



DEPARTMENT OF MANAGEMENT NEWSLETTER

Note: Bold text represents current faculty and students of the Department of Management.

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Greetings from the Chair

Welcome to the latest edition of the *Department of Management Newsletter*. This has been a period of transition for the department in many ways. Professor **Jeff McGee** stepped down from his position as Chairman of the department after serving the department for eight years. As many of you may know, this is the longest that anyone has served as chair in the history of the department. We thank him for his years of service and wish him success as he transitions to a greater focus on research and teaching.

The department welcomed two new faculty this Fall. Dr. **Sheryl Lynn Roberts** joined the department as a Visiting Assistant Professor primarily teaching in the Entrepreneurship area. As you all know, she is one of our PhD graduates. Dr. **Terrance Wilensky** transitioned from a part-time instructor to a Lecturer. He holds a PhD from University of Missouri-Kansas City and comes with years of experience in organizational consulting.

Dr. **Liliana Perez-Nordtvedt** was promoted to the rank of Associate

Professor and granted tenure by the University. Congratulations and best wishes for many productive decades of work with UTA!

While we are in the process of recruiting a new Administrative Assistant for the Department, **Beverly Antilley** is helping us on a part time basis. We thank her for coming back from retirement to help the department that was her home for many years.

Finally, as we approach the holidays, I wish you a merry Christmas, a happy new year, and a relaxing break at the end of a very hectic semester. I also want to thank each one of you personally for your help during the past several months and for your contributions to the department.

Abdul Rasheed (Interim Chair)

Publications

Eby, L. T., **Butts, M.M.**, Durley, J. R., & Ragins, B.R. Are bad experiences stronger than good ones in mentoring relationships? Evidence from the protégé and mentor perspective. *Journal of Vocational Behavior*, 77: 81-92.

Khavul, S., Perez-Nordtvedt, L., Wood, E. (2010). Organizational entrainment and the internationalization of new ventures from emerging markets. *Journal of Business Venturing*. 25(1): 104-119.

Khavul, S., Peterson, M., Mullens, D., Rasheed, A. (2010). Going

global with innovations from emerging economies: Investment in customer support capabilities pays off. *Journal of International Marketing* 18(4): 22-42.

Khavul, S., Benson, G., Datta, D. (2010). Is internationalization associated with investments in HRM? A study of entrepreneurial firms in emerging markets. *Human Resource Management* 49(4): 693-713.

Khavul, S. (2010). Microfinance: Creating opportunities for the poor? *Academy of Management Perspectives*. 24(3): 58-72.

Pérez-Nordtvedt, L., Babakus, E., & Kedia, B. L. 2010. Learning from International Business Affiliates: Developing Absorptive Capacity through Networks and Knowledge Acquisition. *Journal of International Management*, 16: 262-274.

Lavelle, J.J. (2010). "What Motivates OCB? Insights from the Volunteerism Literature." *Journal of Organizational Behavior*, 31, 918-923.

Benson, G., & Lawler E. 2010. Raising skill demand: Generating good jobs through high involvement work. In D. Finegold et al (Eds.) *A U.S. Skills System for the 21st Century: Innovations in Workforce Education and Development*. Labor and Employment Relations Association – Research Volume, p. 87-107.

