

IABPAD

The International Academy

of

**Business and Public Administration
Disciplines**

Conference Program

Orlando, Florida

January 2-5, 2018



www.iabpad.com

THE INTERNATIONAL ACADEMY OF BUSINESS AND PUBLIC ADMINISTRATION DISCIPLINES

Conference Program

Tuesday, January 2, 2018

**3:00 PM – 5:00 PM: ARRIVAL OF PARTICIPANTS
ON-SITE CONFERENCE
REGISTRATION IN
“SALON C&D”**

5:00 PM – 6:00 PM: Statistics Seminar:

(Regression Analysis of Time Series Data)

Wednesday, January 3, 2018

**7:00 AM-8:00AM: BREAKFAST AT CROWNE
PLAZA HOTEL
(For those residing at Crowne Plaza)
In the Breakfast Café “Del Sol”**

**8:00 AM- 5:00 PM: ON-SITE CONFERENCE
REGISTRATION
IN “SALON C&D”**

9:00 AM to 10:30 AM Wednesday, January 3, 2018

Location: SALON A

Education Session

SESSION CHAIR: Marjorie Adams, Morgan State University

ATTRITION/RETENTION RATE IN HISTORICALLY BLACK COLLEGES & UNIVERSITIES (140)

Yousef Jahmani, Savannah State University

PARTNERING WITH PEGA'S UNIVERSITY ACADEMIC PROGRAM (147)

Johnny C. Ho, Columbus State University, Columbus, GA

TEACHING TO THE TEST OR EDUCATING STUDENTS: THE DILEMMA CONTINUES (204)

Marjorie Adams, Morgan State University

Abdalla Hagen, Wiley College, Marshall Texas

DISCUSSANTS: Yousef Jahmani, Savannah State University

Johnny C. Ho, Columbus State University, Columbus, GA

9:00 AM to 10:30 AM Wednesday, January 3, 2018

Location: SALON B

Accounting/International Accounting Session

SESSION CHAIR: Ronald A. Stunda, Valdosta State University

THE EFFECT OF GOODWILL IMPAIRMENT ON SHARE PRICES (112)

Ronald A. Stunda, Valdosta State University

**BUYBACKS VS. DIVIDENDS: CORPORATE CHOICE AND EARNINGS
MANAGEMENT (134)**

Vinita Ramaswamy, University of St. Thomas

Nelson Carvajal, University of St. Thomas

ARCHDIOCESE'S MILLION DOLLAR FRAUD (138)

Beverley Alleyne, Belmont University

Mary Clay, Worcester State University

DISCUSSANTS: Bert J. Zarb, Embry-Riddle Aeronautical University

Yonpae Park, Savannah State University

9:00 AM to 10:30 AM Wednesday, January 3, 2018

Location: THE STUDIO

Data Analysis/Research Methods Session

SESSION CHAIR: Farouk ELHoubi, Lamar University

POINT OF DISPENSING: ASYNCHRONOUS VS SYNCHRONOUS TRAINING (105)

Pamela Aaltonen, Purdue University (PHSI)

David Black, Purdue University (PHSI)

Colby Craig, Purdue University (PHSI)

Eric Dietz, Purdue University (PHSI)

BACK to BASICS: A LONGITUDINAL METHODOLOGY (126)

Jason Jackson, Kaplan University

Steven Cates, Kaplan University

**STATISTICAL METHODS TO MODEL CORRELATION STRUCTURE USING
BIOLOGICAL AND HEALTH APPLICATIONS (188)**

Ashraf El-Houbi, Lamar University

Israa ALtimawi, Lamar University

Farouk ELHoubi, Lamar University

DISCUSSANTS: Jason Jackson, Kaplan University

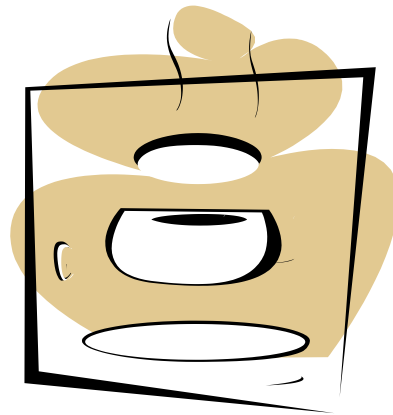
Colby Craig, Purdue University (PHSI)

Wednesday, January 3, 2012

10:30 AM-10:45 AM

COFFEE BREAK

Salon C&D



10:45 AM to 12:00 Noon Wednesday, January 3, 2018

Location: SALON A

Accounting/International Accounting Session

SESSION CHAIR: Prakash Deo, University of Houston-Downtown

DOES TAKING A BIG BATH EXTEND TENURE FOR A NEW CEO? (119)

Nancy J. Swanson, Valdosta State University

GAPS IN FINANCIAL STATEMENTS OF GREEN-VALUE - A CASE STUDY (143)

