2010-2011 OFFICERS

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CONGRATULATIONS!

Recipient of the 2011 McGraw-Hill/Irwin Distinguished Paper Award

David M. Gomulya, University of Washington

Recipient of the 2011 Federation of Business Disciplines Outstanding Educator Award

Tim O. Peterson, North Dakota State University

Recipient of the 2011 Southwest Academy of Management Best Reviewer Award

Deli Yang, Trinity University

2010-2011 TRACK CHAIRS

Strategy / Public & Nonprofit / James Langabeer, University of Texas - Houston Health Care Management

Entrepreneurship & Small Business Manjula Salimath, University of North Texas

Organizational Behavior John N. Davis, Hardin-Simmons University

Tim B. Chandler, Hardin-Simmons University

Human Resources / Careers / S. Gayle Baugh, University of West Florida

Gender & Diversity

International / Organizational Karen L. Middleton, Texas A&M – Corpus Christi

Theory / Social Issues

General Management / Technology / Frank Markham, Mesa State College

Management Education

Organizational Development / Therese Yaeger, Benedictine University
Conflict Management Peter Sorensen, Benedictine University

Professional Development Workshops Shawn M. Carraher, Minot State University

Developmental Papers Sherry E. Sullivan, Bowling Green State University

March 9, 2011 (Wednesday)

1:30 p.m. –3:00 p.m. Arboretum 2

TRACK TITLE PROFESSIONAL DEVELOPMENT WORKSHOP

SESSION A Avoiding 'Shovelware' in Hybrid Courses

Workshop Leader: Cynthia Holubik, Wayland Baptist University

Shovelware is a derogatory term that describes the practice of "shoveling" course content from classroom mode into hybrid format (a combination of classroom and online delivery) without proper adaptation. The unsatisfactory outcome has implications for learning effectiveness and student retention. This workshop will cover current trends, basic design principles, best practices, and tool selection. Participants are invited to bring a specific instructional design issue for open discussion and problem resolution.

1:30 p.m. –3:00 p.m. Arboretum 3/4

TRACK TITLE ORGANIZATIONAL DEVELOPMENT / CONFLICT MANAGEMENT

SESSION B Cultural Change Considerations to Recover, Rebuild, & Renew

Session Chair: Philip Anderson, Benedictine University

Panelists: Ron Fisher, Argonne National Laboratory

Laura Froehlich, Nationwide Insurance

John Grant, General Motors

Neelima Paranjpey, Chicago Transit Authority

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!

March 9, 2011 (Wednesday)

1:30 p.m. – 2:15 p.m. Arboretum 5

TRACK TITLE DEVELOPMENTAL PAPERS

SESSION C Mentoring Session (By invitation only)

Track Chair: Sherry E. Sullivan, Bowling Green State University

Mentors: Shawn M. Carraher, Minot State University

Pamela J. Zelbst, Sam Houston State University Stephen V. Horner, Arkansas State University Sherry E. Sullivan, Bowling Green State University Aneika Simmons, Sam Houston State University James W. Bishop, New Mexico State University

Acculturation and Usage of Banking Services among Hispanic Immigrants in the United States

Leonel Prieto, Texas A&M International University Tagi Sagafi-Nejad, Texas A&M International University Balaji Janamanchi, Texas A&M International University

Corporate Illegal Behavior as an Unanticipated Consequence of Philanthropy Rebecca Wyland, University of Wisconsin – Milwaukee Michael Freimark, Southern Illinois University – Carbondale Matthias Bollmus, University of Wisconsin – Milwaukee Eric Hedrich, KPW Management, Inc

Examining Job Design for an Organizational Impression Management Perspective T. M. Penn, Tulane University

Enhancing Workplace Spirituality Through Emotional Intelligence
Peerayuth Charoensukmongkol, Texas A&M International University
Jose Luis Daniel, Texas A&M International University

Creating the Context for Innovation: Identifying the Building Blocks for Innovative Growth Trent Williams, Deloitte Consulting

Process Innovation, Product Innovation, and Organizational Performance Mengge (Michael) Li, University of Houston

March 9, 2011 (Wednesday)

2:15 p.m. –3:00 p.m. Arboretum 5

TRACK TITLE SPECIAL SESSION

SESSION D Insights from the Editor

Presenter: Michael Hitt, Texas A&M University

Enhance your ability to publish with insights from an established scholar and journal editor. Mike is a former editor of the *Academy of Management Journal* and is the current co-editor of the *Strategic Entrepreneurship Journal*. He is a Fellow in the Academy of Management and a former President of the Academy of Management.

