

Southwest Academy of Management

Summer 2015 Newsletter & 2016 Call for Papers

Fellow SWAM Members:

It's my pleasure to share with you our Summer 2015 issue of the SWAM Newsletter which includes the highlights of SWAM 2015 and information about our upcoming 2016 conference in Oklahoma City, OK. Many thanks to Veena Prabhu, last year's editor, for setting a new standard of excellence for the Newsletter!



Brian W. Kulik
SWAM Secretary and Newsletter Editor



Greetings from Manjula Salimath,

It is a great honor to serve as SWAM President and a privilege to work with all our members. As I reflect on the state of SWAM in 2015 I am confident that we are in a good position to continue being a valuable asset to our membership. As a voluntary organization, we rely on the extra hours devoted by our officers to provide a seamless experience at our annual conference each year. We are fortunate to have skilled and motivated people to serve on our executive board, as our track chairs, and as our conference participants and attendees.

Indeed, volunteering is the backbone of our profession. Without the voluntary work of reviewers, for example, our professional fields would find it difficult to advance or even stay in business. As such, I call upon each of you to dedicate a few hours to the service of SWAM by reviewing a paper or two.

I would also like to celebrate the successful conference in Houston. The meeting and its various special events was enjoyed by all and many hopefully left with ideas to pursue their research and teaching projects. This was the second time in our history (following the 2014 Dallas meeting) that we had a conference theme, a trend that continues for a third year in a row at the next meeting in Oklahoma City.

Please join us next year for the 43rd annual SWAM meeting. Make sure you read the Call for Papers and mark your calendars for the submission deadline. I know many of you are looking forward to the venue, which has much to offer us in terms of amenities, activities and ambience.

[Continued on Page 2](#)

Table of Contents

Manjula Salimath Greetings from our President

SWAM 2015 Award Winners!

John Davis Thanks to Houston Conference participants

Donald Baack The Value of SWAM

Robert Epstein Reports on FBD Boot Camp and SWAM 2016

SWAM 2016 Call for Papers



For further information please check out our SWAM website:
<http://swamfbd.org>

Greetings from Manjula Salimath, President (2015) (Continued)

Thanks to the vote to increase fees during our business meeting in Houston, we will be able to provide lunch as part of our conference registration. As before, members continue to receive a complimentary copy of the *Journal of Business Strategies*. We continue our valuable association with this journal.

Next month I will be hosting the semi-annual meeting of the SWAM executive board at the *Academy of Management* conference in Vancouver, BC, Canada. As a recognized AOM affiliate in good standing, we have been given space and time on their program to conduct our business and prepare for the upcoming annual SWAM meeting. Our primary task during this meeting will be to strengthen SWAM and work on the pre-conference tasks and goals, well before it is time to gather in Oklahoma City in 2016.

Hope you have participated in the recent vote regarding some proposed changes to our bylaws. Once that is closed, we will know the results and proceed accordingly. As always, do let me know if you have some good thoughts or ideas that may help move our organization forward.

Finally, I would like to draw your attention to the "Value Added" aspect of being a SWAM member. SWAM offers a congenial, convenient, and relatively inexpensive forum for your research outputs. As traveling budgets shrink, SWAM offers a great solution as the venues are usually located within drivable distance, yet it offers a competitive and high quality experience. The power of networking and having time to converse with fellow researchers (instead of seeing them from afar in a national meeting) is a priceless return on investment. As our distinguished educator Don Baack shared with me, his 20+ year involvement with SWAM was motivated by the value that it offered in terms of friendships, professional contacts and research.

Looking forward to welcoming you in Oklahoma City!

Manjula S. Salimath

President, Southwest Academy of Management

SWAM 2015 At Houston, TX



Your 2015-2016 SWAM Board of Directors



The 2015 McGraw-Hill Distinguished Paper Award

Psychological Contract Breach and Co-Worker Exclusion: The Moderating Effects of Collectivism/Individualism

Kevin S. Cruz, The University of Texas at El Paso

Thomas Z. Zagenczyk, Kristin L. Scott, & Janelle H. Cheung, Clemson University



The 2015 Southwest Academy of Management Best Reviewer Award

Janice Baldwin, The University of Texas at Arlington



2015 SWAM Outstanding Educator

M. Suzanne Clinton, The University of Central Oklahoma

John Davis, Program Chair, (2015) thanks participants for a great Houston Conference



Greetings from Abilene and the Real West!

