

“Trust, Responsibility, and Business”

Draft: SAM 2003 International Business Conference Program
For Corrections Contact: moustafa@cob.tamucc.edu Telephone: 361/825-6045 Fax: 361/825-2725

Revised 3/27/2003 4:30 PM

Thursday, April 10, 2003

1:00 p.m. to 7:00 p.m. **Registration**

3:00 p.m. to 7:00 p.m. **SAM Board Meeting**
(Salon 12)

7:30 p.m. to 8:30 p.m. **Welcoming Reception**
(Salon 13 & 14)

8:30 p.m. to 9:45 p.m. **Student Orientation**
(Salon 11 & 12) Louis R. F. Preysz III, Flagler College, SAM VP
James Stewart, Merrimack College, SAM VP
(Case Competition Schedule Determined at this Meeting)

Friday, April 11, 2003

7:30 a.m. to 3:00 p.m. **Registration**

8:00 a.m. to 9:15 a.m. **“Conference Opening and Welcome”**
(Ballroom C) □ Moustafa H. Abdelsamad, Texas A&M University-Corpus Christi
SAM President & CEO and 2002 Conference Chair

□ “Dixon Ticonderoga: Making an Old Company New”
Richard F. Joyce, Dixon Vice Chairman, President, and CEO

9:30 a.m. to 5:00 p.m. **Student Case Competition Presentations as Per Schedule To Be Determined on 4/10/2003**
(Salon 16, 17, 18) Director: James Stewart, Merrimack College

9:20 a.m. to 10:20 a.m. **Concurrent Sessions**

Session A Chair: Jim Lee, Texas A&M University-Corpus Christi

(Salon 1) □ “How Can Board Members Be Empowered If They Are 'Spread Too Thin?’”
Michael N. Young, the Chinese University of Hong Kong
Ann K. Buchholtz, University of Georgia
David Ahlstrom, the Chinese University of Hong Kong
Discussant: Jim Lee, Texas A&M University-Corpus Christi

□ “Should CEOs of Publicly-held Organizations be Licensed?”
Gary L. Fischer, Madonna University
Mark L. Fischer, Madonna University
Discussant: Joseph A. Petrick, Wright State University

- Session B Chair: Amir Hormozi, Texas A&M University-Corpus Christi
- (Salon 2) □ “Model to Promote a Quality Culture in Higher Education Institutions”
 José Sánchez Gutiérrez, CUCEA Universidad de Guadalajara, México
 Discussant: Amir Hormozi, Texas A&M University-Corpus Christi
- “Why Teams Fail: Lessons Learned from Collegiate Student Teams”
 Linda Nottingham, Georgia Southern University
 Gloria Harrell-Cook, Frostburg State University
 Discussant: Sara Bliss Kiser, Alabama State University
- Session C Chair: Drew Harris, Longwood University
- (Salon 4) □ “Managing Ethical Trust toward Organizations: A Broader View of Responsibility”
 Sherry Hartman, University of Southern Mississippi
 Ronald L. Burr, University of Southern Mississippi
 Discussant: Kathleen Gurley, Fayetteville State University
- “Ethics and Corporate Responsibility: An Examination of Accounting Ethics and Gender
 Correlation: Are There Differences in the Ethical Attitudes of Men and Women?”
 Constance J. Crawford, Ramapo College of New Jersey
 Discussant: Bahaudin G. Mujtaba, Nova Southeastern University
- Session D Chair: Jane Herring Stanford, Texas A&M University-Corpus Christi
- (Salon 12) □ “The Effect of Cultural Influences on Leadership Style: A Comparative Study of Managers in
 the United States and India”
 Bonnie Garson, Reinhardt College
 Nandini Nagraj, Reinhardt College
 Discussant: Karen Faulkner Walia, Long Beach City College
- “Organizational Trust and Change”
 John A. Gould, Union College
 Discussant: Jane Herring Stanford, Texas A&M University-Corpus Christi
- Session E □ “Process Improvement of AACSB Accreditation: A Graduate School's Experience with the
 Experimental Review Process”
- (Salon 13) Craig M. McAllaster, Rollins College
 Jack W. Trifts, University of Southern Maine
- “Host Institutions Guidelines for a Successful AACSB Team Visit”
 Berkwood Farmer, Wright State University
 Moustafa H. Abdelsamad, Texas A&M University-Corpus Christi
- Session F Chair: Dariush Rezaei, Kent State University-Trumbull
- (Salon 14) □ “Bridge Over Troubled Waters: Implementation of a Program Management Office”
 Michael E. Thorn, NCCI / PMO
 Discussant: Frank A. Felder, Manhattan College
- “The Significance of Timely Delivery on Supplier Selection Decisions”
 Kristena Payne Gaylor, Jackson State University
 Discussant: Robert J. Vokurka, Texas A&M University-Corpus Christi

