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CONGRATULATIONS!
CEO Tenure, Boards of Directors and Acquisition Performance
Bruce Walters, Louisiana Tech University
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Recipient of the 2006 McGraw-Hill/Irwin Distinguished Paper Award

CONGRATULATIONS!
Jo Ann Duffy, Sam Houston State University
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TRACK CHAIRS

Business Policy and Strategy / Public and Nonprofit Issues
Track Chair: Nan Muir Bodensteiner, University of Houston - Clear Lake

Entrepreneurship / Small Business / Management Consulting
Track Chair: Janice Black, New Mexico State University

Research Methods / Health Care Management
Track Chair: Bruce Walters, Louisiana Tech University

Organizational Behavior / Organizational Communication
Track Chair: Susan Hanlon, University of Akron

Human Resources / Careers / Gender & Diversity in Organizations
Track Chair: Alix Valenti, University of Houston - Clear Lake

Management Education & Development / Management & Organizational Cognition / Social Issues in Management
Track Chair: Nicholas Twigg, McNeese State University

Operations Management / Technology & Innovation Management
Track Chair: Frank Markham, Mesa State College

International Management / Organizational & Management Theory / Critical Management Studies
Track Chair: Jason Duan, Cameron University

Organizational Development / Conflict Management
Track Chairs: Therese Yaeger, Benedictine University
Peter Sorensen, Jr., Benedictine University

Faculty Learning and Innovation
Track Chair: Tim Peterson, Texas A&M University
1:00 p.m. – 6:30 p.m. Room 16

1:00 – 1:15pm  Welcome to the Doctoral Consortium and to the 2006 SWAM Meeting
Shawn Carraber, Past President, Southwest Academy of Management
Darla Domke-Damonte, Program Chair, Southwest Academy of Management

1:15pm – 3:15pm  Research and Requirements of Being A Faculty Member
Hints from Department Chairs
Jorge Mendoza, University of Oklahoma
M. Ronald Buckley, University of Oklahoma
John Courington, Cameron University
Finding the Balance: Research, Teaching and Service as A New Faculty Member – Hints from a tenure track faculty member
Terrence Paridon, Cameron University

3:30 – 4:30pm  Charting a Course to Becoming a Successful Senior Faculty Member
K. Michele Kacmar, University of Alabama, 2005 SWAM Outstanding Educator

4:30 – 5:00pm  Meeting with the Southwest Academy of Management Officers

5:00 – 6:30pm  Consulting and Non-Academic Uses of the Doctorate
Therese Yaeger, Benedictine University
Peter Sorensen, Benedictine University

6:30pm - ??  Dinner Out
Take this opportunity to spend some time informally visiting with SWAM officers and representatives as you take in the culinary delights of a local Oklahoma City restaurant. Cost on your own.

Please note that the Doctoral Consortium will continue on Saturday morning at 8:30 am in Ballroom B.
7:00 a.m. – 8:30 a.m.  Ballroom A

MEETING:  SWAM Officer’s Meeting
Presiding:  Jon W. Beard, Purdue University
President, Southwest Academy of Management

8:30 a.m. – 10:00 a.m.  Room 15

SESSION A

HUMAN RESOURCES/CAREERS/GENDER AND DIVERSITY IN ORGANIZATIONS (#1)
Employer Commitment: Training and Hiring Decisions

Introduction to the Track: Alix Valenti, Track Chair, University of Houston - Clear Lake

Session Chair: Nan Muir Bodensteiner, University of Houston - Clear Lake
Discussants: Debra Hunter, Troy University-Atlanta
C. Douglas Johnson, Georgia Southern University
Alix Valenti, University of Houston - Clear Lake

An Assessment of the Relative Impact of Various Factors on Transfer of Training at Different Organizational Levels
Theresa Weldy, University of South Alabama

A Training Readiness Approach to Training Effectiveness
Anju Metha, Auburn University
Nikhil Mehta, Auburn University
William Giles, Auburn University

Reneging on Employment Contracts: Insights and Lessons for Employers
Lisa Burke, Louisiana State University in Shreveport
Amy Oakes Wren, Louisiana State University in Shreveport

8:30 a.m. – 10:00 a.m.  Room 16

SESSION B (continued on next page)

ORGANIZATIONAL BEHAVIOR / ORGANIZATIONAL COMMUNICATION (#1)
Leaders: A Consideration of Types and Traits

Introduction to the Track: Susan Hanlon, Track Chair, University of Akron

Session Chair: Martin Crossland, Oklahoma State University at Tulsa
Discussant: James Logan, University of New Orleans

Leader Influence Tactics Under Conditions of External Environmental Uncertainty
Mukta Kulkarni, University of Texas at San Antonio
Dennis Duchon, University of Texas at San Antonio

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Perceptions of Leadership Traits and Affective Behaviors: The Effect on US Presidential Election Success
David Albritton, Northern Arizona University
Sharon Oswald, Auburn University

Revisiting the Needs-Based Leader Profile: The Role of Power, Achievement, Affiliation and Activity Inhibition
Younhee Kim, University of Montana
Scott Douglas, Binghamton University

8:30 a.m. – 10:00 a.m. Room 17

SESSION C
ENTREPRENEURSHIP / SMALL BUSINESS / MANAGEMENT CONSULTING (# 1)
Innovations and Traditions in Entrepreneurship and Small Business Arenas

Introduction to the Track: Janice Black, Track Chair, New Mexico State University
This initiating symposium pulls together two of our track areas and our conference theme. The initial exposure to formal academic entrepreneurship, the interaction with venture capitalists, and the relationship with the board while being a privately held firm illustrate the need to both innovate and hold fast to what has worked in the past.

