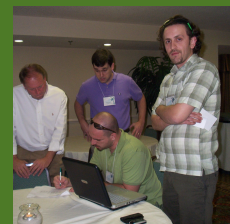


April 14th-17th, 2009
Sandestin Golf and Beach Resort



11th Annual Conference

Society of Business, Industry, and Economics



**SOBIE 2010 will be hosted at
Sandestin Golf and Beach Resort**

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Society of Business, Industry, and Economics

11th Annual Conference

April 14–17, 2009

Sandestin, Florida

Linkside Conference Center

2009



President: Lisa Sandifer, Delta State University

Vice- President: Bill Wells, Georgia Southern University

Secretary: Jim F. Couch, University of North Alabama

Treasurer: Keith Malone, University of North Alabama

Conference Chairman: David L. Black, University of North Alabama

Program Design: T.J. Bevins, University of North Alabama

SOBIE (Society of Business, Industry, and Economics) is a consortium of colleges and universities that promotes peer-reviewed research and student research, both graduate and undergraduate, and interaction with industrial practitioners. Our goal is to encourage business faculty members to respond to current economic and market issues. SOBIE's journal JOBIE, Journal of Business, Industry, and Economics, is listed in Cabell's directory.

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Registration

April 14th	April 15th	April 16th	April 17th
6:00 - 7:30 pm	7:30 - 11:30 am	7:30 - 11:30 am	7:30 - 9:30 am

Open Forums

AACSB Issues: Assessing the Impact of Research	Wednesday	Terrace III	1:00 - 2:15
Gaussian Forecasting	Thursday	Terrace III	1:00 - 2:15
Current Economic Conditions	Friday	Terrace II	7:30 - 8:45

Wednesday Sessions

April 15th	Terrace I	Terrace II	Terrace III
7:30 - 8:45	Student Research on Economic Topics I	Public Finance and Accounting	Socioeconomic Topics
9:00 - 10:15	Health Care and Poverty Issues	Ethical Issues in Education	Finance - International and Domestic Topics
10:30 - 11:45	Assessment Issues	Economic Measurement Issues	Accounting Topics
11:45 - 12:45	--- Lunch ---		
1:00 - 2:15	Distance Learning	Risk and Uncertainty	Open Forum I
2:30 - 3:45	Accounting - International and Instructional	Trade and Market Efficiency	Economic Topics

Thursday Sessions

April 16th	Terrace I	Terrace II	Terrace III
7:30 - 8:45	Breakfast - Bayview Room		
9:00 - 10:15	Accounting Pedagogy I	Business Law and Ethics	Computer Information Systems
10:30 - 11:45	Pedagogy I	Consumer Issues	Legal Issues and Accounting Methodology
11:45 - 12:45	--- Lunch ---		
1:00 - 2:15	Pedagogy II	Accounting - Professional and Ethical Issues	Open Forum II
2:30 - 3:45	Accounting Pedagogy II	Pedagogy III	Financial and Economic Development Issues

Friday Sessions

April 17th	Terrace I	Terrace II	Terrace III
7:30 - 8:45	Management Issues	Open Forum III	Student Research on Economic Topics II
9:00 - 10:15	Financial Risk	Tax Issues	Student Research on Education Topics
10:30 - 11:45	Risk and Market Imperfection	Workplace Issues	Student Research on Labor Issues
12:00 - 1:30	Student Research on Financial Issues	Economics - Efficiency and Disparity	Applications of Business and Teaching

All Events will be held at the Linkside Conference Center.

Wednesday, April 15th

7:30 - 8:45

Terrace I - Session 1: Student Research on Economics Topics I

Chair: Jim Couch, University of North Alabama

Minimizing the Impact of Politics on Road Construction and Maintenance in Alabama

Ana Tavares, University of North Alabama

Trey Kyle, University of North Alabama

Uyen To Le, University of North Alabama

Give to Caesar what is Caesar's: Does the separation of church and state lead to discrimination or favoritism of faith-based organizations?

