

*The IABPAD Dallas Conference, April 20-23, 2023*

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

**[www.iabpad.com](http://www.iabpad.com)  
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**Dallas Conference Program  
Face-to-Face & Virtual**

**April 20-23, 2023**



**[www.iabpad.com](http://www.iabpad.com)**

## **WELCOME**

Welcome to the 2023 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 five refereed journals. *International Journal of Business and Public Administration (IJBPA)*, *International Journal of Education Research (IJER)*, *International Journal of Business, Accounting, Economics, and Finance Perspectives (IJBAEFP)*, *International Journal of Management, Marketing, and Decision Sciences (IJMMDS)*, *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](http://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

**THE CONFERENCE IS FACE-TO-FACE AND VIRTUAL.**

The online conference will be conducted on the Zoom platform.

All participants will be receiving a link to join the presentation session at their scheduled time.

You will be required to click 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.

Additionally, email us the PowerPoint for your presentation and phone number a week before the conference.

Make the Chrome browser the default browser. It is recommended that during the presentation session, you run the Zoom application in the Chrome browser. The Zoom application appears to run seamlessly on the Chrome browser.

If you do not have the Chrome browser installed in your computer and need help with this, let us know so our tech support team can assist you remotely.

If you have not used Zoom before or you are not very comfortable with Zoom, we will have a Test session at 6:00 PM (CST) on Tuesday, April 14, 2023. Please plan to attend this session.

You will receive an invitation with the link for the Test session on Monday, April 13, 2023.

If you have any questions, please let us know.

## **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 2023 IABPAD Dallas Conference.

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

**Face-to-Face & Virtual**

**Conference Program**

**Thursday, April 20, 2023**

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

**Friday, April 21, 2023**

**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**

**8:30 AM to 10:00 AM Friday, April 21, 2023**

**Location: ACACIA**

**Education/ Distance Learning/ Finance Session**

**SESSION CHAIR: Marjorie Adams, Morgan State University, Baltimore, MD**

**Presenter: Drape**

**THE LEARNER REVOLUTION AND THE FUTURE OF HIGHER EDUCATION (112)**

**Thomas Drape, Embry-Riddle Aeronautical University**

**Presenter: Lee, L**

**ONLINE INSTRUCTIONS: CAN THEY BE AN EFFECTIVE LEARNING ALTERNATIVE FOR COLLEGE EDUCATION? (118)**

**Lee W. Lee, Central Connecticut State University**

**Namhun Lee, Central Connecticut State University**

**Glenn King, Jr., Independent Educational Consultant**

**Presenter: Hiller (Virtual)**

**EXPERIENTIAL LEARNING IN THE HOSPITALITY CLASSROOM (105)**

**Jokima L. Hiller, Indiana University Northwest**

**Jennifer L. Forney, Jamestown Community College**

**Eric A. Brown, Iowa State University**

**Presenter: Bramhandkar and Movassaghi (Virtual)**

**SOCIALLY RESPONSIBLE INVESTING: DO FUNDS' SUSTAINABILITY RATINGS MATTER? (149)**

**Hormoz Movassaghi, Ithaca College, Ithaca, NY**

**Alka Bramhandkar, Ithaca College, Ithaca, NY**

**Jason Muenzen, Ithaca College, Ithaca, NY**

**DISCUSSANTS: Liang Zhao, St. Ambrose University**

**Thomas Drape, Embry-Riddle Aeronautical University**

**8:30 AM to 10:00 AM Friday, April 21, 2023**

**Location: OAK**

**Management/Marketing/Public Policy/Security Session**

**SESSION CHAIR: Akins Ogungbure, Troy University**

**Presenter: Ogungbure and Chekwa**

**THE CONSEQUENCES OF ONLINE SERVICE ENCOUNTERS AND FAILURES AND CUSTOMERS' REACTIONS IN SELECTED AFRICAN COUNTRIES (154)**

**Akins Ogungbure, Troy University**

**Charles Chekwa, Troy University**

**Conrad Francis, Bethune-Cookman University**

**Presenter: Igbonagwam**

**SECURITY CLEARANCE MODEL AGAINST INSIDER ATTACKS (156)**

**Okey Igbonagwam, Saint Leo University, Saint Leo, FL**

**Presenter: Hochreiter, Benedetto, and Loesch (Virtual)**

**A COMPARATIVE ANALYSIS OF THE STIMULUS-ORGANISM-RESPONSE (S-O-R) IN CONSUMER BEHAVIOR, ORGANIZATIONAL CULTURE AND LEADERSHIP THEORY (148)**

