

DEPARTMENT OF MANAGEMENT NEWSLETTER

<i>Greetings from the Chair</i>	1
<i>Publications</i>	1
<i>Presentations</i>	2
<i>Awards & Honors</i>	3
<i>MSHRM Program</i>	3
<i>SHRM Updates</i>	3
<i>HCAD Board</i>	4
<i>Advisory Meeting</i>	
<i>Entrepreneur Society</i>	4
<i>Study Abroad</i>	4
<i>Beta Gamma Sigma</i>	5
<i>Obituary</i>	5
<i>Campus, Community & the Profession</i>	5
<i>Spring Fling</i>	5
<i>Congratulations</i>	6
<i>Bid Adieu</i>	6
<i>Placements</i>	6

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.

The Spring semester was a time for many arrivals and departures. Three of our colleagues will not be returning in the Fall semester. **Dr. Susanna Khavul** is moving to the salubrious climes of California while **Dr. Marcus Butts** will be in the metroplex but at another institution.

Dr. Feirong Yuan will also not be coming back. **Nancy Morrel** retired after two years as Administrative Assistant. We will miss each of them and hope that they will continue to remain engaged with the department. **Dr. Wayne Crawford** from New Mexico State University will be joining us as an Assistant Professor in Fall 2017. We will be continuing with additional recruitment efforts next year at both the tenure-track and non-tenure track ranks.

On the doctoral front, we had a bumper crop of graduates in the Spring semester. **Ryan Terry**, **Cheryl McIntosh** and **Marwan Al Shammari** defended their dissertations, with a few more defenses anticipated for the Summer. 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 the newly minted PhDs and their committee members!

Ryan Terry has accepted a position as Assistant Professor at California State University-Los Angeles. **Hoda Vaziri** is accepting a post-doctoral position at Purdue University. These 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

Wayne, J. H., **Butts, M. M.**, **Casper, W. J.**, & Allen, T. D. (2017). In search of balance: A conceptual and empirical integration of multiple meanings of work-family balance. *Personnel Psychology*, 70, 167-210.

French, K. A., **Butts, M. M.**, & Allen, T. D. (2016). Parent work conditions and adolescent core self-evaluations: Examining the effects of work resource drain and parent gender. *Journal of Business and Psychology*, 31, 553-568.

Boswell, W. R., Olson-Buchanan, J. B., **Butts, M. M.**, & Becker, W. J. (2016). Managing “after hours” electronic work communication. *Organizational Dynamics*, 45, 291-297.

C.L. Cooper & **J.C. Quick**, & D.F. Henderson. 2017. *The Handbook of Stress and Health: A Guide for Research and Practice*. Chichester, UK: Wiley Blackwell.

D.F. Henderson, D.L. Nelson, & **J.C. Quick**. 2017. Social class, health, stress, and heart disease: Applying a prevention model. In C.L. Cooper & J.C. Quick (Eds.), *The Handbook of Stress and Health: A Guide for Research and Practice*: pp. 630-645. Chichester, UK: Wiley Blackwell.

Forthcoming Publications

Jiraporn, N., Vora, D., & **Casper, W. J.** Do multicultural Hispanic Americans choose more culturally appropriate persuasive arguments than monocultural Americans? *Journal of International Consumer Marketing*.

Roundy, P., Harrison, D., **Khavul, S.**, **Pérez-Nordtvedt, L.**, & **McGee, J.** 2017. Entrepreneurial Alertness as a Pathway to Strategic Decisions and Organizational Performance. *Strategic Organization*.

J. R. Lambert, D. A. Basuil, **M. P. Bell**, and D. J. Marquardt. Coming to America: work visas, international diversity, and organizational attractiveness among highly skilled Asian immigrants. *International Journal of Human Resource Management*.

J.C. Quick, M. Macik-Frey, & D.L. Nelson. Job Stress. *Neuroscience and Biobehavioral Psychology*.

Presentations

AOM Presentations

The Department of Management will be well represented at this year's Academy of Management's (AOM) annual conference from August 4-8,

2017 at Atlanta, GA. 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.

Thompson, M., Carlson, D., **Butts, M. M.**, & Weaver, S. P. The costs of work's tense triad on employee healthcare utilization. Proceedings of the annual meeting of the Academy of Management, Atlanta, GA.

