

*The IABPAD Dallas Conference, April 18-21, 2024*

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

**www.iabpad.com  
iabpad\_conference@suddenlink.net  
iabpad\_conference@suddenlinkmail.com**

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

**April 18-21, 2024**



**www.iabpad.com**

## **WELCOME**

Welcome to the 2024 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 Accounting, Economics, and Finance Perspectives (IJAEFP)*, *International Journal of Management, Marketing, and Decision Sciences (IJMMDS)*, 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., Gale/ Cengage Learning, and Proquest. Abstracts will be indexed by the 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 but are unable to do so 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 (CT) on Saturday , April 13, 2024. Please plan to attend this session.

You will receive an invitation with the link for the Test session on Friday, April 12, 2024.

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 2024 IABPAD Dallas Conference.

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

**Face-to-Face & Virtual**

Central Standard Time (CST)

**Conference Program**

**Thursday, April 18, 2024**

**3:00 PM – 5:00 PM: ARRIVAL OF PARTICIPANTS  
ON-SITE CONFERENCE  
REGISTRATION  
Foyer**

**Friday, April 19, 2024**

**7:00 AM-8:00 AM: BREAKFAST AT DOUBLE TREE  
(For those residing at Hilton)  
RESTAURANT ON THE LOWER  
LEVEL**

**8:00 AM to 9:15 AM Friday, April 19, 2024**  
Central Standard Time (CST)

## **Prairie Creek I**

### **Accounting/Economics/Finance Session**

**SESSION CHAIR: Jean Baptiste K. Dodor, Southern University and A&M, Baton Rouge**

**Presenter: Dodor**

**EFFECT OF TRUSTWORTHINESS AND ACCOUNTING INFORMATION QUALITY ON SMALL AND MEDIUM BUSINESSES' ACCESS TO CREDIT (133)**

**Jean Baptiste K. Dodor, Southern University and A&M, Baton Rouge, LA**

**Presenter: Mpoko**

**THE REVITALIZATION OF SOUTH-SOUTH COOPERATION: EVALUATION OF SOUTH AFRICAN DIRECT INVESTMENT IN CAMEROON (147)**

**Albert Herve Nkolo Mpoko, High Commission of Cameroon in South- Africa**

**Presenter: Osho**

**THE EFFECT OF OIL SUBSIDY ON THE ECONOMIC GROWTH OF NIGERIA: A COMPREHENSIVE ANALYSIS (102)**

**Naomi Chidera Onochie-Dieli, Lagos Business School/Executive Education, Lagos, Nigeria**

**G. Solomon Osho, Prairie View A&M University**

**DISCUSSANTS: G. Solomon Osho, Prairie View A&M University**

**Ghebre Y. Keleta, Grambling State University, Grambling Louisiana**

**8:00 AM to 9:15 AM Friday, April 19, 2024**  
Central Standard Time (CST)

**Prairie Creek II**

**Management/ Contemporary Business Issues Session**

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

**Presenter:** Adams

**REVISITING HUMAN RESOURCE MANAGEMENT IN POAT PANDEMIC ERA (106)**  
Marjorie Adams, Morgan State University

**Presenter:** Sparks

**THE IMPACT OF LEADER STYLE ON TEAM CULTURE: AN EXPLORATORY STUDY (114)**

William L. Sparks, Queens University of Charlotte, Charlotte, NC  
Joseph Pieri, Queens University of Charlotte, Charlotte, NC

**Presenter:** Talburt

**SUPPLY CHAIN DISRUPTIONS: THE ROLE OF TECHNOLOGY FOR RESILIENCY (151)**

James R King, Jr., University of Mary Hardin-Baylor  
Nancy A. Bonner, University of Mary Hardin-Baylor  
Dwayne Talburt, University of Mary Hardin-Baylor

**DISCUSSANTS:** William L. Sparks, Queens University of Charlotte, Charlotte, NC  
Michelle Browning, National University