**Victoria Hochreiter, University of Salzburg Business School, Salzburg, Austria**

**Cynthia Benedetto, University of Salzburg Business School, München, Germany**

**Marc Loesch, University of Salzburg Business School, München, Germany**

**Presenter: Hall (Virtual)**

**BRANDING FOR THE CULTURE: HOW BUSINESS STUDENTS PERCEIVE THE MARKETING BRAND AT ONE HISTORICALLY BLACK COLLEGE AND UNIVERSITY (126)**

**Kimberly K. Powell, Southern University and A & M College, Baton Rouge, LA**

**Briana Hall, Southern University and A & M College**

**DISCUSSANTS: Norah Ahmed Alghamdi, Jackson State University**

**Mohammed Aljohani, Umm Al-Qura University and Jackson State University**

**Briana Hall, Southern University and A & M College**

**Friday, April 21, 2023**

***10:00 AM-10:20 AM***

***COFFEE BREAK***



**“Teak”**

**10:30 AM to 12:00 (Noon) Friday, April 21, 2023**

**Location: OAK**

**Education Research/Education Technology Session**

**SESSION CHAIR: Kirk Atkinson, Western Kentucky University**

**Presenter: Marston and Atkinson**

**HOW SMARTPHONES ARE USED IN HIGHER EDUCATION: POST COVID UPDATE (114)**

**Sean Marston, Western Kentucky University**

**Katherine Howell, Western Kentucky University**

**Kirk Atkinson, Western Kentucky University**

**Ray J. Blankenship, Western Kentucky University**

**Presenter: Bellamy**

**ENGAGING COMMUNITY LEADERS TO EDUCATE AND ADVOCATE FOR BETTER HEALTH OF COMMUNITIES OF COLOR IN NEW JERSEY: A MULTIGENERATIONAL AND MULTICULTURAL APPROACH (134)**

**Cheryl Bellamy, Rutgers University-School of Health Professions**

**Presenter: Hiller (Virtual)**

**COMPARING NATIONAL TRENDS IN BUSINESS DOCTORATES AWARDED TO BLACK AND WHITE STUDENTS FROM 2001 TO 2020 (104).**

**Jokima L. Hiller, Indiana University Northwest**

**Charles Hobson, Indiana University Northwest**

**Monica Solinas-Saunders, Indiana University Northwest**

**Yllka Azemi, Indiana University Northwest**

**Andrea Griffin, Indiana University Northwest**

**Micah Pollak, Indiana University Northwest**

**Presenter: Kolmos (Virtual)**

**DESIGNING ORAL EXAM QUESTIONS FOR PILOT EXAMINERS (151)**

**John A. Kolmos, York College/CUNY**

**DISCUSSANTS: Samuel Tabi, Wiley College, Marshall Texas**

**John A. Kolmos, York College/CUNY**

**Cheryl Bellamy, Rutgers University-School of Health Professions**

*The International Academy of Business and Public Administration Disciplines*

**10:30 AM to 12:00 (Noon) Friday, April 20, 2023**

**Location: ACACIA**

**Management/ Leadership/Business Research Session**

**SESSION CHAIR: Hani Mesak, Louisiana Tech University**

**Presenter: Lee**

**VALUE-ORIENTED ADMINISTRATIVE LEADERSHIP VERSUS CHANGE  
LEADERSHIP: A COMPARATIVE STUDY OF BANK AND COLLEGE LEADERSHIP  
(117)**

**Lee W. Lee, Central Connecticut State University  
Glenn King, Jr., Independent Educational Consultant  
Keshab Acharya, Central Connecticut State University**

**Presenter: Notgrass**

**THE MODERATING EFFECTS OF SERVANT LEADERSHIP ON THE RELATIONSHIP  
BETWEEN TRANSFORMATIONAL LEADERSHIP AND INDIVIDUAL EXTRA EFFORT  
(123)**

