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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.

Special thanks to our sponsor!
Cengage
# SOBIE Conference 2014

## Registration - Bayview Terrace

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## Wednesday, April 9

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<tr>
<td>7:30-8:45 AM</td>
<td>1-Finance</td>
<td>3-Business Analytics</td>
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<tr>
<td>9:00-10:15 AM</td>
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<td>10:45-12:00 PM</td>
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## Thursday, April 10

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<td>7:30-9:00 AM</td>
<td>Bayview Terrace - Keynote Address: Dr. William Shughart</td>
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<tr>
<td>9:15-10:30 AM</td>
<td>10-Accounting</td>
<td>11-Economics</td>
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<tr>
<td>10:45-12:00 PM</td>
<td>13-Sports Economics</td>
<td>14-Accounting</td>
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<td>12:15-1:30 PM</td>
<td>16-Business Analytics</td>
<td>17-Financial Literacy</td>
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<td>1:45-3:00 PM</td>
<td>19-Finance</td>
<td>20-Management</td>
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## Friday, April 11

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<td>7:30-8:45 AM</td>
<td>22-Management</td>
<td>24-Accounting</td>
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<tr>
<td>9:00-10:15 AM</td>
<td>25-Accounting</td>
<td>26-Management</td>
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<tr>
<td>10:30-11:45 AM</td>
<td>28-Finance</td>
<td>29-Management</td>
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<tr>
<td>12:00-1:15 PM</td>
<td>31-Student Financial Behavior</td>
<td>33-Student Research</td>
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Dr. Jim F. Couch, 54, passed away June 26, 2013. Jim was a lifelong resident of Tuscumbia, Alabama, and was a graduate of Deshler High School (class of 1977). He received his B.S. from the University of North Alabama in Biology and Chemistry. Jim also earned a M.A.S from the University of Alabama in Huntsville and a Ph.D. in Economics from the University of Mississippi.


Jim was a prolific writer. His work appeared in a variety of refereed journals, including Public Choice, Public Finance Review, Cato Journal, The Independent Review, and Journal of Sports Economics. Along with William F. Shughart, he penned The Political Economy of the New Deal for Edward Elgar Publishing. Another book, The Ways of the King, is in progress with Keith Malone and Doug Barrett. He was the first recipient of the Academic Affairs Research and Scholarship Award at UNA (now the Jim F. Couch Award for Research and Scholarship), and received the College of Business Research Award in 2013.

Jim also served his community in numerous ways. He was elected to serve on the Tuscumbia City Council, and served on the Colbert County Tourism Board and the Helen Keller Property Board. Jim was an active member of First Baptist Church of Tuscumbia, serving as a Sunday school teacher and Chairman of the Deacons.

In addition to teaching and research, Jim’s passions including restoring old homes, relaxing on the Tennessee River, and watching college football. However, his main passion was people. In all aspects of his life, Jim always put people first. His impact on family, friends, students, colleagues, and (previous) total strangers was immense. Everyone in his life has a few “Jim Couch stories”, each bringing a smile to all upon hearing them.

Jim was married to the former Gina Herring. They have two daughters: Reagan, a high school senior; and JJ (Juliana Jackson). Reagan will be attending UNA beginning this fall.
William F. Shughart II is Research Director and Senior Fellow at The Independent Institute, the J. Fish Smith Professor in Public Choice at Utah State University, and past president of the Southern Economic Association. A former economist at the Federal Trade Commission, Professor Shughart received his Ph.D. in economics from Texas A & M University, and he has taught at George Mason University, Clemson University, University of Mississippi and the University of Arizona.

Professor Shughart is editor-in-chief of Public Choice and his books include Taxing Choice: The Predatory Politics of Fiscal Discrimination; The Elgar Companion to Public Choice (second edition published April 2013); The Organization of Industry; Antitrust Policy and Interest-Group Politics; Modern Managerial Economics (with W. Chappell and R. Cottle); Policy Challenges and Political Responses: Public Choice Perspectives on the Post-9/11 World (with R. Tollison); The Political Economy of the New Deal (with J. Couch); The Causes and Consequences of Antitrust (ed. with F. McChesney); The Economics of Budget Deficits (with C. Rowley and R. Tollison); and The Oxford Handbook of Managerial Economics (with C. Thomas).


