



The University of Texas
ARLINGTON
 DEPARTMENT OF MANAGEMENT
 News Letter

Summary of December 2005-May 2006

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

Awards

Bell, M. P., was appointed Professional Insights Editor of the Emerald journal *Equal Opportunities International*.

Quick, J.C., 2006 Minnie Stevens Piper Foundation Professor Nomination, UT Arlington Award.

Quick, J.C., Outstanding Paper, Emerald Literati Network Award for Excellence 2006 to be presented at the Academy of Management

Quick, J.C., Career Achievement Award in Occupational Health Psychology, Finalist, recognized at the APA/NIOSH Conference, Miami, FL, 2 March 2006

Appeared in Print

Benson, G. (2006). "Employee development, commitment and intention to turnover: A test of 'employability' policies in action." *Human Resource Management Journal*, 16:2, pp. 173-192.

Price, K. H. , Lavelle, J. J., Henley, A. B., Cocchiarara, F. K., and Buchanan, F. R. "Judging the

fairness of voice-based participation across multiple and interrelated stages of decision making." *Organizational Behavior and Human Decision Processes*, 99: 212-226.

Quick, J.C., Macik-Frey, M., Mack, D. A., N. Keller, Gray, D. A., and C.L. Cooper (2006), Healthy leaders, healthy organizational: Primary prevention and the positive effects of emotional competence, in A.M. Rossi, P.L. Perrewe, & S. Sauter (Eds.), pp. 137-153, *Stress and Quality of Working Life*, Greenwich, CT., Information Age Publishing.

Cooper, C.L., **Quick, J. C.**, Quick, J. D., and Gavin, J. H. 2006. Strength of character: Exceptional leadership in a crisis. In R. Burke and C.L. Cooper (Eds.) *Inspiring Leaders*: 272-295. London: Rutledge, Taylor & Francis.

Quick, J. C., Saleh, K. J., Sime, W. E., Martin, W., Cooper, C. L., Quick, J. D., and Most, M. A. 2006. Stress management skill for strong leadership: Is it worth dying for? *Journal of Bone & Joint Surgery*, 88, 217-225.

Keller, N., **Quick, J. C., Macik-Frey, M., Gray, D.A., Mack, D.**

A., and Cooper, C.L., 2005. Leader development and emotional competence: Authentic leadership, self-awareness, and personal integrity. *Journal of Business and Leadership*, 1 (1), 54-67.

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.

Zahra, S.A., Priem, R. L., and **Rasheed, A.**, "The antecedents and consequences of top management fraud." *Journal of Management*. 2005. 31(4): 803-828.

Papers Accepted for Publication

Henley, A. B., Shook, C. L., and Peterson, M. "The Presence of Equivalent Models in Strategic Management Research Utilizing Structural Equation Modeling: Assessing and Addressing the Problem." *Organizational Research Methods*

Cooper, C. L., **Macik-Frey, M.**, and **Quick, J.C.** "Managerial dimensions of organizational health: The healthy leader at

work.” *Journal of Managerial Studies*.

Moore, T. W., and **Casper, W. J.** “An examination of proxy measures of workplace spirituality: A profile measure of multidimensional constructs.” *Journal of Leadership and Organizational Studies*.

Quick, J. C., and **Macik-Frey, M.** “Healthy, productive work: Positive strength through communication competence and interpersonal interdependence.” In D.L. Nelson and C.L. Cooper (Eds.) *Positive Organizational Behavior: Accentuating the Positive at Work*. Thousand Oaks, CA: Sage Publications.

Wright, T. A., and **Quick, J.C.**, (Guest Editors). “The emerging positive agenda in organizations.” *Journal of Organizational Behavior*.

Gibson, A., and **Quick, J.C.** “Work stress and well-being.” In R. Burke and C.L. Cooper (Eds.) *Building More Effective Organizations*. Cambridge, England: Cambridge University Press.

