



□ *“Understanding Managerial Epidemiology: Improving the Quality Control Mechanism of Healthcare”*

Jeffery Dallas Jr., Bridgewater College

Discussant: Michele Govekar, Ohio Northern University

Session B

Chair: Minor Peeples, III, Real State Institute of Corpus Christi

(Georgetown Salon B)

□ *“Model Building to Expand a Globally Competent Workforce: Matching Motivation to Experiential Development”*

8:00 a.m. to 9:30 a.m.

R T Good, Shenandoah University

Discussant: James E. Skibo, Texas Woman's University

□ *“Improving Justice Perceptions: An Empirical Assessment of Alternative Classroom Feedback Techniques”*

Laura Phillips, Abilene Christian University

Mark Phillips, Abilene Christian University

Discussant: Michael L. Harris, East Carolina University

□ *“Advanced Degree Distance Learning: Does Delivery Modality Make a Difference?”*

James E. Skibo, Texas Woman's University

David Gordon, University of Dallas

Discussant: Charlene Glenn, Peirce College

Session C

Chair: David J. Wolshon, Baker College

(Georgetown Salon C)

□ *“The Convention for the Elimination of all Forms of Discrimination against Women and Gender Legislation in South America: The Struggle for Equity and Equality”*

8:00 a.m. to 9:30 a.m.

Karen Middleton, Texas A&M University-Corpus Christi

Kent Byus, Texas A&M University-Corpus Christi

Enrique Quevedo, Texas A&M University-Corpus Christi

Discussant: Behnaz Z. Quigley, Marymount University

□ *“Assessment of Generally Suggested Principles of Human Relations in Central and Eastern Europe: Cases of Bulgaria and Slovakia”*

Hideki Takei, Juniata College

Discussant: Ken I. Kim, University of Toledo

Session D

Chair: Malcolm Coco, Abilene Christian University

(Jefferson Room)

□ *“Enhancing Responsive Capacity: A Model for Building the Emotionally Capable Public Organization”*

8:00 a.m. to 9:30 a.m.

Henry Adobor, Quinnipiac University

Ronald S. McMullen, Quinnipiac University

Frank Bellizzi, Quinnipiac University

Discussant: Kerry S. Webb, Texas Woman's University

□ *“Management Competency of the Future: Systematically Engaging Employees in Initiating and Implementing”*

Lois Heldenbrand, People Produce Results, LLC

Michael Simms, Management Consulting and Training

Discussant: Frank Bellizzi, Quinnipiac University

□ *“Improving Satisfaction: Leadership Competencies Associated with Increases in Worker's Job Satisfaction”*

Kerry S. Webb, Texas Woman's University

Discussant: Sheila Perkins, Peirce College

- Session E  
(Lincoln Room) Chair: J. Stephen Childers, Jr., Radford University
- 8:00 a.m. to 9:30 a.m. □ “*Measuring Dispositions Toward Innovation and Creativity Among Senior Leaders*”  
Mark Vaitkus, National Defense University
- Discussant: Larry Chasteen, Stephen F. Austin State University
- “*HR Innovations: The Use of Mental Models to Teach Diversity*”  
Carlton Lamar Robinson, First Coast African American Chamber of Commerce
- Discussant: James Alves, Johnson & Wales University
- Session F  
(Monroe Room) Chair: Jayati Ghosh, Dominican University
- 8:00 a.m. to 9:30 a.m. □ “*Expatriate Issues in Iraq: Towards a New Model for Expatriate Preparation*”  
Cynthia Busin-Nicola, Carlow University  
Michael Urick, Duquesne University
- Discussant: David Flannery, Bryant & Stratton College
- “*China’s Search for Energy Security in Africa and Latin America*”  
Mohamed El-Khawas, University of District of Columbia
- Discussant: Mohamad Sepehri, Jacksonville University
- “*Expatriate Selection and Retention: The Handbook*”  
Ben Tran, Alliant International University
- Discussant: Margaret A. Lucero, Texas A&M University-Corpus Christi
- Session G  
(Washington Room) Chair: R. Cliff Poole, The Citadel
- 8:00 a.m. to 9:30 a.m. □ “*An Investigation of the Differentiating Characteristics Between Islamic and Conventional Bank: A MANOVA Approach*”  
Lamia Abdelaziz Obay, University of Dubai, United Arab Emirates
- Discussant: Chaker Aloui, University of Tunisia, Tunisia
- “*Islamic Finance in the Financial Services*”  
Mohammed Al-Taji, University of Dubai, United Arab Emirates  
Nasser Al-Abdool, University of Dubai, United Arab Emirates
- Discussant: Chaker Aloui, University of Tunisia, Tunisia
- “*Do The Investors Get Enough Information Via Internet? The Case of Listed Companies Istanbul Stock Exchange*”  
Ahmet Buyuksalvarci, Selcuk University, Turkey  
Fehmi Karasioglu, Selcuk University, Turkey
- Discussant: Robert Albertson, Virginia Wesleyan College

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9:30 a.m. to 10:00 a.m. **Networking Break**  
(Potomac Foyer)

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10:00 a.m. to 11:00 a.m. **Concurrent Sessions**

- Session A  
(Georgetown Salon A) Chair: Thomas A. Maroney, University of Maine at Farmington
- “*Applying the Quantitative Strategic Planning Matrix (QSPM) to a Retail Computer Store*”  
Fred David, Francis Marion University  
Forest David, Francis Marion University  
Meredith E. David, Wake Forest University
- Discussant: David Ahlstrom, The Chinese University of Hong Kong, Hong Kong

□ *“Sticky Knowledge and Firm Competitive Advantage”*  
Marcel Minutolo, University of Pittsburgh  
John Lipinski, Robert Morris University  
Discussant: W. Scott Sherman, Texas A&M University-Corpus Christi

Session B Chair: Christina L. Lafferty, National Defense University

(Georgetown Salon B) □ *“A Multi-Phase Framework for Supply Chain Integration”*  
Abhinav Ajmera, Rochester Institute of Technology  
10:00 a.m. to 11:00 a.m. Jack Cook, Rochester Institute of Technology

Discussant: Forrest ‘Fess’ Green, Radford University

□ *“Standard Compliance for Competitive Advantage”*  
Donna Schaeffer, Marymount University  
Patrick Olson, National University

