

DEPARTMENT OF MANAGEMENT NEWSLETTER

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

Contents

Greetings from the Chair	1
Publications	2
Forthcoming Publication.....	2
Presentations.....	3
Awards and Accolades.....	4
Congratulations.....	5
Campus & Community.....	5
MSHRM Update	5
Spring Fling Party.....	5
Obituary.....	6

Greetings from the Chair

Welcome to the latest edition of the *Department of Management Newsletter*. We are coming to the end of yet another academic year. Looking back, it was a very successful and productive year with the departmental faculty excelling in their research and teaching activities.

This semester certainly had its highs and lows. We lost two of our former colleagues. Professor **Joseph Rosenstein** passed away at the age of 93 on May 3rd. I have vivid memories of coming as a job candidate at UTA 25 years ago when Joe took me out for dinner as the roads were getting impossible to navigate as a result of a sudden snowstorm. It was the beginning of a long and close friendship. Although Joe retired in 1992, we continued to get together regularly to enjoy the best our restaurants have to offer and explore our interest in corporate governance. We also continued to research and publish together, with

our latest paper appearing in 2006. Joe's zest for life and wise counsel will be very much missed. Death also claimed Professor **Mary McLaughlin** who was Lecturer from 1990 to 1998 and Assistant Professor from 1998-2001. Mary taught in the Organization Behavior area and was also sought after for her expertise in research methodology. More detailed tributes on our departed colleagues appear elsewhere in this newsletter.

Several of our faculty members have won awards for exceptional performance during the last few months. Professor **James C. Quick** was inducted into the *Academy of Distinguished Researchers*. He is the first faculty member in the history of the College of Business to be inducted into both the *Academy of Distinguished Teachers* and the *Academy of Distinguished Researchers*. In addition, he has also been honored last week with the *Lockheed Martin Aero Community and Professional Faculty Leadership Award* for involvement with local professional and non-profit organizations. Congratulations Jim, for your multi-faceted contributions to the College over nearly four decades now. Congratulations are due to **Susanna Khavul** who has been awarded a Faculty Development Leave. **Marcus Butts** has been recommended for tenure and promotion to the rank of Associate

Professor. Congratulations to each one of you!

On the doctoral front, **Pakorn Sujchaphong** and **Drake Mullens** have defended their dissertations. While Pakorn will be returning to teach at the Mahasarakham University in his native Thailand, Drake has accepted a position at Tarleton State University. **Alankrita Pandey**, who spent the last year as Visiting Assistant Professor in our department has accepted a position at Eastern Michigan University. Congratulations to each of them and to their dissertation committee members. The department has always taken great pride in our PhD program and the faculty have made a strong personal commitment to its success.

Finally, as we begin the summer, I wish everyone a relaxing break at the end of a very hectic semester. This is an opportunity to travel (as many are doing in connection with the Academy meetings and the AIB conference), to catch up on research, and to have at least some personal time for family and friends. I also want to thank each one of you personally for your help during the past academic year and for your contributions to the department. Let us celebrate our successes together and share our sorrows with each other. We are a great team and great things are ahead of us.

Abdul Rasheed (Chair)

Publications

Journal Articles

Butts, M. M., Casper, W. J., & Yang, T. S. (2013). How important are work-family support programs? A meta-analysis of their effects on work-related outcomes. *Journal of Applied Psychology*, 98, 1-25.

Casper, W. J., Wayne, J. H. W., & Manegold, J. G. (2013). Who Will We Recruit? Targeting Deep- and Surface-Level Diversity with Human Resource Policy Advertising. *Human Resource Management*, 52(3).

Griggs, T. L., **Casper, W. J.**, & Eby, L. T. (2013). Work, family and community support as predictors of work-family conflict: A study of low-income workers. *Journal of Vocational Behavior*, 82, 59–68.

Herda, D. N. & **Lavelle, J.J.** (2013). Auditor Commitment to Privately-Held Clients and its Effect on Value-Added Audit Service. *Auditing: A Journal of Practice & Theory*, 32, 1, 113-137.

Herda, D. N. & **Lavelle, J.J.** (2012). The Auditor-Audit Firm Relationship and its Effect on Burnout and Turnover Intention. *Accounting Horizons*, 26, 4, 707–723.

