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. While we continue to face budget uncertainties, it is clear that in the long run, we are on a growth trajectory.

During the semester, we welcomed new members and bid farewell to others. Sha’Ron Pickett joined as our new Administrative Assistant after the department struggled for several months without one. Sha’Ron comes with several years of experience at UTA, first in the Social Work department and then in the Geology department. Prior to that, she had also worked for Southwestern Bell and General Motors.

Professor Ken Wheeler retired after thirty four years of service to the department. Ken joined UTA in 1979 after earning his PhD from the University of Minnesota. He was tenured in 1983 and served in such capacities as Graduate Advisor for the Master of Science in Human Resource Management and also as Assistant to the Department Chair. In addition to his teaching and research, Ken served the department through his participation in a number of committees, most recently spearheading the Assurance of Learning activities for the department. Ken won the Outstanding Undergraduate Teaching Award in 2004-2005. We will greatly miss Ken in the years to come and wish him a happy retired life.

The Department celebrated the end of the year with a party at Buck N’ Loons on May 6th 2011. There was a large turn out with faculty, alumni, doctoral students, retirees, and families in attendance.

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.

Abdul Rasheed (Interim Chair)

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Publications


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.

Journal Articles


Herda, D. N. & Lavelle, J. J. “The effects of organizational fairness and commitment on the extent of benefits Big Four alumni provide their former firm.” *Accounting, Organizations, and Society*.


Gimmon, E., Yitshaki, R., Benjamin, E., Khavul, S. Divergent views of venture capitalists and entrepreneurs on strategic change in new ventures. *Strategic Change*.


Book Chapters


L.E. Tetrick, J.C. Quick, & P.L. Gilmore. Research in organizational interventions to improve well-being:

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Forthcoming Books


Presentations

AOM Paper Presentations

Academy of Management Meeting

The Department of Management will be will represented at this year’s Academy of Management (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.


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

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

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

AIB Paper Presentations

The following papers have been accepted for presentation at the Academy of International Business annual meetings in Nagoya, Japan.


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

Other presentations

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**Forthcoming presentations:**


Harris, C.M., McMahan, G.C., & Lavelle, J.J. (2010). Justice, social exchange, and citizenship behavior: A test of the target similarity model. Presented at the Improving People Performance in Health Care Conference, hosted by the Health Service Research Group of the Leadership, Innovation and Knowledge (LiNk) Research Centre, Dublin City University Business School, Dublin, Ireland.


Pandey, A., McMahan, G. C. & Wright P. M. (2011). The Role of Relationships and Behaviors in the Human Capital Performance Relationship. The Value Proposition of Human Capital Conference. Ohio State University, Columbus, OH.

Casper, W. J. & Basuil, D. Are you like me? Understanding how similarity and differences in family status relate to supervisor family support and organizational attachment. Accepted for presentation at the IV International Conference of Work and Family, IESE Business School. Barcelona, Spain.

Khavul, S., Peterson, M., Mullens, D., Rasheed, A. Going global with innovations from emerging economies: Investment in customer support capabilities pays off. American Marketing Association-Winter Conference (Feb 2011, Austin, TX)

Gimmon, E., Yitshaki, R., Benjamini, E., Khavul, S. Venture Capitalist's Affirmed Attitudes and Entrepreneur's Perceptions: Different Views on Strategic Change in New Ventures. Israel Strategy Conference (Dec 2010, The Technion, Haifa)

Martinson, B. Team Mental Models, Group Diversity and Intragroup Conflict. Southwest Academy of Management (SWAM) Annual Meeting, March 10th, 2011, Houston, TX

Susanna Khavul will chair a session on Finance and Strategy for Women Entrepreneurs at the Babson Research Conference held at Syracuse University in Syracuse NY.


**Invited Presentations**


J.C. Quick. 2011. Executive well-being: Positive pathways...threats and challenges. STRESS and the Bottom Line, Center for Leadership, California State University, Fullerton, CA, 8 April.


J.C. Quick, D.J. Gavin, & J.H. Gavin. 2011. Conflicts of interest. Small Family Business, Big Family Stress. Sponsored by the American Mental Health Foundation, hosted by Marist College, and supported by the Hudson Valley Family Business Institute, Poughkeepsie, NY, 30 April.


**Forthcoming Presentations**

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:

**Susanna Khavul** was awarded the UT Arlington College of Business 2010-2011 Outstanding Teaching Award for Graduate Programs.

