

DEPARTMENT OF MANAGEMENT NEWSLETTER

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Greetings from the Chair

Welcome to the latest edition of the *Department of Management Newsletter*. We are coming to the end of yet another academic year. Looking back, it was a very successful and productive year with the departmental faculty excelling in their research and teaching activities.

Several of our faculty members have won awards for exceptional performance during the last few months. Professor **Wendy Casper** was inducted as a Fellow of the Society for Industrial Organization Psychology. She is the second faculty member from our department to earn this distinction, Dr. **Quick** being the first one. There are not many Management departments in the country that can claim to have two SIOP fellows on their faculty. Dr. **Marcus Butts** won the Best Research Publication Award and the PhD Mentoring Award from the College of Business. Dr. **George Benson** has been awarded a Faculty Development Leave for Fall 2016. Each one of these awards reflects the exceptional

excellence of our departmental faculty members and I feel privileged to be part of this team.

On the doctoral front, **Mahmoud Fallatah** defended his dissertation. Mahmoud is returning to Umm Al-Qura University in Makkah, Saudi Arabia. The department has always taken great pride in our PhD program and the faculty have made a strong personal commitment to its success. Congratulations to Mahmoud and his committee members!

Volkan Ozbek has accepted a position as Assistant Professor at University of San Diego. **Demetria Henderson** is moving to James Madison University as a Visiting Assistant Professor. Both are close to finishing their dissertations and their placements are a continuing affirmation of the quality of our doctoral program and the dedication of our faculty.

Finally, as we begin the summer, I wish everyone a relaxing break at the end of a very hectic semester. This is an opportunity to travel (as many are doing in connection with the Academy meetings and the AIB conference), to catch up on research, and to have at least some personal time for family and friends. I also want to thank each one of you personally for your help during the past academic year. It is truly a privilege to be able to serve you and the department. Let us celebrate our successes together and share our sorrows with each other. We are a great team and great things are ahead of us.

Abdul Rasheed
Department Chair

Publications:

Journal Articles

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. A multilevel model of employee innovation: Understanding the effects of regulatory focus, thriving, and employee involvement climate. *Journal of Management, 42*, 982-1004. (2016)

Herda, D. N., and **J. J. Lavelle**. 2016. Subsequent events audit tips. *Journal of Accountancy 221 (1): 21-22*

Cannella, A.A., Jr, & **McFadyen, M.A** (2016) Changing the exchange: The dynamics of knowledge worker ego networks. *Journal of Management. 42 (4): 1005-1029*

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, V. 13, x; doi:10.3390/*

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

N. Rittippant & A. Rasheed. Antecedents of FDI options by Thai public firms *Management Research Review*, 2016, 39(3): 310-328.

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.

Forthcoming Publications

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*.

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

Hall, A. V., Hall, E. V., & Perry, J. L. Black and Blue: Exploring Racial Bias and Law Enforcement in the Killings of Unarmed Black Male Civilians. *American Psychologist*.

Cropanzano, R. E., Anthony E, Daniels, S. R., & Hall, A. V. Reciprocity in Social Exchange: A Review and Conceptual Extension. *Academy of Management Annals*.

Khavul, S. & Deeds, D. The evolution of investment partner selection in an emerging venture capital market. *Journal of International Management*.

McIntosh, C. K. Asperger’s Syndrome and the Development of a Positive Work Identity. *Journal of Business and Management*.

D.L. Nelson & J.C. Quick *ORGB5: Organizational Behavior*. Mason, OH: South-Western/Cengage Learning.

D.J. Gavin, J.H. Gavin, & J.C. Quick. Subversive Leadership: Threat to Psychological Health and Wellbeing.

Journal of Applied Biobehavioral Research.

J.C. Quick, K. DeCay, N. Modha, & J.L. Goolsby. Learning to lead: Biographical inquiry through Goolsby interviews. In G. Edwards, S. Kempster, & A. Turner (Eds.). *Leadership Development Field Guide*.

R. Pisanti & J.C. Quick (Eds.). Psychosocial Job Dimensions and Distress/Well-Being: Issues and Challenges in Occupational Health Psychology. *Frontiers in Psychology*.

I. Filatotchev, G. Bell, & A. Rasheed. Globalization Of Capital Markets: Implementations of firm Strategies. *Journal of International Management*.

Shin, S. J., Yuan, F., & Zhou, J. When perceived innovation job requirement increases employee innovative behavior: A sensemaking perspective. *Journal of Organizational Behavior*.