Source: http://huntsman.usu.edu/faculty/htm/memberID=6193
Session 1: Finance
Terrace 1
Chair: Mike Cudd, Mississippi College

Executive Celebrity and Shareholder Wealth
Mike Cudd, Mississippi College
Marcelo Eduardo, Mississippi College
Chris Smith, Mississippi College
Lloyd Roberts, Mississippi College

An Examination of Competitive Advantage and CEO Succession in the Grocery Store Industry
Mary Kiker, Auburn University Montgomery
Scott Kiker, Auburn University Montgomery
Michael Perry, Auburn University Montgomery

An Inquiry into the Notion of Government as a Service
Harry Katzan, Webster University

Sensitivity of Financial Market, Commodity Market and Real Estate Market to Ted Spread
Akash Dania, Alcorn State University

Session 2: Management
Terrace 2
Chair: Mary Kiker, Auburn University Montgomery

An Examination of Competitive Advantage and CEO Succession in the Grocery Store Industry
Mary Kiker, Auburn University Montgomery
Scott Kiker, Auburn University Montgomery
Michael Perry, Auburn University Montgomery

Bring Your Own Device: Considerations for Small and Medium Enterprises
Donna M. Schaeffer, Marymount University
Patrick C. Olson, National University
Dalal Al-Arayed, Marymount University

The Impact of Work-Life Balance on Entrepreneurial Sustainability
Krystal Brue, Cameron University

Session 3: Business Analytics
Terrace 3
Chair: Randy Ryker, Nicholls State University

Literature Mining For Common Statistical Errors
Randy Ryker, Nicholls State University
Chuck Viosca, Nicholls State University

Deploying the User-Centered Systems Development Model to Assess IS Products used to launch Entrepreneurship Ventures
Raymond Collier, Albany State University
Kathaleena Monds, Albany State University

Digital Currency Security
O. Guy Posey, Alabama A&M University
Session 4: Pedagogy
Terrace 1
Chair: David Deviney, Tarleton State University

Study Abroad: Who goes, who stays and why?
  David Deviney, Tarleton State University
  Anthony Vrba, Tarleton State University
  LaVelle Mills, West Texas A&M University
  Betsy Ball, Tarleton State University

Using a Reality Television Program to Teach Business Strategy – A Presentation
  John Crawford, Lipscomb University

Unpaid Internships Take a "Black Swan" Dive?
  Kathleen J. Smith, University of Nebraska at Kearney
  Bruce Elder, University of Nebraska at Kearney

Assessing Student Satisfaction with Online Homework and Its Relationship to Learning Outcomes
  Latisha Settlage, University of Arkansas -Fort Smith

Session 5: Business Analytics
Terrace 2
Chair: Kenneth Linna, Auburn University Montgomery

Improving Shewhart Control Chart Performance in the Presence of Measurement Error Using Multiple Measurements and Two-Stage Sampling
  Kenneth Linna, Auburn University Montgomery

A Review of In-Memory Database and Complex Event Processing in ERP
  John Dyer, Georgia Southern University

Text Mining Marketing Journals for a Common Statistical Error and the Identification of New Research Opportunities
  Randy Ryker, Nicholls State University
  Chuck Viosca, Nicholls State University
Session 6: Student Research
Terrace 3
Chair: Keith Malone, University of North Alabama

Preparing More than Numbers Crunchers: Incorporating Corporate Social Responsibility
and Ethics in Graduate Business Programs
  Michael Cook, Austin Peay State University
  Kenneth Holt, Austin Peay State University

Distance Education
  Lawanne Ross-Grant, Regent University

MOOCS: The Evolution of a Revolution
  David Gerard, Kennesaw State University

Assessing Results of a Small Business Security Survey
  Donald Heier, Dakota State University

A Study of Small Business Information Security in Rural America
  Donald Heier, Dakota State University
SOBIE 2014

10:45-12:00

Wednesday, April 9

Session 7: Accounting
Terrace 1
Chair: Shane Warrick, Southern Arkansas University

Auditor Independence and Safeguards for the Revolving Door Practice
Shane Warrick, Southern Arkansas University

Outside Director Compensation in the REIT Industry
Wiki Kwak, University of Nebraska at Omaha
Burch Kealey, University of Nebraska at Omaha
Richard File, University of Nebraska at Omaha

Comparing the Tax Effects of the Indirect Foreign Tax Credit and the Dividends Received Deduction
Cynthia Sneed, Jacksonville State University
John Sneed, Jacksonville State University