Benjamin Bergfelt, Slippery Rock University

Sandra Apsey, Slippery Rock University

Lori Zulauf, Slippery Rock University

A Risk / Return Comparison Between the Dow Jones Islamic Index and the Wilshire 5000 Index

Ashley Phillips, University of Montevallo

Jim Connell, University of Montevallo

The Devaluation of the U. S. Dollar: Causes and Consequences

Lee L'Oste-Brown, Columbus State University

Rita C. Jones, Columbus State University

Terrace II - Session 2: Public Finance and Accounting

Chair: Stephanie D. Mousalli, University of South Alabama

A Study of Municipal Finance Oversight Best Practices

Keren H. Deal, Auburn University Montgomery

The Auditors Fraud Discovery Responsibility Traced through Montgomery's Auditing, 1912-1998

Stephanie D. Moussalli, University of South Alabama

O. Ronald Gray, University of West Florida

Exploring Multi-state Business Taxation

C. Shane Warrick, Southern Arkansas University

Pablo Garciga, Marcum & Kliegman, LLP

Terrace III - Session 3: Socioeconomic Topics

Chair: John X. Volker, Austin Peay State University

Social Marketing Implications of Health Beliefs about Pain Treatment for a Terminal Illness with Potentially Addictive Drugs

Lisa A. Micich, Alcorn State University

Kimball P. Marshall, Alcorn State University

Arthur G. Cosby, Mississippi State University

The Trials & Tribulations of Ragzod Foulshaine or Why I Don't Have a Second Life

John X. Volker, Austin Peay State University

9:00 - 10:15

Terrace I - Session 4: Health Care and Poverty Issues

Chair: Sam Cappel, Southeastern Louisiana University

Does the Recession Mean We Can Hire Nurses? The Healthcare Human Resource Executives Dream

Sam Cappel, Southeastern Louisiana University

Avi Waiker, Southeastern Louisiana University

Carl Phillips, Southeastern Louisiana University

A Comparison of Selected Characteristics of Magnet Versus Non-Magnet Hospitals

Tom J. Sanders, University of Montevallo

Thomas L. Powers, University of Alabama at Birmingham

Income Gap and Poverty in the United States by State and Region, 1990-2005

Fesseha Gebremikael, Alabama A&M University

Teshome Gabre, Alabama A&M University

Terrace II - Session 5: Ethical Issues in Education

Chair: Sharon Ford, Delta State University

Academic and Professional Dishonesty

Genie Black, Arkansas Tech University

Do Teachers Help or Hinder Student Cheating?

Sharon K. Ford, Delta State University

Lisa Sandifer, Delta State University

Student Expectations

Robert Armstrong, University of North Alabama

Terrace III - Session 6: Finance - International and Domestic Topics

Chair: David Kern, Arkansas State University

Testing for Periodic Integration and Cointegration of the Stock Prices of the G7 Countries

Hassan Shirvani, University of St. Thomas

Barry Wilbratte, University of St. Thomas

Natalya Delcours, University of St. Thomas

Capital Structure Determinants in Emerging Markets: A Logistic Analysis

Mark Foster, University of North Alabama

Michael T. Young, Central Washington University

Life after the Subprime Collapse of 2007

David Kern, Arkansas State University

Gauri Guha, Arkansas State University

10:30 - 11:45

Terrace I - Session 7: Assessment Issues

Chair: John E. Crawford, Lipscomb University

A Framework for Assessment of Students' Critical-Thinking Skills

Tracy Cole, Arkansas Tech University
Loretta Cochran, Arkansas Tech University
Kim Troboy, Arkansas Tech University
David Roach, Arkansas Tech University
Nina Goza, Arkansas Tech University

Developing a Comprehensive Assessment of Students' Communication Skills

Tracy Cole, Arkansas Tech University
Loretta Cochran, Arkansas Tech University
Kim Troboy, Arkansas Tech University
David Roach, Arkansas Tech University
Linda Bean, Arkansas Tech University