10:20 a.m. to 10:50 a.m. **Networking Break**

10:50: a.m. to 11:50 a.m. **Concurrent Sessions**

- Session A Chair: Almerinda Forte, St. John's University
- (Salon 1) □ “What Motivates Ethical Decision Making? Comparison of Ethical Choices among Parents, High School Students and College Students”
Kathleen Gurley, Fayetteville State University
Discussant: Velma E. McCuiston, University of Tampa
- “The Use of Student-Developed Mini-Cases as a Source for Identifying Ethical Dilemmas Created by Managers in a Business Environment”
Edward A. Johnson, University of North Florida
Discussant: Michele A. Govekar, Ohio Northern University
- Session B Chair: Bud Fletcher
- (Salon 2) □ “Creating Fraud Awareness”
Patrice L. Viton, Francis Marion University
Discussant: Bahaudin G. Mujtaba, Nova Southeastern University
- “Rebuilding Public Trust in Accounting through Enhanced Integrity Capacity”
Joseph A. Petrick, Wright State University
John F. Quinn, University of Dayton
Discussant: Patrice L. Viton, Francis Marion University
- Session C Chair: Mohamed El-Hennawi, AMI Arab Academy for Science & Technology, Egypt
- (Salon 4) □ “Stock Prices: A Pessimistic Model”
Christopher R. Zapalski, Warner Southern College
Benjamin W. Prill, Kona Café
Discussant: Paul L. Ewell, Bryant & Stratton College, Virginia Beach Campus
- “The Issuance of Stock Options and Firm Performance”
Eric Schulz, Eastern Michigan University
Discussant: Paul L. Ewell, Bryant & Stratton College, Virginia Beach Campus
- Session D Chair: Robert J. Vokurka, Texas A&M University-Corpus Christi
- (Salon 12) □ “Are Faith-Based Organizations the New 501 (C) (3) Non-Profits on the Horizon?”
Gloria Clark, Winston-Salem State University
Discussant: Paul L. Govekar, P & M Associates
- “From Faith Based to Program Based Budgeting: Church Financial Systems in Transition”
Mayes D. Mathews, Saint Leo University
Discussant: Louis R. F. Preysz III, Flagler College
- Session E Chair: Susan Eisner, Ramapo College of New Jersey
- (Salon 13) □ “The Contingent Workforce: Implications for an Employer Responsive Management Curriculum” 3020
Kanata A. Jackson, Hampton University
Discussant: Kristena Payne Gaylor, Jackson State University
- “Managing Confidentiality in an Academic Presidential Search”
Fred A. Ware, Valdosta State University
Discussant: Michael P. Lillis, Medaille College
- Session F Chair: Leatrice Freer, Pitt Community College
- (Salon 14) □ “Student Perceptions of On-Line Instruction”
Sylvia Ann Bemby, Winston-Salem State University
Discussant: Linda Nottingham, Georgia Southern University

□ “Challenges and Opportunities of the EU Expansion in Central and Eastern Europe”
Roxana Wright, Southern New Hampshire University
Eric Drouart, Southern New Hampshire University
Discussant: Sara Bliss Kiser, Alabama State University

12:00 noon to 1:30 p.m. **Luncheon & Campus Awards**
(Ballroom C) □ “How Middleton prospered”
Greg Clendenin, President & CEO, Middleton Pest Control, Inc.
□ Campus Awards, Louis R. F. Preysz III, Flagler College, SAM VP
□ Outstanding Campus Chapter Advisor Awards
□ Outstanding Regional and National SAM Student Awards

1:35 p.m. to 2:35 p.m. **Concurrent Sessions**

Session A Chair: Ruth Ann Althaus, Saint Xavier University
(Salon 1) □ “Designing Performance Appraisal Criteria for Process Managed Organizations”
Jerry W. Koehler, University of South Florida
Discussant: Anthony F. Chelte, Western New England College
□ “KNPC's Managers-Autocratic or Participative: An Assessment of the Decision Making of the Senior Management of an Organization Situated in the Middle East”
Talal F. Al-Azimi, Environment Public Authority, Kuwait
Mohammad A. Al-Sarawi, Environment Public Authority, Kuwait
Aijaz Ahmad, Environment Public Authority, Kuwait
Discussant: Nadia Shuayto, American University of Beirut, Lebanon

Session B Chair: Moustafa H. Abdelsamad, Texas A&M University-Corpus Christi
(Salon 2) □ “Sarbanes-Oxley: Impacts on Financial Transparency”
Raymond S. Kutzick, St. Thomas University
Discussant: Christopher R. Zapalski, Warner Southern College
□ “Management and Governance of Professional Services Firms: A New Form of the Agency Problem”
Kevin D. Clark, Villanova University
Jonathan P. Doh, Villanova University
Stephen A. Stumpf, Villanova University
Discussant: Frank A. Felder, Manhattan College

Session C Chair: Jack Cook, Rochester Institute of Technology
(Salon 4) □ “Information Technology Outsourcing: The Strategic Decision”
Amir Hormozi, Texas A&M University-Corpus Christi
Erin L. Hostetler, Texas A&M University-Corpus Christi
Jennifer Adams, Texas A&M University-Corpus Christi
Marina Rodriguez, Texas A&M University-Corpus Christi
Philip Varsel, Texas A&M University-Corpus Christi
Cynthia Middleton, Texas A&M University-Corpus Christi
Discussant: Michael E. Thorn, NCCI / PMO
□ “The Ethics of Employee Monitoring: What You Need to Know!”
Paula J. Raposa, University of Phoenix
Bahaudin G. Mujtaba, Nova Southeastern University
Discussant: Kathleen Gurley, Fayetteville State University

Session D Chair: Joseph A. Petrick, Wright State University

- (Salon 12) □ “A Look at the Psychology of Entrepreneurial Behavior”
 Andrea Smith-Hunter, Siena College
 Joanne Kapp, Siena College
 Virginia Yonkers, Siena College
 Discussant: Eric Schulz, Eastern Michigan University
- “Entrepreneurship in Lebanon”
 Dima Jamali, American University of Beirut
 Discussant: William A. Davig, Eastern Kentucky University
- Session E Chair: Nadia El-Aref, Alexandria University, Egypt
- (Salon 13) □ “A Study on Employee Motivation in the Retail Environment”
 Amy Munsterman, Missouri Western State College
 Discussant: Katy Peebles, Texas A&M University-Corpus Christi
- “An Analysis of the Cost-Benefit Estimation Methodology of Environmental Improvement in Developing Countries”
 Chigbo Ofong, Rust College
 Discussant: Louis R. F. Preysz III, Flagler College
- Session F Chair: Dean F. Frear, Wilkes University
- (Salon 14) □ “The Tendency of the European Union Foreign Direct Investments (FDIs), Into the Andean Community of Nations (CAN)”
 Heberto Ochoa-Morales, University of New Mexico Gallup
 Discussant: Zu Kweon Kim, Texas A&M University-Corpus Christi
- “A Functional Linkage Between Key Operations Elements and E-Commerce for Productivity and Profitability”
 Robert Mara, Masterfoods USA
 Jooh Lee, Rowan University
 Behre Habte-Giorgis, Rowan University
 Discussant: Dale Krueger, Missouri Western State College