Prakash Deo, University of Houston-Downtown

Cathy Zishang Liu, University of Houston-Downtown

LIFE CYCLE COST ANALYSIS OF END-OF-LIFE VEHICLE RECYCLING (133)

Yonpae Park, Savannah State University

Jiayun Wu, Savannah State University

DISCUSSANTS: Yonpae Park, Savannah State University

Nancy J. Swanson, Valdosta State University

Cathy Zishang Liu, University of Houston-Downtown

10:45 AM to 12:00 Noon Wednesday, January 3, 2018

Location: SALON B

Non-Profit, Public Administration/ Legal Issue in Business Session

SESSION CHAIR: Igbokwe Philomena Ify, Obafemi Awolowo University, Ile-Ife, Osun State, Nigeria

PRIVATIZATION IN NIGERIA: A RE-EXAMINATION (129)

Igbokwe Philomena Ify, Obafemi Awolowo University, Ile-Ife, Osun State, Nigeria

DOES IMMIGRATION TO THE UNITED STATES PROVIDE A COMPETITIVE ADVANTAGE?: A COMPARATIVE STUDY OF PRODUCTIVITY ACROSS EIGHT INDUSTRIES (137)

Reena Ahuja, Flagler College, St. Augustine, FL

QUASI-MARKETS AND ABNORMAL GROWTH: THE CASE OF THE SWEDISH PERSONAL ASSISTANT INDUSTRY (185)

Torbjörn Ljungkvist, University of Skövde

Urban Österlund, Jönköping International Business School and University of Borås, Sweden

DISCUSSANTS: Reena Ahuja, Flagler College, St. Augustine, FL

Urban Österlund, Jönköping International Business School and University of Borås, Sweden

10:45 AM to 12:00 Noon Wednesday, January 3, 2018

Location: THE STUDIO

Marketing/International Marketing Session

SESSION CHAIR: Stephen L. Baglione, Saint Leo University

CAN YOUNG MARKETING PROFESSIONALS BE MOTIVATED? AN ANALYSIS OF MILLENNIALS IN THE PHARMACEUTICAL INDUSTRY (101)

Melissa Mustica, Kaplan University

Steven Cates, Kaplan University

PERCEIVED VALUE OF SOCIAL MEDIA ADVERTISEMENTS (175)

Stephen L. Baglione, Saint Leo University

Louis Tucci, The College of New Jersey

Katen Amin, Saint Leo University

Antron McCullough, Saint Leo University

THE ROLE OF FAMILISMO IN DOMINICAN ADVERTISING: THE CASE OF MISTOLIN (128)

Noel Murray, Chapman University

SHARED CONSUMPTION: FACTORS THAT DETERMINE SATISFACTION AND REPEAT USAGE IN A SHARING ECONOMY (202)

Akins Ogungbure, Troy University

Charles Chekwa, Troy University

Conrad Francis, Bethune-Cookman University

Joann Adeogun, Point University

DISCUSSANTS: Stephen Cates, Kaplan University

Noel Murray, Chapman University

Louis Tucci, The College of New Jersey

Wednesday, January 3, 2018

12:00(Noon)-1:30 PM

LUNCH BREAK

1:30 PM to 3:00 PM Wednesday, January 3, 2018

Location: SALON A

Management Session

SESSION CHAIR: Ulysses J. Brown, III, Savannah State University, Savannah, GA

THE IMPLEMENTATION OF THE ORGANIZATIONAL CULTURE ASSESSMENT INSTRUMENT IN CREATION OF A SUCCESSFUL ORGANIZATIONAL CULTURAL CHANGE (102)

Russell Davis, Kaplan University

Steven Cates, Kaplan University

FIRM PERFORMANCE AND CEO RHETORIC IN ANNUAL REPORTS (176)

J. Goosby Smith, The Citadel

Scott A. Miller, University of Tampa

Tracy Rishel, The Citadel

James J. Scott-Ransom, Cetera Financial Group

EMERGENCY MANAGERS AND THEIR ROLE IN COLLABORATIVE DECISION MAKING (178)