**Friday, April 19, 2024**

***9:15 AM-9:30 AM***

***COFFEE BREAK***



**“Foyer”**

**9:30 AM to 10:45 Friday, April 19, 2024**  
Central Standard Time (CST)

## **Prairie Creek I**

### **Education/Management/Financial Literacy Session**

**SESSION CHAIR: Leslie Lathon, Jarvis Christian University**

**Presenter: Browning**

**FACULTY GUIDELINES FOR STUDENT SUCCESS IN HIGHER EDUCATION (169)**  
Michelle Browning, National University

**Presenter: Adeeko**

**GOVERNANCE AND MODELS OF ORGANIZATION FUNCTIONING IN HIGHER EDUCATION (137)**

Isaac Adeeko, Jarvis Christian University  
Daff Kalulu, Jarvis Christian University  
Mohamed Khairi, Jarvis Christian University  
Leslie Lathon, Jarvis Christian University  
Henry Kerich, Jarvis Christian University  
Alison Mukweyi, Jarvis Christian University

**Presenter: Matthews (virtual)**

**FINANCIAL LITERACY AMONG AFRICAN AMERICAN STUDENTS (170)**  
Cierra Matthews, Grambling State University  
Susan Wiley, Grambling State University

**DISCUSSANTS: Alison Mukweyi, Jarvis Christian University**  
Susan Wiley, Grambling State University

**9:30 AM to 10:45 Friday, April 19, 2024**  
Central Standard Time (CST)

**Prairie Creek II**

**Computer Information Systems/Marketing Session**

**SESSION CHAIR: Mohammad Dadashzadeh, Oakland University, Rochester, MI**

**Presenter: Dadashzadeh**

**INFORMATION TECHNOLOGY PLANNING AND BLOCKCHAIN INFRASTRUCTURE  
(112)**

**Mohammad Dadashzadeh, Oakland University, Rochester, MI**

**Presenter: Cho**

**LEVERAGING CHATGPT AS A PERSONALIZED JAVA TUTOR: A NOVEL  
APPROACH TO PROGRAMMING EDUCATION (130)**

**Juyun Cho, Colorado State University-Pueblo**

**Presenters: Koffi, King, and Kyatham**

**LARGE LANGUAGE MODELS IN THE CLASSROOM (158)**

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

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

**Nancy A. Bonner, University of Marry Hardin-Baylor**

**Sanjana Kyatham, University of Mary Hardin-Baylor**

**DISCUSSANTS: Juyun Cho, Colorado State University-Pueblo**

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

**11:00 AM to 12:15 Friday, April 19, 2024**  
Central Standard Time (CST)

## **Prairie Creek I**

### **Management/Public Administration Session**

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

**Presenters: Chekwa and Onwuchekwa**

**ORGANIZATIONAL CULTURE AND THE RETENTION OF MANAGERS IN PUBLIC ORGANIZATIONS IN NIGERIA (165)**

**Charles Chekwa, Troy University**

**Chinonye Onwuchekwa, Grand Canyon University**

**Akins Ogungbure, Troy University**

**Conrad Francis, Bethune Cookman University**

**Presenters: Hoelscher, Welch, King, and Martinez**

**FRACTIONAL CMOS: NOT ALL FRACTIONS ARE CREATED EQUAL (150)**

**Chrisann Hoelscher, University of Mary Hardin-Baylor**

**Mindy Welch, University of Mary Hardin-Baylor**

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

**Ezequiel Martinez, University of Mary Hardin-Baylor**

**Presenter: Notgrass**

**THE IMPACT OF CAMPUS LEADERS' USE OF SERVANT LEADERSHIP BEHAVIORS WITH CLASSROOM TEACHERS: TESTING AT FOUR ORGANIZATIONAL LEVELS (126)**

