

The IABPAD Dallas Conference, July 29 – August 1, 2021

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

www.iabpad.com
iabpad_conference@suddenlink.net
iabpad_conference@suddenlinkmail.com

Dallas Conference Program

July 29-August 1, 2021



www.iabpad.com

WELCOME

Welcome to the 2021 International Academy of Business and Public Administration Disciplines (IABPAD) Dallas 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 six 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 Management, Marketing, and Decision Sciences (IJMMDS)*, *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

Morsheda 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 mail each participant the final version of the Proceedings, chair session certificate, and discussant certificate.

Please provide us with your personal email and cell phone

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 2021 IABPAD Dallas Conference.

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

Conference Program

Thursday, July 29, 2021

**3:00 PM – 5:00 PM: ARRIVAL OF PARTICIPANTS
ON-SITE CONFERENCE
REGISTRATION
In Teak Room**

Friday & Saturday, July 30-31, 2021

**7:00 AM-8:30 AM: BREAKFAST AT DOUBLE TREE
(For those residing at DoubleTree)
AT The Chef's Table
RESTAURANT ON THE LOWER
LEVEL**

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

**Dallas Conference
Face -to-Face & Virtual**

**Friday, July 30, 2021
9:00 AM - 3:30 PM
(Central Time)**

Five Sessions will be presented:

Room and Time	Track(s)
OAK - 9:00 am -10:15 am	MGMT/MKT/CBI
ACACIA – 9:00 am -10:15am	MGMT/BUS COM
OAK – 10:30 am- 12:00 Noon	EDU/ COVID-19
ACACIA – 1:45 pm- 3:30 pm	ACCT/ECON/FIN
OAK - 1:45 pm – 3:30 pm	MGMT/LEGAL/PUB

9:00 AM to 10:15 AM Friday, July 30, 2021

Location: OAK

Management/Marketing /CBI Session

SESSION CHAIR: Irfan Ahmed, Sam Houston State University

Presenter: Lazo and Sombito

A NEW REALITY FOR SPORT FACILITIES: THE AMERICAN AIRLINES CENTER AS A LEARNING ORGANIZATION (101)

**Benjamin Lazo, Sr., University of Mary Hardin-Baylor
Lester J. Sombito, University of Mary Hardin-Baylor**

Presenter: Ryan.

PANDEMIC LESSONS FOR SPACE-BASED BUSINESS: THE ULTIMATE REMOTE ENVIRONMENT (133)

**Mike H Ryan, Bellarmine University, Louisville, Kentucky
Ida Kutschera, Bellarmine University, Louisville, Kentucky**

Presenter: Ahmed

POLITICAL AUTHORITARIANISM AND EFFECTS ON MARKETS (138)

Irfan Ahmed, Sam Houston State University

**DISCUSSANTS: Benjamin Lazo, Sr., University of Mary Hardin-Baylor
Lester J. Sombito, University of Mary Hardin-Baylor
Mike H Ryan, Bellarmine University, Louisville, Kentucky**

9:00 AM to 10:15 AM Friday, July 30, 2021

Location: ACACIA

Management/Business Communication/ Accounting Session

SESSION CHAIR: Stephen A. Furlich, Texas A&M University-Commerce, Texas

Presenter: Furlich

THE GENDER PAY GAP MYSTERY (102)

Stephen A. Furlich, Texas A&M University-Commerce, Texas

Presenter: Gordey

BLUE BELL, THE DEADLY SCOOP (134)

Laura Gordey, Tarleton State University

Presenter: Abu-Hummour

ATTITUDES TOWARD TAX EVASION FROM THE PERSPECTIVE OF THE TAX ASSESSORS: GOVERNMENTAL POLICES TO REDUCE TAX EVASION IN THE JORDANIAN PUBLIC SECTOR (121)

Anan M. Abu-Hummour, Yarmouk University, Jordan

DISCUSSANTS: Laura Gordey, Tarleton State University

Omer Gokus, Norfolk State University

Friday, July 30, 2021

10:15 AM-10:30 AM

COFFEE BREAK



“Foyer”

10:30 PM to 12:00 (Noon) Friday, July 30, 2021

Location: OAK

Education/ COVID-19 Session

SESSION CHAIR: Patrick Jaska, University of Mary Hardin-Baylor

Presenter: Brown-Bulloch

THREE BIRDS, ONE STONE: AN INTEGRATED METHODOLOGY FOR STRATEGY, OPERATIONS, AND ACCREDITATION IN THE SCHOOL OF BUSINESS (123)

