

Allied Academies’ Fall International Conference Program Schedule

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Registration Pearl

 Wednesday, October 14 7:30 AM to 3:30 PM

 Thursday, October 15 7:30 AM to 3:30 PM

 Friday, October 16 7:30 AM to 3:30 PM

Simultaneous Sessions Meeting Rooms: Dynasty A, Dynasty B, Sampan A

 Wednesday Simultaneous Seesion Scheduled for:

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 Thursday: Simultaneous Sessions Scheduled for:

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 Friday: Simultaneous Sessions Scheduled for:

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Dinner Buffet, Awards Reception, and Cash Bar

 Fuji, Thursday 6:00 PM to 8:30 PM, page 19

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Floorplan of Conference Area Fourth Floor Padoda Tower page 46

Please Note that Admittance to the Awards Dinner Requires a Dinner Ticket

Please wear your name badge to all functions.

Welcome to Las Vegas!

Letter from the Conference Chairs

Welcome to Las Vegas! We hope that you will enjoy your stay here and that the Conference will be prove to be a successful one for each of you. This is the fifteenth year of the Allied Academies. As you know, the organization is a not for profit corporation and is not sponsored by any university or organization. We are dependent upon conference registration fees and membership fees. Our mission is to support and encourage the exchange of ideas in higher education throughout the world. To that end, we sponsor conferences and publish journals. In addition, we maintain a web page which has developed into an important communication medium for our membership and for scholars from around the world. We publish our journals simultaneously in hard copy and on the web page, and you can view conference proceedings, newsletters and academy information there as well.

We are pleased to report that this conference features work which represents a great range of ideas and contributions: from cutting edge contributions to the literature, to pedagogic and educational applications, to applied and practical research. As an interdisciplinary organization, we hope that each of you will find concepts and ideas which you can use in a variety of areas. We encourage you to venture outside your disciplines and to sample the work of your peers from across the spectrum of academe. To that end, and to facilitate our participants' choice of participation time, we have structured the Conference in the form of interdisciplinary sessions. We hope that each of you will take this opportunity to expand your interests.

We also encourage you to sample the food and fun which is abundantly available in beautiful Las Vegas. We recognize that the camaraderie of the resort is as important in revitalizing you as a professional as are the discussions in the presentations. We hope that each of you will go home refreshed, renewed, and with new and lasting friends.

Finally, we would like to extend our heartfelt appreciation to each of you. It is the authors and the conference participants who make the Allied Academies successful and who support our efforts to achieve our mission. Thank you and have a great conference.

JoAnn and Jim Carland
www.alliedacademies.org

Interdisciplinary Session

Session Chair: Darwin King, St. Bonaventure University

The State of Wind Energy

Eugene Hernandez, Sam Houston State University
Balasundram Maniam, Sam Houston State University

*Business-to-Business Relationship Marketing and Ethical Values:
The Mediation Effect of Commitment*

Nelson Ndubisi, Nottingham University Malaysia Campus

How to Thrive on Poverty at the County Level

Inhyuck Steve Ha, Western Carolina University

BYD of China: Electrifying the World's Automotive Market

Charles Rarick, Purdue University-Calumet
Kasia Firlej, Purdue University Calumet
Arifin Angriawan, Purdue University Calumet

Costs and Benefits of Foreign Educational Travel Programs

Darwin King, St. Bonaventure University
Carl Case, St. Bonaventure University
Kathleen Premo, St. Bonaventure University
Ernest Kallenbach, University of Pittsburgh, Bradford

8:00 AM to 10:00 AM Wednesday, October 14

Dynasty B

Interdisciplinary Session

Session Chair: Kathy Hill, Sam Houston State University

*The Ethical Behavior of Accounting Students:
A Comparison of the Stated Behavior Versus Actual Behavior*
Sanjay Gupta, Valdosta State University
Nancy Swanson, Valdosta State University
Donna Cunningham, Valdosta State University

*A Study of the Financial Characteristics of European and US Companies
Leading up to the Recession of 2008/2009*
Samuel Penkar, University of Houston-Downtown
Prakash Deo, University of Houston-Downtown

Spreadsheet Simulation in Accounting Without Add-ins
V. Reddy Dondeti, Norfolk State University
Johnnie Mapp, Norfolk State University
Jim Chen, Norfolk State University

EPS as a Measure of Intercompany Performance: Philippine Evidence
Cynthia Cudia, De La Salle University
Ma. Gina Manaligod, De la Salle University

*An Analysis of Alternative Methodologies and Interpretations of
Mortgage Discrimination Research Using Simulated Data*
Chris Brown, Western Kentucky University
Gary Simpson, Oklahoma State University

Email Etiquette Recommendation for Today's Business Student
Danielle Agnew, Sam Houston State University
Kathy Hill, Sam Houston State University

Interdisciplinary Session

Session Chair: Darwin King, St. Bonaventure University

Religion and Financial Literacy

Grady Perdue, University of Houston-Clear Lake
Michael Hanna, University of Houston-Clear Lake
Robert Hill, University of Houston-Clear Lake

*Daoism and Religious Community Traditions:
Their Influence on Chinese Managerial Theory*
Charles Rarick, Purdue University-Calumet

*In the Matter of : Amanda Bach V. Sallie Mae, Inc. and
Educational Credit Management Corp.*
Diane Hughes, Rowan University

McPherson Manufacturing Company
Patricia LaPoint, McMurry University
Carrol Haggard, Fort Hays State University

The Virtual World: An Environment for Undergraduate Learning
Carl Case, St. Bonaventure University
Darwin King, St. Bonaventure University
Kimberly DeSimone, St. Bonaventure University

10:10 AM to 12:10 PM Wednesday, October 14

Dynasty B

Interdisciplinary Session

Session Chair: Barry Barnes, Nova Southeastern University

*An Empirical Investigation into Undergraduate Student Interest
in the Real Estate Professions*

Donald Bleich, California State University, Northridge
David Russell, California State University, Northridge

Tax Issues with a Family Limited Partnership

Kenneth Snow, Kaplan University
Natasha Snow, Kaplan University
Ana Machuca, Kaplan University
William Whitley, Kaplan University
Bryan Kennedy, Kaplan University
Karin Torres, Kaplan University

Why So Few Minority Professors in Higher Education?