**David Notgrass, Tarleton State University**

**Patty Notgrass, Irving ISD (Retired)**

**DISCUSSANTS: Charles Chekwa, Troy University**

**David Notgrass, Tarleton State University**

**11:00 AM to 12:15 Friday, April 19, 2024**  
Central Standard Time (CST)

## **Prairie Creek II**

### **Information Systems/Artificial Intelligence Session**

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

**Presenter: Gao**

**ARTIFICIAL INTELLIGENCE IN HIGHER EDUCATION – EXPLORATORY STUDY OF FACULTY PERSPECTIVES (159)**

**Sen Gao, University of Nebraska at Kearney, Kearney, Nebraska**

**Sri Seshadri, University of Nebraska at Kearney, Kearney, Nebraska**

**Greg M. Broekemier, University of Nebraska at Kearney, Kearney, Nebraska**

**Presenter: Hijal-Moghrabi (Virtual)**

**THE DIFFUSION OF ARTIFICIAL INTELLIGENCE IN US CITY GOVERNMENTS (119)**

**Imane Hijal-Moghrabi, The University of Texas Permian Basin, Odessa, TX**

**Presenters: Diaz and Porter (Virtual)**

**ARTIFICIAL INTELLIGENCE IN EDUCATION (178)**

**Samantha Diaz, Grambling State University, Grambling, Louisiana**

**Kirsten Porter, Grambling State University, Grambling, Louisiana**

**DISCUSSANTS: Sen Gao, University of Nebraska at Kearney, Kearney, Nebraska**

**Imane Hijal-Moghrabi, The University of Texas Permian Basin**

**Kavin Sly, Grambling State University**

**Friday, April 19, 2024**

**12:15 PM to 1:15 PM**

**LUNCH BREAK**

**1:30 PM to 3:00 PM Friday, April 19, 2024**  
Central Standard Time (CST)

## **Prairie Creek I**

### **Marketing/Information Systems/Artificial Intelligence Session**

**SESSION CHAIR: Terry Fox, University of Mary Hardin-Baylor**

**Presenter: Ryan (Virtual)**

**WHY BUSINESS MIGHT WANT TO REFLECT ON SPACE AS A PLACE TO ENGAGE IN COMMERCE (172)**

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

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

**Presenters: King and Kaur**

**TECH4GOOD: FROM BOOTS ON THE GROUND TO THE CLASSROOM (153)**

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

**Navdeesh Kaur, University of Mary Hardin-Baylor**

**Presenters: Johnson and Fox**

**CPA PIPELINE ISSUES AND THE USE OF AI IN THE CLASSROOM (132)**

**Vicky Johnson, University of Mary Hardin-Baylor**

**Terry Fox, University of Mary Hardin-Baylor**

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

**Vicky Johnson, University of Mary Hardin-Baylor**

**Mohammad Dadashzadeh, Oakland University, Rochester, MI**

**1:30 AM to 3:00 PM Friday, April 19, 2024**  
Central Standard Time (CST)

## **Prairie Creek II**

### **Management/Marketing Session**

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

**Presenter:** Ogungbure

**THE IMPACT OF CELEBRITY ENDORSERS AND VIRTUAL INFLUENCERS ON NIGERIAN GEN Z GENERATION AND THEIR PURCHASE INTENTIONS (162)**

