



DEPARTMENT OF MANAGEMENT NEWSLETTER

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

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Greetings from the Chair

Welcome to the latest edition of the *Department of Management Newsletter*. As you will see in the following entries, this has been a very busy and eventful semester. Perhaps most notable, we welcomed four new members to the faculty – **Joe Ewen, Christopher Harris, Dwight Long, and Jeanne Michalski**. All four individuals bring unique talents and experience that have already strengthened the Department's ability to provide the highest quality management education.

I am also quite pleased to announce that **George Benson, Abdul Rasheed, and Ken Price** are inaugural recipients of the Dean's Research Fellowship, which was created to acknowledge an individual's record of sustained scholarship. I cannot think of three more worthy candidates.

The upcoming semester should be equally eventful. For example, the enrollment in our Master of Science in Human Resource Management program should exceed 85 students

for the first time. This is particularly noteworthy since this reflects a doubling of enrollment over the last two years. Perhaps even more import, the caliber of the program's current student body is markedly stronger. The average Graduate Management Admission Test (GMAT) score has increased by over ten percent since 2008. Along with this improvement in GMAT scores, a key clinical indicator for academic success for incoming students, the mean grade point average for current students has increased significantly, as well.

I want to thank each of you for making this such an exciting time for the Department of Management.

Jeffrey E. McGee, Chair

New Faculty



Joe Ewen, Lecturer

Joe Ewen received his MBA from Texas Christian University. He held

a variety of senior management positions at SBC/AT&T from 1998 through 2008. His most recent position was Regional Vice President of Technology Sales and Customer Service. Mr. Ewen is also a former Arlington City Council Member and small business owner. He teaches courses in organizational behavior.



Christopher Harris, Visiting Assistant Professor

Christopher Harris received his Ph.D. from UT Arlington. His primary teaching and research interests are in the area of human resource management. Dr. Harris graduated in May and recently accepted a position at the University of Tilburg.

Dwight Long received his MBA from UT Arlington. He held a variety of senior management positions at the Belo Corporation over the last 20 years. His most recent position was Director of

Facilities for the Dallas Morning News. Mr. Long also currently serves as the Chairman of the Board for Resource One Credit Union. He teaches courses in strategic management.



Dwight Long, Lecturer

Jeanne Michalski received her Ph.D. from the University of South Florida. She held a variety of senior management positions at GTE and BNSF from 1983 through 2008. Her most recent position was Vice President of Human Resources and Medical at BNSF. She teaches a variety of courses in the area of human resource management.



Jeanne Michalski, Adjunct Assistant Professor

Publications

Balijepally, V., Mahapatra, R., Nerur, S., & **Price, K.** 2009. Are two heads better than one for software development? The productivity paradox of pair programming, *MIS Quarterly*, 33(1): 91-118.

Beauregard, T.A., Özbilgin, M., & **Bell, M.P.** 2009. Revisiting the social construction of work and family. *Journal of Managerial Psychology*, 24 (1): 46-65.

Bell, M.P. 2009. Effects of the experience of inequality, exclusion, and discrimination on scholarship. M. Özbilgin, (Ed.), *Equality, Diversity, and Inclusion*: 17-25. Palgrave.

Bell, M.P. 2009. Special section: Doing work that matters. *Academy of Management Learning & Education*. 8(1), 96-98.

Bell, M.P., Özbilgin, M. O., & Karataş-Özkan, M. 2009. Diversity in the context of lifelong learning. In S. Armstrong & C. Fukami (Eds). *Handbook of Management Learning, Education, and Development*: 288-300. Thousand Oaks, Sage.

Benson, G., **Pérez-Nordtvedt, L.**, & Datta, D. 2009. Managerial characteristics and willingness to send employees on expatriate assignments. *Human Resource Management*, 48(6): 849– 869.

Datta, D., Musteen, P., & Herrmann, P. 2009. Board characteristics, managerial incentives, and the choice between foreign acquisitions and international joint ventures. *Journal of Management*, 35 (4): 928-953.

