

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

Newsletter

Summary of April 2004-October 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 joined the Department this Fall.

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

Deepak Datta received his Ph.D. from the University of Pittsburgh. He holds the *Eunice and James L. West Chair of Private Enterprise and Entrepreneurship*. Deepak's teaching and research interests are in the areas of strategic management and international business.

Becky Neilson received her MSHRM from UTA. She teaches in the human resource management area. Becky is also

the advisor for our MSHRM program.

Liliana Nordvedt is ABD from the University of Memphis. Her primary research interests include knowledge transfer activities within multinational firms and the resource-based view of the firm. Liliana teaches in the areas of strategy and international management.

Departures

Kathleen Voges completed her doctoral work this past spring semester and accepted a position at Texas A&M University-Kingsville.

Jennifer Sequeira and **Donna Stringer** graduated at the summer commencement ceremonies and accepted positions at Southern Mississippi University and West Texas A&M University, respectively.

Awards

Tyge Payne received a *Best Reviewer Award* from the Academy of Management – Entrepreneurship Division.

Norma Juma received a National Black MBA Association Ph.D. scholarship.

Appeared in Print

Benson, G., Finegold, D. & Mohrman, S. 2004. "You paid for the skills, now keep them: Tuition reimbursement and voluntary turnover." *Academy of Management Journal*, 47 (3): 315-332.

Cocchiara, F., & Quick, J.C. 2004. "The negative effects of positive stereotypes: Ethnicity-related stressors and implications on organizational health." *Journal of Organizational Behavior*, 25: 781-785.

Juma, N., & Payne, G.T. 2004. "Intellectual Capital and Performance of New Venture High-Tech Firms." *International Journal of Innovation Management*, 8(3): 297-318.

Lilly, J., Reed, D., & **Wheeler, K.** 2004. "Perceptions of psychological contract violations in school districts that serve children with autism spectrum disorder: A qualitative exploratory study." *Journal of Applied School Psychology*, 20: 27-45.

McLaughlin, M.E., **Bell, M.P.**, & Stringer, D.Y. 2004. Stigma and acceptance of coworkers with disabilities: Understudied aspects of workforce diversity. *Group and Organization Management*, 29(3):302-333.

Moe, A.M., & **Bell, M.P.** 2004. "Abuse economics: Effects of battering and violence on women's work and employability." *Violence Against Women*, 10 (1): 29-55.

Nelson, D.L. & **Quick, J.C.** 2004. "Understanding Organizational Behavior: A Multimedia Approach (2/e)." (Mason, OH: South-Western, a division of Thompson Learning).

Quick, J.C., & Macik-Frey, M. 2004. "Behind the mask: Coaching through deep interpersonal communication." *Consulting Psychology Journal: Practice and Research*, 56: 67-74. [2002 Harry and Miriam Levinson Award invited article]

Quick, J.C., Macik-Frey, M., & D.L. Nelson. 2004. In C. Spielberger (Ed.), *Encyclopedia*

of Applied Psychology: 467-474. Oxford, England: Elsevier Ltd.

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

Rasheed, A., Yoshikawa, T., Datta, D.K., & Rosenstein, J. 2004. "Convergence and restructuring: A comparison of Japan and the United States." In *Festschrift fur Rolf Buhner* [Ed.] H. Wildemann. Munich: TCW Transfer Centrum: 35-56.

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

Papers Presented

Barclay, L., **Lavelle, J. ,** Skarlicki, D., & Folger, R. "Repairing violations of justice: What managers think victims want versus what victims Want," *Society for Industrial and Organizational Psychology*, Chicago, IL.

Cocchiara, F.K. and Quick, J.C. "Justice at Work? Fairness and performance (even positive) stereotypes." *Society of Business Ethics*, New Orleans, LA.

Juma, N. "The interactive Effect of IC Effort and Strategy on Firm Performance," *Southern Management Association*, San Antonio, TX.

Quick, J.C. "Blood pressure responses to stress - The canary in the mine shaft!" *Association for Applied Psychophysiology & Biofeedback*, Colorado Springs, CO. (Invited by US Branch, International Stress Management Assn.)

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.

Shammari, H. "Strategic Planning and organizational performance: A review of empirical literature." *Southern Management Association Meeting*, San Antonio, TX.

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.

Papers Accepted for Publication

Benson, G., Greenhaus, J., & Callanan, G. (Eds.) "Tuition-reimbursement" *Encyclopedia of Career Management*.

Datta, D., Guthrie, J., & Wright, P. "HRM and Firm Productivity: Does Industry Matter?" *Academy of Management Journal*.

Gilley, K. M., **Rasheed, A., & Shammari, H.** "Research on Outsourcing: Theoretical Perspectives and empirical Evidence." *International handbook of Outsourcing*, Gower Publishers Limited.

Kuhen, K., & **AlBusaidi, Y.** "Silver Bread Bakery: A Small Business Case from the Sultanate of Oman." *Journal of the International Academy for Case Studies*.

Quick, J.C., & Quick, J.D. (Guest Editors) "Healthy, happy, productive work: A leadership challenge." *Organizational Dynamics - Special Issue on Healthy, happy, productive work: A leadership challenge*.

Quick, J.D., **Henley, A., & Quick, J.C.** "The balancing act - At work and at home." *Organizational Dynamics - Special Issue on Healthy, happy, productive work: A leadership challenge*.