**David Notgrass, Tarleton State University  
Patty Notgrass, Retired Public School Administrator**

**Presenter: Igbonagwam**

**MACHINE LEARNING – FAKE PRODUCT PREDICTION SYSTEM (158)**

**Okey Igbonagwam, Saint Leo University, Saint Leo, FL.**

**DISCUSSANTS: David Notgrass, Tarleton State University**

**Okey Igbonagwam, Saint Leo University, Saint Leo, FL**

**Friday, April 21, 2023**

**12:00 (Noon) to 1:30 PM**

**LUNCH BREAK**

**1:30 PM to 3:00 PM Friday, April 21, 2023**

**Location: ACACIA**

**Information Systems/Education/Business Research Session**

**SESSION CHAIR: Daff R. Kalulu, Jarvis Christian University**

**Presenters: Kalulu, Lathan, Kerich, and Adeeko**

**THE IMPACT OF RISK ASSESSMENT, PENETRATION TESTING AND SOCIAL ENGINEERING ON SMALL BUSINESSES: A CASE STUDY IN EAST TEXAS, USA (165)**

**Daff R. Kalulu, Jarvis Christian University**

**Leslie Lathon, Jarvis Christian University**

**Benson Kariuki, Jarvis Christian University**

**Henry Kerich, Jarvis Christian University**

**Isaac Adeeko, Jarvis Christian University**

**Alison Mukweyi, Jarvis Christian University**

**Senthil Manivannan, Jarvis Christian University**

**Presenter: Tabi**

**BEHAVIORAL CYBERSECURITY – CYBER DEFENSE READINESS OF HISTORICALLY BLACK COLLEGES AND UNIVERSITIES (168)**

**Samuel Tabi, Wiley College, Marshall Texas**

**Presenter: Browning**

**LEADING WITH LOVE WITHIN THE HIGHER EDUCATIONAL ARENA OF STUDENT SERVICES (153)**

**Michelle Browning, National University, Lancaster, CA**

**DISCUSSANTS: Leslie Lathon, Jarvis Christian University**

**Henry Kerich, Jarvis Christian University**

**Isaac Adeeko, Jarvis Christian University**

**1:30 AM to 3:00 PM Friday, April 21, 2023**

**Location: OAK**

**Accounting/Economics/Finance/International business Session**

**SESSION CHAIR: Larry R. Woodward, Pittsburg State University**

**Presenter: Woodward**

**COLLECTOR INVESTMENT RETURNS ON U.S. POSTAGE STAMPS: AN ANALYSIS OF EBAY AUCTIONS AND DEALER ADVERTISEMENT PRICES (102)**

**Larry R. Woodward, Pittsburg State University**

**Paul W. Grimes, Pittsburg State University**

**Myles Clark, Pittsburg State University**

**Presenter: Singh**

**HOW DO DISPOSITION EFFECT, ANCHORING BIAS, AND IDIOSYNCRATIC VOLATILITY INTERACT TO IMPACT MOMENTUM IN STOCK RETURNS? (128)**

**Jungshik Hur, Louisiana Tech University, Ruston, LA**

**Vivek Singh, University of Michigan-Dearborn, MI**

**Presenter: Chawla (Virtual)**

**MANAGING PERSONAL FINANCES IN A RECESSION (132)**

**Gurdeep K. Chawla, National University, Concord, CA**

**Presenter: Zeaiter**

**CREDIT INFORMATION SHARING (119)**

**Hussein Zeaiter, Lebanese American University**

**DISCUSSANTS: Gurdeep K. Chawla, National University, Concord, CA**

**Vivek Singh, University of Michigan-Dearborn, MI**

**Hussein Zeaiter, Lebanese American University**

**Friday, April 21, 2023**

***3:00 PM-3:15 PM***

***COFFEE***



**“Teak ”**

**3:30 PM to 5:00 PM Friday, April 21, 2023**

**Location: ACACIA**

**Management/Legal issues in Business/Public Administration Session**

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

**Presenter: Shang**

**PERCEIVED CSR AUTHENTICITY, VALUE, AND STAY INTENTION: AN EMPIRICAL STUDY IN THE POST COVID-19 (138)**

**Che-Hui Lien, Thompson Rivers University, Canada**

**Jingzhi Shang, Thompson Rivers University, Canada**

**Presenter: Albalawi**

**DEVELOPING A LEAN AND CONTINUOUS IMPROVEMENT APPLICATION TO IMPROVE WORKPLACE SAFETY(115)**

**Omar H. Albalawi, University of Tabuk, Saudi Arabia**

**Presenter: Okereke**

**INCOME INEQUALITY AMONG VARIOUS RACIAL AND ETHNIC GROUPS IN AMERICA (163)**

**Godpower O. Okereke, Texas A&M University-Texarkana, Texas**

**Presenter: Kataria**

**I SHOULDN'T HAVE HELPED YOU! A QUALITATIVE STUDY OF RESENTMENT OF PEER HELPING OUTSIDE OF CLASSROOM AND ITS CONSEQUENCE (110)**