King, J. E., **Bell, M.P.**, & Lawrence, E. (2009). Religion as an aspect of workplace diversity: An examination of the U.S. context and a call for international research.

Journal of Management, Spirituality & Religion, 6(1): 43-57.

Lovett, S.R., **Pérez-Nordtvedt, L.**, & **Rasheed, A.** 2009. Parental control of subsidiaries: A study of U. S. subsidiaries in Mexico. *International Business Review* 18: 481-493.

Macik-Frey, M., Quick, J.D., **Quick, J.C.**, & Nelson, D.L. 2009. Occupational health psychology: From preventive medicine to psychologically healthy workplaces. In A.-S. Antoniou, C.L. Cooper, G.P. Chrousos, C.D. Spielberger, and M.W. Eysenck (Eds.) *Handbook of Managerial Behavior and Occupational Health*: 3-19. Cheltenham, UK: Edward Elgar. [Greek and English]

McGee, J.E., Peterson, M., Mueller, S.L., & Sequeira, J.M. 2009. Entrepreneurial self-efficacy: Refining the measure. *Entrepreneurship: Theory & Practice*, 33(4): 965-988.

Xin, L., Musteen, M., & **Datta, D.** 2009. Strategic orientation and the choice of foreign market entry mode: An empirical examination. *Management International Review*, 49(3): 269-290.

Yohikawa, T., & **Rasheed, A.** 2009. Convergence of corporate governance: Critical review and future directions. *Corporate Governance: An International Review*, 17(3): 388-404.

Forthcoming Publications

Bell, M. P. Teaching diversity in a “conservative” state: Using who I am and empirical evidence to contradict erroneous perceptions. In Katila, S., Meriläinen, S., & Tienari, J. (Eds.) *Working for Inclusion and Diversity: Positive Experiences from Academics Across the World*.

Bell, M. P., Kwesiga, E., & Berry, D. P. Immigrants: The new

“Invisible men and women” in diversity research. *Journal of Managerial Psychology*.



Marcus Butts (Assistant Professor) and Cara Carroll (MSHRM Student)

Benson, G., & Lawler, E. Employee involvement: Research foundations, in *The Psychologically Healthy Workplace*, Gratwich, M. (Ed.). Washington D.C.: American Psychological Association.

Casper, W.J. & Swanberg, J.E. Single childfree adults: The work-life stress of an unexpected group. In A. Antoniou, G. Chrousos, C.L. Cooper, M. Eysenck, and C. Spielberger (Eds.). *Handbook of Occupational Health Psychology and Medicine*. Athens, Greece and Oxford, England: Edward Elgar Publishing. (anticipated in Greek and English).

Cocchiara, F. K., Kwesiga, E., & **Bell, M. P.**, & Baruch, Y. Who benefits from graduate degrees? Effects of sex and perceived discrimination on human capital. *Career Development International*.

Cocchiara, F.K., & **Bell, M.P.** Gender and work stress: Unique stressors, unique responses. In J.C. Quick, M. J. Schabracq, and C.L. Cooper (Eds.). *Work and Health Psychology Handbook*. 3rd ed. John Wiley & Sons/Blackwell Publishers.

Datta, D.K., Guthrie, J.P., **Basuil, D.**, & **Pandey, A.** Causes and effects of employee downsizing: A review and synthesis. *Journal of Management*.

Goolsby, J.L., Mack, D.A., & **Quick, J.C.** Winning by staying in bounds: A positive approach to ethics. *Organizational Dynamics*.

Khavul, S., Benson, G., & Datta, D.K. Investments in HRM in response to internationalization of entrepreneurial firms in emerging markets. *Frontiers of Entrepreneurship Research*.

Khavul, S., Bruton, G.D., & Wood, E. Informal family business in Africa. *Entrepreneurship Theory & Practice*.

Khavul, S., Pérez-Nordtvedt, L., & Wood, E. Organizational entrainment and the internationalization of new ventures from emerging markets. *Journal of Business Venturing*.

Lavelle, J.J. What motivates OCB? Insights from the volunteerism literature. *Journal of Organizational Behavior*.