Jason Schwartz, Sam Houston State University
Kathy Hill, Sam Houston State University

E-Portfolio, Assessment and Credit for Prior Learning

Janice Karlen, Fiorello H. LaGuardia Community College (CUNY)
Susan Sanchirico, Fiorello H. LaGuardia Community College (CUNY)

*The Role of Contextual Capability in Developing a Market Orientation:
A Case Study of a Newly Formed Community Based Organization*

Leslie Tworoger, Nova Southeastern University
Kathleen Voges, Texas A&M University, Kingsville
Barry Barnes, Nova Southeastern University

Interdisciplinary Session

Session Chair: Jeff Mankin, Lipscomb University

Managing Value Chain Strategy in Crisis

Peter Antoniou, California State University San Marcos
Catherine Levitt, California State University at Los Angeles
Cynthia Schreihans, California State University San Bernardino

*Changing Auditors—The Case of Callaway Golf Company and its
Four Different Auditors in One Year*

Brad Reed, Southern Illinois University Edwardsville

Corporate Cost of Debt: The Issue of Discount or Premium Bonds

Thomas W. Secrest, Coastal Carolina University
Robert B. Burney, Coastal Carolina University

*Information Systems Internships and Their Relationship to Funding, Research,
Consulting, Recruitment, and Economic Outreach*

Dale Shao, Marshall University
Ricky Weible, Marshall University
Stephen Shao, Project DIANE Video Consortium

*Standardizing Financial Statement Analysis Across the Business Curriculum:
An Interdisciplinary Approach*

Jeff Jewell, Lipscomb University
Jeff Mankin, Lipscomb University

12:50 PM to 2:50 PM Wednesday, October 14

Dynasty B

Interdisciplinary Session

Session Chair: Arnel Onesimo Uy, De La Salle University

Food Safety- From Quality to Quantity

Tal Caspi, Ben Gurion University
Yotam Lurie, Ben Gurion University

*Primary Care Physicians and Office Workflow Design Play a Critical Role
in the Adherence to Colonoscopy Screenings*

Bernard Healey, King' 's College
Lisa Grazul, King's College

The Enormous Cost of Medical Errors

Michele McGowan, King's College
Bernard Healey, King's College

Training the Right Leader for the Right Role
Joe Stark, Texas A&M University - Texarkana

What Motivates Entrepreneurs?
A Study of the Value System of Filipino Entrepreneurs
Arnel Onesimo Uy, De La Salle University

Interdisciplinary Session

Session Chair: James Sysko, King's College

Combining Service and Online Learning in Undergraduate Management Courses

Catherine Levitt, California State University at Los Angeles
Cynthia Schreihans, California State University San Bernardino

Personal Online Information: Advice for Posters and Employers

Sandra Bevill, Arkansas State University
Courtney Bracy, Arkansas State University
Carolyn McNeely, Arkansas State University and Gosnell School District

Predictors of Critical Thinking Skills:

Studies of Introductory Accounting Courses
Tantatape Brahmasrene, Purdue University North Central
Donna Whitten, Purdue University North Central

The Importance of a Dance Floor in the Selection of a Bar by University Students

Martin Meyers, University of Wisconsin at Stevens Point

Equine Business Management Model Curriculum

Susan Conners, Purdue University Calumet

*Economics Should Play No Role in the Distribution of Body Organs
for Transplantation*

James Sysko, King's College
Bernard Healey, King's College

8:00 AM to 10:00 AM Thursday, October 15

Dynasty A

Interdisciplinary Session

Session Chair: Stephen Betts, William Paterson University

Stock Splits and When-Issued Trading: A Test of the Signaling Theory
Kevin Kemerer, Barry University

*Prediction of Knowledge Acquisition, Knowledge Sharing and Knowledge Utilization
from Locus of Control: An Empirical Investigation*
Silva Karkouljian, Lebanese American University
Jaisy Angela Mahseredjian, Lebanese American University

Cognitive Skills Employed by Accounting Majors
Gisele Moss, Lamar University
Katherine Fraccastoro, Lamar University
Jimmy Moss, Lamar University

*Caregiver Responsibility Discrimination and the Equal Employment Opportunity
Commission (EEOC) Guidelines*
Gerald Calvasina, Southern Utah University
Richard V. Calvasina, University of West Florida
Eugene J. Calvasina, Southern University

*Rewards, Recognition and Employee Behaviors in a Public Organization:
An Empirical Study in a US City.*
Lynn Godkin, Lamar University
Satyanarayana Parayitam, University of Massachusetts, Dartmouth
Vivek Natarajan, Lamar University

Hunches and Leaps of Faith: Intuition and Faith in Decision Making
Stephen Betts, William Paterson University

Interdisciplinary Session

Session Chair: Don Bradley, University of Central Arkansas

It Wasn't an Option: Entrepreneurial Choice Through the Lens of Image Theory
Kermit Kuehn, University of Arkansas - Fort Smith

*Career Choice in Management: Gender Differences in Perceptions Regarding a
Management Career and an MBA*
Oshrit Kaspi-Baruch, Ben Gurion University

Knowledge Management Capabilities Consensus: Evidence from a Delphi Study
Jean-Pierre Booto Ekionea, University of Moncton
G rard Fillion, University of Moncton

Does Internal Control Matter in a Small Business: A Study from Rural Oklahoma
Theresa Hrcir, Southeastern Oklahoma State

*Market Focus in AACSB Member Schools – An Empirical Examination of
Market Orientation Balance and Business School Performance*
Kevin Hammond, The University of Tennessee at Martin
Robert Webster, Ouachita Baptist University

Why Entrepreneurs Need to Audit Their Financial Statements
Don Bradley, University of Central Arkansas
Ashley Floyd, University of Central Arkansas

8:00 AM to 10:00 AM Thursday, October 15

Sampan A

Interdisciplinary Session

Session Chair: David Kunz, Southeast Missouri State University

Robustness of the Black-Scholes Model in Pricing Indian Stock Options
Sankaran Venkateswar, Trinity University

Do Firms Manipulate Earnings When Entering the Bond Market?
Sangshin Pae, Arkansas State University
Tina Quinn, Arkansas State University

*Sears Holdings Corporation: Determining the Retailer's Future
One Management Trainee at a Time*
Kasia Firlej, Purdue University Calumet

Accounting for Unprofitable Long-Term Contracts: A Teaching Note
John Hathorn, Metropolitan State College of Denver

St. Louis Chemical: Cost of Capital
David Kunz, Southeast Missouri State University
Benjamin Dow, Southeast Missouri State University

10:10 AM to 12:10 PM Thursday, October 15

Dynasty A

Interdisciplinary Session

Session Chair: Issam Ghazzawi, University of La Verne

Teaching Strategy and Skepticism: A Capstone Approach

Dennis Balch, University of North Alabama

Santanu Borah, University of North Alabama

Can Culture Explain Economic Growth?

