

Sykes College of
Business

7TH Annual

Research Day

March 16, 2018

A Message from the Dean

Welcome to the Sykes College of Business 7th Annual Research Day. This program showcases select intellectual contributions of the college's faculty during 2017. The 90 fine faculty members in the College of Business made more than 100 intellectual contributions in noteworthy journals last year. Many of the college's intellectual contributions appear in top journals including Journal of Interactive Marketing, International Journal of Productivity and Performance Management, and Personnel Review. The College of Business prides itself on being a premier teaching institution with intellectual contributions making a significant impact on theory and practice. The summaries presented herein illustrate the wide-ranging research in a wide variety of k l1.0612 TpriDts.6 (a)7herein 16(in a wsti)5.6007 Tc 0.

other African countries

9:40 - Paper Title: "The Entry Mode Strategy and Performance of SMEs: Evidence from Norway"
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provisions in merger agreements are used to benefit shareholders or for agency/entrenchment reasons. Background/Relevance—Target firms typically employ either an auction or a negotiation method during merger negotiations. In auction deals, the pre-public takeover process involves contacting several potential bidders, signing confidentiality/still agreements and accepting private bids. In negotiation deals however, the target engages with only one bidder in the pre-public takeover process.

When directors put a company up for sale (by initiating an active bidding process, by seeking an alternate buyer in response to an unsolicited acquisition proposal, or by approving a transaction resulting in the sale or change of control) their fiduciary duty changes from preservation of the company as a corporate entity to obtaining the highest possible price for the shareholders. Further, directors have the burden of proving that they were adequately informed and acted in the best interests of shareholders.

Demonstration of fiduciary duties is relatively more evident if the target board adopts an auction selling method since there appears to be a market check of target firm value prior to signing of the merger agreement. However, nearly half of all merger deals are structured as negotiations. In such cases, target boards may fulfill their fiduciary duty by signing a merger agreement and testing the transaction with post-signing market check. This analysis sheds light on whether go-shop provision is an effective tool for post-signing market check.

Results/Analysis—We find that go-shop provisions are more likely in deals involving negotiation selling method, financial buyers and all cash financing, and in targets with less valuation uncertainty. We find that go-shops have a positive association with the initial offer premium. Results suggest that deals with go-shop provisions are more likely to have a competing bid and an upward revision of the initial offer premium. Collectively, our results indicate that go-shops are effective contractual devices used to further target shareholder interests.

Conclusion/Implications: Our analysis suggests that go-shops do not appear to be a superficial attempt to demonstrate fiduciary duty: active solicitation of new bids and the tiered termination fee structure of go-shop deals appear to be effective in eliciting superior bids. These price revisions ultimately result in target shareholders in go-shop deals receiving final premiums that are no lower than those received by target shareholders in no go-shop deals. The above benefits of go-shops appear to occur primarily in deals employing negotiation-selling method.

12:25 - Paper Title: "Switching from a Semi-computerized to an Online Employment Application System: A Case Study"
 12:35 Authors: Deanna House

Research Question—This case study research explores the difficulties faced when moving from a semi-computerized employment application process to an online system. The research question is: What factors would lead to the failure of a change project from an existing semi-computerized to an almost fully computerized online system?

Background/Relevance—This research aligns with change management literature and software implementation research. It is valuable for students and the research community that the research provides insights from both theory-driven and practical perspectives. The project implementation team experienced several factors that contributed to project failure: lack of accountability, poor communication, lack of user involvement, user resistance to change, and inadequate requirements specifications. These factors combined contributed to the failure of the project.

Results/Analysis—This research was a write-up/case study of a real-world software implementation project failure. Project failures are costly mistakes to make in a company. Learning about other companies' failures provide an excellent framework from which to learn the skills necessary to work with users to elicit requirements. This case is an example of how the role of the business analyst is key to any project involving the implementation of software; particularly that which involves a switch from semi-computerized to online.