Thank you for your good work in support of the 2015 SWAM Annual Meeting in Houston. From planning through completion, your participation made it happen. Many of you submitted papers. Others presented Professional Development Workshops. Many more functioned as Session Chairs and Discussants, helping keep everyone engaged in individual sessions. Of course, Track Chairs and Reviewers made it all possible, months before our meeting.

In particular, I want to recognize this year's award winners (see the bottom of the previous page), and the Project Management Institute for sponsoring our Thursday Luncheon for the third year in a row. Jake Williams (PMI Research Administrator) presented at the luncheon.

At a more personal level, it was – and is – always a pleasure to see so many of you and to reconnect with friends and colleagues. I welcomed two former students (and now colleagues), Emily Hammer, of West Texas A&M University, and Tim Schmidt, of Hardin-Simmons University, as first-time members and presenters this year in Houston, and I look forward to seeing them – and you – for many more years at our annual meetings. We have a good thing going in the Southwest Academy of Management; I encourage each of you to find a friend, colleague, or student and encourage him or her to participate in, submit to, and attend the 2016 meeting in Oklahoma City. When you see them there, you'll be glad you did.

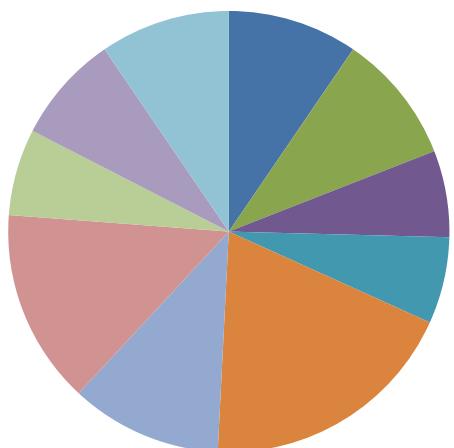
Best to you all.

John N. Davis, SWAM 2015 Program Chair

"Management as a Calling"
SWAM 2015 Conference Theme

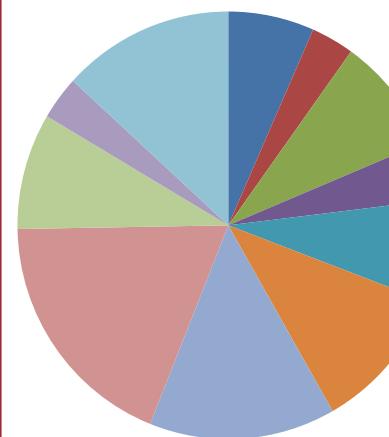


SWAM 2015 Presentations, Discussions & Workshops



- Entrepreneurship, Small Business and Innovation
- Hospitality, Health Care and Operations Management
- Human Resources and Careers
- Innovative Teaching Workshops
- Management Education and General Management
- Organizational Behavior and Leadership
- Organizational Development and Conflict Management
- Organizational Theory, Strategy and Sustainability
- Professional Development Workshops
- Research Pipeline
- Ethics and Corporate Social Responsibility

SWAM 2014 Presentations, Discussions & Workshops



- Entrepreneurship, Small Business and Innovation
- Hospitality, Health Care and Operations Management
- Human Resources, Careers and Diversity
- Innovative Teaching Workshops
- Management Education and General Management
- Organizational Behavior and Leadership
- Organizational Development and Conflict Management
- Organizational Theory, Strategy and International Business
- Professional Development Workshops
- Research Pipeline
- Social Issues, Ethics and Corporate Social Responsibility

From the SWAM 2016 Conference

"One of our noteworthy sessions was the 'Recognition of SWAM Award Winners', and I had the privilege of recognizing our 2014 Outstanding Educators, Dr. Don Baack. I asked him if he would be willing to share his speech with our membership, especially his thoughts on the unique value that SWAM brings. Below is an extract of his speech."

- Manjula S. Salimath, SWAM President



Excerpt from "The Unique Value of SWAM"

2015 Outstanding Educator Award Acceptance Speech
Donald Baack, Pittsburg State University

I believe that the SWAM organization contributes great value in many very unique ways. For openers, there is the socialization aspect. I have made many longtime friends and enjoyed more great times that I will ever be able to count, just by attending the convention each year.

These small regional conferences are different than the larger national or international gatherings. You see the same faces and interact with many of the same people for years. Nothing can be more satisfying than that.