3:30 p.m. –5:00 p.m. Arboretum 2

TRACK TITLE PROFESSIONAL DEVELOPMENT WORKSHOPS

SESSION A Transferring Knowledge Across Contexts: Embedding Critical

Thinking in Core Business Classes

Workshop Leader: Janice A. Black, Coastal Carolina University

Target Audience: Faculty interested in learning how to help students develop higher

order thinking skills; faculty in charge of program assessment may be interested in linking critical thinking processes across core classes.

3:30 p.m. –5:00 p.m. Arboretum 3/4

TRACK TITLE ORGANIZATIONAL DEVELOPMENT / CONFLICT MANAGEMENT

SESSION B Leveraging Leadership for Positive Organizational Change

Session Chair: Therese Yaeger, Benedictine University

Panelists: Bill Doucette, NES Rental Holdings

Lachlan Whatley, Benedictine University

Nicole Lockett, Metroplex, Inc.

Kathy Schroeder, Astellas, North America

March 9, 2011 (Wednesday)

3:30 p.m. –4:15 p.m. Arboretum 5

TRACK TITLE DEVELOPMENTAL PAPERS

SESSION C Mentoring Session (By invitation only)

Track Chair: Sherry E. Sullivan, Bowling Green State University

Mentors: S. Gayle Baugh, University of West Florida

Kimberly Boal, Texas Tech University Juliana Lilly, Sam Houston State University Sherry E. Sullivan, Bowling Green State University Tim O. Peterson, North Dakota State University

Personality and Empowerment: Trait Activation in Moderation of Empowerment **Jeffrey Muldoon,** Louisiana State University

Constructive Discharge and Risk Taking: Reducing Incidences by Framing Job Resignations

James Bost, University of Central Oklahoma Lee Tyner, University of Central Oklahoma

Jennifer Barger Johnson, University of Central Oklahoma

Excelling in the BSG: Applying Excel as a Decision Support Tool in a Business Capstone Simulation

Frank Markham, Mesa State College Ward Huffman, Mesa State College

4:15 p.m. –5:00 p.m. Arboretum 5

TRACK TITLE SPECIAL SESSION

SESSION D Insights from the Editor

Presenter: S. Gayle Baugh, University of West Florida

Enhance your ability to publish with insights from an established scholar and journal editor. Gayle is currently the Associate Editor of *Group & Organization Management* and the co-editor of *Research in Careers*. She is a former president of SWAM and of the Gender & Diversity (GDO) Division of the Academy of Management.

March 10, 2011 (Thursday)

7:00 a.m. – 8:15 a.m. Library

SWAM OFFICERS' MEETING

Presiding: M. Suzanne Clinton, University of Central Oklahoma

President, Southwest Academy of Management

8:30 a.m. – 10:00 a.m. Arboretum 1

TRACK TITLE HUMAN RESOURCES / CAREERS / GENDER & DIVERSITY

SESSION A Ethics and the Psychological Contract in the Workplace

Session Chair: Ted Legatski II, Texas Christian University

Discussants: Brian Martinson, University of Texas – Arlington

Michael J. Urick, University of Cincinnati Hwan Woo (Howard) Lee, University of Houston

The Effect of Spirituality on the Psychological Contract: Towards the Relational

Tom W. Moore, East Tennessee State University Heather L. Moore, East Tennessee State University

Announcing Downsizing: Impact of Explanations on Perceived Psychological Contract Breach

Nita Chhinzer, University of Guelph, Canada **Florent Noel**, University of Nancy, France

Ethical Decision-Making: Group Diversity Holds the Key Sandra DeGrassi, University of Houston – Downtown Whitney Botsford Morgan, University of Houston – Downtown Sarah Singletary Walker, University of Houston – Downtown Anderson Jackson III, University of Houston – Downtown

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!

March 10, 2011 (Thursday)

8:30 a.m. – 10:00 a.m. Arboretum 2

TRACK TITLE GENERAL MANAGEMENT / TECHNOLOGY / MANAGEMENT

EDUCATION

SESSION B Management Education

Facilitator: Bethany Stai, Minot State University

A Recession of Integrity: What Don't They Know About Plagiarism?