Original Case Writing as a Teaching Method

John E. Crawford, Lipscomb University

Terrace II - Session 8: Economic Measurement Issues

Chair: Michelle Matthews, Delta State University

Why Assume when you can Validate

Jerry C. Crabb, Navy Personnel Research

The Economic Value of a Greenway: Hedonics and CVM

Douglas B. Redington, Elon University

Political Arithmetic: Evidence on the "Small-State Bias" in Federal Spending

Michelle B. Matthews, Delta State University
William F. Shughart, University of Mississippi
Taylor P. Stevenson, East Tennessee State University

Terrace III - Session 9: Accounting Topics

Chair: Sam Riner, Jr., Southern Arkansas University

Should General Motors Have Received a Going Concern Qualification?

Robert Fahnstock, University of West Florida
Monica Salomon, University of West Florida

Optimal Use of Teams in Teaching Auditing

Sam Riner, Jr., Southern Arkansas University

Conservatism in Accounting Standards: Theory vs. Practice

Tim Forsyth, Appalachian State University
Phil Witmer, Appalachian State University

Lunch: 11:45 - 12:45

1:00 - 2:15

Terrace I - Session 10: Distance Learning

Chair: Nansi Swartwout, Alcorn State University

A study of the Motivation Factors of Community College Instructors Teaching Using Distance Education

Nansi Swartwout, Alcorn State University

Student Success in Online Sections vs. In-Class Sections of a Management Information Systems Course

Jerry Kandies, Delta State University

Cameron Montgomery, Delta State University

Engaging Business Students in a Virtual Learning Community

Kathaleena Monds, Albany State University

Terrace II - Session 11: Risk and Uncertainty

Chair: Kenneth W. Linna, Auburn University Montgomery

The Combined Effects of Measurement Error and Estimated Parameters on the Performance of Shewhart Control Charts

Kenneth W. Linna, Auburn University Montgomery

Recruiting in an Uncertain Market

Sherry Olive, Naval Recruiting Command

Public Corruption: A Spatial Econometric Approach

Donald J. Lacombe, Ohio University

Morris Coats, Nicholls State University

William F. Shughart, University of Mississippi

Gokhan Karahan, Delta State University

Terrace III - Session 12: Open Forum I on AACSB Issues: Assessing the Impact of Research

Chair: Doug Barrett, University of North Alabama

2:30 - 3:45

Terrace I - Session 13: Accounting - International and Instructional Issues

Chair: Lisa Sandifer, Delta State University

International Financial Reporting Standards: Impact on US GAAP

Lisa Sandifer, Delta State University

Sharon Ford, Delta State University

The IFRS Adoption Process

Lesley H. Davidson, Austin Peay State University

Dan W. Meyer, Austin Peay State University

A Pedagogical Overview of the use of a Spreadsheet Business Plan Model

Jerry Joseph, Indiana University of Pennsylvania

Sekhar Anantharaman, Indiana University of Pennsylvania

Jungki Lee, Korea University-Sejong

Terrace II - Session 14: Trade and Market Efficiency

Chair: Taylor P. Stevenson, East Tennessee State University

Analysis of Foreign Direct Investment in Kazakhstan

Sam Cappel, Southeastern Louisiana University

Avi Waiker, Southeastern Louisiana University

Leyla Jepbarova, Southeastern Louisiana University

Market Efficiency and the Long-shot Bias

Taylor P. Stevenson, East Tennessee State University

Richard Gregory, East Tennessee State University

Transfer Pricing: Review of Multinational Business Issues

Rohit Jain, Alabama A&M University

Hareesh Khanna, Alabama A&M University

Terrace III - Session 15: Economic Topics

Chair: Peter V. Bias, Florida Southern College

Examining Monetary Rules Using Spreadsheet Simulations

Peter V. Bias, Florida Southern College

Are Technology-Intensive Jobs More Stable for Mid-Career Workers?