Presentations:

AOM Presentations

The Department of Management will be 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 university professors and doctoral students who conduct research and teach in the area of management and attracts over 11,000 participants worldwide.

Christian J. Calderon, Demetria F. Henderson, and Myrtle P. Bell Multiple Minority Identities in the Workplace.

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

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

Khavul, S. Entrepreneurship under adversity Panel.

Butts, M. M. A critical dialogue on mentorship and sponsorship. Panel symposium.

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

Vora, D., Jiraporn, N., & Casper, W. J. The influence of multiculturalism and cultural knowledge on salary negotiation strategy.

Hall, E. V., & Hall, A. V. Finding Your Place: New Insights on How People Navigate and Jockey for Positions in Hierarchies.

Smith, C.E., Hall, A. V., & DeNisi, A. Not Just a Dependent Variable: New Developments on the Study of Citizenship Behavior.

Levitas, E., McFadyen, M. A., and Ahsan, Mujtaba. The determinants of voluntary disclosures in R&D alliances.

Terry, R. & McGee, J. Navigating the Talent War: Lessons from Major League Baseball Free Agency Markets.

Terry, R. & McGee, J. Star Struck: An Examination of Signals that Contribute to Star Employee Compensation Premiums. (The paper will appear in the *Proceedings*.)

Khavul, S. Women entrepreneurs access to early state of equity financing. Symposium.

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

Sun, L. Y., Yuan, F., & Cheng, Y.I Deals and Employee Creativity: A Self-Determination Theory Perspective.

AIB Paper Presentations

Manuscripts accepted for presentation at the 2016 annual meeting of the *Academy of International Business*, New Orleans.

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

SIOP Conference Presentations

SIOP is the premier membership organization for those practicing and teaching I-O psychology. Following are the manuscripts presented at the Annual Conference, Anaheim, CA on April 14-16, 2016.

Butts, M. M., Eby, L. T., Allen, T. D., & Muilenburg, J. L. Work-nonwork balance and turnover intentions: A simultaneous LGM approach.

Butts, M. M., Eby, L. T., Allen, T. D., & Muilenburg, J. L. Latent class procedures: Applications for work-family research.

Casper, W. J., & Salvaggio, A. N. Perceived organizational support and the crossover of spousal attitudes.

Terry, R., Yuan, F., & Casper, W. J. Social networks, coworker relationships and creativity: A meta-analysis.

Work Family Research Network Conference

The following manuscripts have been accepted to be presented at the Work Family Research Network conference at Washington, D.C. in June 2016.

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.

Faezeh Amirkamali; Hoda Vaziri; Wendy Jean Casper; Sara De Hauw; Julie Holliday Wayne; Jeffrey H. Greenhaus. Work-Life Balance, its Antecedents and Outcomes: A Meta-Analysis

Other Presentations

Ozbek, O.V. The Impacts of Proactiveness, Risk Taking, and Industry Characteristics on the Performance of Greenfield Investments. Presented at the AIB-Midwest meeting, April 13-15 at Chicago, IL.

Awards & Honors:



Dr. Wendy Casper was inducted as a Fellow of the Society for Industrial-Organizational Psychology, the premier organization for scholars in industrial and organizational psychology and organizational behavior. 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. Marcus M Butts won the **CoB Best 2015 Research Publication Award** and the **2016 PhD Mentoring Award**.

Dr. Wendy Casper received the 2015 Reviewer of the Year Award for the *Journal of Business and Psychology*.

Dr. George Benson has been awarded a Faculty Development Leave which he will be availing in Fall 2016.

Ms. **Anna Obedkova** was selected as the winner of this year's **John Dean Stanley Foundation Scholarship**. This scholarship is given to full-time Ph.D. students in strategic management who have achieved high scholastic attainment over their history in the program.

Ryan Terry and **Hoda Vaziri** won the 2016 **Joseph Rosenstein Award** for the best student paper accepted for presentation at 2015-2016 AOM conference.

Dr. Liliana Pérez-Nordtvedt was named Beta Gamma Sigma Faculty Fellow.

Dr. James Campbell Quick was awarded Beta Gamma Sigma Professor of the Year Medallion, UT Arlington Chapter.

Vijay Thakkar, Graduate Teaching Assistant at the Department of Management was Awarded Graduate Student Employee of The Year 2016 by the Career Development Center.