Session Chair: Suzanne Clinton, Cameron University
Discussant: Karen Middleton, University of Texas - Corpus Christi

Faculty Attitudes and Perceived Fairness in Assigning Grades toward Student Risk Taking in a Testing Situation
Phil Vardeman, Abilene Christian University
Darryl L. Jinkerson, Abilene Christian University

Venture Capital and the Entrepreneur's Network
Tyge Payne, University of Texas at Arlington

What about Boards of Directors of Privately Held Firms?
Vance Fried, Oklahoma State University
SESSION D

INTERNATIONAL MANAGEMENT, ORGANIZATIONAL AND MANAGEMENT THEORY,
CRITICAL MANAGEMENT STUDIES (# 2)
Organizational and Management Theory

Introduction to the Track: Jason Duan, Track Chair, Cameron University

Chair: Aaron Kelley, Ohio University
Discussants: Paul Johnson, Oklahoma State University
Hasip Ograk, University of Texas - Pan American
Karin Klenke, Regent University

Conceptualizing Corporate Social Responsibility: Leadership Challenges and Responsibilities
Karin Klenke, Regent University

Inter-Principal Goal Conflict
Paul Johnson, Oklahoma State University

Evolution of Interorganizational Relationships: Webster's Continuum Re-visited
Hasip Ograk, University of Texas - Pan American
Michael Minor, University of Texas - Pan American

SESSION E

FACULTY LEARNING AND INNOVATION (# 1)
Applying the Principles of Andragogy (Adult Learning Theory) to the College Classroom

Introduction to the Track: Tim Peterson, Track Chair, Texas A&M University

Symposium Leaders: Larry Garner, Tarleton State University
Barbara Lyon, Tarleton State University
Claudette Peterson, Oklahoma State University

This workshop will introduce the participants to the theory of Andragogy, or how adults learn. As the students of our college classrooms are adults, Andragogy is most appropriate to understanding how our students learn and thus an appropriate framework for the design of learning experiences in our courses and classrooms. The workshop will give participants strategies for applying these principles to the design of their course and classroom learning activities.
FBD Coffee Break

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!

SESSION A

MANAGEMENT EDUCATION AND DEVELOPMENT / MANAGEMENT AND ORGANIZATIONAL COGNITION / SOCIAL ISSUES IN MANAGEMENT (# 1)
Ethics/Social Responsibility

Introduction to the Track: Nicholas Twigg, Track Chair, McNeese State University

Chair: Sandra Hartman, University of New Orleans
Discussants: Tim Peterson, Texas A & M University
Gayle Baugh, University of West Florida

Men and Women and Shifting Ethics: A Pilot Study of Gender Differences in Ethical Shift
Stan Williamson, University of Louisiana at Monroe
Robert Stevens, University of Louisiana at Monroe
Bruce Walker, University of Louisiana at Monroe
Henry Cole, University of Louisiana at Monroe

Corporate Social Performance and the Resource-Based View: A Classic Example of Win-Win
Bryan Dennis, Idaho State University
Jeffrey Houghton, Abilene Christian University
Christopher Neck, Virginia Polytechnic Institute and State University
SOUTHWEST ACADEMY OF MANAGEMENT
(SWAM)

March 2, 2006
(Thursday)

10:30 a.m. - Noon
Room 16

SESSION B

OPERATIONS MANAGEMENT, TECHNOLOGY AND INNOVATION MANAGEMENT (# 1)
Technology and Innovation Strategies

Introduction to the Track: Frank Markham, Track Chair, Mesa State College

Chair: Chi Lo Lim, Northwest Missouri State University
Discussants: Suresh Gopalan, Winston Salem State University
Terry Coalter, Northwest Missouri State University
Richard Vail, Mesa State College

Formalizing Service Profit Chain Theory by Building an Agent-Based Model
Richard Vail, Mesa State College

An Antecedent- Behavior-Consequence Model of Total Quality Management Commitment: Industry Strategy; and Managerial Determinant
Mark Brown, Bradley University
Larry Weinzimmer, Bradley University
Ross Fink, Bradley University

RFID and Its Applications
Hongwei Du, California State University - East Bay

10:30 a.m. - Noon
Room 17

SESSION C

INTERNATIONAL MANAGEMENT, ORGANIZATIONAL AND MANAGEMENT THEORY, CRITICAL MANAGEMENT STUDIES (# 1)
Let’s talk about FEMA

The purpose of this symposium is to explore the intergovernmental decision points leading up to and following the government’s response to the natural disasters created in Louisiana, Mississippi, Alabama and Texas by Hurricanes Katrina and Rita in August and September of 2005. We will focus especially on those decisions of FEMA officials and discuss FEMA in terms of a high reliability organization, one which is involved with minimizing the risks and speeding recovery time involved in such disasters. In addition to the responsibility of FEMA, we will discuss what decision points at the state and local levels of government which help to explain the perceived lack of intergovernmental capacity to provide emergency aid.

