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Note: Business related presentations are denoted with a “B” in the left hand margin or a “B” in the paper number. Teaching related presentations are denoted with a “T” in the left hand margin or a “T” in the paper number.

Registration Days And Times

Sunday	17:30-19:00	Pre-conference registration in Hotel Lobby
Monday-Thursday	08:00-12:00	Conference registration in La Duquesa room

Conference Proceedings

The conference proceedings are available free-of-charge to everyone on-line at www.CluteInstitute.com. The conference proceedings on a 512 MB flash drive are distributed to registered conference attendees as a part of registration package.

Receipt For 2009 IABR & TLC Conferences Registration Fees

Name: _____

Institution: _____

Conference registration fee:

\$325 for each attendee: Non-presenting spouses and children are free.\$ _____

Additional presentation fee: \$100 for each additional paper presented \$ _____

Official conference proceedings on a 512 MB flash drive: \$ No Charge

Page fee for papers exceeding 15 pages: \$10 per extra page \$ _____

Clute Institute Membership: \$150 per year \$ _____

Total (payable to The Clute Institute) \$ _____

Payment method: **Cash** **Check** **Visa** **MasterCard**

Received by: _____

Date: _____

Social And Other Events

Monday	08:00 - 08:15	Welcome by Prof. Ronald C. Clute in La Princesa room
Monday	17:30 – 19:00	Conference reception with cash bar in Stetson room
Tuesday	15:30 – 17:30	University of the Incarnate Word Tour
Tuesday	18:00 -	Clute Institute board member meeting & dinner
Wednesday	17:00 -	Dinner with the Clute staff (not complementary)
Daily	08:00 – 10:00	Coffee, Juice, & Pastries

San Antonio, Texas Highlights

- Within an easy walk from the hotel is the top historic site in San Antonio - the Alamo.
- The top tourist attraction is, of course, the River Walk. The conference hotel is located on the River Walk and will probably be green for St. Patrick's Day.
- The Fredericksburg wine & dine tour is supposed to be very nice. It is located in the Texas hill country 60 miles from San Antonio.
- Other interesting touristy things to do in San Antonio include Six Flags Fiesta Texas and SeaWorld Parks, McNay Art Museum, Schlitterbahn Water park Resort, San Antonio Trolley Tour, San Antonio City Tour, San Antonio Zoo, and the North Star Mall with over 200 stores.
- The Hilton concierge is very helpful

Monday

Time: 08:30-10:20

Room: La Princesa

Session Title: Management

Session Chair: Peggy A. Cloninger

Discussants: Gregory W. Ulferts, Michael O. Adams, Michael Gayle, Keng-Yu Shih, Shu-Juan Lu, Peggy A. Cloninger

- B** *Strategic Human Resource Planning in Academia* by **Gregory W. Ulferts, Patrick T. Wirtz, Evan Peterson**, #238B. **Abstract:** This presentation seeks to provide a framework for strategic human resource planning in academia.
- B** *Wall Street Effects on New York City Budget: A Public Management Perspective* by **Kendrick Lewis, Gbolahan Solomon Osho, Michael O. Adams**, #288B. **Abstract:** Although Wall Street firms employ only 5 percent of workers in New York City, they account for 20 percent of the city's total wages and salaries.
- B** *Combining Six Sigma, Lean Principles and Robotics Automation in the Hematology Laboratory to Improving Productivity* by **Michael Gayle**, #319B. **Abstract:** These results support the assertion that the goal of achieving higher productivity, efficiency, and overall cost reduction in the hematology laboratory is possible with ...
- B** *What Personal Characteristics may Effect Job Stress?* by **Yu-Chi Wu, Keng-Yu Shih**, #195B. **Abstract:** This study tried to explore which personal characteristics may affect the perceived job stress.
- B** *Linking Job Satisfaction to Job performance: The Mediator of Work Engagement* by **Yu-Chi Wu, Shu-Juan Lu**, #186B. **Abstract:** This study suggests the mediating effect of work engagement on the relationship between job satisfaction and job performance.
- B** *The Influence Of Job Performance Outcomes On Ethical Judgments Of Women And Men* by **Rajan Selvarajan, Peggy A. Cloninger, Ron M. Sardesai**, #277B. **Abstract:** This study examines how job performance outcomes of employees bias men and women's judgment of the employees' ethical performance.

Monday

Time: 08:30-10:20**Room:** La Reina S**Session Title:** Accounting**Session Chair:** Stephen L. Woehrle**Discussants:** Dean A. Frantsvog, Katherine J. Silvester, Gary S. Robson, Obeua Persons, Stephen L. Woehrle

B *Pro Se Litigation: Is This Phenomenon Helping or Hurting Our Legal System?* by **Dean A. Frantsvog**, #354B. **Abstract:** This paper examines the serious and ever expanding phenomenon in the legal field of going to court without legal representation.

B *Teaching Process Costing Theory and Technique Through Experiential Learning Exercises* by **Katherine J. Silvester**, #325B. **Abstract:** This paper presents a classroom simulation that provides students with the opportunity to experience an assembly process and then to link the process costing calculation methodologies to their physical assembly experience.

B *A Case Study for Accounting Information Systems – A Business Continuity Plan for Protecting Critical Financial Information in the NYC Financial Services Industry* by **Mark Law, Gary S. Robson**, #262B. **Abstract:** This case is ideally suited for use in an Accounting Information Systems course at either the undergraduate or graduate level creating an awareness of the importance of business continuity planning.

B *Voluntary Ethics Disclosure and Fraudulent Financial Reporting Likelihood* by **Obeua Persons**, #142B. **Abstract:** This research involves whether investors could have assessed the likelihood of a firm's involvement in fraudulent financial reporting by reading its publicly available reports for voluntary ethics disclosure.

B *Cybernetics Impacts Organizational Functions* by **Stephen L. Woehrle**, #363B. **Abstract:** This paper examines its effects on organization structure, decision making, and the functional areas of marketing and finance.

Monday

Time: 08:30-10:20**Room:** La Vista**Session Title:** Education**Session Chair:** Wanda Synsteliën**Discussants:** Jessica C. Kimmel, Larry McDaniel, Kola Sonaike, Allen Jackson, Judith A. Crowe, Nancy J. Myers, Wanda Synsteliën

T *Transforming Learning Through Two Pairs Of Eyes* by **Jessica C. Kimmel, Vanessa M. Seifert**, #316T. **Abstract:** This paper introduces the concept of transformative learning, and explains how both professor and student participated in the process.

T *Can "Withitness Skills" Be Applied To Teaching With Laptops?* by **Larry McDaniel, Allen Jackson, Laura Gaudet, Andrew Shim**, #194T. **Abstract:** New challenges, related to laptop Internet instruction, require instructors to develop "withitness" skills and situational awareness as they compete with computers for student attention and class participation.

T *Leading Labor in a Volatile Terrain: The Example of Union Leaders in Major Oil Companies* by **Kola Sonaike**, #396T. **Abstract:** Are union leaders actually penalized in the companies because of their Labor union activities? Are they treated different from other employees?

- T Curriculum Integration: The Use of Technology to Support Learning** by **Allen Jackson, Laura Gaudet, Dawn Brammer**, #140T. **Abstract:** Our understanding of how people learn is continually changing. Since its inception in 1983, Gardner's theory has expanded from seven to nine different intelligences.
- T Teacher professional development on student success in reading: A study on the effect of providing academic language forms and functions to English learners to enhance comprehension and writing skills** by **Judith A. Crowe, Nancy J. Myers**, #309T. **Abstract:** This paper is a report on the five-year results of a study by the California Reading and Literature Project (CRLP) at California Lutheran University of three schools in the Oxnard Elementary School District.
- T The Evolution of a PSEO Writing Program: Using Inquiry-Based Collaborative Communities to Insure College Readiness** by **Wanda Synsteliën**, #355T. **Abstract:** This action research project examines the issue of college readiness measured by the comparison of surveyed perceptions of high school administrators ...

Monday

Time: 10:30-12:20

Room: La Princesa

Session Title: Management

Session Chair: Jane Whitney Gibson

Discussants: Michael O. Adams, Kola Sonaïke, Gregory W. Ulferts, Arlene J. Nicholas, Jane Whitney Gibson

- B Changing The Face Of Public Affairs: A Look At How Social Networking Is Impacting The Business Of The Public Sector** by **Michael O. Adams, Linda D. Smith**, #170B. **Abstract:** This research seeks to unmask the development and implementation of social networking in the public sector by empirically measuring growth and usage.
- T Presidential Communications and Influence in the Obama Era** by **Michael O. Adams, Quonna Coleman**, #370T. **Abstract:** President Obama's use of Web 2.0 technology throughout his campaign ...
- B Labor Union Leadership And Career Advancement In The Major Oil Companies** by **Kola Sonaïke**, #147B. **Abstract:** Are union leaders actually penalized in the companies because of their Labor union activities? Are they treated different from other employees?
- B Technology: Government Control versus User Accountability** by **Evan Peterson, Gregory W. Ulferts**, #237B. **Abstract:** The purpose of this presentation is to examine the effects of government control on internet user accountability by an examination of countries in the Middle East, Asia, Europe, and North America.
- B Generational Perceptions: Workers and Consumers** by **Arlene J. Nicholas**, #187B. **Abstract:** Targeting specific generations for their preferences and reaching them through media that is suitable to their style is an important marketing trend.
- B Ageism and the Baby Boomers: Issues, Challenges and the TEAM Approach** by **Jane Whitney Gibson, J. Preston Jones, Jennifer Cella, Cory Clark, Alexandra Epstein, Jennifer Haselberger**, #227B. **Abstract:** This paper considers the issues and challenges associated with ageism relating to the Baby Boomer generation in Corporate America.

Monday

Time: 10:30-12:20

Room: La Reina S

Session Title: Marketing

Session Chair: Katharine A. Bohley

Discussants: John C. Cox, Scott Neils, Ting-Ting Chen, Andleeb Abbas, Katharine A. Bohley

B *Market Orientation Within University Schools Of Business: Can A Dynamical Systems Viewpoint Applied To A Nontemporal Data Set Yield Valuable Insights For University Managers?* by **John C. Cox, Robert L. Webster, Kevin L. Hammond**, #253B. **Abstract:** This study investigates the use of using complexity theory in the analysis of a non temporal data set to derive valuable insights into the functioning of university schools of business.

B *Country of Origin Labeling Impact on Consumer Purchasing Decisions* by **Scott Neils**, #284B. **Abstract:** The results of this study will provide guidance to product managers on the importance of COOL as perceived by consumers, and their willingness to pay for this labeling.

B *Do Priming and Product Involvement Matter in Blog Product Placement?* by **Ting-Ting Chen, Chun-Tuan Chang**, #201B. **Abstract:** This study suggests the interrelationship among priming, placement characteristics, and product involvement on the effectiveness of product placement in blogs.

B *Taxonomy of positioning strategies based on synthesis from three decades* by **Irfan Butt, Andleeb Abbas, Bhasker Mukerji**, #345B. **Abstract:** The objective of this paper is to develop a taxonomy of positioning strategy dimensions based on extensive review of the literature.

B *A Guide to Conducting Market Research in an Emerging Market: China* by **Katharine A. Bohley, Jeffery H. Adams**, #341B. **Abstract:** This presentation will highlight the trends in the global market research industry with a focus on the trends of one of the powerhouses of the emerging markets, China.

Monday

Time: 10:30-12:20

Room: La Reina N/C

Session Title: Economics/Finance

Session Chair: Hamid Shahrestani

Discussants: Matthew Uwakonye, Emmanuel I. S. Ajuzie, Joseph N. Heiney, Hamid Shahrestani, Vyacheslav V. Kalashnikov, Nataliya Kalashnykova, and Jose Fernando Camacho Vallejo

B *The Effect Of Crowding Out The War In Iraq On U.S.A. Economy* by **Matthew Uwakonye, Marc Cadet, Ghebre Keleta**, #392B. **Abstract:** This paper examines the crowding out effect of the war in Iraq as it relates to the U.S. economy.

B *Oil Speculation: The Impact on Prices and the Dilemma of Inflationary Pressures, Interest Rates and the Economy* by **Emmanuel I. S. Ajuzie, Roberto Ike**, #293B. **Abstract:** This study makes the case for the pressing need to examine in-depth the consequences of oil speculation on the economy.

- B** *Consolidation in the U.S. Banking Industry Since Riegle-Neal* by **Joseph N. Heiney**, #303B. **Abstract:** This paper considers whether these immediate effects of Riegle-Neal have persisted into the longer term or have moderated in the years since the act became fully effective.
- B** *Four Different Algorithms to Solve Optimal Toll Problem: Description and Comparative Statics* by **Vyacheslav V. Kalashnikov, Nataliya Kalashnykova, and Jose Fernando Camacho Vallejo**, 399B. **Abstract:** This paper provides a description and comparative statics of four different algorithms used to solve optimal toll problem.
- B** *The U.S. Economic Downturn And The Euro-Dollar Exchange Rates* by **Hamid Shahrestani, Nahid Kalbasi Anaraki**, #125B. **Abstract:** In this article, we test the forecasting performance of empirical exchange rate models to assess in-and out-of-sample fits.

