

The University of Texas at Arlington
DEPARTMENT OF
MANAGEMENT
 Newsletter

Summary of March 2003-October 2003



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

Awards

Tyge Payne received the Business Policy and Strategy Division *Outstanding Reviewer Award*, Academy of Management, August 2003.

Norma Juma received the *John Deane Stanley Scholarship* in Entrepreneurship and Business for the year 2003-04. This scholarship is awarded by the University of Texas at Arlington. Norma Juma was also the recipient of the *National Black Association MBA Association Inc. PhD Scholarship* for the year 2003-04.

Scholarly Activities

Appeared in Print

Bell, M.P., McLaughlin, M. E., & **Sequeria, J. M.** 2003. "Age, disability, and obesity: Similarities, differences, and common threads". In M. Stockdale and F. Crosby (Eds.),

The Psychology and Management of Diversity in Organizations. Blackwell.

Sawyer, O.O., **McGee, J. E.**, & Peterson, M. 2003 "Perceived uncertainty and firm performance in SMEs: The role of personal networking activities." *International Small Business Journal*. 21(1): 269-290.

McGee, J.E., & Sawyer, O.O. 2003 "Strategic uncertainty and the information search activities of high technology manufacturing firm managers: does venture age matter?" *Journal of Small Business Management*, 41(4): 385-401

Shook, C.L., & Preim R.L., & **McGee, J. E.** 2003 "Venture creation and the enterprising individual: A review and synthesis." *Journal of Management*, 29 (3): 379-399

Shook, C.L., & **McGee, J.E.** 2003. "Evaluating performance: referents in entrepreneurial and small Businesses." *Journal of Business and Entrepreneurship*, 15(1): 50-60

Garg, V.K., & **Rasheed, A.** 2003 "International multi-unit franchising: An agency theoretic explanation." *International Business Review*. 2003, 12(3): 329-348

Harison, D.A., & **Price, K.H.** 2003. "Context and consistency in absenteeism: studying social and dispositional influences across multiple settings". *Human resource Management Review*, 13(2):153-165

Gavin, J.H., **Quick, J.C.**, Cooper, C.L., & Quick, J.D., 2003. "A Spirit of personal integrity: The role of character in executive health". *Organizational Dynamics*, 32(2), 165-179.

Cooper, C.L., & **Quick, J.C.** 2003. "The stress and loneliness of success". *Counseling Psychology Quarterly*, 16(1), 1-7

Quick, J.C., Cooper, C.L., & Quick, J.D. 2003. *Fast Facts: Stress and Strain*, Second edition (*Clinical Monograph*). Oxford, England: Health Press.

Quick, J.C., Cooper, C.L., Nelson, D.L., & Gavin, J.H. 2003. "Stress health and well being at work". In J. Greenberg(Ed.) *Organizational Behavior: The State of Science* (2/E): 53-89. Mahwah, NJ: Lawrence Erlbaum Associate Publishers.

Quick, J.C., Tetrack, L.E., & Klunder, C. 2003. Chapter 25- *Occupational health Psychology*. In I. Weiner (Ed.) *Handbook of Psychology*, Volume 9: 569-589.

Quick, J.C., & Gibson A. 2003. "Work stress and well being for senior managers". In R.J. Burke and C.L. Cooper (Eds.) *Leading in Turbulent Times: Managing the in the New World of Work*: 222-240.