Discussant: Paul L. Ewell, Bridgewater College

Session C Chair: Reza Kheirandish, Clayton State University

(Georgetown Salon C) □ *“Innovation Economics; the Integration and Capitalization of Knowledge”*  
Daniel R. Robles, City University of Seattle

10:00 a.m. to 11:00 a.m. Discussant: Peter Bemski, Regis University

□ *“Rural Downtown Revitalization: Strategies for University and Community Collaboration”*  
Kevin J. Roth, Clarion University of Pennsylvania

Discussant: J. Stephen Childers, Jr., Radford University

Session D Chair: Cynthia Busin-Nicola, Carlow University

(Jefferson Room) □ *“Perceptions of Accounting Faculty and Students Regarding the 150-Hour Requirement by the AICPA”*

10:00 a.m. to 11:00 a.m. Nicholas J. Koumbiadis, Briarcliff College  
John O. Okpara, Bloomsburg University of Pennsylvania

Discussant: James E. Skibo, Texas Woman's University

□ *“The Complexities of Managing Full Fair Value”*  
Pamela Smith Baker, Texas Woman's University

Discussant: John O. Okpara, Bloomsburg University of Pennsylvania

Session E Chair: Denise M. Lucy, Dominican University of California

(Lincoln Room) □ *“Action-Based E-Learning Experience: When Knowledge is not Enough”*  
Deborah DeWolfe Waddill, Restek Consulting

10:00 a.m. to 11:00 a.m. Rick Milter, Johns Hopkins University  
Robert DeFillippi, Suffolk University

Discussant: Michael L. Harris, East Carolina University

□ *“How Doctoral Program Innovation Can Address the Growing Shortage of Business School Faculty”*

Darrell Norman Burrell, Averett University  
Asila Safi, Colorado Technical University

Discussant: David Rylander, Texas Woman's University

Session F Chair: Michael Onorato, SUNY at Old Westbury

- (Monroe Room) □ *“Don't Look For Me I'll Be Working from Starbuck's Today: A Regulatory Review of Human Resource Law as it Applies to the New Offsite Workplace”*  
10:00 a.m. to 11:00 a.m. Jeffery Guiler, Robert Morris University  
Maryellen Kelly, Duquesne University  
Discussant: Charlene Glenn, Peirce College
- *“Improving New Hire Turnover Through The Use of Assessment Tools”*  
Hassan Pordeli, Jacksonville University  
Mohamad Sepehri, Jacksonville University  
Tom Burke, MPS Group  
Discussant: Alan Tillquist, West Virginia University Institute of Technology
- Session G  
Chair: Joseph D. Barnes, University of Illinois Foundation
- (Washington Room) □ *“Managing Innovation: A Longitudinal Look at Texas Instruments”*  
Larry Chasteen, Stephen F. Austin State University  
10:00 a.m. to 11:00 a.m. Discussant: Ozgur Ekmekci, The George Washington University
- *“Web 2.0: How the Future of ‘World Wide Web’ Will Meet Our Needs”*  
Amir M. Hormozi, Texas A&M University – Corpus Christi  
Discussant: Omar Khalil, Kuwait University, Kuwait
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- 11:05 a.m. to 12:05 p.m. **Concurrent Sessions**
- Session A  
Chair: Mohamed El-Khawas, University of District of Columbia
- (Georgetown Salon A) □ *“Creating Globally Competitive Product Innovation: China's Next Olympic Challenge”*  
Linda Wang, The Chinese University of Hong Kong, Hong Kong  
David Ahlstrom, The Chinese University of Hong Kong, Hong Kong  
Anil Nair, Old Dominion University  
Rachel Hang, University of Hawaii – Manoa  
Discussant: Karen Middleton, Texas A&M University-Corpus Christi
- *“Personal Trust Between Hierarchies Within Chinese Organizational Settings”*  
Xinhua Wittmann, Swiss Banking Institute, University of Zurich, Switzerland  
Andrea Schenker-Wicki, Institute for Strategy and Business Economics, University of Zurich, Switzerland  
Stefan Burch, University of Zurich, Switzerland  
Discussant: Hideki Takei, Juniata College
- Session B  
Chair: Sheila Perkins, Peirce College
- (Georgetown Salon B) □ *“What Happens When Employee Voice Falls on Deaf Ears?”*  
Jacqueline Landau, Salem State College  
11:05 a.m. to 12:05 p.m. Discussant: Mark H. Jordan, North Georgia College & State University
- *“What Today's Business School Students Want From Their Employers”*  
Judith Hunt, East Carolina University  
J. Stephen Childers, Jr., Radford University  
Discussant: Michele Govekar, Ohio Northern University
- Session C  
Chair: Cynthia Busin-Nicola, Carlow University
- (Georgetown Salon C) □ *“Did You Shoot Anyone?”*  
Christina L. Lafferty, National Defense University  
11:05 a.m. to 12:05 p.m. Kenneth L. Alford, National Defense University  
Mark Davis, National Defense University  
Richard O'Connor, National Defense University

Discussant: Larry Chasteen, Stephen F. Austin State University

□ *“Innovations in Organizational Performance Measurement: Organizational Maturity Assessment”*  
Shelley Kirkpatrick, Management Concepts  
Selena Rezvani, Management Concepts

Discussant: Forrest ‘Fess’ Green, Radford University

Session D

Chair: Denise M. Lucy, Dominican University of California

(Jefferson Room)

□ *“Comprehensive Business Continuity and Disaster Recovery Planning”*

Jack Cook, Rochester Institute of Technology

11:05 a.m. to 12:05 p.m. David Emerson, Rochester Institute of Technology

Discussant: Kevin J. Roth, Clarion University of Pennsylvania

□ *“The Effect of Change on Management Planning: Applying Chaos Theory”*

Dean F. Frear, Wilkes University

Discussant: Kent Byus, Texas A&M University-Corpus Christi

Session E

Chair: Behnaz Z. Quigley, Marymount University

(Lincoln Room)

□ *“The Association Between Market Determined and Accounting Determined Risk Measures and Income Reporting Under International GAAP”*

Mostafa El Shamy, Kuwait University, Kuwait

11:05 a.m. to 12:05 p.m. Aisha Al Kandary, State Bureau of Accounting Kuwait, Kuwait  
Reem Al-Ostath, Kuwait Ministry of Planning, Kuwait