Lorita C. Daniels, Virginia Polytechnic Institute and State University

Ulysses J. Brown, III, Savannah State University, Savannah, GA

DISCUSSANTS: Chevanese Samms Brown, Savannah State University, Savannah, GA

Tracy Rishel, The Citadel

Russell Clayton, Saint Leo University

1:30 PM to 3:00 PM Wednesday, January 3, 2018

Location: SALON B

Economics/Finance Session

SESSION CHAIR: John Frazier, Anderson University, Anderson SC

**THE IMPACT OF RELIGIOUS UPBRINGING ON EDUCATIONAL ATTAINMENT
AND FUTURE HOUSEHOLD INCOME (113)**

Nicholas Larsen, Eastern Washington University

**CONTRIBUTION MARGIN PER STUDENT ATHLETE: THE CASE OF A POWER
FIVE ATHLETIC CONFERENCE (162)**

John Frazier, Anderson University, Anderson SC

**ASYMMETRIC IMPACT OF MONETARY SHOCK ON LARGE-CAP AND SMALL-
CAP STOCKS (141)**

Jen-Chi Cheng, Wichita State University, Wichita KS

DISCUSSANTS: Jen-Chi Cheng, Wichita State University, Wichita KS

Nicholas Larsen, Eastern Washington University

1:30 AM to 3:00 PM Wednesday, January 3, 2018

Location: THE STUDIO

Accounting/Economics Session

SESSION CHAIR: Bert J. Zarb, Embry-Riddle Aeronautical University

**THE IMPACT OF CASH FLOWS FROM OPERATIONS, OPERATING EXPENSES,
AND CAPITAL ALLOCATIONS ON THE MARKET VALUE ADDED OF U.S.
AIRLINE COMPANIES (103)**

Bert J. Zarb, Embry-Riddle Aeronautical University

**ARE THERE PATTERNS IN READABILITY MEASURES PRIOR TO BANKRUPTCY?
(139)**

Alan B. Czyzewski, Indiana State University, Terre Haute, IN

Ann Czyzewski, Bellarmine University

Mary Czyzewski, Plainfield High School

**THE FINANCIAL AND ECONOMIC COST OF THE 2017 HURRICANE SEASON AND
THE ENSUING ADVERSE EFFECTS (206)**

Conrad Francis, Bethune-Cookman University

Charles Chekwa, Troy University

Akins Ogungbure, Troy University

DISCUSSANTS: Alan B. Czyzewski, Indiana State University, Terre Haute, IN

Prakash Deo, University of Houston-Downtown

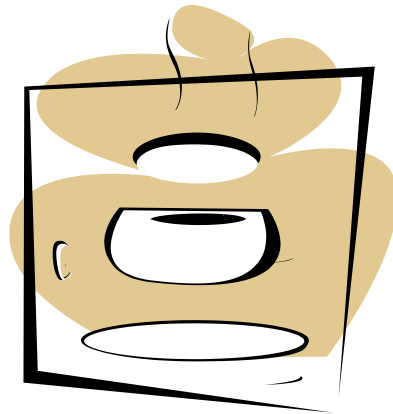
Conrad Francis, Bethune-Cookman University

Wednesday, January 3, 2012

3:00 PM-3:15 PM

COFFEE BREAK

Salon C&D



3:20 PM to 4:45 PM Wednesday, January 3, 2018

Location: SALON A

Management/Human Resources Session

SESSION CHAIR: Chevanese Samms Brown, Savannah State University, Savannah, GA

**DISCOVERING THE POSSIBILITIES OF A POTENTIAL RELATIONSHIP
BETWEEN ACADEMIC TRANSFORMATIONAL LEADERSHIP STYLE AND
CONTINUANCE COMMITMENT OF ADJUNCT FACULTY (114)**

Pam Delotell, Kaplan University

Steven Cates, Kaplan University

**UNDERSTANDING GENERATIONAL DIFFERENCES IN MANAGING TODAY'S
WORKFORCE (155)**

Aysar P. Sussan, Arab American University - Palestine

Patrizia Trevisan, Florida Institute of Technology – U.S.A

Reem D. Kassira, City College, Florida - U.S.A

**THE INFLUENCE OF SERVICESCAPE, COLLABORATIVE MANAGEMENT AND
JOB RESOURCES ON THE SATISFACTION OF PUBLIC SECTOR EMPLOYEES
(173)**

Lorita C. Daniels, Virginia Tech, Alexandria VA

Ulysses J. Brown, III, Savannah State University, Savannah, GA

Chevanese Samms Brown, Savannah State University, Savannah, GA

DISCUSSANTS: Ulysses J. Brown, III, Savannah State University, Savannah, GA

Pam Delotell, Kaplan University

3:20 PM to 4:45 PM Wednesday, January 3, 2018

Location: SALON B

Accounting/International Accounting Session

SESSION CHAIR: Mohd A. RuJoub, Eastern Connecticut State University, CT

THE IMPACT OF INTELLIGENT DATA ROBOTIC PROCESS AUTOMATION (IDRPA) ON THE FUTURE ROLE OF INTERNAL AUDITORS (145)

Mohd A. RuJoub, Eastern Connecticut State University, Willimantic, CT

A CLOSER LOOK AT LIABILITY COMPONENTS ON BALANCE SHEET (146)

Cathy Zishang Liu, University of Houston Downtown

CREDIT UNION COMMERCIAL LENDING: MITIGATING RISK THROUGH RECORDING, MONITORING AND REPORTING (168)

