

**THE INTERNATIONAL ACADEMY OF
BUSINESS AND PUBLIC
ADMINISTRATION DISCIPLINES
(IABPAD)**

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Fall Conference Program

October 22-24, 2020



www.iabpad.com

WELCOME

Welcome to the 2020 International Academy of Business and Public Administration Disciplines (IABPAD) Fall Online Conference. The goal of this conference is to provide an opportunity for participants to present their research papers and exchange ideas and ways by which private and public organizations and nations can meet global challenges in the twenty-first century.

We are proud to announce that participants at this conference have made significant contributions to the literature through their research and advanced ideas. We encourage you to explore outside your disciplines and sample the work of your peers from across the spectrum.

We are glad to announce that the IABPAD sponsors seven refereed journals. *International Journal of Business and Public Administration (IJBPA)*, *International Journal of Business and Economics Perspectives (IJBEP)*, *International Journal of Education Research (IJER)*, *International Journal of Business, Accounting, and Finance (IJBAF)*, *International Journal of Business, Marketing, and Decision Sciences (IJBMDs)*, *International Journal of Management and Human Resources (IJMHR)*, and *International Journal of Business Research and Information Technology (IJBRIT)*. Each journal has an ISSN number, issued by the library of Congress, Washington, DC. A published journal will be included in the databases of EBSCO publishing Inc. and Gale/ Cengage Learning. Abstracts will be indexed by IABPAD at www.iabpad.com

We would like to thank those who agreed to participate as discussants and session chairs. Also, we would like to extend our heart-felt and deepest appreciation to each of you. It is our authors and the conference participants who make the IABPAD successful and who support our efforts to achieve our goal. Thank you and have a great conference.

Abdalla Hagen
Program Chair

Raja Nassar
Conference Chair

Morshoda Hassan
Conference Coordinator

**INTERNATIONAL ACADEMY OF BUSINESS
AND PUBLIC ADMINISTRATION
DISCIPLINES (IABPAD)**

COMMUNICATION

If you have requested to present and you are unable to present at this time, please email us your PowerPoint so we can provide it to the participants if requested.

If you have questions during the conference, please call us at: 318-614 -0721 or 318- 497-3614.

We will email each participant the final version of the Proceedings, chair session certificate, and discussant certificate.

Please provide us with your personal email and cell phone

INTERNATIONAL ACADEMY OF BUSINESS AND PUBLIC ADMINISTRATION DISCIPLINES (IABPAD)

INSTRUCTIONS

This online conference is conducted on the Zoom platform. Each participant will receive a link to join the presentation session at their scheduled time.

Please click on the link provided to you in order to join the session and make your presentation. Once you click the link provided, simply follow the download and installation instructions.

In preparation for the online conference, please make sure that you have access to broadband internet and a computer/laptop with a webcam.

We have emailed you as an attachment the instructions on how to log on and join the presentations.

SUGGESTED ROLES TO SESSION CHAIRS AND DISCUSSANTS

As a *Session Chair*, your role is to:

- Tell the presenters the rules before the session.
- Introduce presenters & their topics.
- Manage the time efficiently and effectively.

Session Chairs: Please make sure that there is sufficient time allocated for the presenters and discussants. The following guidelines are suggested for a 1 hour 30 minute session with three papers (24 minutes each). *Please feel free to use your discretion to deviate from these guidelines, if necessary.*

- *Twenty to twenty five minutes* of presentation time for each paper. The remaining time for questions and answers.
- *Five to ten minutes* of discussion time for each paper.
- Sessions of *four papers* have also *twenty-five minutes per presentation*.

As a *Discussant*, your role will be to stimulate a constructive discussion of the paper(s) presented. In some cases, please note that the presenters were not able to meet the deadline to submit papers to the conference, or they are presenting their work in progress. In these cases, please discuss the paper based on the presentation.