- Levenson, A., Fenlon, M., and **Benson, G.** (2010). "Rethinking Retention Strategies: Work-life Versus Deferred Compensation in a Total Rewards Strategy." *Work at Work Journal*, World at Work: The Total Rewards Association, 19:4.
- O. B. Davidson, D. Eden, M. Westman, Y. Cohen-Charash, L.B. Hammer, A.N. Kluger, M. Krausz, C. Maslach, M. O'Driscoll, P.L. Perrewé, **J.C. Quick**, Z. Rosenblatt, & P. Spector. Sabbatical Leave: Who Gains and How Much? *Journal of Applied Psychology*, 95(5): 953-964.
- J.L. Goolsby, **D.A. Mack**, and **J.C. Quick**. 2010. Good guys can finish first: A positive approach to ethics. *Organizational Dynamics*, 39: 248-257.
- J.C. Quick**, C.L. Cooper, P.C. Gibbs, L.M. Little, and D.L. Nelson. 2010. Positive Organizational behavior at work. In G.P. Hodgkinson & J.K. Ford (Eds.), *International Review of Industrial and Organizational Psychology*, 25: 253-291. Chichester, UK: Wiley Blackwell.
- A. Pandey**, **J.C. Quick**, A.M. Rossi, D.L. Nelson, & W. Martin. 2011. Stress and the workplace: 10 years of science, 1997-2007. In R.J. Contrada & A. Baum (Eds.), *The Handbook of Stress Science*, 137-149. New York: Springer Publishing Company.
- J.C. Quick** and L.E. Tetrick. 2011. *Handbook of Occupational Health Psychology, Second Edition*. Washington, DC: American Psychological Association.
- M. Musteen and **D.K. Datta**. (2010). "The Influence of Cross-border Relationships on Internationalization Speed and Performance: A Study of Czech SMEs," *Journal of World Business*.45(3): 197-205.
- M. Musteen, **D.K. Datta**, and B. Kemmeerer (2010). "Corporate Reputation: Do Board Characteristics Matter?" *British Journal of Management*, 21(2), 498-510.
- T. Yoshikawa, **A. Rasheed**, & E.B. del Brio, "The impact of firm strategy and foreign ownership on executive bonus compensation in Japanese firms." *Journal of Business Research*, 2010, 63(11): 1254-1260.
- Bell, R.G., Filatotchev, I, & **Rasheed, A.** "Liability of Foreignness: New Insights from Capital Markets." In **Advances in International Management: The Past, Present and Future of International Business and Management**, Volume 23 [Eds.] Devinney, TM, Pedersen, T & Tihanyi, L. Emerald. New York, NY: 2010, pp. 293-326.
- Nelson, D.L., & **Quick, J.C.** 2011. *Organizational Behavior: Science, The Real World, and You*, (7th ed.). Mason, OH: South-Western/Cengage Learning.
- Bell, M. P.** (2010). Teaching diversity in a "conservative" state: Using who I am and empirical evidence to contradict erroneous perceptions. In Katila, S., Meriläinen, S., & Tienari, J. (Eds.) *Working for Inclusion and Diversity: Positive Experiences from Academics Across the World*, pp. 65-77.
- Forthcoming Publications**
- The following papers have been accepted and will be appearing in print in the next few months. Congratulations to each one of you for getting acceptance from these prestigious outlets.
- Henard, D.H & **McFadyen, M.A.** The temporal effects of R&D investments on company performance. *Journal of Product Innovation Management*.
- Bruton, G.D., **Khavul, S.**, Chavez, H. Microfinance in emerging economies: Building a new line of inquiry from the ground up. *Journal of International Business Studies*.
- Wood, E., **Khavul, S.**, **Perez-Nordtvedt, L.**, Prakhya, S., Velarde, R., Zheng, C. Strategic commitment and timing of internationalization: Evidence from China, India, Mexico and South Africa. *Journal of Small Business Management*.
- Özbilgin, M., Beaugard, T. A., Tatli, A., & **Bell, M. P.** Work-life, diversity and intersectionality. *International Journal of Management Reviews*.
- Jaussi, K. & **Benson, G.**, "Careers of the Creatives: Creating and Managing the Canvas," in *Handbook of Organizational Creativity*, Mumford, M. (Ed.), Amsterdam: Elsevier.
- J.C. Quick** & T.A. Wright. Character leadership, context, and consequence. *Leadership Quarterly*.
- J.H. Gavin, **J.C. Quick**, & D.J. Gavin. *Live Your Dream, Change the World: Healthy Women at Work*. New York: American Mental Health Foundation.
- D.L. Nelson & **J.C. Quick**. 2013. *Organizational Behavior: Science, The Real World, and You, Eighth Edition*. Mason, OH: South-Western/Cengage Learning.

Musteen, M. and **D.K. Datta**. "Learning about Foreign Markets: A Study of Czech SMEs," *Journal of International Entrepreneurship*.

S. AlShebil, **A. Rasheed**, & H. Al-Shammari. "Coping with Boycotts: An Analysis and Framework." *Journal of Management & Organization*.

B.P.S. Murthi, E. Steffes, & **A. Rasheed**. "What price loyalty? A fresh look at loyalty programs in the credit card industry." *Journal of Financial Services Marketing*.

Presentations

AOM Paper Presentations

The Department of Management was well represented again this year at the Academy of Management's (AOM) annual conference in Montreal. This prestigious meeting is the leading conference of university professors and doctoral students who conduct research and teach in the area of management, and attracts over 11,000 participants worldwide.

Bell, M. P., Heslin, P., & Fletcher, P. Daring to care about hidden unemployment: Discrimination and discouragement in minority communities. Also appeared in *Best Paper Proceedings*.

Bell, M. P., Randle, N., **Lambert, J.**, Opie, T., & Fletcher, P. An investigation of fat attitudes, social dominance, and health information on size discrimination.

Benson, G. Alternative pathways to practice: Popular management books.

Butts, M. M., **Casper, W. J.**, **Yang, T.**, & Lucas, N. How important are work-family support

programs? A meta-analysis of their effects on work-related outcomes.

Casper, W. J., & **Roberto, K.** We have lives too! Debunking assumptions about work and nonwork for single workers without dependent children.

Datta, D., & Musteen, M. Cross-border acquisitions vs. Greenfields: The role of ownership and CEO compensation structure.