Troy A. Voelker, University of Houston – Clear Lake **Leonard G. Love,** University of Houston – Clear Lake

Iryna Pentina, University of Toledo

Warning This Website Will Self-Destruct: Introducing Student-Professor Fit as an Alternative to Professor Rating Websites

Gabrielle McCormick, Texas A&M – Commerce

Jennifer D. Oyler, Texas A&M – Commerce

Bridging the Theory-Application Gap in Undergraduate Management Education

Kathleen W. Mays, East Texas Baptist University

Don Daake, Olivet Nazarene University

8:30 a.m. – 10:00 a.m. Arboretum 3

TRACK TITLE ORGANIZATIONAL DEVELOPMENT / CONFLICT

MANAGEMENT

SESSION C Coaching and OD Interface to Recover, Rebuild, and Renew

Organizations

Panelists: **Janet A. Kirby**, Benedictine University

Shelia Boysen, Benedictine University **Angie Keister**, Benedictine University

10:00 a.m. – 10:30 a.m. Market Place/Exhibit Hall

FBD COFFEE BREAK

Please make plans to visit the exhibits for information on the latest books and newest educational technologies. Let our exhibitors know how much we appreciate their presence and continued support!

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

March 10, 2011 (Thursday)

10:30 a.m. – Noon Arboretum 1

TRACK TITLE HUMAN RESOURCES / CAREERS / GENDER & DIVERSITY

SESSION A The Influence of Status and Professionalism on Workplace

Relationships

Session Chair: Laura Guerrero, University of Texas – El Paso

Discussants: Pamela J. Zelbst, Sam Houston State University

Lila Lenoria Carden, Houston Baptist University Nita Chhinzer, University of Guelph, Canada

Social Dominance Orientation, Directives, and the Selection of Team Members and Leaders

Aneika L. Simmons, Sam Houston State University Elizabeth E. Umphress, Texas A&M University

Status Alignment in Mentoring: The Effects of Ascribed and Position Status in Diversified Mentoring

Alexis Nicole Smith, Ramapo College of New Jersey Marla Baskerville Watkins, Northeastern University

Professional Commitment: The Key to a Better Mentor? Stephanie Maynard-Patrick, New Mexico State University

James W. Bishop, New Mexico State University

10:30 a.m. – Noon Arboretum 2

TRACK TITLE ORGANIZATIONAL BEHAVIOR
SESSION B Wisdom, Justice and Commitment
Session Chair: Charles Salter, Schreiner University

Discussant: Michael J. Urick, University of Cincinnati

What is Wisdom? A Validation and Development of a Measure

Dora Schmit, Louisiana State University
Eric W. Ligouri, Louisiana State University
Jeffrey Muldoon, Louisiana State University
Christopher P. Ligouri, Heinerick of Scotle F.

Christopher P. Ligouri, University of South Florida

The Impact of Justice Type on Organizational Citizenship Behavior: Do Outcome Favorability and Leader Behavior Matter?

Juliana Lilly, Sam Houston State University

Evaluating the "Few Alternatives" Dimension of Continuance Commitment: A Comment on Johnson, Chang, and Yang (2010)

Stephen Jaros, Southern University

March 10, 2011 (Thursday)

10:30 a.m. – Noon Arboretum 3

TRACK TITLE ORGANIZATIONAL DEVELOPMENT / CONFLICT MANAGEMENT

SESSION C Evaluating the Role of C-Suite Executives in Times of Economic

Strife and Growth

Session Chair: Ron Fisher, Argonne Laboratories

Panelists: Laura Froehlich, Nationwide Insurance

Nicole Lockett, Metroplex, Inc.

Shannon Connell, Benedictine University

1:30 p.m. – 3:00 p.m. Arboretum 1

TRACK TITLE SPECIAL SESSION

SESSION A Session with a Distinguished Executive

Speaker: Clint Severson

Organizers: Bethany Stai, Minot State University

Shawn M. Carraher, Minot State University

Clint Severson will discuss his perspectives on innovation, achievement, and management of rapidly growing businesses. He has been recognized by *Forbes* as its 2007 Entrepreneur of the Year and by the Academy of Management's Technology & Innovation Management (TIM) Division as its 2010 Outstanding Executive.