2:40 p.m. to 3:40 p.m. **Concurrent Sessions**

- Session A Chair: Ruth Ann Althaus, Saint Xavier University
- (Salon 1) □ “E-Government Application at Local Level - An Empirical Study”
 Sanjay Paul, Georgia College and State University
 Jiaqin Yang, Georgia College and State University
 Discussant: Amir Hormozi, Texas A&M University-Corpus Christi
- “The Changing Face of Cross-Cultural Communication in the Health Care Field”
 Karen Faulkner Walia, Long Beach City College
 Discussant: Sherry Hartman, University of Southern Mississippi
- Session B Chair: Fred A. Ware, Valdosta State University
- (Salon 2) □ “Exploring Emotional Intelligence as a Means to Build Trust and Social Responsibility in Organizations”
 Joycelyn Finley-Harvey, Florida A&M University
 Discussant: Fred A. Ware, Valdosta State University
- “Gender and the Moral Reasoning of Individual Managers”
 Almerinda Forte, St. John's University
 Discussant: Eric Schulz, Eastern Michigan University

- Session C Chair: Omar Khalil, University of Massachusetts Dartmouth
- (Salon 4) □ “Internet Shopping Perceptions: Students vs. Non-Students”
Chuleeporn Changchit, Texas A&M University-Corpus Christi
Robert J. Vokurka, Texas A&M University-Corpus Christi
Discussant: Omar Khalil, University of Massachusetts Dartmouth
- “Governance Issues within E-Commerce Organizations”
James E. Skibo, University of Dallas
David Gordon, University of Dallas
Discussant: John G. Watson, St. Bonaventure University
- Session D Chair: Allen W. Frazier, Harding University
- (Salon 12) □ “Integrity and Innovation: A Case Study of Krispy Kreme's Success”
Jaime Woods, Georgia College & State University
Discussant: Michael E. Thorn, NCCI / PMO
- “Proceed with Caution” 3143
Nancy Potter, William Jewell College
Discussant: Chigbo Ofong, Rust College
- Session E Chair: Larry H. Faulk, II, Georgia College & State University
- (Salon 13) □ “A Grounded Theory of Organizational Workforce Stability: Six Practices Leading to High Trust and High Performance”
Drew Harris, Longwood University
Discussant: James R. Maxwell, State University of New York College at Buffalo
- “When Procedural Enhancements Backfire: A Context for Understanding Frustration Effects”
Michael P. Lillis, Medaille College
Frank J. Krzystofiak, University at Buffalo
Jerry M. Newman, University at Buffalo
Discussant: Kevin D. Clark, Villanova University
- Session F Chair: Ignatius Yacoub, Loma Linda University
- (Salon 14) □ “The ‘Bait and Switch’ Strategy: Value Adder or Destroyer!”
Kendrick D. Traylor, University of Phoenix
Bahaudin G. Mujtaba, Nova Southeastern University
Discussant: Nadia El-Aref, Alexandria University, Egypt
- “Visionary Leaders for Tomorrow through Holistic Leadership Development: Winning the War for Attracting and Retaining Top Talent”
Velma E. McCuiston, University of Tampa
Barbara Ross Wooldridge, University of Tampa
Discussant: Suzette M. Jelinek, Auburn University

3:40 p.m. to 4:10 p.m. **Networking Break**

4:10 p.m. to 5:40 p.m. **Concurrent Sessions**

- Session A Chair: Jane Whitney Gibson, Nova Southeastern University
- (Salon 1) □ “Strategic Human Resources Management (SHRM): A Theoretical Explanation for Diversifying the Sales Force”
Earnest Friday, Florida International University
Shawnta S. Friday, Florida A&M University

Roscoe Hightower, Jr., Florida A&M University
Discussant: Johnny Eluka, Shaw University

□ “African Americans in the Front Door and out the Back Door: Monitor Discharges”
William Slonaker, Wright State University
Ann C. Wendt, Wright State University
Scott David Williams, Wright State University
Discussant: Denise Smith, Missouri Western State University

□ “African American Women’s Fear of Success and Fear of Appearing Incompetent in Business”
Joseph Tomkiewicz, East Carolina University
Kenneth E. Bass, East Carolina University
Cheryl Vaicys, Grambling State University
Discussant: Erin L. Hostetler, Texas A&M University-Corpus Christi

Session B Chair: Paul L. Govekar, P & M Associates

(Salon 2) □ “Signing Bonus Prevalence: Myth or Reality”
Eric Schulz, Eastern Michigan University
Discussant: Henry Findley, Troy State University

□ “Employment-Based Health Insurance: Why is it So Hard to Fix?”
Ruth Ann Althaus, Saint Xavier University
Discussant: Lisa M. Hunt, Publix Supermarkets

□ “Faith-Based Initiatives: The Employment Implications”
Henry Findley, Troy State University
Earl Ingram, Troy State University
Sabrena Moten, Troy State University
Discussant: Lisa M. Hunt, Publix Supermarkets

Session C Chair: Robert J. Bonometti, Shenandoah University

(Salon 4) □ “IT Adoption and Manufacturing Performance: Preliminary Results from Kuwaiti Industrial Corporations”
M. Tawfik Mady, Kuwait University, Kuwait
Omar Khalil, University of Massachusetts Dartmouth
Discussant: James E. Skibo, University of Dallas