Papers Presented

Pattie, M., Bell, M. P., and Kwesiga, E., “Intimate Partner Violence and Organizational Support: Determinants of Access to and Receipt of Organizational Support.” American Psychological Association/National Institute for Occupational Safety and Health, Miami, FL, March, 2006.

Wheeler, K. G. “The measurement of equity sensitivity: A comparison of the Equity Preference Questionnaire and the Equity Sensitivity Instrument in relation to outcome importance and cultural values.” Southwest

Academy of Management, Oklahoma City, OK, March, 2006.

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

Buchanan, B., and **Gray, D.** “Is tuition reimbursement considered valuable by employees?” 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.” American Psychological Association/National Institute for Occupational Safety and Health, Miami, FL, March, 2006.

Moore, T. W. “The Role of adherence and conversion in religion and spirituality.” Western Academy of Management, Long Beach, CA, March, 2006.

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

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

Papers Accepted for Presentation

Al-Shammari, H., 2006. Strategic Planning in Emergent Market Organizations: Empirical Investigation. Accepted for presentation at the 2006 Annual Meeting of Academy of Management, Atlanta, Georgia.

Bell, R.G., and Al-Shammari, H. 2006 “Country of Origin Effects and Foreign IPO Legitimacy: The

Moderating Effects of Geographic Scope and Top Management Compensation Structure” Accepted for presentation at *Academy of International Business*, Beijing/China.

Lambert, T. A., Nemeth, Y. M., Daniell, S. L., Strang, S. E., Eby, L. T., and **Casper, W. J.** “A Review of Several Measurement Issues in Work-Family Conflict Research.” Society for Industrial/Organizational Psychology, Dallas, TX., May, 2006.

Streich, M. L., **Casper, W. J.**, and Salvaggio, A. N. Commitment and Work-Family Conflict in Dual Earner Couples. Society for Industrial/Organizational Psychology. Dallas, TX., May, 2006.

Nordtvedt, L. P., Kedia, B. L., & Mukherjee, D. 2006. “Environmental pressure for learning and frugality in cross-border knowledge transfer: Role of focal firm-IBA relationship and communication frequency.” *Academy of International Business*, Beijing, China, June, 2006.

Rittippant, N. & **Rasheed, A. A.**, “Multinational Strategies as Options Creation and Exercise: A Conceptual Analysis of Country, Industry and Firm Level Characteristics.”

Kedia, B.L., **Nordtvedt, L. P., & Mahto, R.**, 2006. “World poverty alleviation: Developing country characteristics, international business and time.” *The Academy of International Business Annual Conference*, June. Beijing, China.

Macik-Frey, M., Shinoda Ph., Gray, D.A., Mack D. A., and Quick, J.C. 2006. Strength of

purpose: Positive direction for leadership action. British Academy of Management Annual Meetings, *Queens University, Belfast, Northern Ireland, UK, 13 September.*

Sequeira, J.M., and **McGee, J.E.** "The Influence of Network Ties in Forming Entrepreneurial Intentions: The Case of the Immigrant Entrepreneur." *International Conference on Advances in Management, Lisbon, Portugal (July 2006).*

Juma, N., and **McGee, J.E.** "The Relationship Between Intellectual Capital and New Venture Performance: An Empirical Investigation of the Moderating Role of the Environment." *International Council for Small Business World Conference, Melbourne, Australia (June 2006).*

Quick, J.C., 2006. As Diferentes Faces do Caráter: A Liderança em Crise. VI Congresso da ISMA-BR, Porto Alegre, Brazil, July, 2006.

Quick, J.C., (Chair), E.M. Nason, T-Y. Kim, L.V. Williams, S. Grover. 2006. "Cross-cultural effects on justice and trust." *Academy of Management Annual Meetings, Atlanta, GA, 14 August.*



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.

Paper Presentations at the Academy of Management

Bell, R.G., and **Al-Shammari, H.** "Country Corruption, Economic Freedom and Foreign IPO Legitimacy."

