Greetings from the Chair

Welcome to the latest edition of the Department of Management Newsletter. This has been a period of transition for the department in many ways. Professor Jeff McGee stepped down from his position as Chairman of the department after serving the department for eight years. As many of you may know, this is the longest that anyone has served as chair in the history of the department. We thank him for his years of service and wish him success as he transitions to a greater focus on research and teaching.

The department welcomed two new faculty this Fall. Dr. Sheryl Lynn Roberts joined the department as a Visiting Assistant Professor primarily teaching in the Entrepreneurship area. As you all know, she is one of our PhD graduates. Dr. Terrance Wilensky transitioned from a part-time instructor to a Lecturer. He holds a PhD from University of Missouri-Kansas City and comes with years of experience in organizational consulting.

Dr. Liliana Perez-Nordtvedt was promoted to the rank of Associate Professor and granted tenure by the University. Congratulations and best wishes for many productive decades of work with UTA!

While we are in the process of recruiting a new Administrative Assistant for the Department, Beverly Antilley is helping us on a part time basis. We thank her for coming back from retirement to help the department that was her home for many years.

Finally, as we approach the holidays, I wish you a merry Christmas, a happy new year, and a relaxing break at the end of a very hectic semester. I also want to thank each one of you personally for your help during the past several months and for your contributions to the department.

Abdul Rasheed (Interim Chair)

Publications


Management Website: http://wwwweb.uta.edu/management/


Forthcoming Publications

The following papers have been accepted and will be appearing in print in the next few months. Congratulations to each one of you for getting acceptance from these prestigious outlets.


J.C.Quick & T.A.Wright. Character leadership, context, and consequence. Leadership Quarterly.


Management Website: http://wweb.uta.edu/management/


**Presentations**

**AOM Paper Presentations**

The Department of Management was well represented again this year at the Academy of Management’s (AOM) annual conference in Montreal. 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.

**Bell, M. P., Heslin, P., & Fletcher, P.** Daring to care about hidden unemployment: Discrimination and discouragement in minority communities. Also appeared in *Best Paper Proceedings*.

**Bell, M. P., Randle, N., Lambert, J., Opie, T., & Fletcher, P.** An investigation of fat attitudes, social dominance, and health information on size discrimination.

**Benson, G.** Alternative pathways to practice: Popular management books.

**Butts, M. M., Casper, W. J., Yang, T., & Lucas, N.** How important are work-family support programs? A meta-analysis of their effects on work-related outcomes.

**Casper, W. J., & Roberto, K.** We have lives too! Debunking assumptions about work and nonwork for single workers withoutdependent children.

**Datta, D., & Musteen, M.** Cross-border acquisitions vs. Greenfields: The role of ownership and CEO compensation structure.


**Herda, D., & Lavelle, J.J.** The effects of layoff fairness and prior commitment on post-employment citizenship.


**Khavul, S., Markoczy, L., Croson, R.T.A., & Yitshaki, R.** The moderating role of goal specificity on escalation of commitment in entrepreneurial firm exit.

**Levitas, E., McFadyen, M.A., & Ashan, M.** Disclosing monetary terms of exploration alliances: A two edged sword.

**McFadyen, M.A., & Cannella, A.A., Jr.** Dynamic networks and knowledge creation.

**Moses, A., Benson, G. S., & Levinson, A.** Exploring the nature of person-job fit in jobs with multiple distinct roles.

**Mullens, D.S., & Basuil, D.** Organizational bankruptcy: The consequences of failure on director human and social capital.

**Khavul, S., Prater, E., & Swafford, P.M.** Responsiveness of entrepreneurial new ventures internationalizing from core emerging markets. Also appeared in *Best Paper Proceedings*.


**Rasheed, A., Moursli, A.C., & Priem, R.L.** Stimulating theory creation through isolation, confrontation and integration: The case of French convention theory.

**AIB Paper Presentations**


**SMA Presentations**


Pandey, A., Harris, C. M., McMahan, G. C., & Wright, P. M. (2010). Transforming Talent into Triumph: The Mediating Role of HR Behaviors in the Human Capital – Performance Relationship. Southern Management Association Conference, St Pete Beach. FL. This paper won the Award for Best Doctoral Paper in the Health Care and Hospitality Division of the Southern Management Association.

Other presentation


Forthcoming Presentations


Awards and Accolades

Alankrita Pandey, won the Award for Best Doctoral Paper in the Health Care and Hospitality Division of the Southern Management Association meetings in St Pete Beach. FL for her paper Transforming Talent into Triumph: The Mediating Role of HR Behaviors in the Human Capital – Performance Relationship. Co authored with Chris Harris, Gary McMahan and Patrick Wright.