□ “Preventing Identity Theft: The Role of Business”
Raymond S. Kulzick, St. Thomas University
Discussant: Michael E. Thorn, NCCI / PMO

□ “A Cost-Effective IT Management and Accounting Framework for Research Grant Administration”
Robert J. Bonometti, Shenandoah University
Discussant Gloria Clark, Winston-Salem State University

Session D Chair: Cliff Doubek

(Salon 12) □ “The Class Talk Show - A Pedagogical Tool”
Susan Eisner, Ramapo College of New Jersey
Discussant: Fred A. Ware, Valdosta State University

□ “Prison Work Release: Solutions Outside the Traditional Labor Force”
Cynthia W. Kight, Bryant & Stratton College
Discussant: Allen Kruger, Johnson & Wales University

□ “The Importance of Absence Climate: Impact on Student Absenteeism and Performance”

Larry H. Faulk, II, Georgia College & State University
Discussant: James Alves, Johnson & Wales University

Session E Chair: Bonnie S. Long, Bryant & Stratton College, Virginia Beach Campus

(Salon 13) □ “The Classic Constructs of Consideration and Structure Revisited: What They Can Tell Us about Leader Behavior in the Contemporary Work Organization”

Catherine Honig, National-Louis University

Robert Skenes, National-Louis University

Discussant: Drew L. Harris, Longwood University

□ “Trust In The Context of Management Relationships: An Empirical Study”

Sally Atkinson, Cranfield School of Management, England

David Butcher, Cranfield School of Management, England

Discussant: Drew L. Harris, Longwood University

□ “Financial Privacy Statements: A Study of the Content of Privacy Statements and the Ease of Consumer Opt-out”

Katy Peeples, Texas A&M University-Corpus Christi

Leon Dube, Texas A&M University-Corpus Christi

Pamela Stokes, Texas A&M University-Corpus Christi

Discussant: Dale Krueger, Missouri Western State College

Session F Chair: Suzette M. Jelinek, Auburn University

(Salon 14) □ “Psycho/Social Differences between Professional Female and Male Employees”

Mak Khojasteh, Winston Salem State University

Discussant: Suzette M. Jelinek, Auburn University

□ “Transferring Training for Improved Job Performance: The Roles of Self-Efficacy and Training Satisfaction”

David H. Rylander, Texas Woman's University

Sherrill R. Taylor, Texas Woman's University

Discussant: Michele A. Govekar, Ohio Northern University

□ “Nursing Shortage and Its Effect on Hiring Process”

Amir Hormozi, Texas A&M University-Corpus Christi

Sarita Null, Texas A&M University-Corpus Christi

Mike Coolican, Texas A&M University-Corpus Christi

Peter de Forest, Texas A&M University-Corpus Christi

Lori Hayes, Texas A&M University-Corpus Christi

Warren Matthews, Texas A&M University-Corpus Christi

Discussant: Ronald L. Burr, University of Southern Mississippi

Saturday, April 12, 2003

7:30 a.m. to 1:00 p.m. **Registration**

8:00 a.m. to 9:00 a.m. **Concurrent Sessions**

Session A Chair: Mayes D. Mathews, Saint Leo University

(Salon 1) □ “Pursuing Lean Object-Oriented Software Development”

Jack Cook, Rochester Institute of Technology

Victoria Semouchtchak, Rochester Institute of Technology

Discussant: Omar Khalil, University of Massachusetts Dartmouth

- “Consumer Willingness to Adopt Pervasive Computing Applications: A Comparison of the Deaf and Non-Hearing Impaired Community”
Michael Pedaci, University of Rochester
Eric Barner, Rochester Institute of Technology
Jack Cook, Rochester Institute of Technology
Discussant: Omar Khalil, University of Massachusetts Dartmouth
- Session B
Chair: Nadia Shuayto, American University of Beirut, Lebanon
- (Salon 2) □ “Women in Management: A Tale of Two Nations”
Kyoko Kato, Nihon University, Japan
Lane D. Sauser, Auburn University
William I. Sauser, Jr., Auburn University
Tori Shockley, Auburn University
Discussant: Louis R. F. Preysz III, Flagler College
- “A Cognitive Style Inventory of Business Students”
Dale Krueger, Missouri Western State College
Discussant: Ralph Foster, Auburn University
- Session C
Chair: Christopher R. Zapalski, Warner Southern College
- (Salon 13) □ “Net Interest on Electronic Cash: Why has this Market Grown so Slowly?”
Jim Lee, Texas A&M University-Corpus Christi
Sam Nataraj, Texas A&M University-Corpus Christi
Discussant: Paul Keddy, AXA Advisors, LLC
- “The Paradox of Thrift: A Closer Look from an Introductory Perspective”
David W. Weber, U.S. Coast Guard Academy
Discussant: Jim Lee, Texas A&M University-Corpus Christi
- Session D
Chair: Paul A. Cameron, Texas A&M University-Corpus Christi
- (Salon 14) □ “Undermining Leadership-A Management Challenge: Avoidance Strategies”
Alen Badal, Stockton Unified School District
Discussant: Larry H. Faulk, II, Georgia College & State University
- “Transformational Leadership Theory as a Measure of Subordinates' Job Satisfaction, Extra Effort, and Perceptions of Leader Effectiveness”
Alan Tillquist, West Virginia State College
Michael Lewis, West Virginia State College
Discussant: Suzette M. Jelinek, Auburn University
- Session E
Chair: Valrie Chambers, Texas A&M University-Corpus Christi
- (Salon 17) □ “Managing Instructional Resources: A Painful Process”
Steven P. Wilkinson, Frostburg State University
Amit Shah, Frostburg State University
Shakil Rahman, Frostburg State University
Discussant: David H. Rylander, Texas Woman's University
- “Better Problem Solving Through Better Learning Skills: Scaffolding Learning Through Standardized Case Analysis”
Drew L. Harris, Longwood University
Discussant: Valrie Chambers, Texas A&M University-Corpus Christi
- Session F
Chair: Thomas B. Wilson
- (Salon 18) □ “Leadership Styles and Gender: A Re-Examination and Extension”
Abbas Nadim, University of New Haven