Chair: Aubree Helvey, Cameron University
Discussants: Shawn Carraher, Cameron University

Is FEMA a High Reliability Organization? The Role of Intergovernmental Policy in Disaster Preparedness
Janie R. Gregg, Mississippi University for Women
James D. Ward, Mississippi University for Women
Brian Anderson, Mississippi University for Women
Suzanne Clinton, Cameron University

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SESSION D

FACULTY LEARNING AND INNOVATION (# 2)
An Approach to Assisting Small Firms Through a College of Business

Symposium Leader: R. Henry Migliore, Oklahoma State University

The College of Business can assist small business through senior- and graduate-level class assignments and projects. This session will focus on how to develop the capstone policy course and a special problems course to make a contribution to the local business community.

SESSION E

ORGANIZATION DEVELOPMENT / CONFLICT MANAGEMENT (# 2)
Changing Dimensions of Leadership

Introduction to the Track: Therese Yaeger, Benedictine University & Peter Sorensen, Jr., Benedictine University, Track Chairs

Session Chair: Vincent Pelletiere, Aurora University

The Leadership Aesthetic
Debra Orr, Roosevelt University

Sustaining Appreciative Change: The Leader’s Role in Sustaining Appreciative Change
Sarah Malone, Benedictine University

The Conditions for and Relation of CEO Succession to Organizational Strategy
Susan Quandt, Benedictine University

Lunch Break

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!

Visit us at our Website fbds.org
1:30 p.m. – 3:00 p.m.  Room 15

SESSION A

HUMAN RESOURCES / CAREERS / GENDER AND DIVERSITY IN ORGANIZATIONS # 2
Membership in Organizations: Effect of Unequal Treatment

Chair: Alix Valenti, University of Houston Clear Lake
Discussants: Vanessa Hill, University of Louisiana Lafayette
Donald Mosley, University of South Alabama

Promoting Diversity in the Community College System of Harold Washington College

Keenan Andrews, Colorado Technical University

Minority Dropout Rates and Compensation Inequities

Jeff Snell, Eastern Illinois U

1:30 p.m. – 3:00 p.m.  Room 16

SESSION B

ORGANIZATIONAL BEHAVIOR / ORGANIZATIONAL COMMUNICATION (# 2)

Identity Issues: The Impact of Prestige, Roles and Fit

Chair: Sonya Brewster, Oklahoma State University
Discussant: Margaret White, University of Oklahoma-Tulsa

Individual Temporal Preferences, Job Temporal Dimensions, and Role Stress: A Person-Job Fit Perspective

Tejinder Billing, University of Memphis
Robert Renn, University of Memphis
Deblimalya Mukherjee, University of Memphis

Construed External Image and Organizational Identification: A Test of the Moderating Influence of Need for Esteem

Jerry Bryan Fuller, Louisiana Tech University
Laura Marler, Louisiana Tech University
Kim Hester, Arkansas State University
Len Frey, Arkansas State University
Clint Relyea, Arkansas State University

Extending the Group Engagement Model: An Examination of the Interactive Effects of Prestige, Respect, and Employee Role Identity

Jerry Bryan Fuller, Louisiana Tech University
Kim Hester, Arkansas State University
Tim Barnett, Mississippi State University
Danielle Beu, West Virginia University
Len Frey, Arkansas State University
Clint Relyea, Arkansas State University

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SESSION C

ENTREPRENEURSHIP / SMALL BUSINESS / MANAGEMENT CONSULTING (# 2)
Opportunity, Emergence and Assessment Issues in Small Businesses

Chair: Kathy Voelker, University of North Texas

When Opportunity Knocks, Is Anybody Listening?
Karen L. Middleton, Texas A&M - Corpus Christi
Kent Byus, Texas A&M - Corpus Christi

A 5-year Predictive Validation Study of a Customer Service Orientation Measure in an Entrepreneurial Information Services Organization
Shawn Carraher, Cameron University
M. Ronald Buckely, Cameron University
Jorge Mendoza, Cameron University

SESSION D

INTERNATIONAL MANAGEMENT, ORGANIZATIONAL AND MANAGEMENT THEORY, CRITICAL MANAGEMENT STUDIES (# 5)
Organizational Responses to Political Risk

Chair: John Bachelor, Cameron University
Discussants: Jay Van Wyk, Tilburg University
Aaron Kelley, Ohio University

Organization Design in Online Newsroom: Responses to Political Environmental Pressures
Aaron Kelley, Ohio University
Xiaopeng Wang, Ohio University

Political Sources of International Business Risk
Jay Van Wyk, Tilburg University

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SESSION E

FACULTY LEARNING AND INNOVATION (# 3)
New approaches for grading papers with your red pen – Your electronic red pen, that is!