J.C. Quick (Editor). (2013). Leadership: Character, Coaching, Context, and Culture. *Organizational Dynamics, Special Issue*, 42 (1): 1-80.

J.C. Quick & J.L. Goolsby. (2013). Integrity First: Ethics for Leaders and Followers. *Organizational Dynamics, Special Issue*, 42(1): 1-7.

Jonsen, K., Tatli, A., Özbilgin, M. and **Bell, M.P.** (2013). The tragedy

of the (un)commons: Reframing workforce diversity. *Human Relations*, 66(2): 271-294.

Khavul, S., Chavez, H, Bruton, G.D. (2013). When institutional change outruns the change agent: The contested terrain of entrepreneurial microfinance for those in poverty. *Journal of Business Venturing*. 28(1): 30-50.

Khavul, S., Bruton, G. (2013) Harnessing innovation for change: Sustainability and poverty in developing countries. *Journal of Management Studies*. (2): 285-306.

B.P.S. Murthi, **A. Rasheed**, & I. Goll. An empirical analysis of strategic groups in the airline industry using latent class regressions. *Managerial & Decision Economics*. 2013, 34(2): 59-73.

V.K. Garg, R.L. Priem, & **A. Rasheed.** The cost advantages of multi-unit franchising. *Journal of Marketing Channels*, 2013, 20:52–72.

Book Chapters

Bernice, D., W. J., **Martinson, B.**, Ariane, R., Hilary, V. In Dyer, L. (Ed.), *HR Leadership: Views From The Top*; Growth of CIGNA in China (vol. VI, pp. 54-75). Ithaca, NY: Cornell University.

Lambert, J.R., & **Bell, M.P.** (2013). Diverse forms of difference. In Q. Roberson (Ed.) *Oxford Handbook of Diversity*, pp. 13-31.

Books

J.H. Gavin, **J.C. Quick**, & D.J. Gavin. (2013). *Live Your Dreams, Change the World: The Psychology of Personal Fulfillment for Women*.

Riverdale, NY: American Mental Health Foundation.

Forthcoming Publications

Benson, G., Kimmell, M., and Lawler, E. Adoption of Employee Involvement Practices: Organizational Change Issues and Insight in *Research in Organizational Change and Development*; Vol - 21; Edited by Shani et al.

Bell, M. P., Marquardt, D., & Berry, D. “Diversity”, immigration, and the new American multi-racial hierarchy. *Journal of Managerial Psychology*.

Bell, M. P., Berry, D. P., Marquardt, D., Green, T. G. Introducing discriminatory job loss: Antecedents, consequences, and complexities. *Journal of Managerial Psychology*.

Brown, L. W., J.C. Quick, & C.L. Cooper. The Use of Character in Organizational Research: A Review and Future Directions. in *Research in Management Vol. 10 - Information Age Publishing Eds. Neider, L. L., & Schriesheim, C. A.*

Butts, M. M., Hurst, C. S., & Eby, L. T. Supervisor health and safety support: Scale development and validation. *Journal of Applied Management and Entrepreneurship*.

Huffman, A., **Casper, W. J.**, & Payne, S. C. How does spouse career support relate to employee turnover? Work interfering with family and job satisfaction as mediators. *Journal of Organizational Behavior*.

L. Pérez-Nordtvedt, R. O'Brien, & A. Rasheed. What are temporary

networks and when are they useful? *Group & Organization Management*.

Ng, T. W. H., Feldman, D. C., & **Butts, M. M.** Psychological contract breaches on voice behavior: The moderating effects of changes in social relationships. *European Journal of Work and Organizational Psychology*.

Wayne, J. H., **Casper, W. J.**, Mathews, R., & Allen, T. D. Family-supportive organization perceptions and organizational commitment: The mediating role of work-family conflict and enrichment and partner attitudes. *Journal of Applied Psychology*.

Yamakawa, Y., **Khavul, S.**, Peng, M., Deeds, D. Venturing from emerging economies. *Strategic Entrepreneurship Journal*.

Casper, W. J., De Hauw, S., & Wayne, J. H. Concepts and measures in the work-family interface: Implications for work-family integration. In Major, D. & Burke, R. (Eds). *Handbook of work-life integration of professionals: Challenges and opportunities*. Edward Elgar.

L.W. Brown & J.C. Quick. Workplace health. In H. Friedman & R. Riggio (Eds.), *Encyclopedia of Mental Health, Second Edition*. Oxford, UK: Elsevier Publishers.