Monday

Time: 10:30-12:20

Room: La Vista

Session Title: Business Education

Session Chair: Priscilla Berry

Discussants: Diana Muggill, John Buzza, Robin Self, Donald R. Self, Alexandros Panayides, Priscilla Berry

- T** *The Correlation Between Higher Education and the Fall in Birth Rates in Industrialized Countries in Europe* by **Diana Muggill**, #289T. **Abstract:** This study investigates the relationship of education and birth rates for European Women.
- T** *Students' Review Of Blended Courses & How To Structure Them For Success* by **Joseph B. Mosca, Daniel R Ball, John Buzza**, #152T. **Abstract:** Our paper will focus on E-learning and our ability to rationalize the positives and the negatives of blended courses - courses that are taught congruently online and in a traditional setting.
- T** *Internationalizing the Business Curriculum: A South Korean Case Study* by **Robin Self, Donald R. Self**, #250T. **Abstract:** Rather than spending an entire semester abroad, one approach is to take 10 – 15 students and spend 7 – 10 days. This paper presents a case study using this approach.
- T** *Teaching Economics To The Best Undergraduates: What Are The problems?* by **Giuliana Campanelli Andreopoulos, Alexandros Panayides**, #295T. **Abstract:** The literature suggests that the student's problems with principles of economics are mainly related to the style and method of teaching together with the course content.
- T** *A Primer for Accounting Certification: Complete Analysis of the Process with Listing of Sources* by **David T. Boyd, Sanithia Boyd, Priscilla Berry**, #367T. **Abstract:** This document discusses accounting requirements and major certifications in accounting, finance, and information technology, including the recently developed fields of fraud and forensic ...
- T** *Redesign of the Undergraduate Business Curriculum: The Way Forward, A Paradigm Shift* by **Priscilla Berry**, #199T. **Abstract:** The article poses the process business model as the pattern for redesign and explores the implementation of this model with specific examples of pedagogical methods.

Monday

Time: 12:30-14:20

Room: La Princesa

Session Title: Marketing/Finance

Session Chair: Michelle Nelson

Discussants: Michelle Nelson, Chih-Chieh Chang, Gurdip Singh, Michelle Nelson

- B** *Multicultural Marketing in the Marketing Curriculum: The Case of Hispanic Marketing* by **Michelle Nelson**, #109B. **Abstract:** This paper discusses the need for multicultural marketing to be an important part of marketing courses rather than just a sideline.
- B** *Causality of Bank Liquidity Creation and Economic Growth from Multinational Perspectives* by **Yi-Kai Chen, Chih-Chieh Chang**, #215B. **Abstract:** We know liquidity creation is an important function of economic system, it seems to be tied to economic growth, but how does liquidity creation affect economic growth?
- B** *Indian Private Sector Banks in Transition: A Study of Financial Performance of Banks* by **Gurdip Singh, Narinder Kaur**, #188B. **Abstract:** In this paper the financial performance of new private sector banks has been measured through spread, burden and profitability ratios by considering eight parameters.
- B** *Hispanic Marketing: A Cultural Approach* by **Michelle Nelson**, #110B. **Abstract:** This paper explores the crucial importance that Hispanic marketing has for the U.S. market.

Monday

Time: 12:30-14:20

Room: La Reina S

Session Title: Education

Session Chair: Judit Kerekes

Discussants: Alaa Alahmad, Judith Ableser, Maria Cequena, Judit Kerekes

- T** *Solutions in Overcoming English Language Challenges While Studying in the US* by **Alaa Alahmad**, #145T. **Abstract:** This study aims to concentrate on the solutions that can help international students overcome the challenges in learning English Language.
- T** *The Road toward Tenure* by **Judith Ableser**, #185T. **Abstract:** This paper/presentation outlines a “top ten list” of key strategies that will aid in the tenure process for new faculty members.
- T** *Metacognitive Strategies: Effects on Metacognitive Awareness, Self-efficacy, Reading Performance and Motivation* by **Maria Cequena**, #124T. **Abstract:** This study hopes to uplift students’ self-efficacy as readers and to help them overcome their comprehension difficulties through metacognitive strategies.
- T** *The Roles Of Measurements To Develop Open Number Line In Elementary Schools* by **Judit Kerekes**, #394T. **Abstract:** This paper discusses the roles of measurements to develop open number ...

Monday

Time: 12:30-14:20

Room: La Reina N/C

Session Title: Education

Session Chair: K.S. Premila

Discussants: Rao Singamsetti, Jennifer Driscoll, Carol M. Shepherd, K.S. Premila

T *Enhancing Undergraduate Business Statistics Courses: Linking Teaching and Learning with Assessment Issues* by **James W. Fairfield-Sonn, Bharat Kolluri, Annette Rogers, Rao Singamsetti**, #207T. **Abstract:** This paper examines several ways in which the quality of student learning in an undergraduate Business Statistics course can be enhanced.

T *Student Evaluation Instruments: The Insteractive Impact of Course Requirement, Student Level, Department and Anticipated Grade* by **Jennifer Driscoll, David T. Cadden**, #168T. **Abstract:**

T *Managing Multimedia Mania: Taming The Technology Beast* by **Carol M. Shepherd, Ann Mary Mullane**, #359T. **Abstract:** It is important for teachers to model millennial skills, and guide students to focus on the computer as a tool, not merely a toy, in the process of learning.

T *Early Childhood Education for Visually Impaired Children* by **K.S. Premila, M. Manivannan**, #208T. **Abstract:** Early childhood intervention programme for visually impaired children makes education totally flexible, optimally effective, and thoroughly individualized to help every child with visual defect.

Monday

Time: 12:30-14:20

Room: La Vista

Session Title: Business Education

Session Chair: H. Francis Bush

Discussants: Catherine Flynn, Katharine A. Bohley, Gary S. Robson, Serdar Ongan, H. Francis Bush, Karen Gutermuth, Clifford T. West

T *Managing the Challenges of Providing Feedback on Student Writing Online* by **Catherine Flynn**, #191T. **Abstract:** This presentation outlines the importance of student feedback in all academic environments, and offers some practical guidance to simplify the process of providing that feedback online.

T *Is Del.icio.us Really Delicious?* by **Katharine A. Bohley, Beth Kiggins**, #280T. **Abstract:** The organization of Del.icio.us, a social bookmarking application, assist learners in sharing a wealth of information, thus one spends less time meandering through the Internet for data.

T *Computer Presentation Programs: More than Transparencies— Examples from Accounting Classes* by **Mark Law, Gary S. Robson**, #261T. **Abstract:** This presentation will provide current users with new ideas and inspire non-users to use computer presentation software, such as Power point.

T *Vibing The Net* by **Katharine A. Bohley, Beth Kiggins, Jeffery H. Adams**, #279T. **Abstract:** The presenters will explain how they have successfully embedded a widget, MyMeebo, with NetVibes in order to instant messaging with students who use various instant messenger applications.

T *Economic Education: Can the Liberal Arts Make Economics More Appealing?* by **Serdar Ongan**, #256T. **Abstract:** This study is an attempt to attract attention to the importance of utilizing literature, theatre, cinema, and humor, (daily life matters) to teach and encourage the understanding of economics.

T *Teaching Ethics to Undergraduates: An Examination of Contextual Approaches* by **H. Francis Bush, Karen Gutermuth, Clifford T. West**, #285T. **Abstract:** Our purpose was to advance the current academic discussion on how to most effectively teach managerial ethics at the undergraduate level.

Tuesday

Time: 08:30-10:20

Room: La Princesa

Session Title: Management

Session Chair: Bin Zhou

Discussants: Raida Abuizam, Steve Molloy, LaRoyce Morgan, Michelle Lane, Bin Zhou

B *Periodic Review Inventory Model under Uncertainty* by **Raida Abuizam**, #324B. **Abstract:** This paper presents the use of @RISK simulation and RISKOptimizer to minimize the expected average cost of inventory per period over a long time horizon.

B *Pharmaceutical Price Controls and the Inequitable Distribution of R&D Costs* by **Steve Molloy**, #251B. **Abstract:** This paper looks at pharmaceutical R&D costs and the distribution of these costs among end users, with recommendations for a more equitable distribution of these costs.

- B** *Is It Reality Or Hype? Work Life Balance: Where Home Meets Work* by **LaRoyce Morgan, Eleanor Marschke, Sabrina Segal**, #286B. **Abstract:** This paper will look at the overall satisfaction of employees as it relates to work/life conflict.
- B** *Strategic Choice And Institutional Ambiguity:A History Of Entrepreneurial Emergence In Rural China* by **Scott Droege, Michelle Lane, Shane Spiller**, #381B. **Abstract:** Collective ownership historically gave rural Chinese entrepreneurs increased sociopolitical legitimacy thereby increasing access to resources such as capital....
- B** *Multi-product Inventory Control with Order Incentive and Uncertain Demand* by **Bin Zhou**, #104B. **Abstract:** In this research, we study a multi-item, multi-periods inventory system where demands for each item are independent random variables.

Tuesday

Time: 08:30-10:20

Room: La Reina S

Session Title: Accounting

Session Chair: David L. Senteney

Discussants: Musa Darayseh, Kittima Acaranupong, Stephen L. Woehrl, Avis Peterson, Susan Rhame, Maria A. Leach-Lopez, Grace Gao, David L. Senteney

- B** *How Much Faith Do You Have In The Annual Financial Report?: An Empirical Analysis Of Gcc Firms* by **Musa Darayseh, Ismail Gence, Bassam Abu Al-Foul**, #343B. **Abstract:** The objective of this paper is to examine income numbers in a sample of the Gulf Cooperation Council firms to determine if the frequency of the second digits ...
- B** *How do Firms Manage Their Earnings?: Evidence from Listed Companies on Market for Alternative Investment* by **Kittima Acaranupong**, #311B. **Abstract:** The main objective of this study is to compare the levels of earnings management between listed companies on Market for Alternative Investment (mai) and listed companies on Stock Exchange ...
- B** *CMA Certification: Is it Necessary?* by **Stephen L. Woehrl, Avis Peterson**, #364B. **Abstract:** The purpose of this paper is to examine the degree of the CMA's participation in company decision making and set forth the parameters for further study.
- B** *Measuring Increases in Horizontal Equity by the Absence of Individual Itemized Deductions* by **Susan Rhame, Robert Walsh**, #209B. **Abstract:** This study examines the changes in horizontal equity (as measured by the coefficient of variation).
- T** *Accounting tutoring: Making a list and checking it twice* by **Maria A. Leach-Lopez**, #304T. **Abstract:** The purpose of this paper is to make the case that it is acceptable to include foreign students in a list of possible tutors ...
- B** *An Investigation of the Comparative Impact of Degree of Implementation of IFRS Upon the Public and Private Information Quality of Asian Pacific Country Firms* by **Grace Gao, David L. Senteney**, #335B. **Abstract:** This research investigates the comparative quality of public and private information environments between firms domiciled in 15 Asian Pacific

Tuesday

Time: 08:30-10:20

Room: La Reina N/C

Session Title: Education

Session Chair: Joseph B. O'Donnell

Discussants: Mark Zaidel, Sima Sayadian, Anthony J. Avallone, Jr., Judit Kerekes, Joseph B. O'Donnell

T *Detecting Learning Characteristics Of College Students In Computer-Supported Instruction* by **Mark Zaidel**, #366T. **Abstract:** This paper examines the diversity of learning characteristics of college students identifying their learning preferences.

T *Exploring the Factors Influencing UPM English Language Faculty Members' Adoption and Integration of Web-Based Instruction (WBI)* by **Sima Sayadian, Jayakaran Mukundan**, #175T. **Abstract:** This paper reports the findings of the study trying to investigate the application and integration of web based instruction by UPM university lecturers in Serdang, Malaysia.

T *Win, Win, Win: Conceptualizing And Crafting An Academic Service Learning Project* by **Anthony J. Avallone, Jr.**, #278T. **Abstract:** This paper describes how to conceptualize, organize, facilitate and complete an implement an Academic Service Learning project.

T *Investigating Attitude and Motivation of Iranian University Learners Toward English as a Foreign Language* by **Sima Sayadian, Anita Lashkarian**, #179T. **Abstract:** This Paper discusses the attitudes and motivation Iranian learners have towards learning EFL at their university level .

T *Deepening Teacher's Understanding of Algebraic Thinking through Investigation of Patterns* by **Judit Kerekes**, #395T. **Abstract:** This paper discusses the deepening teacher's understanding of algebraic thinking ...

T *An Investigation of the Erosion in New Major Innovation Characteristics over Time* by **Joseph B. O'Donnell, Paul L. Sauer**, #255T. **Abstract:** In this study, we examine the differences in perceptions in an effort to explain why this erosion of the benefit of launching new majors (in 2004) might have occurred.

Tuesday

Time: 08:30-10:20

Room: La Vista

Session Title: Issues in Higher Education

Session Chair: Gahan Bailey

Discussants: Carolyn D. Powell, Denise Staudt, Elda Martinez, Norman S. St. Clair, Janice Gohm Webster, Kelly D. Bradley, James W. Bradley, Gahan Bailey

T *Bullying Behaviors: The Impact of Physical, Overt and Relational Aggressive Behavior among Females Ages 10-17 Yeas of Age and the Correlating Effect on Female Freshman in Higher Educational Institutions* by **Carolyn D. Powell, M. Sharon Herbers**, #192T. **Abstract:** This Study Reports on the Impact of Physical, Overt and Relational Aggressive Behavior among Females Ages 10-17 Yeas of Age and the Correlating Effect on Female Freshman in Higher Educational Institutions

- T** *An Introduction Model Of Support For Beginning Teachers* by **Denise Staudt, Elda Martinez, Norman S. St. Clair**, #313T. **Abstract:** This presentation will focus on the introduction model developed for the SMARRT program using Facebook.
- T** *Teaching Cohorts: Benefit or Burden?* by **Janice Gohm Webster**, #181T. **Abstract:** This paper discusses my personal experience as part of a teaching cohort in the first year of Champlain College's new Interdisciplinary Core Curriculum.
- T** *What constitutes good educational research? Considerations for graduate education* by **Kelly D. Bradley, James W. Bradley, Jessica D. Cunningham**, #368T. **Abstract:** The primary goal of the study was to reveal the characteristics that are most frequently endorsed by students and to identify areas of disagreement ...
- T** *Creating Service Learning Projects in an Undergraduate Methods Course for Prospective Middle School Teachers* by **Gahan Bailey**, #101T. **Abstract:** Service learning projects in schools is more than just having students volunteer time in the community; the projects teach students citizenship, academic subjects, and life skills.