An Empirical Examination of Socially Responsible Investment Funds Behavior
Akash Dania, Alcorn State University

Session 8: Marketing
Terrace 2
Chair: Bob Armstrong, University of North Alabama

Cross-Cultural Collaboration
Rebecca Gatlin-Watts, University of Central Arkansas
Lisa Gatlin Cooley, Delta State University

The Walt Disney Corporation and Sustainability Metrics
Donna M. Schaeffer, Marymount University
Cynthia Knott Eck, Marymount University

Service Economics: A Brief Look at a New Subject
Harry Katzan, Webster University

Tale of Two CFOs
Bob Armstrong, University of North Alabama

Strategic Perspectives on Social Media Driven Entrepreneurship
Tamela D. Ferguson, University of Louisiana at Lafayette
Ron G. Cheek, University of Louisiana at Lafayette
10:45-12:00 (Continued)

Session 9: Student Research
Terrace 3
Chair: Keith Malone, University of North Alabama

Employee Job Satisfaction
Lawanne Ross-Grant, Regent University

The Tax Code: Problems with and Possible Solutions to the Current U.S. Income Tax System
Jeremy Guyse, University of North Alabama
Doug Barrett, University of North Alabama

Crunch Time: When Leadership Matters Most
Mike Cook, Austin Peay University
Kenneth Holt, Austin Peay University

Examining Bank Failures in the U.S.: Does State or National Charter Matter?
Morreen Klement, University of Arkansas - Fort Smith
Latisha Settlage, University of Arkansas - Fort Smith

Economic Policy and Politics
Jake Harrington, University of North Alabama
Keith Malone, University of North Alabama

Female Student Buying Preferences
Malorie Mann, Troy University
7:30 – 9:00
Bayview Terrace
Keynote Address: Dr. William Shughart

9:15 – 10:30
Session 10: Accounting
Terrace 1
Chair: Forrest Thompson, Albany State University

Large, Medium, and Small HBCUs Performance on the CPA Examination for the Year 2013
Forrest Thompson, Albany State University
H. Lee Washington, Albany State University

The Effect of Increases In The Capital Gains Tax On Different Types of Firms
Kent Poff, University of North Georgia

A Streamlined Way to Evaluate Single-Family Residential Rental Real Estate: Investment Advantages and Disadvantages
Clyde Posey, Alcorn State University

Session 11: Economics
Terrace 2
Chair: Manabendra Dasgupta, University of Alabama Birmingham

Regionalism, Mixed Oligopoly and Environmental Policy
Manabendra Dasgupta, University of Alabama Birmingham
Seung-Dong Lee, University of Alabama Birmingham

Art Music and the Economy: The Modernity Index and the Cincinnati Symphony Orchestra, 1895 to 2013
Nancy Bertaux, Xavier University
Kaleel Skeirik, Xavier University

Migration and the Economy
Willis Lewis, Winthrop University

Modern Commercial Banking in Russia
Natalya Delcoure, Texas A&M University Kingsville

Session 12: Round Table Discussion
Terrace 3
Discussion Chair: William F. Shughart II
Title: Meet the Editor of Public Choice
Session 13: Sports Economics
Terrace 1
Chair: John Courington, Missouri Western State University

Rankings, Spreads, and Winning BCS Bowl Games
  Evan Moore, Auburn University Montgomery
  Solomija Lyshenyuk, Auburn University Montgomery

Pitchers’ Height and Performance: Evidence from Recent Major League Baseball Data
  Tricia Snyder, William Paterson University
  Martin Gritsch, William Paterson University

Forecasting with “Expert” Information: An Application to Intercollegiate Athletics
  John Courington, Missouri Western State University
  Sylvia Burgess, Cameron University

Session 14: Accounting
Terrace 2
Chair: Ernest Capozzoli, Kennesaw State University

Data Analytics and AACS8 Accounting Standard A7
  Ernest Capozzoli, Kennesaw State University

A Study of Audit Committee Composition and Expertise for Small and Non-Small Companies
  Harold Little, Western Kentucky University
  Steve Wells, Western Kentucky University

Fair? Value Accounting by SIC Division
  Stanley Clark, Middle Tennessee State University
  Mark Jobe, Middle Tennessee State University