**Niyati Kataria, Midwestern State University Texas**

**Shih Yung Chou, Midwestern State University Texas**

**Shainell Joseph, Midwestern State University Texas**

**DISCUSSANTS: Jingzhi Shang, Thompson Rivers University, Canada.**

**Norah Ahmed Alghamdi, Jackson State University**

**Mohammed Aljohani, Umm Al-Qura University &  
Jackson State University**

**3:30 PM to 5:00 PM Friday, April 21, 2023**

**Location: OAK**

**Management/Marketing/Public Administration Session**

**SESSION CHAIR: Haile Semere, Grambling State University, Grambling, LA**

**Presenter: Lien**

**POLITICAL EVENT, COUNTRY IMAGE, CONSUMER ANIMOSITY AND PURCHASE INTENTION: EVIDENCE FROM CANADA (135)**

**Che-Hui Lien, Thompson Rivers University, Canada**

**Robert Hanlon, Thompson Rivers University, Canada**

**Presenter: Hollingsworth (Virtual)**

**EFFECTS OF LEADERSHIP STYLE ON LEADER LIFE SATISFACTION AND WELLBEING DURING COVID-19 AND “THE GREAT RESIGNATION (133)**

**Patricia T. Hollingsworth, Our Lady of the Lake University, Houston, TX**

**Yu Sun, Our Lady of the Lake University, Houston, TX**

**Bernardo De la Garza, Our Lady of the Lake University, San Antonio, TX**

**Presenter: Okumko (Virtual)**

**EVALUATING SUPPLY CHAIN MANAGEMENT STRATEGIES' IMPACT ON SMES GROWTH, AND THE MODERATING ROLE OF LOGISTICS CAPABILITY (113)**

**Timothy Okumko, Anglia Ruskin University, Cambridge United Kingdom**

**DISCUSSANTS: Patricia T. Hollingsworth, Our Lady of the Lake University, Houston, TX  
Timothy Okumko, Anglia Ruskin University, Cambridge UK**

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

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

**Saturday, April 22, 2023**

**8:30 AM – 5:00 PM: ON-SITE CONFERENCE  
REGISTRATION  
In Teak Room**

**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**

**8:30 AM to 10:00 AM Saturday, April 22, 2023**

**Location: OAK**

**Accounting/Economics/Finance Session**

**SESSION CHAIR: Ali Arshad, New Mexico Highlands University**

**Presenter: Arshad**

**THE ECONOMICS OF MARIJUANA LEGALIZATION IN NEW MEXICO: ECONOMIC AND FISCAL IMPACTS (103)**

**Ali Arshad, New Mexico Highlands University**

**Emmanuel Nkwenti-Zamcho, New Mexico Highlands University**

**Rodney Sanchez, New Mexico Highlands University**

**Presenter: Cheng**

**THE EFFECT OF PARTISANSHIP ON MUNICIPAL FISCAL CONDITION (152)**

**Jen-Chi Cheng, Wichita State University, Wichita, KS**

**Presenter: Ahmadi**

**DOES RISING THE INCOME LEVEL FOR DEVELOPING COUNTRIES ALONE LEAD TO ECONOMIC AND POLITICAL STABILITY? (162)**

**S. Ali Ahmadi, Morehead State University**

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

**S. Ali Ahmadi, Morehead State University**

**8:30 AM to 10:00 AM Saturday, April 22, 2023**

**Location: ACACIA**

**Management/Public Administration Session**

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

**Presenters: Locke, Howell, and Almengor**

**THE ETHICS OF WEAPONIZING TRADE (121)**

**Larry Locke , University of Mary Hardin-Baylor and LCC International University**

**Mark Howell, University of Mary Hardin-Baylor**

**Juan Almengor, University of Mary Hardin-Baylor**

**Presenters: Song**

**IMPACT OF THE PANDEMIC ON ACADEMIC CONFERENCES: PERCEPTIONS OF HOTEL MANAGERS, CONFERENCE ORGANIZERS, AND CONFERENCE PARTICIPANTS (122)**