Sumati Srinivas, Radford University

Surviving Recessions in Higher Education

David L. Black, University of North Alabama

Thursday, April 16th

7:30 - 9:00 Breakfast

Terrace Bayview Room, Linkside Convergence Center

9:00 - 10:15

Terrace I - Session 16: Accounting Pedagogy I

Chair: Nina Goza, Arkansas Tech University

The Impact of Self-Efficacy on Business Student Performance in Accounting Courses

Dave Roach, Arkansas Tech University

Sherman Alexander, Arkansas Tech University

Nina Goza, Arkansas Tech University

Academic Progress in MBA Programs: Do Prerequisites Really Matter?

Don Christensen, Union University

Darin W. White, Union University

Bill Nance, Union University

Terrace II - Session 17: Business Law and Ethics

Chair: Charlie Penrod, Northwestern State University of Louisiana

Court Appointed vs. Contract Legal Counsel Outcomes in Alabama: Business Savings or Violation of Due Process

Kathy Adler, University of North Alabama

Keith Malone, University of North Alabama

Jim Couch, University of North Alabama

Representation of Business Law Courses in E-commerce Master's Programs

Charlie Penrod, Northwestern State University of Louisiana

Marcelline Fusilier, Northwestern State University of Louisiana

Ethical Considerations Among Academic Professionals in the Healthcare Industry

Ann K. Carruth, Southeastern Louisiana University

Paul J. Carruth, Southeastern Louisiana University

Terrace III - Session 18: Computer Information Systems

Chair: John Crabtree, University of North Alabama

What Programming Languages Should Be Taught at Universities?

Kevin Lee Elder, Georgia Southern University

Ronald J. MacKinnon, Georgia Southern University

The Impact of Occupation Classification on Software Development Employment Projections

John Crabtree, University of North Alabama

An Innovation for Business Schools & IS Departments That Increases Enrollment

Ronald J. MacKinnon, Georgia Southern University

Kevin L. Elder, Georgia Southern University

10:30 - 11:45

Terrace I - Session 19: Pedagogy I

Chair: P.J. Forrest, William Carey University

Ethical Perceptions of Business Students: The Impact of Experience, Gender, and a Course in Business Ethics

P. J. Forrest, William Carey University

Robert Ellis, William Carey University

The Measurement and Analysis of the Ethical Reasoning Skills of Accounting Students

Nina Goza, Arkansas Tech University

Tracy Cole, Arkansas Tech University

Loretta Cochran, Arkansas Tech University

Kim Troboy, Arkansas Tech University

David Roach, Arkansas Tech University

Corporate Environmental Sustainability: Its Inclusion in Business Curricula

Michelle DeMoss, Stetson University

Terrace II - Session 20: Consumer Issues

Chair: Don Snyder, Albany State University

Exploring the Link between Geographic Associations and Brand Equity

Damon Aiken, Eastern Washington University

David Sloan, Eastern Washington University

Materialism of Mature Consumers in China and USA: A Cross-Cultural Study

Yujie Wei, University of West Georgia

Salil Talpade, University of West Georgia

Childrens' Advertising Recall

Don Snyder, Albany State University

Terrace III – Session 21: Legal Issues and Accounting Methodology

Chair: Patricia H. Mounce, University of Central Arkansas

Analyzing Inventory: A Case Study Related to Inventory Costing Assumptions and the Potential Effect of Eliminating LIFO

Yun Sun, Southern Arkansas University

Terrye A. Stinson, Southern Arkansas University

Technology and Annual Report

Pennye Brown, Austin Peay State University

Neill Dortch, Austin Peay State University

Update on Supreme Court Ruling for 401K Lawsuits

Patricia H. Mounce, University of Central Arkansas

Pam Spikes, University of Central Arkansas

Paul Jensen, University of Central Arkansas

Lunch: 11:45 - 12:45

1:00 - 2:15

Terrace I - Session 22: Pedagogy II

Chair: David Deviney, Tarleton State University

Enhancing Perceived Control among Students to Increase Their Satisfaction with Higher Education Institutions