Daphne Rixon, Saint Mary's University

Peter Goth, Centro de Estudios Superiores Universitarios de Galicia, Coruña, Spain

THE IMPACT OF AGENCY THEORY ON MANAGEMENT CONTROL SYSTEMS (212)

Ibrahim Salem, Wiley College, Marshall, Texas

Imrana Bari, Wiley College, Marshall, Texas

Morsheda Hassan, Wiley College, Marshall, Texas

DISCUSSANTS: Daphne Rixon, Saint Mary's University

Cathy Zishang Liu, University of Houston Downtown

**THE INTERNATIONAL ACADEMY OF BUSINESS
AND PUBLIC ADMINISTRATION DISCIPLINES**

Conference Program

Thursday, January 4, 2018

**7:00 AM-8:00AM: BREAKFAST AT CROWNE
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In the Breakfast Café “Del Sol” on
the lower level**

**8:00 AM- 5:00 PM: ON-SITE CONFERENCE
REGISTRATION
IN “SALON C&D”**

9:00 AM to 10:30 AM Thursday, January 4, 2018

Location: SALON A

Marketing/International Marketing Session

SESSION CHAIR: John E. Knight, Jr., The University of Tennessee at Martin, FL

FACTORS AFFECTING POPULARITY OF YOUTUBE ADVERTISEMENTS (131)

Zhao Liu, Emporia State University, Emporia, KS

Xinwei Liu, Emporia State University, Emporia, KS

Jun Yu, Emporia State University, Emporia, KS

Joyce Zhou, Emporia State University, Emporia, KS

**THE EFFECTS OF UNITS/LOCATION ON ORDER ACCUMULATION IN
WAREHOUSING OPERATIONS (153)**

John E. Knight, Jr., The University of Tennessee at Martin, FL

THE BUSINESS OF TRANSLATION IN A GLOBAL MARKET (109)

Christine E. Poteau, Rowan University

DISCUSSANTS: Christine E. Poteau, Rowan University

Zhao Liu, Emporia State University, Emporia, KS

9:00 AM to 10:30 AM Thursday, January 4, 2018

Location: SALON B

Management/Human Resources Session

SESSION CHAIR: Steven Cates, Kaplan University

**A MODERN DAY ANALYSIS OF THE AMERICANS WITH DISABILITIES ACT:
WHAT IMPACT HAS IT ACTUALLY HAD ON ELIMINATING DISCRIMINATION
AMONG THE DISABLED? (108)**

DeLisa M. Vance, Kaplan University

Steven Cates, Kaplan University

**DOES USERRA PROTECT OUR “CITIZEN SOLDIERS”? AN ANALYSIS OF
PROTECTIONS FOR THE US NATIONAL GUARD (136)**

Amy Coughlin, Kaplan University

Steven Cates, Kaplan University

Pam DeLotell, Kaplan University

**CORPORATE SOCIAL RESPONSIBILITY AND INDEPENDENT EMPLOYEE
REPRESENTATION: A CASE OF ETHICAL CONFUSION AND CONTRADICTIONS
(148)**

Tom Turner, University of Limerick, Ireland

Lorraine Ryan, University of Limerick, Ireland

DISCUSSANTS: Pam DeLotell, Kaplan University

Aysar P. Sussan, Arab American University – Palestine

Osman Yussuf, Wiley College Marshall Texas

9:00 AM to 10:30 AM Thursday, January 4, 2018

Location: THE STUDIO

Finance/International Finance Session

SESSION CHAIR: D.K. Malhotra, Philadelphia University

EMPIRICAL ANALYSIS OF REAL ESTATE INVESTMENT TRUST (REIT) AS A VIABLE POST RECESSION HEDGE (196)

James M. Moten Jr., East Central University, Ada, Ok

EVALUATING COST EFFICIENCIES IN INVESTMENT MANAGEMENT SERVICES USING DATA ENVELOPMENT ANALYSIS (121)

Rashmi Malhotra, Saint Joseph's University, Philadelphia, PA

D.K. Malhotra, Philadelphia University

CENTENNIAL MILESTONE OF THE DEATH TAX: AN ANALYSIS OF THE U.S. ESTATE TAX SYSTEM (125)

S. Keith Lowe, Jacksonville State University, Jacksonville, AL

Cassandra L. Ward, Jacksonville State University, Jacksonville, AL

DISCUSSANTS: James M. Moten Jr., East Central University, Ada, Ok

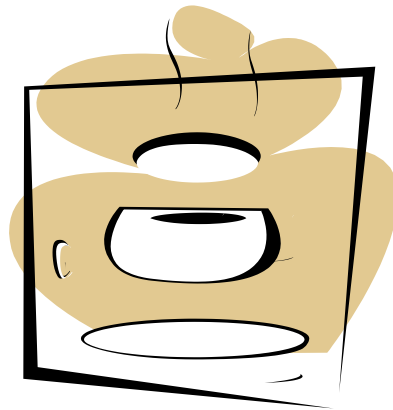
S. Keith Lowe, Jacksonville State University, Jacksonville, AL