Tuesday

Time: 10:30-12:20

Room: La Princesa

Session Title: Management

Session Chair: Patrick J. Reville

Discussants: Karen K. Yarrish, K.S. Premila, Theodore J. Mitchell, Patrick J. Reville

- B** *An Exploration of Students' Emotional Intelligence Examined by Discipline in the College of Business* by **Mark Law, Karen K. Yarrish**, #151B. **Abstract:** In preparing the next generation of business professionals, educators need to take seriously the responsibility of empowering students with tools to assist them in their pursuits.
- B** *Application Of Principles Of Total Quality Management (TQM) In Teacher Education Institutions* by **K.S. Premila, M. Manivannan**, #294B. **Abstract:** Several research studies conducted in the field of education reveal that the total quality management has significant implications in education.
- B** *Maintaining The Integrity of Turnover Measurements When There Are Layoffs* by **Theodore J. Mitchell, James Schaap, Mary Groves**, #334B. **Abstract:** The purpose of this paper is to define turnover in a manner that allows managers to be rewarded for improving employee retention rates ...
- B** *International Application of the Fifth Amendment: Where In The World Is Ernesto Miranda?* by **Patrick J. Reville**, #336B. **Abstract:** Now comes a series of cases involving international terrorism and Miranda to see whether members of an international conspiracy--led by Osama Bin Laden and ...

Tuesday

Time: 10:30-12:20

Room: La Reina S

Session Title: Management/Marketing

Session Chair: Dean R. Manna

Discussants: Petra F. A. Dilling, Edward L. Powers, Jay Robbins, Dean R. Manna

- B** *The Anatomy of EEO's Level Playing Field* by **Edward L. Powers**, #275B. **Abstract:** The timing seems appropriate for a new review of our progress and what we should do next regarding EEO and Affirmative Action.
- B** *A Comparison of the Elements Of Motivation In The Hospital Industry versus the Retail and Manufacturing Sectors* by **Rickey J. Casey, Jay Robbins**, #141B. **Abstract:** When firms are considering downsizing or restructuring, they could use the Hackman & Oldham model to redesign jobs, maximize motivation, and improve their ability to compete.
- B** *Sustainability reporting in a global context: What are the characteristics of corporations that provide high quality sustainability reports – an empirical analysis* by **Petra F. A. Dilling**, #344B. **Abstract:** This study aims to investigate the association between sustainability reporting and company characteristics in a matched sample of global corporations (n = 100).
- B** *Production Of Electronic Consumer Goods* by **Dean R. Manna**, #322B. **Abstract:** This paper will focus on contributions that each of these three functions would make for a producer of electronic production/operations and on consumer goods.

Tuesday

Time: 10:30-12:20

Room: La Reina N/C

Session Title: Economics/Finance

Session Chair: Sam Mirmirani

Discussants: Georg Wamser, Han B. Kang, Benjamin Neil, YoungJun Kim, Sam Mirmirani

- B** *Internal Debt and Multinationals' Tax Planning -- Empirical Evidence from Panel Data* by **Theiss Buettner, Georg Wamser**, #213B. **Abstract:** This paper investigates the determinants of internal debt issued by foreign affiliates of multinational corporations.
- B** *The Tele-Underwriting Process and Protective Study* by **Han B. Kang**, #129B. **Abstract:** This study discusses the process of underwriting and how the use of technologies can save the expenses associated with underwriting.
- B** *Is a Reverse Mortgage a viable retirement option For Baby Boomers?* by **Benjamin Neil, Brian A. Neil**, #197B. **Abstract:** This article examines both the advantages and disadvantages of reverse mortgages.
- B** *Joint Ventures Partners: Evidence from U.S. Information Technologies* by **YoungJun Kim**, #259B. **Abstract:** This paper examines the factors that might affect the propensity of two firms to collaborate in a joint venture using a unique data set of observed joint ventures ...
- B** *Obama Health Care Reform Proposal from an International Perspective* by **Sam Mirmirani**, #211B. **Abstract:** This paper discusses the importance of reforming the health care system in the United States. A sample of industrialized countries that have had an established universal health care plan is analyzed.

Tuesday

Time: 10:30-12:20

Room: La Vista

Session Title: Education for Professionals

Session Chair: Paula W. Potter

Discussants: M. Johannes Lebusa, Robert Hatfield, Pamela T. Scott, Paula W. Potter

T *Entrepreneurial Self-Efficacy Among Logistics Undergraduate Students Of At ONE University Of Technology In South Africa* by **M. Johannes Lebusa**, #120T. **Abstract:** This paper randomly selected undergraduate students who have taken entrepreneurship education at one university of technology and test their level of entrepreneurial self-efficacy.

T *Developing Collegiality in Organizations: Structural Approaches Leaders in Higher Education Can Use To Enhance Collegiality* by **Robert Hatfield**, #386T. **Abstract:** Three dimensions are explored in this paper and used to organize a set of structural procedures and practices administrators can use if they which to increase collegiality in their units.

T *Quality of Critical Thinking and Continuity, Communication and Patient Safety Expressed in Electronic Documentation as Perceived by Registered Nurses* by **Pamela T. Scott**, #159T. **Abstract:** The purpose of this study is to examine whether Registered Nurses who document in a standardized electronic medical record and receive a structured education program, perceive an improvement

T *Study Abroad And The Concept Of Shadowing* by **Paula W. Potter**, #351T. **Abstract:** This paper presents the author's experience in a study abroad program and how the concept of shadowing can help increase the success of internationalization endeavors.

Tuesday

Time: 12:30-14:20

Room: La Princesa

Session Title: Management

Session Chair: John Zimmerman

Discussants: Joy M. Jones, Linda Boyer-Owens, Donald C. Smith, Rajen Tibrewala, William G. Hervey, John Zimmerman

B *The Impact of Demographic Variables on the Perceptions of a Behavioral Safety Process in Manufacturing* by **Joy M. Jones, Robert C. Preziosi, Terrell G. Manyak**, #203B.

Abstract: This study examined safety perceptions of manufacturing employees involved in a safety behavioral modification process, and the perceptions of employees who are not involved in the same process, ...

B *Directions for Future Research on the Role of Generative Dialog in Theory U* by **Linda Boyer-Owens**, #148B. **Abstract:** This review acquaints readers with the global conditions that have prompted the theory's development, key features of the theory, its theoretical origins

B *An Assessment of Training Resources for Small Group Communication* by **Donald C. Smith**, #273B. **Abstract:** This paper provides a discussion of the free resources currently available for trainers and teachers interested in running workshops or classes in the area of Small Group Communication

B *Case Study: Eco-Jet Airlines* by **Rajen Tibrewala**, #371B. **Abstract:** This case study is appropriate for a quantitative methods course.

B *Examining Private Ownership of Public Coding Systems* by **William G. Hervey**, #291B. **Abstract:** This article makes the argument that efforts should be made to ensure that the legislatively required standard codes used in the health care system.

B *Entrepreneurs on Entrepreneurship: 12 Practitioner Case Studies* by **John Zimmerman**, #266B. **Abstract:** Most scholars do not agree on a structure for organizing the study of entrepreneurship, so a great deal of scholarly effort in the field is often criticized as noncumulative, disorganized, and....

Tuesday

Time: 12:30-14:20

Room: La Reina S

Session Title: Accounting/Finance

Session Chair: Constance J. Crawford

Discussants: Dev Prasad, Jeanie Curry, Paul A. Barnes, Paitoon Kraipornsak, Constance J. Crawford

B *Private Placement, Capital Structure Changes and Share Value in Australia* by **Oraluck Arsiraphongphisit, Mohamed Ariff, Dev Prasad**, #347B. **Abstract:** This study is expected to contribute to the literature since the results have implications for the manager's choice of means of financing for the firm.

B *Professional Securities Analysts Meet Professors Of Financial Analysis: A Pilot Study Of Financial Statement Assessment Differences* by **Robert L. Webster, Jeanie Curry**, #384B. **Abstract:** The paper describes the data collection process, statistical analysis, and results of the research as well as limitations and a call for additional research.

- B Auditor Independence When Management Attempts To Mislead: A Rational Economic Analysis** by **Paul A. Barnes**, #271B. **Abstract:** We examine here the economic factors affecting the auditor's independence in a general context when management wishes its financial statements to imply a different (probably higher) overall value
- B Roles of Human Capital and Total Factor Productivity Growth as Sources of Growth: Empirical Investigation of Thailand** by **Paitoon Kraipornsak**, #268B. **Abstract:** This paper presents an analysis on estimated TFP growth as a factor of technological progress
- B Return to Profitability After A Financial Crisis** by **Dev Prasad, Yash R. Puri, Ravi Jain**, #348B. **Abstract:** This study examines the impact of the 1997 Asian financial crisis on the profitability of firms.
- B Is There a Correlation Between Cheating in Undergraduate Institutions and The Mess on Wall Street? Student Perceptions of Cheating in Today's Competitive Environment** by **Constance J. Crawford, Anita Stellenwerf**, #214B. **Abstract:** Could the example of risk, cheating, compared to the return, good grades, provide the foundation for successful business decision-making upon graduation?

Tuesday

Time: 12:30-14:20

Room: La Reina N/C

Session Title: Management

Session Chair: Raida Abuizam

Discussants: Mian Sajid Nazir, Michael W. Drumm Sr., Keith Denton, Abram Poczter

- B Impact of Working Capital Aggressiveness on Firms' Profitability** by **Mian Sajid Nazir**, #131B. **Abstract:** This study investigates into the traditional relationship of working capital management and firm's profitability.
- B An Examination of the Relationship between Ethical Leadership and Employee Job Satisfaction** by **Michael W. Drumm Sr.**, #374B. **Abstract:** Just over 2000 years ago Pontius Pilate asked the question, "What is truth?" Today a recurring similar question is, "What is honesty?"
- B Fighting Fear And Anxiety, With A Strong Dose Of Reality** by **Keith Denton**, #376B. **Abstract:** Anxiety is deadly because it produces really bad decisions, can destroy quality of life and produces overestimation of risk and risk-averse behavior.
- B Reconnecting Economics and Marketing** by **Abram Poczter**, #387B. **Abstract:** In this presentation, it will be argued that aggregating across individuals, necessitated applications of Occam's razor to a point that made the economic models into very elegant jewels in a glass case...
- B How To See The World From Madison Avenue, USA** by **Abram Poczter**, #383B. **Abstract:** Several agencies/ad campaigns will be analyzed in terms of their relatedness to the framework of marketing strategy and the elements of information processing and communication persuasion theories.

Tuesday

Time: 12:30-14:20

Room: La Vista

Session Title: Education

Session Chair: Mary Lee Batesko

Discussants: Sandra B. Davis, Michael P. Menchaca, Makia Cisse, Jia-Jing Jien, Mary Lee Batesko

T *Chemistry Literacy Learning Strategies for Secondary School Science Teachers: A Professional Development Model* by **Sandra B. Davis**, #232T. **Abstract:** This paper focuses on a narrative explanation of chemistry learning in professional development workshops from my perspective and the teachers' perspective.

T *Planning for Evaluation in Online Learning: A Case Study from the University of Hawaii* by **Michael P. Menchaca, Ellen S. Hoffman**, #391T. **Abstract:** In a case study model, this paper describes eight practical steps taken to develop an overall, effective evaluation model.

T *The Organizational Strategies of School Management in Japan: Focus on primary school principals* by **Makia Cisse, Toshitaka Okato**, #342T. **Abstract:** The study examines the organizational strategies of Japanese principals in school management.

T *Group Differences In Entering Student Engagement At Northeast Lakeview College In San Antonio, Texas* by **Jia-Jing Jien**, #276T. **Abstract:** The purpose of this study is to investigate the possible relationships between the perceived crucial student factors and the degree of engagement by different demographic groups

T *Putting Passion Back into School Leadership* by **Mary Lee Batesko**, #352T. **Abstract:** By sharing the attributes of effective school leaders in this workshop, participants will be able to gain knowledge of leadership behavior which evolve ...

Wednesday

Time: 08:30-10:20

Room: La Princesa

Session Title: Accounting

Session Chair: Paul J. Carruth

Discussants: Frank J. Grippio, Thomas J. Olach, Shayamini Weeramantri, Daniel Acton, Sung Wook Yoon, Paul J. Carruth

T *Admiral Furman Academy - A Case Study in Selected Not-for-Profit Auditing Issues* by **Frank J. Grippio, Sia Nassiripour**, #132T. **Abstract:** The purpose of this case is to help students explore accounting and auditing issues often confronted by auditors of not-for-profit organizations.

B *The Committee of Sponsoring Organizations of the Treadway Commission (COSO): How the COSO has Improved Internal Controls in the United States* by **Thomas J. Olach, Shayamini Weeramantri**, #296B. **Abstract:** Auditors and managers can best comprehend the impact COSO frameworks had on organizations by reviewing the COSO's contributions from a historical perspective.

B *Financial Analysis Using The FASB's Preliminary Views On Financial Statement Presentation* by **Daniel Acton**, #226B. **Abstract:** This paper describes the proposed statements, examines the application of financial ratios, and assesses the extent to which the Board's objectives are satisfied.

- B** *Employer Expectations of Accounting Undergraduates' Entry-level Knowledge and Skills in Global Financial Reporting* by **Sung Wook Yoon, Rishma R. Vedd, Christopher G. Jones**, #263B. **Abstract:** Accounting educators needs to consider the impact of the transition to International Financial Reporting Standards on their curriculum.
- B** *Cost Accounting Implications for Corporate Wellness Programs* by **Ann K. Carruth, Paul J. Carruth**, #122B. **Abstract:** The greatest challenge for employers is to maintain workplaces that provide health-promoting and sustaining policies, programs, and practices.