Lavelle, J.J., McMahan, G.C., & Harris, C. Fairness in human resource management, social exchange relationships, and citizenship behavior: Testing linkages of the target similarity model among nurses in the United States. *International Journal of Human Resource Management*.

Musteen, M., & **Datta, D.K.** The influence of cross-border relationships on internationalization speed and performance: A study of Czech SMEs. *Journal of World Business*.

Musteen, M., **Datta, D.K.**, & Kemmerer, B. Corporate reputation: Do board characteristics matter? *British Journal of Management*

Nelson, D.L., & **Quick, J.C.**, ORGB2. Mason, OH: South-Western/Cengage Learning.

Quick, J.C., Cooper, C.L., Gibbs P.C., Little, L.M., & Nelson, D.L. Positive organizational behavior at

work. In G.P. Hodgkinson & J.K. Ford (Eds.), *International Review of Industrial and Organizational Psychology*, 25: Chichester, UK: Wiley Blackwell.

Yoshikawa, T., **Rasheed, A.** & Gonzalez, D. The impact of firm strategy and ownership on executive bonus compensation in Japanese firms. *Journal of Business Research*.



Cara Carroll (MSHRM Student) and Steven Klug (AVP-HR and Operations, BNSF)

Presentations

Baldwin, J., & George, B.A. “The collective bargaining rights of supervisors: An international, national, and legal perspective”. International Industrial Relations and Human Resources Conference, Louisville, KY, November, 2009.

Benson, G., Levenson, A. & Boudreau, J. “Strategic management of human capital: A case study of task differentiation.” People and Organizations Conference, Wharton Center for Human Resources, Philadelphia PA., June, 2009.

Blickle, G., Schneider, P.B., **Liu, Y.**, & Ferris, G.R. “A predictive investigation of reputation as mediator of the political skill – career success relationships.” Southern Management Association, Asheville, NC, November, 2009.

Gavin, J.H., **Quick, J.C.**, & Nelson, D.L. “The challenge of ethics: Character, ethical dilemmas, and

personal integrity. Organizational Behavior Teaching Conference, Charleston, SC, June, 2009.

Khavul, S., Benson, G., & Datta, D. “Investments in human resource management in response to internationalization of entrepreneurial firms in emerging markets.” Babson College Entrepreneurship Research Conference, Wellesley, MA., June, 2009.



Jeffrey McGee (Associate Professor) and Marcus Butts (Assistant Professor)

Lambert, J. “The effect of diversity and job attributes on organization attractiveness among white applicants.” Southern Management Association, Asheville, NC, November, 2009.

Macik-Frey, M., **Quick, J.C.**, & Nelson, D.L. “Positive affect and vigor: Advancing the occupational health psychology agenda.” APA/NIOSH Work, Stress, and Health Conference, San Juan, PR, November, 2009.

Pandey, A., McMahan, G.C., Harris, C.M., & Wright, P. M. Good Hospitals Prepare for Bad Things: The Role of Human Capital in Hospital Disaster Preparedness. Southern Management Association, Asheville, NC, November, 2009.

Quick, J.C. “The dark side of leadership: Psychopathology at the top...Not required.” British Academy of Management, Brighton, UK, September, 2009.

Quick, J.C. “Leadership & health: Positive outcomes, top to bottom.” Advisory Board, Centre for Organizational Health & Well-Being School of Health & Medicine, Lancaster University, The Cabinet Office, 22 Whitehall, London, October, 2009.

Rittippant, N., & **Rasheed, A.** “An empirical analysis of country, industry, and firm effects on MNE international investment decision” World Business Congress of the IMDA, Tbilisi, Georgia, July, 2009.

Rittippant, N., & **Rasheed, A.** “The market reactions to FDI announcements by Thai firms: A real options approach” Academy of International Business, San Diego, CA., June, 2009.

Roberts, S. “Considering ‘Environment’: An examination of change terminology.” Southern Management Association, Asheville, NC, November, 2009. *Best Paper candidate.*

Roberts, S. “Ode to the Babson rocket pitch: Adapting an outreach program method into an entrepreneurship education component.” Southern Management Association, Asheville, NC, November, 2009.