March 10, 2011 (Thursday)

1:30 p.m. – 3:00 p.m. Arboretum 2

TRACK TITLE GENERAL MANAGEMENT / TECHNOLOGY / MANAGEMENT

EDUCATION

SESSION B Change Management

Facilitator: MaryRose Hart, Rogers State University

The Leadership in Communities of Practice (CoPs): The Case of United Nations Economic Commission for Africa (UNECA)

Nima Fallah, Strasbourg University, France

Managing Change: Addressing Resistance to Workflow Automation

Charlene A. Dykman, University of St. Thomas **Charles K. Davis**, University of St. Thomas

The Impact of Information and Communications Technology Infrastructure on the Momentum of Change Sahab Sabri, University of Newcastle, Australia

Saeed Sabri-Matanagh, Charles Stuart University, Australia

1:30 p.m. – 3:00 p.m. Arboretum 3

TRACK TITLE ORGANIZATIONAL DEVELOPMENT/CONFLICT MANAGEMENT

SESSION C Renewing Our Perspectives: Teams, Conflict and Leadership

Facilitator: Therese Yaeger, Benedictine University

A Mediation Model of Task Conflict in Vertical Dyads: A Subordinate Perspective

Amy McMillan, East Carolina University **Hao Chen**, University of Texas – Dallas

Orlando C. Richard, University of Texas – Dallas **Shahid N. Bhuian**, Louisiana Tech University

Team Mental Models, Group Diversity and Intragroup Conflict

Brian Martinson, University of Texas – Arlington

OD, Transformational vs. Transforming Leadership, and Douglas McGregor

Lachlan Whatley, Benedictine University

Development of an Integrated Model of Group Dynamics Through Research and Practice Neelima Paranjpey, Benedictine University

March 10, 2011 (Thursday)

3:00 p.m. – 3:30 p.m.

Market Place/Exhibit Hall

FBD COFFEE BREAK- Sponsored by Southwestern Finance Association

Please make plans to visit the exhibits for information on the latest books and newest educational technologies. Let our exhibitors know how much we appreciate their presence and continued support!

Great Door Prize Drawings take place at 3:15 p.m. in the Exhibit Area. Must be present to win.

3:30 p.m. – 5:00 p.m. Arboretum 1

TRACK TITLE HUMAN RESOURCES / CAREERS / GENDER & DIVERSITY

SESSION A: The Intersection of Sex and Money

Session Chair: T. T. Rajan Selvarajan, University of Houston – Victoria

Discussants: Yu Peng Lin, Texas A & M University – Kingsville

Betti Birkenmeier, Louisiana State University

Stephanie Maynard-Patrick, New Mexico State University

Backlash for Asking for Money? It Depends on the Gender of the Negotiator and the Type of Position

Shanna Richards Daniels, Tulane University

Marla Baskerville Watkins, Northeastern University

Adrienne J. Colella, Tulane University

When in Rome? Understanding the Roles of Sexuality and Stereotype Threat on Women's Expressions of Sexuality and Income

Marla Baskerville Watkins, Northeastern University Alexis Nicole Smith, Ramapo College of New Jersey

Disclosure of Sexual Orientation in the Workplace: Effects of Discrimination, Gender, and Income

Witsinee Bovornusvakool, University of West Florida

Kris Ariyabuddhiphongs, Illinois State University

Susan E. Walch, University of West Florida

March 10, 2011 (Thursday)

3:30 p.m. – 5:00 p.m. Arboretum 2

TRACK TITLE ORGANIZATIONAL BEHAVIOR

SESSION B OB Theories: Past, Present and Future

Facilitator: **John N. Davis,** Hardin-Simmons University

Bridging the Gap: Client Based Projects and Academic Applications in the Advertising Curriculum

Tim B. Chandler, Hardin-Simmons University **John N. Davis**, Hardin-Simmons University

Applying Taylor's Principles to Teams: Renewing a Century-Old Theory

Stephanie S. Pane Haden, Texas A&M University - Commerce

John H. Humphreys, Texas A&M University – Commerce

Jack Cooke, Texas A&M University - Commerce

Exploring Generational Identity: A Multiparadigm Approach

Michael J. Urick, University of Cincinnati

Rebuilding Organizational Sustainability: Recovering Taiwan's Profitability and Competitiveness

Therese Yaeger, Benedictine University Chiung-Wen Yeh, Benedictine University

3:30 p.m. – 5:00 p.m. Arboretum 3

TRACK TITLE STRATEGY / PUBLIC & NONPROFIT / HEALTH CARE MANAGEMENT

SESSION C: Strategy and Governance

Facilitator: Derrick E. D'Souza, University of North Texas

Strategic Orientation as a Cultural Attribute: Operationalization and Reliability

