

DEPARTMENT OF MANAGEMENT NEWSLETTER

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Greetings from the Chair

Welcome to the latest edition of the *Department of Management Newsletter*. The beginning of a new academic year is always a good time to look back as well as to look ahead, to reflect on the past and to plan for the future.

Our former colleague and friend **Gary McMahan** passed away after a prolonged illness. We will always miss his impish humor, unlimited goodwill, and his very peculiar brand of logic.

We had the largest incoming cohort for our PhD class this year with six new students. As we celebrate the success of our doctoral graduates (see page 6), we wish the new class the very best in their intellectual journey.

Finally, as we return from the holidays, I wish you all another year

of professional accomplishments and personal fulfillment. I also want to thank each one of you personally for your help during the past year and for your contributions to the department.

Abdul Rasheed
(Department Chair)

Publications

Journal Articles

Ledford, G., **Benson, G.**, and Lawler, E. (2016). Aligning research and the current practice of performance management. *Industrial and Organizational Psychology*. 9(02): 253-260.

Ledford, G., Lawler, E., and **Benson, G.** (2016). Cutting-edge performance management: What about rewards?" *Workspan, World at Work: The Total Rewards Association*.

Ledford, G., **Benson, G.** and Lawler, E. (2016). Cutting-edge performance management: 244 organizations report on ongoing feedback, rating less reviews, and crowd-sourced feedback." *World at Work Research Monograph, World at Work: The Total Rewards Association*.

Ledford, G., **Benson, G.** and Lawler, E. (2016). "A study of cutting-edge performance management practices: Ongoing feedback, rating less reviews, and crowd-sourced feedback." *World at Work Journal, World at Work: The Total Rewards Association*.

Ferguson, M., Carlson, D., Boswell, W. R., Whitten, D., **Butts, M. M.**, & Kacmar, K. M. (2016). Tethered to work: A family systems approach linking mobile device use to turnover intentions. *Journal of Applied Psychology*, 101, 520-534.

Wallace, J. C., **Butts, M. M.**, Johnson, P. D., Stevens, F. G., & Smith, M. B. (2016). A multilevel model of employee innovation: Understanding the effects of regulatory focus, thriving, and employee involvement climate. *Journal of Management*, 42, 982-1004.

J.C. Quick, & D.F. Henderson. 2016. Occupational stress: Preventing suffering, enhancing wellbeing. *International Journal of Environmental Research and Public Health: Special issue on Occupational Stress, Human Health and Wellbeing*, 13, 459, 1-11.

I. Filatotchev, G. Bell, & **A. Rasheed**. Globalization of Capital Markets: Implications for Firm Strategies. *Journal of International Management*, 2016, 22(3): 211-221.

G. Bell & **A. Rasheed**. Seeking capital abroad: Motivations, process, and suggestions for success. *Journal of Applied Corporate Finance*, 2016, 28(1): 104-113.

S. Nerur, **A. Rasheed**, & A. Pandey. Citation footprints on the sands of time: An analysis of idea migrations in strategic management. *Strategic*

Management Journal, 2016, 37(6): 1065-1084.

Khavul, S. Deeds, D. (2016). The evolution of investment syndicate partner selection in an emerging venture capital market. *Journal of International Management*. 22: 280-293.

Book Chapters

Casper, W. J., Marquardt, D., Roberto, K. & Buss, C. (2016). The hidden family lives of singles without dependent children. In Eby, L., & Allen, T. (Eds.) *Oxford Handbook of Work and Family*, 182-198

Forthcoming Publications

Boswell, W. R., Olson-Buchanan, J. B., **Butts, M. M.**, & Becker, W. J. Managing “after hours” electronic work communications. *Organizational Dynamics*.

Brown, J. A., Ward, A. J., **Butts, M. M.**, & Buchholtz, A. K. Board socio-cognitive decision making and task performance under heightened expectations of accountability. *Business & Society*.

French, K. A., **Butts, M. M.**, & Allen, T. D. Parent work conditions and adolescent core-self evaluations: Examining the effects of work resource drain and parent gender. *Journal of Business and Psychology*.

Mawritz, M. B., Greenbaum, R. L., **Butts, M. M.**, & Graham, K. I just can't control myself: A self-regulation perspective on the abuse of deviant employees. *Academy of Management Journal*.