Akins Ogungbure, Troy University

Charles Chekwa, Troy University

Conrad Francis, Bethune-Cookman University

Chinonye Onwuchekwa, Grand Canyon University

**Presenter:** Woldo

**ENTREPRENEURIAL DEVELOPMENT: LIMITATIONS AND PROSPECTS IN AFRICA (161)**

Mulugeta Wolde, Prairie View A&M University

**Presenter:** Ogngbure

**WORKPLACE VIOLENCE (163)**

Conrad Francis, Bethune-Cookman University

Chinonye Onwuchekwa, Grand Canyon University

Akins Ogungbure, Troy University

Charles Chekwa, Troy University

**Presenter:** Mukweyi

**THE EFFECTIVENESS OF IMPLEMENTING AND EMPHASIZING STRATEGIES IN AN ORGANIZATION (168)**

Alison I. Mukweyi, Jarvis Christian University

Daff Kalulu, Jarvis Christian University

Isaac Adeeko, Jarvis Christian University

Mohamed Khairi, Jarvis Christian University

Leslie Lathon, Jarvis Christian University

Henry Kerich, Jarvis Christian University

**DISCUSSANTS:** Isaac Adeeko – Jarvis Christian University

Mulugeta Wolde, Prairie View A&M University



**Friday, April 19, 2024**

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

***COFFEE***



**“Foyer”**

**3:30 PM to 5:00 PM Friday, April 19, 2024**  
Central Standard Time (CST)

## **Prairie Creek I**

### **Marketing/Management/Public Administration Session**

**SESSION CHAIR:** Charles Chekwa, Troy University

**Presenter: Oke**

**PERFORMANCE MEASUREMENT OF DAILY RESTAURANT SALES: A  
NORTHEAST TENNESSEE FRANCHISE EXPERIENCE (103)**

Okeniyi Oke, CEO-Business Services & Statistical Consulting, Plano, TX

**Presenter: Lathon**

**HOW TO EFFECTIVELY MANAGE REMOTE TEAMS BY LEVERAGING  
TECHNOLOGICAL ADVANCES (173)**

Leslie Lathon, Jarvis Christian University

Daff Kalulu, Jarvis Christian University

Mohamed Khairi, Jarvis Christian University

Isaac Adeeko, Jarvis Christian University

Alison Mukweyi, Jarvis Christian University

Henry Kerich, Jarvis Christian University

**Presenters: Welch, Hoelscher, King, and Martinez**

**SUPPLY CHAIN DISRUPTIONS: THE ROLE OF MARKETING PROFESSIONALS  
FOR RESILIENCY (154)**

Mindy Welch, University of Mary Hardin-Baylor

Chrisann Hoelscher, University of Mary Hardin-Baylor

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

Ezequiel Martinez, University of Mary Hardin-Baylor

**DISCUSSANTS: Alison Mukweyi, Jarvis Christian University**

Mohamed Khairi, Jarvis Christian University

**3:30 PM to 5:00 PM Friday, April 19, 2024**  
Central Standard Time (CST)

## **Prairie Creek II**

### **Accounting/Economics/Finance Session**

**SESSION CHAIR: David Notgrass, Tarleton State University**

**Presenters: Lockett, King and Pabbathi**

**THE ROLE OF ACCOUNTANTS IN SUPPLY CHAIN RESILIENCY: ACCOUNTING FOR ‘SOCIAL’ AS PART OF ESG (157)**

**Jerome Lockett, University of Mary Hardin-Baylor**

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

**Lasya Pabbathi, University of Mary Hardin-Baylor**

**Presenters: Nograss and Hines (Virtual)**

**DID THE NORTH AMERICAN FREE TRADE AGREEMENT FULFILL ITS PROMISES? (127)**

**Arrin M. Hines, Tarleton State University**

**Jacob Heller, Tarleton State University**

**David Notgrass, Tarleton State University**

**Presenter: Mah**

**POLITICAL ECONOMY OF BUDGET DEFICITS IN A PORTUGAL, IRELAND, ITALY, GREECE, AND SPAIN (PIIGS) (108)**

**Gisele Mah, North-West University, Mafikeng Campus, South Africa**

**Paul Saah, North-West University, Mafikeng, North-West Province, South Africa**

**DISCUSSANTS: Ibrahim Salem, Wiley University, Marshall, Texas**

**Gisele Mah, North-West University, Mafikeng, North-West Province, SA**

*The IABPAD Dallas Conference, April 18-21, 2024*

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

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

Central Standard Time (CST)

**Saturday, April 20, 2024**

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

**7:00 AM-8:30 AM: BREAKFAST AT DOUBLE TREE  
(For those residing at Hilton)  
RESTAURANT ON THE LOWER  
LEVEL**

*The International Academy of Business and Public Administration Disciplines*

**8:30 AM to 10:00 AM Saturday, April 20, 2024**  
Central Standard Time (CST)

## **Prairie Creek I**

### **Accounting/Economics/Finance Session**

**SESSION CHAIR: Ghebre Y. Keleta, Grambling State University, Grambling Louisiana**

**Presenter: Chawla (Virtual)**

**PERSONAL FINANCIAL MANAGEMENT IN AN IMPROVING ECONOMY (139)**  
Gurdeep K. Chawla, National University, Concord, CA

**Presenter: Moore (Virtual)**

**USING TEXT-MINING TO EXPLORE SILENCES OF THE SOCIAL IN  
ACCOUNTING ABSTRACTS 1926-2021 (123)**

Louella Moore, Washburn University  
Ferhat D. Zengul, University of Alabama Birmingham  
Nurettin Oner, University of Alabama Birmingham  
Mahmut Unan, University of Alabama Birmingham