Sambharya, R., & **Rasheed, A.** “Conceptualizing global risk in a changing world: Looking beyond the political dimension.” Academy of International Business, San Diego, CA, June, 2009.

Shumate, K. M. “A comparison of gender role and role congruity theory for predicting supervisors’ performance expectations of fathers who take parental leave.” Southern Management Association, Asheville, NC, November, 2009. *Awarded Best Paper in Track and Best Doctoral Paper in Track (Ethics/Social Issues/Diversity).*

Wright, T.A., & **Quick, J.C.** 2009. “Character-based leadership.” Ethical and Legal Issues in Contemporary Conflict Symposium. U.S. Army Command & General Staff College, Fort Leavenworth, KS., November, 2009. Paper will appear in *Proceedings*.



Christian Obonda (MSRHM Student) and Greg Humensky (VP-HR, Pier 1 Imports)

Forthcoming Presentations

Hargrove, M.B. “The positive effects of using data to set the shared governance agenda.” American Association of University Professors Annual Conference on the State of Higher Education. Washington, DC, June, 2010.

Hargrove, M.B. “Contingent faculty and full-time faculty produce different student outcomes.” American Association of University Professors Annual Conference on the State of Higher Education. Washington, DC, June, 2010.



Danyelle Keenan (VP-HR, Catholic Charities) and Joyce Williams (VP-HR, City of Arlington)

Academy of Management



The Department of Management was well represented again this year at the Academy of Management's (AOM) annual conference in Chicago. This prestigious meeting is the leading conference of university professors and doctoral students who conduct research and teach in the area of management, and attracts over 7,000 participants worldwide.

The following entries demonstrate the extent to which the department participated in the meetings.

AOM Paper Presentations

Basuil, D., & Casper, W.J. "Kindred spirit: Supervisor family support amidst similarities, organizational support and attachment."

Butts, M.M., & Eby, L. T. "Investigating the relative contribution of psychological and behavioral involvement in non-work roles."

Casper, W.J., Williams, O.R., Yang, T.S., & Roberto, K. "Organizational humility: The construct and its measurement."

Goll, I., & Rasheed, A. "Environmental jolts and strategic change in the U.S. airline industry: Deregulation and 9/11/2001."

Harris, C., McMahan, G., & Wright, P. "Relationships among

human capital, social capital, behaviors, and performance."

Hurst, C.S., Eby, L.T., & Butts, M.M. "Conversations about health: Supervisor health and safety support scale development and validation."

Lavelle, J.J., McMahan, G.C., & Harris, C. "Patients and workgroups as sources of justice and beneficiaries of citizenship behavior."

Moore, C., Bell, R.G., Filatotchev, I., & Rasheed, A. "Foreign IPO capital market choice: Corporate governance, reputation, and organizational identity."

Opie, T.T., Bell, M.P., & Randle, N.W. "Shifting the paradigm: A focus on overall health to reduce workplace weight discrimination."

Ozbilgin, M.F., Beauregard, T.A., & Bell, M.P. "A critical review of theory and methods in the work-life literature."

Pérez-Nordtvedt, L., Khavul, S., Harrison, D., & McGee, J. "Riding with the Cowboys? Temporal realignment in response to changes in competitive geography."

Shumate, K. "The stigmatization of fatherhood: A comparison of gender role and role congruity theory predictions of supervisor evaluations of fathers who take parental leave."

Yang, T.S. "Meta-analytic review of organizations' responses to work-family policies."



Ebonye London (MSHRM Student) and C.J. Boss (VP-HR, Game Stop)

Other AOM Activities

Myrtle Bell was elected to the Academy of Management's Board of Governors. Dr. Bell began serving a three-year term as a Representative-at-Large in August.

Myrtle Bell participated in "The Gender and Diversity in Organizations Doctoral Student Consortium."

Myrtle Bell participated in a session titled "Where Good Research Proposals Go to Get Funded Well: How to Secure a MERI Grant."

Myrtle Bell organized a session titled "When Knowledge Wins: Reflections on and Reactions to Adler & Harzing's (2009) Article."