Dissertations:

Mahmoud Fallatah successfully defended his dissertation.

“Three Essays on Networks and Knowledge Value.”

Chair: **Dr. M Ann McFadyen**

Current Position: Assistant Professor, Umm Al-Qura University in Makkah, Saudi Arabia

Congrats to the newly minted doctor and his chair!

Grants:

Two College of Engineering and Business seed grants were awarded to departmental faculty.

McFadyen, M.A., Quick, J.C. Hiu, H., Crow, M.L. Test a link between the methylenetetrahydrofolate reductase (MTHFR) A1298C gene mutation and Post-Traumatic Stress (PTS): Applying lab testing for genetic markers and brain scans for physiological markers to identify high risk

Casper, W. J., K. Chen, S. Nerur & H. Lui. Studying Cognitive Efforts in Decision-Making and Problem Solving with fNIR Brain Imaging’

Other News:

J.C. Quick served as Chair, Revision Task Force for *Publication Manual of the American Psychological Association, Seventh Edition*. Washington, DC: American Psychological Association.

Susanna Khavul participated on a panel on equity finance at the UT Arlington EpicMavs session on equity finance.

Wendy Casper served as Discussant for the symposium “Understanding and overcoming resistance to teleworking” at the Society for Industrial-Organizational Psychology conference.

Jim Lavelle served as a member of the 2015 *Journal of Organizational Behavior* best published paper selection committee.

Dr. James Campbell Quick was appointed Professor of Leadership & Organizational Behavior, Alliance Manchester Business School, Faculty of Humanities, University of Manchester, UK.

Dr. James Campbell Quick - Quoted in Readers Digest, total circulation reaches 5 million.

Susanna Khavul and Saul Estrin published "Equity Crowdfunding: A new Model for Financing Entrepreneurship?" in *CentrePiece* 20(3): 6-9, which was widely discussed and quoted on social media and in the popular press in advance of the change in the JOBS Act Title III provisions in equity crowdfunding.

Dr. Susanna Khavul has been appointed as the UT Arlington's representative on the Texas Council of Faculty Senates (TCFS) which is composed of all the representatives of the higher education institutions in the state. TCOF meets in Austin twice a year and is the main conduit for communication between the State's university faculty, the State Senate Representatives, and the Higher Education Coordinating Board, and other government and university system bodies.

Susanna Khavul, Saul Estrin (London School of Economics), and Mike Wright (Imperial College) submitted policy consultation written evidence to the UK Parliament's Business, Innovation and Skills Committee's Inquiry into Access to Finance.

Susanna Khavul, Saul Estrin, and Daniel Gozman are working as part of FIRES, a European Commission funded Horizon2020 project which aims to offer practical reform proposals on entrepreneurship and innovation.

Susanna Khavul's and Saul Estrin's work on equity crowdfunding will be discussed as part of the Oxford Entrepreneurship Policy Roundtable.

Departures:



Dr. Alison V Hall will begin a tenure track position with the Economics and Business Management Department at Agnes Scott College as the Glover Assistant Professor in Business Leadership. Congratulations Dr. Hall! We will miss you.

Volkan Ozbek is joining University of San Diego as an Assistant Professor.

Demetria Henderson is joining James Madison University as a Visiting Assistant Professor.

The successful placements of our PhD students in well-known schools are a matter of great pride for our department. Congratulations to the students and their faculty.



Vijay Thakkar, Graduate Teaching Assistant at the Department of Management will be joining the United States Army as a Behavior Specialist. Vijay has been with our department for a long time and we wish the best as he embarks on his career with the US Army.

Obituary



Professor **Edwin A. Gerloff**, 86 years old, died early Thursday, March 10, 2016, at Methodist Dallas Medical Center.

Ed was born on October 4, 1929, in Dallas, Texas. After graduating from Forest Avenue High School, Ed was drafted into the U.S. Army and served his country during the Korean War. Many years later, Ed decided to change careers and become a college professor. While working full time at AT&T and raising a family, Ed earned his BBA at Arlington State College (now UTA) and his MBA at North Texas State (now UNT).