A Note on Issues Regarding Culture-growth Studies

Arnel Onesimo Uy, De La Salle University

Assessing and Describing School Leaders' Tolerance for Ambiguity

Lawrence Kajs, University of Houston-Clear Lake

Daniel McCollum, University of Maryland University College

*Are Students and Their Parents Viewed as Customers by AACSB—International
Member Schools? Survey Results and Implications for University Business School Leaders*

Robert Webster, Ouachita Baptist University

Kevin Hammond, University of Tennessee at Martin

Gender Role in Job Satisfaction: The Case of the U.S. Information Technology Professionals

Issam Ghazzawi, University of La Verne

10:10 AM to 12:10 PM Thursday, October 15Dynasty B

Interdisciplinary Session**Session Chair:** Michael McLain, Hampton University*Asymmetric Market Reaction to New Product Announcements: An Empirical Study*Vivek Natarajan, Lamar University
Gurumurthy Kalyanaram, GK Associates
James Munch, Wright State University*A Quick Solution to Discrete Probability Distribution Problems*

James Aflaki, Christian Brothers University

Mutual Fund Performance and Board Characteristics Relating to Manager Terminations

Steve Nenninger, Sam Houston State University

*Factors Influencing Students' Success in Introductory Accounting*Katherine Fraccastoro, Lamar University
Clare Burns, Lamar University*Comparing Objective and Subjective Knowledge of Contents of Selected Foods Items*Godfrey Ejimakor, North Carolina A&T State University
Ewwukgem Lomo-David, North Carolina A&T State University*NPV Simulation: Technical Associates, Inc.*Robert Stretcher, Sam Houston State University
Michael McLain, Hampton University

Interdisciplinary Session

Session Chair: Jungwan Lee, Boston University

Adoption of Personal Information System: Innovation Diffusion Theory and Task-Technology Fit

Donghyun Kim, University of Mississippi

Accounting for Consolidated Entities and the Convergence of U.S. GAAP and International Financial Reporting Standards

Marianne James, California State University, Los Angeles

Views of College of Business Undergraduate Students on Qualities Needed in the Workplace

Donald English, Texas A&M University-Commerce

Edgar Manton, Texas A&M University-Commerce

Janet Walker, Texas A&M University-Commerce

Testing a Moderator-Type Research Model on the Use of Mobile Phone

Gérard Fillion, University of Moncton

Jean-Pierre Booto Ekionea, University of Moncton

Assessing the Level of Information Technology (IT) Processes Performance and Capability Maturity in the Philippine Food, Beverage, and Tobacco (FBT) Industry Using the COBIT Framework

Florenz Tugas, De La Salle University

Demographic Differences on the Perceptions of Electronic Commerce Adoption: Recent Evidence from Korea

Jungwan Lee, Boston University

12:50 PM to 2:50 PM Thursday, October 15Dynasty A

Interdisciplinary Session

Session Chair: Don Bradley, University of Central Arkansas

*New Outcomes Based on the New Economy:
Articulating a New Approach to Undergraduate Entrepreneurship Education*

Trish Boyles, Muhlenberg College
Mark Lang, Charter Partners Institute

Globalization: Trends and Perspectives

Tiffany Bishop, Sam Houston State University
John Reinke, Sam Houston State University
Tommy Adams, Sam Houston State University

Pre-Start-Up Preparations: Why the Business Plan Isn't Always Written

Edward Bewayo, Montclair State University

Layoffs and Liability in a Lagging Economy

Tommy Robertson, Sam Houston State University
Laura Sullivan, Sam Houston State University

*The Impact of Identifying Industry Key Success Factors on the Development
of Successful Business-Level Strategies*

Rodney Blackwell, Troy University

Iraqi Business Culture: An Expatriate's View

Don Bradley, University of Central Arkansas
Justin Brown, University of Central Arkansas
Michael Rubach, University of Central Arkansas

12:50 PM to 2:50 PM Thursday, October 15

Dynasty B

Interdisciplinary Session

Session Chair: M. Meral Anitsal, Tennessee Tech University

Income Smoothing at Beazer Homes
Gary Schneider, Quinnipiac University
Aamer Sheikh, Quinnipiac University
Kathleen Simione, Quinnipiac University

New Standards Available for Private Companies: At Last a Little GAAP?
Nancy Christie, Virginia Tech University

Rating the Analysis in the Current Recession: A Review of Moody's and Standard and Poor's
Steven Dreibelbis, Sam Houston State University
Jonathan Breazeale, Sam Houston State University

*Consulting Projects That Teach Persuasive Communication:
Helping Nonprofit Organizations and Students Simultaneously*
Denise Woodbury, Southern Utah University
H. Lon Addams, Weber State University
Tony Allred, Weber State University
Joel Addams, University of Utah

Developing an Efficient Warehousing Operation System: An Expert System Approach
Andrew Yao, California State University, Northridge
Seung-Kuk Paik, California State University, Northridge
Thomas Wedel, California State University, Northridge

On-Line Features of Global Retailer Websites
Ismet Anitsal, Tennessee Tech University
M. Meral Anitsal, Tennessee Tech University
Tulay Girard, Penn State Altoona

12:50 PM to 2:50 PM Thursday, October 15

Sampan A

Interdisciplinary Session

Session Chair: John Cooley, West Texas A&M University

An Examination of Anticipatory Socialization and Professional Commitment:

An Analysis of Diversity among Accounting Students

Carol Cox, Middle Tennessee State University

Satina Williams, Marist College

*An Empirical Test of the Interest Rate Parity: Does it Hold Between U.S.A. and
Selected Emerging Asian Economies?*

Mohammed Haque, Texas A & M University-Texarkana

*A Comparative Analysis of National Recessions and the Effects on Real Estate Values in
Northwest Nebraska: A Twenty Year Perspective*

Rick Koza, Chadron State College

James Wright, Chadron State College

*The Effects of Foreign Direct Investment on Economic Growth of a Developing Country
from Kazakhstan*

Jungwan Lee, Boston University

Gulzada Baimukhamedova, Kazakh Academy of Transport and Communications

Sharzada Akhmetova, Kazakhstan Institute of Management, Economics and Strategic Research

Predictors of Success in a Capstone Business Policy Course

John Cooley, West Texas A&M University

Marc Sollosy, West Texas A&M University

Nicholas Gerlich, West Texas A&M University

3:00 PM to 5:00 PM Thursday, October 15

Dynasty A

Interdisciplinary Session

Session Chair: Robert Service, Samford University

Communication and Conflict: Social Anxiety and Learning
Peter Cowden, Niagara University

Do You Think I'm Sexy? Minors and Sexting: Teenage Fad or Child Pornography?
Linda Barkacs, University of San Diego
Craig Barkacs, University of San Diego

