

The University of Texas at Arlington  
**DEPARTMENT OF**  
**MANAGEMENT**  
 Newsletter

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Summary of October 2003-March 2004



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

### Arrivals

We were very successful with our recent recruiting efforts. The following faculty will be joining the department in the fall.

**Wendy Casper** received her Ph.D. from George Mason University. Her primary research interests include work-family issues. Wendy will be teaching in the areas of human resource management, organizational behavior, and research methods.

**Liliana Perez** is ABD at Memphis State University. Her primary research interests include knowledge transfer activities within multinational firms and the resource-based view of the firm. Liliana will be teaching in the areas of strategy and international management.

### Departures

**Jennifer Sequeira** has accepted a position at Southern

Mississippi University. She will begin her career as an assistant professor in the fall.

**Sheelam Maurya** will graduate from our MSHRM program in May.

### Awards

**Jennifer Sequeira** received a *Kauffman Dissertation Fellowship* in January at the USASBE Conference. This very prestigious program recognizes outstanding Ph.D. students and provides grants of \$15,000 for the support of dissertations in the area of entrepreneurship. This is the second time that a MANA doctoral student has received this highly revered honor. Tom Lumpkin was a recipient in 1996.

A manuscript by **Amy Henley** and **Kenneth Price** was chosen as the *Best Empirical Paper* in the Conflict Management division of the Academy of Management.

**Ken Price** was awarded a Faculty Development Leave for Fall 2004.

**Myrtle P. Bell** was awarded a Faculty Development Leave for Spring 2005.

### Appeared in Print

Baruch, Y., **Wheeler, K.**, & Zhao, X. 2004. "Pay for performance in Chinese professional sports." *The International Journal of Human Resource Management*, 15: 241-255.

**Benson, G.**, & Lawler, E.E. 2004 "Employee Involvement: Utilization, impacts, and future research." To be reprinted in the paperback version of *The New Workplace: People, Technology and Organization: A Handbook and Guide to the Human Impact of Modern Working Practices*. Holman, D., T. Wall, C. Clegg, P. Sparrow, and Howard, A. (Eds.).

Gilley, K.M., **McGee, J.E.**, & **Rasheed, A.** 2004 "Perceived environmental dynamism and managerial risk aversion as antecedents of manufacturing outsourcing: The moderating effects of firm maturity."

*Journal of Small Business Management*, 42(2): 117-133.

Gilley, K.M., Greer, C.R., & **Rasheed, A.** 2004 "Human resource outsourcing and organizational performance in manufacturing firms." *Journal of Business Research*, 57 (3): 232-240.

Goll, I., & **Rasheed, A.** 2004 "The moderating effect of environmental munificence and dynamism on the relationship between discretionary social responsibility and firm performance." *Journal of Business Ethics*, 49 (1): 41-54

Moe, A. M., & **Bell, M. P.** 2004 "Abject economics: Effects of battering and violence on women's employability." *Violence Against Women*, 10: 29-55.

**Quick J.C.**, Cooper, C.L., Quick, J.D., & Gavin, J.H. 2003. "The Financial Times guide to executive health: Building your strengths, managing your risks." *London: Financial Times*.

**Quick, J.C.**, **Mack, D.**, Gavin, J.H., Cooper, C.L., & Quick, J.D. 2004. Executives: Engines for positive stress. In P.L. Perrewé and D.C. Ganster (Eds.) *Research in Occupational Stress and Well-Being*: 359-405.

**Quick, J.C.**, Gavin, J.H., Cooper, C.L., & Quick, J.D.,

2004. "Working together: Balancing head and heart." In N.G. Johnson, R.H. Rozensky, C.D. Goodheart and R. Hammond (Eds.) *Psychology Builds a Healthy World*: 219-232.

**Quick, J.C.**, Piotrkowski, C., Jenkins, L., & Brooks, Y. 2004 "Four dimensions of healthy work: Stress, work-family relations, violence prevention, and relationships at work." In N.G. Johnson, R.H. Rozensky, C.D. Goodheart and R. Hammond (Eds.) *Psychology Builds a Healthy World*: 233-273.

**Rasheed, A.**, Yoshikawa, T., Datta, D., & Rosenstein, J. 2004 "Convergence and restructuring: A comparison of Japan and the United States." In *Personal-und Organisationentwicklung.Festschrift Prof. Dr. Rolf Bühner*.