Wednesday

Time: 08:30-10:20

Room: La Reina S

Session Title: Miscellaneous Business - E-Session

Session Chair: Ronald C. Clute

Discussants: Available Conference Participants

- B** *Determinants of the evolution of the Spanish wholesale electricity market* by **Maria Teresa Garcia-Alvarez, Rosa Maria Mariz-Perez**, #292B. **Abstract:** In this context, with the aim of analyzing the Spanish wholesale electricity market, we developed a simulation model using the System Dynamics.
- B** *Stock Return Seasonality and the Temperature Effect* by **Aydin Yuksel, Asli Yuksel**, #329B. **Abstract:** One stream of research in the area of behavioral finance studies the hypothesis that weather affects stock returns through mood changes of investors.
- B** *Childhood obesity and advertising: determining what contributes to the epidemic.* by **Timothy Ewest**, #332B. **Abstract:** This paper will explore the standing debate over advertising's affect in regard to childhood obesity.
- B** *Competitiveness In A Post Sarbanes-Oxley Economy And Its Impact On Small And Mid-Size Companies.* by **Martin Samuel, David Sabot, Peter DelPiano**, #318B. **Abstract:** Considering the competitive issues raised in this paper, possibly some form of scaling and tailoring will go global.
- B** *A Balanced Scorecard Based Performance Evaluation System: A case study at the Sakarya University* by **Emin Gundogar, Esra Hocalar, Imdat Taymaz, Baha Guney, Kemal Cakir**, #183B. **Abstract:** In this study, one of higher education organizations in Turkey, Sakarya University's balanced scorecard application has been explained.
- B** *A Systems Dynamics Model To Analyze The Influence Of Financial Resources On The Percentage Of Franchised Units .* by **Rosa Maria Mariz-Perez, Maria Teresa Garcia-Alvarez**, #378B. **Abstract:** In this paper, we analyze the evolution of the percentage of franchised units.

Wednesday

Time: 08:30-10:20

Room: La Reina N/C

Session Title: Education

Session Chair: Richard L. (Rick) Henderson

Discussants: Dritan Musaraj, Tracie Edmond, Theresa Tiggeman, Himanshu Gopalan, Irene Linlin Chen, Absael Antelo, Richard L. (Rick) Henderson

T *Albanian Experience in Social Studies Education* by **Dritan Musaraj**, #252T. **Abstract:** This study reports on the Albanian experience in social studies education

T *Accounting Experiences In Collaborative Learning* by **Tracie Edmond, Theresa Tiggeman**, #338T. **Abstract:** This paper discusses incorporating collaborative learning into accounting classes as a response to the Accounting Education Change Commission's call to install a more active ...

T *Knowledge About HIV/AIDS And Resulting Student Behavior Among Students At An Historically Black College/University* by **Himanshu Gopalan, Cynthia Williams Brown, Jamilla T. Shepperson, Salimah Elamin**, #299T. **Abstract:** The purpose of this study was to assess the knowledge of HIV/AIDS among students at an Historically Black College/University ...

T *Using PowerPoint Games Created by Future Teachers to Develop Vocabulary in Content Areas for Elementary Classrooms* by **Irene Linlin Chen, Maria Bhattacharjee, Susan Paige**, #298T. **Abstract:** This presentation's purpose is to demonstrate educational computer games.

T *Understanding The Process Model Of Leadership: Follower Attribute Design And Assessment* by **Absael Antelo, Richard L. (Rick) Henderson**, #239T. **Abstract:** This study represents a continuation of research by Henderson & Antelo on the process model of leadership begun in 2006.

Wednesday

Time: 10:30-12:20

Room: La Princesa

Session Title: Marketing

Session Chair: Marcy M. Beverly

Discussants: Claire R. La Roche, Nasim Zaide Hosein, Rita N. Obaji, Marcy M. Beverly

B *Social Networking: Truth And Consequences* by **St. Clair Reeves La Roche, Claire R. La Roche, Mary A. Flanigan**, #243B. **Abstract:** This paper examines the popularity and adverse consequences of social networking.

B *Internet Banking: An Empirical Study Of Adoption Rates Among Midwest Community Banks* by **Nasim Zaide Hosein**, #236B. **Abstract:** The aim of this paper was to identify those areas in which the banks could improve or modify their services to increase the adoption rate of internet banking.

- B** *The Relationships Between Market Orientation, Customer Satisfaction and Customer Retention in selected Nigerian Manufacturing Companies.* by **Linus Osuagwu, Rita N. Obaji**, #135B. **Abstract:** This study examined the Market Orientation Practice in Selected Nigerian Manufacturing companies and their impact on customer satisfaction and retention.
- B** *Evaluation of Customer Survey Data to Develop an Effective Marketing Plan for State Parks: A Case Study using the Texas Parks and Wildlife Department State Park Study* by **Marcy M. Beverly, Michael Lau, Kyle Stutts, Dominick E. Fazarro**, #340B. **Abstract:** The purpose of the state-wide Texas Parks and Wildlife Department visitor survey was to gain useful marketing information for Texas State Parks.

Wednesday

Time: 10:30-12:20

Room: La Reina S

Session Title: Management - E-Session

Session Chair: Ronald C. Clute

Discussants: Available Conference Participants

- B** *Is This The Time For Servant Leadership In America?* by **Alberto Rubio-Sanchez, Susan M. Bosco, David E. Melchar**, #269B. **Abstract:** This presentation looks at the variables that comprise the WVS and selected those perceived to be directly related to the issue of leadership in the workplace.
- B** *The New Socrates: Applying the Socratic Method to the Problem Solving Process* by **Evan Peterson**, #193B. **Abstract:** Effective decision making is one of the most important issues affecting today's global organizations. This paper discusses applying the Socratic Method to making decisions.
- B** *Conducting ethics training for employees: Perils, pitfalls, and payoff* by **Mary Catherine Starusko**, #240B. **Abstract:** This paper examines the problems with and prevalence of ethical decision making dilemmas that employees encounter in their day-to-day work and ...
- B** *The Role of Financial Information in the French Capital Market* by **Melita Stephanou Charitou**, #312B. **Abstract:** We propose and examine empirically the role of financial information, namely earnings and cash flows in France.
- B** *Alternative Work Arrangements: A Productivity Focus on Flexible Schedules and Telecommuting* by **Richard J. Conwell**, #242B. **Abstract:** Management must take into account cyclical changes in workloads, the nature of an employee's responsibilities and other factors before considering alternative work arrangements.
- B** *An Exploratory Study of The Assessment Process of the Ethical Conduct of Top Executives in the For-Profit and Nonprofit Sectors* by **Kathy Denhardt, James L. Morrison, Audrey Helfman, Alain Noghiu**, #103B. **Abstract:** Based on the findings of this study, there are some significant differences and also intriguing contradictions among senior leaders in non-profit organizations.

Wednesday

Time: 10:30-12:20

Room: La Reina N/C

Session Title: Education

Session Chair: Adrian L. Epps

Discussants: Steven Boddington, Judith E. Beauford, Michael T. Marsh, Marlene Zakierski, Adrian L. Epps

T *The Atlee School Question: The Effects of School Consolidation in Rural Alberta* by **Steven Boddington**, #234T. **Abstract:** This article seeks to illustrate how Swift actually functioned in his role as Deputy Minister in times of crisis and high public visibility, and also to show how he reacted when confronted with moral decisions.

T *Using Translated Instruments in Research* by **Judith E. Beauford, Yosuke Nagashima, Ming-Hsun Wu**, #380T. **Abstract:** This paper reviews the development of a translation protocol for instruments written in English for a Western culture and used for a different language and culture.

T *An Overview of Emerging Teaching/Learning Technologies and Practices* by **Michael T. Marsh**, #200T. **Abstract:** This article provides information on several current emerging technologies and related practices that have demonstrated or may demonstrate positive learning impacts.

T *The Struggle to Read: the Road out of Poverty* by **Marlene Zakierski, Alice Siegel**, #123T. **Abstract:** Students from low socio economic backgrounds do not have to be confined to poor literacy skills. This article is a composite sketch of what transpired in three districts in the United States.

T *Giving Schools What They Need When They Need It To Improve Student Performance* by **Adrian L. Epps**, #300T. **Abstract:** This study examines the impact of a differentiated supervision model to initiate quality improvements in school systems by ...

Wednesday

Time: 12:30-14:20

Room: La Princesa

Session Title: Management

Session Chair: Don Bellante

Discussants: Duane E. Ramirez, Elhusein H. Elasfer, Karen M. Walker, Michael Stephen Dohan, William C. Campbell, Don Bellante

B *Enterprise Resource Planning within the Air Force Services Agency* by **Duane E. Ramirez**, #306B. **Abstract:** The author argues that upgrading will be ineffective because underlying structure's inability to handle changes that come from such an upgrade.

B *The Effectiveness of Selected Human Resources Management Practices on Organisational Performance and Objectives (A case study of the Libyan Iron and Steel Company)* by **Elhusein H. Elasfer, Azhdar Karami**, #184B. **Abstract:** The present study investigates executives' perceptions of HRM, organisational performance, and realisation of organisational objectives

- B** *Infllicted Traumatic Head Injury: Comparative Outcomes of Community and Hospital Based Prevention Programs* by **Karen M. Walker**, #162B. **Abstract:** Promising studies applying organizational strategies in the social service field have shown directing change toward the organization providing the program may produce better patient outcomes.
- B** *TechnoInclusion: Towards An Instrument For The Field Of Community Informatics To Measure Social Exclusion* by **Michael Stephen Dohan, Isaam Dawood**, #165B. **Abstract:** This research presents an instrument to measure the association between the use of information and communication technologies, and the deprivations associated with social exclusion.
- B** *Applying Moral Development Literature and Ethical Theories to the Administration of Taxes in Kosovo* by **William C. Campbell, Frank Cavico, Pedro F. Pellet, Bahaudin G. Mujtaba**, #317B. **Abstract:** This study provides a review of the current situation in Kosovo and discusses ethical considerations in tax administration.
- B** *“Flexicurity” and the Rigidity of Labor Markets in European Union* by **Don Bellante**, #210B. **Abstract:** In general, the role of government in the economy is considerably greater throughout Europe than in the U.S., the concept of a European Social Model is inaccurate and misleading.

Wednesday

Time: 12:30-14:20

Room: La Reina S

Session Title: Education - E-Session

Session Chair: Ronald C. Clute

Discussants: Available Conference Participants

- T** *A Comparative Study On The Influence Of Turkish And American Public And Private High Schools On Their Graduates’ Academic Achievement At College* by **Eyyup Esen**, #128T. **Abstract:** This study aims to provide a comparative look at Turkish and American private and public high schools and their graduates’ achievement at college with respect to their graduate high school type.
- T** *A Comparative Study on the Key factors that most influence Turkish and American high school graduates’ academic achievement at college* by **Eyyup Esen**, #133T. **Abstract:** This study aims to provide a comparative look at the key factors that most influence Turkish and American high school graduates’ academic achievement at college.
- T** *Rape Myth Acceptance in College Students: A Literature Review* by **Rosemary Iconis**, #108T. **Abstract:** Sexual violence is a common phenomenon in the United States. College women appear to be at an even higher risk...
- T** *Student’s Experiences In Video Conferencing Learning Environment: An Exploratory Research* by **Farhana Mukhtar Bhatti, Beenish Aftab**, #106T. **Abstract:** The objectives of the study were to explore, student’s experiences in video conferencing learning environment, to evaluate technical, pedagogical and social aspect of learning ...
- T** *Theory-Practice Gap In Nursing* by **Joan Marie Hyett**, #264T. **Abstract:** The purpose of this study is to explore and study the reasons for this gap and find possible solutions.

Wednesday

Time: 12:30-14:20

Room: La Reina N/C

Session Title: Education

Session Chair: Kamlesh Mehta

Discussants: Neil Faulk, Amy Beavers, Murat Savas, Kamlesh Mehta

T *A Longitudinal Analysis of A Master of Arts in Teaching Certification Program* by **Neil Faulk, Michelle Haj-Broussard**, #331T. **Abstract:** This paper summarizes the results of a longitudinal study done to determine the perceived effects of the MAT program at McNeese State University.

T *Teachers as Learners: Implications of Adult Education for Professional Development* by **Amy Beavers**, #356T. **Abstract:** This paper outlines very briefly some of these concepts and offers simple and applicable suggestions for teacher professional development programs such as: ...

T *Online Tutoring Management System: A New Approach* by **Murat Savas, Noah Kasraie**, #349T. **Abstract:** One solution to this problem is to utilize Internet capabilities to manage tutoring services.

T *Intellectual Property Protection: Music Piracy and File-Sharing* by **Kamlesh Mehta**, #393T. **Abstract:** The case study is about loss of business due to piracy and file-sharing in the music industry in Britain.

Wednesday

Time: 12:30-14:20

Room: La Duquesa

Session Title: Poster Session - Education

Session Chair: David S. Fike

Discussants: Available Conference Participants

T *Improving Learning Outcomes For Minority Pharmacy Students* by **David S. Fike**, #328T. **Abstract:** The purpose of this prospective cohort study is to explore the learning outcomes of pharmacy students in an anatomy course grounded in the Keller method ...

Thursday

Time: 08:30-10:20

Room: La Princesa

Session Title: Business Education

Session Chair: Erin McLaughlin

Discussants: Rose Sebastianelli, Angelina I. T. Kiser, James A. Spruell, Erin McLaughlin

T *Teaching Quantitative Business Courses Online: Strategies And Challenges* by **Rose Sebastianelli, Nabil Tamimi**, #281T. **Abstract:** This research has focused on areas relating to technology, communication, interactivity, knowledge sharing, learning outcomes and the online professor-student relationship.