Laurence Weinzimmer, Bradley University Eric Michel, Christopher Newport University

Jennifer Robin, Bradley University

The Influence of Board Composition on Top Management Team Industry- and Firm-Specific Human Capital in Young IPO Firms

Bruce Walters, Louisiana Tech University

Corporate Governance in Dual-Class Firms: Exploring the Effect of the Sarbanes-Oxley

Act on Ownership Structure

Hasip Ulas Ograk, The University of Louisiana - Monroe

Sinan Gokkaya, Mississippi State University

Stories and Decisions: The Role of Narrative Information in Strategic Decision Making

Philip T. Roundy, University of Texas – Austin

March 10, 2011 (Thursday)

3:30 p.m. – 5:00 p.m. Conference 5, (6th Floor)

TRACK TITLE PROFESSIONAL DEVELOPMENT WORKSHOPS

SESSION D The Junior Instructor's Dilemma: Designing Your Course and

Evaluating Your Students for the First Time

Workshop Leaders: R. M. Smith-Nelson, University of Georgia

S. A. Nelson, University of Nebraska – Lincoln

B. J. Blackford, Northwest Missouri State University

The purpose of this workshop is to engage doctoral students and junior faculty in a conversation about the process of designing a course and evaluating students, while also coping with the demands of doctoral training or meeting tenure requirements. It will cover topics such as developing a syllabus, grading and re-grading policies, rubrics, and deadline policies.

5:00 p.m. – 6:00 p.m. Arboretum 1

PLANNING MEETING FOR THE 2012 CONFERENCE

Presiding: Stephen V. Horner, Arkansas State University

Program Chair-Elect, Southwest Academy of Management

Help shape SWAM's 2012 meeting to be held in New Orleans! Join in a thoughtful exchange of ideas and creative suggestions, as we seek to continually improve the SWAM conference-going experience.

5:30 p.m. – 7:00 p.m. Market Place/Exhibit Hall

FBD Meet and Greet

Everyone is invited to attend this FBD conference-wide social event. Visit with long-time friends and make new ones as you enjoy light appetizers. A Cash Bar is available and a limited number of drink tickets will also be distributed. Stop by to relax and wind down from the day's conference activities before heading out to other association events, dinner, or the surrounding artistic activities.

March 11, 2011 (Friday)

7:30 a.m. – 12:00 p.m.

Conference 5, (6th Floor)

SOUTHWEST ACADEMY OF MANAGEMENT 2011 DOCTORAL CONSORTIUM

Presiding: **Scott Douglas**, University of Montana Immediate Past President of SWAM

8:30 a.m. – 10:00 a.m. Arboretum 1

TRACK TITLE INTERNATIONAL / ORGANIZATIONAL THEORY / SOCIAL ISSUES

SESSION A Cultural Contingencies

Facilitator: Ronald J. Salazar, University of Houston – Victoria

Country as a Moderator in the Relationship Between Work Stress, Job Satisfaction, and Intention to Turnover

Randi L Sims, Nova Southeastern University Cynthia P. Ruppel, Nova Southeastern University

Peter Zeidler, TeleTech

A Longitudinal Study of Cross-Cultural Coping During International Assignments

Roger Blakeney, University of Houston **Laura Galarza**, University of Puerto Rico

Betina Szkudlarek, Erasmus University, Netherlands

William McKnight, University of Houston

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March 11, 2011 (Friday)

8:30 a.m. – 10:00 a.m. Arboretum 2

TRACK TITLE GENERAL MANAGEMENT / TECHNOLOGY / MANAGEMENT EDUCATION

SESSION B Technology Management

Facilitator: Shawn M. Carraher, Minot State University

Impact of Timing and Product Development on R&D Alliances

David Epstein, University of Houston – Downtown

Robert T. Keller, University of Houston

Impact of RFID Technology Utilization on Organizational Agility

Pamela J. Zelbst, Sam Houston State University Kenneth W. Green, Southern Arkansas University Victor E. Sower, Sam Houston State University Roger D. Abshire, Sam Houston State University

Connecting the Missing Links: Concurrent Engineering Practices & Competitive Capabilities

Anant Ravindra Deshpande, SUNY Empire State College

8:30 a.m. – 10:00 a.m. Arboretum 3

TRACK TITLE SPECIAL SESSION

SESSION C Charitable Organizations

Facilitator: Robert Epstein, University of Central Oklahoma

Charitable Organization Donations: Which Ones and How Much?

