Heather Patchell, University of Nevada Reno

**SOUTHWEST ACADEMY OF MANAGEMENT
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**March 04, 2022
(Friday)**

1:15 p.m. – 3:00 p.m.

Warwick

TRACK TITLE: Pedagogical Innovation – Pedagogical Research

SESSION B: Current Challenges to Higher Education

Session Chair: Janie Gregg, University of West Alabama

Traditional Papers

Ethical Awareness in Higher Education: A comparison between Accounting students and Business Management students

Carlos Baldo, Colorado Mesa University

Suzanne Owens-Ott, Colorado Mesa University

Shiang-Lih Chen McCain, Colorado Mesa University

Are Retention Rate Studies Generalizable to Other Populations in Higher Education?

Robert Tucker, Hardin-Simmons University

Examining educational delivery modes, political factors, and COVID-19 cases across US public educational institutions

Andrew Johnson, Texas A&M University-Corpus Christi

Katherine Roberto, Texas A&M University-Corpus Christi

Leadership Development in the Age of Information Overload

Kenneth Sweet, Texas A&M University - San Antonio

Kathryn Appenzeller Knowles, Texas A&M University - San Antonio

Ethan P. Waples, University of Houston-Downtown

Workshop

Educating Faculty and Students in Times of Crisis: A Comparison of the Covid Response of Two Similar Rural and Semi-rural Campuses

Janie Gregg, University of West Alabama

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1:15 p.m. – 3:00 p.m.

Norwich

TRACK TITLE: Human Resources - Careers - Diversity

SESSION C: Career Management

Session Chair: William Obenauer, University of Maine

The Traveling Nurse: A Compensation Conundrum

Emily Hammer, West Texas A&M University

High-performance work practices, perceived organizational support and commitment: does generation matter?

Natasha Johnson, Lipscomb University

Caitlin Sockbeson, Jacksonville University

Zonghui Li, Jacksonville University

John Shaw, Jacksonville University

Is Women's Leadership Really Associated with Fewer Covid-19 Deaths? Re-Examining This Question Through the Use of Panel Data

William Obenauer, University of Maine

Firm-Specific Human Capital: Mobility Constraint or Enhancer?

Bukky Akinsanmi Oyedeji, University of Texas at Austin

Russell W. Coff, University of Wisconsin-Madison

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(Friday)**

1:15 p.m. – 3:00 p.m.

Trafalgar

TRACK TITLE: Organizational Theory / Strategic Management / International Management

SESSION D: Strategic capabilities

Session Chair: Adrian Guardia, Texas A&M – San Antonio

Practice what you preach: Examining the relationship between corporate values, sustainability, and performance within the global energy sector

Sal Villegas, Northern State University

Robert Lloyd, Fort Hays State University

Daniel Mertens, Jacksonville State University

A Transaction Cost Economic Framework for Developing the Adoption Criteria of Open-Source Software in Organizations

Robert Murimi, University of Dallas

3:00 p.m. – 3:30 p.m.

Exhibit Hall – St James

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

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**March 04, 2022
(Friday)**

3:30 p.m. – 5:15 p.m.

Warwick

TRACK TITLE: Organizational Behavior

SESSION A: Workplace

Session Chair: Justin Wareham, Oklahoma City University

IGNITE! Presentation

I Don't Want to Hear You: The Moderating Effect of Sleep on Manager Reaction to Daily Employee Voice

Zahra Heydarifard, University of Texas, San Antonio

Kristen Faile, University of Texas, San Antonio

Under Pressure: Good Soldier OCB Experience in Air Force Logistics Officers

Rachael Summerville

Traditional Presentations

How experienced HRM practices influence organizational justice perception

Oscar Ortiz-Mendoza, Tecnologico de Monterrey, EGADE Business School

Sergio Madero-Gomez, Tecnologico de Monterrey

Carlos Baldo, Colorado Mesa University

Sowing the Seeds of Trust and Cynicism: Recruitment, Selection and Socialization

Fredrick Rice, University of Texas at Arlington

The Impact of a Cognitively Taxing Workplace Environment on Efforts to Suppress Prejudice

William Obenauer, University of Maine

Make plans to join us in Houston, Texas for our 2023 conference.



65th Annual Conference

March 8 - 11, 2023

Hyatt Regency Houston

Houston, Texas

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 04, 2022
(Friday)**

3:30 p.m. – 5:15 p.m.

Durham

TRACK TITLE: Organizational Theory / Strategic Management / International Management

SESSION B: Politics, Culture and CSR

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

Ethical decision making: A culture influenced virtue specific model for multinational corporations

Andrew Ellestad, George Fox University

Political ideology effect on corporate political activity

Aaron McDonald, California State University San Marcos

Andrew Johnson, Texas A&M University Corpus Christi

Rationalizing Corporate Socially Responsible Behavior: An Empirical Study

Namporn Thanetsunthorn, Pennsylvania State University-Shenango

Rattaphon Wuthisatian, Southern Oregon University

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65th Annual Conference

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Houston, TX

**March 04, 2022
(Friday)**

3:30 p.m. – 5:15 p.m.