Second, you can't ignore the collaboration aspect. I have been part of more than one paper session that spurred an idea about something – from a special colloquium to research projects to other more off-the-wall activities. Remember, I brought a whole choir to the conference.

Third, there is the opportunity to achieve things that I definitely would not have attained at the national level. I've won a couple of best paper awards at SWFAD, I was elected as President, and I've gotten a couple of other honors. Many of my fellow members of SWAM have been recognized for items as unique as best reviewer. And further, as President, you get to meet the President or some other influential member of the national academy. For me, this gave me the chance to interact with Rick Mowday, who was a great help in some aspects of my career. Regional meetings such as the Southwest Academy of Management conference offer opportunities for many to enjoy such rewarding experiences.

Fourth, SWAM has sent me to many entertaining and enjoyable cities beyond the big four, including Oklahoma City, St. Louis, Albuquerque, and others. The extended stay makes it possible to enjoy some of the local flavor with friends. The memories that you derive can be invaluable. I remember, for example, walking through Dealy Plaza, where President Kennedy was assassinated, for the first time, with a group of SWFAD peers. That moment made a huge impression.

And finally, participation in SWAM is easy. The trips are quick and manageable, even for a fellow who lives in Joplin, Missouri. You escape to warmer climates and receive a quick mental vacation from the day-to-day existence of an on-campus college professor.

SWAM and other regional organizations contribute great value. We should never forget that. We are losing something special if these groups go away.

Let me wrap this up by saying "thank you." Thank you for recognizing me last year as an Outstanding Scholar. Thank you for including me in so many memorable, exciting, and enriching experiences. Thank you for helping me meet and make friends with so many wonderful people. Thank you, Southwest Academy of Management, for being such a great part of my personal and professional life.

"My experience at the doctoral consortium at SWAM was excellent. I really enjoyed having the opportunity to meet other doctoral students from different schools and having the chance to exchange experiences with them. The panel of speakers was excellent and I enjoyed the opportunity to gain insight from those who have been in the field. I am glad to have been able to participate and definitely learned some new things that will help me in my career.

- Michele Medina, Doctoral Consortium Participant



Robert Epstein, Program Chair (2016) participates in FBD Boot Camp



On June 13 and 14, I attended along with other program chairs the Federation of Business Disciplines (FBD) Boot Camp in Oklahoma City and I want to share some of the observations and ideas learned. The purpose of the FBD Boot Camp is to help program chairs with organizing their association's program and to get a look at the conference facilities.

The SWAM 2016 Conference will be in the Renaissance Oklahoma City Convention Hotel & Spa, which adjoins the Cox Convention Center. This facility is adjacent to many fabulous restaurants and tourist sites with Bricktown on the east and downtown/midtown on the west. You can also go north to Automobile Alley. All of this is within several blocks, easy walking distance! (If you'd like, stay in OKC for the rest of spring break and see games for the first and second rounds of the NCAA Division 1 Men's Basketball Championship.) Oklahoma City has dramatically changed over the past ten years; it has even dramatically changed from just five years ago. For example, you might want to check out the nearby Boat-house District <http://boathousedistrict.org/welcome/>.

We found out that most things will be 15-25% cheaper than Houston. Room rates start at \$145 for a single or double and includes Internet access. Self-parking can be had for \$10/day. Best yet, SWAM will be able to purchase more food for our functions.



FBD is encouraging and we are responding with a poster session this year. Encourage your students to apply. A project management track has also been added.

Speaking of students, encourage your graduate students to attend the doctoral consortium and to apply for stipends. Their experience will be helpful and frequently leads to lifelong SWAM participation.



Once again, McGraw-Hill will be sponsoring the Outstanding Educator and Distinguished Paper winners. It is expected that the Outstanding Educator and one author for each winning paper show up to receive the award and a free dinner for themselves and guest at the FBD Awards Dinner. Candidates for Distinguished Paper consideration need to have complete papers submitted by September 30.

Your officers and FBD are working hard to make the 2016 SWAM conference absolutely terrific. I hope you'll join us.

Call for Papers: 2016 Southwest Academy of Management Conference

I am happy to serve as your program chair for the 58th Southwest Academy of Management Conference in Oklahoma City. The theme of the conference is "Things Ain't What They Use to Be," a statement by Oklahoman Will Rodgers that reflects the history of SWAM.