Rezvanian, R., **Rasheed, A.** & Mehdian, S. 2004 "Production economies of foreign-owned and domestic-owned banks in Hong Kong." *American Business Review*, 21(2): 20-29.

Shook, C.L., Ketchen Jr., D. J., Cycyota, C.S., & **Crockett, D.** 2003 "Data analytic trends and training in strategic management." *Strategic Management Journal*, 24(12): 1231-1239.

**Sequeira, J.M.**, & **Rasheed, A.** 2004 "The role of social and human capital in the start-up and growth of immigrant businesses." In *Ethnic Entrepreneurship: Structure and Process*. Volume 4 [Eds.] Stiles, C.H., and Galbraith, C.S. JAI Press/Elsevier: 77-94.

Sethi, V., King, R., & **Quick, J.C.**, 2004. "What causes stress in information system professionals?" *Communications of the ACM*, 47: 99-102.

### Papers Presented

Gavin, J.H., & **Quick, J. C.** "Character and personal integrity: The positive core strength of the self-reliance personality." *British Academy of Management*, St. Andrews, Scotland.

Keller, N., **Quick, J. C.**, **Macik-Frey, M.**, **Gray, D.A.**, Meiners, R., Swanson, P., Ward, M., & Walther, L. "Authentic transformational leaders: Developing character and personal integrity through emotional competence." *Inaugural 2004 Gallup Leadership Summit*, Omaha, NE.

**Quick, J.C.**, & **Macik-Frey, M.** "Quick tips for managing stress and developing healthy relationships" *Council for Advancement and Support of Education (CASE)*, Houston, TX.

**Quick, J.C.** "Preventive stress management in the U.S. Air Force - The Kelly Case!" *Association for Applied Psychophysiology and Biofeedback*, Colorado Springs, CO.

**Quick, J. C.**, & **Macik-Frey, M.** "Workers psychological well-being. Workplace strategies and interventions for improving health and well-being." *National Institutes for Health*, Baltimore, MD.

**Sequeira, J.M., & Bell, M.P.** "Diversity and small businesses: Filling the void." *United States Association for Small Business and Entrepreneurship (USASBE) Conference*, Dallas, TX.

Simmons, B., Nelson, D.L., & **Quick, J.C.** "Attachment styles and hope at work." *Western Academy of Management*, Pasadena, CA.

**Wheeler, K.** "Collectivism, masculinity/femininity, uncertainty avoidance and power distance in relation to preferred work outcomes." *Southwest Academy of Management*, Orlando, FL.

### **Papers Accepted for Publication**

**Cocchiara, F., & Quick, J.C.** "The negative effects of positive stereotypes: Ethnicity-related stressors and implications on organizational health." *Journal of Organizational Behavior*.

Cooper, C.L., & **Quick, J.C.** (Guest Editors). "Managerial dimensions of organizational health." *Journal of Management Studies*.

Goll, I., & **Rasheed, A.** "The relationship between top management demographic characteristics, rational decision making, environmental munificence, and firm performance." *Organization Studies*.

Lilly, J., Reed, D., & **Wheeler, K.** "Perceived psychological contract violations in school districts that serve children with autism spectrum disorders: An

exploratory study." *Journal of Applied School Psychology*.

Quick, J.D., **Henley, A., & Quick, J.C.** "The balancing act - at work and at home." *Organizational Dynamics*.

**Quick, J.C., & Macik-Frey, M.** "Behind the mask: Coaching through deep interpersonal communication. 2002 Harry and Miriam Levinson Award Address." *Consulting Psychology Journal: Practice and Research*.

**Rasheed, A., & Gilley, K.M.** "Outsourcing in entrepreneurial ventures." *The Blackwell Encyclopedic Dictionary of Entrepreneurship*.

### **Papers Accepted for Presentation**

**Rittippant, N.** "The effects of liability of foreignness on performance: An empirical study of foreign banks in the U.S." *Academy of International Business*, Stockholm, Sweden.

**Sequeira, J.M., & McGee, J.** Cooperative arrangements and the performance of new ventures competing in international markets: The role of managerial experience." *Babson College Kauffman Foundation Entrepreneurship Research Conference*, Glasgow, Scotland.

**Sequeira, J.M.** "New venture intentions of female nascent entrepreneurs: Does entrepreneurial self-efficacy and social networks matter?" *Babson College Kauffman Foundation Entrepreneurship Research Conference*, Glasgow, Scotland.