Myrtle Bell chaired a session titled "Is Weight the New Race? Implications of Workplace Weight Discrimination."

George Benson served as a discussant for a session titled "The Ties that Bind: Networks and Career Success."

George Benson chaired a session titled "Investing in Human Capital: The Effects of Training and Development."

Wendy Casper co-chaired a session titled "An Examination of Work-Family Conflict Among Low-Income and Nonprofessional Workers."

Wendy Casper hosted a session titled "Work-Family Interface."

Susanna Khavul chaired a session titled "Family Ties in Entrepreneurial Business."

Ann McFadyen chaired a session titled "New Venture Creation: Exploitation Decisions and Processes."

Gary McMahan chaired a session titled "Exploring the Link Between HR Systems and Outcomes."

Alankrita Pandey served as a discussant for a session titled “Current Research and Development Regarding the Entrepreneurial Orientation (EO) Construct.”

Alankrita Pandey participated in a session titled “Issues and Applications of the Entrepreneurial Orientation(EO) Construct.”

Sheryllynn Roberts served as a discussant for a session titled “Current Research and Development Regarding the Entrepreneurial Orientation (EO) Construct.”

Sheryllynn Roberts chaired a session titled “Entrepreneurship.”

Sheryllynn Roberts chaired a session titled “Issues and Application of the Entrepreneurial Orientation (EO) Construct.”



Becky Wilson (VP-HR, JP Morgan Chase), George Benson (Associate Professor), and Tae Yang (Ph.D. Student)

Other Activities

Myrtle Bell was the featured speaker at the African American Issues Forum, “Academic success at UTA,” October 8, 2009.

Myrtle Bell was interviewed by Katherine Blake, CBS news, DFW, for a story on “Women in the Workplace” September 3, 2009.

Myrtle Bell was quoted in “How to keep the training budget alive in an unstable economy” by Jessica Tremayne, July, 2009, SmartBusiness Dallas.

Myrtle Bell accepted an invitation to join the editorial board of the *Journal of Management, Spirituality and Religion*.

James C. Quick attended an Advisory Board meeting for Leadership Worth Following in Las Colinas on October 16-17.

James C. Quick attended the Psychological Health External Advisory Board meetings in Washington DC on December 3-4.

Abdul Rasheed accepted an invitation to serve on the editorial board of *Canadian Journal of Administrative Sciences*. He currently serves on the editorial boards of *International Journal of Strategic Business Alliances*, *Management Research News*, *Issues in Social and Environmental Accounting*, *International Journal of Global Business Advancement in South Asia*, and *Great Lakes Herald*, in addition to serving as Associate Editor of *Group & Organization Management*.

Sheryllynn Roberts participated in a paper development workshop titled “Considering ‘Environment’: An Examination of Change Terminology” at the Southern Management Association meeting in Ashville, NC, November 2009.

Sheryllynn Roberts served as a Discussant for a session titled “Something for Everyone” at the Southern Management Association meeting in Ashville, NC, November 2009.

Dennis Veit will assume the duties of incoming President for the Mid-Cities Chapter of The Society of Human Resource Managers (SHRM) on January 1, 2010. In preparation for this new role, Dennis was invited to the National SHRM Leadership Conference held annually in Washington D. C. This conference is designed to give

guidance to newly-elected SHRM Chapter Presidents and provide updates in Employment Law to all attendees. While at the conference, Dennis accepted the 2009 SHRM Pinnacle Award and a \$1,000 grant, on behalf of the Mid-Cities Human Resource Association (MCHRA). The MCHRA received the award for its Felony Friendly Community Career Fair held this past year. Since the MCHRA has formally adopted the UT Arlington SHRM chapter, Dennis will work diligently in the coming year to include more of our students in activities and events sponsored by the MCHRA.

MSHRM Update

The Master of Science in Human Resource Management (MSHRM) program recently received accreditation from the Society of Human Resource Management and the Human Resource Certification Institute. UT Arlington’s MSHRM program is one of only 67 that possess this recognized accreditation.