I welcome you to submit your research papers, ideas for innovative panels, posters, symposia, and workshops. The call for papers is available online and is posted on the SWAM website (<http://www.swamfbd.org>) and the FBD website (<http://www.fbdonline.org>). Please share the call with your colleagues and co-authors and encourage them to submit their papers. The submission site opens August 15, so please polish up your works in progress so they are ready for submission. I look forward to a great program.

CALL FOR PAPERS
58th Annual Conference
SOUTHWEST ACADEMY OF MANAGEMENT
(In conjunction with the Federation of Business Disciplines)

Renaissance Oklahoma City Convention Center Hotel & Spa
Oklahoma City, OK
March 9-12, 2016

Submission Deadline: September 30th, 2015

Theme: Things ain't what they used to be.
– Will Rogers

The Southwest Academy of Management is pleased to announce a call for papers for the 58th Annual Conference in Oklahoma City, Oklahoma. The theme of the conference is “Things ain’t what they used to be.” We invite your scholarly contributions in the form of papers, posters, symposia, panels and workshops to advance reflections and understanding of our calling and vocation.

If one looks back 58 years to 1958, how has the field of management changed? Here are some observations. During the history of our association and in the field, the focus of teaching and research has changed from simple principles and theories to specific propositions contingent on situational variables. The classroom has become more integrated with computer support and applied pedagogy. Incited by statistical programs on faster computers, many have used data mining to assist theory building from pilot-size to big data. The workforce has changed, becoming more diverse. In the academy, 38% of doctoral degrees in business are conferred on women; 30.6% of all business professors are women but only 19.3% are full professors, according to AACSB (2014). While not yet adequate, this has changed from 1958 when female business professor were rare. In the U.S., workers have become knowledge workers, technology has mostly replaced manual labor, legislation has cultivated the HR profession, and global concerns are real, including labor and cyberterrorism issues. Examples of ethical violations fill textbooks. Things ain’t what they used to be. Perhaps you have some additional observations. What does this mean for the future of management teaching and research? Papers addressing these changes are welcome this year at our conference.

One new track this year is Project Management due to our continued interest and success with our Project Management luncheon. Be sure to tell those interested in this opportunity.

We will also be accepting poster presentations by students or faculty/student co-authors. Poster sessions have become a significant communication style for presenting research projects, recently completed work, highly relevant results of work in progress, presentation of data, or speculative or innovative work in all areas. Posters offer the opportunity to have substantive discussions with interested colleagues. The audience circulates among the posters, stopping to discuss papers of particular interest to them. Visitors to poster sessions see and hear more presentations than in the equivalent time dedicated to presented papers; moreover, the opportunity for close conversation between presenter and visitor is one of the most important ways that information can be shared. This is a great opportunity for students to get feedback from scholars (for submission details, please see pg. 2).

Innovative Workshops, Panels and Symposia related to management theory, empirics, practice, and teaching are also invited. Submissions are double-blind reviewed, and accepted papers may be published in the proceedings. Work in progress may also be submitted to the Research Pipeline where authors will get individual attention from assigned mentors to develop their papers. A Doctoral Student Consortium is held, and we offer limited financial support to select participants who have accepted papers in the conference.

Awards and Publications

The Southwest Academy of Management is affiliated with the Academy of Management as well as the *Journal of Business Strategies*, which publishes papers from all business-related fields. Any submitted paper may be considered for the SWAM Proceedings or the *Journal of Business Strategies*.

The Irwin/McGraw-Hill Distinguished Paper Award, given to the overall best paper in the conference, will allow these authors to work with special reviewers to prepare the paper for publication in the *Journal of Business Strategies*. Recognition is also made of Best Papers and Outstanding Reviewers in each track.

Submission Deadline: The submission deadline is **September 30, 2015**.

Submit at www.swamfdb.org; submission site opens August 15, 2015.

POLICIES AND INSTRUCTIONS FOR SUBMISSIONS

Papers

1. Competitive papers should be typed, double-spaced, and typically not more than 20 pages in length, exclusive of references and tables.
2. The title page should include the name, affiliation, address, and telephone number of all authors.
3. The main body of the paper should have a title page with a 150-word abstract, but not the authors' names. Papers will be double-blind reviewed.
4. Papers should not have been previously published or presented. At least one author for each accepted paper will be expected to register for the conference and personally appear to present the paper.