In 1967, Ed moved, with his wife and kids, to Austin, Texas, where he earned his Ph.D. from the University of Texas in Austin. Dr. Gerloff joined UTA in 1970 as an Assistant Professor. He taught primarily in the Organization theory area. He was subsequently promoted to Associate Professor and then to full Professor. He also served the department as Chair from 1973 until 1978. During his long career in the Management department he chaired several dissertations. He published several journal articles and textbooks. His *Organizational Theory and Design: A Strategic Approach to Management* was translated into several languages including Italian and Japanese. He was a great mentor to doctoral students and colleagues. Ed retired from UTA in 2000. Ed was a die-hard Longhorn, who was a loyal Orange Blood through thick and thin. As a founding member of the North

Texas Mustang Club, he loved to work on and restore Ford Mustangs. Ed Gerloff was also a renowned dog-whisperer.

Ed leaves behind his wife of 61 years, Shirley Gerloff, his son, Tony Gerloff, daughter, Renee Gerloff-Gentry, daughter-in-law, Barbie Gerloff, and son-in-law, Robert Gentry. Ed also leaves behind his four grandchildren, Sarah Gerloff-Martin, Emily Gerloff-Boldt, Amanda Gentry-Voss, and Trevor Gentry. His son and daughter are graduates of the College of Business, UTA. His avuncular demeanor, pleasant smile, and dry sense of humor will be forever missed.

Distinguished Speakers:



Dr. Theresa M. Welbourne, First Tier Banks Distinguished Professor of Business at the University of Nebraska, Lincoln made a research presentation on Tuesday, January 19. The presentation was titled: *“Innovation, Entrepreneurship and Growth: Building People and Organizations”*.

SHRM Updates:

MSHRM Program Highlights

Spring 2016 has been a very busy season for the MSHRM program! Starting off the semester, the MSHRM program hosted the **NextGen Conference** on February 17th in University Center. More than 170 attendees joined 3 leading HR experts, including Anne Donovan, PwC, Human Capital Transformation Leader who presented, *Leading and Empowering Millennials: A Practical Example*. Our very own **George Benson**, Director of the MSHRM program and UT Arlington Associate Professor presented *Cutting Edge Performance Management*; and Matt Charney, Executive Director, Recruiting Daily, presented *Everything You Wanted to Know About Recruiting Today (But were afraid to Ask)*.



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.

Jan Pivaler, MSHRM advisor presented a workshop to 35 members of the Texas A & M Student SHRM group to recruit potential students. Two of the attendees will be joining the UTA MSHRM program in Fall 2016.



Left to Right: Tushar Shah, Cheshta Vatwani, Vijay Thakkar, Sudeepti Adda, Mohammed Ustad, Anh Tuan

The UTA Student SHRM Association elected new officers in Spring 2016 and were able to transition smoothly and ramp up quickly. Our SHRM group was very busy this semester. The SHRM group assisted with the NextGen Conference, held two bake sales, (earning approx..\$2300) and traveled to Omaha, NE for a Case Competition against 22 other teams. Although our group did not move on to nationals, they brought back invaluable experiences, additional knowledge, and information to share with the members of our association. The SHRM group will be submitting documents of the past year to National SHRM in anticipation of achieving Outstanding Student Chapter.

Spring Fling:

The Spring Fling this year was held at Prespa's on Friday the 1st of April 2016. The party was well attended by faculty, staff, doctoral students, alumni and retirees. Everyone had a great time and some pictures from the party appear here.



MBA Study Abroad:

Jeffrey McGee will continue the study abroad program to Spain and Portugal for UT Arlington graduate business students this Summer Intersession. "Sustainability: Lessons from Iberia" addresses how sustainability changes the competitive landscape and reshapes the opportunities and threats that companies face.

Dr. McGee, along with a group of 26 students and alumni, will spend eleven days in Madrid, Lisbon and Porto visiting some of the largest and most influential organizations in the Iberian Peninsula. They will speak with top executives from companies such as Acciona, Grupo Siro, Portucel, Amorim, Taylor Fladgate, and Sonnae about their respective organization's sustainability initiatives, strategies, and other management issues.



2015 UTA MBA Study Abroad participants at the pre-departure event.

Entrepreneur Society:

The Entrepreneur Society sponsored "MAVPITCH" on April 27th. The event required participating students to pitch a business idea to a panel of expert judges within ninety seconds. Nine business ideas were pitched for cash prizes. First place went to Karam Khalil and his business idea Holo Me. Second place went to Level Up Coffee by Nicholas Watson. Third place went to Branch by Raja Khanzada.



Left to Right: Jeffrey McGee, Mario Posada, Karam Khalil and Matt Clark.