Thursday, January 4, 2018

10:30 AM-10:45 AM

COFFEE BREAK

Salon C&D



10:50 AM to 12:00 Noon Thursday, January 4, 2018

Location: SALON A

Education/ Curriculum and Students Session

SESSION CHAIR: Jennifer Collins, Florida A & M University, Tallahassee,

PEDAGOGIC TECHNOLOGY IN ADULT VOCATION EDUCATION: SELF-EFFICACY (157)

**Klenton Sparks Sr., Kaplan University
Steven Cates, Kaplan University**

USING ITEM ANALYSIS TO PROVIDE EFFECTIVE REVIEW AND FEEDBACKS ON ASSESSMENT ITEMS IN PROGRAMMING COURSES (163)

**Xue Bai, Virginia State University
Ade Ola, Virginia State University
Soma Akkaladevi, Virginia State University**

PREPARATION FOR FACILITY MANAGEMENT REACCREDITATION COMPLIANCE (180)

**Angela J. Murphy, Florida A & Murphy University, Tallahassee, FL
Roscoe Hightower, Florida A & M University, Tallahassee, FL
Jennifer Collins, Florida A & M University, Tallahassee, FL**

**DISCUSSANTS: Angela J. Murphy, Florida A & Murphy University, Tallahassee, FL
Soma Akkaladevi, Virginia State University**

10:50 AM to 12:00 Noon Thursday, January 4, 2018

Location: SALON B

Accounting/Finance Session

SESSION CHAIR: Lela D. “Kitty” Pumphrey, British University in Egypt

EXTERNAL DIRECTOR COMPENSATION IN THE ELECTRIC INDUSTRY AFTER THE DODD-FRANK ACT (118)

Wikil Kwak, University of Nebraska at Omaha, Omaha, NE

ANALYSIS OF ANTI-RETALIATION PROVISIONS OF THE DODD-FRANK ACT IN RELATION TO FOREIGN WHISTLEBLOWERS (110)

Vicki M. Stewart, Texas A & M University Commerce

THE IMPACT OF IFRS 15 ON FINANCIAL STATEMENTS: A CASE STUDY (182)

Lela D. “Kitty” Pumphrey, British University in Egypt

Dina Hassouna, British University in Egypt

DISCUSSANTS: Vicki M. Stewart, Texas A & M University Commerce

Wikil Kwak, University of Nebraska at Omaha, Omaha, NE

10:50 AM to 12:00 Noon Thursday, January 4, 2018

Location: THE STUDIO

Finance/International Finance Session

SESSION CHAIR: Aekkachai Nittayagasetwat, National Institute of Development Administration, Bangkok, Thailand

**COST EFFICIENCIES IN REAL ESTATE INVESTMENT TRUST FUNDS (REITS)
(122)**

**Xianzhi Wang, Thomas Jefferson University, Philadelphia, PA
D.K. Malhotra, Thomas Jefferson University, Philadelphia, PA
Raymond R. Poteau, Thomas Jefferson University, Philadelphia, PA**

**VOLATILITY MODELING AND DAILY STOCK MARKET RETURNS
RELATIONSHIP IN NIGERIA: 1999-2015 (170)**

**Chukwu Agwu Ejem, Abia State Polytechnic, Nigeria
Godfrey Udochukwu Ogbonna, Board of Internal Revenue (Head Office), Nigeria
Onyemachi Maxwell Ogbulu, Abia State University, Nigeria**

**EVALUATION OF THE INVESTMENT IN COMBINED STOCK MARKETS UNDER
CO-INTEGRATION AND DIVERSIFICATION BENEFIT: THE CASE OF
SOUTHEAST ASIAN EMERGING MARKET (160)**

**Aekkachai Nittayagasetwat, National Institute of Development Administration,
Bangkok, Thailand
Jiroj Buranasiri, Thammasat University, Bangkok, Thailand**

**DISCUSSANTS: Chukwu Agwu Ejem, Abia State Polytechnic, Nigeria
Rashmi Malhotra, Saint Joseph's University, Philadelphia, PA**

Thursday, January 4, 2018

12:00 (Noon)-1:30 PM

Gregory A. Harrison, Ph.D.

