


 DEPARTMENT OF MANAGEMENT
 News Letter

Summary of April 2005-November 2005

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

Awards

Datta, D. received a University of Texas at Arlington *Professional Development Award*.

Davis, J.L., Payne, G.T., and McMahan, G.C. received the *Best Doctoral Student Paper* for the Ethics/Social Issues/Diversity Track at the Southern Management Association meeting in Charleston, SC, November.

Davis, J.L., Payne, G.T., and McMahan, G.C. received the *Best Overall Doctoral Student Paper* award at the Southern Management Association meeting in Charleston, SC, November.

Rasheed, A., Garg, V.K. and Priem, R.L. received the *Best Paper Award* presented by the *Journal of Small Business Management* at the 19th annual International Society of Franchising conference, London 2005 for the paper "Explaining Franchisors' Choices of Organizational Forms within Franchise Systems." November.

George, B received an *Outstanding Reviewer* award from Academy of Management's Gender and Diversity in Organization division.

Wheeler, K received the UTA College of Business Administration *Outstanding Undergraduate Teaching Award*.

Appeared in Print

Baruch, Y., **Bell, M. P., and Gray, D.** 2005. "Generalist and specialist graduate business degrees: Tangible and intangible value." *Journal of Vocational Behavior*. 67 (1)51-68.

Datta, D. and Hermann, P. "Relationships between top management team characteristics and international diversification: An empirical investigation" *British Journal of Management*, 16 (1): 69-79.

Van den Bos, K., Burrows, J.W., Umphress, E., Folger, R., **Lavelle, J.J.**, Gee, J., and Eaglestone, J. "Prior experiences as temporal frames of reference in social justice: The influence of previous fairness experiences on reactions to new and old supervisors." *Social Justice Research*, 18, (2), 99-120.

Macik-Frey, M., Quick, J.C. and Quick, J.D. 2005. "Interpersonal communication: The key to unlocking social support for preventive stress management." In C.L. Cooper (Ed.) *Handbook of Stress Medicine and Health, Second*

Edition: 265-292. Boca Raton, FL: CRC Press.

Payne, G.T., Kennedy, K.H., Blair, J.D. and Fottler, M.D. 2005. "Strategic cognitive maps of small business leaders." *Journal of Small Business Strategy*, 16(1): 27-40.

Shook, C.L., **Payne, G.T.,** and Voges, K.E. 2005. "The 'What' in top management group conflict: The effects of issue labels and interpretations." *Journal of Managerial Issues* 17(2): 162-177.

Tetrick, L.E., **Quick, J.C.** and Quick, J.D. 2005. "Prevention perspectives in occupational health psychology." In A.-S. G. Antoniou and C.L. Cooper (Eds.) *Research Companion to Occupational Health Psychology*: 209-217. Cheltenham, UK and Northampton, MA: Edward Elgar.

Quick, J.C., Macik-Frey, M. and Nelson, D.L. 2004. In C. Spielberger (Ed.) *Encyclopedia of Applied Psychology*: 467-474. San Diego, CA: Academic Press.

Quick, J.C., Macik-Frey, M., Mack, D.A., Keller, N., Gray, D.A. and Cooper, C.L. 2005. *Lideres saudáveis, organizações*

saudáveis: prevenção primária e efeitos positivos da competência emocional. In A. M. Rossi, P. L. Perrewé, and S. L. Sauter (Eds.) *Stress E Qualidade de Vida No Trabalho*: 139-155. São Paulo, Brazil: Editora Atlas S.A. [published in Portuguese]

Dolan, S.L. and **Quick, J.C.** (Guest Editors). 2005. "Selected papers on careers, stress and mental health." *Career Development International*, 10(3), 345-417.

Korean and Spanish language translations of **Quick, J.C.**, Cooper, C.L., Quick, J.D. and Gavin, J.H. 2003. *The Financial Times Guide to Executive Health: Building Your Strengths, Managing Your Risks*. London: Financial Times.

Rasheed, A. and Gilley, K.M. 2005. "Outsourcing: National and firm level implications." *Thunderbird International Business Review*. 47(5): 513-528.

Garg, V.K., **Rasheed, A.** and Priem, R.L. 2005. "Explaining franchisors' choices of organization forms within franchise systems." *Strategic Organization*. 3(2): 185-217.

Goll, I. and **Rasheed, A.** 2005. "The relationship between top management demographic characteristics, rational decision making, environmental munificence, and firm performance." *Organization Studies*. 26(7): 999-1023.

Vijayakumar, J., **Rasheed, A.** and Krishnan, V.S. 2005. "Corruption and taxation: Lessons from the Indian experience." *Journal Public Budgeting, Accounting, and Financial Management*. 17(3): 398-419.