Wayne, J. H., **Butts, M. M.**, **Casper, W. J.**, & Allen, T. D. In search of balance: A conceptual and empirical integration of multiple meanings of work-family balance. *Personnel Psychology*.

Marquardt, D. J., Brown, L. W., & **Casper, W. J.** Ethical leadership perceptions: Does it matter if you are black or white? *Journal of Business Ethics*

Wayne, J. H. & **Casper, W. J.** Why having a family-supportive culture, not just policies, matters to male and female job seekers: An examination of work- family conflict, values, and self-interest. *Sex Roles*

Basuil, D., Manegold, J., & **Casper, W. J.** Subordinate perceptions of family-supportive supervision: The role of similar family-related demographics and its effect on affective commitment. *Human Resource Management Journal*.

T.A. Wright, **J.C. Quick**, S.T. Hannah, & M.B. Hargrove. Best practice recommendations for scale construction in organizational research: The development and initial validation of the Character Strength Inventory (CSI). *Journal of Organizational Behavior*.

D.L. Nelson & **J.C. Quick**. ORGB6: Organizational Behavior. Mason, OH: *South-Western/ Cengage Learning*.

Presentations

AOM Presentations

The Department of Management was well represented at this year's Academy of Management's (AOM) annual conference at Anaheim, CA in August 2016. This prestigious meeting is the leading conference of the university professors and doctoral students who conduct research and teach in the area of management and attracts over 11,000 participants worldwide.

Professional Development Workshop **Benson, G.**, “Designing the Ultimate HR Analytics Course.”

Benson, G., & Ledford, G., Employee and supervisor reactions to rating less performance feedback.

Vaziri, H. & Benson, G. Hard working coworkers: A cross-cultural look at group work hours and work-family conflict.

Levitas, E., **McFadyen, M. A.**, & Ahsan, M. Signaling and voluntary disclosure: R&D alliances. *Academy of Management Proceedings Paper*.

Volpane, S., Marquardt, D., **Casper, W. J.**, & Avery, D. How the inclusion of migrants can facilitate international acculturation.

Vora, D., Jiraporn, N., & **Casper, W. J.** The influence of multiculturalism and cultural knowledge on salary negotiation strategy. Accepted for presentation at the 2016 Academy of Management conference. Anaheim, CA.

Terry, R., & **McGee, J.E.** Starstruck: An examinations of the signals that contribute to star employee compensation premiums *Proceedings*.

Marquardt, D., **Vaziri, H.**, Brown, L., & **Butts, M. M.** A process model of ethical leadership: A meta-analysis.

J. Gu, I. Filatotchev, R.G. Bell, & **A. Rasheed**. Raising Debt Capital Abroad: the Role of Distance.

Vaziri, H., & **Butts, M. M.** Dynamic relationships between work-to-family conflict and family-to-work conflict: An LCS model.

Dr. Marcus Butts was a faculty discussant for "PhD teaching and supervision" in the Organizational Behavior Division Doctoral Student Consortium.

Khavul, S. Women entrepreneurs access to early stage equity financing.

Pelletier A., **Khavul, S.** Estrin, S. Mobile Payment Services in Developing Countries.

Estrin, S., **Khavul, S.** Equity Crowdfunding and the Socialization of Entrepreneurial Finance.

Khavul, S. Entrepreneurship and informality.

Khavul, S. Entrepreneurship under adversity.

AIB Paper Presentations

The following papers were presented at 2016 annual meeting of the *Academy of International Business*, New Orleans :

Pelletier A., **Khavul, S.** Estrin, S. Mobile Payment Services in Developing Countries. *Academy of International Business*.

J. Gu, I. Filatotchev, R.G. Bell, & **A. Rasheed**. 2016. Seeking Debt in Foreign Capital Markets: The Farther You Are, the More You Pay.

SMA Presentations

The following papers were presented at the Southern Management Association's annual meeting at Charlotte, North Carolina in October 2016:

Hall, A.V., **Bell, M.P.**, Louwanda Evans, L., & Berry, D. Identity-Relevant Work and Its Outcomes.

Brown, L.W., Yassar, M., & **Rasheed, A.** Antecedents of foreign corporate political activities in United States politics.