Papers Presented

McGee, J.E., & Gresham, G. presented a paper titled "Culture, innovation, and new product diffusion: An integrative perspective" at the Eastern Academy of Management's 10 the Annual International Conference, Oporto, Portugal (June 2003)

McGee, J.E., Shook, C.L., & Gresham, G. presented a paper titled "The relationship between entrepreneur's personal network

and perceived environment uncertainty: An examination of the moderating role of internationalization" at the Eastern Academy of Management's 10th Annual International Conference, Oporto, Portugal (June 2003) (Nominated for best paper award)

Payne, G.T., & Kennedy, K.H. presented a paper titled "The role of market hospitality, prosperity and privatization on international entrepreneurship in the 21st century: A reflection on the affects of market systems." Presented to the Irish Academy of Management Conference in Dublin, Ireland. (August , 2003)

Payne, G.T., & Kennedy, K.H. presented a paper titled "Alternatives to acquisitions: strategic use of interorganizational relationships in uncertain global environment" at the Eastern Academy of Management International Conference in Porto, Portugal. (2003)

Payne, G.T., & **Juma, N.** presented a paper titled "An assessment of the use of regression in international business research" at the Southern Management Association for Presentation at the 2003 Conference in Tampa, Florida. (Nominated for Student Best Paper Award)

Quick, J.C., & **Macik- Frey, M.** presented a paper titled "Behind the mask: Coaching through deep interpersonal communication". Division 13. American Psychological Association (Invited Levinson

award Address). Toronto, Canada. (August 8, 2003).

Quick, J.C., **Sequeria, J.**, **Juma, N.**, & Quick, J.D. "HIV/AIDS in the workplace: A collaborative multi-stakeholder model for prevention". Presented by N. Juma at the Work, Stress, and Health APA/NIOSH conference, Toronto, Canada, (March 2003).

Papers Accepted

Baruch, Y., **Wheeler, K.G.**, & Zhao, X. "Pay for performance in Chinese professional sports". *The International Journal of Management of Human Resource Management*.

Buchanan, B. "High turnover trap and awareness gap: Rushing towards next bad job". *Southern Management Association*.

Benson, G., Finegold, D., & S. Mohrman. "You paid for skills, now keep them: Tuition-reimbursement and voluntary turnover". *Academy of Management Journal*.

Baruch, Y., **Bell, M.P.**, & **Gray, D.** "Generalist and Specialist graduate business degrees: Tangible and intangible value". *Journal of Vocational Behavior*.

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

Quick, J.C., Nelson, D.L., & **Macik-Frey, M.** "Job Stress". In L.H. Peters, S.A. Youngblood and C.R. Greer (Eds.) *The Blackwell dictionary of Human Resource Management*, revised Edition, one major section in C. Argyris and C.L. Cooper (Eds.) *The Blackwell Encyclopedia of Management*. Oxford, England: Basil Blackwell Ltd.

Simmons, B., Nelson, D.L., & **Quick, J.C.** Health for the hopeful: A study of attachment behavior in home healthcare nurses. *International Journal of Stress Management*.

Mack, D., McGee, J., & Quick, J.C. "Occupational Stress and the Small Business Owner: Preventive Management of Task Complexity and Social Support." *International Journal of Stress*.

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

Nelson, D.L., & **Quick, J.C.** **2004.** *Understanding organizational behavior: A multimedia approach (2/e)*. (Mason, OH: South-Western, a division of Thompson Learning)



Coming next....
August 6-11, 2004



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 six entries. 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.

AOM Presentations

Benson, G., & Young, S. "Accounting for Human Resources: Employee Involvement Practices and the Accuracy of Financial Analysts Forecasts for the Fortune 1000".

Benson, G. "Examining Employability: The Effects of Employee Development on Commitment and Intention to Turnover". George won the Best Applied Paper in the Careers Division. *Proceedings of the Sixty-third Annual Meeting of Academy of Management (CD)*, ISSN, 1543-8643.

Baruch, Y., & **Bell, M. P.** "Graduate Degrees in Business: Tangible and Intangible Added

Value of Management Education."

Bell, M. P., Gilley, K. M., & Coombs, J. "Diversity at the Top: Effects of CEO and Board Member Diversity on Organizational Diversity."

Bell, M. P., & McLaughlin, M.E. "Obesity, Appearance, and Organizational Outcomes: Health, Performance, or Discrimination?"

Rasheed, A., Garg, V.K., & Priem, R. "Choice of Organizational Form in Franchise Systems: An Empirical Investigation."