Lynn Brown-Bulloch, Southern Wesleyan University

Presenter: Adeogun

PROGRAM DESIGN, COURSE REVISIONS, BLOOMS TAXONOMY – OMG! (105)

Josnn Adeogun, The American College, King of Prussia, PA

Akins Ogungbure, Troy University

Presenter: Shaikh

IMPACT OF COVID-19 PANDEMIC ON SOCIO ECONOMIC IMPACT ON SESSIONAL EMPLOYMENT OF DATES INDUSTRY: A CASE STUDY OF KHAIRPUR MIRS (108)

Pervaiz Ahmed Panhwar, General Manager-Soneri bank limited

Anwar Ali Shah G.Syed, IBA-University of Sindh Jamshoro

DISCUSSANTS: Rocio Payne, Indiana University Northwest

Faiz Muhammad Shaikh, SZABAC-Dokri

Friday, July 30, 2021

12:00 (Noon) to 1:30 PM

IABPAD LUNCH

Garden Room

1:45 PM to 3:30 PM Friday, July 30, 2021

Location: ACACIA

Accounting/Economics/Finance Session

SESSION CHAIR: Paul Ziegler, University of Mary Hardin-Baylor

Presenter: Schneider

ARE LENDING DECISIONS INFLUENCED BY KNOWLEDGE ABOUT A LOAN APPLICANT'S INTERNAL AUDITING? (113)

Arnold Schneider, Georgia Institute of Technology, Atlanta, GA

Presenter: Barnes

FRAUD DETECTION: THE IMPACT OF CFE DESIGNATION ON PROFESSIONAL SKEPTICISM AND BRAINSTORMING (136)

L. Joseph Barnes, University of Wisconsin Platteville

Presenter: Ziegler

U.S. COMMERCIAL BANKS' LOAN PORTFOLIO DURING THE COVID-19 PANDEMIC (118)

Nancy Seelye, First Financial Bank

Paul Ziegler, University of Mary Hardin-Baylor

DISCUSSANTS: L. Joseph Barnes, University of Wisconsin Platteville

Lamine J. Conteh, Southwest Minnesota State University, Marshall, N

1:45 AM to 3:30 Friday, July 30, 2021

Location: OAK

Management/Legal issues in Business/Public Administration Session

SESSION CHAIR: Brian Keith Ward Sr., Retired Air Force Master Sergeant

Presenter: Ward and Ingram

BLACK U.S. SERVICEMEN FIGHTING BATTLES ON TWO FRONTS DURING THE KOREAN WAR (131)

Brian Keith Ward Sr., Retired Air Force Master Sergeant

LaWanda Ingram, Retired Air Force Master Sergeant

Presenter: Sosa-fey

PERFORMANCE REVIEWS: WHAT IS THE EFFECT ON EMPLOYEE MOTIVATION? (141)

James Vorpahl, Texas A&M University-San Antonio

Josephine Sosa-fey, Texas A&M University-San Antonio

Presenter: Memon

GENDER PERCEPTION TOWARDS WORKING CONDITIONS IN TEXTILE INDUSTRIAL CLUSTER KOTRI (142)

**Rizwan Ali Memon, Institute of Science and Technology Development MUISTD,
MUET Jamshoro**

Presenter: Gokus

STANDARDIZATION VERSUS CUSTOMIZATION FROM THE PERSPECTIVE OF THE FUKUYAMA AND HUNTINGTON CONCEPTUALIZATIONS (106)

Omer Gokus, Norfolk State University

**DISCUSSANTS: Rizwan Ali Memon, Institute of Science and Technology Development
Josephine Sosa-fey, Texas A&M University-San Antonio**

Friday, July 30, 2021

3:30 PM-4:00 PM

COFFEE



“Foyer”

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

**Dallas Conference
Face -to-Face and Virtual**

**Saturday, July 31, 2021
9:00 AM - 3:30 PM
(Central Time)**

Six Sessions will be presented:

