

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

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Spring Conference Program

March 25 and 26, 2021



www.iabpad.com

WELCOME

Welcome to the 2021 International Academy of Business and Public Administration Disciplines (IABPAD) Spring 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 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 Business, Marketing, and Decision Sciences (IJBMDs)*, *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

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 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. *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 is for questions and answers.
- *Five to ten minutes* of discussion time for each paper.

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 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 online Spring Conference.

**INTERNATIONAL ACADEMY OF BUSINESS
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Spring Online Conference

Thursday, March 25, 2021

9:00 AM - 5:30 PM

(Central Time)

Five Sessions will be presented:

Time	Track(s)
9:00 am -10:30 am	ACCT/ECON/FIN
10:45 am – 12:15 pm	EDU
1:00 pm – 2:15 pm	ACCT/ECON/FIN
2:30 pm – 4:00 pm	MGMT/MKT/PUB/LEGAL
4:15 pm – 5: 30 pm	ACCT/ECON/FIN

9:00 AM to 10:30 AM Thursday, March 25, 2021

Accounting /Economics/Finance Session

SESSION CHAIR: Angela Peterson, West Virginia University Institute of Technology

Presenter: Peterson

ACCOUNTING INSTRUCTION: RELATIONAL COMPETENCE AND THE IMPACT IT HAS ON LEARNING (107)

**Angela Peterson, West Virginia University Institute of Technology
Kyungmoon Kim, West Virginia University Institute of Technology**

Presenter: Trogen

A KEYNESIAN TWIST ON THE OPTIMAL TIMING OF MUNICIPAL CAPITAL FINANCING (110)

**Paul Trogen, East Tennessee State University
Hao Gong, East Tennessee State University**

Presenter: Trogen

A COMPETITIVE DISADVANTAGE (121)

**Paul Trogen, East Tennessee State University
Natalia Romanova, North Carolina State University**

Presenter: Memon

WAGE INEQUALITY WITH GENDER DISPARITY (DISPOSITION OF WOMEN WORKER) IN TEXTILE INDUSTRIAL CLUSTER KOTRI (102)

**Rizwan Ali Memon, MUISTD, MUET, Jamshoro
Kamleshwer Lohana, MUISTD, MUET, Jamshoro**

**DISCUSSANTS: Pablo Calafiore, Texas A&M University – San Antonio
Rizwan Ali Memon, MUISTD, MUET, Jamshoro**

10:45 AM to 12:15 PM Thursday, March 25, 2021

Education Research/ Student Retention/ Academic Success Session

SESSION CHAIR: Brian R. Hoyt, Ohio University, Lancaster, OH

Presenter: Hoyt

THE CHANGING INTERNSHIP EXPERIENCE: THE FUTURE OF PROJECT-BASED INTERNSHIPS (106)

Brian R. Hoyt, Ohio University, Lancaster, OH

Presenter: Herrera and Soydemmir

ACADEMIC SUCCESS AND WEEKEND STUDY TIME: FURTHER EVIDENCE FROM PUBLIC ELEMENTARY SCHOOL STUDENTS (108)

**Daniel Herrera, Connections Speech, Language and Literacy, Modesto, CA
Emre Soydemir, Connections Speech, Language and Literacy, Modesto, CA**

Presenter: Brown

RETURN ON INVESTMENT FROM DEVELOPMENTAL MATH THE CASE OF BUSINESS STUDENTS (116)

**F. William Brown, Montana State University, Bozeman , Montana
Agnieszka Kwapisz, Montana State University, Bozeman , Montana
Scott Bryant, Montana State University, Bozeman , Montana**

Presenter: Burkitt, Berger, Bazsik, and Farrell

ARE UNIVERSITIES BETTING ON SPORTS (103)

**David Burkitt, Lourdes University, Sylvania, Ohio
Brett Berger, Lourdes University, Sylvania, Ohio
Andrew Bazsik, Lourdes University, Sylvania, Ohio
Jonathan Farrell, Lourdes University, Sylvania, Ohio**

**DISCUSSANTS: F. William Brown, Montana State University, Bozeman, Montana.
David Burkitt, Lourdes University, Sylvania, Ohio**

Thursday, March 25, 2021

12:15 PM-1:00 PM

BREAK

1:00 PM to 2:15 PM Thursday, March 25, 2021

Accounting/Economics/Finance Session

SESSION CHAIR: Kent P. Ragan, Missouri State University, Springfield, Missouri

Presenter: Ragan

A CHAPTER-BASED ONLINE RESOURCES PROJECT FOR THE INTRODUCTORY PERSONAL FINANCE CLASS (114)