**Junghoon Song, Texas Wesleyan University**

**Harold S. Lee, University of North Texas**

**Presenter: Adams**

**ETHICS IN A POST PANDEMIC ERA (160)**

**Marjorie Adams, Morgan State University, Baltimore, MD**

**Presenter: Hunter**

**TOO MUCH OF A GOOD THING IS BAD-LEADERSHIP, PERFECTIONISM, AND OCD IN THE WORKPLACE (166)**

**Debra Y. Hunter, Troy University**

**Akins Ogungbure, Troy University**

**DISCUSSANTS: Mohammed Aljohani, Umm Al-Qura University & Jackson State University**

**Norah Ahmed Alghamdi, Jackson State University**

**Junghoon Song, Texas Wesleyan University**

*The International Academy of Business and Public Administration Disciplines*

**Saturday, April 22, 2023**

***10:00 AM-10:15 AM***

***COFFEE BREAK***



**“Teak”**

**10:15 AM to 12:00 (Noon) Saturday, April 22, 2023**

**Location: OAK**

**Management/Risk Management/ Public Administration Session**

**SESSION CHAIR: Ricardo Vicente, Brigham Young University Hawaii**

**Presenter: Vicente**

**ENTERPRISE RISK MANAGEMENT-ERM IMPLEMENTATION THROUGH THE ASSIMILATION THEORY (125)**

**Ricardo Vicente, Brigham Young University Hawaii**

**Joachim Jean-Jules, Canadian Institute for Entrepreneurship & Management**

**Presenters: Naik, King, and Jaska**

**REVERSE SUPPLY CHAIN V. CIRCULAR SUPPLY CHAIN: CONVERSATIONS, CONFUSIONS, SOLUTIONS? (143)**

**Nandini Naik, University of Mary Hardin-Baylor**

**James R King, Jr., University of Mary Hardin-Baylor**

**Patrick Jaska, University of Mary Hardin-Baylor**

**Presenter: Balafama**

**IMPACT OF PRINCIPALS' DEVELOPMENT SKILLS ON ADMINISTRATIVE EFFECTIVENESS IN PUBLIC SECONDARY SCHOOLS IN RIVERS STATE, NIGERIA (120)**

**Ipalibo-Wokoma Balafama, University of Port Harcourt, Rivers State, Nigeria**

**Presenter: Shaikh**

**THE IMPACT OF CONSUMER PSYCHOLOGICAL AND BEHAVIORAL CHANGES ON THE BUSINESS MODEL DESIGN OF CONSUMER SERVICES COMPANIES OVER THE COURSE OF COVID-19 IN PAKISTAN (141)**

**Faiz Muhammad Shaikh, Sindh Agriculture University Tando jam**

**Nadeem Bhatti, Lahore Leads University**

**Iqra Soomro, Shah Abdul Latif University Khairpur Mirs**

**DISCUSSANTS: Haile Semer, Grambling State University, Grambling, LA**

**Nadeem Bhatti, Leads University Lahore**

**Norah Ahmed Alghamdi, Jackson State University**

*The International Academy of Business and Public Administration Disciplines*

**10:15 AM to 12:00 (Noon) Saturday, April 22, 2023**

**Location: ACACIA**

**Accounting/Finance/Economics/ International Business Session**

**SESSION CHAIR: Mike H. Ryan, Bellarmine University, Louisville, Kentucky**

**Presenter: Ryan**

**TRAINING THE NEXT GENERATION OF COMMERCIAL ASTRONAUTS: THE CASE FOR MORE CURIOSITY, INDEPENDENCE, AND INTUITION (131)**