Norwich

TRACK TITLE: Organizational Theory / Strategic Management / International Management

SESSION C: Media, technology and CSR

Session Chair: Bradley Winton, University of Southern Mississippi

IGNITE! Presentation

Corporate Environmental Responsibility and Strategic Outcomes: The role of Stakeholder Perception and Social Media Marketing

Praneet Tiwari, University of Wisconsin-Green Bay

Anup Nair, The Walt Disney Company

Vallari Chandna, University of Wisconsin-Green Bay

Propensity for adoption of digital platforms that enable crowdfunding and facilitate social entrepreneurial endeavors: Impact of individual values and external factors

Vallari Chandna, University of Wisconsin-Green Bay

Praneet Tiwari, University of Wisconsin-Green Bay

Kanishka Mendhekar, Maynooth University

Karishmaa Oluchi, Freelance Creative Director

Traditional Presentations

The Media Choice for Organizational Memory in Dispersed Organizational Arrangements

Heloisa Aragao, University of Texas Arlington

You Snooze, You Win? Obtaining Competitive Advantage in Hardware Platforms

Matthew Farrell, Old Dominion University

Christopher Willis, Old Dominion University

Samuel Wilson, Old Dominion University

Big, But Not Easy - Decision-Making under Uncertainty: The Unrecognized Role of Social Mood

Leonard Love, Texas A&M University-San Antonio

Dennis Elam, Texas A&M University-San Antonio

Douglas Carter, St. Edwards University

**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 04, 2022
(Friday)**

3:30 p.m. – 5:15 p.m.

Trafalgar

TRACK TITLE: Professional Development

SESSION D: POWER PDW – 2IN1 → Leadership Focus

Session Chair: John Davis, Hardin-Simmons University

Developing the Next Generation of Women Leaders: A Big, but not Easy Task

Kimberly Merritt, Oklahoma Christian University

Samantha Murray, Wayland Baptist University

Suzanne Clinton, University of Central Oklahoma

Melody Edwards, University of Central Oklahoma

Reflection for “Big” Engagement and “Easy” Knowledge Retention in Online Courses

Suzanne Clinton, University of Central Oklahoma

Kimberly Merritt, Oklahoma Christian University

Melody Edwards, University of Central Oklahoma

Samantha Murray, Wayland Baptist University

5:15 p.m. – 6:00 p.m.

Durham

TRACK TITLE: Doctoral Consortium

SESSION A: *Session 5: Faculty Panel and Farewell*

Session Chair: Nathan R. Neale, University of Houston – Downtown

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**SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)**

**March 04, 2022
(Friday)**

6:00 p.m. – 8:00 p.m.

River Room

**SPECIAL SESSION: SWAM Annual Social Mixer
&
SWAM 2022 Outstanding Educator Award recognition**

Presiding: **Ethan P. Waples**, University of Houston – Downtown
President, Southwest Academy of Management, 2021-2023

Carlos Baldo, Colorado Mesa University
Program Chair 2022 - President-Elect, Southwest Academy of Management, 2022-
2023

State of the Academy

Herman Aguinis, The George Washington University - Academy of Management (AOM)

SWAM 2022 Outstanding Educator Award recognition

Dan Mertens, Jacksonville State University, Jacksonville, Alabama

Presented by **Robert Lloyd**, Fort Hays State University & **Robert H. Epstein**, University of Central
Oklahoma (reipients SWAM 2021 Outstanding Educator Award)

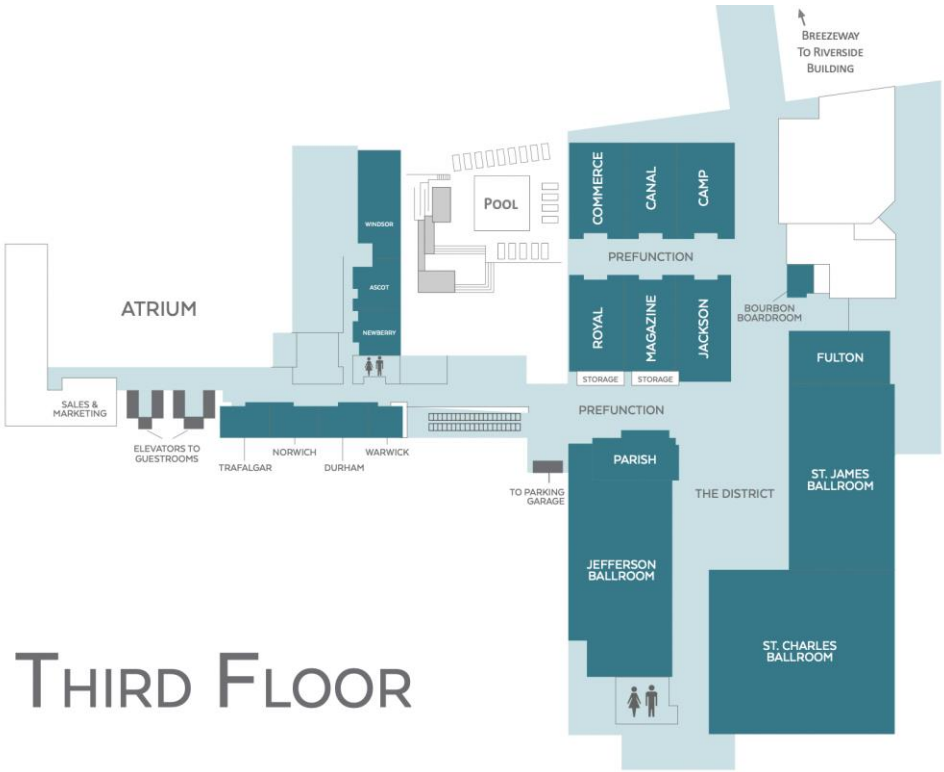
SWAM members and guests, please join us to recognize and celebrate our SWAM 2022 Outstanding
Educator.

Doctoral students will have the opportunity to meet and mingle with SWAM members. Light appetizers
and a cash bar are available. (Be sure to wear your badge)

Hilton New Orleans Riverside

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NOTES