**Presenters: Conteh and Oke**

**TRANSACTION COST ECONOMICS: FACTORS INFLUENCING U.S. PUBLIC  
COMPANIES' DECISION-MAKING ON INTERNAL AUDIT SERVICES AND  
FUNCTIONS (160)**

Lamine J. Conteh, Alcorn State University, Lorman, MS  
Okeniyi Oke, CEO-Business Services and Statistical Consultant, Plano, TX

**DISCUSSANTS: Louella Moore, Washburn University**

Gurdeep K. Chawla, National University, Concord, CA  
Lamine J. Conteh, Alcorn State University, Lorman, MS

**8:30 AM to 10:00 AM Saturday, April 20, 2024**  
Central Standard Time (CST)

## **Prairie Creek II**

### **Education/Management/Information Systems Session**

**SESSION CHAIR: Larry G. Locke, University of Mary Hardin-Baylor and LCC International University**

**Presenter: Sly**

**HOW DO BUSINESS STUDENTS PERCEIVE USING THE TRADITIONAL POWERPOINT VERSUS USING VISUAL BASIC FOR APPLICATION CODING (145)**

**Kevin D. Sly, Grambling State University, Grambling, LA**

**Presenter: Balafama**

**IMPACT OF PRINCIPALS' DEVELOPMENT SKILLS ON ADMINISTRATIVE EFFECTIVENESS IN PUBLIC SECONDARY SCHOOLS IN RIVERS STATE, NIGERIA (171)**

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

**Presenter: Khairi**

**EMPOWERING INDIVIDUALS IN THE FIGHT AGAINST CYBERSECURITY CRIME: A HOLISTIC PROCESS FOR RESOLVING DIGITAL INCIDENTS (144)**

**Mohamed Khairi, Jarvis Christian University**

**Daff Kalulu, Jarvis Christian University**

**Leslie Lathon, Jarvis Christian University**

**Henry Kerich, Jarvis Christian University**

**Isaac Adeeko, Jarvis Christian University**

**Alison Mukweyi, Jarvis Christian University**

**Presenters: Locke and Hodgdon**

**THE GENDER BIAS OF GRAPHIC ARTIFICIAL INTELLIGENCE IN THE PROFESSIONAL WORLD (115)**

**Larry G. Locke, University of Mary Hardin-Baylor & LCC International University**

**Grace Hodgdon, University of Mary Hardin-Baylor**

**DISCUSSANTS: Kevin D. Sly, Grambling State University, Grambling, LA**

**Mohamed Khairi, Jarvis Christian University**

**Mohammad Dadashzadeh, Oakland University, Rochester, MI**

*The International Academy of Business and Public Administration Disciplines*

**Saturday, April 20, 2024**

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

***COFFEE BREAK***



**“Foyer”**

**10:15 AM to 12:00 (Noon) Saturday, April 20, 2024**  
Central Standard Time (CST)

## **Prairie Creek I**

### **Management/ Non-Profit and Public Administration Session**

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

**Presenter: Kim (Virtual)**

**EXPLORING SOCIAL ENTREPRENEURSHIP DEVELOPMENT THROUGH THE LENS OF PORTER'S DIAMOND MODEL: UNDERSTANDING NATIONAL COMPETITIVENESS (122)**