- Try to identify shared constructs, linked findings, and contradictory results that emerge across the paper, if any.
- Try to identify debates and themes, and how the group of papers contributes to them.

It is recommended that *all* assigned presentations be completed *before* the discussants present their thoughts. Open discussion (questions and answers) can precede or follow discussants' presentations. However, this is left to the discretion of the session chair and the discussant.

Thank you for your willingness to volunteer and actively participate in the 2020 IABPAD online Fall Conference.

**INTERNATIONAL ACADEMY OF BUSINESS
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**Fall Online Conference
US Central Time
Thursday, October 22, 2020
9:00 AM - 4:00 PM**

Four Sessions will be presented:

US Central Time	Track(s)
9:00 am -10:15 am	IB/MGMT
10:30 am – 12:00 Noon	ACCT/FIN
1:00 pm – 2:30 pm	LEGAL/PUBLIC
2:45 pm – 4:00 pm	EDUC/TECH

9:00 AM to 10:15 AM –Thursday, October 22, 2020

International Business/Management/Leadership/Session

SESSION CHAIR: Victor Bahhouth, University of North Carolina – Pembroke

Presenter: Bahhouth

ARE MEXICAN AND BRAZILIAN BUSINESSES COMPETING RIVALS? (115)

**Victor Bahhouth, University of North Carolina – Pembroke
Rebecca Gonzalez, University of North Carolina – Pembroke
Cliff Mensah, University of North Carolina – Pembroke
Roy Khoueiri, Notre Dame University – Lebanon**

Presenter: Douglas

THE INFLUENCE OF IMPLICIT PSYCHOLOGICAL CONTRACT OBLIGATIONS IN EMPLOYEE WORK ENGAGEMENT (127)

**Stephanie Douglas, Embry-Riddle Aeronautical University
Robin Roberts, Embry-Riddle Aeronautical University**

Presenter: Forsyth

ARE NARCISSISTIC CEOS A BLESSING OR A CURSE? PRACTICAL METHODS TO MEASURE AND RESPOND TO NARCISSISM IN LEADERS (156)

**Jillian Alderman, Pepperdine Graziadio Business School
Joetta Forsyth, Pepperdine Graziadio Business School, Los Angeles, CA
Charla Griffy-Brown, Pepperdine Graziadio Business School
Richard Walton, Pepperdine Graziadio Business School**

**DISCUSSANTS: Stephanie Douglas, Embry-Riddle Aeronautical University
Joetta Forsyth, Pepperdine Graziadio Business School, Los Angeles, CA**

10:30 AM to 12:00 (Noon) –Thursday, October 22, 2020

Accounting/Finance Session

SESSION CHAIR: Robert W. McGee, Fayetteville State University

Presenter: Aktas

**FINTECH REVOLUTION, REGULATORY AND SUPERVISORY CHALLENGES,
AND OPPORTUNITIES FOR SYSTEMIC IMPROVEMENT BY UTILIZATION OF
REGTECH AND SUPTECH (173)**

Elvan Aktas, Valdosta State University

Karin Roland, Valdosta State University

Presenter: Schnusenberg

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Oliver Schnusenberg, University of North Florida, Jacksonville, FL

Presenters: Pardisi and McGee

**THE RELATIONSHIP BETWEEN EDUCATION LEVEL AND ATTITUDE TOWARD
TAX EVASION: AN EMPIRICAL STUDY (161)**

Ashiqullah Pardisi, Fayetteville State University

Robert W. McGee, Fayetteville State University

Presenter: Beckmann

IMPACT OF COVID-19 ON CASH FLOW IN UNIVERSITY BUDGETS (165)

Srinivasan Ragothaman, The University of South Dakota, Vermillion

Klaus S. Beckmann, The University of South Dakota, Vermillion

**DISCUSSANTS: Klaus S. Beckmann, The University of South Dakota, Vermillion
Oliver Schnusenberg, University of North Florida, Jacksonville, FL**