Obedkova, A., Pérez-Nordtvedt, L.,

& **McFadyen, A.** 2016. Toward a theory of endogenous extinction: Why utopian conditions lead to the eventual death of corporate-level strategies.

Other Presentations

Wayne, J. H. & **Casper, W. J.** Understanding gender differences in job Seeker preferences for family-supportive policies and culture: The roles of work-family conflict, values, and self-interest. Work Family Research Network Conference, Washington DC.

Amirkamali, F., Vaziri, H., Casper, W. J., De Hauw, S. Wayne, J. H., & Greenhaus, J. H. Work-life balance, its antecedents and outcomes: A meta-analysis. Work Family Research Network Conference, Washington DC.

Abdul Rasheed conducted a Faculty Development Workshop on "Publish or Perish: Managing careers in a changing academic landscape" at the 13th Global Conference of the Academy of Global Business Advancement in Solo, Indonesia.

Rasheed, A., Yoshikawa, T., & Del Brio, E.B. Political connections, institutional factors and their impact on responses to performance decline: A multi-country analysis. Paper presented at the 13th Global Conference of the Academy of Global Business Advancement in Solo, Indonesia.

Benson, G. "Cutting-edge Performance Management," UT Arlington EMBA Lunch and Learn, Ft. Worth, TX.

Benson, G. "Cutting-edge Performance Management," HR Southwest, Ft. Worth, TX.

Benson, G. "Generations at Work," North Texas Women's Energy

Network, Ft. Worth, TX.

Benson, G. "Cutting-edge Performance Management," NextGenHR Conference, University of Texas at Arlington, Arlington, TX. Ledford, G. and **Benson, G.** "Rating less Appraisal: Results and Lessons from a CEO Longitudinal Study of Cambia Health Solutions." Center for Effective Organizations Annual Meeting, Los Angeles, CA.

Myrtle P. Bell presented "Finding Your Place in the Diversity Space" at a doctoral colloquium at Indiana University-Purdue University Indianapolis on October 21.

Myrtle P. Bell presented "Tomorrow's World is Yours to Build" at UTA's UBUNTU Social Justice Conference on November 5.

J.C. Quick. Alliance Research Seminar: The Naturwissenschaften & the Geisteswissenschaften. Alliance Manchester Business School, The University of Manchester, United Kingdom, 14 July.

Awards & Honors

Dr. Wendy Casper was inducted as a Fellow of the American Psychological Association. This is a significant recognition because such an honor is conferred only on a small number of researchers on the basis of the substantial impact their research has had on the field. This recognition reflects the esteem that her peers in the discipline have for her.



Dr. Susana Khavul is the UTA nominee for Piper Award this year.

Dr. Jim Lavelle received a Best Reviewer Award, *Journal of Organizational Behavior*, 2016

Dr. George Benson availed his UT Arlington Faculty Developmental Leave – Fall 2016 award.

Dr. James C. Quick was awarded the 2016 – Regent's Outstanding Teaching Award on August 24.



Established by the Board of Regents in 2008, the Regents' Outstanding Teaching Awards complement a wide range of System-wide efforts that underscore the Board's commitment to ensuring the UT System is a place of intellectual exploration and discovery, educational excellence and unparalleled opportunity.

On the occasion, he expressed his views "My students have enriched and broadened my interests and horizons as they have pursued their passions, leading me along paths that I never would have otherwise chosen. Students are our nation's most valuable assets and we should expect the best from them. Setting high academic standards is critical to inviting students to become all they are capable of becoming. Helping them to dream, and to dream BIG, is essential because their greatness lies within each one."

Obituary



Dr. Gary C. McMahan was born Feb 18, 1960 in Hot Springs, Arkansas, and passed away on Aug 30, 2016 in Dallas, TX. He earned his B.S. at Oakland U., an MBA at George Washington, and the Ph.D. at Texas A&M. Prior to graduate school, Gary worked at General Motors for 10 years in organizational development, procurement, and product planning and quality. After earning his doctorate, Gary first worked at the Center for Effective Organizations at the University of Southern California. Gary authored numerous articles and chapters, including seminal work that shaped the field of strategic human resources. Gary was with us from 1996 till his early retirement two years ago. During his two decades at the department, he played a significant role in the MSHRM program, coordinated the PhD program, and chaired several dissertations (Alankrita Pandey, Chris Harris, Brian Martinson, Sherrylyn Roberts and others). A loving, delightful human being, Gary was kind, compassionate, and caring. He teased, tricked, joked, befuddled, and laughed with friends and strangers. He was loved and will be fondly remembered by many who were blessed to have known him.