Datta, D., Guthrie, J.P., & Wadhwa, P. High performance work systems in low-wage America: Industry wages, HRM and employee turnover.

Herda, D., & **Lavelle, J.J.** The effects of layoff fairness and prior commitment on post-employment citizenship.

Herda, D., & **Lavelle, J.J.** Social exchange and post-employment citizenship: Evidence from public accounting.

Khavul, S., Markoczy, L., Croson, R.T.A., & Yitshaki, R. The moderating role of goal specificity on escalation of commitment in entrepreneurial firm exit.



Levitas, E., **McFadyen, M.A.**, & Ashan, M. Disclosing monetary terms of exploration alliances: A two edged sword.

McFadyen, M.A., & Cannella, A.A., Jr. Dynamic networks and

knowledge creation.

Moses, A., **Benson, G. S.**, & Levinson, A. Exploring the nature of person-job fit in jobs with multiple distinct roles.

Mullens, D.S., & **Basuil, D.** Organizational bankruptcy: The consequences of failure on director human and social capital.

Khavul, S., Prater, E., & Swafford, P.M. Responsiveness of entrepreneurial new ventures internationalizing from core emerging markets. Also appeared in *Best Paper Proceedings*.

Pérez-Nordtvedt, L., Harrison, D., **Khavul, S.**, & **McGee, J.** Keeping up with the Jones: Effects of pace and phase entrainment on firm performance.

Rasheed, A., Moursli, A.C., & Priem, R.L. Stimulating theory creation through isolation, confrontation and integration: The case of French convention theory.

AIB Paper Presentations

Datta, D. & Musteen, M. International networks and the "Born Global" phenomenon: Evidence from a transition economy. Academy of International Business, Rio de Janeiro, June, 2010. *Best Paper candidate*.

Datta, D. & Musteen, M. The impact of corporate reputation on firm internationalization and foreign market profitability: A longitudinal analysis. Academy of International Business, Rio de Janeiro, June, 2010.

SMA Presentations

Moses, A. R., **Casper, W. J.** 2010. *Strain-based work family conflict: Is there a sex difference*. Paper presented at the 2010 Southern

Management Association conference. St. Pete Beach, Florida.

Bell, M. P., Coombs, J., Gilley, K.M., & Kluemper, D. (2010). Board gender diversity, stakeholder performance, and CEO compensation.

Pandey, A., Harris, C. M., McMahan, G. C., & Wright, P. M. (2010). Transforming Talent into Triumph: The Mediating Role of HR Behaviors in the Human Capital – Performance Relationship. Southern Management Association Conference, St Pete Beach. FL. This paper won the **Award for Best Doctoral Paper in the Health Care and Hospitality Division of the Southern Management Association.**

Other presentation

Harris, C.M., **McMahan, G.C.**, & **Lavelle, J.J.** 2010. Justice, social exchange and citizenship behaviors: A test of the target similarity model. Presented at the Improving People Performance in Health Care Conference. Dublin City University, Dublin, Ireland.

Levenson, A., Zhogi, C., Gibbs, M. and **Benson, G.** (2010). "Getting what you pay for: The productivity impacts of incentive pay optimization." 9th IZA/SOLE Transatlantic Meeting of Labor Economists, Ammersee, Germany. **Benson, G.**(2010). "Current Thinking in HR Metrics and Analytics." Ft. Worth Human Resources Association, Ft. Worth, TX.

Forthcoming Presentations

Khavul, S., Peterson, M., **Mullens, D.S.**, and **Rasheed, A.A.** Going Global with innovations from emerging economies: Investment in customer support capabilities pays off. American Marketing Association Winter Marketing

Educators' Conference, Austin, TX, 2011.

Awards and Accolades

Alankrita Pandey, won the Award for **Best Doctoral Paper in the Health Care and Hospitality Division** of the **Southern Management Association** meetings in St Pete Beach. FL for her paper Transforming Talent into Triumph: The Mediating Role of HR Behaviors in the Human Capital – Performance Relationship. Co authored with Chris Harris, Gary McMahan and Patrick Wright.

Jim Lavelle's paper "Commitment, Procedural Fairness, and Organizational Citizenship Behavior: A Multifoci Analysis." Journal of Organizational Behavior, 30, 337-357 was a finalist for the *Best Published Paper Award* in the Journal of Organizational Behavior during 2009.

The Curriculum, Research, and Community Engagement Working Group has recognized Dr. **Beverly George's** Business Ethics class count for credit in the Environmental & Sustainability Studies minor in the spring.

Jim Quick's First Year Seminar proposal was approved by University College for Fall 2011. The title is "Healthy, Wealthy, and Wise: From Stressed Freshman to Successful Student." The course is anchored in an award-winning model of newcomer stress and socialization that leads from encounter and engagement to change, acquisition, and ultimately the mastery of college life.