Papers Presented

Datta, D., Kemmerer, Benedict and Musteen, Martina. "Board characteristics and reputation: A study of firms in the service sector." 9th International Conference on Corporate Reputation, May.

Davis, J.L., Payne, G.T., and McMahan, G.C. "Scandalous behavior of mutual fund managers: An exploratory study of the influence of management fees and fund control on unethical behavior." Southern Management Association, Charleston, SC, November.

Baquer, S., and **Davis, J.L.** "The role of trust in determining use likelihood of B2B e-commerce." Fourteenth Annual World Business Congress of the IMDA, Granada, Spain, July.

Davis, J.L., and **Payne, G.T.** "Confidence and control as determinants of initial venture financing." 25th Babson-Kauffman Entrepreneurship Research Conference (BKERC), Babson University, Wellesley, MA, June.

Lilly, J.D., Duffy, J.A., **Goswami, R.M.**, and Virick, M. "Work and family conflict: A needs theory perspective." Institute of Behavioral and Applied Management, Scottsdale, AZ. November.

Henley, A. B., McMahan, G. C., and Price, K. H. "Linking pay compression to pay equity: Factors influencing perceptions of pay justice." Southern Management Association, Charleston, SC, November.

Crockett, D.R., **McGee, J.E.**, and **Payne, G.T.** "Corporate venturing: The role of the venture management team and decision autonomy." Southern

Management Association, Charleston, SC, November.

Sequeira, J.M., **McGee, J.E.**, and Mueller, S. "An empirical study of the effect of network ties and self-efficacy on entrepreneurial intentions and nascent behavior." Southern Management Association, Charleston, SC, November.

Nordtvedt, L. P., and Kedia, B. L. "Learning from international business affiliations: Effects of the effective and efficient transfer of knowledge on absorptive capacity." Academy of International Business, Québec City, Canada, July.

Quick, J.C. (Chair), Simmons, B.L., Nelson, D.L., Shirom, A., Shraga, O., **Macik-Frey, M.**, Gavin, J.H., Rossi, A.M., and Cooper, C.L. "Positive strengths to meet the challenges...hope, vigor, and self-Reliance." British Academy of Management, Oxford, England, September.

Quick J.C., and **Macik-Frey, M.** "Leader development and emotional competence: Authentic leadership, self-awareness, and personal integrity." Kansas Business and Leadership Symposium, Fort Hays State University, Hays, KS, September.

Saleh, K.J., **Quick, J.C.**, Sime, W.E., and Martin, W. "Kiss of death or spice of life: Stress coping tools for strong leadership." American Orthopaedic Association Annual Meeting, Huntington Beach, CA, June.

Rasheed, A., Alshebel, S., and **Al-Shammari, H. A.** "Coping with boycotts: An analysis and framework." Annual meeting of the Academy of International

Business in Quebec City, Canada, July.

Rasheed, A., Garg, V.K., and Priem, R.L. "Explaining franchisors' choices of organizational forms within franchise systems." 19th Annual International Society of Franchising conference, London. November.

Papers Accepted for Publication

David, P., Yoshikawa, T., Muralidharan R., and **Rasheed, A.** "Strategic investments in Japanese corporations: Do foreign portfolio owners foster underinvestment or appropriate investment?" *Strategic Management Journal*.

Zahra, S.A., Priem R.L., and **Rasheed, A.** "The antecedents and consequences of top management fraud." *Journal of Management*.

Priem R. L., and **Rasheed, A.** "Reviewing as a vital professional service." In *Winning Reviews: A Guide for Evaluating Scholarly Writing* [Eds.] Y. Baruch, S. Sullivan, and H. Schepmyer. Palgrave.

Keller, N., **Quick, J.C., Macik-Frey, M., Gray, D.A., Mack, D.A.,** and Cooper, C.L. "Leader development and emotional competence: Authentic leadership, self-awareness, and personal integrity." *Journal of Business and Leadership*

Price, K., Lavelle, J.J., Henley, A., Cocchiara, F., and **Buchanan, B.** "Judging the fairness of voice-based participation across multiple and interrelated stages of decision making." *Organizational Behavior and Human Decision Processes*.

Yoshikawa, T., **Rasheed, A., Datta, D.,** and Rosenstein, J. "Financial and product market integration: Responses of Japanese firms." *Management International Review*.

Casper, W. J., Eby, L. T., Bordeaux, C., Lockwood, A., and Lambert, D. "A review of research methods in IO/OB work-family research." *Journal of Applied Psychology*.