Katerina Gabrovska, University of Central Oklahoma Robert Epstein, University of Central Oklahoma M. Suzanne Clinton, University of Central Oklahoma

Thrift Shopping: A Study of Why Consumers Go Thrift Shopping

Francesca Reis, University of Central Oklahoma Robert Epstein, University of Central Oklahoma M. Suzanne Clinton, University of Central Oklahoma

March 11, 2011 (Friday)

10:00 a.m. - 10:30 a.m.

Market Place/Exhibit Hall

FBD Coffee Break

Please make plans to visit the exhibits for information on the latest books and newest educational technologies. Let our exhibitors know how much we appreciate their presence and continued support!

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

10:30 a.m. – Noon Arboretum 1

TRACK TITLE ORGANIZATIONAL BEHAVIOR

SESSION A Leadership and Teams

Session Chair: Stephen Jaros, Southern University

Discussant: John N. Davis, Hardin-Simmons University

Transformational Leadership, Personality, and the Apparent Holographic Constructs of Implicit Leadership in a Virtual Environment

Charles Salter, Schreiner University

Mark Green, Our Lady of the Lake University

Phyllis A. Duncan, Our Lady of the Lake University

Anne Berre, Schreiner University

Charles Torti, Schreiner University

Pete Huey, Schreiner University

The Impact of Opinion Leader-Member Exchange and Idealized Influence on Organizational Identification and Perceived Organizational Support

Steven C. Brown, Columbus State University

I-Chun Lisa Chen, Yuanpei University, Taiwan

Edward O'Donnell, Columbus State University

Tobias Huning, Columbus State University

What Do You Know? Knowledge Heterogeneity and Team Performance in an Asian Economy

Fu-Sheng Tsai, Cheng Shui University, Taiwan

Shih-Chieh Fang, National Cheng Kung University, Taiwan

Julia L. Lin, I-Shou University, Taiwan

S. Gayle Baugh, University of West Florida

March 11, 2011 (Friday)

10:30 a.m. – Noon Arboretum 2

TRACK TITLE STRATEGY / PUBLIC & NONPROFIT / HEALTH CARE MANAGEMENT

SESSION B Healthcare and Non-Profit Management

Facilitator: Agustina A. Cavazos-Garza, Texas A&M International University

Stimulus or Bureaucratic Quagmire? Managing American Recovery and Reinvestment Funds in Academia

Karla Peterson, East Central University

The Use of Six Sigma in Healthcare Management: Are We Using It to Its Full Potential?

Jami DelliFraine, University of Texas – Houston James Langabeer, University of Texas – Houston Deirdre McCaughey, University of Texas – Houston

Generational Differences in Healthcare Employee Voluntary Turnover: One Retention Strategy Doesn't Fit All

Benjamin B. Dunford, Purdue University

10:30 a.m. – Noon Arboretum 3

TRACK TITLE SPECIAL SESSION

SESSION C International Human Resource Management: Trends and Challenges

Facilitator: Veena P. Prabhu, California State University – Los Angeles

Technology may shrink distances but it is no substitute for the human element. For example, technology may permit us to establish a video conference between U.S. and Japanese executives but it cannot adjust for the culture differences between them. In a borderless world, managing your human capital can be both challenging and rewarding. Learn more about International Human Resource Management (IHRM) in an interactive, fun-filled session. It will start will a brief background on IHRM, then shift to IHRM trends and challenges, concluding with a discussion of IHRM's future.

March 11, 2011 (Friday)

1:30 p.m. – 3:00 p.m. Arboretum 1

TRACK TITLE HUMAN RESOURCES / CAREERS / GENDER & DIVERSITY

SESSION A Update on Traditional HR Topics

Session Chair: Lee Tyner, University of Central Oklahoma

Discussants: Lei Lai, Tulane University

Stephen V. Horner, Arkansas State University

Putting Their Best Foot Forward: Applicant Personality and Impression Management in the Interview

Adam C. Stoverink, Texas A&M University T. Brad Harris, Texas A&M University Brian W. Swider, Texas A&M University Murray R. Barrick, Texas A&M University

The Current State of Training Transference: Toward a Model of Generalization and Maintenance **Kevin Hurt**, University of Texas – Pan American

What Drives Employee Stock Option Programs? Safeguarding Human Capital and Recruiting Wanted Skills