Distinguished Speakers

Beta Gamma Sigma Distinguished Visitor in Entrepreneurship

The Beta Gamma Sigma UT Arlington Chapter hosted billionaire

entrepreneur John Barfield on 15-16 November. He spoke in two



entrepreneurship classes and was presented with an Honor Member Award by BGS student officers. John W. Barfield is the Founder and Chairman Emeritus of The Bartech Group, Inc., located in Livonia, Michigan. Bartech is among the nation's largest independent human capital staffing and services firms in the United States, employing over 3,500 associates nationwide. The son of an Alabama sharecropper, Mr. Barfield dropped out of high school to enlist in the Army, serving two years in Germany and France. Upon his discharge, he worked as a custodian at the University of Michigan. Together with his wife Betty, he formed the first of many companies. In 1969, he sold this company to ITT. He continued his entrepreneurial efforts and built a \$3 billion enterprise. His honors and awards include the Tree of Life Award, the highest honor of the Jewish National Fund in America; The George Romney Award, recognizing his achievement in volunteerism; the Sapphire Award, a high honor for a leading volunteer who has made a demonstrable commitment to Michigan youth, created by the State of Michigan and Blue Cross Blue Shield of Michigan; and the Michigan Roundtable for Diversity and Inclusion's 2007 Humanitarian of the Year Award.

Goolsby Leadership Academy: Cohort 13 Event

Lieutenant General Rick Lynch, US Army (Ret.) was the **2016 Goolsby Distinguished Visiting Leader**. General Lynch's campus lecture was "Integrity & Honor" on 2 November,

which drew on his book ADAPT OR DIE: Battle Tested Principles for Leaders (BakerBooks, 2013).



Earlier, General and Mrs. Lynch had a lunch meeting with Goolsby 13 leaders. **Goolsby Cohort 13** did an excellent job of planning and hosting the event featuring General Lynch in the Bluebonnet Ballroom. The cohort set a record for their fundraising and sponsorship efforts this fall to support their event.



The Goolsby Leadership Academy was founded in 2003. Goolsby Cohort 5 began the tradition of a Fall Cohort Event.

SHRM Updates:

MSHRM Highlights

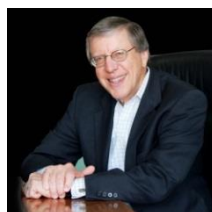
Dennis Veit has returned to his familiar roles as **SHRM advisor**. In this semester SHRM had a company visit to American Airlines Centre and 9 students had a opportunity to meet HR panel and know about their culture and internship opportunities. They also hosted Christy Close, Cara Caroll and Pete Parker as speakers.

UTA's MSHRM program continues

to be a highly sought after Master's degree and was mentioned in BetterBuys Top HR Management programs in the US.

HCAD Board Advisory Meeting

The newly-formed HCAD Advisory Board consists of 18 "Blue Ribbon" healthcare professionals, and is chaired by **Mr. Rick Kneipper**, a prominent Texas attorney and healthcare entrepreneur. Last year, the board agenda included topics such as HCAD curriculum, faculty research, philanthropy, and a potential online HCAD program. The board's first meeting this year took place on November 3. Mr. Freddy Warner, VP for government Affairs, Memorial Hermann Healthcare System, Houston, presented a Federal & State Legislative Update. The board recognized outstanding achievement of its members, including Mr. Charles Williams, VP, Performance Standards, Clinical Operations, Tenet Healthcare Corp, who received the UTA COB Early Careers Achievement Award. Mr. Paul Hain was recognized for his recent promotion to President of the North Texas Region, Blue Cross/Blue Shield of Texas. The board plans to meet with HCAD students in January, and with HCAD alumni in April. We are fortunate to have these highly respected and enthusiastic healthcare leaders devoting time and energy to our program.