Sekhar Anantharaman, Indiana University of Pennsylvania
Jungki Lee, Korea University-Sejong

Environmental Impacts on GPA for Gifted and Talented Schools: An Attitude, Interest, Values and Behavioral Approach

David Deviney, Tarleton State University
LaVelle Mills, West Texas A&M University
R. Nicholas Gerlich, West Texas A&M University

Do Graduate and Undergraduate Students Differ with Respect to Expectations and Satisfaction Determinants? A SERVQUAL Study

Sekhar Anantharaman, Indiana University of Pennsylvania
Jungki Lee, Korea University-Sejong

Terrace II – Session 23: Accounting - Professional and Ethical Issues

Chair: James R. Hasselback, University of West Florida

Alerting Students to the Dangers of Misstating Equations in the Reciprocal Method of Cost Allocation

Timothy B. Forsyth, Appalachian State University
William B. Pollard, Appalachian State University

An Analysis of the Makeup of Academic Accounting

James R. Hasselback, University of West Florida
Gregory C. Yost, University of West Florida

Current Status on State-Specific Continuing Education in Ethics for CPAs

Dan Meyer, Austin Peay State University
Lesley H. Davidson, Austin Peay State University

Terrace III – Session 24: Open Forum II on Gaussian Forecasting

Chair: Phillip Burton, Nucor Steel Corporation

2:30 - 3:45

Terrace I - Session 25: Accounting Pedagogy II

Chair: Forrest Thompson, Florida A&M University

Predictors of accounting salaries: A comparison of bachelor degree graduate salaries with associate degree graduate salaries

Geoffrey Tickell, Indiana University of Pennsylvania

The ABCs of Accounting: Covering More by Teaching Less

Forrest Thompson, Florida A&M University

Incivility in the Accounting Classroom--Perceptions of Faculty and Administrators

Laurie Swinney, University of Nebraska at Kearney

Pat Seaton, University of Nebraska at Kearney

Bruce Elder, University of Nebraska at Kearney

Terrace II - Session 26: Pedagogy III

Chair: Cameron Montgomery, Delta State University

That's Not Fair! An Empirical Study of Student Perceptions of Grading Scheme Justice

Jennifer Ziegelmayer, Delta State University

Sharon Ford, Delta State University

Lisa Sandifer, Delta State University

What Do Business Students Expect From An "Ideal Job"?: A Preliminary Investigation of Perceptions Regarding Organizational Structure and Risk Aversion

Ken VanVuren, University of Tennessee – Martin

Nina Goza, Arkansas Tech University

What's wrong with a 21-hour required marketing major with no choice of electives? In one word...Everything!

Cameron Montgomery, Delta State University

Terrace III - Session 27: Financial and Economic Development Issues

Chair: Brett King, University of North Alabama

Decision Heuristics in Funding and Likelihood of Takeover

Mike Cudd, Mississippi College

Eddie Davis, Southeastern Louisiana University

Marcelo Eduardo, Mississippi College

Valuing Companies with Complex Capital Structures

Brett King, University of North Alabama

Keith Sellers, University of North Alabama

Ying Ping Huang, University of North Alabama

Regional Universities, Entrepreneurship, and Economic Development: The Case of 'The Trident Initiative'

Sudhir Singh, Frostburg State University

Friday, April 17th

7:30 - 8:45

Terrace I - Session 28: Management Issues

Chair: Jack Samuels, Montclair State University

Baby Boomer Turnover and Retention Strategies

Kerner J. Gulbro, Athens State University

Linda Shonesy, Athens State University

Jim Kerner, Athens State University

Toward a Better Understanding of Job Satisfaction and Its Impact on Work Outcomes

April L Brashier, Freed-Hardeman University

Jason M Brashier, Freed-Hardeman University

An Analysis of International Internship Programs Based on the Hospitality, Leisure and Tourism Industries