Rasheed, A., & Natarjan, R. "The Role of CEO Characteristics and Incentives in Corporate Disclosures: An Empirical Examination".

Rasheed, A., David, P., & Yoshikawa "Restructuring in Japanese Companies: Foreign Ownership, Strategic Investments, and Firm Performance".

Payne, G.T., & K. Kim "Organizational Homogeneity and Heterogeneity: Incorporating the Decision-maker."

Payne, G.T., & **Juma, N.** "Intellectual Capital and Inter-Firm Collaboration: Effects on Operating and Market Performance of New Venture High-Tech Firms."

Henley, A. "Creating Salary Inequity: Negative Impact of Pay Compression Due to External Labor Market Pressures"

Kim, K., Mueller, S., & McGee, J. "Entrepreneurial Firm Legitimacy in Confucian Societies."

Lavelle, J., & Konovsky, M. "Instrumental and Value-Expressive Motives: A Functionalist Perspective of Citizenship Behavior."

Lilly, J.D., & Virick, M. "Antecedents of Justice Perceptions: Role of Attribution Theory."

Macik-Frey, M. "We've come a Long Way Baby!"...or Have We?: Sexual Harassment Turns 25."

Misra, R., & Virick, M. "Diversity Initiatives: Lip Service or Reality."

Sequeira, J. "Entrepreneurial Self-Efficacy & Intentions: Impact on Black Nascent Entrepreneurs Venture Creation."

Grant Activities

Quick, J.C., Rycraft, J.R.(PI), Scannapieco, M. A. Rodriguez., and staff . \$1000, 000 grant submission for 'CW staff recruitment, selection, & retention training model.'"(CDFA: 93:648, 2003C.3)

Selected for the Board

Myrtle P. Bell was elected into the leadership chain of the Gender and Diversity in Organizations Division of the Academy of Management. She is currently serving as Professional Development

Workshop Chair. Successive positions are: Program Chair, Chair Elect, and Chair.

James Campbell Quick was Distinguished Visiting Professor for 59th Medical Wing (AETC), USAF, Wilford-Hall Medical center.

James Campbell Quick is a member of Goolsby Leadership Academy Task Force.

James Campbell Quick was one of the three panel members for Stress in the Work Place: Massachusetts School of Law Educational Forum, hosted by Professor Diane M. Sullivan.

James Campbell Quick has been elected as President of Great Southwest Rotary Club of Arlington, Texas.

Other Activities

Jeffrey McGee was quoted in an August 12th New York Times story titled "The Wal-Mart Way Becomes Topic A in Business Schools." Dr. McGee discussed students who once owned small businesses returning to school to pursue new careers after their businesses were hurt by the additional of a Wal-Mart in the community.

Jeffrey McGee was quoted in a September 15th Fort Worth Star-Telegram story about universities teaching ethics in college business courses.

Jeffrey McGee was interviewed for a story involving American Airlines by a reporter for WB33 Channel Nine News on May 30.

The September 2003 issue of JMAM Human Capital magazine has a four page profile of **George Benson's** dissertation research.

Tyge Payne's article titled "Specialty Hospitals: Good or Bad for Health care?" appeared in the *Fort Worth Business Press*.

Arrivals and Departures

After 27 years of involvement with the Department, **Chuck Lummus** has decided to retire in December. We appreciate Chuck's devotion to teaching and wish him well in his future endeavors.

After 17 years of service to the Department, **Beverly Gilbert** retired in August. Beverly was an integral part of the Department and she will be missed.

Kellye Jones joined the Department as a Visiting Assistant Professor. Dr. Jones is teaching courses in the area of entrepreneurship and strategic management.

Meg Virick joined the Department as a Visiting Professor. Dr. Virick is teaching courses in the areas of organizational behavior.

Laura Litton joined the Department as the Administrative Assistant.

Osman Cetinkaya, Justin Davis, Thoams Moore, Ross O'Brien, and Marshall Pattie entered the Ph.D. program.