Symposium Leader: Martin D. Crossland, Oklahoma State University

Do you have students submit their work to you by e-mail or in other electronic forms? Join Dr. Marty Crossland as he demonstrates some novel new ways he is using a Tablet PC to annotate and grade all the homework, term papers, and other work his students submit to him in electronic form. See how to use multiple ink colors, highlighting, and other cool tools (all erasable, too!) to write your feedback on the piece, and return it to the student just like you would on paper, except easier! You’ll see how these techniques can be used for reviewing research papers for journals and conferences, too.

FBD Coffee Break

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!

SESSION A

HUMAN RESOURCES / CAREERS / GENDER AND DIVERSITY IN ORGANIZATIONS (# 3)
Measuring Employee Perceptions and Sensitivity

Chair: C. Douglas Johnson, Georgia Southern University
Discussants: Theresa Weldy, University of South Alabama
Shawn Carracher, Cameron University

PSE: Development and Validation of the Production Self-Efficacy Scale
Don Mosley, Jr., University of South Alabama
Scott Boyar, University of South Alabama
Charles Carson, Samford University
Allison Pearson, Mississippi State University

The Measurement of Equity Sensitivity: A Comparison of the Equity Preference Questionnaire and the Equity Sensitivity Instrument in Relation to Outcome Importance and Cultural Values
Kenneth Wheeler, University of Texas at Arlington

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SESSION B

BUSINESS POLICY AND STRATEGY / PUBLIC AND NONPROFIT ISSUES (# 1)
Competition, Aggressiveness & Explosions

Introduction to Track: Nan Muir Bodensteiner, Track Chair, University of Houston - Clear Lake

Chair: Nan Muir Bodensteiner, University of Houston - Clear Lake
Discussants: Bruce Walters, Louisiana Tech University
Mavis Sauer, University of Houston - Clear Lake
Faiza Khoja, University of Houston- Downtown

How Much Intra-Firm Competition is Good or Bad for the Organization? Managing Intra-Firm Competition with Organizations
Faiza Khoja, University of Houston- Downtown
Gary Stading, University of Houston- Downtown

Performance as a Function of Strategic Aggressiveness
Laurence Weinzimmer, Bradley University
Ross Fink, Bradley University

Quake, Rattle & Explode: A Supply Chain Network Typology Derived from the Geological Theory of Plate Techtonics
Pamela Zelbst, Sam Houston State University
Betsy Torrez, Sam Houston State University

SESSION C

ENTREPRENEURSHIP / SMALL BUSINESS / MANAGEMENT CONSULTING (# 3)
Pioneering the Entrepreneurship Field, Lessons Learned Along the Way & Insights into the Future: A Discussion among 3 Entrepreneurship Chairs

Chair: Janice A. Black, New Mexico State University
Panel Members: Duane Ireland, Texas A & M University
Lowell Busenitz, University of Oklahoma
Gregory Dess, University of Texas, Dallas

Entrepreneurship research has gained in stature over the years. This symposium is an informal question and answer session with three entrepreneurship chairs and/or former entrepreneurship chairs about research, their impact, the future directions of the field and general responses to questions from the audience.
SESSION D

ORGANIZATION DEVELOPMENT / CONFLICT MANAGEMENT (# 3)
New paths in OD: Appreciative Dialogue

Chair: Debra Orr, Benedictine University

Cancellation of the African Debt: Can the Integration of the Action Research and Appreciative Inquiry into Appreciative Action Research Inquiry
Philip Mbeta, Benedictine University

Exploring Organizational Virtues Particularly Generosity
Mark Pranaitis, Benedictine University

The Role of Appreciative Inquiry and Generative Dialogue in Transforming an Organization Experiencing a Merger and Acquisition
Vince Sperduto, Benedictine University

5:00 p.m. – 5:30 p.m.

2006 McGraw-Hill/Irwin Distinguished Paper

Session Chair: John K. (Ken) Masters, Louisiana State University in Shreveport
2005 SWAM Distinguished Reviewer

CEO Tenure, Boards of Directors and Acquisition Performance
Bruce Walters, Louisiana Tech University
Mark Kroll, Louisiana Tech University
Peter Wright, University of Memphis

5:30 p.m. – 6:30 p.m.

Meeting: Southwest Academy of Management Annual Business Meeting

Presiding: Jon W. Beard, Purdue University
2005 – 2006 President, Southwest Academy of Management

Greetings: Denise Rousseau, Carnegie Mellon University
Immediate Past President, Academy of Management

All members of the Southwest Academy of Management are invited and encouraged to attend this meeting to discuss SWAM issues of importance. New officers and other individuals who have made a contribution to the program will be introduced. Please don’t miss this meeting – as we will also be giving out a free drink ticket to the reception on Friday evening!