Systems Engineer Senior Staff

Senior Technical Staff

Lockheed Martin Rotary and Mission Systems

(Keynote Speaker)



**Lunch at Crowne Plaza Hotel
In Salon C&D**

1:30 PM to 3:00 PM Thursday, January 4, 2018

Location: SALON A

Public Finance/Legal Issue in Business/ Consumer Behavior Session

SESSION CHAIR: S. Keith Lowe, Jacksonville State University, Jacksonville, AL

CHARACTERISTICS OF HEALTH CARE MUTUAL FUNDS (120)

**Tyler Steffy, Thomas Jefferson University
D.K. Malhotra, Thomas Jefferson University
Raymond R. Poteau, Thomas Jefferson University**

**THE CURRENT TREND AND EFFECT OF CHINESE MIGRATION TO THE U.S.
(171)**

**Xiaoli Liu, University of Central Oklahoma, Edmond, Oklahoma
Darrell Ford, University of Central Oklahoma, Edmond, Oklahoma**

**MACHINE LEARNING: A POTENTIAL TOOL IN PREDICTING CONSUMER
BEHAVIOR (210)**

**Tikum T Teboh, Wiley College, Marshall Texas
Daff Kallulu, Wiley College, Marshall, Texas
Samuel Tabi, Wiley College, Marshall, Texas**

DISCUSSANTS: D.K. Malhotra, Thomas Jefferson University

Xiaoli Liu, University of Central Oklahoma, Edmond, Oklahoma

1:30 PM to 3:00 PM Thursday, January 4, 2018

Location: SALON B

Management/ Contemporary Business Issues Session

SESSION CHAIR: Edwin Carrillo, Saint Leo University

MASTER OF MY DOMAIN? (142)

Carol Stewart, Southern Connecticut State University

Alison Wall, Southern Connecticut State University

Sheryl Marciniac, Southern Connecticut State University

EXAMINING THE IMPACT OF EMOTIONAL INTELLIGENCE ON WORKPLACE STRESS (116)

Edwin Carrillo, Saint Leo University

Lisa Freeman, Saint Leo University

Doris Morand, Saint Leo University

Rosemary Ocampo, Saint Leo University

Ramata Afegbua-Sabbat, Saint Leo University

Russell Clayton, Saint Leo University

DISCUSSANTS: Carol Stewart, Southern Connecticut State University

Lisa Freeman, Saint Leo University

1:30 PM to 3:00 PM Thursday, January 4, 2018

Location: THE STUDIO

Management/Human Resource/ Session

SESSION CHAIR: Jeffrey S Sugheir, Boise State University, Idaho

THE RESOURCE-BASED VIEW OF STRATEGY IN EXECUTIVE EDUCATION (190)
Jeffrey S Sugheir, Boise State University, Idaho

**EXPLORING THE BOUNDARIES OF SOCIAL RESPONSIBILITY AND
IRRESPONSIBILITY (192)**
James D. Mueller, College of Charleston, Charleston SC

**FACTORS AFFECTING THE SUCCESS OF MALAYSIAN EXPATRIATES ON
INTERNATIONAL ASSIGNMENTS (200)**
Osman Yussuf, Wiley College Marshall Texas

DISCUSSANTS: James D. Mueller, College of Charleston, Charleston SC
Osman Yussuf, Wiley College Marshall Texas

Thursday, January 4, 2018

3:00 PM-3:15 PM

Salon C&D

COFFEE BREAK

Salon C&D



3:30 PM to 5:00 PM Thursday, January 4, 2018

Location: SALON A

Information Technology/Decision Making Session

SESSION CHAIR: Aysar P. Sussan, Arab American University - Palestine

ANALYSIS OF DELAY PATTERNS OF MULTIPLE INSTANCES OF DENIAL OF SERVICE ATTACKS AGAINST CPUS AND MEMORY (184)

Andrew Erickson, St. Cloud State University, MN

Dennis Guster, St. Cloud State University, MN

Leena Leena Radeke, St. Cloud State University, MN

Paul Safonov, St. Cloud State University, MN

DEVELOPMENT OF PROFESSIONAL COMPETENCIES SOFT-SKILLS FOR BUSINESS STUDENTS: FROM VIRTUAL REALITY TO BUSINESS REALITY (117)

Kelley Bolden Bailey, Florida Agricultural and Mechanical University

L. Michelle Salvant, Florida Agricultural and Mechanical University

PEOPLE GOVERNANCE, ORGANIZATIONAL MATURITY AND BUSINESS OUTCOMES-ANALYSIS OF MEDIATION AND MODERATION EFFECTS (179)

K-Kothandaraman, Indian Institute of Technology, Madras, Chennai, India

T.J. Kamalanabhan, Indian Institute of Technology Madras, India

DISCUSSANTS: Kelley Bolden Bailey, Florida Agricultural and Mechanical University

T.J. Kamalanabhan, Indian Institute of Technology Madras, India

3:30 PM to 5:00 PM Thursday, January 4, 2018

Location: SALON B

Management/Human Resources Session

SESSION CHAIR: Sheri K. Bias, Saint Leo University

BUILDING TEAMS USING CREATIVITY: AN ODYSSEY OF THE MIND (149)