Entering the Ice Cream Business: A Case Study of Kleinpeter Farms Dairy
John James Cater III, Nicholls State University
Ken Chadwick, Nicholls State University

Customized Assessment Group: A Different Approach to Student Learning
Akinloye Akindayomi, University of Massachusetts Dartmouth

Making Social Security Work for Future Generations
Michael Hanna, University of Houston - Clear Lake
Stephen Caples, McNeese State University

Discrimination, Diversity and an HRM Model
Robert Service, Samford University
Charles Carson, Samford University

Dinner Buffet, Awards Reception and Cash Bar
Fuji Ballroom
6:00-8:30

8:00 AM to 10:00 AM Friday, October 16

Dynasty A

Interdisciplinary Session

Session Chair: Sumaria Mohan-Neill, Roosevelt University

The Effects of the Michigan Minimum Wage Increase on Low Skilled Labor Markets
Samantha Noah, Saginaw Valley State University

Education Expenses: How Several Tax Policies Can Ease the Strain
Richard Powell, Pepperdine University
Steven Ferraro, Pepperdine University

Teaching Entrepreneurship:
The Importance of Noncompete Agreements to the Viability of the Enterprise
Patrick Geho, Middle Tennessee State University
Stephen Lewis, Middle Tennessee State University

*The Significance of Career Commitment in Generating Commitment to
Organizational Change among Information Technology Personnel*
Humanyun Rashid, University of Southern California
Lin Zhao, Purdue University Calumet

An Analysis of Marketing and Accounting Educators Ethics Preferences
Philip Siegel, Augusta State University
Pamela Jackson, Augusta State University

*A Theoretical Framework for Service SME's Based on Culture,
Market Orientation and Network Benefits*
Cheryl Luczak, Saint Xavier University
Sumaria Mohan-Neill, Roosevelt University

8:00 AM to 10:00 AM Friday, October 16

Dynasty B

Interdisciplinary Session

Session Chair: William Jackson, University of South Florida St. Petersburg

The Not-so-gentle Art of Persuasion: The Case of Atlantis Spa Products

Lucia Sigmar, Sam Houston State University
Renee Gravois-Lee, Sam Houston State University

*A Review of the Differences Between Novices and Experts in
Specifying Information Requirements*

I-Lin Huang, Langston University

The Law of Conservation of Operability

Andrei Aleinikov, International Academy of Genius
David Smarsh, International Academy of Genius

Corporate Characteristics and the Disclosure of Earnings Restatements

Linda Lovata, Southern Illinois University, Edwardsville
Timothy Schoenecker, Southern Illinois University, Edwardsville
Michael Costigan, Southern Illinois University, Edwardsville

The Loss of LIFO and its Potential Implications for Company Funding Opportunities

Kurt Jesswein, Sam Houston State University

HSN, Inc.: Weathering the Retail Storm

Alexander Assouad, University of South Florida St. Petersburg
William Jackson, University of South Florida St. Petersburg
James A. Fellows, University of South Florida St. Petersburg

10:10 AM to 12:10 PM Friday, October 16

Dynasty A

Interdisciplinary Session

Session Chair: Stephen Betts, William Paterson University

The FLSA and New Issues Created by a Struggling Economy

Laura Sullivan, Sam Houston State University
Tommy Robertson, Sam Houston State University

Addressing the Rising Cost of College

Jessica Jones, Sam Houston State University
Tommy Adams, Sam Houston State University
John Reinke, Sam Houston State University

The Short-Term Effect of Pre-IPO Earnings Management on Post IPO Ownership Structure

Yong Sun, Southwestern University of Finance and Economics, China
Kyung Lee, University of Maryland-Eastern Shore
John Jin, California State University-San Bernardino
Diane Li, University of Maryland-Eastern Shore

Impact of Quality of Work Life on Hospital Employees' Performance in Pakistan

Aftab Bhatti, Air University
Atiq-ur Rehman, PIFRA

Ratings of Corporate Governance: Do Nice Guys Finish Last?

Roger Best, University of Central Missouri

Lucky Rolls and Hunches: Luck and Intuitive Decision Making

Stephen Betts, William Paterson University

Interdisciplinary Session

Session Chair: M. Wayne Alexander, Minnesota State University Moorhead

*Pioneering a Rural Hospitality Research Center:
Examining Best Practices and Stakeholder Perceptions*
Lisa Assante, Southern Utah University
Whitney Johnston, Southern Utah University

Comparing Perspectives about the Global Economic Crisis: A Cross-cultural Study
Yoav Wachsman, Coastal Carolina University

Genius Education Methodology (GEM) Against Gangs
Andrei Aleinikov, International Academy of Genius
David Smarsh, International Academy of Genius

The Use of Earnings Versus Cash Flows to Measure Abnormal Accruals: Problems
Thomas Amlie, The Pennsylvania State University at Harrisburg

Customer Delight: A Review
M. Wayne Alexander, Minnesota State University Moorhead

12:50 PM to 2:50 PM Friday, October 16Dynasty A

Interdisciplinary Session**Session Chair:** N. Anna Shaheen, Sam Houston State University*The Impact of Multiple Work Arrangements on Labor Productivity*

H. Leon Chan, San Diego State University

Arthur Francia, University of Houston

Mattie C. Porter, University of Houston-Clear Lake

*So You Want to Start a Sports Agency?:**Challenges of Athlete Representation in the 21st Century*

Brent C. Estes, Sam Houston State University

N. Anna Shaheen, Sam Houston State University

Dana E. Krebs, Sam Houston State University

The Determinates of Profitability of a Specific Community Bank

Yun-Fang Chuo, Indiana State University

Steven Lamb, Indiana State University

William Minnis, Eastern Illinois University

Jeffrey Harper, Indiana State University

Does Technology Matter: An Analysis of Computer and Internet Usage on Economic Growth

Christopher Surfield, Saginaw Valley State University

The Reliance Interest of Creditors

Cary Di Lernia, University of Sydney

Variable Prepaid Forward Contracts and Section 1259

N. Anna Shaheen, Sam Houston State University

Valrie Chambers, Texas A & M -Corpus Christi

12:50 PM to 2:50 PM Friday, October 16

Dynasty B

Interdisciplinary Session

Session Chair: Steven Brown, Eastern Kentucky University

Determining Organizational Commitment Through Social Capital

Nadeem Khan, Air University
Fareeha Khan, Allied Bank Limited

Parity Ranking of Aggrieved Shareholder Claims

Cary Di Lernia, University of Sydney

*The Impact of the Psychological Appropriation of a Groupware on Functioning and Efficiency
of Project Teams*