Datta, D., and Hermann, P. "CEO observable experiences: Implications for choice between international acquisitions, joint ventures and Greenfield Investments." *Journal of Management Studies*.

Datta, D, Yoshikawa, T., Rasheed, A., and Rosenstein, J. "Financial and product market integration: Responses of Japanese firms." *Management International Review*.

Price, K.H, Lavelle, J., Henley, A.H., Cocchiara, F. K., and **Buchanan, R.** "The effects of voice-based participation across multiple and interrelated stages of decision making." *Organizational Behavior and Human Decision Processes*.

Price, K.H., Harrison, D. A., and Gavin, J. "Withholding inputs in team contexts: Member composition, interaction processes, evaluation structure and social loafing." *Journal of Applied Psychology*.

McMahan, G.C., Wright, Patrick M., and **Goswami, R.M.** "Toward an understanding of strategic human resource management in entrepreneurial firms: Opportunities for research and action." in R. Heneman & J. Tansky (Eds.) *Human Resource Management in High Technology Entrepreneurial*

Firms, Information Age Publishing, Inc. Greenwich, CT.

Papers Accepted for Presentation

Bell, G., "Corporate control and new corporate venture manager power." United States Association for Small Business and Entrepreneurship annual conference, Tuscon, AZ, January 2006.

Buchanan, B., and **Gray, D.** "Is tuition reimbursement considered valuable by employees?" Annual Meeting of the Western Academy of Management, Long Beach, CA, March, 2006.

Casper, W. J., Kwesiga, E., and **Pattie, M.** "Predictors of supervisory support for work-family support programs." Poster accepted for presentation at the American Psychological Association/National Institute for Occupational Safety and Health conference. Miami, FL, March, 2006.

Moore, T. W. "The Role of adhesion and conversion in religion and spirituality." Western Academy of Management Conference, Long Beach, CA, March, 2006.

Moore, T. W. "Related and unrelated diversification strategies: A social psychological perspective." Western Academy of Management Conference, Long Beach, CA, March 2006.

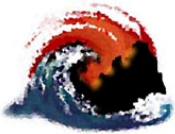
Moore, T. W. "The organizational life cycle and the hierarchy of needs." Western Academy of Management Conference, Long Beach, CA. March 2006.

Saleh, K.J., and **Quick, J.C.** "Burnout, health, and coping among academic leaders, Department Chairs, and Deans." American Orthopedic Association Annual Meeting, San Antonio, TX, June 2006.

Academy of Management

The Department was well represented again this year at the Academy's annual conference. We are particularly proud of our Ph.D. students who had a combined eight entries. Moreover, four of these entries were solo authored. This accomplishment is noteworthy as entries are selected through a highly competitive peer-reviewed process and our students competed not only with other Ph.D. students but with senior faculty across the globe as well.

August 5-10, 2005
Honolulu (On the Island of Oahu), Hawaii, USA



**A NEW VISION OF MANAGEMENT
IN THE 21ST CENTURY**

Paper Presented at the Academy of Management

Al-Shammari, H. "Strategic planning-firm performance linkage: Empirical investigation from emergent market perspective."

Bell, M. P. "A new vision of management in the 21st century: Diversity and career choice issues for young worker."

Levenson, A., and **Benson, G.** "Occupational skills, job changes and wages."

Datta, D., Guthrie, J., and Wright, P. "HRM and firm productivity: Does industry matter?"

Datta, D., Musteen, M., and Liang, X. "Links between business strategies and foreign market entry mode choices: An empirical examination."

Datta, D., and Guthrie, J. "Workforce reductions and firm performance: Do industry conditions moderate the relationship?"

Kwesiga, E., Casper, W., Bianco, A., and Kandikjan, L. "A cross-cultural comparison of work-family conflict: US versus Brazil."

Kwesiga, E. "Is management science built on a shaky foundation? The case for intersubjective certifiability."

Kwesiga, E. "Ain't you too young to be the boss? When age discrimination targets employees under 40."

Lavelle, J.J., Konovsky, M.A., and Brockner, J. "Differentiating the antecedents of OCBO and OCBI: A multiple commitments and justice framework."

Moore, T. "Workplace spirituality: A critical relativist perspective."

Moore, T., and **Casper, W.** "The mediating affects of spirituality on transformational leadership and turnover."

O'Brien, R. "Effectiveness and efficiency through diversity: Can you have it both ways?"

Pattie, M., and **McMahan, G.** "Ethical concerns in organizational socialization: The use of propaganda."

Dean, M., Shook, L., and **Payne, G.T.** "Data analytic trends and training in entrepreneurship research."

Quick, J.C., and Baruch, Y. "The Admirals study: The retirement transition."