Sheri K. Bias, Saint Leo University

Justin Bias, The College of William and Mary

AN EXAMINATION OF THE FACTORS THAT INFLUENCE LABOR-MANAGEMENT RELATIONS SATISFACTION IN THE READY-MADE GARMENTS INDUSTRY OF BANGLADESH (167)

Mohammed S. Chowdhury, Touro College and the University System, New York

Nurul Amin, West Virginia University Tech, Beckley, WV

Zahurul Alam, Chittagong University, Bangladesh

THE “SUCKER EFFECT”: IMPROVING A COMPANY’S FINANCIAL PERFORMANCE BY USING ‘SOCIAL CAPITAL’ (127)

Eran Fishman, Ariel University

Yael Brender-Ilan, Ariel University

Jeffrey Kantor, Ariel University

CURRENT INTERVIEWING PRACTICES: TALES FROM THE TRENCHES (151)

Sheri K. Bias, Saint Leo University

Amy Buchanan, Saint Leo University

Sarah Davenport, Saint Leo University

DISCUSSANTS: Jeffrey Kantor, Ariel University

James D. Mueller, College of Charleston, Charleston SC

The International Academy of Business and Public Administration Disciplines

3:30 PM to 5:00 PM Thursday, January 4, 2018

Location: THE STUDIO

Contemporary Business Issues /International Business Session

SESSION CHAIR: Xiaolou Yang, Youngstown State University

FIRM RISK, PERFORMANCE AND EXECUTIVE COMPENSATION: AN INVESTIGATION ON CHINA LISTED FIRMS (130)

Xiaolou Yang, Youngstown State University

WOMEN'S REPRESENTATION IN THE HOTEL INDUSTRY – AN UPDATE FIVE YEARS LATER (135)

Candace Blayney, Mount Saint Vincent University, Halifax, Nova Scotia, Canada

Karen Blotnicky, Mount Saint Vincent University, Halifax, Nova Scotia, Canada

MERCOSUR: FROM THE EXPECTATIONS TO THE REALITY (124)

Franklin Aviles Santa, Southern Wesleyan University

DISCUSSANTS: Osman Yussuf, Wiley College, Marshall, Texas

Lisa Freeman, Saint Leo University

FRIDAY, JANUARY 5, 2018

9:00 AM to 11:00 AM Friday, January 5, 2018

INFORMAL MEETING

OPEN QUESTIONS AND ANSWERS

Publications and other Relevant Matters

Salon C

LIST OF INSTITUTIONS

Abia State Polytechnic, Nigeria
Abia State University, Nigeria
Anderson University, Anderson SC
Arab American University – Palestine
Ariel University
Bellarmino University
Belmont University
Bethune-Cookman University
Board of Internal Revenue (Head Office), Nigeria
Boise State University, Idaho
British University in Egypt
Centro de Estudios Superiores Universitarios de Galicia, Coruña, Spain
Cetera Financial Group
Chapman University
Chittagong University, Bangladesh
City College, Florida
College of Charleston, Charleston SC
Columbus State University, Columbus, GA
East Central University, Ada, Ok
Eastern Connecticut State University, Willimantic, CT
Eastern Washington University
Embry-Riddle Aeronautical University
Emporia State University, Emporia, KS
Flagler College, St. Augustine, FL
Florida A & M University, Tallahassee,
Florida Agricultural and Mechanical University
Florida Institute of Technology
Indian Institute of Technology Madras, India
Indiana State University, Terre Haute, IN
Jacksonville State University, Jacksonville, AL
Jönköping International Business School and University of Borås, Sweden
Kaplan University
KPMG, Chennai, India
Lamar University
Morgan State University
Mount Saint Vincent University, Canada
National Institute of Development Administration, Bangkok, Thailand

The International Academy of Business and Public Administration Disciplines

Obafemi Awolowo University, Ile-Ife, Osun State, Nigeria
Philadelphia University
Plainfield High School
Point University
Purdue University (PHSI)
Rowan University
Saint Joseph's University, Philadelphia, PA
Saint Leo University
Saint Mary's University
Savannah State University, Savannah, GA
Southern Connecticut State University
Southern Wesleyan University
St. Cloud State University, MN
Texas A & M University Commerce
Thammasat University, Bangkok, Thailand
The Citadel
The College of New Jersey
The College of William and Mary
The University of Tennessee at Martin, FL
Thomas Jefferson University, Philadelphia, PA
Touro College and the University System, New York
Troy University
University of Central Oklahoma, Edmond, Oklahoma
University of Houston-Downtown
University of Limerick, Ireland
University of Nebraska at Omaha, Omaha, NE
University of Skövde
University of St. Thomas
University of Tampa
Valdosta State University
Virginia Polytechnic Institute and State University
Virginia State University
Virginia Tech, Alexandria VA
West Virginia University Tech, Beckley, WV
Wichita State University, Wichita KS
Wiley College, Marshall Texas
Worcester State University
Youngstown State University