Louis Babineau, Laval University

Earnings Management and Long-Run Stock Underperformance of Private Placements

Daoping He, San Jose State University
David Yang, University of Hawaii at Manoa
Liming Guan, University of Hawaii at Manoa

Student and Business Attitudes Toward the Economic Policies of the Obama Administration

Larry Dale, Arkansas State University

Australian Dream: An American Dream

Stephen Loy, Eastern Kentucky University
Steven Brown, Eastern Kentucky University
Mark Case, Eastern Kentucky University

3:00 PM to 5:00 PM Friday, October 16

Dynasty A

Interdisciplinary Session

Session Chair: Diane Satin, California State University, East Bay

Legislative Assistance for Disaster Loss Victims
Valrie Chambers, Texas A & M - Corpus Christi
N. Anna Shaheen, Sam Houston State University

Why Still Defined Benefit Plans?
Tae Ryu, Metropolitan State College of Denver
Barbara Uliss, Metropolitan State College of Denver
Chul-Young Roh, East Tennessee State University

Testing the Trade-off Theory of Capital Structure
Ravi Jain, University of Massachusetts Lowell
John Howe, University of Missouri Columbia

The Use of Earnings Versus Cash Flows to Measure Abnormal Accruals: Problems
Thomas Amlie, The Pennsylvania State University at Harrisburg

Pre-Training Motivation and the Impact of Transformational Leadership Training on Satisfaction with Trained Supervisors: A Field Experiment
Hassan Rasool, Muhammad Ali Jinnah University
Fuwad Bashir, Muhammad Ali Jinnah University
Rauf A. Azam, University of Agriculture

Is There LIFO after IFRS?
Diane Satin, California State University, East Bay

8:00 AM to 5:00 PM, Saturday, October 17

Internet Meeting

Interdisciplinary Internet Session
Session Chair: Jim Carland, Allied Academies

Customer Service in Organizational Development

Juan-Carlos Mereles, Systemax, Inc.
Monica Montoya, Carnival Cruise Lines
Samuel Lane, Lane Import
Roscoe G. Dandy, Nova Southeastern University

Sustainability Reporting

G. Jane Hicks, Southeastern Oklahoma State University
Jennifer Fitzgerald, Southeastern Oklahoma State University

Service Guarantees: A Review and Explanation of Their Continued Rarity

Michael McCollough, University of Idaho

Using the Blackboard CMS to Develop Team Work Skills in Undergraduate Marketing Principles Class

Lewis Hershey, Fayetteville State University
Paula Wood, Fayetteville State University

*Do CEOs and Principal Financial Officers Take a Bath Separately or Together?:
An Investigation of Discretionary Accruals Surrounding Appointments of New CEOs and CFOs*

Marshall Geiger, University of Richmond
David North, University of Richmond

Customer Orientation: Effects on Customer Service in Health Care

Jesus Martinez, Noven Pharmaceuticals, Inc.
Emilen Medina, Novasoutheastern University
Samuel Lane, Lane Import

Effectiveness and Efficiency in the Optimization of Timing Structure of Assisted Recall Technology in Introductory Accounting

Daniel A. Smith, Coastal Carolina University
Karen Maguire, Coastal Carolina University

Strategic Customer Service and Employee Selection

Erving G. Novoa, AAR Corp.
Guillermo Freire, NSU
Stefanie Snider, Cameron University
Samuel Lane, Lane Import

Satisfaction, Stress, and Entrepreneurial Intentions

Paula Haynes, University of Tennessee–Chattanooga
Beverly Brockman, University of Tennessee–Chattanooga

Employee Absenteeism and Lateness as it Relates to Turnover among Medical Professionals

Yaly Flores, Everest Institute
Daniela Salazar, Medvance Institute
John Square, University of Miami School of Medicine
Michael Martinez, Allstate Insurance
Shawn Carraher, Cameron University

A Survey of Virtual Team Barriers to Success with Recommendations for Both Industry and Student Virtual Teams

David Parmenter, Northern Arizona University-Yuma

Electronic Copies vs. Hard Copies: An Unhappy Medium?

Martin Gritsch, William Paterson University

Pricing Policies and Economic Independence of ECAs: Evidence from Fitch, Moody's and S&P

Lucia Gibilaro, University of Bergamo
Gianluca Mattarocci, University of Rome Tor Vergata

Factors Affecting Entry into Foreign Medical Device Markets

Jeremy Phelps, University of New Mexico Department of Neurosurgery
Shawn Carraher, Cameron University

Management Strategy for Collective Bargaining

Sarah Pitts, Christian Brothers University
Rob Kamery, Strayer University

8:00 AM to 5:00 PM Saturday, October 17

Internet Meeting

Interdisciplinary Internet Session
Session Chair: JoAnn Carland, Allied Academies

Customer Loyalty in Health Care
 Cira Posada, Oscient Pharmaceuticals
 Melissa Manzanero, Stephen James Associates
 Stephen Cohen, Baptist Health
 Samuel Lane, Lane Import

*Strengthening the Impact and Value of International Marketing Curriculum Outcomes:
 A Comparative Study of Turkish and European Business Students Perceptions of Coursework and Careers*

A. Ercan Gegez, Marmara University
 Svend Hollenson, University of Southern Denmark
 Beverly Venable, Columbus State University

Customer Service: Training and Development Issues
 Ally Prieto-Valle, Greenberg Traurig
 Samuel Lane, Lane Import

Consumer Credit: The Next Shoe to Drop or a Bullet Dodged?
 Thomas Edmonds, Western Michigan University
 Leo Stevenson, Western Michigan University
 Judith Swisher, Western Michigan University

A Review of Strategic Customer Service Management
 Erving G. Novoa, AAR Corp.
 Myrna Laurenceau, Southern Wine & Spirits of America
 Shawn Carraher, Cameron University

Chiropractic Marketing: Market Segmentation & Growth Strategy
 Jeanny Liu, University of La Verne
 Stephanie Van Ginkel, University of La Verne

Nanotechnology and Strategic Change: Regionalization in Business Applications
 Steven Holley, Oklahoma State University
 Shawn M. Carraher, Cameron University
 Samuel Lane, Lane Import

How Does Prior Information Affect Analyst Forecast Herding?
 Michele O'Neill, University of Idaho
 Minsup Song, Sogang University
 Judith Swisher, Western Michigan University

Customer Service and Employee Training
 Franklin De La Rosa, Weitnauer Distribution
 Monica Munoz, Florida Power and Light
 Steve Perdomo, SEP Consulting LLC
 Samuel Lane, Lane Import

*The du Pont Model: Evaluating the Effect of an Economic Recession on the Successful Implementation of
 Alternative Strategies in the Retail Industry*
 Philip Little, Coastal Carolina University
 John Mortimer, Coastal Carolina University
 Marvin Keene, Coastal Carolina University