**Kihwan Kim, Kean University, Union, NJ**

**Joshua Kim, Livingston High School, NJ**

**Presenter: Cheema (Virtual)**

**EMPLOYEE EMERGENCY RELIEF FUNDS—A HIGH IMPACT, LOW-COST FRINGE BENEFIT (125)**

**Jiger Cheema, Indiana University Northwest (IUN)**

**Safoora Shad, Indiana University Northwest (IUN)**

**Jokima Hiller, Indiana University Northwest (IUN)**

**Charles Hobson, Indiana University Northwest (IUN)**

**Christina Parsons, Indiana University Northwest (IUN)**

**Presenter: Soylu**

**RISING CONCERNS WITH JOB MISMATCHING: OVERQUALIFIED AND UNDERQUALIFIED EMPLOYEES (141)**

**Cassandra Willrich, Cameron University**

**Ali Soylu, Cameron University**

**DISCUSSANTS: Charles Hobson, Indiana University Northwest (IUN)**

**Kihwan Kim, Kean University, Union, NJ**

**Marjorie Adams, Morgan State University**



**10:15 AM to 12:00 (Noon) Saturday, April 20, 2024**  
Central Standard Time (CST)

## **Prairie Creek II**

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

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

**Presenter: Hassan**

**EXAMINING PREDICTIVE POWER OF STOCK INDICES IN GLOBAL CONFLICTS  
OUTCOMES: A DESCRIPTIVE DATA ANALYTICS APPLICATION (129)**

**Paul Safonov, St. Cloud State University, MN**

**Aref N. Hassan, St. Cloud State University, MN**

**Weston Evans, St. Cloud State University, MN**

**Presenter: Osman**

**COMPREHENSIVE EXAMINATION OF THE FACTORS INFLUENCING LONG-  
TERM MICROFINANCE INTEREST RATES: MACROECONOMIC AND  
MICROECONOMIC PERSPECTIVES" (148)**

**Diaeldin Osman, Clark Atlanta University**

**Dexter Gittens, Delaware State University**

**Malissa Phillips, Clark Atlanta University**

**Nabil Abdalla Ali, Addis Ababa University**

**Presenters: King, Stock, and Taylor (Virtual)**

**INFORMAL ECONOMIES, DIGITAL PLATFORMS, AND GENERATIONAL  
DIFFERENCES: ANECDOTAL EVIDENCE (155)**

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

**Paul Stock, University of Mary Hardin-Baylor**

**Danny Taylor, University of Mary Hardin-Baylor**

**DISCUSSANTS: Diaeldin Osman, Clark Atlanta University**

**Aref N. Hassan, St. Cloud State University, MN**

**Ghebre Y. Keleta, Grambling State University, Grambling Louisiana**

**Saturday, April 20, 2024**

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

**IABPAD  
LUNCH BREAK**

**1:30 PM to 3:00 PM Saturday, April 20, 2024**  
Central Standard Time (CST)

## **Prairie Creek I**

### **Contemporary Business Issues/Supply Chain Session**

**SESSION CHAIR: Diaeldin Osman, Clark Atlanta University, Atlanta, GA**

**Presenter: Osman and Bawaneh (Virtual)**

**AN INVESTIGATION OF SUSTAINABILITY PRACTICES IN FORTUNE 1000 AND TOP SUPPLY CHAIN COMPANIES (149)**

**Khaled Bawaneh , Clark Atlanta University, Atlanta, GA**

**Diaeldin Osman, Clark Atlanta University, Atlanta, GA**

**Presenter: Kanumuri (Virtual)**

**CREATIVE ENTREPRENEURSHIP IN START-UPS IN INDIA (110)**

**Rama Raju Kanumuri, Brane Enterprises Limited, USA**

**Scott Ferguson, World Trade Center Association**

**Vidyadhar Reddy Aileni, Expert Angel, Brane Enterprises Pvt, Ltd, India**

**Presenter: Soylu**

**NAVIGATING MODERN DYNAMICS: EXPLORING ADAPTIVE LEADERSHIP AND EVOLVING MANAGEMENT STYLES IN CONTEMPORARY HUMAN RESOURCE MANAGEMENT(142)**