LIST OF PARTICIPANTS

NAME	PAGE(S)
Aaltonen, Pamela	3
Adams, Marjorie	1
Adeogun, Joann	7
Afegbua-Sabbat, Ramata	25
Ahuja, Reena	6
Akkaladevi, Soma	20
Alam, Zahurul	29
Alleyne, Beverley	2
Altimawi, Israa	3
Amin, Katen	7
Amin, Nurul	29
Baglione, Stephen L.	7
Bai, Xue	20
Bailey, Kelley Bolden	28
Bari, Imrana	14
Bias, Justin	29
Bias, Sheri K.	29
Black, David	3
Blayney, Candace	30
Blotnicky, Karen	30
Brender-Ilan, Yael	29
Brown, Chevanese Samms	9, 13
Brown, Ulysses J. III	9, 13
Buchanan, Amy	29
Buranasiri, Jiroj	22
Carrillo, Edwin	25
Carvajal, Nelson	2
Cates, Steven	3, 7, 9, 13, 17, 20
Chekwa, Charles	7, 11
Cheng, Jen-Chi	10
Chowdhury, Mohammed S.	29
Clay, Mary	2
Clayton, Russell	25
Collins, Jennifer	20
Coughlin, Amy	17
Craig, Colby	3
Czyzewski, Alan B.	11

Czyzewski, Ann	11
Czyzewski, Mary	11
Daniels, Lorita C.	9, 13
Davenport, Sarah	29
Davis, Russell	9
DeLotell, Pam	13, 17
Deo, Prakash	5, 11
Dietz, Eric	3
Ejem, Chukwu Agwu	22
El-Houbi, Ashraf	3
ELHoubi, Farouk	3
Erickson, Andrew	28
Fishman, Eran	29
Ford, Darrell	24
Francis, Conrad	7, 11
Frazier, John	10
Freeman, Lisa	25, 30
Goth, Peter	14
Guster, Dennis	28
Hagen, Abdalla	1
Harrison, Gregory A.	23
Hassan, Morsheda	14
Hassouna, Dina	21
Hightower, Roscoe	20
Ho, Johnny C.	1
Ify, Igbokwe Philomena	6
Jackson, Jason	3
Jahmani, Yousef	1
Kallulu, Daff	24
Kamalanabhan, T.J.	28
Kantor, Jeffrey	29
Kassira, Reem D.	13
Knight, John E. Jr.	16
Kothandaraman, K	28
Kwak, Wikil	21
Larsen, Nicholas	10
Liu, Cathy Zishang	5, 14
Liu, Xiaoli	24
Liu, Xinwei	16

Liu, Zhao	16
Ljungkvist, Torbjörn	6
Lowe, S. Keith	18, 22
Malhotra, D.K.	18, 22, 24
Malhotra, Rashmi	18, 22
Marciniec, Sheryl	25
McCullough, Antron	7
Miller, Scott A.	9
Morand, Doris	25
Moten, James M. Jr.	18
Mueller, James D.	26, 29
Murphy, Angela J.	20
Murray, Noel	7
Mustica, Melissa	7
Nittayagasetwat, Aekkachai	22
Ola, Ade	20
Ocampo, Rosemary	25, 30
Ogbonna, Godfrey Udochukwu	22
Ogbulu, Onyemachi Maxwell	22
Ogungbure, Akins	7, 11
Österlund, Urban	6
Park, Yonpae	2, 5
Poteau, Raymond R.	22, 24
Poteau, Christine E.	16
Pumphrey, Lela	21
Radeke, Leena	28
Ramaswamy, Vinita	2
Raskin, Rachel	11
Rishel, Tracy	9
Rixon, Daphne	14
RuJoub, Mohd A.	14
Ryan, Lorraine	17
Safonov, Paul	28
Salvant, Michelle	28
Salem, Ibrahim	14
Santa, Franklin Aviles	30
Scott-Ransom, James J.	9
Smith, J. Goosby	9
Sparks, Klenton Sr	20

Steffy, Tyler	24
Stewart, Carol	25
Stewart, Vick M	21
Stunda, Ronald A.	2
Sugheir, Jeffrey S	26
Sussan, Aysar P.	13, 17, 28
Swanson, Nancy J.	5
Tabi, Samuel	24
Teboh, Tikum T	24
Trevisan, Patrizia	13
Tucci, Louis	7
Turner, Tom	17
Vance, DeLisa M.	17
Wall, Alison	25
Wang, Xianzhi	22
Ward, Cassandra L.	18
Wu, Jiayun	5
Yang, Xiaolou	30
Yu, Jun	16
Yussuf, Osman	17, 28
Zarb, Bert J.	2, 11
Zhou, Joyce	16

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