Informal Social Networks of European Small Business Owners
 Sherry Robinson, Buskerud University College/Penn State University
 Hans Anton Stubberud, Buskerud University College

Upward Unlimited: Business or Charity?
 Robert Routman, University of South Carolina, Upstate
 Jeff Smith, University of South Carolina, Upstate

Doing Business with the U.S. Federal Government: A Survey of Small Businesses on Guam
 Maria Claret Ruane, University of Guam
 Annette Tajjeron Santos, University of Guam
 Anita Borja Enriquez, University of Guam

Vietnam and Infrastructure: Hope for the Emerging Future
 John Finley, Columbus State University

8:00 AM to 5:00 PM Saturday, October 17

Internet Meeting

Interdisciplinary Internet Session
Session Chair: Trey Carland, Allied Academies

Bridging the Generational Gap Between Seniors and Baby Boomers: The Success of Viagra's Promotional Strategies

Virginie Khare, University of Tampa
Karen Popovich, St Michael's College, Vermont
Dan Kaufman, University of Tampa

International Entrepreneurship and Strategic Risk

Ashish Kumar Pathak, Cameron University
Shawn M. Carraher, Cameron University
Samuel Lane, Lane Import

Job Satisfaction as Perceived by Independent Physicians in Florida: An Empirical Investigation

James Farah, The Farah Law Firm, P.A.
Layla Halawi, Quinnipiac University

How Does Customer Service Affect Brand Loyalty

Stephen Cohen, Baptist Health
Melissa Manzanero, Stephen James Associates
Samuel Lane, Lane Import
Cira Posada, Oscient Pharmaceuticals

Educational Strategies for Mitigating Judgment Errors in Environmental Risk Assessment

Randolph Schwering, Rockhurst University

Implications of an Operational Decision by Lewis and Clark: Did the Keelboat Delay the Expedition?

Richard Coffman, University of Idaho

What Role Did the Lewis and Clark Expedition Play in the Acquisition of Washington and Oregon?

Richard Coffman, University of Idaho

Active Insurance, Inc.

John Leaptrott, Georgia Southern University
J. Michael McDonald, Georgia Southern University
William McCartney, Georgia Southern University

The Hannaford Brothers Data Breach

Dan Clapper, Western Carolina University

Has the US Economy Exhibited less Uncertainty During the Greenspan Era?

Shuo Chen, State University of New York at Geneseo
Christopher Annala, State University of New York at Geneseo
Anthony Gu, State University of New York at Geneseo

Do Mutual Fund Managers Take More Risk Toward Year-End?

Shuo Chen, State University of New York at Geneseo
Anthony Gu, State University of New York at Geneseo
Vanhuan Nguyen, Morgan State University
John Phelan, University of New Haven

Margin Debt Balance vs. Stock Market Movements and Expected GDP Growth

Shuo Chen, State University of New York at Geneseo
Anthony Gu, State University of New York at Geneseo

Customer Service in the USA and Latin America

Nitza Cavero, Sunburst Farms Inc.
Steven Hope, Girl Scouts of America
Kasey Watson, Cameron University
Watson, Cameron University
Samuel Lane, Lane Import

Accounting for a Simulated Investment Portfolio: Active Learning Pedagogy in Intermediate Accounting

Fonda Carter, Columbus State University
Rita Jones, Columbus State University

8:00 AM to 5:00 PM Saturday, October 17

Internet Meeting

Interdisciplinary Internet Session
Session Chair: Shelby Carland, Allied Academies

Customer Service Management among Entrepreneurial Accountants in Oklahoma

Shawn Carraher, Cameron University
 Greg Treadwell, Cameron University
 Emily Dunham, Cameron University
 Charles Gardner, Cameron University

Franchising as a Strategic Marketing Plan for Small Entrepreneurs: A Test Case of the Real Estate Brokerage Industry

Richard Brown, Temple University

International Entrepreneurs: Finding a Profile

Janet Lavender, Texas A&M University, Texarkana

The Uncertain World of Budgeting at State Universities

David Bradbard, Winthrop University
 Keith Robinson, Winthrop University
 Charles Alvis, Winthrop University

Microeconomics Assessment Results: Student Performance Across Multiple Learning Objectives

Neil Terry, West Texas A&M University
 Stephen Hayward, West Texas A&M University
 Parman Reynolds, West Texas A&M University

Macroeconomics Assessment Results: Student Performance Across Multiple Learning Objectives

Neil Terry, West Texas A&M University
 Stephen Hayward, West Texas A&M University
 Parman Reynolds, West Texas A&M University

Corporate Finance Assessment Results: Student Performance Across Multiple Learning Objectives

Neil Terry, West Texas A&M University
 Jean Walker, West Texas A&M University
 Huabing Wang, West Texas A&M University

Formula Derivations for Classroom Use

Alan Blaylock, Murray State University

Customer Service and Employee Training in the Tourist Industry

Rosangeles Madriz, Royal Caribbean Cruise Lines
 Tatiana Maldonado, Astar Air Cargo
 Samuel Lane, Lane Import

Evaluating a Trend Analysis of Fraud Factors

Kimberly Bales, McLane Group, L.P.
 Terry Fox, University of Mary Hardin-Baylor

An Analysis on Customer Service Orientation and its Building Factors: How the Variables of Personnel Selection and Personality Types, Performance Metrics and Delivered Quality Versus Customer Expectations Make it or Break it in Health Care

Jonathan Delgado, Marvin's Air Conditioning Corp
 Janine De Veer, Boehringer Ingelheim Pharmaceutical, Inc.
 Carol Gutierrez, The Boston Beer Company
 Giselle Rodriguez, Trans American C.H.B. Inc
 Samuel Lane, Lane Import

Different Price Indices and the Implication for the Federal Reserve Reaction Function: An Empirical Study

Christopher Annala, State University of New York at Geneseo
 Anthony Gu, State University of New York at Geneseo
 Shuo Chen, State University of New York at Geneseo

Leadership and Values among Entrepreneurs in China, Germany, Latvia, and the USA

Andrea V. Amorosi, Nova Southeastern University
 Mel Aparicio, Stream Line Aviation
 Tibisay Delgado, Great Florida Bank
 Shawn Carraher, Cameron University

8:00 AM to 5:00 PM Saturday, October 17

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Interdisciplinary Internet Session
Session Chair: Trey Carland, Allied Academies

Customer Relationship Management Systems and Employee Selection Processes Within Health Care Organizations