Visit us at our Website fbds.org
SWAM Doctoral Student Breakfast with SWAM Officers and AOM Immediate Past President Denise Rousseau

This event is open to all doctoral students participating in the SWAM meeting. Come join us for this opportunity to enjoy a light continental breakfast and discussion with SWAM officers and AOM Immediate Past President Denise Rousseau (Carnegie Mellon University).

SESSION A

HUMAN RESOURCES / CAREERS / GENDER AND DIVERSITY IN ORGANIZATIONS (# 4)
Cross-Cultural and Global Issues in HRM

Chair: Suzanne Clinton, Cameron University
Discussants: Tracey Rockett Hanft, University of Texas at Dallas
            Keenan Andrews, Colorado Technical University

Do Mentors Make a Difference in Expatriate Career Outcomes?: An Empirical Examination of Home and Host Country Mentoring
Shawn Carraher, Cameron University
Sherry Sullivan, Bowling Green State University
Madeline Crocitto, SUNY- Old Westbury

Reactions to Different Levels of Personalized, Written Performance Feedback: The Moderating Effect of Personal Orientation
Feruzan Irani, Auburn University
William Giles, Auburn University
Hubert Feild, Auburn University

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

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SESSION B

MANAGEMENT EDUCATION AND DEVELOPMENT / MANAGEMENT AND ORGANIZATIONAL COGNITION / SOCIAL ISSUES IN MANAGEMENT (# 2)

Classroom Methods in Business Ed

Session Chair:  
Tim Peterson, Texas A & M University

Discussants:  
Pat Fitzgerald, Oklahoma City University
Tim Peterson, Texas A&M University
Larry Garner, Tarleton State University

Powerful or Pointless: The Use of PowerPoint in Business Education
Karen James, Louisiana State University in Shreveport
Lisa Burke, Louisiana State University in Shreveport

Applying the Cognitive Theory of Multimedia Learning in Management Education
Lisa Burke, Louisiana State University in Shreveport

Learning to Appreciate Diversity in Work Groups: The Scavenger Hunt
Allayne Pizzolatto, Nicholls State University
Sonya Premeaux, Nicholls State University

SESSION C

FACULTY LEARNING AND INNOVATION (# 5)

What? Me teach ethics?

Symposium Leader: Charlotte Sutton, Auburn University

Quite often when the topic of teaching ethics comes up this is what we say. If you are one of these folks, come to this workshop and heard how Charlotte Sutton and a few of her colleagues go about teaching this slippery topic.

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!
SESSION D

ORGANIZATION DEVELOPMENT / CONFLICT MANAGEMENT (# 4)
The New OD: Strategic Organization Development

Symposium

Coordinator: Peter F. Sorensen, Jr., Benedictine University
Panel Members: Norman Carroll, Dominican University
Mark Pranaitis, Benedictine University
Vincent Pellettiere, Aurora University
Susan Quandt, Benedictine University
Therese Yaeger, Benedictine University

This symposium provides a look at new concepts and approaches to OD across various organizations. The session focuses specifically on the developing concept of Strategic Organization Development in terms of management succession, the use of structural interventions, and new models of change management.

10:00 a.m. – 10:30 a.m. Ballroom C

FBD Coffee Break

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!

10:30 a.m. - Noon Room 15

SESSION A

ORGANIZATIONAL BEHAVIOR / ORGANIZATIONAL COMMUNICATION (# 4)
Dear Katrina: The University of New Orleans Response

Chair: Jim Logan, University of New Orleans

This invited session will feature several stakeholders from the University of New Orleans providing their report and reflection what actually happened to them during and after Hurricane Katrina and what the future is likely to bring. Dr. Jim Logan, Associate Dean of the College of Business Administration will lead this discussion of organizational responsiveness and human experience during crisis conditions.
SESSION B

MANAGEMENT EDUCATION AND DEVELOPMENT / MANAGEMENT AND ORGANIZATIONAL COGNITION / SOCIAL ISSUES IN MANAGEMENT (#3)

Learning Issues in the Business Classroom

Session Chair: Kyle Ristig, Louisiana State University in Shreveport
Discussion: Pat Fitzgerald, Oklahoma City University
Joan Mileski, Texas A&M University, Galveston

Group and Individual Level Factors Contribute to the Success of a Team Examination
Lee Revere, University of Houston - Clear Lake
Max Elden, University of Houston - Clear Lake

The Adult Attention Span: Implications for Business Education
Lisa Burke, Louisiana State University in Shreveport
Ruth Ray, Louisiana State University in Shreveport

SESSION C

INTERNATIONAL MANAGEMENT, ORGANIZATIONAL AND MANAGEMENT THEORY, CRITICAL MANAGEMENT STUDIES (#4)

History, Culture, and Country-Specific Situation

Session Chair: Nagarajan Ramamoorthy, University of Houston-Victoria
Discussion: Norma Juma, Washburn University
Vinh Nguyen, Mississippi State University
Thongchai Srivardhana, Louisiana State University

Thailand: Southeast Asian Tiger or Historial Underachiever
Thongchai Srivardhana, Louisiana State University
John James Cater, Louisiana State University