T *The Application of Kohlberg's Moral Development Model to College Students' Technology Ethics Decisions* by **Angelina I. T. Kiser, Eileen E. Morrison, Annette E. Craven**, #119T. **Abstract:** This study examined undergraduate university students responses to six ethical dilemmas within the realm of information technology.

T *Managing Learning Experiences in an AACSB Environment: Beyond the Classroom* by **James A. Spruell, Al Hawkins, David Vicknair**, #202T. **Abstract:** Key concepts discussed include identifying management approaches, how to measure the richness of the learning experience, maintaining Assurance of Learning standards, etc.

T *The “Real-World” Experience: Students’ Perspectives on Service-Learning Projects* by **Erin McLaughlin**, #233T. **Abstract:** The purpose of this paper is to identify how students gain “real-world” experience via service-learning projects.

Thursday

Time: 08:30-10:20

Room: La Reina S

Session Title: Management

Session Chair: John Demetrios Theodore

Discussants: Marian A. Suarez, Marisa Perez, Terrence J. Moran, John Demetrios Theodore

B *Women leading women: Reinforcing the glass ceiling?* by **Marian A. Suarez**, #372B. **Abstract:** This qualitative study will look at the experiences of three women who have worked in corporations under female ...

B *Strategies for Increasing Awareness and Understanding: The Components of Leadership In Non-Leadership Roles* by **Marisa Perez**, #154B. **Abstract:** The purpose of this study is to explore strategies that will increase awareness and understanding of the leadership components these non-leaders possess in their non-leadership roles.

B *A Simulation Study of Economic Production Quantity Lot Size to Kanban for a Single Line Production System under Various Setup Times with Completion Time as Performance Metric* by **Terrence J. Moran, Marvin Troutt**, #305B. **Abstract:** The objective of this study is to fill a research gap by evaluating EPQ to Kanban for a single line, multi-product item production system under various setup times.

B *Solving Bi-level Programming Problems with Integer Upper Level Variables* by **Stephan Dempe, Vyacheslav V. Kalashnikov, Nataliya Kalashnykova, Aaron Arevalo**, #400B. **Abstract:** This paper discusses solving bi-level programming problems with integer upper level variables.

B *Organizational Size: A Key Element In The Development Of Private Enterprises In The Less Developed Countries. The Case Of Ecuador* by **John Demetrios Theodore**, #190B. **Abstract:** The purpose of this article is to examine and evaluate the prerequisites needed in private enterprises in Ecuador that are conducive to economic development if these ...

Thursday

Time: 08:30-10:20

Room: La Duquesa

Session Title: Poster Session - Education

Session Chair: Christopher Pate

Discussants: Available Conference Participants

T *Using the Analytic Hierarchy Process (AHP) to Improve the Admissions Process in Health Sciences Education: Formative and Substantive Aspects of a Structured Decision-Making Methodology* by **Christopher Pate, Donna S. Laird**, #314T. **Abstract:** The use of AHP clearly represents a way in which to provide a rigorous, workable solution to answering questions about admissions criteria ...

Thursday

Time: 08:30-10:20

Room: La Reina N/C

Session Title: Education

Session Chair: J. Patrick McLaughlin

Discussants: James Simpson, Nicole Hamilton, J. Patrick McLaughlin

T *Dæt Wæs Gōd Cyning: Social Ethos in Old English Literature* by **James Simpson**, #346T. **Abstract:** Defining social ethos, the fundamental communal value system of a people, within Old English literature is a process that requires an exploration into the social structures of the Anglo-Saxon mindset.

T *Factors Influencing the Impact of Parental Divorce in Childhood and Adolescence on the Academic Achievement of Traditional Undergraduate University College Students.* by **Nicole Hamilton**, #155T. **Abstract:** The purpose of this review is to investigate the relationship between parental divorce during childhood and adolescence on the academic achievement effects for university college student.

T *Social Responsibility for Faculty –An Example of Faculty Involvement – Part I* by **J. Patrick McLaughlin, John W. Baker**, #229T. **Abstract:** In this paper, we point out the pedagogical system that we use to emphasize the importance of making the right choices for now, which will clearly have a direct effect upon their future.

Thursday

Time: 10:30-11:50

Room: La Princesa

Session Title: Education - E-Session

Session Chair: Ronald C. Clute

Discussants: Available Conference Participants

T *Teaching to Think: Applying the Socratic Method outside the Law School Setting* by **Evan Peterson**, #220T. **Abstract:** The educational needs of students may be better served by providing them with the tools to examine and analyze any subject they may come across, rather an array of facts that may be subject to change.

T *Ethical Research: Slaying Dragons from the Subconscious* by **John A. Rushing, Sr., Sherrie Rushing, Jean Gordon, Scott Wilson**, #182T. **Abstract:** Research from three disciplines, psychology, sociology, and anthropology support the belief that much of our decision making is accomplished below the conscious level

T *The Transformation Of The Fabric Of Education In The Twenty-First Century* by **Phillip E. Burian, Francis R. "Skip" Maffei III**, #283T. **Abstract:** Education has changed significantly over the past three decades. Technology has been a key driver but not the only element that has contributed to changing the fabric of ...

T *Learning Styles And Their Relevance In The E-Learning Environment, A Literature Review.* by **Timothy Ewest**, #365T. **Abstract:** This paper introduces the reader to the subject of learning styles and their importance and effectiveness in the e-learning environment.

Thursday

Time: 10:30-12:20

Room: La Reina S

Session Title: Miscellaneous Business

Session Chair: Noah Kasraie

Discussants: Emilyn C. Cabanda, Paul Asamoah, Robin L. Guerrero, Noah Kasraie

- B** *Efficiency and Productivity Measurement of Private Tertiary Hospitals* by **Jacquiline Abergos, Emilyn C. Cabanda**, #126B. **Abstract:** This paper presents a new measurement of the efficiency and productivity of 10 tertiary private hospitals in Metro Manila using hospital statistical data.
- B** *Entrepreneurship Education in Ghana* by **Paul Asamoah**, #302B. **Abstract:** This research will review the literature and explore the successful outcomes of Entrepreneurship Education in some countries and recommend the options available for improving the quality of growth in Ghana.
- B** *Investment Crisis With No Tax Relief In Sight: Is The Current Capital Gains Legislation Fair For All Investors?* by **Robin L. Guerrero, John Salas**, #167B. **Abstract:** The purpose of this presentation is to reveal the results from a study conducted on the average net capital loss carry forwards for individuals 45-55 years of age and income levels of \$50,000 or less.
- B** *Natural Gas Imbalance and Cash-Out Problem in Stochastic Formulation* by **Vyacheslav V. Kalashnikov, Nataliya Kalashnykova, Gerardo A. Perez-Valdes, Asgeir Tomasgard**, #401B. **Abstract:** This paper discusses the natural gas imbalance and the cash-out problem.
- B** *US Natural Gas Demand and Price Functions* by **Vyacheslav V. Kalashnikov, Nataliya Kalashnykova, Timothy Matis, Gerardo A. Perez-Valdes**, #402B. **Abstract:** This paper discusses the US demand for natural gas and the price function.
- B** *Economy of E-Learning in the 21st Century: Current Trends and Future Directions* by **E. Kasraie, Noah Kasraie, Paul Asamoah**, #339B. **Abstract:** This paper will analyze the three major sectors of education economy as it related to e-learning: service position, educational content, and infrastructure.

Thursday

Time: 10:30-12:20

Room: La Reina N/C

Session Title: International Education

Session Chair: Angelina I. T. Kiser

Discussants: Anil Tan, Lisa Uribe, Angela Sanchez, James C. E. Onyeneke, Dorothy Ettling

T *International Students on U.S. College Campuses: Challenges and Recommendations* by **Anil Tan**, #297T. **Abstract:** The purpose of this research is to identify and explore the problems that international students experience on US college campuses, as explained by existing body of literature.

T *The Search for a Sustainable Continuous Professional Development Model for Pre-School Teachers in Zambia* by **Lisa Uribe, Angela Sanchez**, #321T. **Abstract:** The purpose of this qualitative study is to explore these mentors' journey of professional development and identify how they implemented new skills learned through ...

T *Improper Hand washing and the spread of Infectious Diseases in Africa* by **James C. E. Onyeneke**, #301T. **Abstract:** Africa is plagued with different kinds of preventive infectious diseases caused by improper hand washing.

T *Collaborative Research in Child Development Assessment in Zambia* by **Dorothy Ettling, Lisa Uribe**, #230T. **Abstract:** This presentation presents the results of a research project, Child Development Assessment in Zambia (CDAZ) conducted in the nine Provinces of Zambia, Sub-Sahara Africa in 2006.

Thursday

Time: 12:00-13:00

Room: La Princesa

Session Title: Education

Session Chair: Patrick V. Jaska

Discussants: Jacquelyn Poplawsky, Zahra Afshari, Zhexhu Wen, Patrick V. Jaska

T *Spiritual Development by way of Private School Principal Leadership* by **Jacquelyn Poplawsky**, #158T. **Abstract:** The purpose of this study is to investigate how principals are successfully creating spiritual development in private schools through their leadership styles.

T *Teaching Methods Used for the Introductory Level Undergraduate Economics Course in Iranian Universities* by **Zahra Afshari**, #198T. **Abstract:** This study reports the results of a survey in teaching methods in introductory economics in Iranian public and private universities in Iran.

B *Academic Accountability in Texas Public Schools: 2003-2007* by **Zhexhu Wen, Patrick V. Jaska, Patrick Hogan**, #350B. **Abstract:** This study examines factors affecting test scores in a sample of thirty-seven Texas public high schools over the past five years since the implementation of the No Child Left Behind Act.

List of Session Chairs

LName, FName	Day	Time	Room
Abuizam, Raida	Tuesday	12:30-14:20	La Reina N/C
Bailey, Gahan	Tuesday	08:30-10:20	La Vista
Batesko, Mary Lee	Tuesday	12:30-14:20	La Vista
Bellante, Don	Wednesday	12:30-14:20	La Princesa
Berry, Priscilla	Monday	10:30-12:20	La Vista
Beverly, Marcy M.	Wednesday	10:30-12:20	La Princesa
Bohley, Katharine A.	Monday	10:30-12:20	La Reina S
Bush, H. Francis	Monday	12:30-14:20	La Vista
Carruth, Paul J.	Wednesday	08:30-10:20	La Princesa
Cloninger, Peggy A.	Monday	08:30-10:20	La Princesa
Crawford, Constance J.	Tuesday	12:30-14:20	La Reina S
Epps, Adrian L.	Wednesday	10:30-12:20	La Reina N/C
Gibson, Jane Whitney	Monday	08:30-10:20	La Princesa
Henderson, Richard L. (Rick)	Wednesday	08:30-10:20	La Reina N/C
Jaska, Patrick V.	Thursday	12:00-13:00	La Princesa
Kasraie, Noah	Thursday	10:30-12:20	La Reina S
Kerekes, Judit	Monday	12:30-14:20	La Reina S
Kiser, Angelina I. T.	Thursday	10:30-12:20	La Reina N/C
Manna, Dean R.	Tuesday	10:30-12:20	La Reina S
McLaughlin, Erin	Thursday	08:30-10:20	La Princesa
McLaughlin, J. Patrick	Thursday	08:30-10:20	La Reina N/C
Mehta, Kamlesh	Wednesday	12:30-14:20	La Reina N/C
Mirmirani, Sam	Tuesday	10:30-12:20	La Reina N/C
Nelson, Michelle	Monday	12:30-14:20	La Princesa
O'Donnell, Joseph B.	Tuesday	08:30-10:20	La Reina N/C
Potter, Paula W.	Tuesday	10:30-12:20	La Vista
Premila, K.S.	Monday	12:30-14:20	La Reina N/C
Reville, Patrick J.	Tuesday	10:30-12:20	La Princesa
Senteney, David L.	Tuesday	08:30-10:20	La Reina S
Shahrestani, Hamid	Monday	10:30-12:20	La Reina N/C
Synsteliën, Wanda	Monday	08:30-10:20	La Vista
Theodore, John Demetrios	Thursday	08:30-10:20	La Reina S
Woehrlé, Stephen L.	Monday	08:30-10:20	La Reina S
Zhou, Bin	Tuesday	08:30-10:20	La Princesa
Zimmerman, John	Tuesday	12:30-14:20	La Princesa

List of Participants by Institution

Institution, Country	LName, FName
Chung Chou Institute of Technology, Taiwan	Chen, Shu-Ju
ABTI American University, Nigeria	Osuagwu, Linus
Alabama State University, USA	Self, Robin
Alzahra University, Iran	Afshari, Zahra
American InterContinental University, USA	Sonaike, Kola
American University of Sharjah, UAE	Gence, Ismail
	Al-Foul, Bassam Abu
	Darayseh, Musa
Athabasca University, Canada	Boddington, Steven
Auburn University Montgomery, USA	Leach-Lopez, Maria A.
	Self, Donald R.
Bahcesehir University, Turkey	Yuksel, Asli
Bangor University, UK	Elasfer, Elhusein H.
Barry University, USA	Gordon, Jean
	Rushing, Sr., John A.
	Wilson, Scott
Berkeley College, USA	Avallone, Jr., Anthony J.
Bloomsburg University, USA	Robson, Gary S.
	Law, Mark
Bluegrass Community & Technical College, USA	Bradley, James W.
Bryant University, USA	Mirmirani, Sam
California Lutheran University, USA	Crowe, Judith A.
	Myers, Nancy J.
California State University, Northridge, USA	Jones, Christopher G.
	Vedd, Rishma R.
	Yoon, Sung Wook
Canisius College, USA	Molloy, Steve
	O'Donnell, Joseph B.
	Sauer, Paul L.
Chadron State College, USA	Brammer, Dawn
	Gaudet, Laura
	Jackson, Allen
Champlain College, USA	Gohm Webster, Janice
Chulalongkorn University, Thailand	Kraipornsak, Paitoon
College of New Rochelle, USA	Siegel, Alice
Colorado Technical University, USA	Burian, Phillip E.
	Maffei III, Francis R. "Skip"
Columbus State University, USA	Hogan, Patrick
COMSATS Institute of Information Technology, Pakistan	Nazir, Mian Sajid
CUNY College of Staten Island, USA	Kerekes, Judit
Dakota State University, USA	Shim, Andrew
	McDaniel, Larry
Dominican University of California, USA	Lin, Yu-San
Elmhurst College, USA	Heiney, Joseph N.
Essex County College, USA	Mullane, Ann Mary
Fatima Jinnah Women University, Pakistan	Aftab, Beenish
	Mukhtar Bhatti, Farhana
Georgian Court University, USA	Batesko, Mary Lee