Session 15: Pedagogy
Terrace 3
Chair: Doug Barrett, University of North Alabama

The Effect of Problem-Based, Experiential Learning on Undergraduate Business Students
  Elizabeth Rich, Athens State University
  Tina Sloan, Athens State University
  Bryan Kennedy, Athens State University
  Susan Calhoun, Athens State University

Improving Student Engagement through Course Development: Challenges, Strategies & Successes
  Mariana Sanchez, University of West Georgia
  Samantha Dukes, University of West Georgia

How You Gonna Keep Em’ Down In The Dorms After They Have Seen The Bright Lights of Off Campus Living?
  Cameron Montgomery, Delta State University

Introduction of Behavioral Economic Topics in Introductory Economics Courses
  Doug Barrett, University of North Alabama
12:15 –1:30 Thursday, April 10

**Session 16: Business Analytics**
*Terrace 1*
*Chair: Peter Bias, Florida Southern College*

Business School Entry Aptitude, University Grades and Exit Performance
- Robert Lynch, University of Northern Colorado
- Tim Jares, University of Northern Colorado
- William Wilcox, University of Northern Colorado
- Garth Allen, University of Northern Colorado

Container Ship Routing: Panama Canal vs. U.S. Land Bridge
- Robert Cope, Southeastern Louisiana University
- Rachelle Cope, Southeastern Louisiana University
- John Woosley, Southeastern Louisiana University

A Tweak to Andersen: Jordan’s St. Louis Equation Approach
- Peter Bias, Florida Southern College

**Session 17: Financial Literacy**
*Terrace 2*
*Chair: Daniel Sutter, Troy University*

Teaching Critical Skills for Finance Graduates
- Robert Stretcher, Sam Houston State University

Do University Financial Literacy Courses Improve Financial Literacy in Students?
- Thomas Taylor, Delta State University

Should Business Schools Teach Abstinence (from Cronyism)?
- Daniel Sutter, Troy University

**Session 18: Accounting**
*Terrace 3*
*Chair: Rita Jones, Troy University*

Preserving the Business Deduction For Payments Made To A Church By A Pastor
- Kent Poff, University of North Georgia

Corporate Lobbying: The Tradeoff Between Payback, Accountability/Responsibility and Democracy
- Bruce Kibler, Gannon University

Could Social Security Disability Fraud Bankrupt the Social Security System?
- Rita Jones, Troy University
- Teresa Lang, Auburn University Montgomery
- Keith Atkinson, University of Central Arkansas
Session 19: Finance
Terrace 1
Chair: Laurence Blose, Grand Valley State University

Stock Options as Compensation Expense? A Critical Analysis of an Old Issue
Clyde Posey, Alcorn State University
Akash Dania, Alcorn State University

How Institutional Investors Influence CEO Succession and Compensation
Kevin Banning, Auburn University Montgomery

A Gold Price Anomaly
Laurence Blose, Grand Valley State University
Vijay Gondhalekar, Grand Valley State University

Session 20: Management
Terrace 3
Chair: Randall Dupont, University of Mobile

Influence of Cultural Intelligence on Intercultural Business Negotiation
Steve Varela, International School of Management

Exploring The Mechanisms and Processes of Authentic Leaders: A Multi-level Examination of Leaders and Followers
Rochelle Thomas, Regent University

Occupational Trends in Mass Communication in the Southern United States
Randall Dupont, University of Mobile

The CFO's Role in North American Division: A Critical Examination of Perceived Differences Among SDA Local Conference Leadership
Theodore Brown, Oakwood University

Session 21: Business Analytics
Terrace 3
Chair: Kevin Lee Elder, Georgia College and State University

Using the Cloud to teach ERP
Kevin Lee Elder, Georgia College and State University
Ron MacKinnon, Georgia Southern University
John Dyer, Georgia Southern University

Financial and Social Impacts of Decriminalizing Marijuana: A State Analysis Aided by GIS Mapping
Anna Newman, Auburn University at Montgomery
Joseph Newman, Auburn University at Montgomery

ABET Accreditation of IS and IT Programs In 2013
Ron MacKinnon, Georgia Southern University
Kevin Elder, Georgia College and State University
John Dyer, Georgia Southern University

Applying High Involvement Management Models to Students
Jerry Kopf, Radford University
Dimensions of Patent Protection in the United States Patent and Trademark Office:
Post America Invents Act
  Angela Tidwell, Howard University