Yu Peng Lin, Texas A&M University – Kingsville

1:30 p.m. - 3:00 p.m. Arboretum 2

TRACK TITLE STRATEGY / PUBLIC & NONPROFIT / HEALTH CARE MANAGEMENT

SESSION B Social and Resource-Based Theories in Management

Facilitator: **Jami DelliFraine**, University of Texas – Houston

Influence of External Power Relationships on Absorptive Capacity: A Resource Dependence Perspective **Josh Daspit**, University of North Texas

Group Polarization in Board Decisions about CEO Compensation

David H. Zhu, Arizona State University

Social-Contact Induced Favorability and the Selection of New Directors

David H. Zhu, Arizona State University

James D. Westphal, University of Michigan

A New Approach: Formal and Informal Intra-Unit Relationship

Faiza M. Khoja, University of Houston – Downtown

March 11, 2011 (Friday)

1:30 p.m. – 3:00 p.m. Arboretum 3

TRACK TITLE INTERNATIONAL / ORGANIZATIONAL THEORY / SOCIAL ISSUES

SESSION C Managing Ethics in a Changing World

Session Chair: Deli Yang, Trinity University

Discussant: Rachel Sturm, University of Houston

Transformational Leadership and Union Citizenship Behavior

James Richard Swindell, Indiana Tech University

The Configuration and Capabilities of Private Virtual Worlds in Organizational Settings

Derrick E. D'Souza, University of North Texas

Yunfei Du, University of North Texas **Jessica Li**, University of North Texas

1:30 p.m. – 3:00 p.m. Conference 1, (6th Floor)

TRACK TITLE SPECIAL SESSION

SESSION D Fostering Creativity in Non-Creative Positions: Strategies, Pitfalls,

and Progress

Presenters: Ethan P. Waples, University of Central Oklahoma

Holly K. Osburn, University of Central Oklahoma M. Suzanne Clinton, University of Central Oklahoma Harry "Trip" Knoche, University of Central Oklahoma

Lee Tyner, University of Central Oklahoma

Many companies are finding that they must foster creativity in even routine positions to remain competitive. Everyday creativity found in routine jobs has been called "garden variety" creativity, where employees approach even typical problems with a bent toward novel solutions. How managers and leaders can encourage such creativity at all levels and in all position is the focus of this session. The symposium will address 1) how leaders can create a climate that promotes garden variety creativity through monitoring and performance feedback, 2) how HR can encourage garden variety creativity through performance management, 3) how leaders can use political tactics and networking in order to champion creative ideas, and 4) how organizations can strategically manage creative efforts.

March 11, 2011 (Friday)

3:00 p.m. - 3:30 p.m.

3:30 p.m. - 5:00 p.m.

TRACK TITLE

Market Place/Exhibit Hall

Arboretum 1

FBD Coffee Break

Please make plans to visit the exhibits for information on the latest books and newest educational technologies. Let our exhibitors know how much we appreciate their presence and continued support!

Great Door Prize Drawings take place at 3:15 p.m. in the Exhibit Area. Must be present to win.

SESSION A Recognition of the SWAM 2011 Award Winners

Presiding: Larry Garner, Texas A&M – Central Texas

Past President, Southwest Academy of Management

Discussant: Karen L. Middleton, Texas A&M – Corpus Christi

SPECIAL SESSION

2011 FBD OUTSTANDING EDUCATOR AWARD

Tim O. Peterson, North Dakota State University

BEST REVIEWER

Deli Yang, Trinity University

2011 Mc-Graw-Hill/Irwin DISTINGUISHED PAPER AWARD

Don't Blame Me: The Effects of CEO Power, Board Affiliation, and Sarbanes-Oxley on CEO Turnover Following Financial Misrepresentation David M. Gomulya, University of Washington

3:30 p.m. - 5:00 p.m. Arboretum 2

TRACK TITLE ORGANIZATIONAL DEVELOPMENT / CONFLICT MANAGEMENT

SESSION B OD as a Tool in the Non-Profit Sector as Organizations

Adapt and Grow into the Post Downturn Era

Session Chair: **Janet Kirby**, Benedictine University

Panelists: Carmen Armstrong, Benedictine University – Springfield

Frank Houston, Benedictine University – Springfield Dynetta Cole, Benedictine University – Springfield

Mary Bridget Hunter, Benedictine University - Springfield

March 11, 2011 (Friday)

3:30 p.m. – 5:00 p.m. Arboretum 3

TRACK TITLE ORGANIZATIONAL DEVELOPMENT / CONFLICT MANAGEMENT

SESSION C Developing Concepts in Leadership, Teams and Organizational

Development

Facilitator: Peter Sorensen, Benedictine University

Are Self-Esteem and Leadership Skills Missing in Girls Ageing Out of Foster Care?