Discussant: James E. Skibo, Texas Woman's University

□ *“The Influence of Sarbanes-Oxley: The Dampening of Organizational Innovation for Trade Promotion Management”*

James E. Skibo, Texas Woman's University

Discussant: Nicholas J. Koumbiadis, Briarcliff College

Session F

Chair: Joseph D. Barnes, University of Illinois Foundation

(Monroe Room)

□ *“Mobile Enterprise Resource Planning (ERP): Extending the Value of ERP Systems Through Wireless Technologies”*

11:05 a.m. to 12:05 p.m. Amir M. Hormozi, Texas A&M University-Corpus Christi  
Dori Foley, Lockheed Martin Corporation

Discussant: John R. Klocinski, Capella University

□ *“Barriers to Nanotechnology Commercialization”*

Ronald D. McNeil, University of Illinois - Springfield

Jung Lowe, University of Illinois - Springfield

Ted Mastroianni, Public Policy Strategies

Joseph Cronin, Edvisors, Inc.

Dyanne Ferik, University of Illinois – Springfield

Discussant: Paul L. Ewell, Bridgewater College

Session G

Chair: Alan Tillquist, West Virginia University

(Washington Room)

□ *“Manager/Supervisor Performance Appraisal Learning Disabilities: Do You Know and Prevent the Seven Deadly Types?”*

11:05 a.m. to 12:05 p.m. Stanley Ridley, Ridley & Associates, LLC

Discussant: Malcolm Coco, Abilene Christian University

□ “*Why Emotional Intelligence Should Matter to Management: A Survey of the Literature*”

Kerry S. Webb, Texas Woman's University

Discussant: R T Good, Shenandoah University

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12:05 p.m. to 1:30 p.m. **Luncheon & Campus Awards**

(Potomac Ballroom) □ Moustafa H. Abdelsamad, Texas A&M University-Corpus Christi  
SAM President & CEO and 2008 Conference Chair

□ “*Change: Facts and Fiction*”

Bruce W. Busmire, Vice President and Chief Accounting Officer  
Anadarko Petroleum Corporation

□ Campus Awards, Louis R. F. Preysz III, Flagler College, SAM VP

- Outstanding Campus Chapter Advisor Awards
  - Outstanding Regional and National SAM Student Awards
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1:35 p.m. to 3:05 p.m. **Concurrent Sessions**

Session A Chair: S. G. ‘Bud’ Fletcher, Lancaster Electric

(Georgetown Salon A) □ “*Open-Door Policies and Systems: Competitiveness in the Human Resource Management Arena*”  
Douglas McCabe, Georgetown University

Discussant: Jacqueline Landau, Salem State College

□ “*The Cross-Border Organizational Diagnosis: A Common Language and Adjusted Model*”

Judith A. Gebhardt, Marshall School of Business, University of Southern California

Discussant: Jeffery Guiler, Robert Morris University

□ “*A Model to Guide Managing Self-Awareness and Self-Management to Improve Managerial Proficiency*”

W. Scott Sherman, Texas A&M University-Corpus Christi

Discussant: Jacqueline Landau, Salem State College

Session B Chair: Tito Guerrero III, Texas A&M University

(Georgetown Salon B) □ “*A Case Study of Hybrid Education Innovation in a For-Profit Educational Setting*”

Marguerite Russell Faulk, American InterContinental University

1:35 p.m. to 3:05 p.m. Sonia Heywood, American InterContinental University

Terry Dixon, American InterContinental University

Discussant: Forrest ‘Fess’ Green, Radford University

□ “*Fostering Innovation in the Classroom*”

Richard Morfopoulos, Briarcliffe College

Catherine Tyrie, Briarcliffe College

Mitchell Laube, Briarcliffe College

Discussant: Ozgur Ekmekci, The George Washington University

□ “*Exploring the Association Between Talent Retention and a Set of Antecedent and Consequence Factors*”

Constantine Kontoghiorghes, Cyprus International Institute of Management, Cyprus

Kalomyra Frangou, Cyprus International Institute of Management, Cyprus

Discussant: Mark Vaitkus, National Defense University

Session C Chair: Joseph D. Barnes, University of Illinois Foundation

- (Georgetown Salon C) □ *“Societal Information Dissemination Capacity: A National Cultural Interpretation”*  
Omar Khalil, Kuwait University, Kuwait  
1:35 p.m. to 3:05 p.m. Ahmed Seleim, Alexandria University, Egypt  
Discussant: John R. Klocinski, Capella University
- *“Enterprise Architecture Modeling Method: Using Business Objectives to Guide IT Management”*  
Fabio A. J. Rosa, University of Sao Paulo, Brazil  
Tereza Christina Carvalho, University of Sao Paulo, Brazil  
Discussant: Omar Khalil, Kuwait University, Kuwait
- *“Information and Knowledge: Managing Equals Security”*  
Chad Smith, Clarion University  
Discussant: Shannon Jackson, Saint Leo University
- Session D Chair: Ignatius Yacoub, Loma Linda University
- (Jefferson Room) □ *“Perspectives on Organizational Innovation and Change Among Chinese and American MBA Students”*  
1:35 p.m. to 3:05 p.m. Peter Bemski, Regis University  
Discussant: Donna Schaeffer, Marymount University
- *“A Comparison of the Entrepreneurial Attitudes of Chinese Versus Brazilian Students”*  
Michael L. Harris, East Carolina University  
Shanan G. Gibson, East Carolina University  
Dennis Barber, East Carolina University  
Discussant: Kent Byus, Texas A&M University-Corpus Christi
- *“An Examination of the Relationship Between Personality and Entrepreneurial Attitudes Among U.S. and Chinese Students”*  
Shanan G. Gibson, East Carolina University  
Michael L. Harris, East Carolina University  
Chunfang Wang, Shenyang Aeronautical Institute of Engineering  
Discussant: Kent Byus, Texas A&M University-Corpus Christi
- Session E Chair: Thomas L. Wheelen, University of South Florida
- (Lincoln Room) □ *“Statistical Capacity Analysis of Multiple Database Applications in an IT Managed Services Environment”*  
1:35 p.m. to 3:05 p.m. Don Jess, Argosy University  
Discussant: Jack Cook, Rochester Institute of Technology
- *“Saving a Failing Market: Foreign Real Estate Investments in the Weak U.S. Housing Sector”*  
Martha Claypool, Ohio Northern University  
Discussant: Reza Kheirandish, Clayton State University
- Session F Chair: Cynthia Busin-Nicola, Carlow University
- (Monroe Room) □ *“Teaching the Messy Reality: The Story of the Love Canal”*  
1:35 p.m. to 3:05 p.m. Margaret S. Maguire, SUNY Oneonta  
Discussant: Lora Reed, Eckerd College
- *“Sustainability Strategy: Environmental Integration in the Business Model”*  
David Rylander, Texas Woman's University  
Discussant: Judith R. Hunt, East Carolina University