Corporate Culture in India: A Study in Entrepreneurship
Shawn Carragher, Cameron University
Alvin Jackson, Centurion American Development Group
Samuel Lane, Lane Import

Karl Marx and the Development of Management Theory: The Influences upon Vietnamese Situation
Vinh Nguyen, Mississippi State University

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SESSION D

FACULTY LEARNING AND INNOVATION (# 6)
Crafting Effective Learning Environments for Graduate Students

Symposium Leaders: Charlotte Sutton, Auburn University
Victor Sower, Sam Houston State University
Dennis Smart, Texas State University - San Marcos
Julianna Lilly, Sam Houston State University
Jo Ann Duffy, Sam Houston State University

A group of seasoned professors will begin the symposium by reflecting on how they have crafted an effective learning environment for graduate students. Their discussions, drawn from their own experience with graduate students, are intended to spark further discussion among the attendees about the important issues affecting the quality of the graduate student’s learning experience. Dr. Jo Ann Duffy will moderate this exchange of views about effective graduate education.

12:00 p.m. – 1:30 p.m.
Lunch Break

1:30 p.m. – 3:00 p.m.
SESSION A

ENTREPRENEURSHIP / SMALL BUSINESS / MANAGEMENT CONSULTING (# 4)
Publishing Entrepreneurship and Small Business Research: A Time with Editors

Session Chair: Brent Kinghorn, New Mexico State University

Jo Ann Duffy, Journal of Business Strategies

Jane Licata, Journal of Business & Entrepreneurship

This panel of editors of journals who publish work in our area will present the current state of the field in their journals, the processes of submission, revision and publication and address questions from the audience. What a great chance to visit with and get to know current editors!
SESSION B

FACULTY LEARNING AND INNOVATION (# 7)
Scholarly Teaching or The Scholarship of Teaching?

Symposium Leader: Tim O. Peterson, Texas A&M University

Panel Presentations:

Outstanding teachers do not pose this as an either/or question. They understand why both are critical to the advancement of our profession. Join Tim Peterson, one of a select few named Master Teachers by the AACSB, as he leads a discussion about the difference between scholarly teaching and the scholarship of teaching and about how each of us needs to be involved in both.

SESSION C

ORGANIZATION DEVELOPMENT / CONFLICT MANAGEMENT (# 1)
Change Management: Emerging Issues and Perspectives

Session Chair: Peter Sorensen, Jr., Benedictine University

Assessing Change in Entrepreneurship Research
Shawn Carracher, Cameron University
Ronald Buckley, Cameron University
W.J. Mea, Cameron University

Emerging Principles of Change Management
Robert Kjar, Benedictine University

Multi-Dimensional Approach to assess an organization’s need, readiness and risk for a planned change
Vincent Pellettiere, Aurora University

Aligning Values: Self, OB&D and Business
Greg Timberlake, Timberlake Consulting
March 3, 2006
(Friday)

1:30 p.m. – 3:00 p.m. Room 18

SESSION D

AACSB International: Accreditation and Thought Leadership

Invited Speaker: Dan LeClair, Vice President and Chief Knowledge Officer, AACSB

AACSB International is the premiere accrediting association for business schools worldwide and, as a thought leader, plays a vital role in identifying emerging issues and assisting business school leaders to confront and address the challenges they face. In this provocative session, AACSB's Chief Knowledge Officer will discuss the evolution of AACSB accreditation and issues of critical importance to business faculty, such as doctoral faculty shortages, the rankings dilemma, value of management education, ethics education, and the impact of research on practice.

3:00 p.m. – 3:30 p.m. Ballroom C

FBD Coffee Break

3:30 p.m. – 5:00 p.m. Room 15

SESSION A

ORGANIZATIONAL BEHAVIOR / ORGANIZATIONAL COMMUNICATION (# 3)

Working Together: Moderators of Effectiveness

Session Chair: Teresa Weldy, University of South Alabama
Discussant: Tim Peterson, Texas A&M University

Justice-Aggression Research: Shortcomings and Future Research Directions

I.M. Jawahar, Illinois State University

Crystallization and Intensity of Norms: Development of a Multi-dimensional Instrument to Measure Prescriptive Social Norms

Troy Voelker, University of North Texas
Dwight Hite, University of North Texas
Tip M.A. Robertson, University of North Texas

Mediating Role of Strategic Choices Between Top Management Team Diversity and Firm Performance: Upper Echelons Theory Revisited

Satyanarayana Parayitam, McNeese State University
Bradley Olson, University of Lethbridge
Nicholas W. Twigg, McNeese State University
SESSION B

ENTREPRENEURSHIP / SMALL BUSINESS / MANAGEMENT CONSULTING (# 5)
Entrepreneurship, Small Business & Management Consulting: A Time with Mentors

Session Chair: Brent Kinghorn, New Mexico State University

- Optimizing Time Between Moments of Truth: The Structural Component of the Service Delivery System
  Author: Kathy Voelker, University of North Texas
  Mentor: Tyge Payne, University of Texas at Arlington