Parbudyal Singh, University of New Haven
Discussant: Michael H. Deis, Clayton College & State University

□ “Leadership: A Key Factor in Retaining Employees”
John R. Patton, Florida Institute of Technology
Discussant: Michael H. Deis, Clayton College & State University

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

Concurrent Sessions

Session A Chair: Michael H. Slotkin, Florida Institute of Technology

(Salon 1) □ “Capitalism and Accounting Reform”
Valrie Chambers, Texas A&M University-Corpus Christi
Patrick Crowley, Texas A&M University-Corpus Christi
Discussant: Raymond S. Kulzick, St. Thomas University

□ “A Balanced Scorecard for Leaders: Implications of the Malcolm Baldrige National Quality Award Criteria”
Robert R. Bell, Tennessee Technological University
Susan A. Elkins, Tennessee Technological University
Discussant: Robert J. Vokurka, Texas A&M University-Corpus Christi

Session B Chair: Thomas M. Box, Pittsburg State University

(Salon 2) □ “Assessment of an Independent Study Technology-Based Course”
Dariush Rezaei, Kent State University-Trumbull
Discussant: Mayes D. Mathews, Saint Leo University

□ “Alternative Methods of Implementing Business Ethics into Graduate Programs”
Benjamin C. Anderson, Ohio Northern University
Adrienne M. Walch, Ohio Northern University
Discussant: Paul A. Cameron, Texas A&M University-Corpus Christi

Session C Chair: Twyla J. Cummings, Rochester Institute of Technology

(Salon 13) □ “Customizing Undergraduate and Graduate Business Degree Programs for Working Adult Learners: Two Case Studies”
Daniel A. Pavsek, Shenandoah University
Discussant: James R. Maxwell, State University of New York College at Buffalo

□ “Performance, Self-efficacy, and Turnover Intentions in Early Employment: A Review and Exploratory Look at Gender Differences”
David H. Rylander, Texas Woman's University
Adelaide Griffin, Texas Woman's University
Discussant: Bryant C. Mitchell, University of Maryland Eastern Shore

Session D □ “A Web-Based Interactive Gathering and Reporting System on Faculty Performance and Activities”

(Salon 14) Robert G. Marcus, Clayton College & State University
Michael H. Deis, Clayton College & State University

Session E Chair: Kevin D. Clark, Villanova University

(Salon 17) □ “Strategic Groups in a Value System: A Conceptual Framework for Studying Isomorphism between Strategic Groups in a Value System”
John E. Spillan, Penn State University-DuBois
Aditya K. Singh, Penn State University-DuBois
Discussant: Kevin D. Clark, Villanova University

□ “Uncertainty, Relationship Strength and Trust in Strategic Alliances”
Henry Adobor, Quinnipiac University
Discussant: Craig R. Erwin, Eastern Connecticut State University

Session F Chair: Paul Keddy, AXA Advisors, LLC

(Salon 18) □ “Age Discrimination and Means of Avoiding It in the Workplace!”
Bahaudin G. Mujtaba, Nova Southeastern University
William Richardson, University of Phoenix
Pamela Blount, University of Phoenix
Discussant: Eric Schulz, Eastern Michigan University

□ “The Manager and His Emotional Intelligence: The Leader is Formed”
Berta Ermila Madrigal Torres, Universidad De Guadalajara, México
Discussant: Julia Newcomer, Texas Woman's University

10:05 a.m. to 10:35 a.m. **Networking Break**

10:35 a.m. to 11:35 a.m. **Concurrent Sessions**

Session A Chair: Louis R. F. Preysz III, Flagler College, SAM VP

(Salon 1) □ “Customers' Influence on Service Productivity”
Katri Ojasalo, Laurea Polytechnic, Finland
Discussant: John R. Patton, Florida Institute of Technology

□ “An Econometrics Approach for International Agribusiness Integrations: A Case Study”
Hakan Araci, Cela Bayar Universitesi, Turkey
Huseyin Aktas, Cela Bayar Universitesi, Turkey
Mahmut Kargin, Cela Bayar Universitesi, Turkey
Discussant: Craig R. Erwin, Eastern Connecticut State University

Session B Chair: William A. Davig, Eastern Kentucky University

(Salon 2) □ “Interpartner Fit and Interpartner Credible Threat: Revisiting Partner Selection and Joint Venture Performance”
Jason X. Duan, Midwestern State University
Discussant: Heberto Ochoa-Morales, University of New Mexico Gallup

□ “The Allocation and Motivation of Japanese and US Foreign Direct Investment (FDI) in an Economically Integrated Area: Japanese and US FDI in Europe”
Zu Kweon Kim, Texas A&M University-Corpus Christi
Julie von Hellens, Texas A&M University-Corpus Christi
Discussant: Chigbo Ofong, Rust College

Session C Chair: Chang K. Choi, Chicago State University

(Salon 13) □ “Accounting and Corporate Ethics: Dead or Alive?”
Paul A. Cameron, Texas A&M University-Corpus Christi
Discussant: Raymond S. Kulzick, St. Thomas University

□ “Teaching Business Ethics at Distance”
William I. Sauser, Jr., Auburn University
Discussant: Thomas M. Box, Pittsburg State University