Polar Ethical Decision Making in Vendor-Emptor Relationships
  Jack Tucci, Arkansas Tech University
  Tracy Cole, Arkansas Tech University
  Mary Butzlaff, Arkansas Tech University

Are Environmental Concerns Equally Shared by Developed and Developing Countries?
  Shawn Lowe, University of Southern Mississippi

Analyst Behavior and R-squared as Corporate Transparency
  Haksoon Kim, Troy University-Montgomery

Restatements of Financial Statements and Their Effects on Firm Value Over Long Horizons
  Gisung Moon, Columbus State University
  Hongbok Lee, Western Illinois University
  Doug Waggle, University of West Florida

Probability Distributions: A Comparison for Risk Managers
  Raymond Johnson, Auburn University Montgomery
  Kenneth Linna, Auburn University Montgomery
  Joseph Newman, Auburn University Montgomery

CPAs and Social Media: Risks, Returns, and Unfriendly State Boards
  Dale Spradling, Stephen F. Austin State University

Revisiting the Qualitative Characteristics of Accounting
  Robert Fahnestock, University of West Florida
  Eric Bostwick, University of West Florida

Adoption of Sarbanes-Oxley Measures by Non-Profit Organizations: A Study of Community Action Agencies
  Cathy Hardnett, Jackson State University
  Quinton Booker, Jackson State University
  Bobbie Daniels, Jackson State University

An Interview-Based Approach to Assess Readiness for IFRS
  Noema Santos, State College of Florida
  Will Quilliam, Florida Southern College
9:00 – 10:15  
Friday, April 11

Session 25: Accounting  
Terrace 1:  
Chair: Mark Swanstrom, Northwestern State University

Trader/Investor Classification: Tax Consequences and Behavioral Implications  
Wayne Nix, Jackson State University  
Mark Morgan, Mississippi College

Is the Cash Conversion Cycle A Return Predictive Signal?  
Thomas Willey, Grand Valley State University  
Susan Edwards, Grand Valley State University

Really Dirty Surplus in the Energy Sector  
Mark Swanstrom, Northwestern State University  
Laura Alford, Northwestern State University

Ethical Issues Related to Fraud and Narcissism  
Wayne Nix, Jackson State University  
Mark Morgan, Mississippi College  
Sheree Corkern, Mississippi College

Session 26: Management  
Terrace 2  
Chair: Avinash Waikar, Southeastern Louisiana University

Factors affecting Availability of All-Inclusive Care for the Elderly within a State  
Avinash Waikar, Southeastern Louisiana University  
Kyle Meguess, Southeastern Louisiana University  
Sam Cappel, Southeastern Louisiana University

Management of Learning and Development in Hospitals and Health Systems  
Edwin Arnold, Auburn University Montgomery  
Neville Duarte, Auburn University Montgomery  
Jane Goodson, Auburn University Montgomery

How does the Minimum Wage Law Affect Employment?  
Jerry Crawford, Arkansas State University  
Richard Taylor, Arkansas State University  
David Kern, Arkansas State University

Social-Network-Site Recruiting: Discrimination  
Allison Tharp, Eastern Illinois University
9:00 – 10:15 (Continued) Friday, April 11
Session 27: Economics
Terrace 3
Chair: David Franck, Francis Marion University

The Evidence for Financial Deepening and Economic Growth: Another Look at the Causality of Money Supply
Hugh Davis, University of Southern Mississippi
Thomas Davis, University of Southern Mississippi

Fiscal Reform and Growth
Yuexing Lan, Auburn University Montgomery

Adverse Incentives Following Legalization of Prohibited Goods
David Franck, Francis Marion University

The Depth of Commercial Banking and Economic Growth: Western Europe, Central Europe, and Eastern Europe Comparisons
Hugh Davis, University of Southern Mississippi
Shawn Lowe, University of Southern Mississippi

10:30 – 11:45
Session 28: Finance
Terrace 1
Chair: Raymond Johnson, Auburn University Montgomery

Probability Distributions: A Comparison for Risk Management Purposes
Raymond Johnson, Auburn University Montgomery
Kenneth Linna, Auburn University Montgomery
Joseph Newman, Auburn University Montgomery

Net Working Capital and Shareholder Wealth
Rakesh Duggal, Southeastern Louisiana University

Institutional Price Impacts in Rising and Falling Markets
James Schultz, Winthrop University
Session 29: Management
Terrace 2
Chair: Mel Schnake, Valdosta State University