Benson, G., Levenson, A., and Boudreau, J. "Informal Developmental Experiences and Career Success." This paper will be also included in the *Best Paper Proceedings.*

Casper, W. J., Weltman, D., and **Kwesiga, E.** "Beyond family-friendly: Singles-friendly work cultures and employee attachment."

Cocchiara, F. K., **Kwesiga, E.**, and **Bell, M. P.**, "Exploring Productivity and Human Capital."

Cocchiara, F. K., "Toward a Research Paradigm for the Scientific Study of Racism."

Kwesiga, E., **Bell, M. P.**, and **Casper, W. J.**, "Knowledge, Action, and the Public Concern: Younger Workers and Diversity in Organizations."

Datta, D., and Musteen, M. "Relationships Between Firm Characteristics And Corporate Reputation: A Quantile Regression Analysis."

Harris, C. "Interorganizational Relationships in Response to Market Uncertainty: A Case Study of the Music Industry."

Sequeira, J.M., Carr, J.C., and **McGee, J.E.** "Gender Differences and Entrepreneurial Self-Efficacy Beliefs: A Mediation Test of Antecedents and Nascent Entrepreneurial Behavior."

Nordtvedt, L. P., and **O'Brien, R.** "Managing external resources in crisis environments: 'Nongovernmental organizations' (NGOs) temporary network development capability."

O'Brien, R., and **Nordtvedt, L. P.** "The Conundrum of Subjective Norms: The Moderating Effect of National Culture on Entrepreneurial Intentions."

Mukherjee, D., Kedia, B. L., and **Nordtvedt, L. P.** "Cross-border comprehension of knowledge transferred: Role of IBA relationship and communication frequency."

Priem, R. L., and **Rasheed, A. A.**, "Reviewing as a Vital Professional Service: The Evaluative and Developmental Roles of Reviewers."

Goll, I., Brown Johnson, N., and **Rasheed, A. A.**, "Knowledge Capability, Strategic Change, and Firm Performance: The Moderating Role of Environment." This paper will be also included in the *Best Paper Proceedings.*

Yoshikawa, T., and **Rasheed, A. A.**, "Family Ownership, Family Directors, and Dividend Policy in Japanese Firms."

Other Academy of Management Activities

Bell, M.P., will participate in a Professional Development Workshop entitled: Designing and Teaching Courses on "Diversity in Organizations".

Bell, M.P., will co-chair a session entitled: "Shh! There are stigmas associated with those topics: Potential diversity hotbeds."

Datta, D., Guthrie, J., and Wright, P. will lead a symposium entitled: "High Performance Work Systems in Low Wage America: Industry Wages, HRM and Employee Turnover."

Price, K., Lavelle, J., Henley, A. and McMahan, G. will be presenting a professional development workshop entitled: "Diversity, Teams, and Fairness."

Other Activities

Bell, M. P., Book titled, *Diversity in Organizations*, published by Thomson/South-Western, appeared in print.

Bell, M. P., was the guest speaker on March 29, at the City of Arlington City Manager's meeting, discussing diversity in the City of Arlington.

Bell, M. P., was the invited speaker at the African American Faculty and Staff association and Student Mixer on March 30 in the University Center.

Bell, M. P., participated in a panel on March 30 for the first annual Town Hall meeting sponsored by student fraternities and the UTA multicultural association office.

Benson, G. and Pattie, M. received a \$47,000 grant from the USC Center for Effective Organizations to study expatriate retention in a global professional services firm. The grant provides a one semester course release and a year long Ph.D. assistantship.

Cocchiara, F. K. was honored as a University Scholar at the President's Convocation for Academic Excellence, April 13.

Datta, D., 'Ownership And Outsourcing Within Indian Industry' (with S. Mazumdar) Accepted -- 2006 Academy of International Business Annual Meetings, June 2006.