Jack Samuels, Montclair State University

Terrace II - Session 29: Open Forum III on Current Economic Conditions

Chair: Pete Williams, University of North Alabama

Terrace III - Session 30: Student Research on Economics Topics II

Chair: Jim Couch, University of North Alabama

The Overlooked Negative Impact of Technology on the Economy

Brandon Chatman, University of North Alabama

Whit Cooper, University Alabama

Mixing Politics and Economics: An Analysis of the Two Bailout Packages

William Batson, University of North Alabama

The Politics of TARP

Sarp Onbayrak, University of North Alabama

Brandon Chatman, University of North Alabama

Charitable Giving: An Empirical Analysis

Colene Burns, University of North Alabama

9:00 – 10:15

Terrace I - Session 31: Financial Risk

Chair: Vivek Bhargava, Alcorn State University

Portfolio Covariance Volatility: A Solver Application

Raymond M. Johnson, Auburn University at Montgomery

Joseph A. Newman, Auburn University at Montgomery

Lee Gurley, Auburn University at Montgomery

The Impact of Volatility on Stock Market Return

Vivek Bhargava, Alcorn State University

Industry Risk Premia: How Reliable are Ibbotson Estimates?

Pete Williams, University of North Alabama

Keith Sellers, University of North Alabama

Terrace II - Session 32: Tax Issues

Chair: Allen Webster, Bradley University

Indexing of State Tax Collection Variability

Roy Wayne Counts, University of Texas of the Permian Basin

A Rawlsian View of the US Tax Structure

Allen Webster, Bradley University

Multi-Jurisdictional Transfer Taxes (or Sales and Use Taxes)

Janet Trewwin, University of Nebraska at Kearney

Terrace III – Session 33: Student Research on Education Topics

Chair: Jim Couch, University of North Alabama

Peer Evaluation Lessons in a Group Project

Hollis Bray, University of Louisiana at Monroe

David Manry, University of Louisiana at Monroe

Brandon Brumley, University of Louisiana at Monroe

Lindsey Eickman, University of Louisiana at Monroe

Results of an Educational Consolidation

Joseph McCollister, University of North Alabama

Jessica E. Sandlin, University of North Alabama

Factors that Contribute to Surviving Recessions in Higher Education

T.J. Bevins, University of North Alabama

10:30 - 11:45

Terrace I - Session 34: Risk and Market Imperfection

Chair: Ladd Kochman, Kennesaw State University

How do Unexpected Changes in the CPI and the PPI affect Expected Inflation and Forward Rates?

Laurence Blose, Grand Valley State University

Basketball Betting and the Embarrassment Hypothesis

Ladd Kochman, Kennesaw State University

Trade Liberalization and Imperfect Markets

Manabendra Dasgupta, University of Alabama at Birmingham

Seung Dong Lee, University of Alabama at Birmingham

Terrace II - Session 35: Workplace Issues

Chair: April Brashier, Freed-Hardeman University

The Role of Emotional Intelligence on Job Satisfaction of College Professors

Angela L. Zier, University of West Florida

Dan Hallock, University of North Alabama

Culture-Free or Culture-Bound? Two Views of Swaying Branches

M. Kenneth Holt, Union University

Toward a Better Understanding of Job Satisfaction: Exploring the relationship between a workplace unpleasantness index and work outcomes

April Brashier, Freed-Hardeman University

Jason Brashier, Freed-Hardeman University

Terrace III - Session 36: Student Research on Labor Issues

Chair: Jim Couch, University of North Alabama

The Impact of Unionization on Job Growth in Alabama Manufacturing Firms

Macy Nobles–University of North Alabama

The Employee Free Choice Act: How it will Impact Our Economy

Christina Lozada–University of North Alabama

Union Organization Voting Patterns – Predictable Outcomes?