□ *“A Factor Analytic Examination of the Environmental and Organizational Influence Constructs”*  
Tom Sanders, University of Montevallo  
Thomas L. Powers, University of Alabama at Birmingham  
Discussant: Lora Reed, Eckerd College

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3:05 p.m. to 3:30 p.m.    **Networking Break**  
(Potomac Foyer)

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3:30 p.m. to 5:00 p.m.    **Concurrent Sessions**

Session A                      Chair: Fred David, Francis Marion University

(Georgetown Salon A)    □ *“Evaluating the Influence of Lead Users as Opinion Leaders on Accelerating the Innovation Diffusion Rate”*  
Salah S. Hassan, The George Washington University

Discussant: Kevin T. Wayne, Rivier College

□ *“Innovative Idea Generation Techniques”*  
Shelley Kirkpatrick, Management Concepts  
Selena Rezvani, Management Concepts

Discussant: J. Stephen Childers, Jr., Radford University

□ *“An Innovation Roadmap for Navigating the Competitive Environment”*  
Nuray Elci, University of Maryland University College

Discussant: Kevin T. Wayne, Rivier College

Session B                      Chair: Mmuta Chukwuanu, Allen University

(Georgetown Salon B)    □ *“Comparing the Relative Impacts of Retail Managers' Perceived Quality on Service Value, Satisfaction, and Behavioral Intentions in Logistics Services”*

3:30 p.m. to 5:00 p.m.    Che-Hui Lien, Thompson Rivers University, Canada  
Kitty Wu, National Cheng Kung University, Taiwan  
Miin-Jye Wen, National Cheng Kung University, Taiwan

Discussant: Jack Cook, Rochester Institute of Technology

□ *“The Relationship Between Competitive Advantages of Knowledge, Competitive Intelligence, and Managerial Practices and Organization Performance”*  
Mahmoud Elgamal, Kuwait University, Kuwait

Discussant: Paul L. Ewell, Bridgewater College

Session C                      Chair: Judith A. Gebhardt, Marshall School of Business, University of Southern California

(Georgetown Salon C)    □ *“Managing the Millennials: A Work In Progress?”*  
Sue Stewart Wingfield, Texas A&M University-Corpus Christi  
Donna K. Peeples, Texas A&M University-Corpus Christi

3:30 p.m. to 5:00 p.m.    Discussant: Joe Spencer, Anderson University

Discussant: Joe Spencer, Anderson University

□ *“Strategies for Managing Emotions in Organizations”*  
Ignatius Yacoub, Loma Linda University

Discussant: Nell Tabor Hartley, Robert Morris University

□ *“Predictors for Success in Public Sector Training: Does Age, Educational Level, Marital Status, or Gender Matter?”*

William Grant Hale, Concord University

Discussant: Nell Tabor Hartley, Robert Morris University

- Session D  
Chair: Lamia Abdelaziz Obay, University of Dubai, United Arab Emirates
- (Jefferson Room) 3:30 p.m. to 5:00 p.m.
- “*Export Barriers and Firm Internationalization: Evidence from SMEs in a Developing Economy*”  
John O. Okpara, Bloomsburg University of Pennsylvania  
Pamela Wynn, Bloomsburg University  
Nicholas J. Koumbiadis, Briarcliff College
- Discussant: Ken I. Kim, University of Toledo
- “*Value-at-Risk Analysis for Energy Commodities: Long-Range Dependence and Fat-Tail in Return Innovations*”  
Chaker Aloui, University of Tunisia, Tunisia
- Discussant: Mostafa El Shamy, Kuwait University, Kuwait
- “*Ultimate Shareholder's Rights and Firm Performance: An Empirical Evidence in Emerging Countries*”  
Hela Ben Hamida, Faculty of Law and Economic Sciences of Sousse, Tunisia  
Chokri Mamoghli, University of Tunisia, Tunisia
- Discussant: Mostafa El Shamy, Kuwait University, Kuwait
- Session E  
Chair: Jayati Ghosh, Dominican University of California
- (Lincoln Room) 3:30 p.m. to 5:00 p.m.
- “*Female Expatriates: The Under-Utilized Talent*”  
Ben Tran, Alliant International University
- Discussant: Donna Schaeffer, Marymount University
- “*Resistance Management and Leadership: Why do Women Leaders Face Opposition and Resistance from Their Male and Female Co-Workers?*”  
Tiffany Parriott-Garcia, Georgia College and State University
- Discussant: Donna Schaeffer, Marymount University
- “*A Meta-Analysis of Diversity Programs in American Organizations*”  
Ehsan Salek, Virginia Wesleyan College  
Kaitlin Allison, Virginia Wesleyan College
- Discussant: Stanley Ridley, Ridley & Associates, LLC
- Session F  
Workshops (Students Are Encouraged to Attend This Session)
- (Monroe Room) 3:30 p.m. to 5:00 p.m.
- “*Some Have It--Some Don't: National Recruiting and Selection Trends*”  
Malcolm Coco, Abilene Christian University
- “*Creating Powerful Presentations*”  
Kenneth Alford, National Defense University  
Christina L. Lafferty, National Defense University
- “*Quiz Show: A Teaching Tool*”  
Kenneth L. Alford, National Defense University
- Session G  
Chair: W. Scott Sherman, Texas A&M University-Corpus Christi
- (Washington Room) 3:30 p.m. to 5:00 p.m.
- “*The Role of National Culture on Mexican Staffing Practices*”  
Pramila Rao, Marymount University
- Discussant: Kerry S. Webb, Texas Woman's University
- “*Marketing Knowledge in Tequila's Industry: Cases in Jalisco, Mexico*”  
Jose Sanchez-Gutierrez, CUCEA Universidad de Guadalajara, Mexico  
Joel Bonales-Valencia, ININEE UMSNH, Mexico  
Gloria Elena Osuna-Guevara, CUCEA Universidad de Guadalajara, Mexico  
Adolfo Ramirez-Magdaleno, CUCEA Universidad de Guadalajara, Mexico