Room and Time	Track(s)
OAK - 9:00 am -10:15 am	EDU/EDU TECH/ACCT
ACACIA – 9:00 am -10:15am	MGMT/MKT/ COVID-19/
OAK – 10:30 am- 12:00 Noon	MGMT/ IB/ REL
ACACIA – 10:30 am- 12:00 Noon	FIN/ECON/IB
ACACIA - 1:45 pm – 3:30 pm	IT/CYB
OAK - 1:45 pm – 3:30 pm	ACCT/MKT/ECON/ COVID-19

9:00 AM to 10:15 AM Saturday, July 31, 2021

Location: OAK

Education/ Education Technology Session

SESSION CHAIR: Effel Harper, University of Mary Hardin-Baylor

Presenter: Harper, Dalby, and Jaska

RETURNING TO THE TRADITIONAL FACE-TO-FACE CLASSROOM AFTER A PANDEMIC (125)

**Effel Harper, University of Mary Hardin-Baylor
Barbara Dalby, University of Mary Hardin-Baylor
Patrick Jaska, University of Mary Hardin-Baylor**

Presenter: Payne

A NATIONAL COMPARISON OF ADVERSE IMPACT IN BLACK AND HISPANIC STUDENT 6-YEAR COLLEGE GRADUATION RATES (140)

**Joseph DeLeon, Indiana University Northwest, MBA Student
Rocio Payne, Indiana University Northwest
Andrea Griffin, Indiana University Northwest
Charles J. Hobson, Indiana University Northwest**

Presenter: Bazan

RETURNING TO ON-GROUND CLASSES: EARLY POST-COVID 19 PERSPECTIVES (130)

Stan Bazan, Western Connecticut State University

**DISCUSSANTS: Rocio Payne, Indiana University Northwest
Stan Bazan, Western Connecticut State University**

9:00 AM to 10:15 Saturday, July 31, 2021

Location: ACACIA

Management/ Marketing/COVID-19/ Accounting Session

SESSION CHAIR: Rickey E. Richardson, Tarleton State University, Texas

Presenter: Richardson

WORKPLACE BULLYING: REVIEW OF U.S. FEDERAL COURT CASES (132)
Rickey E. Richardson, Tarleton State University, Texas

Presenter: Ogunbure

THE POST COVID-19 WORLD AND THE NEXT NORMAL IN CONSUMER BEHAVIOR (116)

Akins Ogunbure, Sorrell College of Business, Troy University
Charles Chekwa, Sorrell College of Business, Troy University
Joann Adeogun, The American College, King of Prussia, PA
James Moten M. Jr., The American College, King of Prussia, PA
Conrad Francis, Bethune-Cookman University, FL

Presenter: Locke and Witten

THE NEW GENERAL STORE CLERK NAMED ALEXA (115)

Larry Locke, University of Mary Hardin-Baylor, Texas
Regan Witten, University of Mary Hardin-Baylor, Texas

DISCUSSANTS: Larry Locke, University of Mary Hardin-Baylor, Texas

Akins Ogunbure, Sorrell College of Business, Troy University

Saturday, July 31, 2021

10:15 AM-10:30 AM

COFFEE BREAK



“Foyer”

10:30 AM to 12:00 (Noon) Saturday, July 31, 2021

Location: OAK

Management / Leadership/ International Business/Religion Session

SESSION CHAIR: Akins Ogungbure, Sorrell College of Business, Troy University

Presenter: Ingram

RELIGION EFFECTS ON MILITARY PERSONNEL DURING A WARTIME ENVIRONMENT (122)

**LaWanda Ingram, Retired U.S. Air Force – Master Sergeant
Brian Keith Ward Sr., Retired Air Force Master Sergeant**

Presenter: Hunter

MAY I HAVE A SEAT AT THE TABLE? ADDRESSING THE CURRENT CHALLENGE OF MINORITY REPRESENTATION AT ORGANIZATIONAL LEADERSHIP TABLES (112)

Debra Y. Hunter, Troy University

Presenter: Roman

BUSINESS PROCESS REENGINEERING (137)

Hector Roman, Keiser University

Presenter: Sussan

EFFECT OF WORK-LIFE INTERFACE OF WOMEN ENTREPRENEURS ON BUSINESS GROWTH AND MANAGEMENT (104)

**Muogbo Uju Sussan, Chukwuemeka Odumegwu University, Igbariam, Nigeria
John-Akamelu Chitom Racheal, Nnamdi Azikiwe University Awka Nigeria**