T.J. Collins–University of North Alabama

Jordan Hubert–University of North Alabama

Funding Their American Dream: The Cost of Cheap Labor and Who gets Stuck Footing the Bill

Anna Darby, University of North Alabama

Larry Pounders, University of North Alabama

12:00 - 1:30

Terrace III - Session 37: Student Research on Financial Issues

Chair: Janine Sickafuse, Allegheny College

Restatement of Financial Statements: an Analysis of Revenue Restatements Initiated by External Promoters

John H. Miller, Southern Arkansas University
Terrye A. Stinson, Southern Arkansas University

Forecasting Cash Flows: A Comparison of Prediction Models Within and Between Industries

Brooke Young, University of Nebraska at Kearney
Laurie Swinney, University of Nebraska at Kearney

The Impact of Macroeconomic Variables on the Funding of Allowance for Loan Loss Accounts at Financial Institutions

Mitchell Holt, Union University

Terrace II - Session 38: Economics - Efficiency and Disparity

Chair: Benjamin B. Boozer, Jr., Jacksonville State University

Economic Efficiency: Extending Legislative Ideology Through Benefits and Costs

Benjamin B. Boozer, Jr., Jacksonville State University
Robert J. Landry, Jacksonville State University

Using ANOVA Analysis to Measure Racial Economic Disparities

Abdoul Wane, Fayetteville State University
Inder Nijhawan, Fayetteville State University
Fuzlul Miah, Fayetteville State University

Determinants of Public Corruption using Spatial Econometrics

Gokhan Karahan, Delta State University

Terrace III - Session 39: Applications of Business and Teaching

Chair: Clyde Posey, Alcorn State University

Business Students' Opinions Toward the Use of Spreadsheets as an Instructional Tool

Akash Dania, Alcorn State University
Clyde Posey, Alcorn State University

The Evolution of the Role of the Real Estate Agent in the Marketplace

Reginald Peyton, Christian Brothers University
Gilda Lewis, Christian Brothers University

An Examination of Pharmaceutical Supply Chain Vulnerability and Risk: Evidence from an Emerging Economy

Chris Enyinda, Alabama A&M University
Fesseha Gebremikael, Alabama A&M University
Franklyn Manu, Morgan State University

Relationship Between Follower Behavior Style and Perception of Effective Leadership Characteristics in Adult Learners

Tony Vrba, Tarleton State University

List of Participating Schools, Businesses, and Government Agencies

Alabama A&M University
Albany State University
Alcorn State University
Allegheny College
Appalachian State University
Arkansas State University
Arkansas Tech University
Athens State University
Auburn University at Montgomery
Austin Peay State University
Bradley University
Central Washington University
Cengage
Christian Brothers University
Columbus State University
Delta State University
East Tennessee State University
Eastern Washington University
Elon University
Fayetteville State University
Florida A&M University
Florida Southern College
Freed-Hardeman University
Frostburg State University
Georgia Southern University
Grand Valley State University
Indiana University of Pennsylvania
Jacksonville State University
Kennesaw State University
Korea University - Sejong
Lipscomb University
Marcum & Kliegman, LLP
Marymount University
McGraw-Hill
Mississippi College

Mississippi State University
Montclair State University
Morgan State University
Naval Recruiting Command
Navy Personnel Research, Studies, and Tech.
Nicholls State University
Northwestern State University of Louisiana
Nucor Steel Corporation
Ohio University
Radford University
Slippery Rock University
Southeastern Louisiana University
Southern Arkansas University
St. Bonaventure University
Stetson University
Tarleton State University
Texas A&M University - Commerce
Union University
University of Alabama
University of Alabama at Birmingham
University of Central Arkansas
University of Louisiana at Monroe
University of Mississippi
University of Montevallo
University of Nebraska at Kearney
University of North Alabama
University of South Alabama
University of St. Thomas
University of Tennessee - Martin
University of Texas of the Permian Basin
University of West Florida
University of West Georgia
West Texas A&M University
William Carey University

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Darby, Anna	University of North Alabama	afdarby@una.edu
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Davidson, Lesley	Austin Peay State University	davidsonl@apsu.edu
Davis, Eddie	Southeastern Louisiana University	
Deal, Keren	Auburn University Montgomery	kdeal@aum.edu

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Deviney, David	Tarleton State University	deviney@tarleton.edu
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