DEPARTMENT OF MANAGEMENT

News Letter

Summary of April 2005-November 2005

Note: Bold text represents faculty and students of the Department of Management.

Awards

Datta, D. received a University of Texas at Arlington Professional Development Award.


Davis, J.L., Payne, G.T., and McMahan, G.C. received the Best Overall Doctoral Student Paper award at the Southern Management Association meeting in Charleston, SC, November.


George, B received an Outstanding Reviewer award from Academy of Management’s Gender and Diversity in Organization division.

Wheeler, K received the UTA College of Business Administration Outstanding Undergraduate Teaching Award.

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**Papers Presented**


Davis, J. L., and Payne, G. T. “Confidence and control as determinants of initial venture financing.” 25th Babson-Kauffman Entrepreneurship Research Conference (BKERC), Babson University, Wellesley, MA, June.


Nordtvedt, L. P., and Kedia, B. L. “Learning from international business affiliations: Effects of the effective and efficient transfer of knowledge on absorptive capacity.” Academy of International Business, Québec City, Canada, July.


Business in Quebec City, Canada, July.


**Papers Accepted for Publication**


**Papers Accepted for Presentation**

**Bell, G.** “Corporate control and new corporate venture manager power.” United States Association for Small Business and Entrepreneurship annual conference, Tuscon, AZ, January 2006.


**Casper, W. J., Kwesiga, E.,** and **Pattie, M.** “Predictors of supervisory support for work-family support programs.” Poster accepted for presentation at the American Psychological Association/National Institute for Occupational Safety and Health conference. Miami, FL, March, 2006.


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**Academy of Management**

The Department was well represented again this year at the Academy’s annual conference. We are particularly proud of our Ph.D. students who had a combined eight entries. Moreover, four of these entries were solo authored. This accomplishment is noteworthy as entries are selected through a highly competitive peer-reviewed process and our students competed not only with other Ph.D. students but with senior faculty across the globe as well.

**August 5-10, 2005**
**Honolulu (On the Island of Oahu), Hawaiia, USA**

**A NEW VISION OF MANAGEMENT IN THE 21ST CENTURY**

**Paper Presented at the Academy of Management**

Al-Shammari, H. “Strategic planning-firm performance linkage: Empirical investigation from emergent market perspective.”

Bell, M. P. “A new vision of management in the 21st century: Diversity and career choice issues for young worker.”

Levenson, A., and Benson, G. “Occupational skills, job changes and wages.”

Datta, D., Guthrie, J., and Wright, P. “HRM and firm productivity: Does industry matter?”

Datta, D., Musteen, M., and Liang, X. “Links between business strategies and foreign market entry mode choices: An empirical examination.”

Datta, D., and Guthrie, J. “Workforce reductions and firm performance: Do industry conditions moderate the relationship?”


Kwesiga, E. “Is management science built on a shaky foundation? The case for intersubjective certifiability.”

Kwesiga, E. “Ain’t you too young to be the boss? When age discrimination targets employees under 40.”


Moore, T. “Workplace spirituality: A critical relativist perspective.”

Moore, T., and Casper, W. “The mediating affects of spirituality on transformational leadership and turnover.”

O’Brien, R. “Effectiveness and efficiency through diversity: Can you have it both ways?”


Dean, M., Shook, L., and Payne, G. T. “Data analytic trends and training in entrepreneurship research.”

Quick, J. C., and Baruch, Y. “The Admirals study: The retirement transition.”


**Other Academy of Management Activities**

Bell, M. P., served as Program Chair of the Gender and Diversity in Organizations division.

Lavelle, J., served as a discussant for the OB division in a session entitled “Individual and Social Predictors of Justice Perceptions and their Influence on Employee Outcomes.”

McMahan, G., chaired a session titled “Antecedents of Work and Contextual Performance.”

McMahan, G., chaired a session titled “Stigmas and Invisible Identities.”

McMahan, G. participated in a panel on the Doctoral Program as part of the Human Resource Management Division’s Doctoral Consortium.

Nordtvedt, L., facilitated a session titled “Developing New Capabilities.”

Nordtvedt, L., facilitated a session titled “Knowledge Transfer and Technology.”

Price, K., and Lavelle, J., were co-organizers of a caucus session entitled “Teams, Diversity, and Fairness.”

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Quick, J.C. OB Junior Faculty Consortium Fellow.

Quick, J.C., Macik-Frey, M., and Rossi, A.M. “Self-reliance and political skills as positive organizational constructs” presented a Showcase Symposium titled “Accentuating the positive at work: Linking positive psychological capacities with valued outcomes.”

Other Activities

Bell, M. P., was invited Speaker for Diversity Networking Event at Deloitte Touche, May 2005.

Bell, M. P., was invited as a Panelist for Women in Community at Deloitte Touche, October 2005.

Bell, G., served as Session Chair in the Strategy and Entrepreneurship Division at the Southern Management Association annual conference in Charleston, SC, November.

Dr. Robert Folger, Gordon Barnett Professor of Business Ethics, University of Central Florida and one of the leading researchers in the area of organizational justice, was the featured speaker in the West Management Seminar Series on October 7, 2005. Dr. Folger’s presentation was titled “Organizational justice: How and why fairness matters.” He discussed his research with faculty and doctoral students in Department of Management.

Henley, A.H. served as Track Chair for the HR Division at the Southern Management Association, Charleston, SC, November.


Grawitch, M.J., Ballard, D.W., Ledford, Jr., G.E., and Quick, J.C. Symposium titled “Challenges to the implementation and evaluation of practices designed to increase the psychological health of employees” Society of Industrial and Organizational Psychology, Annual Conference, Los Angeles, CA, April.


Saleh, Khal MD (PI), Quick, J.C., Martin, W., Sime, W., Cooper, C.L., and Quick, J.D. received $35,000 award from the American Orthopaedic Association, for research on leadership, stress, and coping skills.

Rossi, A.M., and Quick, J.C. Workshop-Course in Stress Management. Sponsored by CROME (Center for Research on Organizational and Managerial Excellence) and the International Stress Management Association – Brazil, June 2005 ($3,300 contributed to CROME).

Quick, J.C. Research featured in the Fall 2005 inaugural issue of UTA’s Research as “Preventing stress is no strain for behavioral expert.”

Quick, J.C., served as a Reviewer for the National Institutes of Health, Special Emphasis Expert Panel for a multi-year, multi-million dollar federal grant program titled “Study designs to evaluate health benefits of workplace policies and practices,” Bethesda, MD, April.

Rasheed, A., “Strategic investments in Japanese corporations: Do foreign portfolio owners foster underinvestment or appropriate investment?” Paper presented at the School of Business Administration, University of Wisconsin-Milwaukee, October 14, 2005 as part of their Research Seminar Series.

Rasheed, A., “Road to success” presentation to doctoral students at the School of Business Administration, University of Wisconsin-Milwaukee on October 2005 as part of their Research Seminar Series.

Rasheed, A., lectured at the Great Lakes Institute of Management, Madras, India, May (MBA and E-MBA programs).

Additions to the Department

Ashley Finch is MANA’s new secretary.

Carolina Yan is our new Graduate Assistant.