**DISCUSSANTS: Debra Y. Hunter, Troy University
Hector Roman, Keiser University**

10:30 AM to 12:00 (Noon) Saturday, July 31, 2021

Location: ACACIA

Finance/ Economics/ International Business Session

SESSION CHAIR: Larry G. Locke, University of Mary Hardin-Baylor

Presenter: Shelton and Locke

**THE POTENTIALLY DISASTROUS MISUNDERSTANDING OF MONEY MARKET
MUTUAL FUNDS (111)**

**Larry G. Locke, University of Mary Hardin-Baylor
Taelyn Shelton, University of Mary Hardin-Baylor**

Presenter: Shaikh

**IMPACT OF COVID-19 ON UNEMPLOYMENT AND POVERTY IN SINDH
PAKISTAN (109)**

**Maqsood Zia Shah, PVC- SALU Campus Ghotki
Faiz Muhammad Shaikh, SZABAC-Dokri
Anwar Ali Shah G.Syed, IBA-University of Sindh Jamshoro**

Presenter: Oke

**THE IMPACT OF CORRUPTION ON NIGERIA'S ECONOMIC
UNDER DEVELOPMENT (110)**

**Okeniyi A. Oke, Business Services & Statistical Consulting, Plano, TX
Eugene N. Offoha, Retired Accounting, LMU School of Business, Harrogate, TN**

Presenter: Adeogun

**INVESTING IN RENEWABLE ENERGY: A VIABLE SOLUTION TO NIGERIA
ENERGY CRISIS (107)**

**Adeniyi G. Adeogun, Kwara State University, Malete, Nigeria
Kamoru O. Oladosu, Kwara State University, Malete, Nigeria
Habeeb O. Ganiyu, Kwara State University, Malete, Nigeria
Kajogbola R. Ajao, Kwara State University, Malete, Nigeria**

DISCUSSANTS: Faiz Muhammad Shaikh, SZABAC-Dokri

**Okeniyi A. Oke, Business Services & Statistical Consulting, Plano, TX
*The International Academy of Business and Public Administration Disciplines***

Saturday, July 31, 2021

12:00 PM to 1:30 PM

LUNCH BREAK

1:30 PM to 3:00 PM Saturday, July 31, 2021

Location: OAK

Accounting/Marketing/Economics/COVID-19 Session

SESSION CHAIR: Akins Ogungbure, Sorrell College of Business, Troy University

Presenter: Conteh

TRANSACTION COST ECONOMICS: FACTORS INFLUENCING U.S. PUBLIC COMPANIES' DECISION-MAKING ON INTERNAL AUDIT SERVICES AND FUNCTIONS (143)

Lamine J. Conteh , Southwest Minnesota State University, Marshall, MN

Presenter: Oke and Wreh

A SIMPLE EMPIRICAL MODEL FOR RETAIL REVENUE ANALYSIS IN NORTH DALLAS: LESSONS LEARNED (129)

**Okeniyi Ayinla Oke, Business Services & Statistical Consulting, Plano, TX
J. Christopher Wreh, Dallas County Community College, Mountain View**

Presenter: Ogungbure

CONCEPTUALIZING THE CHANGES IN CONSUMER BEHAVIOR POST COVID-19 PANDEMIC (120)

**Akins Ogungbure, Sorrell College of Business, Troy University
Charles Chekwa, Sorrell College of Business, Troy University
Debra Hunter, Sorrell College of Business, Troy University
Conrad Francis, Bethune-Cookman University**

Presenter: Gan

A TALE OF TWO COUNTRIES: THE IMPACT OF COVID19 ON MEDICAL TOURISM (119)

Lydia Gan, University of North Carolina at Pembroke, USA

**DISCUSSANTS: Lydia Gan, University of North Carolina at Pembroke, USA
Okeniyi Ayinla Oke, Business Services & Statistical Consulting, TX**

The International Academy of Business and Public Administration Disciplines

1:45 PM to 3:30 PM Saturday, July 31, 2021

Location: ACACIA

Information Technology/Cyberattack/ Session

SESSION CHAIR: Maj. Gen. Rtd Muraina Iyanda Abdullahi, Nigeria

Presenter: Igbonagwam

RANSOMWARE ATTACKS VIA THE CALL CENTERS MODEL IN THE MIST OF PANDEMIC (127)

Okey Igbonagwam, Saint Leo University, FL, USA.