Butts, M. M., Gabriel, A. S., Christian, M. S., & Welsh, D. T. You're not you when you're hungry: An examination of episodic hunger in the workplace.

Greenbaum, R. L., **Butts, M. M.**, Quade, M. J., **Vaziri, H.**, Mawritz, M. B., & Bonner, J. M. Should I "friend" my coworker? The effect of social media pots on workplace relationships.

Khavul, S. & Estrin, S. Governance of new organizational forms in symposium on: From Governance of Innovation to Innovation of Governance.

Levitas, E. & **McFadyen, M. A.** External Funding and Emergent Technology Inputs

Hoobler, J. M., Lemon, G., & **Casper, W. J.** Employee performance implications of electronic interruptions at work.

DeLeon, J., & **Perez-Nordtvedt, L.** Resources, Innovative Outcomes, and The Symbolic and Substantive Performance of Entrepreneurial Firms.

Brown, L., Goll, I & **Rasheed, A.** Corporate Social Responsibility, Corporate Political Activities, and Firm Performance.

Vaziri, H., ERG involvement and employee attitudes and well-being: The why and the when.

Kimmel, M., **Benson, G.**, **Terry, R.**, and Lawler, Employee involvement: A meta-analytic examination of Lawler's PIRK model on employee and organizational outcomes

Casper, W. J. will be Moderator for PDW Organizational Behavior Research Networking Forum.

Casper, W. J. will be Discussant in Symposium Current Methodological Issues in Work-Life Research.

Marcus Butts served as the Research Methods Professional Development Workshop Chair.

Other Presentations

Marquardt, D., **Casper, W. J.**, Henderson, D., & Yuan, F. How nonwork engagement enhances creativity: The moderating role of mindfulness. Paper presentation at the 2017 Society for Industrial-Organizational Psychology conference. Orlando, FL.

Ledford, G., **Benson, G.** & Schneider, B. "Performance Feedback Culture: The Key to Performance Management Effectiveness?" Center for Effective Organizations Annual Meeting Redondo Beach CA.

Benson, G. "Performance Feedback Culture: The Key to Performance Management Effectiveness?" DFW Organizational Development Network, Ft. Worth, TX.

Jim Lavelle presented "Job Interview and Negotiation Tips" at a UTA Student Athlete Workshop on April 4th.

Myrtle P. Bell participated in the Center for African American Studies

5th annual conference, in the panel on Black Women's Empowerment, February 25, 2017.

Susanna Khavul was the keynote speaker at the Creativity and Innovation Symposium at Franklin and Marshall College January 28, 2017.

J.C. Quick. Occupational and Workplace Stress: Stress Effects and (Preventive) Management. Alliance Manchester Business School, The University of Manchester, United Kingdom, 9 May.

Awards & Honors

Marcus Butts' 2017 AOM acceptance, "The cost of work's tense triad on employee healthcare utilization", was awarded proceedings designation and won the Organizational Behavior division's SAGE Publications 2017 Best Paper Award given to the best overall paper submitted to the division.

Marcus Butts' 2016 *Journal of Business and Psychology* article, "Parent work conditions and adolescent core self-evaluations: Examining the effects of work resource drain and parent gender" was given the 2016 Editor Commendation awarded to eight articles of note for the year.

Ms. Becky Neilson was the winner of the 2017 "Lockheed Martin Community and Professional Faculty Leadership Award." This award recognizes her professional involvement and engagement with the with the local and state HR community. Congratulations, Becky!

Abdul A. Rasheed won the College of Business 2016-2017 Distinguished Professional Publication Award for his article "Seeking capital abroad: Motivations, process, and

suggestions for success." *Journal of Applied Corporate Finance*, 2016, 28(1): 104-113.

Kilho Shin was selected as the winner of this year's John Dean Stanley Scholarship. This scholarship is given to a full time Ph.D. student in strategic management who has achieved high scholastic attainment over his/her history in the program.

Mike Kimmel, Ryan Terry and Hoda Vaziri are the winners of this year's Joseph Rosenstein Endowed Research Award. The award is given to Ph.D. students who have produced the most outstanding research article accepted for presentation at an academic meeting or conference, preferably the Academy of Management Annual Meetings.