Datta, D., "Network and International Expansion: A Study of Czech Entrepreneurial Firms" (with Martina Musteen). Accepted -- 2006 SVU World Congress, Czech Republic.

Kalina-Kaminsky, C. received approval as the principle on a one-year collaborative research commercialization grant between UTA and UTD's Entrepreneurship Programs.

Deegan (PI), C., Cason, C., Amick, B., **Macik-Frey, M.**, and **Quick, J. C.** \$300,000 Interdisciplinary Nursing Quality Research Initiative request submitted to the Robert Wood Johnson Foundation for sacred vocations and crucial conversations in nursing. (Not funded; alternative source of funds being sought)

Rasheed, A. A., defended this dissertation: *Dodd-Walker, E.*, (2005). "Differences between women and minority businesses and nonminority businesses: A culture-based explanation." Current position: Assistant Professor, Troy State University.

Rasheed, A. A., defended this dissertation: *Nattharika Rittippant.* (2005). "Multinational strategies as options creation and exercise: An analysis of country, industry, and firm specific characteristics." Current position: Assistant Professor, Shinawatra University.

Professor Nandini Rajagopalan, Henry W. Simonsen Chair in Strategic Entrepreneurship and Director of Research for the Lloyd Greif Center for Entrepreneurial Studies, Marshall School of Business, University of Southern California will be the speaker for the Spring 2006 West Management Seminar scheduled for May 5, 2006. Nandini is a professor of strategic management in our department of Management and Organization. She joined the Marshall School in 1988 after completing her PhD from the University of Pittsburgh. During her tenure at the Marshall School at USC she has published several articles on topics related to strategic leadership and change in leading academic journals. Nandini is an Associate Editor of the *Academy of Management Journal*, and is a member of the Editorial Review Board of the *Strategic Management Journal*. Her recent research on CEO successions and their organizational outcomes has garnered significant media attention (including articles in the *Economist*, *The Times of India*, *Daily Mail*, and *USA Today*).

Goolsby Leadership Academy Activity

Dr. Greenberg presented a series of three Dr. Jerald Greenberg was Goolsby Distinguished Visiting Professor, Fall 2005. He is the Irving Abramowitz Memorial Professor in Business Policy and Ethics at The Ohio State University and internationally recognized by the Academy of Management with the Human Resource Division's 2005 Herbert Heneman Jr. Career Achievement Award and by the Society of Industrial and Organizational Psychology with the 2006

Distinguished Scientific Contributions Award. ethics lectures, one for the Academy, one for the University, and one public lecture.

Dr. William A. Cohen was Goolsby Distinguished Visiting Professor, Spring 2006. He is President, Institute of Leader Arts and a Major General (Ret), United States Air Force Reserve. His military awards include The Distinguished Service Medal, The Legion of Merit, The Distinguished Flying Cross with three oak leaf clusters and the Air Medal with eleven oak leaf clusters. Among his 52 books translated into 17 languages and over 100 articles are the best sellers The Stuff of Heroes (Longstreet Press, 1998) and The New Art of Leader (Prentice Hall Press, 1990, 2000). Dr. Cohen presented a series of three leadership lectures, one for the Academy, one for the Air Force ROTC Detachment 845, and one public lecture.

and Entrepreneurship in Upstate: Developing Responsible Leaders for the 21st Century,” 19-23 April

Quick, J.C., Invitation for a Visiting Professorship, Leadership Centre, Lancaster University Management School, United Kingdom



Department of Management

Tetrick, L.(Chair), **Quick, J.C.**, and Barling, J. Committee to determine the best two journal articles in the first decade of the Journal of Occupational Health Psychology, an APA publication founded at UT Arlington. Awards presented at APA/NIOSH Conference, Miami, FL, 2 March 2006.

Quick, J.C., Distinguished Visiting Professor, Colgate University, Hamilton, NY by invitation of President Rebecca Chopp to present the Goolsby Leadership Model of ethical leadership and personal integrity for the Upstate Institute “Ethics