James B. Pettijohn, Missouri State University, Springfield, Missouri

Kent P. Ragan, Missouri State University, Springfield, Missouri

Gay A. Ragan, Missouri State University, Springfield, Missouri

Presenter: Simms

CULTURAL INERTIA AND THE CAUSES OF ACCOUNTING DIVERSITY (118)

John E. Simms, University of St. Thomas, Houston, TX

Presenter: Stewart

PROPOSAL FOR MASTER OF SCIENCE IN FORENSIC AUDITING ANALYTICS (134)

Vicki M. Stewart, Texas A & M University Commerce

DISCUSSANTS: John E. Simms, University of St. Thomas, Houston, TX

Vicki M. Stewart, Texas A & M University Commerce

2:30 PM to 4:00 PM Thursday, March 25, 2021

Management/Marketing/Public Sector/Legal Issues in Business Session

SESSION CHAIR: Rickey Casey, Campbellsville University, Kentucky

Presenter: Chan

TOWARDS A COMPREHENSIVE THEORY OF PERFORMANCE INFORMATION USE (111)

Germaine Chan, Mount Saint Vincent University, Halifax, Nova Scotia

Presenter: Puckett

MARKETING IMPLICATIONS OF COLLEGIATE ATHLETIC DONORS' ATTITUDES TOWARD ESPORTS (127)

Greg Broekemier, University of Nebraska Kearney

Mackenzie Puckett, University of Nebraska Kearney

Presenter: Humphries

GENDER WAGE GAP: AN EMPIRICAL EXPOSITION (131)

Veronika Humphries, University of Louisiana at Monroe

Tammy Johnston, University of Louisiana at Monroe

Hannah Parker, Neville High School, Monroe, Louisiana

Presenter: Casey, Cowherd, and Rush

CASE STUDY OF A SMALL RURAL COMMUNITY HOSPITAL (135)

Rickey Casey, Campbellsville University, Kentucky

Pat Cowherd, Campbellsville University, Kentucky

Karen Rush, Campbellsville University, Kentucky

**DISCUSSANTS: Marisa L. Tomsy, Rutgers University, New Jersey
Veronika Humphries, University of Louisiana at Monroe**

4:15 PM to 5:30 PM Thursday, March 25, 2021

Accounting/Economics/Finance Session

SESSION CHAIR: Deanna Burgess, Florida Gulf Coast University, Fort Myers, FL

Presenter: Burgess

DO STUDENTS TOLERATE DISHONESTY? (120)

Deanna Burgess, Florida Gulf Coast University, Fort Myers, FL

Tanya Benford, Florida Gulf Coast University, Fort Myers, FL

Presenter: Chawla

BEHAVIORAL FINANCE AND CORONAVIRUS (128)

Gurdeep K. Chawla, National University

Presenter: Calafiore

CEO PAY RATIO AND EMPLOYEES' PERCEPTION AT LARGE PUBLICLY-TRADED FIRMS (136)

Pablo Calafiore, Texas A&M University – San Antonio

Syed Harun, Texas A&M University – San Antonio

**DISCUSSANTS: Gurdeep K. Chawla, National University
Douglas Smith, University of Montevallo, Alabama**

**INTERNATIONAL ACADEMY OF BUSINESS
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Spring Online Conference

Friday, March 26, 2021

9:00 AM - 4:15 PM

(Central Time)

Three Sessions will be presented:

Time	Track(s)
9:00 am -10:30 am	MARK/DS
10:45 am – 12:00 Noon	MGMT
1:00 pm – 2:30 pm	MGMT/IT/EDU
2:45 pm – 4:15	MGMT/LEGAL

9:00 AM to 10:30 AM Friday, March 26, 2021

Marketing /Decision Sciences Session

SESSION CHAIR: Cheryl R Hild, University Lincoln Memorial

Presenter: Hild and Xi

BEYOND THE SPREADSHEET: THE ADOPTION OF DECISION SCIENCES BY BUSINESS MANAGERS (119)

**Cheryl R Hild, University Lincoln Memorial
Wang Xi, University Lincoln Memorial**

Presenter: Yeagley

AN EXPLORATORY EXAMINATION OF THE EFFECTS OF ATTIRE ON SALESPERSON PERFORMANCE (124)

