Greetings from the Chair

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

Our new addition to the faculty during the semester was Dr. Tae Yang, who joined us as a Visiting Assistant Professor. Tae defended his dissertation last summer. His big smile and sharp mind contributes to the department in several significant ways. Our PhD program had the biggest intake of students in many years with five new students starting in the program. We welcome them as they begin their long intellectual journey.

While Professor Quick returned from a Faculty Development leave, Dr. Wendy Casper is availing of one during which time she is trying to complete several research projects and start new ones. These leaves permit faculty to renew themselves and advance their research in keeping with the research mission of the university.

Dr. Ann McFadyen was promoted to the rank of Associate Professor and granted tenure by the University. Congratulations and best wishes for many productive decades with UTA!

The last several weeks were busy with our recruiting efforts. We had four exceptionally qualified candidates from leading universities visit our campus. We hope to successfully complete the hiring process in the next few weeks.

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 year and for your contributions to the department.

Abdul Rasheed (Interim Chair)

Publications


of inquiry from the ground up. *Journal of International Business Studies.* 42(5): 718-739.


Forthcoming Publications


Crockett, D., McGee, J., and Payne, G. Employing new business divisions to exploit disruptive innovations: The interplay between characteristics of the corporation and those of the venture management team.


J. C. Quick (Ed.). Goolsby Leadership: 10th Anniversary. *Organizational Dynamics* (Special Issue, mid-2013). To feature the Goolsby Distinguished Visiting Professors (2004-2011) and select executives, including John Goolsby.


Presentations

AOM Paper Presentations

The Department of Management was well represented at this year’s Academy of Management’s (AOM) annual conference in San Antonio in August 2011. 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., Berry, D. P., Green, T. G. Discriminatory Job Loss: Outcomes of Multiple Negative Employment Events.

Yamakawa, Y., Khavul, S., Peng, M., Deeds, D. Venturing from emerging to developed economies: A knowledge based view.


Nerur, S., Rasheed, A., & Pandey, A. Citation Footprints on the Sands of Time: An Analysis of Idea Migrations in Strategic Management.

Hargrove, M.B., Quick, J.C., & Wright, T.A. Monotone, harmony, and cacophony: Theoretical consequences of ethical person-organization fit.


Manegold, J. How top manager motivational orientation can affect the firm's environmental strategy.


Eby, L. T., & Butts, M. M. Understanding relational problems in

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mentoring: A longitudinal, dyadic perspective.

Levitas, E., McFadyen, M. A., & Ahsan, M. When and why do firms voluntarily signal monetary terms of exploration alliances?

Wendy Casper will serve as Discussant on the AOM showcase symposium “Beyond Individual differences: Dyadic examinations within the work-family interface.”


Susanna Khavul served as the faculty expert and mentor in International Entrepreneurship for the Academy of Management’s Entrepreneurship Division’s Doctoral Consortium.


AIB Paper Presentations in Nagoya, Japan.


G. R. Bell, S. Beldona, & A. Rashied. Institutional and Governance Factors Impacting Foreign IPO Survival”.

Papers presented at the Southern Management Academy Meeting in Savannah, Georgia.


Yang, T. S., Casper, W. J., & Butts, M. M. Being seen as good actors or good soldiers? An exploration of coworkers’ self-serving and pro-social attributions.


Jim Lavelle chaired a session titled “New Insights on Groups and Teams” at the 2011 Southern Management Association Conference.

Other presentations


McGee, J., Khavul, S., Harrison, D., and Perez-Nordtvedt, L. When the Going Gets Tough, The Tough Get Going Entrepeneu-

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Invited Presentations


Myrtle P. Bell was a guest speaker at the University of Dauphine in Paris, France on October 20, 2011.

Awards and Accolades

The faculty of the Department of Management were recipients of several College of Business and University awards during the last semester. These include:

Marcus Butts was invited to join the editorial board of the Journal of Management.


Dr. J.C. Quick is a new initiate and guest speaker of The Honor Society of Phi Kappa Phi.

Dr. J.C. Quick has been appointed as a Honorary Professor, Lancaster University Management School, 2011-2013.

Dr. Ken Price was honored with the conferral of the title of Professor Emeritus in recognition of his years of service to the University. The commendation that was read out at the ceremony concluded with the following words “A true intellectual leader in every sense of the word, you are an unassuming and self-effacing scholar who has dedicated your entire career to UT Arlington. Few faculty members have shown as much devotion to their department and university. Thus it is with deep gratitude, respect, and affection that you are herewith named Professor Emeritus of The University of Texas at Arlington.”

We miss you, Dr. Price!

Dennis Veit was made an Honorary Member of the International Fraternity of Delta Sigma Pi as of May 2011, at their annual event.

Susanna Khavul’s work on Microfinance was featured in Inquiry, UT Arlington’s Research Magazine.

Professor James Quick was Master of Ceremonies during Veterans Day Ceremonies at Veterans Park Memorial. He also served as an Assembly guest Speaker at Corey Elementary School.

Goolsby distinguished Visiting Leader

A. Dale Thompson, Ph.D. was the 2011 Goolsby Distinguished Visiting Leader. Dale is Founder and CEO of Leadership Worth Following, LLC. He consulted in the establishment of the Goolsby Leadership Academy and actively supported the launching of the Industrial and Organizational Psychology graduate program. The 2011-2013 Goolsby Scholars (Cohort 8) hosted his presentation “Leadership Worth Following” in a record setting event in the Lone Star Auditorium, Maverick Athletic Center. Dr. Thompson was honored with the 2011 Distinguished Psychologist in Management Award and is senior editor of the Consulting Psychologist Journal special issue (December 2010) on defining and measuring character. Dale had a seminar coffee with the Ph.D. students in management and a lunch meeting with the I/O Psychology graduate students who partnered

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with Goolsby in this fall cohort event.