Lavelle, J. J., Rupp, D. E., **Manegold, J. G.**, & Thornton, M. A. Multifoci Justice: Emerging Research and Extensions. In R. S. Cropanzano and M. Ambrose (Eds.), *Handbook of Justice in Work Organizations*. Oxford: Oxford Press.

Presentations

AOM Paper Presentations

The Department of Management will be well represented at this year's Academy of Management's (AOM) annual conference in Orlando in August 2013. 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.

Benson, G., Kimmell, M., and Lawler, E. "Why aren't EI practices more widely adopted? A review of EI research from an Org Change".

Benson, G., McIntosh, C., Salazar, M. & Vaziri, H. "Defining career success: A cross-cultural comparison".

Casper, W. J., Hoobler, J. M., & Wilson, M. S. "Electronic interruptions at work and home: Cognitive predictors of work and nonwork outcomes".

Manegold, J. & Butts, M. "The "we" in mentoring: Identification-based trust, protégé outcomes, and the role of conflict".

Manegold, J. & Lavelle, J. "Multifoci justice and negative workplace behaviors: A review and theoretical synthesis".

Navis, Chad; **Ozbek, O. Volkan.** "The right people in the wrong places: Executive founders and the survival of their ventures".

Martinson, B., DeLeon, J., McMahan, G. "Testing horizontal and vertical fit: Strategic retention

and the 2008 Federal Human Capital Study".

Salazar, M., **Benson, G.** & Mohrman, S. "Reactions to Informational Justice Across Cultures: Relationships with Control over Job Demands, Supervisor Support and Intention to Turnover".

Schleicher, D. J., Smith, T., Watt, J. D., **Casper, W. J.**, & Franklin, D. A. "The strength of job attitudes: A multi-study test".

Wayne, J. H., **Butts, M. M., Casper, W. J.**, & Allen, T. A. "What really is work-family balance? An investigation of balance satisfaction and effectiveness".

Casper, W. J. (Chair, 2013). "Publishing in top tier US journals for non-US scholars".

Casper, W. J. (Moderator, 2013). "Getting tenure in non-US universities".

Casper, W. J. (Moderator, 2013). "Going East: Issues and Trends in HRM".

AIB Paper Presentations

Manuscripts accepted for presentation at the *Academy of International Business Annual Meeting*, Istanbul, Turkey. July 2013.

Pérez-Nordtvedt, L., Mukherjee, D., Kedia, B. 2013. Cross-border Learning, Technological Turbulence and Firm Performance.

Datta, D.K. & Basuil, D. Shareholder value creation in cross-border acquisitions: Does ownership structure matter?

Datta, D.K. & Basuil, D. An investigation of the relationships between board characteristics, CEO influence, and the performance of cross-border acquisitions.

Other Presentations

Casper, W. J. (2013). *Singleism: The stigmatization of single workers*. Paper presentation at 2013 Society for Industrial-Organizational Psychology conference. Houston, TX.

Casper, W. J. (2013, March). *No time to think! The Effect of Electronic Interruptions on Work and Nonwork Outcomes*. Invited presentation at Macau University of Science and Technology. Taipa, Macau.

D.L. Nelson & J.C. Quick. (2013), "Lectures in Organizational Behavior." 15 audio-visual recorded lectures to accompany Nelson & Quick textbooks. Nashville, TN: Savant Learning, 24-25 April.

J.C. Quick. (2013). *Goolsby Leadership: High Performance, Integrity, Character*. Speedway LLC Emerging Leaders Program, Wright State University, Dayton, OH, 24-25 March.

J.C. Quick, Chair. (2013). Human Resource Keynote Panel. Professor Fred Luthans' Festschrift. Lincoln, NE: UNL College of Business Administration, 9-11 May.

J.C. Quick & J. Bennett. (2013). *Healthy Leadership: Opportunities for Research, Practice, and Research-to-Practice (workshop)*. Work, Stress and Health 2013: Protecting and Promoting Total Worker Health. Los Angeles, CA: American Psychological Association, 16 May.

J.C. Quick, J.H. Gavin, & D.J. Gavin. 2013. Live your dream, change the world. *Reunion College, Colgate University*, Hamilton, NY, 31 May.