Presenter: Adeogun

INVESTING IN RENEWABLE ENERGY: A VIABLE SOLUTION TO NIGERIA ENERGY CRISIS (107)

**Adeniyi G. Adeogun, Kwara State University, Malete, Nigeria
Kamoru O. Oladosu, Kwara State University, Malete, Nigeria
Habeb O. Ganiyu, Kwara State University, Malete, Nigeria
Kajogbola R. Ajao, Kwara State University, Malete, Nigeria**

Presenter: Fox

DO CONSUMERS HEDGE AGAINST FUTURE PREFERENCE UNCERTAINTY? TESTING A THEORY OF SHOPPING AND CONSUMPTION (117)

**Edward J. Fox, Southern Methodist University
Hristina Dishkova, Southern Methodist University
John H. Semple, Southern Methodist University**

Presenter: Baqer and Abbas

EXPLORATIVE STUDY OF KUWAITI PEOPLE USING SNAPCHAT (114)

**Ahmad M. Baqer, Schlumberger Oil & Gas Company, Kuwait
Hasan A. Abbas, Kuwait University Presenter**

DISCUSSANTS: Edward J. Fox, Southern Methodist University

Ahmad M. Baqer, Schlumberger Oil & Gas Company, Kuwait

Saturday, July 31, 2021

3:30 PM-4:00 PM

COFFEE



“Foyer”

<u>PARTICIPANT</u>	<u>CODE</u>
Abbas, Hasan A.	114
Abdullahi, Muraina	
Abu-Hummour, Anan M.	121
Adaeze, Okafor Chizoba	103
Adeogun, Joann	105
Adeogun, Joann	107
Adeogun, Joann	116
Ahmed, Irfan	138
Ajao, Kajogbola R.	107
Baqer, Ahmad M.	114
Barnes, L. Joseph	136
Bazan, Stan	130
Brown-Bulloch, Lynn	123
Chekwa, Charles	116
Chekwa, Charles	120
Conteh, Lamine J.	143
Dalby, Barbara	125
DeLeon, Joseph	140
Evert, Amanda	135
Francis, Conrad	116
Francis, Conrad	120
Furlich, Stephen A.	102
Gan, Lydia	119
Ganiyu, Habeeb O.	107
Gokus, Omer	106
Gordey, Laura	134
Griffin, Andrea	140
Harper, Effel	125
Hobson, Charles J.	140
Hunter, Debra	120
Hunter, Debra Y.	112
Igbonagwam, Okey	127
Ingram, LaWanda	131
Ingram, LaWanda	122
Jaska, Patrick	125
Jenks, Brittan	135
Kutschera, Ida	133
Lazo, Benjamin Sr	101

The IABPAD Dallas Conference, July 29 – August 1, 2021

Locke, Larry G.	111
Locke, Larry G.	115
Memon, Rizwan Ali	142
Moten, James M. Jr.	116
Myers, Jonna	135
Nava, Sandra I.	124
Offoha, Eugene N.	110
Ogungbure, Akins	105
Ogungbure, Akins	116
Ogungbure, Akins	120
Oke, Okeniyi A.	110
Oke, Okeniyi Ayinla	129
Oladosu, Kamoru O.	107
Panhwar, Pervaiz Ahmed	108
Payne, Rocio	140
Ragheb, Mohamed A.	128
Richardson, Rickey E.	132
Roman, Hector	137
Ryan, Mike H	133
Schneider, Arnold	113
Seelye, Nancy	118
Semple, John H.	117
Shah, Maqsood Zia	109
Shaikh, Faiz Muhammad	108
Shaikh, Faiz Muhammad	109
Shelton, Taclyn	111
Sombito, Lester J.	101
Sosa-Fey, Josephine	141
Sussan, Muogbo Uju	104
Syed, Anwar Ali Shah G.	108
Syed, Anwar Ali Shah G.	109
Troglin, Randi	135
Vorpahl, James	141
Ward, Brian Keith Sr.	122
Ward, Brian Keith Sr.	131
Williams, Robert	135
Witten, Regan	115
Wreh, J. Christopher	129
Youssef Amr E.	128
Ziegler, Paul	118

The International Academy of Business and Public Administration Disciplines

The IABPAD Dallas Conference, July 29 – August 1, 2021

The International Academy of Business and Public Administration Disciplines