

2007 Conference - Reno, Nevada

October 4th-6th at Peppermill Hotel & Casino



Please join us for the 15th annual IBAM meeting! We have some very exciting things planned for the upcoming meeting and your

registration fee covers a number of meals and session refreshment breaks, your program, and conference proceedings. In addition to the typical paper sessions, we will have a number of workshops as well as panels and symposia. We also have numerous fun social activities for casual networking planned such as our Thursday night Presidential Reception, Friday luncheon with keynote speaker Dr. William R. Eadington who is a Professor of Economics and Director of the Institute for the Study of Gambling and Commercial Gaming at the University of Nevada, Reno. See *highlighted conference papers below*. If you would like to have a role in the Reno conference (session chair, session discussant, etc.) please contact Howard Fero, Program Chair, at hfero@albertus.edu

Register today at www.ibam.com

Early Registration Rates Apply Until August 1st

\$295 FOR ACADEMICS & PROFESSIONALS (\$340 AFTER AUG. 1ST)

\$175 FOR STUDENTS (\$195 AFTER AUG. 1ST)

\$95 FOR SPOUSES

* This program has been approved for 15 recertification hours towards PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI homepage at www.hrci.org.



Journal for Behavioral and Applied Management (JBAM):

- The completely online academic publication of the Institute for Behavioral and Applied Management.
- We encourage high quality paper submissions to this journal. Please see the website www.ibam.com/pubs/jbam for more information.
- JBAM Editor:
Dr. David D. Van Fleet
Professor of Management
School of Global Management and Leadership, Arizona State University
ddvf@asu.edu

IBAM 16 will be in Orlando!

- Conference Hotel: Doubletree Castle
www.doubletreecastle.com
- Conference Dates:
October 2nd - 4th, 2008

CONGRATULATIONS TO THE "BEST PAPER" WINNERS FROM EACH DIVISION WHICH WILL BE PRESENTED IN RENO:



DIVISION I: Human Resources Management

"Working after Retirement: Why Do They Do It?" by Sharon Kendrick, Methodist University & Melody Wollan, Eastern Illinois University

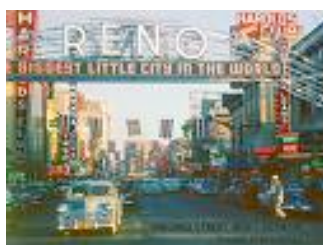
ABSTRACT: This study addresses the identification of potential candidates for bridge employment while providing a more thorough understanding of some of the mechanisms that may lead pre-retirees to participate in bridge employment. Specifically, we examine the effect of organizational commitment, Maslow's hierarchy of needs, and personal goals of the pre-retiree, and their relationship to intentions to participate in bridge employment. Further, the study provides insight not only into the lives of pre-retirees facing career changes, but also serves as a tool to organizations as they embrace the aging workforce with a renewed outlook to a future of success.



DIVISION IV: Creative Managerial Instructional Issues, Case Writing, Educational Proposals, Simulations, Grant Writing, & Executive Education

"Statistics Tutorials for Human Resource Management Problems: Relevant Techniques for the Classroom" by T.J. Wharton, Kenneth M. York, & Lizabeth A. Barclay, Oakland University

ABSTRACT: This paper presents three Excel-based tutorials created to illustrate the use of basic statistical concepts in Human Resource Management. These tutorials were created to help students understand the importance of statistics in the Human Resource area. Appropriate statistical analyses related to adverse impact, test validation, and the measurement of interobserver agreement are described.



DIVISION II: Organizational Behavior, Theory, and Development

"Veterinary Professionals in a Corporate Practice: Diagnosing Sources of Friction between Professional and Business Roles" by J.F. Steele, George Fox University

ABSTRACT: When professional identity is in conflict with workplace requirements, friction can become evident in a variety of ways. These findings emerged from a study on workplace learning conducted in a nationwide corporate veterinary practice. Using recursive analysis, this study demonstrated that professional identity and perceptions about business, influenced by professional socialization in both academia and the workplace, were critical factors in how professionals learned and acclimated when joining a large healthcare organization.



DIVISION V: Student Papers

"Teaching Leadership Theory through Film: A Sample of Four Film Clip Case Studies" by Stephen Linenberger, Bellevue University

ABSTRACT: Four leadership theories and four corresponding film clips are presented. Discussion questions and possible answers accompany each leadership theory-film clip combinations. When used correctly, films can create interest, encourage inquiry and research, and stimulate discussion (Gabriel, 1998). Films also provide concrete way to learn about leadership theory and leader personalities that otherwise would be too abstract or complex to for students to comprehend by using traditional teaching methods such as lecture and discussion.



DIVISION III: Management Theory and Practice, Strategy, Business and Society, and Global Management

"Enterprise Zones for Former Military Bases: Will They Attract Business" by Lee Hanson, Cal State San Bernardino

ABSTRACT: Defense cutbacks in the early 1990s induced the state of California to enact a special enterprise zone program to promote commercial reutilization of ex-military bases, called Local Agency Military Base Recovery Area or LAMBRA. To date, eight LAMBRA zones have been established encompassing nine former installations. This paper reports preliminary results of research on LAMBRA's economic impacts. Echoing findings in the enterprise zone literature, it suggests that to date, LAMBRA incentives have played little significant role in business location or growth decisions at former bases.



DIVISION VI: Special Topics: Entrepreneurship and Quality Management

"Determining Market Segments for Entrepreneurial Ventures: The SPI Matrix" by David Van Fleet, Arizona State University, Ella W. Van Fleet, & Gerald D. Flint

ABSTRACT: Innovation within organizations and individual innovation—forms of entrepreneurship and new venture creation—are increasing. This suggests that better market analysis will need to be performed to increase the potential success of these new ventures. This paper presents an approach designed to improve market analysis for such ventures. Already successfully used for numerous innovations, this approach integrates strategic market planning with product/industry decision making and is termed The SPI Matrix (Strategy Product Industry Matrix).