Discussant: Peter Bemski, Regis University

□ *“Analysis of Knowledge Management in three Industries in Guadalajara, Mexico”*

Jose Sanchez-Gutierrez, CUCEA Universidad de Guadalajara Mexico

Juan Antonio Vargas-Barraza, CUCEA Universidad de Guadalajara Mexico

Silvio Genaro Hernandez-Coton, CUCEA Universidad de Guadalajara Mexico

Karla Marysol Garcia Delgado, CUCEA Universidad de Guadalajara Mexico

Discussant: Pramila Rao, Marymount University

**Saturday, April 5, 2008**

7:30 a.m. to 1:00 p.m.  
(Potomac Salon A Foyer)

**Registration**

Mervat, Dina, and Omar Abdelsamad

8:00 a.m. to 9:00 a.m.

**Concurrent Sessions**

Session A

Chair: David J. Wolshon, Baker College

(Adams Room)

□ *“The Value of Corporate Social Responsibility: A Financial Market Perspective”*

Cristina Muise, Stonehill College

James Grinnell, Merrimack College

Discussant: Margaret S. Maguire, SUNY Oneonta

□ *“Empowering Women's Leadership: A Case Study of Bangladeshi Micro-Credit Business”*

Denise M. Lucy, Dominican University of California

Jayati Ghosh, Dominican University of California

Edward Kujawa, Dominican University of California

Discussant: William I. Sauser, Jr., Auburn University

Session B

Chair: R. Cliff Poole, The Citadel

(Jackson Room)

□ *“Factors Affecting Share Repurchase Decisions and Managerial Compensation: Innovation in Pay-For-Performance or Disguised Managerial Opportunism?”*

8:00 a.m. to 9:00 a.m.

Matthew Valle, Elon University

Robert Pavlik, Elon University

Discussant: Mark Phillips, Abilene Christian University

□ *“Management in Crisis: The Subprime Market Fiasco”*

Pamela Smith Baker, Texas Woman's University

Discussant: Nicholas J. Koumbiadis, Briarcliff College

Session C

Chair: Thomas B. Wilson, SAM Board of Directors

(Jefferson Room)

□ *“A Proactive Approach to Workplace Violence: A Strategy for Innovation and Change”*

Jane Whitney Gibson, Nova Southeastern University

8:00 a.m. to 9:00 a.m.

Sharon Peralta, Nova Southeastern University

Anika Charles, Nova Southeastern University

Discussant: Margaret A. Lucero, Texas A&M University-Corpus Christi

□ *“Innovation and Incivility: Is There a Corollary?”*

Nell Tabor Hartley, Robert Morris University

Elizabeth Stork, Robert Morris University

Discussant: Christina L. Lafferty, National Defense University

Session D

Chair: Robert Albertson, Virginia Wesleyan College

(Lincoln Room)	□ <i>“Income Mobility in Iran”</i> Reza Kheirandish, Clayton State University Shabnam Mousavi, Pennsylvania State University Lari Arjomand, Clayton State University
8:00 a.m. to 9:00 a.m.	Discussant: Daniel R. Robles, City University of Seattle
	□ <i>“Indices, Firm Identity and Performance: Perspectives from the European Financial Services”</i> Mohamed Behery, University of Dubai, United Arab Emirates
	Discussant: Mahmoud Elgamal, Kuwait University, Kuwait
Session E	Chair: Louis R. F. Preysz III, Flagler College
(Madison Room)	□ <i>“Ethical Leadership and Organizations”</i> Jack McCann, Lincoln Memorial University Roger Holt, American Military University
8:00 a.m. to 9:00 a.m.	Discussant: Sheila Perkins, Peirce College
	□ <i>“Teaching Leadership from a Historical Perspective: Innovative Pedagogy to Teach Leadership Lessons”</i> Stewart Husted, Virginia Military Institute
	Discussant: W. Scott Sherman, Texas A&M University-Corpus Christi
Session F	Chair: Forrest ‘Fess’ Green, Radford University
(Monroe Room)	□ <i>“CRM In Shipping: A Study of UPS, FedEx, DHL, and USPS”</i> Sam Nataraj, Morehead State University William Greene, Morehead State University
8:00 a.m. to 9:00 a.m.	Discussant: Chad Smith, Clarion University
	□ <i>“A Conceptual Model for Evaluation of Event Planning: Alternative Evaluation Designs for Events supported by College and University Conference Services”</i> Amanda Adkins, Radford University
	Discussant: Dean F. Frear, Wilkes University
Session G	Workshop
(Washington Room)	□ <i>“Technology for the Business Professor”</i> Carolyn Anderson, Winston-Salem State University Sylvia Ann Bembry, Winston-Salem State University
8:00 a.m. to 9:00 a.m.	
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9:05 a.m. to 10:05 p.m.	<b>Concurrent Sessions</b>
Session A	Chair: Ronald D. McNeil, University of Illinois at Springfield
(Adams Room)	□ <i>“Challenges in Managing Business Schools”</i> Moustafa H. Abdelsamad, Texas A&M University-Corpus Christi Berkwood M. Farmer, Wright State University
Session B	Chair: Charlene Glenn, Peirce College
(Jackson Room)	□ <i>“Electronic Government Adoption Barriers”</i> Mahesh Raisinghani, Texas Woman's University Paula Dorsey, Texas Woman's University Paula Ann Hughes, Texas Woman's University
9:05 a.m. to 10:05 p.m.	Discussant: John O. Okpara, Bloomsburg University of Pennsylvania

□ *“Performance Pay ... In Government?”*

Aaron Caillouet, Troy University  
Stacy Caillouet LeJeune, Nicholls State University  
Gregory Rush, Troy University  
Charles Chekwa, Troy University  
Mmuta Chukwuanu, Allen University

Discussant: Stanley Ridley, Ridley & Associates, LLC

Session C

Chair: Kevin J. Roth, Clarion University of Pennsylvania

(Jefferson Room)

□ *“Holonomic Brain Theory: Exploring the Possibility of a Bimolecular Definition of Entrepreneurship”*

9:05 a.m. to 10:05 p.m.