**Ann McFadyen** was awarded the UT Arlington College of Business 2010-2011 Outstanding Teaching Award for Undergraduate Programs.

**Dennis Veit** was awarded Outstanding Lecturer for 2010 – 2011 from UTA.

**James C. Quick** won the 2011 Professional Publication Award from the College of Business at UTA. He was also nominated for the 2011 Piper Professional Award from UT Arlington.

**Wendy Casper** was awarded a Faculty Development Leave. She will be availing it during the academic year 2011-2012.

**Dennis Veit** became President of the Mid-Cities Human Resource Association for 2011.

**Dennis Veit** installed as a Board Member for the Fort Worth Human Resource Management Association for 2011.

**Dennis Veit** installed as a Board Member for the Texas State SHRM, as a Council Member for 2011 – 2012.

**Dennis Veit** was bestowed Honorary Member of The Golden Key International Honour Society as of 2011.

**Dennis Veit** was bestowed Honorary Member of Zeta Mu Chapter of Delta Sigma Pi as of 2011.

**Dennis Veit** awarded Honorable Mention for the 2010 – 2011 Outstanding Academic Advisory Award at UTA.

**Dennis Veit** was inducted as Academic Advisory Board of McGraw Hill in Human Resource Management for 2011 – 2012.

**Deepak Datta, Brian Martinson, and Dennis Veit** were named “Recognized Professors,” by the Honor Society Phi Kappa Phi at UTA. Phi Kappa Phi is the nation’s oldest, largest and most selective all discipline honor society.

**Jim Lavelle** was invited to join the editorial board of the *Journal of Organizational Behavior*.

**Susanna Khavul** has been appointed to the Editorial Review Board of the *Journal of Business Venturing*.

**Susanna Khavul** was selected for Ewing Marion Kauffman Foundation’s Firm Survey Analysis Seminar Program.


Wright, T. A., **Quick, J. C., Hargrove, M. B., & Laurer, T. (October, 2010). Alternate models for ethical person-organization fit: The effects of constructive differences, Socratic inquiry, and profiles in character. Annual Conference of the Institute of Behavioral and Applied Management: San Diego, CA.** was awarded **Best Paper Award, Division IV.**

**Dr. J.C. Quick** attended meetings of the Special Transit Advisory Board Meetings, City of Arlington DOD’s Defense Health Board., and Psychological Health External Advisory Board, Washington DC, 24-26 February and 9 May. He was also appointed as Vice President, Clan Campbell Educational Foundation.

**Dr. Quick** was featured as one of two experts in a discussion of “CEO Stress” on Business News Network (CNN) broadcast on 28 January 2011.

**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.

**Sadia Piprawala, Sarah Davoody, Ashley Helfinstine, and Andrew Leveque** participated in the 1st HR Case Competition Games hosted at OSU in Stillwater, OK. They were accompanied by **Danyelle Keenan**.
HR Case Competition Game at OSU. (From left to right: Andrew Leveque, Danyelle Keenan, Sadia Piprawala, Ashley Helfinstine, and Sarah Davoody)

In addition to attending the EEOC “Skirting the Issue” Seminar at UNT on 04/29/11, Dominique Dawson, Sadia Piprawala, and Alekhyia Vinjamuri also partnered with the UNT Student SHRM Chapter to promote this event amongst Fort Worth Human Resource Management Association, Mid-Cities Human Resource Association, and UTA.

The Student SHRM Chapter at UT Arlington has continued to hold its record of being the #1 Student Organization in the College of Business in Fall 2010 and Spring 2011 as determined by the Business Constituency Council based on the chapter’s level of activities.

In Spring 2011, the Student SHRM Chapter at UT Arlington set the highest record of fundraising at $700 in profit in one week’s Bake Sale, which was the highest profit level amongst all Student Organizations in the College of Business. This beats the previous record of $600 set by the Student SHRM Chapter at UT Arlington in Fall 2010.

The Student SHRM Chapter at UT Arlington has received the Superior Merit Award for 2010-2011 from National SHRM. The requirements to receive this award is based on the size of the chapter. Being a large student chapter, the requirements were to complete at least 50 activities based on: basic student chapter requirements, chapter programming and professional development of members, support of the human resource profession, and partnership with SHRM. Out of the 450 active student chapters, 109 received the Superior Merit Award, 17 received the Merit Award, and 12 received Honorable Mention.

Sadia Piprawala, Alekhyia Vinjamuri, and Mayra Bernardino will be attending the National SHRM Student Conference in Las Vegas in June 2011. 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.

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