THURSDAY, OCTOBER 22, 2020

12:00 Noon-1:00 PM

BREAK

1:00 PM to 2:30 PM –Thursday, October 22, 2020

Ethical and Legal Issue in Business/ Public Administration Session

SESSION CHAIR: Kumoli Ramakrishnan, University of South Dakota, SDk

Presenter: Sales

LEARNING MANAGEMENT DURING THE 2020 GENERAL ELECTION (137)

Gisela Salas, Beacon College, Leesburg, FL

Paul Craft, Freeman, Craft McGregor Group, Tallahassee, FL

Kate McGregor, Freeman, Craft McGregor Group, Tallahassee, FL

Presenter: Sales

CHANGE MANAGEMENT IN THE 2020 ELECTION CYCLE (138)

Gisela Salas, Beacon College, Leesburg, FL

Paul Craft, Freeman, Craft McGregor Group, Tallahassee, FL

Kate McGregor, Freeman, Craft, McGregor Group, Tallahassee, FL

Presenter: Ramakrishnan

CORONAVIRUS CONUNDRUM, CHARISMATIC LEADERS AND CHALLENGES (135)

Dipak C Jain, Northwestern University, Evanston, IL

Kumoli Ramakrishnan, University of South Dakota, Vermillion, SD

Presenter: Palijo

PROHIBITION OF SLAVERY AND CHILD LABOUR ISSUE IN KOTRI TEXTILE MILLS (Sindh) PAKISTAN, IMPLEMETING THE LAW OF CHILD LABOUR IN PAKISTAN IS THE TIME OF THE NEED (126)

Rizwan Ali Memon, Mehran University of engineering and technology Jamshoro.

Aqif Usman Palijo, University of sindh Jamshoro.

**DISCUSSANTS: Hamid Khan Our Lady of the Lake University
Stan Bazan, Western Connecticut State University**

2:45 PM to 4:00 PM -Thursday, October 22, 2020

Education/Leadership Session

SESSION CHAIR: Linda G. Carrington, Sam Houston State University

Presenter: Carrington and Strawser

THE IMPACT OF UNIVERSITY COURSE REPEAT POLICIES ON THE INFORMATIONAL VALUE OF BUSINESS STUDENTS' GRADE POINT AVERAGES (117)

**Linda G. Carrington, Sam Houston State University
Jeffrey Strawser, Sam Houston State University**

Presenter: Henderson and McKinnon

ONLINE EXAMS DURING COVID AND ACADEMIC CHEATING (154)

**Elsie Henderson, Mount Saint Vincent University, Halifax, Canada
Jeff McKinnon, Mount Saint Vincent University, Halifax, Canada**

Presenter: Finkle

ENTREPRENEURSHIP FACULTY IN HIGHER EDUCATION (106)

Todd A. Finkle, Gonzaga University

Presenter: Bazan

STUDENT RANKINGS OF INSTRUCTOR METHODS FOR FACILITATING IN-CLASS CASE DISCUSSIONS: A PRELIMINARY ANALYSIS (141)

**Stan Bazan, Western Connecticut State University,
Mohinder Dugal, Western Connecticut State University**

DISCUSSANTS: Todd A. Finkle, Gonzaga University

Jeff McKinnon, Mount Saint Vincent University, Halifax, Canada

**INTERNATIONAL ACADEMY OF BUSINESS
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Friday, October 23, 2020

9:00 AM - 4:15 PM

Four Sessions will be presented:

US Central Time	Track(s)
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10:30 am – 12:00 Noon	MGMT/IB
1:00 pm – 2:30 pm	ACCT/FIN/IB
2:45 pm – 5:00 pm	ACCT/ECON/FIN

9:00 AM to 10:15 AM- Friday, October 23, 2020

Management/ Entrepreneurship/International Business Session

SESSION CHAIR: Stan Bazan, Western Connecticut State University

Presenter: McGraw

THE ABCS OF RECRUITING AND RETAINING THE GENIUS GENERATION FROM A GENERATION Y AND GENERATION Z PERSPECTIVE (104)