Session D Chair: James R. Calvin, Johns Hopkins University

- (Salon 14) □ “Should the United States Continue to Take in Immigrants and Provide Them with Welfare Benefits?”
Mary Kaye Hinson, Bryant & Stratton College
Discussant: Allen Kruger, Johnson & Wales University
- “Who Moved the Government Cheese?”
Suzette M. Jelinek, Auburn University
Miriam Gaines, Alabama Department of Public Health
Discussant: Michael H. Slotkin, Florida Institute of Technology
- Session E □ “The Faculty-Driven Quest for AACSB Accreditation”
Anthony F. Chelte, Western New England College
- (Salon 17) Stanley Kowalski, Jr., Western New England College
- Session F Chair: James R. Maxwell, State University of New York College at Buffalo
- (Salon 18) □ “All Hail the Benefits of Inertia: The Case of Smooth versus Rugged Landscapes”
Rolf D. Dixon, Weber State University
Kimberly B. Boal, Texas Tech University
Discussant: Henry Adobor, Quinnipiac University
- “The Rise and Fall of the General Manager”
William R. McNay, Mercer University
Discussant: Bryant C. Mitchell, University of Maryland Eastern Shore
- Session G Chair: Frank A. Felder, Manhattan College
- (Salon 7) □ “Assessment of Ethical Decision Making in Corporate Level”
Minoo Ghoreishi, Millersville University of Pennsylvania
Discussant: Jane Herring Stanford, Texas A&M University-Corpus Christi
- “The Linkage between Total Quality Management and Strategic Management”
Mahour Mellat Parast, University of Nebraska-Lincoln
Discussant: Robert J. Vokurka, Texas A&M University-Corpus Christi

11:35 a.m. to 1:00 p.m. **Lunch on Your Own**

1:00 p.m. to 2:00 p.m. **Concurrent Sessions**

- Session A Chair: John R. Patton, Florida Institute of Technology
- (Salon 1) □ “FDI, R&D & US First Tier Auto Industry Suppliers: What Can The Literature Tell Us?”
John S. Grabner, University of St. Francis
Michele A. Govekar, Ohio Northern University
Discussant: Chang K. Choi, Chicago State University
- “Expanding Expatriation: The Optimal Zone Model of Mentoring Expatriates”
Bryan A. Booth, Shippensburg University
Jenelle Spade, Shippensburg University
Discussant: Nadia Shuayto, American University of Beirut, Lebanon
- Session B Chair: Kevin J. Roth, Clarion University of Pennsylvania
- (Salon 2) □ “What Increases the Likelihood of a Small Firm Surviving through the First Years? Empirical Findings from a Study in Finland”
Jukka Ojasalo, Laurea Polytechnic, Finland
Discussant: David Ahlstrom, the Chinese University of Hong Kong

- “The Development of a Team-Oriented Structure in a Small Business Enterprise”
Kevin McNamara, Millington Lockwood
John G. Watson, St. Bonaventure University
Discussant: Kevin J. Roth, Clarion University of Pennsylvania
- Session C Chair: Fred David, Francis Marion University
- (Salon 13) □ “Uncovering Trade Secrets: The Legal and Ethical Conundrum of Creative Competitive Intelligence”
William M. Fitzpatrick, Villanova University
Discussant: John E. Spillan, Penn State University-DuBois
- “Managerial Effectiveness in Implementing Service Strategies”
Bryant C. Mitchell, University of Maryland Eastern Shore
Lawrence D. Fredendall, Clemson University
R. Stephen Cantrell, Clemson University
Discussant: Michael P. Lillis, Medaille College
- Session D Chair: Jason X. Duan, Midwestern State University
- (Salon 14) □ “Competition in the Graphic Communications Industry: A Comparison to Porter's Industry Forces”
Twyla J. Cummings, Rochester Institute of Technology
Discussant: Zafar A. Bokhari, Chicago State University
- “Implementing a Strategic Planning Model for SMEs: An Adaptation of the Balanced Scorecard”
William A. Davig, Eastern Kentucky University
Norbert Elbert, Eastern Kentucky University
Steve Brown, Eastern Kentucky University
Discussant: Aditya K. Singh, Penn State University-DuBois
- Session E Chair: James Stewart, Merrimack College
- (Salon 17) □ “Evaluation Strategies to Guide Programming for a Statewide Social Marketing Campaign”
Joan M. King, Auburn University
Suzette M. Jelinek, Auburn University
Discussant: Paul Keddy, AXA Advisors, LLC
- “Leadership Skills to Overcome Gender Adversity in Medicine in a Southern Town: A Case Study”
Suzette M. Jelinek, Auburn University
Christine K. Meir, East Alabama Women's Clinic, PC
Discussant: Eric Schulz, Eastern Michigan University
- Session F Chair: Jane Herring Stanford, Texas A&M University-Corpus Christi
- (Salon 18) □ “NAFTA-A New Perspective”
Paula Ann Hughes, Texas Woman’s University
Discussant: Jane Herring Stanford, Texas A&M University-Corpus Christi
- “New Realities and New Challenges in Managing Employee Empowerment”
James R. Maxwell, State University of New York College at Buffalo
Discussant: Shakil Rahman, Frostburg State University
- Session G Chair: Raymond S. Kulzick, St. Thomas University
- (Salon 7) □ “The Impact of High Visibility Corporate Scandals on Business Students' Attitudes”
Susan Eisner, Ramapo College of New Jersey
Discussant: Paul A. Cameron, Texas A&M University-Corpus Christi

□ “How well are Corporate Ethics Codes and Policies Applied in the Trenches? Key Factors and Conditions”

Thomas J. von der Embse, Indiana University Kokomo

Mayur S. Desai, Indiana University Kokomo

Discussant: Judith Hunt, East Carolina University

2:05 p.m. to 3:05 p.m.