Shook, C.L., **Payne, G.T., & Voges, K.E.** "The 'what' in top management group conflict: The effects of organizational issue interpretation on conflict among

hospital decision makers." *Journal of Managerial Issues*.

Papers Accepted for Presentation

Natarajan, V., Nerur, S. & **Rasheed, A.** "Do we make an impact?: Assessing the impact of international business journals on mainstream journal using a citation analytic perspective." *Academy of International Business-US Southwest Chapter (AIB-SW)*, Dallas, TX.

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 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 senior faculty across the globe as well.

The overall participation rate of UTA's Management Department is equally impressive. As the following table illustrates, our department has 13 faculty members. We had 21 individual participants (faculty and Ph.D. students) with a total of 30 entries on the Academy of Management program. The ratio of UTA program participants to faculty as well as the ratio of entries to faculty were greater than even some of the nation's largest management programs. For example, UTA had 2.3 entries on the Academy of

Management program for every faculty member in the Department. While we have a small department (13 faculty), our relative participation rate exceeds every other Texas university (with the exception of A&M). Moreover, only two of the Nation's largest programs (Penn State and the University of Illinois) had higher faculty to entry ratios.

2004 – Academy of Management					
	Faculty		Entries		
	Part ¹		P/F ²		E/F ³
UTA	13	21	30	1.6	2.3
<i>Top Ten</i>					
<i>(Universities with over 30 participants)</i>					
Case Western	23	35	42	1.5	1.8
Cornell	40	42	70	1.1	1.8
Harvard	80	65	116	0.8	1.5
N'western	55	35	54	0.6	1.0
NYU	42	41	91	1.0	2.2
Penn St	19	48	73	2.5	3.8
Texas A&M	38	54	106	1.4	2.8
U of Illinois	24	35	69	1.5	2.9
U of Michigan	58	52	117	0.9	2.0
U of Penn	48	44	90	0.9	1.9
<i>Texas Universities</i>					
Texas Tech	16	13	15	0.8	0.9
U of Houston	14	18	26	1.3	1.9
U of N Texas	17	3	2	0.2	0.1
UT Austin	25	23	45	0.9	1.8
UT Dallas	17	12	13	0.7	0.8
UT San Antonio	14	11	12	0.8	0.9

¹Participants – appearance on program

²Participants/Faculty

³Entries/Faculty

Papers Presented at the Academy of Management Meetings

Cocchiara, F.K., & Quick, J.C. “Positive stereotypes? Ethnicity-related stressors and within group variance.”

Davis, J. “Effects of environmental munificence, dynamism, and complexity on principal-agent contracts.”

Finegold, D., Hecht, D., & Benson, G. “Corporate boards and company performance: Review of research in light of recent reforms.”

Henley, A., Benson, G., McMahan, G., & Bell, M.P. “Creating salary inequity: Investigating the impacts of pay compression on individual outcomes.”

Henley, A., & Price, K. “The interdependency of task and relationship conflict over time.” (Appeared in *Best Paper Proceedings*)

Kim, K., & Rasheed, A. “CEO Duality: A Double-edged Sword? CEO duality, board composition, and corporate diversification.”

Kim, K., & Payne, G.T. “The role of emotion in strategic decision-making.”

Kim, K., & Payne, G.T. entitled “Implication of paradigm conflicts on theory development in strategic management.”

Kwesiga, E. “Back to organizational socialization: building a case for the

advancement of women in organizations.”

Kwesiga, E. “Organizational mortality and immigrant owned organizations.”

O’Brien, R., & Payne, G.T. “Decision applications for organizations in crisis situations: creating and utilizing social capital.”

Pattie, M. “Leadership development: The developmental difference between socialized and personalized leaders.”

Price, K., Lavelle, J., Henley, A., Cocchiara, F., & Buchanan, B. “The effects of voice-based participation across multiple and interrelated stages of decision-making.” (Appeared in *Best Paper Proceedings*)

Quick, J.C. “Stress and spirituality.”

Sequeira, J.M., & McGee, J. “Immigrant new venture intentions: The role of network ties and entrepreneurial self-efficacy.”

Shook, C.L., & McGee, J. “Do minority small businesses use different performance referents to evaluate performance?”

Stringer, D.Y., Bell, M.P., McMahan, G.C., & Davis, J.L. “Onset controllability and its effect on acceptance outcomes for individuals with disabilities.”

Virick, M., & Lilly, J.D. “Doing more with less: An analysis of the post layoff situation among survivors.”

Virick, M., Misra, R., & Czekajewski, A. “Diversity climate: A reality check.” (Appeared *Best Paper Proceedings*)

Other Academy of Management Activities

Bell, M. chaired the Gender and Diversity in Organizations Professional Development Workshop.

McMahan, G. served as a panelist at the Human Resource Division Doctoral Consortium.

McMahan, G. facilitated a session entitled “Strategic Human Resource Systems.”

Other Activities

James Campbell Quick was selected as the Executive Director of the *Goolsby Leadership Academy* on June 1, 2004.

James Campbell Quick was selected as *John and Judy Goolsby Distinguished Professor* on September 1, 2004

James Campbell Quick and staff received \$24,000 to extend the communication and leadership grant in partial support of the Goolsby Leadership Academy, and to fund the E.F. Faust/Goolsby Doctoral Fellowship.

George Benson received a Course Release Grant of \$22,000 from the USC Center for Effective Organizations.