**Marsha Yeagley, University of Nebraska Kearney (UNK)
Sri Seshadri, University of Nebraska Kearney (UNK)
Greg Broekemier, University of Nebraska Kearney (UNK)**

Presenter: Alkhateeb

THE RELATIONSHIP BETWEEN CHANGE MANAGEMENT STRATEGY AND SUCCESSFUL ENTERPRISE RESOURCE PLANNING (ERP) IMPLEMENTATIONS: A THEORETICAL PERSPECTIVE (140)

Faisal Badi Alkhateeb, Southern University at New Orleans

**DISCUSSANTS: Marsha Yeagley, University of Nebraska Kearney (UNK)
Faisal Badi Alkhateeb, Southern University at New Orleans**

10:45 AM to 12:00 (Noon) Friday, March 26, 2021

Management /Leadership/ Entrepreneurship Session

SESSION CHAIR: David Notgrass, Tarleton State University, Stephenville, Texas

Presenter: Notgrass

MODERATING EFFECT OF LEADERS' USE OF INTELLECTUAL STIMULATION AND CONTINGENT REWARD BEHAVIORS ON THE RELATIONSHIP BETWEEN LEVEL OF ACCEPTANCE OF TEAM INTRA-GROUP CONFLICT AND TEAM COHESION (113)

**David Notgrass, Tarleton State University, Stephenville, Texas
Patty Notgrass, Tarleton State University, Stephenville, Texas
Christi Foster, Tarleton State University, Stephenville, Texas**

Presenter: Powell

MINDSET MATTERS: THE EFFICACY FACTOR IN TEACHING ENTREPRENEURSHIP TO AFRICAN AMERICAN BUSINESS STUDENTS (123)

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

Presenter: McDaniel

THE BATTLE OF THE AGES: LEADERSHIP AND THE GENERATIONAL VALUES GAP (117)

Larry McDaniel, Alabama Agriculture and Mechanical University

**DISCUSSANTS: Larry McDaniel, Alabama Agriculture and Mechanical University
Kimberly K. Powell, Southern University and A & M College, LA**

Friday, March 26, 2021

12:00 PM-1:00 PM

BREAK

1:00 PM to 2:30 PM Friday, March 26, 2021

Management / Information Technology/ Education Session

SESSION CHAIR: Barbara Dalby, University of Mary Hardin-Baylor

Presenter: Jaska, Harper, and Dalby

THE RUSH TO REMOTE WORK (133)

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

Presenter: Song

INVESTIGATING THE IMPACT OF ENERGY EFFICIENCY ON OPERATIONAL PERFORMANCE IN KOREAN PETROCHEMICAL COMPANIES (109)

**Gilwhan Kim, Keimyung University
Junghoon Song, Texas Wesleyan University**

Presenter: Alkhateeb

CHALLENGES OF BUSINESS SIMULATION GAMES: A NEW APPROACH OF TEACHING BUSINESS (138)

Faisal Badi Alkhateeb, Southern University at New Orleans

Presenter: Igbonagwam

RANSOMWARE COUNTERMEASURES AND IT USERS AWARENESS AND COMPLIANCE (115)

Okey Igbonagwam, Saint Leo University, FL

**DISCUSSANTS: Junghoon Song, Texas Wesleyan University
Okey Igbonagwam, Saint Leo University, FL**

2:45 PM to 4:15 PM Friday, March 26, 2021

Management/Leadership/Legal and Ethical Issues in Business Session

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

Presenter: Maldonado

PERSONAL FREEDOM V. COMPULSORY VACCINATION AND CONTEMPORARY BUSINESS--PROPOSED PANDEMIC-ENABLED PHILOSOPHICAL OBJECTION LEGISLATION (105)

David J. Maldonado, University of Houston Downtown, Houston, Texas

Presenter: Timtey

INTRA-GROUP CROSS-CULTURAL LEADERSHIP STUDY OF GHANA (137)

Sauty Omar Timtey, Regent University, Virginia Beach, USA

Presenter: Chen

PERSONAL ETHICAL VALUES AND JOB SATISFACTION IN THE TECHNOLOGY INDUSTRY (126)

Andy W. Chen, Seattle Pacific University, Seattle, Was

DISCUSSANTS: Sauty Omar Timtey, Regent University, Virginia Beach, USA

Andy W. Chen, Seattle Pacific University, Seattle, Was

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The International Academy of Business and Public Administration Disciplines

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