Concurrent Sessions

Session A Chair: Heberto Ochoa-Morales, University of New Mexico Gallup

(Salon 1) □ “Corporate Trust, Responsibility and Ethics in the 21st Century”
James R. Maxwell, State University of New York College at Buffalo
Discussant: Velma E. McCuiston, University of Tampa

□ “Emerging Ethical Issues in Technology & Countermeasures”
Carol Griffin, University of Phoenix
David Arrington, University of Phoenix
Bahaudin G. Mujtaba, Nova Southeastern University
Discussant: Jack Cook, Rochester Institute of Technology

Session B Chair: Gloria Clark, Winston-Salem State University

(Salon 2) □ “The Debate Over the Minimum Wage: How Will it Affect Managers?”
Kimberly L. Thayer, Bryant & Stratton College
Discussant: Thomas J. von der Embse, Indiana University Kokomo

□ “Fiscal Policy and Economic Growth in a Developing Country: the Case of Liberia”
George P. Gonpu, Ramapo College of New Jersey
Discussant: Chigbo Ofong, Rust College

Session C Chair: John E. Spillan, Penn State University-DuBois

(Salon 13) □ “High Technology and Globalization Challenges Facing Overseas Chinese Entrepreneurs”
David Ahlstrom, the Chinese University of Hong Kong
Michael N. Young, the Chinese University of Hong Kong
Frankie M. C. Ng, the Chinese University of Hong Kong
Discussant: Jason X. Duan, Midwestern State University

□ “Social Responsibility in the International Environment: The Intersection of Corporate Welfare and Universal Human Rights”
Camilla Hakonardottir, Coastal Carolina University
Sigurdur Sigurdarson, Coastal Carolina University
Darla Domke-Damonte, Coastal Carolina University
Discussant: William A. Davig, Eastern Kentucky University

Session D Student Members Business Meeting
(Salon 14) Louis R. F. Preysz III, Flagler College, SAM VP

Session E Chair: Abdul Aziz, College of Charleston

(Salon 17) □ “A Human Resource Manager's Perspective on Dimensions of Diversity in Higher Education Institutions”
Paula Ann Hughes, Texas Woman's University
Julia D. Newcomer, Texas Woman's University
Sherrill R. Taylor, Texas Woman's University
Discussant: Michael H. Slotkin, Florida Institute of Technology

□ “Is an Organizational Learning Culture Critical to Successfully Responding Strategically to Deliver Value to Customers?”
Lonnie Hudspeth, University of Toledo
Discussant: James E. Skibo, University of Dallas

Session F Chair: Thomas L. Wheelen, University of South Florida

(Salon 18) □ “Leadership Networking and Active Transitions in the Workplace: Freedoms, Energy and Transformative Relationships”
James R. Calvin, Johns Hopkins University
Discussant: Larry H. Faulk, II, Georgia College & State University

□ “Strategic Management Case Writing: Suggestions After 20 Years of Experience”
Fred David, Francis Marion University
Discussant: Thomas L. Wheelen, University of South Florida

Session G □ “Why Some Schools Do Not Get an AACSB Visit”
(Salon 7) Ronald McNeil, University of Illinois at Springfield
Moustafa H. Abdelsamad, Texas A&M University-Corpus Christi

3:05 p.m. to 3:35 p.m. **Networking Break**

3:35 p.m. to 5:05 p.m. **Concurrent Sessions**

Session A Chair: Thomas Wheelen, University of South Florida

(Salon 1) □ “Gaining and Documenting Qualitative Stakeholder Input: Practical Tools for Management Educators”
Michele A. Govekar, Ohio Northern University
Paul L. Govekar, P & M Associates
Discussant: Thomas L. Wheelen, University of South Florida

□ “Comparative Analysis of Business Ethics and Company Mission at Critical Times-Corporate Culture in Japan and the West”
'Maurie' Kaoru Kobayashi, The SANNO Institute of Management, Japan
Discussant: Paula Ann Hughes, Texas Woman’s University

□ “The Determinants of Strategic Alliance Sustainment Following an Alliance Change”
Craig R. Erwin, Eastern Connecticut State University
Discussant: Mohamed El-Hennawi, AMI Arab Academy for Science & Technology, Egypt

Session B Chair: John G. Watson, St. Bonaventure University

(Salon 2) □ “Management Fads: Here Yesterday, Gone Today?”
Jane Whitney Gibson, Nova Southeastern University
Dana V. Tesone, University of Central Florida
Charles W. Blackwell, Nova Southeastern University
Discussant: Robert J. Vokurka, Texas A&M University-Corpus Christi

□ “Strategies for Building Effective Empowerment”
Ignatius Yacoub, Loma Linda University
Discussant: Aditya K. Singh, Penn State University-DuBois

□ “Organic Evolution in Complex Organizations: An Analysis of Organizational Morphology”
James E. Skibo, University of Dallas
Discussant: John G. Watson, St. Bonaventure University