Rasheed, A., Goll, I., and Johnson, N. "Strategic responses to deregulation and their performance implications in the U.S. Airline Industry."

Other Academy of Management Activities

Bell, M.P., served as Program Chair of the Gender and Diversity in Organizations division.

Lavelle, J., served as a discussant for the OB division in a session entitled "Individual and Social Predictors of Justice Perceptions and their Influence on Employee Outcomes."

McMahan, G., chaired a session titled "Antecedents of Work and Contextual Performance."

McMahan, G., chaired a session titled "Stigmas and Invisible Identities."

McMahan, G. participated in a panel on the Doctoral Program as part of the Human Resource Management Division's Doctoral Consortium.

Nordtvedt, L., facilitated a session titled "Developing New Capabilities."

Nordtvedt, L., facilitated a session titled "Knowledge Transfer and Technology."

Price, K., and **Lavelle, J.,** were co-organizers of a caucus session entitled "Teams, Diversity, and Fairness."

Quick, J.C. OB Junior Faculty Consortium Fellow.

Quick, J.C., Macik-Frey, M., and Rossi, A.M. "Self-reliance and political skills as positive organizational constructs" presented a Showcase Symposium titled "Accentuating the positive at work: Linking positive psychological capacities with valued outcomes."

Other Activities

Bell, M. P., was invited Speaker for Diversity Networking Event at Deloitte Touche, May 2005.

Bell, M. P., was invited as a Panelist for Women in Community at Deloitte Touche, October 2005.

Bell, G., served as Session Chair in the Strategy and Entrepreneurship Division at the Southern Management Association annual conference in Charleston, SC, November.

Dr. Robert Folger, Gordon Barnett Professor of Business Ethics, University of Central Florida and one of the leading researchers in the area of organizational justice, was the featured speaker in the West Management Seminar Series on October 7, 2005. Dr. Folger's presentation was titled "Organizational justice: How and why fairness matters." He discussed his research with faculty and doctoral students in Department of Management.

Henley, A.H. served as Track Chair for the HR Division at the Southern Management Association, Charleston, SC, November.

Nordtvedt, L. P., and Kedia, B. L. "Learning from international business affiliations: Effects of the

effective and efficient transfer of knowledge on absorptive capacity" participated in the Second Annual JIBS Paper Development Workshop, July, 2005, Quebec City, Canada.

Grawitch, M.J., Ballard, D.W., Ledford, Jr., G.E., and **Quick, J.C.** Symposium titled "Challenges to the implementation and evaluation of practices designed to increase the psychological health of employees" Society of Industrial and Organizational Psychology, Annual Conference, Los Angeles, CA, April.

Frame, M.C., Tipton, A., Thompson, D., Erker, S.C., **Quick, J.C.,** Rivers, A.A., and Conger, J. Symposium titled "The future of leadership development and selection: What lies ahead?" Society of Industrial and Organizational Psychology, Annual Conference, Los Angeles, CA, April.

Levi, L., **Quick, J.C.,** and Gomes, M.T. International Panel on Health and Productivity at Work. V Congress on Work, Stress, and Health, Porto Alegre, RS, Brazil, June.

Saleh, Khal MD (PI), **Quick, J.C.,** Martin, W., Sime, W., Cooper, C.L., and Quick, J.D. received \$35,000 award from the American Orthopaedic Association, for research on leadership, stress, and coping skills.

Rossi, A.M., and **Quick, J.C.** Workshop-Course in Stress Management. Sponsored by CROME (Center for Research on Organizational and Managerial Excellence) and the International Stress Management Association – Brazil, June 2005 (\$3,300 contributed to CROME).

Quick, J.C. Research featured in the Fall 2005 inaugural issue of

UTA's Research as "Preventing stress is no strain for behavioral expert."

Quick, J.C., served as a Reviewer for the National Institutes of Health, Special Emphasis Expert Panel for a multi-year, multi-million dollar federal grant program titled "Study designs to evaluate health benefits of workplace policies and practices," Bethesda, MD, April.

Rasheed, A., "Strategic investments in Japanese corporations: Do foreign portfolio owners foster underinvestment or appropriate investment?" Paper presented at the School of Business Administration, University of Wisconsin-Milwaukee, October 14, 2005 as part of their Research Seminar Series.

Rasheed, A., "Road to success" presentation to doctoral students at the School of Business Administration, University of Wisconsin-Milwaukee on October 2005 as part of their Research Seminar Series.

Rasheed, A., lectured at the Great Lakes Institute of Management, Madras, India, May (MBA and E-MBA programs).

Additions to the Department

Ashley Finch is MANA's new secretary.

Carolina Yan is our new Graduate Assistant.



Department of Management