Kent Byus, Texas A&M University-Corpus Christi

Discussant: Richard Morfopoulos, Briarcliffe College

□ *“Social Entrepreneurship & Innovation: Is It For You?”*

Scott King, Briarcliffe College  
Richard Morfopoulos, Briarcliffe College  
Mitchell Laube, Briarcliffe College  
Catherine Tyrie, Briarcliffe College  
Robert Smith, Briarcliffe College

Discussant: Andrew Dartt, Texas Woman's University

Session D

Chair: Mark Phillips, Abilene Christian University

(Lincoln Room)

□ *“The Windfall Profits Tax - Again: The Tax Policy Implications of a Failed Concept”*

9:05 a.m. to 10:05 p.m.

Matthew Valle, Elon University  
Arthur Cassill, Elon University

Discussant: Pamela Smith Baker, Texas Woman's University

□ *“Management Accounting Usages in the Industry: The Case of Konya”*

Accounting - C81065

Fehmi Karasioglu, Selcuk University, Turkey  
Ahmet Buyuksalvarci, Selcuk University, Turkey

Discussant: Pamela Smith Baker, Texas Woman's University

Session E

Chair: Kevin T. Wayne, Rivier College

(Madison Room)

□ *“Analyzing the Social Responsibility of Family Owned Businesses: A Meta-Analysis”*

9:05 a.m. to 10:05 p.m.

Cristina E. Ciocirlan, Elizabethtown College

Discussant: Jane Whitney Gibson, Nova Southeastern University

□ *“Factors Leading to Small Business Success”*

Whitney Minnick, Bridgewater College

Discussant: Sylvia Ann Bembry, Winston-Salem State University

Session F

Chair: Pramila Rao, Marymount University

(Monroe Room)

□ *“Networking: The Sourcing Technique of Recruitments”*

9:05 a.m. to 10:05 p.m.

Rajib Lochan Dhar, Symbiosis International University, India  
Manju Bhagat, Birla Institute of Technology, India

Discussant: Ehsan Salek, Virginia Wesleyan College

□ *“Managing Security and Risk at Rowan University”*

Jennifer Yaeger, Rowan University  
Pedro Salcedo, Rowan University  
Drew Millard, Rowan University  
Mike Chetcuti, Rowan University  
Elden Greuber, Rowan University

Discussant: James Alves, Johnson & Wales University

Session G

Chair: Michael Onorato, SUNY at Old Westbury

(Washington Room)

□ *“The Influence of Customer Satisfaction on Corporate Social Responsibility and employees' performance: An Investigation of the Kuwait Experience”*

9:05 a.m. to 10:05 p.m.

Samar Baqer, Kuwait University, Kuwait

Discussant: Donna K. Peeples, Texas A&M University-Corpus Christi

□ *“Ethics Education in Business Schools: From an Islamic Perspective”*

Amani Hamza Ahmed Mohamed, Dar Al Hekma College, Saudi Arabia

Discussant: Donna K. Peeples, Texas A&M University-Corpus Christi

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10:05 a.m. to 10:30 a.m.

**Networking Break**

(Potomac Foyer)

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10:30 a.m. to 12:00 p.m.

**Concurrent Panels**

Session A

Co-Chairs: Thomas Triscari, Jr., Rensselaer Polytechnic Institute  
Roger Powell, Virginia International University

(Georgetown Salon B,C)

□ *“Transnational Innovation Alliances for Sustainable Energy Development: A China-Centric Venture”*

○ **Case Analysis 1: Mongolia – China**

Presenters: Badamsukh Yadamsuren  
Maya Sutton-Aimi

Authors: Maya Sutton-Aimi, Sereikhuoch Eng, Tsogtbayar Jadamba, HeeJung Rim, and  
Badamsukh Yadamsuren

○ **Case Analysis 2: Russia – China**

Presenters: Zoya Ionova  
Brian Zuercher

Authors: Anna Atlaskina, Manoj Hampiholi, Zoya Ionova, Irina Nichita, and Brian Zuercher

○ **Case Analysis 3: Globally Integrated Enterprise – China**

Presenters: Kishore Karki  
George Gleason

Authors: Mehret Aberra, Dzhamilya Bialinova, Jo-Hua Chu, Menderes Cirakoglu, Akwaowo Ebong,  
George Gleason, Kishore Karki, Sayantana Roy, Marufjon Temirov, and Ma. Teresita  
Trinchera

Discussant: Chandra Ranade, Virginia International University

Session B

Chair: Michael A. Williams, Stephens Law Firm, PLLC

(Francis Scott Key  
Salon B)

□ *“Security Challenges and Innovation: Management’s Dilemma”*

Clarence E. McKnight, Jr., Chairman, Community learning & Information Networking, Inc.  
August Bequai, Attorney at Law, Esq

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12:00 p.m. to 1:00 p.m.

**Lunch on Your Own**

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1:05 p.m. to 2:35 p.m.