Posters

1. A poster presentation submission should have a title page that includes the name, affiliation, address, and telephone number of all authors. It should also have a title page with a 250-word abstract, but not the authors' names. Posters will be double-blind reviewed.
2. A poster presentation should be original and not presented elsewhere or be a summary of a published paper. At least one author for each accepted poster presentation will be expected to register for the conference and personally appear to present the poster.
3. If accepted, you will be expected to prepare and display a poster up to 45" in width and 45" in length.

For All Submissions (Papers and Posters)

1. Submissions are limited to a maximum of three per individual author. A submission may be submitted to only one track.
2. SWAM subscribes to the ethical standards of the Academy of Management.
3. It is the policy of the Southwest Academy of Management to be given first and full credit for all material presented at its conferences. The Southwest Academy of Management will reject a submission that is under review or is scheduled to be presented at another conference.
4. Proposals for symposiums or other innovative session formats should be as detailed as possible in order to enhance the reviewers' ability to evaluate the proposal. Indicate all session participants, their roles, and provide evidence of willingness to participate and attend.

Policies and Instructions for Professional Development Workshop (PDW) Submissions and Innovative Teaching Workshop Submissions

1. The title page should include name, affiliation, address, and telephone number of all of the individual(s) submitting the proposal and an abstract of 100 words or less. (The title page will be removed from the rest of the submission in order to facilitate a blind review of the proposal.)
2. The main body of the proposal should include the abstract, identification of target audience, proposed format (see details of format below), required technology, a statement of the value-added, and description of the expertise of the presenters in alphabetical order.

TRACKS AND CHAIRS

Papers, poster abstract submissions, and workshops should be submitted at www.swamfdb.org to the following tracks:

Entrepreneurship / Small Business / Innovation

Chair: Gregory Tapis, Augustana College, GregoryTapis@augustana.edu

Ethics / Corporate Social Responsibility

Co-Chairs: Ethan Waples, University of Central Oklahoma, EWaples@uco.edu

Uday Shinde, Colorado Mesa University, UShinde@coloradomesa.edu

General Management / Management Education

Co-Chairs: Brian Kulik, Hawaii Pacific University, BKulik@hpu.edu

Meghan Wright, Texas Wesleyan University, mcwright99@txwes.edu

Human Resources / Careers / Gender Diversity

Co-Chairs: Alix Valenti, University of Houston - Clear Lake, Valenti@uhcl.edu

Amanda Hinojosa, University of Houston - Clear Lake, HinojosaA@uhcl.edu

Organizational Behavior and Leadership

Co-Chairs: Deborah Colwill, Trinity Evangelical Divinity School, DColwill@tiu.edu

Kanu Priya, Western Illinois University – Quad Cities, K-Priya@wiu.edu

Organizational Development / Conflict Management

Co-Chairs: Peter Sorensen, Benedictine University, PSorensen@ben.edu

Therese Yaeger, Benedictine University, TYaeger@ben.edu

Organizational Theory / Strategy / Sustainability

Co-Chairs: David Epstein, University of Houston, EpsteinD@uhd.edu

Faiza Khoja, University of Houston – Downtown, KhojaFai@uhd.edu

Marcia Hardy, Northwestern State University of Louisiana, HardyM@nsula.edu

Project Management

Co-Chairs: D. Adrian Doss, The University of West Alabama, Livingston, adoss@uwa.edu

Veena P. Prabhu, California State University, Los Angeles, vprabhu@calstatela.edu

Innovative Teaching Workshops

Chair: Nancy Kucinski, Hardin-Simmons University, Kucinski@hsutx.edu

Professional Development Workshops

Co-Chairs: Lee Tyner, University of Central Oklahoma, LTyner@uco.edu

Suzanne Clinton, University of Central Oklahoma, MClinton1@uco.edu

Research Pipeline

Chair: Guclu Atinc, Texas A&M University-Commerce, Guclu.Atinc@tamuc.edu

Submission Deadline is September 30, 2015.

Submit at www.swamfdb.org; submission site opens August 15, 2015.

For more information, questions, or to volunteer please contact:

Robert H. Epstein, Program Chair, Southwest Academy of Management

College of Business, University of Central Oklahoma, 100 N. University Drive, Box 103, Edmond, OK 73034

REpstein@uco.edu

405-974-5678