- Marketing Research as Strategy: Creating Competitive Advantage Through Focused Marketing Research
  Author: Micheal Latta, Coastal Carolina University
  Mentor: Greg Dess, University of Texas at Arlington

- Workplace Violence: Not Just for the “Big Boys”
  Authors: Suzanne Clinton, Cameron University
            Janie Gregg, Mississippi University for Women
            James Chester, Cameron University
  Mentor: Lowell Busenitz, University of Oklahoma

SESSION C

INTERNATIONAL MANAGEMENT, ORGANIZATIONAL AND MANAGEMENT THEORY, CRITICAL MANAGEMENT STUDIES (# 3)
International Managerial Issues

Session Chair: Jay Van Wyk, Tilburg University
Discussants: Norma Juma, Washburn University
            Brenda Geren, West Texas A&M University
            Somnath Lahiri, University of Memphis

Compensation Satisfaction among employees of entrepreneurial and non-entrepreneurial organizations in the Baltics and the USA
Shawn Carrarah, Cameron University
Jane Whitney Gibson, Nova Southeastern University
Ronald Buckley, University of Oklahoma

Offshore Outsourcing: How Theoretical Perspectives Can Guide Practice
Somnath Lahiri, University of Memphis

Selecting International Strategic Partner: Courtship, Marriage and Divorce…the Inevitable Path?
Norma Juma, Washburn University
Jennifer Sequeira, University of Southern Mississippi
SESSION D

FACULTY LEARNING AND INNOVATION (# 4)
Something for Everyone: Tips on Incorporating Multiple Teaching Approaches in the Classroom

Symposium Leader: K. Michele Kacmar, University of Alabama
2005 SWAM Outstanding Educator

To maximize learning, professors should present course material in a variety of ways. This session will offer an opportunity to participate actively in experiential learning while we review some of the many ways in which classroom knowledge can be imparted.

SESSION E

Evidence-Based Management: Implications for Teaching Practice

Presenter: Denise Rousseau, Carnegie Mellon University
Immediate Past President, Academy of Management

Join us for this insightful teaching seminar on evidence-based management from AOM Immediate Past President Denise Rousseau.

Meeting: Planning for the 2007 SWAM Meeting

Presiding: Larry Garner, Tarleton State University
2007 SWAM Program Chair

Please join us for this event to share ideas and formats for the 2007 meeting. Larry Garner will lead the discussion to open up innovative ideas for managing next year’s conference. All members of the Southwest Academy of Management are invited and encouraged to attend this meeting.

SOUTHWEST ACADEMY OF MANAGEMENT RECEPTION

Come join us for some unwinding and social time with friends and colleagues who you may see only a few times a year. This is your only opportunity to redeem the free drink ticket you picked up at last night’s business meeting, and if you’d like a little more after you use your ticket (and anyone else’s!), a cash bar will be available. Come enjoy some good food and camaraderie after all the dynamic sessions!
February 4, 2006

7:00 a.m. – 8:30 a.m.  
Ballroom A

**SWAM OFFICERS’ MEETING**

**Presiding:** Gayle Baugh, University of West Florida  
2006 – 2007 SWAM President

8:30 a.m. – 9:30 a.m.  
Ballroom B

**SOUTHWEST ACADEMY OF MANAGEMENT DOCTORAL CONSORTIUM**

Coffee, Picture, and Research Networking Roundtable

9:30 a.m. – 11:45 a.m.  
Room 15

**SOUTHWEST ACADEMY OF MANAGEMENT DOCTORAL CONSORTIUM**

9:30 - 10:00
*Staying Involved with SWAM ... what can you do?*

Larry Garner, Tarleton State University, 2007 SWAM Program Chair

10:15 - 11:45
*Getting Published: An Opportunity to Meet with the Editors*

Jo Ann Duffy, Sam Houston State University, Editor, Journal of Business Strategies

8:30 a.m. – 10:00 a.m.  
Room 16

**SESSION A**

**JOINT SESSION BETWEEN FACULTY LEARNING AND INNOVATION AND MANAGEMENT EDUCATION AND DEVELOPMENT (# 1)**

**Responsibility in Business Education: Grading and Skills Coverage**

Session Chair: Nicholas Twigg, McNeese State University

Discussants: Nicholas Twigg, McNeese State University  
David Van Fleet, Arizona State University

*Challenges of Implementing Broad Skills Across the Business Curriculum: Writing*

Joan Mileski, Texas A&M University at Galveston

*The Ethics of 0: The Moral Implications of Assigning a Sub-Failing Grade*

Mark Phillips, Abilene Christian University

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Visit us at our Website **fbds.org**
SESSION B

ENTREPRENEURSHIP / SMALL BUSINESS / MANAGEMENT CONSULTING (# 6)
Entrepreneurship Centers & Outreach: Examples from the Southwest

As the entrepreneurship area has grown academically, more and more universities are seeing this area as the way that they can contribute to the economic development of their communities. This is a panel of center directors from the top 100 Entrepreneurial Colleges and Universities according to Entrepreneur magazine that are located in the southwest. They will address the development of entrepreneurship centers and other outreach. Come and see what they are doing and how they have made an impact in their areas.