Session C Chair: Ralph Foster, Auburn University

- (Salon 13) □ “Relationship Between Machiavellianism and Performance of Real Estate Salespersons: Further Evidence”
Abdul Aziz, College of Charleston
Discussant: Minor Peebles, III, Real Estate Institute
- “How Can Companies Build Public Trust? A Theory of Corporate Justice”
Constant D. Beugre, Delaware State University
Discussant: Lane D. Sauser, Auburn University
- “Curing the Ethical Malaise in Corporate America: Organizational Structure as the Antidote”
Jane Herring Stanford, Texas A&M University-Corpus Christi
Discussant: William I. Sauser, Jr., Auburn University
- Session D Chair: David Ahlstrom, the Chinese University of Hong Kong
- (Salon 17) □ “Promoting Nature Tourism in Hungary: A New Twist”
Karen Chambliss, Florida Institute of Technology
Michael H. Slotkin, Florida Institute of Technology
Alexander Vamosi, Florida Institute of Technology
Discussant: Thomas M. Box, Pittsburg State University
- “Overlooking Savings: Cut Transportation Costs”
Karen L. Page, Shippensburg University
Discussant: Rowland Chidomere, Winston-Salem State University
- “Predictors of CEO Trust: A Three-Country Study”
Robert D. Costigan, St. John Fisher College
Richard Insinga, State University of New York Oneonta
Grazyna Kranas, Warsaw University, Poland
Vladimir Kureshov, Krasnoyarsk Polytechnic Institute / Siberian Aerospace Academy, Russia
Selim Ilter, St. John Fisher College
Discussant: Thomas M. Box, Pittsburg State University
- Session E Chair: John E. Spillan, Penn State University-DuBois
- (Salon 18) □ “Interviewing in the US and Australia: is there An Ocean of Differences?”
Sara Bliss Kiser, Alabama State University
Tammy Prater, Alabama State University
Barbara Lasky, Swinburne University of Technology, Australia
Discussant: Chigbo Ofong, Rust College
- “Employee Turnover in Manufacturing Companies”
Herbert R. Horne, Auburn University
Jacquelyn P. Robinson, Auburn University
Discussant: Sara Bliss Kiser, Alabama State University
- “Advances in Probabilistic Risk Assessment Applied to Management Issues with an Application to the Reliability of a Check Processing Facility”
Frank A. Felder, Manhattan College
Discussant: Chang K. Choi, Chicago State University
- Session F
(Salon 14) Student Members Business Meeting (Student Elections for SAM International Board of Directors)
Louis R. F. Preysz III, Flagler College, SAM VP

6:30 p.m. to 9:30 p.m. **Awards Banquet**

(Ballroom B) □ **Introductions**

Moustafa H. Abdelsamad, SAM International President & CEO, Texas A&M University-Corpus Christi

- “The Political Climate for Business”
Edward N. Wright, Dean, Panama City Campus, Florida State University
- **2002 SAM International Awards**
- **SAM Honor Society Inductees**
- **Student Case Competition Winners**, James Stewart, Merrimack College, SAM VP
- **Campus Operations**, Louis R. F. Preysz III, Flagler College, SAM VP
 - **Announcing SAM Student Board Members for 2003/2004**
 - **Campus Chapter Performance Awards**

Sunday, April 13, 2003

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

Concurrent Sessions

- Session A
(Salon 13)
- Chair: William I. Sauser, Jr., Auburn University
- “Sexual Harassment and Power”
Emmanuel Nkwenti-Zamcho, Penn College of Technology
Discussant: Henry Adobor, Quinnipiac University
 - “An Empirical Examination Concerning MBA Program Deans and Human Resource Managers’ Perceptions about Graduates’ Managerial Core Competencies”
Nadia Shuayto, American University of Beirut, Lebanon
Discussant: James Stewart, Merrimack College
- Session B
(Salon 14)
- Chair: James Alves, Johnson & Wales University
- “The Burden of Household Debt”
Mirza Shahjahan, University of Arkansas at Pine Bluff
Discussant: Jim Lee, Texas A&M University, Corpus Christi
 - “Managers View on ISO 9000 Certification”
Hossein Jamshidi, Alabama A&M University
Emeka Samuel Dunu, Alabama A&M University
Discussant: Jim Lee, Texas A&M University-Corpus Christi
- Session C
(Salon 17)
- Chair: Allen Kruger, Johnson & Wales University
- “The Choice of Marketing Strategy and the Performance of Firms in Highly Competitive Markets”
Rowland Chidomere, Winston-Salem State University
Discussant: Bonnie S. Long, Bryant & Stratton College, Virginia Beach Campus
 - “Ethical Issues in Subliminal Advertising”
Dawn K. Douglas, University of Phoenix
Bahaudin G. Mujtaba, Nova Southeastern University
Discussant: Bonnie S. Long, Bryant & Stratton College, Virginia Beach Campus

9:35 a.m. to 10:35 a.m.

Concurrent Sessions

- Session A
Chair: Ralph Foster, Auburn University

(Salon 13) □ “Marketing Strategy Performance of Dot.com Retailers; Implications for Marketing Managers”
Rowland Chidomere, Winston-Salem State University
Discussant: James Alves, Johnson & Wales University

□ “Conflict: It’s Influence on the Satisfaction of the Distribution Channel Members”
Ernesto Raúl González Ramírez, Universita of Guadalajara, México
Jessica Sandoval Aldrete, Universita of Guadalajara, México
Discussant: William I. Sauser, Jr., Auburn University

Session B Chair: Selim Ilter, St. John Fisher College

(Salon 14) □ “The Direct and Mediating Effects of Transactional and Transformational Leadership: A Comparative Approach”
Mahmoud A. Elgamal, Kuwait University
Discussant: Hossein Jamshidi, Alabama A&M University

□ “Economic Development Problems and Solutions in Africa: South Africa as a Model”
Zafar A. Bokhari, Chicago State University
Chang K. Choi, Chicago State University
Discussant: Hossein Jamshidi, Alabama A&M University

Session C Chair: Mirza Shahjahan, University of Arkansas at Pine Bluff

(Salon 17) □ “Attitudes of Consumers Toward Garments Made in Egypt”
Nadia El-Aref, Alexandria University, Egypt
Discussant: Sara Bliss Kiser, Alabama State University

□ “Egyptian Stock Market Today”
Mohamed El-Hennawi, AMI Arab Academy for Science & Technology, Egypt
Mounir Hendi, Alexandria University, Egypt
Discussant: Moustafa H. Abdelsamad, Texas A&M University-Corpus Christi

10:35 a.m. to 11:35 a.m. Conference Critique
(Salon 14)