Conclusion/Implications—This case provides students with a real-world case of project failure due to lack of accountability, poor communication, inadequate requirements, user resistance to change, and lack of user involvement amongst the project team and users. Students are learning about project requirements, project management, and the SDLC, the concepts typically discussed during lectures are hard to visualize and apply to actual projects. For example, the trade-off between different development methodologies in real world projects. Additionally, the complications that are faced when multiple stakeholders and departments are involved. Students can use this case to bridge the gap between learning from a textbook and working in industry as an IT professional.

activity.
 Conclusion/Implications—Drone technology is often viewed as a “surgical tool” that can precisely and effectively eliminate genuine terror threats. This work challenges this view. We find that the first-best scenario discussed by many academics and policymakers is unlikely to occur in reality. The main implication is that, even to the extent that drones are effective at killing intended targets, they only by exporting state-produced terror to distant populations. Drones may eliminate specific targets, but they do not remove terror, which is instead propagated by U.S. drone program. This has implications for U.S. credibility with foreign populations as well as the efficacy of U.S. counterterrorism policy.

1:25 - Paper Title: “Local Immigration Enforcement and Arrests of the Hispanic Population”
 1:35 Authors: Michael Coon
 Research Question—In the U.S., immigration law falls under the jurisdiction of the federal government. The vast majority of the federal government’s immigration enforcement personnel are stationed at borders and ports of entry, in an effort to prevent illegal entry in to the country, leaving few resources to enforce immigration law in the interior of the country. In an effort to increase the ability to enforce immigration law in the interior of the country, Immigration and Customs Enforcement (ICE) operates several programs in conjunction with local law enforcement agencies. This study investigates whether voluntary local immigration enforcement programs disproportionately impact certain racial/ethnic groups.
 Background/Relevance

pillars differently than AMNCs.

Results/Analysis—We use the Organization for Economic Cooperation and Development (OECD) and United Nations Conference on Trade and Development (UNCTAD) data to compare the results of the AMNCs to the results of the OECD and UNCTAD. We use the OECD data to compare the results of the AMNCs to the results of the OECD and UNCTAD. We use the UNCTAD data to compare the results of the AMNCs to the results of the OECD and UNCTAD.

increases the applicability of the results in a cross-cultural manner and provides implications for practice internationally.

Results Analysis—This study offers new conceptual and analytical analyses from a cross-country comparative perspective. Rankings of the importance of perceived teaching attributes for both major groups involved in the teaching of business, faculty and students are reported. The attributes are also ranked by teaching taxonomy and examined across countries. This study provides practical results that can be useful to instructors wishing to increase their teaching effectiveness and to universities considering revising their student evaluation forms.

Conclusion/ Implications —Although the existing literature on attributes of an effective business teacher is rich and there are abundant empirical studies and theoretical developments in this area, this study offers new conceptual and analytical analyses from a cross-country comparative survey that includes many of the key variables identified in the literature review. Expanding on an earlier study (Simendinger et al., 2009) with an updated literature review, this study examines attributes related to teaching effectiveness and orders them in terms of importance based on responses received from study participants, including faculty and students. This effort expands the Simendinger et al. (2009) study two major ways. In addition, the current study includes data collected from faculty and students from several schools outside of the USA and, thus, increases the applicability of the results in a cross-cultural manner and provides implications for practice internationally. The implications for practice provide practical and useful results that can be considered by instructors wishing to increase their teaching effectiveness. Universities that are teaching effectiveness departments will find this research helpful in planning programs for their business faculty.

2:05 - Paper Title: "Corruption Indicators, Foreign Capital, and Economic Growth in Developing Countries"
 2:15 Author: Karla Borja

Research Question Developing countries have experienced an unprecedented flow of foreign capital, that is, official development aid (ODA), foreign direct investment (FDI), and remittances, namely, the private transfers from immigrant workers back to their home countries. These funds might sound good, but...