Grambling State University, USA	Cadet, Marc Keleta, Ghebre Uwakonye, Matthew
Highmark Blue Cross Blue Shield, USA	Starusko, Mary Catherine
Hiroshima University, Japan	Cisse, Makia Okato, Toshitaka
IFO Institute for Economic Research, Germany	Buettner, Theiss Wamser, Georg
Illinois State University, USA	Kang, Han B.
Instituto Tecnologico y Estudios Sup. de Monterrey, Mexico	Perez-Valdes, Gerardo
Iona College, USA	Reville, Patrick J. Zakierski, Marlene
Isik University, Turkey	Yuksel, Aydin
Islamic Azad University, Iran	Kalbasi Anaraki, Nahid Sayadian, Sima
Istanbul University, Turkey	Ongan, Serdar
Jacksonville University, USA	Berry, Priscilla
Johnson & Wales University, USA	Samuel, Martin Sabot, David DelPiano, Peter
Kaplan University, USA	Flynn, Catherine
Kazakhstan Institute of Mgmt.Kazakhstan	Boyd, David T. Boyd, Sanithia
Kean University, USA	Zhou, Bin
Kennesaw State University, USA	Epps, Adrian L.
Kent State University, USA	Troutt, Marvin
Keystone College, USA	Yarrish, Karen K.
Komuna Cakran (The Commune of Cakran, Fier), Albania	Musaraj, Dritan
Lahore School of Economics, Pakistan	Abbas, Andleeb
Lahore University of Management Sciences, Pakistan	Butt, Irfan
Lakehead University, Canada	Dohan, Michael Stephen Dawood, Isaam
Lincoln University, USA	Ajuzie, Emmanuel I. S. Ike, Roberto
Linfield College, USA	Nelson, Michelle
Longwood University, USA	Flanigan, Mary A. La Roche, Claire R.
Macon State College, USA	Hervey, William G.
McNeese State University, USA	Faulk, Neil Haj-Broussard, Michelle
Minnesota State University, USA	Peterson, Avis Weeramantri, Shayamini Woehrle, Stephen L. Olach, Thomas J.
Minot State University, USA	Frantsvog, Dean A.
Missouri State University, USA	Denton, Keith
Monmouth University, USA	Buzza, John Mosca, Joseph B. Ball, Daniel R.
National Sun Yat-sen University, Taiwan	Chang, Chun-Tuan
National University, USA	Shepherd, Carol M.

National University of Kaohsiung, Taiwan	Chen, Yi-Kai
	Chen, Ting-Ting
	Chang, Chih-Chieh
	Shih, Keng-Yu
	Lu, Shu-Jiuan
	Wu, Yu-Chi
New York Institute of Technology, Canada	Dilling, Petra F. A.
New York Institute of Technology, USA	Poczter, Abram
	Tibrewala, Rajen
Northern State University, USA	Zaidel, Mark
Northwest Missouri State University, USA	McLaughlin, J. Patrick
	Baker, John W.
Nottingham Business School, United Kingdom	Barnes, Paul A.
Nova Southeastern, University, USA	Epstein, Alexandra
	Segal, Sabrina
	Preziosi, Robert C.
	Pellet, Pedro F.
	Neils, Scott
	Mujtaba, Bahaudin G.
	Marschke, Eleanor
	Jones, J. Preston
	Jones, Joy M.
	Gibson, Jane Whitney
	Gayle, Michael
	Conwell, Richard J.
	Clark, Cory
	Campbell, William C.
	Cavico, Frank
	Cella, Jennifer
	Haselberger, Jennifer
	Manyak, Terrell G.
Ohio University, USA	Shahrestani, Hamid
	Senteney, David L.
Ouachita Baptist University, USA	Curry, Jeanie
	Cox, John C.
	Robbins, Jay
	Webster, Robert L.
Peace College, USA	Mehta, Kamlesh
Prairie View A&M University, USA	Osho, Gbolahan Solomon
Punjabi University, India	Kaur, Narinder
	Singh, Gurdip
Purdue University Calumet, USA	Abuizam, Raida
Queensborough Community College - CUNY, USA	Iconis, Rosemary
Quinnipiac University, USA	Driscoll, Jennifer
	Cadden, David T.
Ramapo College of New Jersey, USA	Crawford, Constance J.
	Stellenwerf, Anita
Regent University, USA	Cabanda, Emilyn C.
Rider University, USA	Persons, Obeua
Robert Morris University, USA	Manna, Dean R.
Rockhurst University, USA	Spruell, James A.

	Hawkins, Al
Rockhurst University, USA	Vicknair, David
Roger Williams University, USA	Melchar, David E.
	Bosco, Susan M.
	Rubio-Sanchez, Alberto
Sakarya University, Turkey	Cakir, Kemal
	Gundogar, Emin
	Guney, Baha
	Hocalar, Esra
	Taymaz, Imdat
Salve Regina University, USA	Nicholas, Arlene J.
Sam Houston State University, USA	Stutts, Kyle
	Lau, Michael
	Beverly, Marcy M.
	Fazarro, Dominick E.
Shantou University, China	Hosein, Nasim Zaide
Shippensburg University, USA	Marsh, Michael T.
Siena College, USA	Silvester, Katherine J.
Siena College Taytay, Philippines	Cequena, Maria
Southeastern Louisiana University, USA	Carruth, Ann K.
	Carruth, Paul J.
Southwest Minnesota State University, USA	Synstelien, Wanda
St. Bonaventure University, USA	Moran, Terrence J.
St. Francis Xavier University, Canada	Mukerji, Bhasker
St. John Fisher College, USA	Acton, Daniel
St. Philip's College, USA	Laird, Donna S.
St. Phillips Community College, USA	Pate, Christopher
Strayer University, USA	Morgan, LaRoyce
Tamil Nadu Open University, India	Manivannan, M.
	Premila, K.S.
Technological Institute of Monterrey (ITESM), Mexico	Kalashnikov, Vyacheslav V.
	Camacho Vallejo, Jose Fernando
Texas A&M International University, USA	Kim, YoungJun
Texas Southern University, USA	Adams, Michael O.
	Smith, Linda D.
	Coleman, Quonna
	Lewis, Kendrick
Texas State University-San Marcos, USA	Morrison, Eileen E.
Texas Tech University, USA	Fike, David S.
Towson University, USA	Neil, Benjamin
TU Freiberg, Germany	Dempe, Stephan
	Arevalo, Aaron
Tulane University, USA	La Roche, St. Clair Reeves
University of Baltimore, USA	Neil, Brian A.
University of Cincinnati, USA	Esen, Eyyup
University of Dallas, USA	Walsh, Robert
	Rhame, Susan
University of Delaware, USA	Helfman, Audrey
	Denhardt, Kathy
	Morrison, James L.
	Noghiu, Alain

University of Detroit Mercy, USA	Peterson, Evan Wirtz, Patrick T.
	Ulferts, Gregory W.
University of Hartford, USA	Singamsetti, Rao Rogers, Annette Fairfield-Sonn, James W. Kolluri, Bharat
University of Hawaii at Manoa, USA	Hoffman, Ellen S. Menchaca, Michael P.
University of Houston, Downtown, USA	Bhattacharjee, Maria Chen, Irene Linlin Adams, Jeffery H. Paige, Susan
University of Houston, Victoria, USA	Selvarajan, Rajan Sardessai, Ron M. Cloninger, Peggy A.
University of Indianapolis, USA	Bohley, Katharine A. Kiggins, Beth
University of Kentucky, USA	Cunningham, Jessica D. Bradley, Kelly D.
University of La Coruna, Spain	Garcia-Alvarez, Maria Teresa Mariz-Perez, Rosa Maria
University of Lagos, Nigeria	Obaji, Rita N.
University of Mary Hardin-Baylor, USA	Jaska, Patrick V. Wen, Zhexhu
University of Massachussetts, USA	Prasad, Dev
University of Michigan-Flint, USA	Ableser, Judith
University of Neuvo Leon, Mexico	Kalashnykova, Nataliya I.
University of Nevada, Reno, USA	Groves, Mary Schaap, James Mitchell, Theodore J.
University of New Haven, USA	Smith, Donald C.
University of Nicosia, Cyprus	Charitou, Melita Stephanou
University of North Carolina Pembroke, USA	Powers, Edward L.
University of North Texas, USA	McLaughlin, Erin
University of Santo Tomas, Philippines	Abergos, Jacqueline
University of Scranton, USA	Tamimi, Nabil Sebastianelli, Rose
University of South Alabama, USA	Bailey, Gahan
University of South Florida, USA	Bellante, Don
University of Southern Nevada, USA	Zimmerman, John
University of Tennessee, USA	Beavers, Amy
University of Tennessee at Martin, USA	Hammond, Kevin L. Perez, Marisa
University of the Incarnate Word, USA	Hyeet, Joan Marie Powell, Carolyn D. Scott, Pamela T. Savas, Murat Sanchez, Angela Salas, John Kiser, Angelina I. T.

	Antelo, Absael
	Ramirez, Duane E.
	Poplawsky, Jacquelyn
	Onyeneke, James C. E.
	Nagashima, Yosuke
	Muggill, Diana
	Martinez, Elda
	Kimmel, Jessica C.
	Simpson, James
	Jien, Jia-Jing
	St. Clair, Norman S.
	Herbers, M. Sharon
	Henderson, Richard L. (Rick)
	Hamilton, Nicole
	Guerrero, Robin L.
	Ettling, Dorothy
	Edmond, Tracie
	Drumm Sr., Michael W.
	Craven, Annette E.
	Boyer-Owens, Linda
	Beauford, Judith E.
	Asamoah, Paul
	Alahmad, Alaa
	Kasraie, Noah
	Staudt, Denise
	Tan, Anil
	Tiggeman, Theresa
	Uribe, Lisa
	Walker, Karen M.
	Wu, Ming-Hsun
	Seifert, Vanessa M.
University of the Ozarks, USA	Casey, Rickey J.
University of the Thai Chamber of Commerce, Thailand	Acaranupong, Kittima
University of West Florida, USA	Davis, Sandra B.
University Putra, Malaysia	Mukundan, Jayakaran
Vaal University of Technology, South Africa	Lebusa, M. Johannes
Valero Energy Corporation, USA	Suarez, Marian A.
Virginia Military Institute, USA	Gutermuth, Karen
	West, Clifford T.
	Bush, H. Francis
Warner University, USA	Theodore, John Demetrios
Wartburg College, USA	Ewest, Timothy
West Virginia University, USA	Gao, Grace
Western Kentucky University, USA	Droege, Scott
	Hatfield, Robert
	Potter, Paula W.
	Spiller, Shane
	Lane, Michelle
William Paterson University, USA	Andreopoulos, Giuliana Campanelli
	Grippio, Frank J.
	Nassiripour, Sia

	Panayides, Alexandros
Winston Salem State University, USA	Gopalan, Himanshu
Yazd University, Iran	Lashkarian, Anita
Sam Houston State University, USA	Lau, Michael
No Institution Listed	Puri, Yash R.
	Rushing, Sherrie
	Kasraie, E.
	Karami, Azhdar
	Jain, Ravi
	Elamin, Salimah
	Brown, Cynthia Williams
	Arsiraphongphisit, Oraluck
	Ariff, Mohamed
	Shepperson, Jamilla T.
	Tomasgard, Asgeir
	Matis, Timothy