Martinson, B. "A new model for studying the relationship between corporate life cycle, strategy, and CEO characteristics." 40th Annual Meeting of the Southwest Academy of Management, Albuquerque, NM March 12-16, 2013.

Martinson, B. Co-chair of the developmental papers track for the 40th Annual Meeting of the Southwest Academy of Management, Albuquerque, NM March 12-16, 2013.

Myrtle P. Bell gave the keynote address, entitled "Finding Your Destiny," at the Black Leadership Institute, University of Texas at Arlington, on February 23, 2013.

Myrtle P. Bell discussed her book, *Diversity in Organizations*, at the Center for African American Studies, UT-Arlington, "An Evening With Authors" on Dec. 5, 2012.

Roundy, P., Harrison, D., Khavul, S., Pérez-Nordtvedt, L., & McGee, J. 2013. Beyond Deliberate Cognition: Automatic Responses to Environmental Disruption and Strategic Change. Manuscript accepted for presentation at the *Strategic Management Society Annual International Conference*, Atlanta, GA.

Awards and Accolades

James C. Quick won 2013 Academy of Distinguished Scholars, UT Arlington & 2013 – 2016 Distinguished Visiting Scholar, Lancaster University Management School, England

James C. Quick won the Lockheed Martin Aero Community and Professional Faculty Leadership Award for involvement with local professional and non-profit organizations.

Susanna Khavul has been nominated for the 2013 UT Regents Outstanding Teaching Award.

Abdul Rasheed won the 2012-2013 Distinguished Professional Publication Award for the article "Foreign IPO Capital Market Choice: Understanding the Institutional Fit of Corporate Governance," which appeared in the *Strategic Management Journal*.

Abdul Rasheed won the 2012-2013 Distinguished Research Publication Award for the article "Global risk in a changing world: New paradigms and practice" which appeared in *Organizational Dynamics*.

Benson, McIntosh, Salazar and Vaziri. "Defining Career Success: A Cross-Cultural Comparison" was named the Academy of Management Careers Division 2013 Best International Paper.

Congratulations!

We would like to congratulate the following for defending their dissertations and finding professorial positions in other universities. Congratulations are also due to their dissertation chairs and committee members for all the hard work that they put in which makes our Doctoral program recognized nationally.

Pakorn Sujchaphong: Individual Human Capital and Performance: An Empirical Study in Thailand. April 22, 2013
Chair: **Gary McMahan**

Pakorn will be joining Mahasarakham University in Thailand

Drake Mullens: Smart, cohesive families positioned for success: Transactive memory systems and entrepreneurial orientations improve performance. April 8, 2013.

Chair: **Susanna Khavul**

Drake has joined as Assistant Professor, Management College of Business, Tarleton State University.

Other doctoral placements are:

Brian Martinson: Assistant Professor, Management, College of Business, Tarleton State University.

Alankrita Pandey: Assistant Professor, Management College of Business, Eastern Michigan University

Sha’Ron Pickett graduated with a BA in Interdisciplinary Studies with minor in Criminology.

Campus, Community, and the Profession

James C. Quick continues to be engaged with the community through a variety of activities as described below.

Retirees Club, 9 April – “Stress: Good News, Bad News,” Maverick Athletic Center (campus)

Maverick Veterans’ Voices, 29 April – one-hour oral history of his military service in the United States Air Force, a project done through the Dean’s Office, College of Liberal Arts.

Mentor for McNair Scholar Victor Gonzalez, who is also a 2014 Goolsby Scholar.

Rotary District 5790, Peace Fellows Committee Chair, nominated Miguel Juanez for a 2014 Peace Fellowship in Uppsala University, Sweden.

Abdul Rasheed served as a panelist at the Graduate School Ph.D Mentoring Workshop on February 13, 2013.

MSHRM Update

MSHRM Consulting Projects: MSHRM program had 26 students conduct 5 consulting projects this semester.

- American Airlines – Employee Assistance Program: Assessing Client Satisfaction
- Mouser Electronics – Employee Engagement Survey
- Dr. Pepper / Snapple Group – Time to Proficiency for Merchandisers
- Dr. Pepper / Snapple Group – Cost of Turnover for Merchandisers
- Dean Foods – Comparison of Paid Time Off Policies

Student SHRM Chapter held another bake sale in the School of business where they again broke all sales records by making \$2,100 in a one week period! The money raised from the bake sales provide the funds to send our students to the Regional and National SHRM events

Student SHRM Chapter – Seven of our Student SHRM Chapter members went to the Southwest Regional Student SHRM Case Competition located in Austin Texas.