The MSHRM program has continued its efforts to gain exposure within the business community by engaging in the following activities:

- Sponsorship of the Fort Worth Human Resource Management Association Summer Social.
- Platinum sponsorship of the Mid-Cities Human Resource Association Annual Drive.
- Sponsorship of the 2009 Society for Human Resource Management Southwest Conference.
- Sponsorship of the Fort Worth Human Resource Management Association Luncheon.
- Partnership with jobbing.com to create a job posting website for MSHRM students.

The MSHRM Advisory Council convened its semi-annual meeting in September. Photos of the event are included throughout this edition of the *Newsletter*.



MSHRM Advisory Council

Visiting Faculty

West Management Seminar

Albert A. (Bert) Cannella, Jr., the Earl B. and Ethel P. Koerner Chair in Strategy and Entrepreneurship at Tulane University, presented “Shaking hands while fighting: The antecedents of alliance formation between rivals” on September 18th as part of the West Management Seminar Series.

Dr. Cannella is the former Hahnco Companies Professor of Strategy and Entrepreneurship at Arizona State University. He was on the faculty at Texas A&M University between 1989 and 2003, where he served as B. Marie Oth Professor of Management and Head of the Center for New Ventures and Entrepreneurship. His research has appeared in *Academy of Management Journal*, *Academy of Management Review*, *Strategic Management Journal*, *Journal of Management*, and *Journal of Financial Economics*, among other outlets. He teaches strategic management, research methods, and entrepreneurship.

The West Management Seminar series was initiated in Spring 2005 with the objective of inviting internationally recognized scholars to share their research with faculty and doctoral students at the College of Business. The seminar is supported by funds associated with

the Eunice and James West Chair. Previous speakers have been: James P. Guthrie, Docking Distinguished Professor of Business, University of Kansas (Spring 2005), Robert Folger, Gordon Barnett Professor of Business Ethics, University of Central Florida (Fall 2005), Nandini Rajagopalan, Simonsen Chair in Strategic Management, University of Southern California (Spring 2006), Jeff Covin, Samuel and Pauline Glaubinger Professor of Entrepreneurship, Kelly School of Business, Indiana University (Fall 2006), Michele (Micki) Kacmar, Durr-Fillauer Chair of Business Ethics and Professor of Management, University of Alabama (Spring 2007), Pamela (Pam) Perrewe, Distinguished Research Professor and Haywood and Betty Taylor Eminent Scholar, College of Business, Florida State University (Spring 2008), Shaker Zahra, Robert E. Buuck Chair of Entrepreneurship, Carlson School of Management, University of Minnesota (Spring 2008), Patrick (Pat) M. Wright, William J. Conaty GE Professor of Strategic Human Resources, Cornell University (Fall 2008) and Robert E. Hoskisson, Professor and W. P. Carey Chair in the Department of Management at Arizona State University (Spring 2009)



Mary Ann Doran (VP-HR, Zale Corporation) and Clint Jaynes (VP-HR, Cash America)

Goolsby Leadership Academy

Thomas A. Wright, Professor and Jon Wefald Leadership Chair in the Department of Management at Kansas State University, was the most recent Goolsby Distinguished Visiting Professor. The 2009-2011 Goolsby Scholars (Cohort VI) hosted his presentation “Character-Based Leadership” in the Honors College, 101 College Hall. Dr. Wright is an authority in employee health and performance, business ethics, and leadership. He is the principle investigator in a U.S. Army grant to study character-based leadership among 100 combat squads in collaboration with Jim Quick and drawing on the Goolsby leadership model. In addition to his many publications in the *Journal of Organizational Behavior and Academy of Management Review*, Dr. Wright is a Fellow in both SIOP and the Association of Psychological Science. On a personal note, he is the 2006 World Champion Bench Presser in the men’s master division for his age and weight class.



The Goolsby Leadership Academy was founded in 2003 and has hosted six previous Goolsby Distinguished Visiting Professors, all distinguished/chaired professors at their respective institutions, including departmental doctoral alumnus Debra L. Nelson of the William S. Spears School of Business at Oklahoma State University.