List of Conference Participants

LName, FName	Paper #	Day	Time	Room
Abbas, Andleeb	345B	Monday	10:30-12:20	La Reina S
Abergos, Jacqueline	126B	Thursday	10:30-12:20	La Reina S
Ableser, Judith	185T	Monday	12:30-14:20	La Reina S
Abuizam, Raida	324B	Tuesday	08:30-10:20	La Princesa
Acaranupong, Kittima	311B	Tuesday	08:30-10:20	La Reina S
Acton, Daniel	226B	Wednesday	08:30-10:20	La Princesa
Adams, Jeffery H.	341B	Monday	10:30-12:20	La Reina S
Adams, Michael O.	288B	Monday	08:30-10:20	La Princesa
Adams, Michael O.	370T	Monday	10:30-12:20	La Princesa
Adams, Michael O.	170B	Monday	10:30-12:20	La Princesa
Afshari, Zahra	198T	Thursday	12:00-13:00	La Princesa
Aftab, Beenish	106T	Wednesday	12:30-14:20	La Reina S
Ajuzie, Emmanuel I. S.	293B	Monday	10:30-12:20	La Reina N/C
Alahmad, Alaa	145T	Monday	12:30-14:20	La Reina S
Al-Foul, Bassam Abu	343B	Tuesday	08:30-10:20	La Reina S
Andreopoulos, Giuliana C.	295T	Monday	10:30-12:20	La Vista
Antelo, Absael	239T	Wednesday	08:30-10:20	La Reina N/C
Arevalo, Aaron	400B	Thursday	08:30-10:20	La Reina S
Ariff, Mohamed	347B	Tuesday	12:30-14:20	La Reina S
Arsiraphongphisit, Oraluck	347B	Tuesday	12:30-14:20	La Reina S
Asamoah, Paul	339B	Thursday	10:30-12:20	La Reina S
Asamoah, Paul	302B	Thursday	10:30-12:20	La Reina S
Avallone, Jr., Anthony J.	278T	Tuesday	08:30-10:20	La Reina N/C
Bailey, Gahan	101T	Tuesday	08:30-10:20	La Vista
Baker, John W.	229T	Thursday	08:30-10:20	La Reina N/C
Ball, Daniel R	152T	Monday	10:30-12:20	La Vista
Barnes, Paul A.	271B	Tuesday	12:30-14:20	La Reina S
Batesko, Mary Lee	352T	Tuesday	12:30-14:20	La Vista
Beauford, Judith E.	380T	Wednesday	10:30-12:20	La Reina N/C
Beavers, Amy	356T	Wednesday	12:30-14:20	La Reina N/C
Bellante, Don	210B	Wednesday	12:30-14:20	La Princesa
Berry, Priscilla	199T	Monday	10:30-12:20	La Vista
Berry, Priscilla	367T	Monday	10:30-12:20	La Vista
Beverly, Marcy M.	340B	Wednesday	10:30-12:20	La Princesa
Bhattacharjee, Maria	298T	Wednesday	08:30-10:20	La Reina N/C
Boddington, Steven	234T	Wednesday	10:30-12:20	La Reina N/C
Bohley, Katharine A.	341B	Monday	10:30-12:20	La Reina S
Bohley, Katharine A.	279T	Monday	12:30-14:20	La Vista
Bohley, Katharine A.	280T	Monday	12:30-14:20	La Vista
Bosco, Susan M.	269B	Wednesday	10:30-12:20	La Reina S
Boyd, David T.	367T	Monday	12:30-14:20	La Vista
Boyd, Sanithia	367T	Monday	12:30-14:20	La Vista
Boyer-Owens, Linda	148B	Tuesday	12:30-14:20	La Princesa
Bradley, James W.	368T	Tuesday	08:30-10:20	La Vista
Bradley, Kelly D.	368T	Tuesday	08:30-10:20	La Vista
Brammer, Dawn	140T	Monday	08:30-10:20	La Vista
Brown, Cynthia Williams	299T	Wednesday	08:30-10:20	La Reina N/C
Buettner, Theiss	213B	Tuesday	10:30-12:20	La Reina N/C

Burian, Phillip E.	283T	Thursday	10:30-11:50	La Princesa
Bush, H. Francis	285T	Monday	12:30-14:20	La Vista
Butt, Irfan	345B	Monday	10:30-12:20	La Reina S
Buzza, John	152T	Monday	10:30-12:20	La Vista
Cabanda, Emilyn C.	126B	Thursday	10:30-12:20	La Reina S
Cadden, David T.	168T	Monday	12:30-14:20	La Reina N/C
Cadet, Marc	392B	Monday	10:30-12:20	La Reina N/C
Cakir, Kemal	183B	Wednesday	08:30-10:20	La Reina S
Camacho Vallejo, Jose F.	399b	Monday	10:30-12:20	La Reina N/C
Campbell, William C.	317B	Wednesday	12:30-14:20	La Princesa
Carruth, Ann K.	122B	Wednesday	08:30-10:20	La Princesa
Carruth, Paul J.	122B	Wednesday	08:30-10:20	La Princesa
Casey, Rickey J.	141B	Tuesday	10:30-12:20	La Reina S
Cavico, Frank	317B	Wednesday	12:30-14:20	La Princesa
Cella, Jennifer	227B	Monday	08:30-10:20	La Princesa
Cequena, Maria	124T	Monday	12:30-14:20	La Reina S
Chang, Chih-Chieh	215B	Monday	12:30-14:20	La Princesa
Chang, Chun-Tuan	201B	Monday	10:30-12:20	La Reina S
Charitou, Melita Stephanou	312B	Wednesday	10:30-12:20	La Reina S
Chen, Irene Linlin	298T	Wednesday	08:30-10:20	La Reina N/C
Chen, Ting-Ting	201B	Monday	10:30-12:20	La Reina S
Chen, Yi-Kai	215B	Monday	12:30-14:20	La Princesa
Cisse, Makia	342T	Tuesday	12:30-14:20	La Vista
Clark, Cory	227B	Monday	08:30-10:20	La Princesa
Cloninger, Peggy A.	277B	Monday	08:30-10:20	La Princesa
Coleman, Quonna	370T	Monday	10:30-12:20	La Princesa
Conwell, Richard J.	242B	Wednesday	10:30-12:20	La Reina S
Cox, John C.	253B	Monday	10:30-12:20	La Reina S
Craven, Annette E.	119T	Thursday	08:30-10:20	La Princesa
Crawford, Constance J.	214B	Tuesday	12:30-14:20	La Reina S
Crowe, Judith A.	309T	Monday	08:30-10:20	La Vista
Cunningham, Jessica D.	368T	Tuesday	08:30-10:20	La Vista
Curry, Jeanie	384B	Tuesday	12:30-14:20	La Reina S
Darayseh, Musa	343B	Tuesday	08:30-10:20	La Reina S
Davis, Sandra B.	232T	Tuesday	12:30-14:20	La Vista
Dawood, Isaam	165B	Wednesday	12:30-14:20	La Princesa
DelPiano, Peter	318B	Wednesday	08:30-10:20	La Reina S
Dempe, Stephan	400B	Thursday	08:30-10:20	La Reina S
Denhardt, Kathy	103B	Wednesday	10:30-12:20	La Reina S
Denton, Keith	376B	Tuesday	12:30-14:20	La Reina N/C
Dilling, Petra F. A.	344B	Tuesday	10:30-12:20	La Reina S
Dohan, Michael Stephen	165B	Wednesday	12:30-14:20	La Princesa
Driscoll, Jennifer	168T	Monday	12:30-14:20	La Reina N/C
Droege, Scott	381B	Tuesday	08:30-10:20	La Princesa
Drumm Sr., Michael W.	374B	Tuesday	12:30-14:20	La Reina N/C
Edmond, Tracie	338T	Wednesday	08:30-10:20	La Reina N/C
Elamin, Salimah	299T	Wednesday	08:30-10:20	La Reina N/C
Elasfer, Elhusein H.	184B	Wednesday	12:30-14:20	La Princesa
Epps, Adrian L.	300T	Wednesday	10:30-12:20	La Reina N/C
Epstein, Alexandra	227B	Monday	08:30-10:20	La Princesa
Esen, Eyyup	133T	Wednesday	12:30-14:20	La Reina S

Esen, Eyyup	128T	Wednesday	12:30-14:20	La Reina S
Ettling, Dorothy	230T	Thursday	10:30-12:20	La Reina N/C
Ewest, Timothy	332B	Wednesday	08:30-10:20	La Reina S
Ewest, Timothy	365T	Thursday	10:30-11:50	La Princesa
Fairfield-Sonn, James W.	207T	Monday	12:30-14:20	La Reina N/C
Faulk, Neil	331T	Wednesday	12:30-14:20	La Reina N/C
Fazarro, Dominick E.	340B	Wednesday	10:30-12:20	La Princesa
Fike, David S.	328T	Wednesday	12:30-14:20	La Duquesa
Flanigan, Mary A.	243B	Wednesday	10:30-12:20	La Princesa
Flynn, Catherine	191T	Monday	12:30-14:20	La Vista
Frantsvog, Dean A.	354B	Monday	08:30-10:20	La Reina S
Gao, Grace	335B	Tuesday	08:30-10:20	La Reina S
Garcia-Alvarez, Maria Teresa	292B	Wednesday	08:30-10:20	La Reina S
Garcia-Alvarez, Maria Teresa	378B	Wednesday	08:30-10:20	La Reina S
Gaudet, Laura	140T	Monday	08:30-10:20	La Vista
Gaudet, Laura	194T	Monday	08:30-10:20	La Vista
Gayle, Michael	319B	Monday	08:30-10:20	La Princesa
Gence, Ismail	343B	Tuesday	08:30-10:20	La Reina S
Gibson, Jane Whitney	227B	Monday	08:30-10:20	La Princesa
Gohm Webster, Janice	181T	Tuesday	08:30-10:20	La Vista
Gopalan, Himanshu	299T	Wednesday	08:30-10:20	La Reina N/C
Gordon, Jean	182T	Thursday	10:30-11:50	La Princesa
Grippio, Frank J.	132T	Wednesday	08:30-10:20	La Princesa
Groves, Mary	334B	Tuesday	10:30-12:20	La Princesa
Guerrero, Robin L.	167B	Thursday	10:30-12:20	La Reina S
Gundogar, Emin	183B	Wednesday	08:30-10:20	La Reina S
Guney, Baha	183B	Wednesday	08:30-10:20	La Reina S
Gutermuth, Karen	285T	Monday	12:30-14:20	La Vista
Haj-Broussard, Michelle	331T	Wednesday	12:30-14:20	La Reina N/C
Hamilton, Nicole	155T	Thursday	08:30-10:20	La Reina N/C
Hammond, Kevin L.	253B	Monday	10:30-12:20	La Reina S
Haselberger, Jennifer	227B	Monday	08:30-10:20	La Princesa
Hatfield, Robert	386T	Tuesday	10:30-12:20	La Vista
Hawkins, Al	202T	Thursday	08:30-10:20	La Princesa
Heiney, Joseph N.	303B	Monday	10:30-12:20	La Reina N/C
Helfman, Audrey	103B	Wednesday	10:30-12:20	La Reina S
Henderson, Richard L. (Rick)	239T	Wednesday	08:30-10:20	La Reina N/C
Herbers, M. Sharon	192T	Tuesday	08:30-10:20	La Vista
Hervey, William G.	291B	Tuesday	12:30-14:20	La Princesa
Hocalar, Esra	183B	Wednesday	08:30-10:20	La Reina S
Hoffman, Ellen S.	391T	Tuesday	12:30-14:20	La Vista
Hogan, Patrick	350B	Thursday	12:00-13:00	La Princesa
Hosein, Nasim Zaide	236B	Wednesday	10:30-12:20	La Princesa
Hyett, Joan Marie	264T	Wednesday	12:30-14:20	La Reina S
Iconis, Rosemary	108T	Wednesday	12:30-14:20	La Reina S
Ike, Roberto	293B	Monday	10:30-12:20	La Reina N/C
Jackson, Allen	140T	Monday	08:30-10:20	La Vista
Jackson, Allen	194T	Monday	08:30-10:20	La Vista
Jain, Ravi	348B	Tuesday	12:30-14:20	La Reina S
Jaska, Patrick V.	350B	Thursday	12:00-13:00	La Princesa
Jien, Jia-Jing	276T	Tuesday	12:30-14:20	La Vista

Jones, Christopher G.	263B	Wednesday	08:30-10:20	La Princesa
Jones, J. Preston	227B	Monday	08:30-10:20	La Princesa
Jones, Joy M.	203B	Tuesday	12:30-14:20	La Princesa
Kalashnykova, Nataliya	399B	Monday	10:30-12:20	La Reina N/C
Kalashnykova, Nataliya	400B	Thursday	08:30-10:20	La Reina S
Kalashnykova, Nataliya	401B	Thursday	10:30-12:20	La Reina S
Kalashnykova, Nataliya	402B	Thursday	10:30-12:20	La Reina S
Kalashnikov, Vyacheslav V.	399B	Monday	10:30-12:20	La Reina N/C
Kalashnikov, Vyacheslav V.	400B	Thursday	08:30-10:20	La Reina S
Kalashnikov, Vyacheslav V.	401B	Thursday	10:30-12:20	La Reina S
Kalashnikov, Vyacheslav V.	402B	Thursday	10:30-12:20	La Reina S
Kalbasi Anaraki, Nahid	125B	Monday	10:30-12:20	La Reina N/C
Kang, Han B.	129B	Tuesday	10:30-12:20	La Reina N/C
Karami, Azhdar	184B	Wednesday	12:30-14:20	La Princesa
Kasraie, E.	339B	Thursday	10:30-12:20	La Reina S
Kasraie, Noah	349T	Wednesday	12:30-14:20	La Reina N/C
Kasraie, Noah	339B	Thursday	10:30-12:20	La Reina S
Kaur, Narinder	188B	Monday	12:30-14:20	La Princesa
Keleta, Ghebre	392B	Monday	10:30-12:20	La Reina N/C
Kerekes, Judit	394T	Monday	12:30-14:20	La Reina S
Kerekes, Judit	395T	Tuesday	08:30-10:20	La Reina N/C
Kiggins, Beth	280T	Monday	12:30-14:20	La Vista
Kiggins, Beth	279T	Monday	12:30-14:20	La Vista
Kim, YoungJun	259B	Tuesday	10:30-12:20	La Reina N/C
Kimmel, Jessica C.	316T	Monday	08:30-10:20	La Vista
Kiser, Angelina I. T.	119T	Thursday	08:30-10:20	La Princesa
Kolluri, Bharat	207T	Monday	12:30-14:20	La Reina N/C
Krapornsak, Paitoon	268B	Tuesday	12:30-14:20	La Reina S
La Roche, Claire R.	243B	Wednesday	10:30-12:20	La Princesa
La Roche, St. Clair Reeves	243B	Wednesday	10:30-12:20	La Princesa
Laird, Donna S.	314T	Thursday	08:30-10:20	La Duquesa
Lane, Michelle	381B	Tuesday	08:30-10:20	La Princesa
Lashkarian, Anita	179T	Tuesday	08:30-10:20	La Reina N/C
Lau, Michael	340B	Wednesday	10:30-12:20	La Princesa
Law, Mark	262B	Monday	08:30-10:20	La Reina S
Law, Mark	261T	Monday	12:30-14:20	La Vista
Law, Mark	151B	Tuesday	10:30-12:20	La Princesa
Leach-Lopez, Maria A.	304T	Tuesday	08:30-10:20	La Reina S
Lebusa, M. Johannes	120T	Tuesday	10:30-12:20	La Vista
Lewis, Kendrick	288B	Monday	08:30-10:20	La Princesa
Lu, Shu-Jiuan	186B	Monday	08:30-10:20	La Princesa
Maffei III, Francis R. "Skip"	283T	Thursday	10:30-11:50	La Princesa
Manivannan, M.	208T	Monday	12:30-14:20	La Reina N/C
Manivannan, M.	294B	Tuesday	10:30-12:20	La Princesa
Manna, Dean R.	322B	Tuesday	10:30-12:20	La Reina S
Manyak, Terrell G.	203B	Tuesday	12:30-14:20	La Princesa
Mariz-Perez, Rosa Maria	292B	Wednesday	08:30-10:20	La Reina S
Mariz-Perez, Rosa Maria	378B	Wednesday	08:30-10:20	La Reina S
Marschke, Eleanor	286B	Tuesday	08:30-10:20	La Princesa
Marsh, Michael T.	200T	Wednesday	10:30-12:20	La Reina N/C
Martinez, Elda	313T	Tuesday	08:30-10:20	La Vista

