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.

This semester certainly had its highs and lows. Carla’s untimely death was too big and tragic a loss that we are only coming to terms with. A more detailed and touching reflection on Carla’s life by Wendy Casper and Susanna Khavul appears elsewhere in this newsletter.

Our recruitment efforts have been successful and Professor Feirong Yuan will be joining us in Fall 2012. She will certainly add to the strength of our department. Three of our doctoral graduates, Tae Yang, Blake Hargrove, and Drake Mullens have been offered faculty positions by other universities. Congratulations to each of them and to their dissertation committee members. The department has always taken great pride in our PhD program and the faculty have made a strong personal commitment to its success.

Several of our faculty members have won awards for exceptional performance during the last few months. Congratulations are due to Susanna Khavul, Jim Quick, and Ann McFadyen for teaching awards/nominations and to Dennis Veit for both teaching and advising awards. Congratulations also to Susanna Khavul and James Lavelle who are recipients of the Dean’s Summer Research grants based on their research performance. Wendy Casper has just been named a Dean’s Fellow based on her record of research. Congratulations to each one of you!

We also want to express our thanks to Gurtej and Vivek for serving the department so well as Graduate Assistants. Congratulations to both of you on your graduation.

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 and for your contributions to 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 (Interim Chair)

Publications


Berry, D. P. & Bell, M. P. (2012). “‘Expatriates’: Gender, race, and class distinctions in International


Books


J.C. Quick & J.L. Goolsby. “Integrity First: Ethics for leaders and followers.” *Organizational Dynamics*.


Forthcoming Publications


Herda, D. N. & Lavelle, J.J. “The Role of Organizational Fairness in Reducing Auditor Burnout and Turnover Intention.” *Accounting Horizons*.


Presentations

AOM Paper Presentations

The Department of Management was well represented at this year’s Academy of Management’s (AOM) annual conference in Boston in August 2012. 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.

Management Website: [http://wweb.uta.edu/management/](http://wweb.uta.edu/management/)


Martinson, B. & De Leon, J. August 2012. “LMX, HR system strength, and HR attributions as antecedents to employee awareness of HR practices.”  

Mcintosh, C. “ADHD and learning disabilities: Implications for the development of positive work identity.”  

Martinson, B. Facilitator “The Role of HRM in Workplace Productivity, Attitudes, and Behaviors, Division Roundtable Paper Session.”  

Papers presented at the SIOP Meeting  
Lavelle, J.J. & Folger, R. “Employee Voice as a Multifaceted Construct: Differentiating the Effects of Instrumental and Relational Facets.”  

Other presentations  


Martinson, B. (2012). “And the winner is! Corporate lifecycle stage as an antecedent to CEO selection characteristics.” University of Texas at Arlington ACES Symposium, Arlington, TX on March 22nd, 2012.  


Awards and Accolades  
The faculty of the Department of Management were recipients of sev-
eral College of Business and University awards during the last semester. These include:

Dennis Veit was awarded the Outstanding Lecturer award for 2010–2011 by the University of Texas Arlington.

Dennis Veit was awarded the Outstanding Advisor for 2011–2012 by the University of Texas Arlington.

Dennis Veit was awarded the Outstanding Teacher for UTA 2011–2012—Award sent for National recognition.

Dennis Veit was nominated for the 2012 Provost's Award for Excellence in Teaching.

Susana Khavul received the University of Texas Arlington President's Award for Excellence in Teaching.

J. C. Quick will be UT Arlington’s nominee for the 2012 Regents’ Outstanding Teaching Award.

Ann McFadyen will be UT Arlington’s nominee for the 2012 Regents’ Outstanding Teaching Award.

Other Activities

Liliana Pérez-Nordtvedt was invited to represent UTA at the Latina Style Business Sries. She served as a panelist in the Educations Workshop.

Liliana Pérez-Nordtvedt was interviewed in Spanish by reporter Yezmin Thomas as a management expert. She appeared in the evening news (5:00 p.m. and 10:00 p.m.) of Noticiero Telemundo Dallas KXTX on March 1st, 2012.

Liliana Pérez-Nordtvedt was featured in the latest issue of UTA Magazine.

Liliana Pérez Nordtvedt was the featured expert in a KDFW Fox 4 segment this morning on a possible American Airlines acquisition by U.S. Airways. Nordtvedt also was featured in a Friday Fox 4 segment on the potential takeover of the Fort Worth-based carrier.