Session Chair: Rebecca Luce, Texas Christian University
The McGuire Entrepreneurship Program and the Karl Eller Center of the University of Arizona
Sherry Hoskinson, University of Arizona
The Murphy Enterprise Center of the University of North Texas
Eileen Resnick, University of North Texas
Wichita State University's Center for Entrepreneurship
Don Hackett, Wichita State University
The Entrepreneurship Center of the Michael F. Price College of Business of the University of Oklahoma
Jim Wheeler, University of Oklahoma

SESSION C

BUSINESS POLICY AND STRATEGY / PUBLIC AND NONPROFIT ISSUES (# 2)
Strategic Decisions: Visions, Tenure and Trust

Session Chair: Daniel Jennings, Texas A&M University
Discussants: Ralph Parrish, University of Central Oklahoma
Nan Muir Bodensteiner, University of Houston - Clear Lake

Vision Statement Word Choices in Relation to Organizational Role
William Price, University of Texas - Permian Basin

Intra- and Inter-Organizational Trust Decision-Making Strategy: A Systemic Rethinking
Kuei-Hsien Niu, University of North Texas
Patti Collect, University of North Texas
SESSION A

HUMAN RESOURCES / CAREERS / GENDER AND DIVERSITY IN ORGANIZATIONS (# 5)
Majority Influences over Minority Interests

Session Chair: Tracey Rockett Hanft, University of Texas at Dallas
Discussants: Suzanne Clinton, Cameron University

Can Organizational Dress Codes Violate Title VII? Jespersen v. Harrah’s Operating Co., Inc. and Sex-Differentiated Appearance Policies
Robert K. Robinson, University of Texas of the Permian Basin
Geralyn McClure Franklin, University of Texas of the Permian Basin
Karen Epermanis, University of Mississippi

The Giraffe Effect: A Case Analysis of Status Hierarchy in a Professional Organization
Vanessa Hill, Georgia Southern University
C. Douglas Johnson, Georgia Southern University
Anthony Barilla, University of Louisiana Lafayette

SESSION B

JOINT SESSION BETWEEN SOCIAL ISSUES IN MANAGEMENT AND TECHNOLOGY AND INNOVATION MANAGEMENT (# 1)
Managerial Innovation and Social Issues

Session Chair: Joan Mileski, Texas A&M University - Galveston
Discussants: Joan Mileski, Texas A&M University – Galveston
Chi Lo Lim, Northwest Missouri State University
Nicholas Twigg, McNeese State University

Follower propensity to commit crimes of obedience: The role of leadership beliefs
Kim Hinrichs, Minnesota State University

Joanna Cotton Mills: The Story of W.H. Regnery and His Company, Innovative Management in the 1950s
Larry Garner, Tarleton State University

Environmental Reporting of Global Corporations: A Content Analysis Based on Website Disclosures
Anita Jose, Hood College
Shang-Mei Lee, Hood College
SESSION C

ORGANIZATION DEVELOPMENT / CONFLICT MANAGEMENT (# 5)
The New OD: The Promise of International OD

Symposium
Coordinator: Therese Yaeger, Benedictine University
Panel Members: Robert Kjar, Benedictine University
Philip Mbeta, Benedictine University
Mambo Mupepi, University of Michigan Health System
Sarah Malone, Benedictine University
Vince Sperduto, Benedictine University

This symposium provides a look at concepts and issues associated with managing Organization Development processes across national boundaries. Increasing rates and scope of change have forged tremendous opportunities for international consulting work, particularly for organization development (OD) consultants, who can play significant roles in creating the futures of corporations, governments, communities, and nonprofit organizations (Dannemiller & Jacobs, 1994). Globalization, however, is changing the markets and environments in which organizations operate. New governments, new leadership, new markets, new countries and new technology are emerging and creating a new global economy (Cummings & Worley, 2005) that presents unique opportunities and challenges for business and management. The complexities of international and global management have attracted scholarly and practitioner interest as business leaders face rapidly changing political and market structures.

Session D

ENTREPRENEURSHIP / SMALL BUSINESS / MANAGEMENT CONSULTING (# 7)
Entrepreneurship with a Twist

This symposium presents work that takes the entrepreneurship venue and innovatively tweaks it. From applying entrepreneurship to novel settings or allowing the transference from unexpected sources, the three presentations are examples of innovation in our field.

Session Chair: Frances Fabian, University of North Carolina - Charlotte
Discussant: Shawn Carraher, Cameron University

Terrorism: An Entrepreneurial Perspective
Janice A. Black, New Mexico State University
Brent Kinghorn, New Mexico State University
Richard L. Oliver, New Mexico State University

Social Entrepreneurship: Current Trends, Emerging Framework
Rebecca Luce, Texas Christian University

Entrepreneurship Transfer from Developing Countries to Developed One
Mike Peng, University of Texas, Dallas