**Laquita McGraw, Southern Connecticut State University, North Haven, CT
Carol Stewart, Southern Connecticut State University, North Haven, CT**

Presenter: Bazan

STUDENT PERCEPTIONS OF THE SIDE HUSTLE VERSUS TRADITIONAL CAREER DEVELOPMENT ACTIVITIES (160)

Stan Bazan, Western Connecticut State University

Presenter: Shaikh

DOMESTIC VIOLENCE AGAINST WOMEN DURING LOCKDOWN IN COVID-19 PANDEMIC IN PAKISTAN: A CASE STUDY OF INTERIOR SINDH(133)

**Faiz Muhammad Shaikh, Associate Professor-SZABAC-Dokri
Anwar Ali Shah Syed, IBA-University of Sindh Jamshoro
Ali Raza Memon, Istanbul Turkey
Abdullah Sethar, Deputy Director Livestock-Hyderabad Sindh-Pakistan**

**DISCUSSANTS: Laquita McGraw, Southern Connecticut State University, CT
Todd A. Finkle, Gonzaga University**

10:30 AM to 12:00 (Noon) - Friday, October 23, 2020

Management/Leadership/International Business Session

SESSION CHAIR: Hamid Khan Our Lady of the Lake University

Presenter: Khan

A CURIOUS INVESTIGATION INTO CORRELATION, PREDICTION AND REGRESSION (CPR) BETWEEN 'WORKHOURS AND EFFECTIVENESS' OF UNIVERSITY PROFESSORS (140)

Hamid Khan Our Lady of the Lake University

Presenter: Joyner-McGraw

LEADERSHIP AND CORPORATE SOCIAL RESPONSIBILITY IN SPORTS: IF YOU'RE NOT FIRST, YOU'RE LAST (144)

**Carol Stewart, Southern Connecticut State University
Sheryl Marciniac, Southern Connecticut State University,
Laquita Joyner-McGraw, Southern Connecticut State University
Seungmin Han, Southern Connecticut State University,**

Presenter: Ward

CIVILIAN HUMAN RESOURCE DEPARTMENT UNDERSTANDING THE VETERAN TRANSITIONING INTO THE WORKFORCE (124)

**Brian K. Ward Sr., Roseville CA.
Valerie S. Ward, Roseville CA.**

Presenter: Shaikh

IMPACT OF LOCK-DOWN OF COVID-19 ON DAIRY INDUSTRY IN SINDH-PAKISTAN (146)

**Abdullah Sethar, Director Live Stock, Government of Sindh Pakistan
Rasheed Ahmed Jumani, Planning division Government of Sindh
Faiz Muhammad Shaikh, SZABAC-Dokri**

**DISCUSSANTS: Laquita Joyner-McGraw, Southern Connecticut State University
Faiz Muhammad Shaikh, SZABAC-Dokri**

FRIDAY, OCTOBER 23, 2020

12:00 Noon-1:00 PM

BREAK

1:00 PM to 2:30 PM-Friday, October 23, 2020

Accounting/Finance/International Business Session

SESSION CHAIR: Zhixin Kang, University of North Carolina – Pembroke

Presenter: Barnes

USING ORGANIZATIONAL IMPROVISATION TO IMPROVE AUDITORS' COGNITIVE SKILLS IN DETECTING FRAUD (150)

Joseph Barnes, University of Wisconsin Platteville

Presenters: Pardisi and McGee

THE RELATIONSHIP BETWEEN SOCIAL CLASS AND ATTITUDE TOWARD TAX EVASION: AN EMPIRICAL STUDY (163)

Ashiqullah Pardisi, Fayetteville State University

Robert W. McGee, Fayetteville State University

Presenter: Kang

A STUDY OF THE IMPACT OF FIRM SIZE ON STOCK RETURN (164)