Dissertations

We would like to congratulate the following for defending their dissertations. Congratulations are also due to their dissertation chairs and committee members for all the hard work that they put in which makes our Doctoral program recognized nationally.

Cheryl McIntosh

"The Bounds of Occupational Choice: At the Intersections between Background Characteristics on the Career Path"

Date: April 24th, 2017

Chair: **Dr George Benson**

Marwan A. Alshammari

"CEO Narcissism, Prior Experience, Board Prior Experience and Corporate Social Responsibility (CSR): An Integrated Framework Using Upper Echelons Theory, Stakeholders' Theory, and a Decomposed Measure of CSR"

Date: March 10th, 2017

Chair: **Dr. Ann McFadyen**

Ryan Terry

"Stellar Observations: Star Employee Productivity, Compensation, and Reputation"

Date: April 7th, 2017

Chair: **Dr. Jeffrey McGee**

Grants

Dr. George Benson was awarded a Grant for Feedback Culture Study, USC Center for Effective Organizations (\$25,000).

Hoda Vaziri received UTA College of Business Dissertation Grant.

MSHRM Program

The MSHRM program has seen a good up-tick in participation and interest. In the Spring of 2016 we saw seven of our students graduate with their MSHRM degree. Currently, we have 32 active students in our program. In addition, we anticipate having another 15-20 new students joining our program during the summer and fall of 2017.

So far this spring we have visited Texas A&M, Texas Tech, Texas Women's University, TCU, Baylor, and Tarleton in an attempt to bring HR minded students into our program.

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.

SHRM Updates

Spring was a busy semester for our SHRM Student Chapter. Details of various activities follow.

Service Initiatives

The UTA Student Chapter's annual drive for providing Teddy Bears for "Project Hope-Bears for Children" program in Dallas, TX was honored as the group donating the most Teddy Bears in 2016-2017 (1,853 bears). In addition, they continued tradition of giving a day a semester to Arlington Charities, and a day to the Tarrant County Food Bank. They are currently running a college wide clothes drive for Mission Arlington for homeless and those having financial troubles which we hope will help those in need of new clothes and business suits for interviewing purposes.

Professional Initiatives

The chapter instituted two new programs which will be aimed at building stronger relationships and stronger networking opportunities with other chapters within our area. The first was an "Introduction" meeting with several "Sister" chapters in the DFW area here on the UTA campus.

In this meeting we discussed ways we could work together to build stronger- on-going relationships, and how to share best practices each chapter may have used on how our SHRM Student Chapters can better support their schools and our business communities. Also we wanted a way to make available to other chapters any programs that others found helpful in assisting our students become more informed and engaged in HR issues. In an on-going effort we plan on having our professional chapter members come in and share informative information about jobs, intern-ships, mentorships and other opportunities available.

Second, we felt it would be highly beneficial for our SHRM members to meet the Presidents and Directors of College Relations of the three Professional chapters located in the DFW area: Dallas HR, Mid-Cities

HR, and Fort Worth HR. From these meeting, the Professional chapter leaders would be able to afford our students a "kick start" in improving their opportunity when conducting searches for internships, mentorships, part time jobs, and full time employment. In addition, they could update the students on any new laws effecting HR and general information about changes in the industry, and changes from SHRM; such as the ability to take the CP exam from credit gained while in college.

HCAD Board Advisory Meeting

Advisory Board Spring meeting

The Advisory Board of the MS in Health Care Administration held its spring meeting at the COB building on April 11. This meeting was held in conjunction with selected HCAD alumni, who offered their suggestions for curriculum improvements in the program. Dean Chandra Subramaniam provided the Dean's report, including summaries of the following: the COB's Business Week activities; status of the SACS accreditation survey; plans for expanding online degree programs for MBA and HCAD; and increased student and alumni engagement.

HCAD board member, **Kelly Barnes**, PwC Health Industries Leader for Asia Pacific and the Americas, provided the industry presentation entitled, New Healthcare Economy.