Rick Kneipper,
Chairman, HCAD Advisory Board

Entrepreneur Society

The Entrepreneur Society presented MavPitch on November 15th. The event allowed student entrepreneurs to pitch their business ideas to a panel of three judges, who then got three minutes to provide feedback to presenters. Seventeen entrepreneurs presented their business ideas to the three judges: Capri Francois, Wells Fargo branch manager, assistant branch manager Shahnaz Hemani, and Jorge Varela, assistant director of TECH Fort Worth, a non-profit organization helping entrepreneurs launch and grow technology companies since 1998.



Dr. McGee welcoming students to MavPitch.

Sanika Gupta, computer science doctoral student, won third place for her pitch which involves using virtual reality to help people learn different languages.

The second-place winner, philosophy senior Tyler Sickels, presented his pitch of a bar embracing geek subculture. The bar would mimic that of a sports bar but would focus primarily on entertainment such as movies, books and TV shows.

The first-place winners were finance senior Goran Krndija and computer science junior Cameron Moreau, along with their team of five. Their pitch was about an app they've already launched called Gozova. Gozova is an app that connects a person in need of a truck to another person that has one. The goal is to

help people transport things from point A to point B for a cheaper cost than renting a truck, Moreau said.

Alumni Achievement



G. Thomas “Tom” Lumpkin and **Margaret Shaffer**, both alumni of the University of Texas at Arlington College of Business doctoral program, joined the University of Oklahoma Price College of Business as endowed chairs.

G. Thomas Lumpkin joined the University of Oklahoma’s Price College of Business on July 1 as the C.S. Trosper Chair in Entrepreneurship and as a professor and director of the college’s Division of Entrepreneurship and Economic Development. G. Thomas Lumpkin graduate from the UTA Business Administration Ph.D. program in 1995. Before accepting the position at OU, Lumpkin served as the Chris J. Witting Chair and Professor of Entrepreneurship in the Department of Entrepreneurship and Emerging Enterprises at the Wittman School of Management at Syracuse University in New York.

Margaret Shaffer is the Michael F. Price Chair of International Business at the University of Oklahoma. Dr. Shaffer earned doctoral degree from UTA College of Business in 1994. Prior to OU, her previous positions include the Richard C. Notebaert Distinguished Chair of International Business and Global Studies at the University of Wisconsin Milwaukee and a professor of management at Hong

Kong Baptist University and the Hong Kong Polytechnic University.

Dr. Abdul Rasheed, Chair of the Management Department at the UTA College of Business, says “It is a matter of great pride to us that two of our alumni are joining a flagship school as endowed chairs. The management department faculty are dedicated to the success of our doctoral students and I have no doubt that more and more of our recent graduates will find similar success in prestigious institutions.”

Vijay Thakkar, Graduate Teaching Assistant at the Department of Management joined the United States Army as a Behavior Specialist. He has been with our Department for a long time and we wish him all success as he embarks on this new journey.



Other News

Dr. Susanna Khavul represented UT Arlington on the Texas Committee of Faculty Senates.

Dr. Susanna Khavul was elected to the executive committee of UT Arlington's Faculty Senate.

Dr. George Benson participated in the Maverick Run organized by the University of Texas, Arlington



Dr. James C. Quick was in the Invocation and planning committee for Veterans Day Ceremony, Veterans Memorial, Veterans Park in Arlington, Texas, 11 November.

Dr. James C. Quick was a Host Commander for MOWW Massing of the Colors, First Presbyterian Church in Fort Worth, 13 November.

Dr. Wendy Casper was interviewed and commented in Barbara Ruland’s article on August 24, 2016 “Balance and Flexibility Can Lead to a More Productive Workforce” at SIOP.org. The article discussed an in-press paper at Personnel Psychology that Julie Wayne, Marcus Butts, Wendy Casper and Tammy Allen published.

Liliana Pérez-Nordtvedt was a featured expert in KXTX Telemundo 39 in their program *Enfoque* about BREXIT vote on July 8th, 2016. Interview was done by Enrique Teutelo and the show aired on July 10th, 2016.

Dr. Feirong Yuan is blessed with a Baby girl ‘Rachel’. Welcome to the newest member of the Management Department.