**Amber C. Woommavovah, Cameron University**

**Ali Soylu, Cameron University**

**DISCUSSANTS: Ali Soylu, Cameron University**

**Akins Ogungbure, Troy University**

**1:30 PM to 3:00 PM Saturday, April 20, 2024**  
Central Standard Time (CST)

## **Prairie Creek II**

### **Management/Contemporary Business Issues/Supply Chain Session**

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

**Presenters: Chesebro, King and Napa**

**SUPPLY CHAIN DISRUPTIONS: THE ROLE OF FINANCE PROFESSIONALS FOR RESILIENCY (156)**

**Todd Chesebro, University of Mary Hardin-Baylor**

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

**Madhusudhan Napa, University of Mary Hardin-Baylor**

**Presenters: Shad (Virtual)**

**A CASE STUDY IN IMPLEMENTING AN EMPLOYEE EMERGENCY RELIEF FUND (124)**

**Safoora Shad, Indiana University Northwest (IUN)**

**Jiger Cheema, Indiana University Northwest (IUN)**

**Jokima Hiller, Indiana University Northwest (IUN)**

**Charles Hobson, Indiana University Northwest (IUN)**

**Christina Parsons, Indiana University Northwest (IUN)**

**Presenter: Harper**

**UNDEREMPLOYMENT: DOES THE DEGREE MATTER? (146)**

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

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

**Pat rick Jaska, University of Mary Hardin-Baylor**

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

**Charles Hobson, Indiana University Northwest (IUN)**

**Saturday, April 20, 2024**

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

***COFFEE***



**“Foyer”**

**3:30 PM to 5:00 PM Saturday, April 20, 2024**  
Central Standard Time (CST)

## **Prairie Creek I**

### **Management/Contemporary Business Issues Session**

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

**Presenters: Lathon and King**

**FRACTIONAL CDOS: IS THIS THE “MISSING” FRACTIONAL? (152)**

**Leslie Lathon, Jarvis Christian University**

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

**Presenter: Vicente**

**BLOCKCHAIN AND RISK MANAGEMENT – ARE THEY COMPLEMENTARY? (131)**

**Ricardo Vicente, Brigham Young University Hawaii - BYUH**

**Chris Manongdo, Brigham Young University Hawaii - BYUH**

**Presenter: Batchelor (Virtual)**

**UNLOCKING EMPLOYEE POTENTIAL: THE ROLE OF TALENT DEVELOPMENT  
IN HUMAN RESOURCE MANAGEMENT (140)**

**Jennifer Batchelor, Cameron University**

**Ali Soylu, Cameron University**

**Presenter: Aileni (Virtual)**

**DIGITAL INDIA-EMPOWERING THE INDIAN CITIZEN THROUGH E-  
GOVERNANCE (109)**

**Vidyadhar Reddy Aileni, TEA, Brane Enterprises Limited, Hyderabad, India**

**Shiva Shanker Maturi, Jawaharlal Nehru Technological University, Hyderabad,  
India.**

**DISCUSSANTS: Semere Haile, Grambling State University**

**Susan Wiley, Grambling State University**

**3:30 PM to 5:00 PM Saturday, April 20, 2024**  
Central Standard Time (CST)

## **Prairie Creek II**

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

**SESSION CHAIR: Samuel Tabi, Wiley University, Marshall TX**

**Presenter: Kim (Virtual)**

**A CONCEPTUAL VIEW FOR DECISION-ORIENTED DATA MODELS (164)**  
Sung-kwan Kim, University of Arkansas at Little Rock

**Presenter: Park (Virtual)**

**THE IMPACT OF NEW MANUFACTURING COMPANIES IN A LOCAL AREA ON  
UNIVERSITY ENROLLMENT (166)**  
Yonpae Park, Savannah State University  
Yousef Jahmani, Savannah State University

**Presenter: Tabi**

**LEVERAGING INFORMATION SYSTEMS AND TECHNOLOGY TO FOSTER  
INTER-INSTITUTIONAL COLLABORATION AND ACHIEVE IT COST SAVINGS:  
THE CASE OF THE TEXAS ASSOCIATION OF DEVELOPING COLLEGES (167)**  
Samuel Tabi, Wiley University, Marshall TX

**Presenter: Taylor**

**OVERCOMING CHALLENGES OF INTEGRATING HIGH-IMPACT ACTIVITIES IN  
COLLEGES OF BUSINESS (128)**  
Cynthia L Taylor, University of Arkansas at Little Rock  
Richard Kumi, University of Arkansas at Little Rock