Danilo Alonso, Baptist Health
Ileana Pineiro, Home Health
Evelyn Amador, U.S. Century Bank
Danny Anderson, Jackson Memorial Hospital
Shawn Carraher, Cameron University

A Failure of Credit Regulation: The Case of NCAS of Delaware
Jerry Wegman, University of Idaho

Employing Improvisational Role Play to Train the Limbic System to Enhance Emotionally Intelligent Awareness and Behavior

William Weis, Seattle University
David Arnesen, Seattle University

Wikis: An Application in Undergraduate Management Education

Lee Weyant, Kutztown University
Carolyn Gardner, Kutztown University

Income Inflation: Absorption Costing Vs. Variable Costing

Geri Wink, Colorado State University-Pueblo
Laurie Corradino, Colorado State University - Pueblo

Entrepreneur Beware

Brian Winrow, Winona State University

The Disparity Between Disparate Treatment and Disparate Impact: An Analysis of the Ricci Case

Brian Winrow, Winona State University
Christen Schieber, Winona State University

Analysis of Throughput and Delay Performance for Multipath Video Multicasting in Wireless Ad Hoc Networks

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N. Kasthuri, Anna University

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Small and Medium-scale Enterprises and Institute and Foundation Supporting SMEs Financially: Turkish Case

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Yucel Ayricay, Kahramanmaraş Sutcu Imam University

The Art and Science of Fostering Engaged Learning

Mark Young, Winona State University

The Cynical Pirate: How Cynicism Effects Music Piracy

Darryl Woolley, University of Idaho

Israeli Teachers' Reactions to Top Down Educational Reform

Roxana G. Reichman, Gordon College of Education
Shlomit Artzi, Gordon College of Education

DISTINGUISHED RESEARCH AWARD WINNERS

We would like to congratulate the Distinguished Research Award Winners. The competition was extremely rigorous and intense. After extensive review, the panel of judges awarded distinguished research status to 25% of the manuscripts. The authors of the following works will receive engraved plaques.

Academy of Accounting and Financial Studies

Earnings Management and Long-Run Stock Underperformance of Private Placements

Daoping He, San Jose State University
David C. Yang, University of Hawaii at Manoa
Liming Guan, University of Hawaii at Manoa

*Do CEOs and Principal Financial Officers Take a "Bath" Separately or Together?:
An Investigation of Discretionary Accruals Surrounding Appointments of New CEOs and CFOs*

Marshall A. Geiger, University of Richmond
David S. North, University of Richmond

Stock Splits and When-Issued Trading: A Test of the Signaling Theory

Kevin L. Kemerer, Barry University

Mutual Fund Performance and Board Characteristics Relating to Manager Terminations

Steve A. Nenninger, Sam Houston State University

Do Firms Manipulate Earnings When Entering the Bond Market?

Sangshin Pae, Arkansas State University
Tina Quinn, Arkansas State University

How Does Prior Information Affect Analyst Forecast Herding?

Michele O'Neill, The University of Idaho
Minsup Song, Sogang University
Judith Swisher, Western Michigan University

Academy of Banking Studies

*An Analysis of Alternative Methodologies and Interpretations of Mortgage Discrimination Research
Using Simulated Data*

Christopher L. Brown, Western Kentucky University
W. Gary Simpson, Oklahoma State University

Pricing Policies and Economic Independence of ECAs: Evidence from Fitch, Moody's and S&P

Lucia Gibilaro, University of Bergamo
Gianluca Mattarocci, University of Rome "Tor Vergata"

Academy of Business Studies

Discrimination, Diversity and an HRM Model

Robert Service, Samford University
Charles Carson, Samford University

*The Role of Contextual Capability in Developing a Market Orientation:
A Case Study of a Newly Formed Community Based Organization*
Leslie Tworoger, Nova Southeastern University
Kathleen Voges, Texas A&M University, Kingsville
Barry Barnes, Nova Southeastern University

Impact of Quality of Work Life on Hospital Employees' Performance in Pakistan
Aftab Bhatti, Air University
Atiq-ur Rehman, PIFRA

Academy of Economics and Economic Education

The Impact of Multiple Work Arrangements on Labor Productivity
H. Leon Chan, San Diego State University
Arthur J. Francia, University of Houston
Mattie C. Porter, University of Houston-Clear Lake

Academy of Educational Leadership

*Are Students and Their Parents Viewed as Customers by AACSB—International
Member Schools? Survey Results and Implications for University Business School Leaders*
Robert Webster, Ouachita Baptist University
Kevin Hammond, University of Tennessee at Martin

The Art and Science of Fostering Engaged Learning
Mark Young, Winona State University

Assessing and Describing School Leaders' Tolerance for Ambiguity
Lawrence Kajs, University of Houston-Clear Lake
Daniel McCollum, University of Maryland University College

Teaching Strategy and Skepticism: A Capstone Approach
Dennis Balch, University of North Alabama
Santanu Borah, University of North Alabama

Academy of Entrepreneurship

*Franchising as a Strategic Marketing Plan for Small Entrepreneurs:
A Test Case of the Real Estate Brokerage Industry*
Richard S. Brown, Temple University

It Wasn't an Option: Entrepreneurial Choice through the Lens of Image Theory
Kermit W. Kuehn, University of Arkansas - Fort Smith

Satisfaction, Stress, and Entrepreneurial Intentions
Paula J. Haynes, University of Tennessee at Chattanooga
Beverly K. Brockman, University of Tennessee at Chattanooga

International Entrepreneurship and Strategic Risk

Ashish Kumar Pathak, Cameron University
 Shawn M. Carraher, Cameron University
 Samuel Lane, Cameron University

A Theoretical Framework for Service SME's Based on Culture,

Market Orientation and Network Benefits
 Cheryl Luczak, Saint Xavier University
 Sumaria Mohan-Neill, Roosevelt University

*Consulting Projects That Teach Persuasive Communication:
 Helping Nonprofit Organizations and Students Simultaneously*

Denise Woodbury, Southern Utah University
 H. Lon Addams, Weber State University
 Tony Allred, Weber State University
 Joel Addams, University of Utah

Academy of Health Care Management*Job Satisfaction as Perceived by Independent Physicians in Florida:
 An Empirical Investigation*

James Farah, The Farah Law Firm, P.A.
 Layla Halawi, Quinnipiac University

Academy of Information and Management Sciences*The Cynical Pirate: How Cynicism Effects Music Piracy*
 Darryl Woolley, University of Idaho*Assessing the Level of Information Technology (IT) Processes Performance and
 Capability Maturity in the Philippine Food, Beverage, and Tobacco (FBT) Industry
 Using the COBIT Framework*

Florenz Tugas, De La Salle University

*Analysis of Throughput and Delay Performance for
 Multipath Video Multicasting in Wireless Ad Hoc Networks*

Ruby Kanmani, Anna University
 N. Kasthuri, Anna University

*The Significance of Career Commitment in Generating Commitment to
 Organizational Change among Information Technology Personnel*

Humanyun Rashid, University of Southern California
 Lin Zhao, Purdue University Calumet

Testing a Moderator-Type Research Model on the Use of Mobile Phone

Gérard Fillion, University of Moncton
 Jean-Pierre Booto Ekionea, University of Moncton

Knowledge Management Capabilities Consensus: Evidence from a Delphi Study

Jean-Pierre Booto Ekionea, University of Moncton
 Gérard Fillion, University of Moncton

Academy of Legal, Ethical and Regulatory Issues

Do You Think I'm Sexy? Minors and Sexting: Teenage Fad or Child Pornography?