Zhixin Kang, University of North Carolina – Pembroke

Edwin Cliff Mensah, University of North Carolina – Pembroke

Rebecca Gonzalez-Ehnes, University of North Carolina – Pembroke

Presenter: Junejo

THE IMPACTS OF COVID-19 PANDEMIC ON SUPPLY CHAINS IN PAKISTAN (145)

Mumtaz Ali Junejo, Shah Abdul Latif University Khairpur Mirs

Anwar Ali Shah, IBA-University of Sindh Jamshoro

Faiz Muhammad Shaikh, SZABAC-Dokri

DISCUSSANTS: Joseph Barnes, University of Wisconsin Platteville

Angela M. Addair, Concord University, Athens, WV

2:45 PM to 5:00 PM - Friday, October 23, 2020

Accounting/Economics/Finance Session

SESSION CHAIR: Rebecca Wetmiller, Longwood University

Presenter: Pardisi and McGee

THE RELATIONSHIP BETWEEN INCOME LEVEL AND ATTITUDE TOWARD TAX EVASION: AN EMPIRICAL STUDY (162)

**Ashiqullah Pardisi, Fayetteville State University
Robert W. McGee, Fayetteville State University**

Presenter: Wetmiller

APPROACHING THE UNAPPROACHABLE: DO NEW STAFF AUDITORS HAVE RISKY RESPONSES TO AN UNAPPROACHABLE IN-CHARGE AUDITOR? (168)

Rebecca Wetmiller, Longwood University

Presenter: Addair and Sauchuck

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**Angela M. Addair, Concord University, Athens, WV
Amanda S. Sauchuck, Concord University, Athens, WV**

Presenter: Wen

AN EXPLORATION OF STUDENTS' PERCEPTIONS OF ONLINE MEETINGS IN AN ONLINE GRADUATE-LEVEL ACCOUNTING COURSE (152)

**Lei Wen, Emporia State University, Emporia, Kansas
Yingqi Wang, Appalachian State University, Boone, NC**

JOB SATISFACTION AMONG AUDITORS AND ACCOUNTANTS AS IT RELATES TO DEMOGRAPHIC WORK PREFERENCES (175)

Emmanuel Asoluka Ihejirika, Lincoln University, Pennsylvania

**DISCUSSANTS: Amanda S. Sauchuck, Concord University, Athens, WV
Lei Wen, Emporia State University, Emporia, Kansas**

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Fall Online Conference

Saturday, October 24, 2020

9:00 AM - 4:00 PM

Four Sessions will be presented:

US Central Time	Track(s)
9:00 am -10:15 am	TECH/MGMT/HR
10:30 am – 12:00 Noon	HR/MGMT
1:00 pm – 2:30 pm	MARK/MGMT
2:45 pm – 4:00 pm	MARK/QA

9:00 AM to 10:15 AM - Saturday, October 24, 2020

Technology Competition/Management/Human Resource Session

SESSION CHAIR: Jeanette Francis, Lynn University, USA

Presenter: Ward

THE DIFFICULT TRANSITION FROM MILITARY TO CIVILIAN WORKFORCE/LIFE AND SOLUTIONS (116)

Brian K. Ward Sr., Roseville CA.

Presenter: Chen

INVESTIGATING PEER COMPETITION IN TECHNOLOGY INDUSTRY WITH MACHINE LEARNING (157)

Andy W. Chen, Seattle Pacific University, Seattle, WA, United States

Presenter: Chen

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Andy W. Chen, Seattle Pacific University, Seattle, WA, United States

DISCUSSANTS: Richard Dool, Rutgers University
Brian K. Ward Sr., Roseville CA.