Wendy Casper gave an invited talk “Understanding work-family balance” at the University of Cyprus in Nicosia, Cyprus.

Dwight Long was re-elected to the Board of Directors by the membership of Resource One Credit Union in Dallas.

Dwight Long was re-elected as Chairman of the Board by the Board of Directors. This will be his 4th term.

J. C. Quick was a subject expert on conflict of interest story by investigative reporter for the Star-Telegram related to a elected public official.

J. C. Quick was one of six panel members to conduct a critique of the Comprehensive Soldier Fitness Program, The Pentagon, Arlington, VA, 20-21 February.

Jeffrey McGee is launching a 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 32 graduate business students, will spend ten days in Madrid and Lisbon visiting some of the largest and most influential organizations in the Iberian Peninsula. They will speak with top executives from companies such Telefonia, Acciona, Grupo Siro, Taylor Fladgate, and Sonnae about their respective organization’s sustainability initiatives, strategies, and other management issues.

Congratulations!

We would like to congratulate the following graduates of our Doctoral program who have been offered professorial positions by other universities. 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.

Tae Yang: Assistant Professor, Management College of Business, Western Illinois University.

Blake Hargrove Associate Professor, Management College of Business, Shippensburg University of Pennsylvania.

Drake Mullens Assistant Professor Management College of Business, Tarleton State University.

We also congratulate Caterina Tantalo who has accepted a position as Assistant Professor, Strategy and Sustainability College of Business, San Francisco State University.

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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.

Began building a relationship with the Dallas SHRM (one of the country’s top five largest SHRM Chapters. We have already set up Mentoring Program with the Dallas HR as of Spring 2012 for MSHRM students and began setting up some internships with new companies.

Spring 2012 Mentorship Program with Dallas HR:

Three UTA students joined the Dallas HR 2012 spring semester Mentorship Program:

1) Mayra Bernardino is partnered with Andrea Westmoreland, SPHR; HR Director for Stewart Enterprises.
2) Sadia Piprawala is partnered with Beverly Bradshaw, SPHR; VPHR for CBRE.
3) Vijay Thakkar is partnered with Kathy Hardcastle, PHR; HR Manager for Texas Health Harris Methodist Ft. Worth Hospital.

The Student Chapter of SHRM at UTA has organized an outstanding number of speakers to speak to students this semester. Amongst the speakers, included Rachel Karu, SPHR. Ms. Karu is an avid speaker at SHRM Conferences. She spoke at both the SHRM Annual Conference in June 2011, as well as, the HR Southwest Conference in October, 2011.

Sadia Piprawala, Sandra Kurtzman, Vijay Thakkar, and Elizabeth Ramirez will be attending the National SHRM Student and Annual Conference in Atlanta, GA in June 2012. This event is expected to have thousands of practitioners and educational session designed to enlighten attendees on updates in the Human Resource field. Moreover, the student information sessions will aid the student chapter attendees in improving their chapter.

Sadia Piprawala, Vijay Thakkar, Premalatha Muthuganapathy, Pavitra Kavya, Adalberto Rodriguez, Brian Wisdom, Sandra Kurtzman, Mayra Bernardino, and Kristy Benton participated in the 2012 HR Case Competition hosted at Lakewood, Colorado. The UTA Undergraduate team placed #9 and the UTA Graduate team placed #11 amongst the winning teams.

Advisory Board Meeting

Our Spring Advisory Council Meeting was held in the University Center on Wednesday April 18, 2012. 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. Our Student Chapter of SHRM at UT Arlington was excited to have Dr. Ed Lawler speak at our semi-annual MSHRM Advisory Council meeting.

Dr. Ed Lawler, Distinguished Professor of Business at USC, is considered to be one of the TOP three professors of Human Resource Management in the United States and while he has written & published numerous books and articles he has won numerous awards from prestigious organizations and provided consulting to some of the nation’s largest companies.

Holiday Party

The department held its Spring Fling on Friday May 4, 2012. 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. We thank Sha’Ron Pickett and Daniel Nguyen for organizing an outstanding event. Some pictures from the party appear in this newsletter.

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Carla Buss: A colleague and a friend who left us too soon

By Wendy Casper and Susanna Khavul

The Department of Management is sad to report that Carla Buss, our PhD student, colleague, and friend, died on April 14, 2012. Her death was sudden and tragic. Carla passed her comprehensive exams weeks before she was diagnosed with cancer and died a short time later. She was 36 years old. In Carla's passing, we lost a highly promising scholar and a remarkable human being.