Entrepreneur Society

Jeffrey McGee coordinated the inaugural \$10,000 MavsChallenge Business Pitch Competition. The event required participants to submit a three-minute video pitch of a business idea. A panel of nine expert judges (all UT Arlington alumni) then selected which video pitches would be invited to return for a 10-minute in-person presentation on April 21st.

Fifty-one video pitches were submitted for the event's preliminary round. Five of these pitches advanced to the final round and the chance to win \$13,000 in prizes – including \$10,000 in cash. The grand prize went to Josh Ratcliff, John McGee, and Jake Radcliff and their business VR Now, a virtual reality experience service. The 1st runner up was Sanika Gupta and RSVP – An Augmented Reality Invitation. The 2nd runners up were Sameer Ingavale and Colton McDorman with Books and Barter.



Dr. McGee with the winning MavPitch team.

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 28 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.



2017 UTA MBA Study Abroad Program

Beta Gamma Sigma Guest Lecture

Jayne Lybrand, a vocal coach, author, and body language specialist presented a public program aimed at helping students learn skills to achieve their potential.

Obituary



Cody Aaron Cheek, first year PhD student, passed away on May 20, 2017, in Dallas.

Cody was born July 13, 1983, to Diane and Steve Cheek in Denison, Texas. Cody received his M.B.A. in 2016 from the University of Arkansas Little Rock, where he also received his B.S.W. degree in 2013. From 2010 through 2016, Cody was a successful business owner, independent consultant, and entrepreneur in Arkansas and Louisiana. Cody also worked as a counsellor for those seeking to recover from addiction.

Cody graduated from high school in Greenwood, Arkansas, where he was an avid baseball player and where he developed his love for the Arkansas Razorbacks.

Cody had a deep affinity for the outdoors, and he devoted his adult life to helping those seeking to overcome the scourge of addiction. He touched the lives of his friends and associates with his wisdom, humor, and service to others.

Cody will be missed by his faculty and his PhD cohort members.

Campus, Community and the Profession

Casper, W. J. “Finding your work-life balance”. Invited talk for Modern Languages Department at University of Texas at Arlington. Arlington, TX.

Marcus Butts was an invited presenter for a colloquia on his research at Drexel University. The topic was “Experiencing sampling research at the work-life interface.”

Susanna Khavul worked with the Doctoral Consortium at the Ivey Business School/ Journal of Business

Venturing Symposium at the “Enterprise before and beyond benefit: A transdisciplinary research agenda for Prosocial organizing” on April 8-9th, 2017

Abdul Rasheed served as a faculty judge in the UT System LSAMP BD program Research competition.

Dr. James Quick is currently serving as Member in Publications and Communications (P&C) Board of the American Psychological Association

He is also the Chapter Advisor for Beta Gamma Sigma.

Dr. Quick has also been elected as the Vice President, Clan Campbell Educational Foundation.

Spring Fling

Our Annual Spring Fling was held on April 14th, 2017 at Prespa's. The party was well attended and it was great to see some of our retired colleagues as well as from outside the dept. Some pictures from the party appear below.





Congratulations!

Liliana Perez-Nordtvedt was elected President-Elect for the Honor Society of Phi Kappa Phi Chapter at the University of Texas at Arlington.



Mr. Albert Thurburn has entered into wedlock with Julie Bartlett on March 11th at Grace Bible Church, North Dallas. Best wishes on this wonderful journey, as they build their new lives together.

Bid Adieu

Marcus Butts will be leaving the department and joining Southern Methodist University as an Associate Professor in the Fall...but, of course, he'll still likely be around serving on dissertation committees as needed!



Susanna Khavul will be leaving the department and joining San Jose State University.



Nancy Morrel, Administrative Assistant, retired after two years with the Department of Management. We wish her good health and a happy retired life.



All three Graduate Teaching Assistants for the Department of Management are graduating this semester – **Anurag Uplanchiwar**, **Cheshta Vatwani** and **Dona Maria Jose**. We wish them luck and success for future. Stay in touch!

Placements



Hoda Vaziri accepted a Post-Doc position at Purdue University, starting August 1th, 2017. We wish her good luck for the new journey.



Ryan Terry accepted an Assistant Professor position at California State University, Los Angeles starting Fall 2017. We wish him good luck for the new journey.