**Concurrent Sessions**

Session A

Chair: Tito Guerrero III, Texas A&M University

- (Adams Room) □ *“Strategies for Regional Innovation: Using the Baldrige Criteria to Develop an Organizational Framework”*  
1:05 p.m. to 2:35 p.m. Robert R. Bell, Tennessee Technological University  
Curt Reimann, Tennessee Technological University  
Susan Elkins, Tennessee Technological University  
Discussant: Robert J. Vokurka, Texas A&M University-Corpus Christi
- *“Internal and External Influences on Global Manufacturers”*  
Dennis W. Krumwiede, Idaho State University  
Joanne Togle, Idaho State University  
Ann M. Hackert, Idaho State University  
Robert S. Vokurka, Texas A&M University-Corpus Christi  
Discussant: Paul L. Ewell, Bridgewater College
- *“Commercialization of the Extremely-Low Frequency Seismic Detector (ELF-SD): Collaboration Between Engineering and Business for Innovation”*  
Matthew Kokal, Virginia Military Institute  
Issac Putnam, Virginia Military Institute  
David Shedd, Virginia Military Institute  
Bradley Simpson, Virginia Military Institute  
Discussant: Dennis W. Krumwiede, Idaho State University
- Session B  
Chair: Louis R. F. Preysz III, Flagler College
- (Jackson Room) □ *“Ethics in Business: Effects of Regulatory Requirements”*  
William I. Sauser, Jr., Auburn University  
1:05 p.m. to 2:35 p.m. Discussant: Margaret S. Maguire, SUNY Oneonta
- *“Business School Innovation and Integrity Capacity”*  
Joseph Petrick, Wright State University  
Discussant: David Rylander, Texas Woman's University
- *“Teaching Ethics to Undergraduates: An Empirical Examination of Multiple Approaches”*  
H. Francis Bush, Virginia Military Institute  
Karen Gutermuth, Virginia Military Institute  
Clifford T. West, Jr., Virginia Military Institute  
Discussant: Matthew Valle, Elon University
- Session C  
Chair: Cristina E. Ciocirlan, Elizabethtown College
- (Jefferson Room) □ *“C-Change? Generation Y and the Glass Ceiling”*  
Susan P. Eisner, Ramapo College of New Jersey  
1:05 p.m. to 2:35 p.m. Mary Ellen O'Grady Harvey, Ramapo College of New Jersey  
Discussant: Judith A. Gebhardt, Marshall School of Business, University of Southern California
- *“Beyond the Tipping Point: The Role of Ethnicity in Work Place Fights”*  
Margaret A. Lucero, Texas A&M University-Corpus Christi  
Robert Allen, Park University at Lackland Air Force Base  
Amanda M. Frost, University of Iowa  
Discussant: Paula Ann Hughes, Texas Woman's University
- *“Unable to Finish the Good Fight: Reasons Why Executive Females Opt Out”*  
Albert 'Brack' Smith, Jr., Radford University  
Madalyn Arena, Radford University  
Discussant: Anita Jose, Hood College
- Session D  
Chair: S. G. 'Bud' Fletcher, Lancaster Electric

- (Lincoln Room) □ *“Adaptive Leadership Strategies for Managing in a Shifting World”*  
James R. Calvin, Johns Hopkins University
- 1:05 p.m. to 2:35 p.m. Discussant: Judith R. Hunt, East Carolina University
- *“Four Leadership Theories Addressing Contemporary Leadership Issues as the Theories Relate to the Scholarship, Practice, and Leadership Model”*  
Heidi Joy Gregory-Mina, University of Massachusetts-Boston
- Discussant: Tom Sanders, University of Montevallo
- *“Learning Who We Are Improves How We Lead: An Integrative Approach to Leadership Development”*  
Robert Jackson, United States Air Force Academy  
Mark H. Jordan, North Georgia College & State University  
Anthony Hassan, United States Air Force Academy
- Discussant: Michele Govekar, Ohio Northern University
- Session E Chair: John O. Okpara, Bloomsburg University of Pennsylvania
- (Madison Room) □ *“Student Learning Styles and Online Course Performance: An Empirical Examination of Student Success in Web-Based Management Course”*
- 1:05 p.m. to 2:35 p.m. Patrick Rogers, North Carolina A&T University
- Discussant: Amir M. Hormozi, Texas A&M University – Corpus Christi
- *“Determinants of Commercial Innovation for University Technology Transfer”*  
Kevin T. Wayne, Rivier College
- Discussant: Richard Morfopoulos, Briarcliffe College
- *“Information Technology and Electronic Information: An Ethical Dilemma”*  
Mayur Desai, Texas Southern University  
Thomas J. von der Embse, Indiana University Kokomo  
Kwadwo Ofori-Brobby, Texas Southern University
- Discussant: Shannon Jackson, Saint Leo University
- Session F Chair: Abdul Aziz, Morgan State University
- (Monroe Room) □ *“Market Orientation, Market Competences and Enterprise Performance in an Emerging Country”*
- 1:05 p.m. to 2:35 p.m. C. P. Rao, Kuwait University, Kuwait  
Adel Wugayan, Kuwait University, Kuwait
- Discussant: Lamia Abdelaziz Obay, University of Dubai, United Arab Emirates
- *“Effective Marketing--An Improvement in the Services of Health Care Units in Amman, Jordan”*  
Talal Al-Azimi, Environment Public Authority (EPA), Kuwait  
Ahmed Zamil, Philadelphia University, Jordan
- Discussant: Ehsan Salek, Virginia Wesleyan College
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- 2:35 p.m. to 3:00 p.m. **Networking Break**  
(Potomac Foyer)
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- 3:00 p.m. to 4:00 p.m. **Concurrent Sessions**
- Session A Chair: David Rylander, Texas Woman's University
- (Adams Room) □ *“Organizing for Product Innovation: A University Experience”*  
Robert R. Bell, Tennessee Technological University  
Susan A. Elkins, Tennessee Technological University  
John R. Bell, Tennessee Technological University

Discussant: Amir M. Hormozi, Texas A&M University – Corpus Christi

□ *“The Greening of Supply Chain Management: An Empirical Investigation of the Environmental Practices of the Largest Corporations in America”*

Anita Jose, Hood College

Discussant: Robert J. Vokurka, Texas A&M University-Corpus Christi

Session B

Chair: Clifford T. West, Jr., Virginia Military Institute

(Jackson Room)

3:00 p.m. to 4:00 p.m.

□ *“Quantitative Skills Employers Want vs. What the Business Curriculum Can Provide”*

Mark Tengesdal, Texas Woman's University

Adelaide Griffin, Texas Woman's University

Discussant: Larry Faulk II, Georgia College and State University

□ *“Disparate Impact in Academia: An Exploration of Potential Discrimination in Grading”*

James Arias, Georgia College and State University

Larry Faulk II, Georgia College and State University

Discussant: Stanley Ridley, Ridley & Associates, LLC

Session C

Chair: Mmuta Chukwuanu, Allen University

(Jefferson Room)

3:00 p.m. to 4:00 p.m.

□ *“High Technology Product Success: The Critical Mass Dependency”*

Joe Spencer, Anderson University

John R. Klocinski, Capella University

Discussant: Andrew Dartt, Texas Woman's University

□ *“Consumer Surfing Patterns: Implications for On-Line Business”*

Michael Monahan, Frostburg State University

Amit J. Shah, Frostburg State University

Discussant: John R. Klocinski, Capella University

Session D

Chair: Lari Arjomand, Clayton State University

(Lincoln Room)

3:00 p.m. to 4:00 p.m.