Vijayakumar, J., **Rasheed, A.** & Tondkar, R. "Foreign direct investment and evaluation of country risk: An empirical investigation." *Academy of International Business*, Stockholm, Sweden.

Yoshikawa, T., Datta, D.K., **Rasheed, A., & Rosenstein, J.** "Convergence and restructuring: a comparison of Japan and the United States." *Academy of International Management*, Stockholm, Sweden.

### **Academy of Management**

The Department will be well represented again this year at the Academy's annual conference. We are particularly proud of our Ph.D. students who had a combined fifteen 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.

**Bell, M.** will chair the Gender and Diversity in Organizations Professional Development Workshop.

**Cocchiara, F.K., & Quick, J.C.** will present a paper entitled "Positive stereotypes? Ethnicity-related stressors and within group variance.

**Davis, J.** will present a paper entitled "Effects of environmental munificence, dynamism, and complexity on principal-agent contracts."

Finegold, D., Hecht, D., & **Benson, G.** will present a paper entitled "Corporate boards and company performance: Review of research in light of recent reforms."

**Henley, A., Benson, G., McMahan, G.C., & Bell, M.P.** will present a paper entitled "Creating salary inequity: Investigating the impacts of pay compression on individual outcomes."

**Henley, A., & Price, K.** will present a paper entitled "The interdependency of task and relationship conflict over time." (Will appear in *Best Paper Proceedings*)

**Kim, K., & Rasheed, A.** will present a paper entitled "CEO duality: A double-edged sword? CEO duality, board composition, and corporate diversification."

**Kim, K., & Payne, G.T.** will present a paper entitled "The role of emotion in strategic decision-making."

**Kim, K., & Payne, G.T.** will present a paper entitled "Implication of paradigm conflicts on theory development in strategic management."

**Kwesiga, E.** will present a paper entitled "Back to organizational socialization: Building a case for the advancement of women in organizations."

**Kwesiga, E.** will present a paper entitled "Organizational mortality and immigrant owned organizations."

**McMahan, G.C.** will be a presenter at the Human Resource Division Doctoral Consortium.

**McMahan, G.C.** will be the facilitator for a session entitled "Strategic Human Resource Systems."

**O'Brien, R., & Payne, G.T.** will present a paper entitled "Decision applications for organizations in crisis situations: Creating and utilizing social capital."

**Pattie, M.** will present a paper entitled "Leadership development: The developmental difference between socialized and personalized leaders."

**Price, K., Lavelle, J., Henley, A., Cocchiara, F., & Buchanan, B.** will present a paper entitled "The effects of voice-based participation across multiple and interrelated stages of decision-making." (Will appear in *Best Paper Proceedings*)

**Quick, J.C.** will present a paper entitled "Stress and spirituality."

**Sequeira, J.M., & McGee, J.** will present a paper entitled "Immigrant new venture intentions: The role of network ties and entrepreneurial self-efficacy."

**Shook, C.L., & McGee, J.** will present a paper entitled "Do minority small businesses use different performance referents to evaluate performance?"

**Stringer, D.Y., Bell, M.P., McMahan, G.C., & Davis, J.L.** will present a paper entitled "Onset controllability and its

effect on acceptance outcomes for individuals with disabilities."

**Virick, M., & Lilly, J.D.** will present a paper entitled "Doing more with less: An analysis of the post layoff situation among survivors."

**Virick, M., Misra, R., & Czekajewski, A.** will present a paper entitled "Diversity climate: A reality check." (Will appear *Best Paper Proceedings*)

### Other Activities

**Quick, J.C., & Macik-Frey, M.** received \$10,700 for research in communication and leadership, in part to support research activity in the Goolsby Leadership Academy.

**Virick, M., & Wheeler, K.** submitted a \$60,000 grant proposal to NSF. The proposed project is entitled "Organizational initiatives and cultural attributes required for the career success and advancement of women in technology."

**K. Wheeler** participated in the McGraw-Hill/Irwin Management & Organizational Behavior Symposium in Las Vegas, NV.

**J.C. Quick** served as symposium chair and discussant for a session entitled "Workplace substance abuse prevention: Innovations in SAMHSA model programs" at the American Psychological Association, Honolulu, HI.

**Nattharika Rittippant** was interviewed for a story involving privatization in Thailand by the BBC London, March 2, 2004.