Linda Barkacs, University of San Diego
Craig Barkacs, University of San Diego

*Caregiver Responsibility Discrimination and the Equal Employment Opportunity
Commission (EEOC) Guidelines*

Gerald Calvasina, Southern Utah University
Richard V. Calvasina, University of West Florida
Eugene J. Calvasina, Southern University

Academy of Marketing Studies

*Demographic Differences on the Perceptions of Electronic Commerce Adoption:
Recent Evidence from Korea*

Jungwan Lee, Boston University

*Business-to-Business Relationship Marketing and Ethical Values:
The Mediation Effect of Commitment*

Nelson Ndubisi, Nottingham University Malaysia Campus

Academy of Organizational Culture, Conflict and Communications

*Prediction of Knowledge Acquisition, Knowledge Sharing and Knowledge Utilization
from Locus of Control: An Empirical Investigation*

Silva Karkoulian, Lebanese American University
Jaisy Angela Mahseredjian, Lebanese American University

Gender Roles in Job Satisfaction: The Case of the U.S. Information Technology Professionals

Issam Ghazzawi, University of La Verne

*Rewards, Recognition and Employee Behaviors in a Public Organization:
An Empirical Study in a US City.*

Lynn Godkin, Lamar University
Satyanarayana Parayitam, University of Massachusetts, Dartmouth
Vivek Natarajan, Lamar University

Academy of Strategic Management

*Pre-Training Motivation and the Impact of Transformational Leadership Training on
Satisfaction with Trained Supervisors: A Field Experiment*

Hassan Rasool, Muhammad Ali Jinnah University
Fuwad Bashir, Muhammad Ali Jinnah University
Rauf A. Azam, University of Agriculture

Academy for Studies in International Business

*Foreign Direct Investment, Exchange Rate, and Their Roles in Economic Growth of Developing Countries:
Empirical Evidence from Kazakhstan*

Jung-Wan Lee, Boston University

Gulzada S. Baimukhamedova, Kazakh Academy of Transport and Communications

Sharzada Akhmetova, Kazakhstan Institute of Management, Economics and Strategic Research

On-Line Features of Global Retailer Websites

Ismet Anitsal, Tennessee Tech University

M. Meral Anitsal, Tennessee Tech University

Tulay Girard, Penn State Altoona

Iraqi Business Culture: An Expatriate's View

Don Bradley, University of Central Arkansas

Justin Brown, University of Central Arkansas

Michael Rubach, University of Central Arkansas

EPS as a Measure of Intercompany Performance: Philippine Evidence

Cynthia Cudia, De La Salle University

Ma. Gina Manaligod, De la Salle University

International Academy for Case Studies

Entering the Ice Cream Business: A Case Study of Kleinpeter Farms Dairy

John James Cater III, Nicholls State University

Ken Chadwick, Nicholls State University

The Hannaford Brothers Data Breach

Dan Clapper, Western Carolina University

The Loss of LIFO and its Potential Implications for Company Funding Opportunities

Kurt Jesswein, Sam Houston State University

Australian Dream: An American Dream

Stephen Loy, Eastern Kentucky University

Steven Brown, Eastern Kentucky University

Mark Case, Eastern Kentucky University

*Accounting for Consolidated Entities and the Convergence of U.S. GAAP and
International Financial Reporting Standards*

Marianne James, California State University, Los Angeles

Income Inflation: Absorption Costing Vs. Variable Costing

Geri Wink, Colorado State University-Pueblo

Laurie Corradino, Colorado State University - Pueblo

HSN, Inc.: Weathering the Retail Storm

Alexander Assouad, University of South Florida St. Petersburg

William Jackson, University of South Florida St. Petersburg

James A. Fellows, University of South Florida St. Petersburg

**ACADEMY OF EDUCATIONAL LEADERSHIP
CREATIVE AND INNOVATIVE TEACHING AWARDS**

The Academy of Educational Leadership sponsors special awards to recognize innovative and creative teachers and educational programs. To be eligible for consideration, an individual must be nominated by a member of the Allied Academies and undergo evaluation by the Teaching Awards Committee. The following individuals have met the criteria and have been judged by the Committee to be worthy of the designation, Distinguished Teachers. We extend to them our sincere congratulations.

Ismet Anitsal, Tennessee Tech University

Sandra Bevill, Arkansas State University

Issam Ghazzawi, University of La Verne

**ACADEMY OF EDUCATIONAL LEADERSHIP
CREATIVE AND INNOVATIVE EDUCATION AWARD**

The criteria for recognition include the on going delivery of outstanding instruction and education, and, the practice of innovative and creative education. Any academic unit of a college or university is eligible for consideration, but a unit may not win the award more than once. The following unit has met the criteria and has been judged by the Committee to be worthy of the Distinguished Education Award. We extend our sincere congratulations to the

Equine Business Management Program

Susan Conners, Purdue University Calumet

THE ALLIED ACADEMIES FELLOW AWARD

This individual has been a supporter and ambassador of the Allied Academies for many years. He has encouraged attendance at the conferences, worked as Referee and Advocate, and taken on extra duties on our behalf. He has been a good friend and colleague, and is clearly worthy of Fellow status.

David Kunz, Southeast Missouri State University

THE LARRY R. WATTS DISTINGUISHED SERVICE AWARD

Dr. Larry R. Watts extended extraordinary service to the Allied Academies throughout the establishment and growth of the organization and the development of its various Academies and Journals. This award, named in his honor, is bestowed only upon Academy Fellows who make outstanding contributions to the organization above and beyond the normal call of duty.

For his unwavering support, constant enthusiasm and lasting friendship, we thank...

Don Bradley, University of Central Arkansas

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FLOOR PLAN OF THE IMPERIAL PALACE FOURTH FLOOR MEETING FACILITIES

FOURTH FLOOR
Pagoda Tower