Gardenia Burks, Benedictine University - Springfield

Influential Managers in the Public Sector: How Can OD Prepare Leaders in the Public Sector for Today's Diverse Working Environment

Henry Williams, Benedictine University – Springfield

Increasing Coin-In Through an Intensive Team Building Campaign Focused on Customer Service

Karla Peterson, East Central University Scout Cloud Lee, East Central University James Rauch, East Central University Karen Goodnight, University of Oklahoma

5:15 p.m. – 6:15 p.m.

Arboretum 1

SOUTHWEST ACADEMY OF MANAGEMENT ANNUAL BUSINESS MEETING

Presiding: M. Suzanne Clinton, University of Central Oklahoma 2011 President, Southwest Academy of Management

All members are encouraged to attend our annual business meeting. Each attendee receives one freedrink ticket, redeemable at the reception that follows. We look forward to seeing you there!

6:30 p.m. – 8:00 p.m. Window Box

SOUTHWEST ACADEMY OF MANAGEMENT ANNUAL RECEPTION

Unwind with friends and colleagues, over drinks and hors d'oeuvres. Redeem your free-drink ticket from the business meeting. Additional beverages may be purchased at the cash bar.

March 12, 2011 (Saturday)

7:00 a.m. – 8:15 a.m. Arboretum 5

SWAM Saturday Survivors' Breakfast

A breakfast celebration open to all SWAM members who have "survived" to the last day. Here is a last chance to network with friends and colleagues.

8:30 a.m. – 10:00 a.m. Arboretum 1

TRACK TITLE PROFESSIONAL DEVELOPMENT WORKSHOPS

SESSION A Why All the Hype About Service Learning? Creating a Project that

Brings Desired Results with Long Term Effects (Appreciative Community Partners, Motivated Students, & Student Retention)

Workshop Leader: Janie R. Gregg, University of West Alabama

Sharon H. Stipe, University of West Alabama Aliquippa D. Allen, University of West Alabama Mitzi C. Green, University of West Alabama

8:30 a.m. – 10:00 a.m. Arboretum 2

TRACK TITLE ORGANIZATIONAL DEVELOPMENT / CONFLICT MANAGEMENT

SESSION B Managing Change in an Emerging Environment Through the

Application of OD Principles

Session Chair: **Peter Sorensen**, Benedictine University

Panelists: **Bronwyn Rains**, Benedictine University – Springfield

Rebecca Ellis, Benedictine University – Springfield Barbara Ragland, Benedictine University – Springfield Bill Tarmacki, Benedictine University – Springfield Meghan Wright, Benedictine University – Springfield Leslie McKnight, Benedictine University – Springfield

March 12, 2011 (Saturday)

10:30 a.m. – Noon Arboretum 1

TRACK TITLE ENTREPRENEURSHIP & SMALL BUSINESS

SESSION A: Temporality, Franchising and Sustainability: Idiosyncratic

Antecedents of Entrepreneurship

Session Chair: Manjula Salimath, University of North Texas

Discussant: Kimberly Johnson, Auburn University – Montgomery

Understanding How Timing of Alliance Formation Affects New-Venture Survival: The Dynamics of Temporal Congruence and Contingency

David M. Gomulya, University of Washington

Franchising and Firm Performance: The Case of U.S. Restaurants

Melih Madanoglu, Florida Atlantic University Kyuho Lee, Western Carolina University

Gary J. Castrogiovanni, Florida Atlantic University

Sustainable and Efficient Organizations: The Case of Handcrafts Micro Business in Southern

San Sebastian

Jose G. Vargas-Hernandez, University of Guadalajara, Mexico

10:30 a.m. – Noon Arboretum 2

TRACK TITLE ORGANIZATIONAL DEVELOPMENT / CONFLICT MANAGEMENT

SESSION B Diversity and Global Competence to Meet Today's Challenges

Session Chair: Philip Anderson, Benedictine University

Panelists: **Judy Zaleski**, Benedictine University – Springfield

Gardenia Burks, Benedictine University – Springfield Ousama Salha, Benedictine University – Springfield Henry Williams, Benedictine University – Springfield Ame Lambert, Benedictine University – Springfield Trina Diedrich, Benedictine University – Springfield