Carla loved learning. With a doctorate in industrial engineering from the Federal University of Rio Grande do Sul, Carla came to our department for a second doctorate in management. Quickly and successfully, she moved through course work. Hard-working and dedicated, she was the kind of student that stood out to her professors in every class she took. "Carla was such a terrific role model [with a] positive attitude and strong work ethic," remarked Jim Lavelle who taught her in the PhD seminar in organizational behavior. She was excellent in research methods and always generous in helping others. Mary Whiteside, who taught her statistics commented, "I was thrilled when she told me last September that she wanted to minor in Business Statistics. She is the one that initiated my offering a course in Nonparametric Methods this summer and notified other doctoral students. Her loss is tragic. I think about her radiant smile and sparkling eyes every single day." She took structural equation modeling with Marcus Butts and stood out in his class as well. He described her as "not only a stellar student, but a wonderful person."

Carla was generous with her knowledge and helpful to others – the consummate teacher. At the end of the semester with papers looming, Michelle Andrews recalls, that she asked Carla, "if she was going to run away and continue working on her paper. She replied no, and that she was actually on her way to help the 1st year PhD students with their regression homework. That we had a term paper due (which we were all stressing out about) and Carla was choosing to spend her end-of-the-semester "crunch" time helping others flooded me. Not only was she exceptionally smart when it came to research methods, she also was so willing to help others to whom it didn't come so easily." Carla loved learning and she loved teaching. In the Spring of this year, she began teaching at TCU, where her husband Leo Nicolao is an Assistant Professor of Marketing. Jenny Manegold, a fellow PhD student at UT Arlington recalled, "Carla genuinely enjoyed teaching, and was so good at it. Her eyes would just light up and shine when she was learning a new topic or having a conversation that stimulated her intellect. She always helped everybody, and was truly a kind and selfless person."

With a view to a promising research career, Carla initiated multiple research projects early in her PhD program. She began work with Jim Quick who observed, "For me it was very special that Carla made connections with Ana Marie Rossi in Brazil near her home town and with Marilyn Macik-Frey to work on the Brazilian data. We were all excited about what she was discovering and planning. Carla was a joy to work with collaboratively...she was a positive attractor." In fact, the last time Wendy Casper had the chance to see Carla, they met for lunch to hash ideas about how to approach the Brazilian data and Carla was excited about starting the paper. In her first year as a PhD student at UTA, Carla collaborated on a book chapter with Wendy Casper and Katherine Roberto to explore the types of work-family issues...
faced by single workers without dependent children. As was always the case, Carla jumped right into the book chapter with passion, bursting with ideas. Recently, she had also joined Wendy on a project about cross-cultural intelligence among international students, collaborating with colleagues at Temple University. Although Carla had only recently joined the project team, in only a single phone call she contributed some key insights. Yet despite her amazing intellect and work ethic, Wendy most of all admired Carla’s caring nature toward others – it was this quality which enabled her to form such positive relationships with those around her.

Having just passed her comps, Carla was nearing the time when she had to think about dissertation topics. She was full of ideas and wrestled with them all the time. Carla was a macro student, but her interests were broad. Susanna Khavul remembers the hours they spent talking about potential dissertation topics. Carla's first dissertation looked into product innovation and marketing. In true academic spirit, Carla thought that her work opened more questions that needed answering. She wanted to understand how it is that firms which gather market intelligence from customers, then go on to ignore it. Her intellectual curiosity could be ignited in a conversation about almost any topic but questions about innovation she returned to over and over again. Her curiosity and passion for knowledge was one of the things that made her so special.

There was a great strength that coexisted with the softness of Carla’s heart. When she set her mind to something - she did it. She wanted to start a business school in Brazil – she did it. She wanted to be a professor - she did it. She came to the US as an adult still working on her English - we met her years later and she spoke English like a native. She wanted yet a second PhD - she was doing it. We are lucky that she came to UT Arlington and that we had the chance to know her amazing spirit.

Her strength was evident in one of the last e-mail exchanges she had with her friend and fellow PhD student Elena Radeva. Carla, signed off by saying, "..don't worry, I am a tough cookie ;)." She was that and much more...we do and will continue to miss her dearly.