An Exploratory Investigation of Explanations for the Relative Effectiveness of Employee Recruitment Methods
Mel Schnake, Valdosta State University

The Katrina Effect on Management Structure
Randall Dupont, University of Mobile

Engaging in Collective Social Entrepreneurship: The Influence of Gender, Environment, and Collaboration on the Decision to Scale a Social Enterprise
Brooklyn Cole, Radford University
Raymond Jones, University of Minnesota Duluth
Janet Jones, University of Minnesota Duluth

Overcoming OADD: Organizational Attention Deficit Disorder
Randall Robbins, Mississippi College

Session 30: Student Research
Terrace 3
Chair: Keith Malone, University of North Alabama

State Welfare Expenditures: How Did We Get Here?
Kristy Vickery, University of North Alabama
John Watson, University of North Alabama
Doug Barrett, University of North Alabama

The Relationship between Firm Financial Performance and Customer, Investor and Employee Orientation in Mission Statements
Lailya Leach, Florida A&M University
Levar Parkinson, Florida A&M University
Lakesha Johnson, Florida A&M University
Marissa Gordon, Florida A&M University

The Personal Story of Small Retailers Behind Environmental Sustainability Change: Depth Interviews
Brennen Sowell, Georgia College and State University
Ivan Manoylov, Georgia College and State University
Janna Parker, Georgia College and State University
Doreen Sams, Georgia College and State University

Applications and Benefits of Modern Geographic Information Systems
Ludmila Silva, Kennesaw State University

Decision Support Systems
Ruchi Bhade, Kennesaw State University
Session 31: Student Financial Behavior
Terrace 1
Chair: Jennifer Collins, Florida A&M University

A Comparative Study of UNA Students Vs. The National Norm: Evaluating the Four Subject Categories of the Financial Literacy of Young American Adults Survey
   Nathan Pitt, University of North Alabama
   Molly Vaughn, University of North Alabama

Antecedents of Student Financial Behavior: Examining Differences between First Generation College Students and Non-First Generation College Students
   Wendy Neptune, Florida A&M University

Behavioral Determinants that Influence and Encourage College Students to Build Wealth
   Sielle Mitchell, Florida A&M University

Understanding College Students’ Attitudes and Behaviors Towards Debt
   Steve Philistin, Florida A&M University

Improving Student Financial Behaviors using Financial Literacy Training and Coaching
   Jennifer Collins, Florida A&M University
   Michael Campbell, Florida A&M University

Session 32: Pedagogy
Terrace 2
Chair: Jennifer Pitts, Columbus State University

Student Satisfaction, Commitment, and Perceptions of Learning in Online Vs. Web-enhanced Course Delivery: A Measurement Invariance Model
   Jennifer Pitts, Columbus State University
   Robin Snipes, Columbus State University
   Lei Li, Southern Polytechnic State University

Experiential Learning in a Liberal Arts Business Program
   Carolyn Garrity, Birmingham Southern University
   Rick Lester, Birmingham Southern University
   Sara Robicheaux, Birmingham Southern University

A Cooperative Learning Example for Accounting Principles
   Roderick Posey, Alabama A&M University

Marketing Simulation Performance: The Impact of Class Format, Time Invested, and Team Composition
   Rice York, Mississippi College
   Bryan Hayes, Mississippi College
   Retha Price, Mississippi College

Internships: Hands on Experience for Enhancing Student Resumes
   Thomas Griffin, Auburn University Montgomery
Session 33: Student Research
Terrace 3
Chair: David Kern, Arkansas State University

Currents of Power with Henry Ford at Muscle Shoals: Nitrates, Politics, and Power in Northwest Alabama
   Kevin Bailey, University of North Alabama
   Dan Burton, University of North Alabama

Improved Writing Skills: The 'New Normal' for Accounting Students
   Elizabeth Hewey, University of West Florida
   Helen Soter, University of West Florida

Executive Compensation in Higher Education: Effects of Institutional Characteristics and Performance on Presidents Compensation
   Elizabeth Schwindenhammer, Eastern Illinois University
   Michael Dobbs, Eastern Illinois University

How Employee Psychological Empowerment impacts Organizational Identification
   Ava Abney, Regent University
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2004: Doug Barrett, University of North Alabama
2005: Steve Wells, Alcorn State University
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SOBIE 2016 April 12-15