W. Ross O'Brien successfully defended his dissertation titled *Temporary Network Development Capability in High Velocity Environments: A Dynamic*

Capability Study of Non-Government Organizations. The dissertation was chaired by a Dr. Liliana Perez-Nordtvedt.

Dennis Veit has been appointed to the Texas HR Advocacy board of SHRM National. He was also elected as President for the Mid-Cities SHRM for the calendar year 2011. In addition, as of January 1, 2011, Dennis will be joining the Ft. Worth Human Resource association as VP and Board member.

Other Activities

Jim Lavelle presented "Effective Negotiation Skills" to the The Fort Worth Human Resource Management Association on September 16th.

Liliana Perez-Nordtvedt gave an invited presentation at the University of Missouri, Columbia titled "Riding with the Cowboys? Effects of Pace and Phase Entrainment on Firm Performance."

J.C. Quick. 2010. Leaders and Followers: Performance from Within®. Fort Worth Hispanic Chamber of Commerce, Fort Worth Center, UT Arlington.

J.C. Quick. 2010. Goolsby Leadership: High Performance, Integrity, Character. Speedway SuperAmerica Emerging Leaders Program, Wright State Univ., Dayton, OH, 19-20 September.

J.C. Quick. 2010. The Balancing Act. Center for Student Development, UNT, 16 November.

Dennis Veit was a guest panelist during the SHRM Legislative Update & Networking Reception, at the Texas Ranger's Baseball Hall of Fame, in Arlington, on Tuesday – December 7.

Myrtle P. Bell was quoted in “Racial issues make headlines” by Rebecca Hastings, August 9, 2010, Society for Human Resource Management Online.

J.C. Quick is being featured as an “A-PlusProfessor” in the President’s report to be released shortly.

J.C. Quick participated in the following meetings.

- Special Transit Advisory Board Meetings, City of Arlington, 18 November.
- Defense Health Board, Washington DC, 13-14 July

Goolsby Leadership Academy Cohort 7 Event

Colonel Sean T. Hannah, Infantry, US Army, Ph.D. was the 2010 Goolsby Distinguished Visiting Professor. He is the Director of the Center for the Army Profession and Ethic (CAPE), United States Military Academy (West Point).

The 2010-2012 Goolsby Scholars (Cohort 7) hosted his presentation “Competence and Character: Hallmarks of a Professional” in the Lone Star Auditorium, Maverick Athletic Center. Dr/Colonel Hannah is an authority on authentic leadership, character strengths in extreme contexts, ethics, and personal integrity. He has published extensively in *The Leadership Quarterly*, *Journal of Organizational Behavior*, *Organizational Psychology Review*, and the American Psychological Association’s *The Psychology of Courage*.

The Goolsby Leadership Academy was founded in 2003 and has hosted seven previous Goolsby Distinguished Visiting Professors.

MSHRM Update

The MSHRM program continues to grow in size, recognition, and links with the business community. Our program has now grown from 48 students in July of 2008 to approximately 82 as of Spring 2011, comprised of 42 MSHRM students and 40 dual degree students. Here are some of the highlights of the program as well as the activities of our SHRM chapter.

- Two of our student board member, **Sadia Piprewala** and **Weston Denton** have been asked to join the Texas State SHRM Board, as active members, to manage an on-going project for them.
- Our SHRM Student Chapter has been awarded the most active student chapter in the Business School for Fall 2010!
- The SHRM Student Chapter has been active in building networks with both TCU student SHRM chapter and N. Texas state SHRM chapter. UTA SHRM will be hosting the first annual tri-area meeting of these three societies to build relationships and share networking opportunities.
- Dennis C. Veit, advisor for the MSHRM student program won the SHRM HR Southwest Conference 2010 Educator of the Year Award! He was honored during the Conference keynote program on Tuesday, October 12. In addition, SHRM UTA received a \$1,000 grant from The HR Southwest Conference.
- Through the generous donations from our Advisory Council members, our SHRM chapter sponsored a booth at the annual Mid-Cities Legal Symposium

where we were able to promote our program to over 100 local professional HR executives representing the Mid-Cities area.

- We are preparing for the SHRM games for 2011 and hoping to have two teams this year representing UTA. As this year’s sponsor for the annual games, we hosted approximately 70 volunteers and 30 students from all over the state of Texas. Schools represented included: UT San Antonio, UT El Paso, University of Houston, Texas State University, Texas A&M- Commerce, and University of North Texas.
- We were given approval to form a new organization on campus which has been given the name Project Success. This group will be run by both MSHRM and Business majors here in the school of business in cooperation with Cheri Butler, Associate Director Career Services, and Mission Arlington. This group’s primary responsibility will be to solicit business attire for both men and women when going to a professional interview.