□ *“Storming into the Group Project: Innovative Responses to Negative Synergy in an Active Learning Classroom”*

Shannon Jackson, Saint Leo University

Mayes D. Mathews, Saint Leo University

Discussant: Abdul Aziz, Morgan State University

□ *“E-Learning the E-Business of the University”*

Paula Ann Hughes, Texas Woman's University

David D. Gordon, University of Dallas

James E. Skibo, Texas Woman's University

Discussant: James Stewart, Merrimack College

Session E

Chair: Susan P. Eisner, Ramapo College of New Jersey

(Madison Room)

3:00 p.m. to 4:00 p.m.

□ *“Business + Design Creating a Competitive Advantage for Future Management Leaders”*

Toni Ungaretti, Johns Hopkins University

Peter Chomowicz, Maryland Institute College of the Art

Discussant: Fred David, Francis Marion University

□ *“Leadership in the Apparel-Manufacturing Environment: An Analysis Based on the Multi-Factor Leadership Questionnaire”*

Jack McCann, Lincoln Memorial University

Discussant: James R. Calvin, Johns Hopkins University

Session F (Georgetown Salon BC)	Student Session Louis R. F. Preysz III, Flagler College, SAM VP Sam Osbourn, Flagler College Danille Warren, California State University, Fullerton
Session G (Washington Room)	Chair: Allen Kruger, Johnson & Wales University □ “ <i>The Big Five Personality Traits as Retention Factors in 9-1-1 Emergency Call Centers</i> ” Lora Reed, Eckerd College
3:00 p.m. to 4:00 p.m.	Discussant: Julia Newcomer, Texas Woman's University □ “ <i>Benefits of Automating Business Continuity and Disaster Recovery Plans</i> ” Yvette Mitchell, University of St. Thomas Discussant: Julia Newcomer, Texas Woman's University
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4:05 p.m. to 5:05 p.m.	<b>Concurrent Sessions</b>
Session A (Adams Room)	Chair: Lari Arjomand, Clayton State University □ “ <i>Employee Generated Separations: A New Attitude</i> ” John Meis, Flagler College - Tallahassee Richard Leonard, Flagler College - Tallahassee Robert Garner, Flagler College - Tallahassee Discussant: Clifford T. West, Jr., Virginia Military Institute □ “ <i>Success Seminars and Business Simulations: Innovative Training for Under-represented Groups</i> ” Patrice T. Newman, St. Joseph's College Joseph T. Newman, Briarcliffe College Paul V. Davis, Briarcliffe College Mitchell Laube, Briarcliffe College Discussant: Amit J. Shah, Frostburg State University
Session B (Jackson Room)	Chair: William I. Sauser, Jr., Auburn University □ “ <i>Conflicts of Disinterest in Academic Entrepreneurship</i> ” Kevin T. Wayne, Rivier College
4:05 p.m. to 5:05 p.m.	Discussant: Shannon Jackson, Saint Leo University □ “ <i>Virtual Negotiation: Structuring a Collective Bargaining Exercise for Distance Education Learners</i> ” Julia Newcomer, Texas Woman's University Discussant: Shannon Jackson, Saint Leo University
Session C (Jefferson Room)	Chair: Susan P. Eisner, Ramapo College of New Jersey □ “ <i>Overconfidence and Entrepreneurial Failure</i> ” Robert P. Singh, Morgan State University Abdul Aziz, Morgan State University
4:05 p.m. to 5:05 p.m.	Discussant: Michael Monahan, Frostburg State University □ “ <i>Situational Leadership and Power</i> ” Joshua Savitski, Wilkes University Discussant: Christina L. Lafferty, National Defense University
Session D	Chair: Elizabeth White Baker, Virginia Military Institute

- (Lincoln Room) □ *“American Purchases of Chinese Products: Risks and Rewards for Both Economies”*  
Andrew Dartt, Texas Woman's University  
4:05 p.m. to 5:05 p.m. Min Yu Sun, Texas Woman's University  
Discussant: Joseph Petrick, Wright State University
- *“Technological Level and Conflictive Situations in Industrial Manufacturing Process: A Study in Multinational Corporations”*  
Miguel Asomoza, Technological Institute of Reynosa, Mexico  
Discussant: Joseph Petrick, Wright State University
- Session E Chair: James E. Skibo, Texas Woman's University
- (Madison Room) □ *“Another Look at SOX”*  
Gloria M. Clark, Winston-Salem State University  
4:05 p.m. to 5:05 p.m. Awaski Ampofo, Nova Southeastern University  
Thomas Hallquest, Nova Southeastern University  
Discussant: Pamela Smith Baker, Texas Woman's University
- *“An Inter-Temporal Comparison of the Determinants of U.S. Direct Foreign Investment in Sub-Saharan Africa”*  
Kwadwo Ofori-Brobbe, Texas Southern University  
Lucy Ojode, Texas Southern University  
Mayur S. Desai, Texas Southern University  
Discussant: Gloria M. Clark, Winston-Salem State University
- Session F Student Session and Elections of Student Members to SAM Board of Directors  
(Georgetown Salon B,C) Louis R. F. Preysz III, Flagler College, SAM VP

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- 6:30 p.m. to 9:30 p.m. **Awards Banquet**  
(Potomac Ballroom)
- **Introductions**  
Moustafa H. Abdelsamad, SAM International President & CEO  
Texas A&M University-Corpus Christi
- *“Innovation at PepsiCo”*  
James A. Simms, Mid-Atlantic Region Vice President for Frito-Lay, Inc.
- **Campus Awards**  
Moustafa H. Abdelsamad, SAM International President & CEO  
Louis R. F. Preysz III, Flagler College, SAM VP
- **Announcing SAM Student Board Members for 2007/2008**
  - **Campus Chapter Performance Awards**
- **Recognizing Student Case Competition Winners**  
Moustafa H. Abdelsamad, SAM International President & CEO  
James Stewart, Merrimack College, SAM VP

*Sunday, April 6, 2008*

- 9:00 a.m. to 10:00 a.m. Conference Critique  
(Washington Room)
-