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

New Additions

We are happy to announce the arrival of two new bundles of joy. George and Jennifer Benson were blessed with a new angel, Sophia Elizabeth Benson, who arrived on Saturday, Oct 22. Lee and Grace Brown welcomed Maverick Warren Brown on September 7th. Go Mavericks!

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 84 as of Spring 2011. Here are some of the highlights of the program as well as the activities of our Student SHRM chapter.

Dennis Veit was re-elected as President for the Mid Cities Human Resource Association. He subsequently attended the Annual SHRM Leadership Conference in Washington D.C., representing both the Mid Cities Human Resource Association and the Student Chapter of SHRM at UT Arlington.

As of November 1, 2011 the MSHRM program at UTA has again gained Full Alignment for the Master of Science in Human Resource Management (MSHRM) program through 2014. This will allow UTA’s program to maintain its impressive status as of only one of less than 110 Universities worldwide to have earned this accreditation with SHRM and their curriculum guide.

We are proud to announce that in November 2011, UTA has again been able to receive full accreditation of the MSHRM program at UTA with the Human Resource Accreditation Institution (HRCI) through 2014. All of our MSHRM classes have been granted certification at a one hour per hour accreditation for CEU accreditation. Each of our classes receives 41 hours of PHR, SPHR, and GPHR recertification! Less than thirty-five Universities in the US have this distinction. UTA is now the only University in the five state region to hold this recognition with HRCI and actively advertises this at all SHRM activities.

Dennis has received sponsorships from both Mid-Cities Human Resource Chapter and the Fort Worth Human Resource Management Association to sponsor the SHRM Student Chapter here at UTA! With this sponsorship we were able to have two of our students (Kristy Benton and Vijay Thakkar) attend the HR Southwest Conference in Fort Worth TX. One of our students (Sadia Piprawala) received the Drew Young Scholarship from Dallas HR, which allowed her to attend the HR Southwest Conference. In addition, we had four of our students volunteer at this event, giving our students more exposure to our local companies.

HR Southwest Conference at Fort Worth, Texas. (From left to right: Kristy Benton, Sadia Piprawala, Vijay Thakkar, Dennis Veit and two of our student volunteers).

Advisory Board Meeting

Our Fall Advisory Council Meeting was held in the Business building on Thursday, November 10th 2011. The meeting was very well attended and it provided the students and the members of the Advisory Council an opportunity to get to know each other. Dr. Benson made a presentation regarding the improvements we have implemented in our program in response to the feedback from the Advisory Council Members.

Our MSHRM program has again been designated as fully aligned with the SHRM recommended educational curriculum for HR Degree programs through 2014. In addition, UTA’s MSHRM program has again been granted HR Certification from the HRCI Approved Provider program through 2014.

Management PhD Alumni Doctoral Fellowship Fund

We are delighted to report that efforts for establishing a PhD Alumni Doctoral Fellowship Fund are making rapid progress. Starting with an initial gift of $7500 from Dr.
Mathew Gilley, the fund has received pledges of close to $20,000 so far. Once it reaches $25,000, it will qualify for the MavMatch, taking the fund up to $50,000. Income from the fund will be used to support our PhD students. We sincerely thank our graduates Matt Gilley and Greg Bell who are spearheading this effort for their loyalty to the program. For those of you who are planning to donate to UTA, designating the gift for this fund will help it reach its goal of $25,000 faster.

Holiday Party

The department held its Holiday Party on December 9th. The party was well attended and it was great to see some of our retired colleagues as well as friends from outside the department. Everyone had a great time, with foods representing a range of cuisines and tastes that will linger in our mouths for a long time. We thank Susanna Khavul, Dwight Long, Sha’Ron Pickett and Daniel Nguyen for organizing an outstanding event. Some pictures from the party appear in this newsletter.

Holiday Party at the College of Business. (From left to right: Michael Kimmel, Lee Brown, Dr. Tantalo and Dr. Veit).

An inspiring and sentimental story that captures the Holiday Spirit.

Bobby Gene Moore, 84, a lifelong Arlington resident and a veteran of the Korean war happened to be sitting next to Sandy Kurtzman, the Vice President of Programs of the Student Chapter of SHRM at UT Arlington, at the Emmitt Smith lecture in October. As they were chatting about the challenges of being non-traditional students and Sandy's upcoming graduation, Bobby mentioned that he had lost his class ring in Lake Whitney while on a family outing in the early 1980s. Tears brimmed his eyes when he talked about losing it and what it meant to him - and how much he missed it.

Realizing Bobby's sense of loss, Sandy decided to call Josten's (the class ring company that used to have the contract for UTA rings). Sandy was lucky to get in touch with Angie, an employee of the company who was moved by Bobby's story and persuaded the company to remake Mr. Moore's ring - even after all the tooling had been destroyed by the company years ago. Angie went out of her way to find some retired workers who would come back to create his ring. Nearly a half-century after he graduated and nearly 30 years after he lost his original 1963 class ring, Mr. Bobby Gene Moore finally felt the UTA spirit wrap around his finger once again in 14K gold, as a tangible symbol of his connection to his beloved university at a ceremony held at the Maverick Activities Center in the Lone Star Auditorium on December 6th 2011.

The story of Bobby Gene Moore’s loss and recovery was covered by KTVT journalist Karen Borta on channel 11 on December 6th 2011.

We are proud of you, Sandy!

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