**Ida Kutschera, Bellarmine University, Louisville, Kentucky**

**Mike H. Ryan, Bellarmine University, Louisville, Kentucky**

**Presenter: Hunter (Virtual)**

**KILLING THE GOLDEN GOOSE?": FDI IN POLAND 2022 (111)**

**Richard J. Hunter, University of Tulsa**

**Hector R. Lozada, Seton Hall University**

**Presenter: Memon and Hassan (Virtual)**

**SMART INCLUSIVE CITIES: TRANSFORMATIVE WORLDVIEW BASED ON CONTENT ANALYSIS TECHNIQUE (137)**

**Rizwan Ali Memon, Mehran University Institute of Science, Pakistan**

**Shakeela Hassan, Allama Iqbal Open University Sanghar, Pakistan**

**DISCUSSANTS: S. Ali Ahmadi, Morehead State University**

**Mike H. Ryan, Bellarmine University, Louisville, Kentucky**

**Ibrahim Salem, Wiley College, Marshall, Texas**

**Saturday, April 22, 2023**

***12:00 (Noon) to 1:30 PM***

**IABPAD  
LUNCH BREAK**

**1:30 PM to 3:00 PM Saturday, April 22, 2023**

**Location: OAK**

**Education/Data Mining/Computer Information Systems Session**

**SESSION CHAIR: Levon R. Hayrapetyan, Houston Christian University**

**Presenter: Hayrapetyan**

**INTERACTIVE TOOL FOR K-MEANS CLUSTERING (140)**

**Levon R. Hayrapetyan, Houston Christian University**

**Presenter: Magie**

**UNIVERSITY STUDENTS GAIN INDUSTRY KNOWLEDGE THROUGH EXPERIENTIAL CURRICULUM DESIGNED TO PROMOTE AN UNDERSTANDING OF THE RETAIL AND GLOBAL FASHION INDUSTRIES THROUGH CONNECTIONS WITH LEADERSHIP EXECUTIVES (167)**