Although we didn’t win this year’s competition we had a very respectable showing coming in fifth out of sixteen undergrad teams! Congratulations to the team made up of: Areeba Shahid, Chetna Rajpurohit, Duha Hussein, Janet

Sandoval, Adrienne Stephen, and Kathryn Funchess

Spring Fling Party!



The department held its Spring Fling on Friday May 4, 2012. The party was well attended and it was great to see some of our retired colleagues as well as friends from outside the department. Everyone had a great time. We thank **Sha’Ron Pickett** and **Daniel Nguyen** for organizing an outstanding event. Some pictures from the party appear in this newsletter.



Obituary

Mary Elizabeth McLaughlin



Mary Elizabeth McLaughlin, 50, of State College, died Tuesday, March 19, 2013, at her residence. Born October 28, 1962, in San Jose, California, she was the daughter of John Alden McLaughlin and the late Mary Patricia Anderson McLaughlin.

She was a 1979 graduate of Sabino High School. She graduated from the University of Arizona in 1983 with a Bachelor's in Psychology. She graduated with a Ph.D. in Industrial/Organizational Psychology from the University of Illinois in 1988. Immediately upon graduation, she taught psychology and management at San Diego State University. She joined UT Arlington as a lecturer in 1990 and became an Assistant Professor in 1999. After leaving UTA, she taught courses at Penn State University on a part-time basis. She was a member of the Society for Industrial-Organizational Psychology, Society for Human Resource Management, and the Association for Psychological Science.

She enjoyed running, playing guitar, listening to classical music, writing poetry, and visiting national parks. She was a beautiful, generous spirit who spent her time helping her family and students. She will be sorely missed.

Joseph Rosenstein



Our former colleague, Professor Joseph Rosenstein passed away on May 3, 2013 at age 93. Born in Gainesville, Texas, Joe's connections to Dallas started early in life, when he began to travel to Temple Emanu-El to attend Religious School. His military career began when he was drafted as a Private in 1941. After VJ Day, he served in the Office of Military Government for Bavaria, where he was involved with a top-secret project involving the transfer of German rocket scientists and their families to the U.S. He retired as a Major and served in the Army Reserves through 1950. Joe completed his Bachelors, Masters, and Doctorate degrees at University of Chicago, where he was elected Phi Beta Kappa in his third year. He remained an actively involved alumnus throughout his life, founding the Chicago Club of Dallas, attending college events, interviewing prospective students, and serving on the national alumni board for several years. Much of his career was spent as an executive at Pollock Paper Company, later St. Regis and Champion.

After retirement, he returned to academia starting as an adjunct instructor. He subsequently joined the Management Department as an Assistant Professor and was tenured in 1985. His research appeared in leading journals such as *Academy of Management Journal*, *Organization Science*, *Journal of Business Venturing*, and *Management International Review*. His main areas of research interest were corporate governance and restructuring.

Though he retired in 1992, he continued to publish research papers and was named Professor Emeritus. A lifelong learner, Joe continued to

take university classes and attend events

through the Dallas Council of World Affairs, Dallas Committee on Foreign Relations, the Tower Center of SMU, and SMU Town and Gown, where he was often the oldest participant in attendance. A Scholarship Endowment was set up in his name with generous contributions from Joe and every year an award is given to the PhD student who has produced the most outstanding paper accepted for presentation at an academic meeting or conference.

Joe was active in a number of organizations and served on several boards. He served as President of Temple Emanu-El from 1989 to 1991. With his wife Maryanne, Joe traveled across Europe, Asia, and South America for decades. After her death, he took many special trips with his daughter Joanne. He appreciated a fine meal and glass of wine, both in his travels and in his daily life at home. Through his involvement in diverse civic and scholarly organizations, Joe cultivated a wide circle of friends whose camaraderie he enjoyed. Joe was preceded in death by his loving wife of 62 years, Maryanne. He is survived by his daughter Joanne, whom he adored, and her husband Steve, whom he thought of as a son; grandchildren Karen & Dylan Keon and Doug and Alyce Levy, and four great granddaughters, Julia & Anna Keon and Jordan & Taylor Levy.