10:45 AM to 12:00 (Noon) -Saturday, October 24, 2020

Human Resource/Management Session

SESSION CHAIR: Richard Dool, Rutgers University

Presenter: Dool and Alam

INTERVIEWS AND ASSESSMENT FROM AN EMPLOYMENT PERSPECTIVE: HISTORY, PRESENT DAY AND THE FUTURE (122)

**Tahsin I. Alam, Rutgers University
Richard Dool, Rutgers University**

Presenter: Francis

CULTURAL ADAPTATION IN TIMES OF PANDEMICS (120)

Jeanette Francis, Lynn University, USA

Presenter: Auer-Karl

MASCULINE VERSUS FEMININE CULTURE FROM THE PERSPECTIVE OF THE MEDICAL DEVICE INDUSTRY (121)

Brigitte Auer-Karl, SMBS - University of Salzburg

DISCUSSANTS: Jeanette Francis, Lynn University, USA

Brigitte Auer-Karl, SMBS - University of Salzburg

SATURDAY, OCTOBER 23 , 2020

12:00 Noon-1:00 PM

BREAK

1:00 PM to 2:30 PM - Saturday, October 24, 2020

Marketing/Management/Health Care Management Session

SESSION CHAIR: Judson C. Edwards, Troy University, Alabama

Presenter: Cadet

THE DARK SIDE OF EMPATHY: INVESTIGATING THE MANIFESTATION OF PHYSICIAN EMPATHY DURING TIMES OF CRISIS (132)

Fabienne T. Cadet, Nova Southeastern University, FL

Presenter Cheng

FISCAL DECENTRALIZATION AND MUNICIPAL FISCAL HEALTH—A PANEL STUDY OF LARGE AMERICAN CITIES (155)

Jen-Chi Cheng, Wichita State University, Wichita, Kansas

Presenter: Edwards

PRICING IN THE BLOOD SERVICE INDUSTRY: REVIEWING ITS EFFECTIVENESS VERSUS OTHER PHARMACEUTICALS (174)

Judson C. Edwards, Troy University, Alabama

Rodger Morrison, Troy University, Alabama

Ping He, Troy University, Alabama

Greg Jones, Troy University, Alabama

Presenter: Ali Memon

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Rizwan Ali Memon, Mehran University of Engineering and Technology

Aqif Usman Palijo, University of Sindh Jamshoro, Pakistan

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

Fabienne T. Cadet, Nova Southeastern University, FL

2:45 PM to 4:30 PM- Saturday, October 24, 2020

Marketing/Quantitative Analysis Session

SESSION CHAIR: Paulette Cormier-MacBurnie, Mount Saint Vincent University

Presenter: John Narcum

SOCIAL MEDIA MARKETING AND THE CORONAVIRUS: AN EXPLORATORY STUDY (123)

**Andrew Mason, Juntendo University,
John Narcum, Arkansas Tech University, Russellville, AR
Kevin Mason, Arkansas Tech University, Russellville, AR**

Presenter: Petkova

TAKIN' IT [MARKETING] TO THE STREETS: A CASE STUDY OF MARKETING ENTREPRENEURSHIP, SERVICE LEARNING AND COMMUNITY ENGAGEMENT (172)

**Beth Ghiloni, Central Connecticut State University
Olga Petkova, Central Connecticut State University
Paige Altman, Jamie Bonito, Sara Duprey, Bryonna Ford-Bey, and
Krystyna Konieczny, Central Connecticut State University**

Presenter: Cormier-MacBurnie

INTENTION TO LEAVE IN THE CHEF PROFESSION (128)

Paulette Cormier-MacBurnie, Mount Saint Vincent University

Presenter: Shen

AN EMPIRICAL STUDY ON ONLINE SELLER'S RATING-BASED PRICE PREMIUM (166)

**Yingtao "Michael" Shen, Austin Peay State University
Xin Zhang, Austin Peay State University**

Presenter: Teal

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Mary Teal, Emporia State University

DISCUSSANTS: Olga Petkova, Central Connecticut State University

John Narcum, Arkansas Tech University, Russellville, AR

The International Academy of Business and Public Administration Disciplines

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