**Anna A. Magie, Texas Woman's University, Denton, Texas**

**Presenter: Kim**

**A KNOWLEDGE-DRIVEN VIEW FOR CONCEPTUAL DATA MODELING (142)**

**Sung-kwan Kim, University of Arkansas at Little Rock**

**Presenter: Ha (Virtual)**

**INFORMATION TECHNOLOGY CAPABILITY AND FIRM PERFORMANCE (129)**

**Daesung Ha, Marshall University**

**DISCUSSANTS: Sung-kwan Kim, University of Arkansas at Little Rock**

**Daesung Ha, Marshall University**

**Marjorie Adams, Morgan State University, Baltimore, MD**

**1:30 PM to 3:00 PM Saturday, April 22, 2023**

**Location: ACACIA**

**Contemporary Business Issues/Management/Business Research Session**

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

**Presenter: Ryan**

**STRATEGIC LESSONS FROM THE PAST – PART 2: BARNSTORMERS, SPACE BILLIONAIRES, AND THE POST OFFICE (130)**

**Mike H. Ryan, Bellarmine University, Louisville, Kentucky**

**Presenters: Mo and King**

**HOMA BRAVO ACQUISITION OF COUPA SOFTWARE: WHY? (144)**

**Xi Nancy Mo, University of Mary Hardin-Baylor**

**Price Peden, University of Mary Hardin-Baylor**

**James R King, Jr., University of Mary Hardin-Baylor**

**Presenter: Ogungbure**

**A STUDY ON THE RELATIONSHIP OF POVERTY AND SUBURBAN GROWTH: A CASE STUDY(161)**

**Conrad Francis, Bethune-Cookman University**

**Akins Ogungbure, Troy University**

**Charles Chekwa, Troy University**

**Presenters: Koffi, Harper, and Jaska**

**VULNERABILITY OF OUR FOOD SUPPLY (164)**

**Jean Koffi, University of Mary Hardin-Baylor**

**Effel Harper, University of Mary Hardin-Baylor**

**Patrick Jaska, University of Mary Hardin-Baylor**

**DISCUSSANTS: Jean Koffi, University of Mary Hardin-Baylor**

**Mike H. Ryan, Bellarmine University, Louisville, Kentucky**

**Akins Ogungbure, Troy University**

**Saturday, April 22, 2023**

***3:00 PM-3:20 PM***

***COFFEE***



**“Teak”**

**3:30 PM to 5:00 PM Saturday, April 22, 2023**

**Location: ACACIA**

**Management/Contemporary Business Issues Session**

**SESSION CHAIR: James R King, Jr., University of Mary Hardin-Baylor**

**Presenter: Hoffman**

**HUMANITARIAN SUPPLY CHAIN: THE GAP BETWEEN ACADEMICS AND PRACTICE (145)**

**Matthew Hoffman, Baylor Scott & White**

**James R King, Jr., University of Mary Hardin-Baylor**

**Raquel Fausto, Baylor Scott & White, University of Mary Hardin-Baylor**

**Presenter: Kwon**

**SYNERGISTIC INTERACTION OF PRODUCTION EFFICIENCY AND R&D CAPABILITIES IN U.S. MANUFACTURING FIRMS (147)**

**He-Boong Kwon, Colorado State University-Pueblo**

**Presenter: King, Reina, and Jaska**

**COLD CHAIN LOGISTICS: THE GAP BETWEEN ACADEMICS AND PRACTICE (146)**

**Sameera Chandu, University of Mary Hardin-Baylor**

**James R King, Jr., University of Mary Hardin-Baylor**

**Michelle Reina, University of Mary Hardin-Baylor**

**Patrick Jaska, University of Mary Hardin-Baylor**

**DISCUSSANTS: He-Boong Kwon, Colorado State University-Pueblo**

**Haile Semere, Grambling State University, Grambling, LA**

**3:30 PM to 5:00 PM Saturday, April 22, 2023**

**Location: OAK**

**Education/ Information Systems/ Public Administration Session**

**SESSION CHAIR: Ibrahim Salem, Wiley College, Marshall, Texas**

**Presenters: Taylor, Urbina, and Rue (Virtual)**

**THE IMPORTANT OF SOFT SKILLS AND HARD SKILLS IN BUSINESS EDUCATION  
(157)**

**Elijah Taylor, Grambling State University, Grambling, La  
Michael Urbina, Grambling State University, Grambling, La  
Rahn'ae Rue, Grambling State University, Grambling, La**

**Presenter: Zhao**

**NAVIGATING THE AI LANDSCAPE: THE PROS AND CONS OF CHATGPT IN  
ACADEMIA AND MARKETING (127)**

**Pablo Rivas, St. Ambrose University  
Liang Zhao, St. Ambrose University**

**Presenter: Balafama**

**EFFECT OF ENVIRONMENTAL HAZARDS ON ACADEMIC PERFORMANCE OF  
PUBLIC SENIOR SECONDARY SCHOOL STUDENTS: A NIGERIAN CASE (124)**

**Ipalibo-Wokoma Balafama, University of Port Harcourt, Rivers State, Nigeria  
Okoroafor Okechukwu Ucheje, University of Nigeria, Nsukka, Enugu State, Nigeria**

**DISCUSSANTS: Samuel Tabi, Wiley College, Marshall Texas**

**Liang Zhao, St. Ambrose University  
Ipalibo-Wokoma Balafama, University of Port Harcourt, Nigeria**

**10:00 AM to 11:00 AM Sunday, April 23, 2023**

**INFORMAL MEETING**

**OPEN QUESTIONS AND ANSWERS**

**Publications and other Relevant Matters**

**Location Teak**

## **LIST OF THE INSTITUTION**

Anglia ruskin university, Cambridge United Kingdom  
Baylor Scott & White  
Bellarmine Univerity, Louisville, Kentucky  
Bethune-Cookman University  
Brigham Young University Hawaii  
Canadian Institute for Entrepreneurship & Management  
Central Connecticut State University  
Colorado State University-Pueblo  
Embry-Riddle Aeronautical University  
Grambling State University, Grambling, LA  
Houston Christian Univerity  
Independent Educational Consultant  
Indiana University Northwest  
Iowa State University  
Ithaca College, Ithaca, NY  
Jackson State University  
Jamestown Community College  
Jarvis Christian University  
Lahore Leads University  
Lebanese American University  
Louisiana Tech University  
Marshall University  
Mehran University Institute of Science, Pakistan  
Midwestern State University Texas  
Morehead State University  
Morgan State University, Baltimore, MD  
National University, Concord, CA  
National University, Lancaster, CA  
New Mexico Highlands University  
Our Lady of the Lake University, Houston, TX  
Pittsburg State University  
Rutgers University-School of Health Professions  
Saint Leo University, Saint Leo, FL.  
Seton Hall University  
Shah Abdul Latif University Khairpur Mirs  
Shakeela Hassan, Allama Iqbal Open University Sanghar, Pakistan  
Sindh Agriculture University Tando jam

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Southern University and A & M College, Baton Rouge, LA  
St. Ambrose University  
Tarleton State University  
Texas A&M University-Texarkana, Texas  
Texas Wesleyan University  
Texas Woman's University, Denton, Texas  
Thompson Rivers University, Canada  
Troy University  
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University of Michigan-Dearborn, MI  
University of Nigeria, Nsukka, Enugu State, Nigeria  
University of North Texas  
University of Port Harcourt, Rivers State, Nigeria  
University of Salzburg Business School, München, Germany  
University of Salzburg Business School, Salzburg, Austria  
University of Tabuk, Saudi Arabia  
University of Tulsa  
Western Kentucky University  
Wichita State University, Wichita, KS  
Wiley College, Marshall Texas  
York College/CUNY

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