**DISCUSSANTS: Cynthia L Taylor, University of Arkansas at Little Rock**

**Yonpae Park, Savannah State University  
Kavin Sly, Grambling State University, Grambling, Louisiana**

*The IABPAD Dallas Conference, April 18-21, 2024*

**10:00 AM to 11:00 AM Sunday, April 21, 2024**

**INFORMAL MEETING**

**OPEN QUESTIONS AND ANSWERS**

**Publications and other Relevant Matters**

**Location Foyer**

*The International Academy of Business and Public Administration Disciplines*



## **List of Participants**

<b>Name</b>	<b>Page(s)</b>
Adams, Marjorie	7, 23
Adeeko, Isaac	9, 15, 17, 21
Aileni, Vidyadhar Reddy	267, 29
Ali, Nabil Abdalla	24
Alshammari, Turki	6
Balafama, Ipalibo-Wokoma	21
Batchelor, Jennifer	29
Bawaneh, Khaled	26
Bonner, Nancy A.	7, 10
Broekemier, Greg M.	12
Browning, Michelle	9
Chawla, Gurdeep K.	6, 20
Cheema, Jiger	23, 27
Chekwa, Charles	11, 15, 17
Chesebro, Todd	27
Cho, Juyun	10
Conteh, Lamine J.	20
Dadashzadeh, Mohammad	10, 21
Diaz, Samantha	12
Dodor, Jean Baptiste K.	6
Evans, Weston	24
Ferguson, Scott	26
Fox, Terry	14
Francis, Conrad	15
Gao, Sen	12
Gittens, Dexter	24
Harper, Effel	12, 27
Hassan, Aref N.	24
Heller, Jacob	18
Hijal-Moghrabi, Imane	12
Hiller, Jokima	23, 27
Hines, Arrin M.	18
Hobson, Charles	23, 27
Hodgdon, Grace	21
Hoelscher, Chrisann	11, 17
Jahmani, Yousef	30

*The IABPAD Dallas Conference, April 18-21, 2024*

Jaska, Patrick	27
Johnson, Vicky	14
Kalulu, Daff	9, 15, 17, 21
Kanumuri, Rama Raju	27
Kaur, Navdeesh	14
Keleta, Ghebre Y.	6, 20
Kerich, Henry	9, 15, 17, 21
Khairi, Mohamed	9, 15, 17, 21
Kim, Joshua	23
Kim, Kihwan	23
Kim, Sung-kwan	30
King James R , Jr.	7, 10, 11, 14, 17, 18, 24, 27, 29
Koffi, Bouabre Jean Baptiste	27
Koffi, Jean Baptiste	10
Kumi, Richard	30
Kutschera, Ida	14
Kyatham, Sanjana	10
Lathon, Leslie	9, 15, 17, 21, 29
Locke, Larry	10
Lockett, Jerome	18
Manongdo, Chris	29
Martinez, Ezequiel	11, 17
Matthews, Cierra	9
Maturi, Shiva Shanker	29
Moore, Louella	20
Mpoko, Albert Herve Nkolo	6
Mukweyi, Alison	9, 15, 17, 21
Napa, Madhusudhan	27
Notgrass, David	11, 18
Notgrass, Patty	11
Ogungbure, Akins	15, 26
Oke, Okeniyi	17, 20
Oner, Nurettin	20
Onochie-Dieli, Naomi Chidera	20
Onwuchekwa, Chinonye	11, 15
Osman, Diaeldin	24, 26
Pabbathi, Lasya	18
Park, Yonpae	30
Parsons, Christina	23, 27

*The IABPAD Dallas Conference, April 18-21, 2024*

Phillips, Marlissa	24
Pieri, Joseph	7
Porter, Kirsten	12
Ryan, Mike H.	14
Saah, Paul	18
Safonov, Paul	24
Salem, Ibrahim	18, 20, 24
Semere Haile	23, 29
Seshadri, Sri	12
Shad, Safoora	23, 27
Sly, Kevin D.	12, 21,30
Soylu, Ali	23, 26, 29
Sparks, William L.	7
Stock, Paul	24
Susan Wiley	9, 29
Tabi, Samuel	30
Talburt, Dwayne	7
Taylor, Cynthia L	30
Taylor, Danny	24
Unan, Mahmut	20
Vicente, Ricardo	29
Welch, Mindy	11, 17
Wiley, Susan	7
Willrich, Cassandra	23
Wolde, Mulugeta	15
Woommavovah, Amber C.	26
Zengul, Ferhat D.	20