Matis, Timothy	402B	Thursday	10:30-12:20	La Reina S
McDaniel, Larry	194T	Monday	08:30-10:20	La Vista
McLaughlin, Erin	233T	Thursday	08:30-10:20	La Princesa
McLaughlin, J. Patrick	229T	Thursday	08:30-10:20	La Reina N/C
Mehta, Kamlesh	393T	Wednesday	12:30-14:20	La Reina N/C
Melchar, David E.	269B	Wednesday	10:30-12:20	La Reina S
Menchaca, Michael P.	391T	Tuesday	12:30-14:20	La Vista
Mirmirani, Sam	211B	Tuesday	10:30-12:20	La Reina N/C
Mitchell, Theodore J.	334B	Tuesday	10:30-12:20	La Princesa
Molloy, Steve	251B	Tuesday	08:30-10:20	La Princesa
Moran, Terrence J.	305B	Thursday	08:30-10:20	La Reina S
Morgan, LaRoyce	286B	Tuesday	08:30-10:20	La Princesa
Morrison, Eileen E.	119T	Thursday	08:30-10:20	La Princesa
Morrison, James L.	103B	Wednesday	10:30-12:20	La Reina S
Mosca, Joseph B.	152T	Monday	10:30-12:20	La Vista
Muggill, Diana	289T	Monday	10:30-12:20	La Vista
Mujtaba, Bahaudin G.	317B	Wednesday	12:30-14:20	La Princesa
Mukerji, Bhasker	345B	Monday	10:30-12:20	La Reina S
Mukhtar Bhatti, Farhana	106T	Wednesday	12:30-14:20	La Reina S
Mukundan, Jayakaran	175T	Tuesday	08:30-10:20	La Reina N/C
Mullane, Ann Mary	359T	Monday	12:30-14:20	La Reina N/C
Musaraj, Dritan	252T	Wednesday	08:30-10:20	La Reina N/C
Myers, Nancy J.	309T	Monday	08:30-10:20	La Vista
Nagashima, Yosuke	380T	Wednesday	10:30-12:20	La Reina N/C
Nassiripour, Sia	132T	Wednesday	08:30-10:20	La Princesa
Nazir, Mian Sajid	131B	Tuesday	12:30-14:20	La Reina N/C
Neil, Benjamin	197B	Tuesday	10:30-12:20	La Reina N/C
Neil, Brian A.	197B	Tuesday	10:30-12:20	La Reina N/C
Neils, Scott	284B	Monday	10:30-12:20	La Reina S
Nelson, Michelle	109B	Monday	12:30-14:20	La Princesa
Nelson, Michelle	110B	Monday	12:30-14:20	La Princesa
Nicholas, Arlene J.	187B	Monday	10:30-12:20	La Princesa
Noghiu, Alain	103B	Wednesday	10:30-12:20	La Reina S
Obaji, Rita N.	135B	Wednesday	10:30-12:20	La Princesa
O'Donnell, Joseph B.	255T	Tuesday	08:30-10:20	La Reina N/C
Okato, Toshitaka	342T	Tuesday	12:30-14:20	La Vista
Olach, Thomas J.	296B	Wednesday	08:30-10:20	La Princesa
Ongan, Serdar	256T	Monday	12:30-14:20	La Vista
Onyeneke, James C. E.	301T	Thursday	10:30-12:20	La Reina N/C
Osho, Gbolahan Solomon	288B	Monday	08:30-10:20	La Princesa
Osuagwu, Linus	135B	Wednesday	10:30-12:20	La Princesa
Paige, Susan	298T	Wednesday	08:30-10:20	La Reina N/C
Panayides, Alexandros	295T	Monday	10:30-12:20	La Vista
Pate, Christopher	314T	Thursday	08:30-10:20	La Duquesa
Pellet, Pedro F.	317B	Wednesday	12:30-14:20	La Princesa
Perez, Marisa	154B	Thursday	08:30-10:20	La Reina S
Perez-Valdes, Gerardo	401B	Thursday	10:30-12:20	La Reina S
Perez-Valdes, Gerardo	402B	Thursday	10:30-12:20	La Reina S
Persons, Obeua	142B	Monday	08:30-10:20	La Reina S
Peterson, Avis	364B	Tuesday	08:30-10:20	La Reina S
Peterson, Evan	238B	Monday	08:30-10:20	La Princesa

Peterson, Evan	237B	Monday	10:30-12:20	La Princesa
Peterson, Evan	193B	Wednesday	10:30-12:20	La Reina S
Peterson, Evan	220T	Thursday	10:30-11:50	La Princesa
Poczter, Abram	383B	Tuesday	12:30-14:20	La Reina N/C
Poczter, Abram	387B	Tuesday	12:30-14:20	La Reina N/C
Poplawsky, Jacquelyn	158T	Thursday	12:00-13:00	La Princesa
Potter, Paula W.	351T	Tuesday	10:30-12:20	La Vista
Powell, Carolyn D.	192T	Tuesday	08:30-10:20	La Vista
Powers, Edward L.	275B	Tuesday	10:30-12:20	La Reina S
Prasad, Dev	347B	Tuesday	12:30-14:20	La Reina S
Prasad, Dev	348B	Tuesday	12:30-14:20	La Reina S
Premila, K.S.	208T	Monday	12:30-14:20	La Reina N/C
Premila, K.S.	294B	Tuesday	10:30-12:20	La Princesa
Preziosi, Robert C.	203B	Tuesday	12:30-14:20	La Princesa
Puri, Yash R.	348B	Tuesday	12:30-14:20	La Reina S
Ramirez, Duane E.	306B	Wednesday	12:30-14:20	La Princesa
Reville, Patrick J.	336B	Tuesday	10:30-12:20	La Princesa
Rhame, Susan	209B	Tuesday	08:30-10:20	La Reina S
Robbins, Jay	141B	Tuesday	10:30-12:20	La Reina S
Robson, Gary S.	262B	Monday	08:30-10:20	La Reina S
Robson, Gary S.	261T	Monday	12:30-14:20	La Vista
Rogers, Annette	207T	Monday	12:30-14:20	La Reina N/C
Rubio-Sanchez, Alberto	269B	Wednesday	10:30-12:20	La Reina S
Rushing, Sherrie	182T	Thursday	10:30-11:50	La Princesa
Rushing, Sr., John A.	182T	Thursday	10:30-11:50	La Princesa
Sabot, David	318B	Wednesday	08:30-10:20	La Reina S
Salas, John	167B	Thursday	10:30-12:20	La Reina S
Samuel, Martin	318B	Wednesday	08:30-10:20	La Reina S
Sanchez, Angela	321T	Thursday	10:30-12:20	La Reina N/C
Sardessai, Ron M.	277B	Monday	08:30-10:20	La Princesa
Sauer, Paul L.	255T	Tuesday	08:30-10:20	La Reina N/C
Savas, Murat	349T	Wednesday	12:30-14:20	La Reina N/C
Sayadian, Sima	175T	Tuesday	08:30-10:20	La Reina N/C
Sayadian, Sima	179T	Tuesday	08:30-10:20	La Reina N/C
Schaap, James	334B	Tuesday	10:30-12:20	La Princesa
Scott, Pamela T.	159T	Tuesday	10:30-12:20	La Vista
Sebastianelli, Rose	281T	Thursday	08:30-10:20	La Princesa
Segal, Sabrina	286B	Tuesday	08:30-10:20	La Princesa
Seifert, Vanessa M.	316T	Monday	08:30-10:20	La Vista
Self, Donald R.	250T	Monday	10:30-12:20	La Vista
Self, Robin	250T	Monday	10:30-12:20	La Vista
Selvarajan, Rajan	277B	Monday	08:30-10:20	La Princesa
Senteney, David L.	335B	Tuesday	08:30-10:20	La Reina S
Shahrestani, Hamid	125B	Monday	10:30-12:20	La Reina N/C
Shepherd, Carol M.	359T	Monday	12:30-14:20	La Reina N/C
Shepperson, Jamilla T.	299T	Wednesday	08:30-10:20	La Reina N/C
Shih, Keng-Yu	195B	Monday	08:30-10:20	La Princesa
Shim, Andrew	194T	Monday	08:30-10:20	La Vista
Siegel, Alice	123T	Wednesday	10:30-12:20	La Reina N/C
Silvester, Katherine J.	325B	Monday	08:30-10:20	La Reina S
Simpson, James	346T	Thursday	08:30-10:20	La Reina N/C

Singamsetti, Rao	207T	Monday	12:30-14:20	La Reina N/C
Singh, Gurdip	188B	Monday	12:30-14:20	La Princesa
Smith, Donald C.	273B	Tuesday	12:30-14:20	La Princesa
Smith, Linda D.	170B	Monday	10:30-12:20	La Princesa
Sonaike, Kola	396T	Monday	08:30-10:20	La Vista
Sonaike, Kola	147B	Monday	10:30-12:20	La Princesa
Spiller, Shane	381B	Tuesday	08:30-10:20	La Princesa
Spruell, James A.	202T	Thursday	08:30-10:20	La Princesa
St. Clair, Norman S.	313T	Tuesday	08:30-10:20	La Vista
Starusko, Mary Catherine	240B	Wednesday	10:30-12:20	La Reina S
Staudt, Denise	313T	Tuesday	08:30-10:20	La Vista
Stellenwerf, Anita	214B	Tuesday	12:30-14:20	La Reina S
Stutts, Kyle	340B	Wednesday	10:30-12:20	La Princesa
Suarez, Marian A.	372B	Thursday	08:30-10:20	La Reina S
Synsteliën, Wanda	355T	Monday	08:30-10:20	La Vista
Tamimi, Nabil	281T	Thursday	08:30-10:20	La Princesa
Tan, Anil	297T	Thursday	10:30-12:20	La Reina N/C
Taymaz, Imdat	183B	Wednesday	08:30-10:20	La Reina S
Theodore, John Demetrios	190B	Thursday	08:30-10:20	La Reina S
Tibrewala, Rajen	371B	Tuesday	12:30-14:20	La Princesa
Tiggeman, Theresa	338T	Wednesday	08:30-10:20	La Reina N/C
Tomasgard, Asgir	401B	Thursday	10:30-12:20	La Reina S
Troutt, Marvin	305B	Thursday	08:30-10:20	La Reina S
Ulferts, Gregory W.	238B	Monday	08:30-10:20	La Princesa
Ulferts, Gregory W.	237B	Monday	10:30-12:20	La Princesa
Uribe, Lisa	230T	Thursday	10:30-12:20	La Reina N/C
Uribe, Lisa	321T	Thursday	10:30-12:20	La Reina N/C
Uwakonye, Matthew	392B	Monday	10:30-12:20	La Reina N/C
Vedd, Rishma R.	263B	Wednesday	08:30-10:20	La Princesa
Vicknair, David	202T	Thursday	08:30-10:20	La Princesa
Walker, Karen M.	162B	Wednesday	12:30-14:20	La Princesa
Walsh, Robert	209B	Tuesday	08:30-10:20	La Reina S
Wamser, Georg	213B	Tuesday	10:30-12:20	La Reina N/C
Webster, Robert L.	253B	Monday	10:30-12:20	La Reina S
Webster, Robert L.	384B	Tuesday	12:30-14:20	La Reina S
Weeramantri, Shayamini	296B	Wednesday	08:30-10:20	La Princesa
Wen, Zhexhu	350B	Thursday	12:00-13:00	La Princesa
West, Clifford T.	285T	Monday	12:30-14:20	La Vista
Wilson, Scott	182T	Thursday	10:30-11:50	La Princesa
Wirtz, Patrick T.	238B	Monday	08:30-10:20	La Princesa
Woehrlé, Stephen L.	364B	Tuesday	08:30-10:20	La Reina S
Woehrlé, Stephen L.	363B	Monday	08:30-10:20	La Reina S
Wu, Ming-Hsun	380T	Wednesday	10:30-12:20	La Reina N/C
Wu, Yu-Chi	195B	Monday	08:30-10:20	La Princesa
Wu, Yu-Chi	186B	Monday	08:30-10:20	La Princesa
Yarrish, Karen K.	151B	Tuesday	10:30-12:20	La Princesa
Yoon, Sung Wook	263B	Wednesday	08:30-10:20	La Princesa
Yuksel, Asli	329B	Wednesday	08:30-10:20	La Reina S
Yuksel, Aydin	329B	Wednesday	08:30-10:20	La Reina S
Zaidel, Mark	366T	Tuesday	08:30-10:20	La Reina N/C
Zakierski, Marlene	123T	Wednesday	10:30-12:20	La Reina N/C

Zhou, Bin	104B	Tuesday	08:30-10:20	La Princesa
Zimmerman, John	266B	Tuesday	12:30-14:20	La Princesa

Notes