The Curriculum, Research, and Community Engagement Working Group has recognized Dr. Beverly George’s Business Ethics class count for credit in the Environmental & Sustainability Studies minor in the spring.

Jim Quick’s First Year Seminar proposal was approved by University College for Fall 2011. The title is “Healthy, Wealthy, and Wise: From Stressed Freshman to Successful Student.” The course is anchored in an award-winning model of newcomer stress and socialization that leads from encounter and engagement to change, acquisition, and ultimately the mastery of college life.

W. Ross O’Brien successfully defended his dissertation titled Temporary Network Development Capability in High Velocity Environments: A Dynamic Capability Study of Non-Government Organizations. The dissertation was chaired by a Dr. Liliana Perez-Nordtvedt.

Dennis Veit has been appointed to the Texas HR Advocacy board of SHRM National. He was also elected as President for the Mid-Cities SHRM for the calendar year 2011. In addition, as of January 1, 2011, Dennis will be joining the Ft. Worth Human Resource association as VP and Board member.

Other Activities

Jim Lavelle presented “Effective Negotiation Skills” to the The Fort Worth Human Resource Management Association on September 16th.

Liliana Perez-Nordtvedt gave an invited presentation at the University of Missouri, Columbia titled “Riding with the Cowboys? Effects of Pace and Phase Entrainment on Firm Performance.”

J.C. Quick. 2010. Leaders and Followers: Performance from Within©. Fort Worth Hispanic Chamber of Commerce, Fort Worth Center, UT Arlington.


Dennis Veit was a guest panelist during the SHRM Legislative Update & Networking Reception, at the Texas Ranger's Baseball Hall of Fame, in Arlington, on Tuesday – December 7.

Management Website: http://wweb.uta.edu/management/
Myrtle P. Bell was quoted in “Racial issues make headlines” by Rebecca Hastings, August 9, 2010, Society for Human Resource Management Online.

J.C. Quick is being featured as an “A-PlusProfessor” in the President’s report to be released shortly.

J.C. Quick participated in the following meetings.
- Special Transit Advisory Board Meetings, City of Arlington, 18 November.
- Defense Health Board, Washington DC, 13-14 July

Goolsby Leadership Academy Cohort 7 Event

Colonel Sean T. Hannah, Infantry, US Army, Ph.D. was the 2010 Goolsby Distinguished Visiting Professor. He is the Director of the Center for the Army Profession and Ethic (CAPE), United States Military Academy (West Point).


The Goolsby Leadership Academy was founded in 2003 and has hosted seven previous Goolsby Distinguished Visiting Professors.

MSHRM Update

The MSHRM program continues to grow in size, recognition, and links with the business community. Our program has now grown from 48 students in July of 2008 to approximately 82 as of Spring 2011, comprised of 42 MSHRM students and 40 dual degree students. Here are some of the highlights of the program as well as the activities of our SHRM chapter.

- Two of our student board member, Sadia Piprewala and Weston Denton have been asked to join the Texas State SHRM Board, as active members, to manage an on-going project for them.
- Our SHRM Student Chapter has been awarded the most active student chapter in the Business School for Fall 2010!
- The SHRM Student Chapter has been active in building networks with both TCU student SHRM chapter and N. Texas state SHRM chapter. UTA SHRM will be hosting the first annual tri-area meeting of these three societies to build relationships and share networking opportunities.
- Dennis C. Veit, advisor for the MSHRM student program won the SHRM HR Southwest Conference 2010 Educator of the Year Award! He was honored during the Conference keynote program on Tuesday, October 12. In addition, SHRM UTA received a $1,000 grant from The HR Southwest Conference.
- Through the generous donations from our Advisory Council members, our SHRM chapter sponsored a booth at the annual Mid-Cities Legal Symposium where we were able to promote our program to over 100 local professional HR executives representing the Mid-Cities area.
- We are preparing for the SHRM games for 2011 and hoping to have two teams this year representing UTA. As this year’s sponsor for the annual games, we hosted approximately 70 volunteers and 30 students from all over the state of Texas. Schools represented included: UT San Antonio, UT El Paso, University of Houston, Texas State University, Texas A&M- Commerce, and University of North Texas.
- We were given approval to form a new organization on campus which has been given the name Project Success. This group will be run by both MSHRM and Business majors here in the school of business in cooperation with Cheri Butler, Associate Director Career Services, and Mission Arlington. This group’s primary responsibility will be to solicit business attire for both men and women when going to a professional interview.
