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The University of Texas at Arlington
DEPARTMENT OF MANAGEMENT
Newsletter

Summary of October 2003-March 2004

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

**Arrivals**

We were very successful with our recent recruiting efforts. The following faculty will be joining the department in the fall.

**Wendy Casper** received her Ph.D. from George Mason University. Her primary research interests include work-family issues. Wendy will be teaching in the areas of human resource management, organizational behavior, and research methods.

**Liliana Perez** is ABD at Memphis State University. Her primary research interests include knowledge transfer activities within multinational firms and the resource-based view of the firm. Liliana will be teaching in the areas of strategy and international management.

**Departures**

**Jennifer Sequeira** has accepted a position at Southern Mississippi University. She will begin her career as an assistant professor in the fall.

**Sheelam Maurya** will graduate from our MSHRM program in May.

**Awards**

**Jennifer Sequeira** received a Kauffman Dissertation Fellowship in January at the USASBE Conference. This very prestigious program recognizes outstanding Ph.D. students and provides grants of $15,000 for the support of dissertations in the area of entrepreneurship. This is the second time that a MANA doctoral student has received this highly revered honor. Tom Lumpkin was a recipient in 1996.

A manuscript by **Amy Henley** and **Kenneth Price** was chosen as the Best Empirical Paper in the Conflict Management division of the Academy of Management.

**Ken Price** was awarded a Faculty Development Leave for Fall 2004.

**Myrtle P. Bell** was awarded a Faculty Development Leave for Spring 2005.

**Appeared in Print**


Papers Presented


Quick, J.C., & Macik-Frey, M. “Quick tips for managing stress and developing healthy relationships” Council for Advancement and Support of Education (CASE), Houston, TX.


Sequeira, J.M., & Bell, M.P. “Diversity and small businesses: Filling the void.” United States Association for Small Business and Entrepreneurship (USASBE) Conference, Dallas, TX.

Simmons, B., Nelson, D.L., & Quick, J.C. “Attachment styles and hope at work.” Western Academy of Management, Pasadena, CA.

Wheeler, K. “Collectivism, masculinity/femininity, uncertainty avoidance and power distance in relation to preferred work outcomes.” Southwest Academy of Management, Orlando, FL.

Papers Accepted for Publication


Quick, J.D., Henley, A., & Quick, J.C. “The balancing act - at work and at home.” Organizational Dynamics.


Papers Accepted for Presentation


Academy of Management

The Department will be well represented again this year at the Academy’s annual conference. We are particularly proud of our Ph.D. students who had a combined fifteen 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.

Bell, M. will chair the Gender and Diversity in Organizations Professional Development Workshop.

Cocchiara, F.K., & Quick, J.C. will present a paper entitled “Positive stereotypes? Ethnicity-related stressors and within group variance.

Davis, J. will present a paper entitled “Effects of environmental munificence, dynamism, and complexity on principal-agent contracts.”
Finegold, D., Hecht, D., & Benson, G. will present a paper entitled “Corporate boards and company performance: Review of research in light of recent reforms.”

Henley, A., Benson, G., McMahan, G.C., & Bell, M.P. will present a paper entitled “Creating salary inequity: Investigating the impacts of pay compression on individual outcomes.”


Kim, K., & Rasheed, A. will present a paper entitled “CEO duality: A double-edged sword? CEO duality, board composition, and corporate diversification.”

Kim, K., & Payne, G.T. will present a paper entitled “The role of emotion in strategic decision-making.”

Kim, K., & Payne, G.T. will present a paper entitled “Implication of paradigm conflicts on theory development in strategic management.”

Kwesiga, E. will present a paper entitled “Back to organizational socialization: Building a case for the advancement of women in organizations.”

Kwesiga, E. will present a paper entitled “Organizational mortality and immigrant owned organizations.”

McMahan, G.C. will be a presenter at the Human Resource Division Doctoral Consortium.

McMahan, G.C. will be the facilitator for a session entitled “Strategic Human Resource Systems.”

O’Brien, R., & Payne, G.T. will present a paper entitled “Decision applications for organizations in crisis situations: Creating and utilizing social capital.”

Pattie, M. will present a paper entitled “Leadership development: The developmental difference between socialized and personalized leaders.”


Quick, J.C. will present a paper entitled “Stress and spirituality.”

Sequeira, J.M., & McGee, J. will present a paper entitled “Immigrant new venture intentions: The role of network ties and entrepreneurial self-efficacy.”

Shook, C.L., & McGee, J. will present a paper entitled “Do minority small businesses use different performance referents to evaluate performance?”

Stringer, D.Y, Bell, M.P., McMahan, G.C., & Davis, J.L. will present a paper entitled “Onset controllability and its effect on acceptance outcomes for individuals with disabilities.”

Virick, M., & Lilly, J.D. will present a paper entitled “Doing more with less: An analysis of the post layoff situation among survivors.”


Other Activities

Quick, J.C., & Macik-Frey, M. received $10,700 for research in communication and leadership, in part to support research activity in the Goolsby Leadership Academy.

Virick, M., & Wheeler, K. submitted a $60,000 grant proposal to NSF. The proposed project is entitled “Organizational initiatives and cultural attributes required for the career success and advancement of women in technology.”

K. Wheeler participated in the McGraw-Hill/Irwin Management & Organizational Behavior Symposium in Las Vegas, NV.

J.C. Quick served as symposium chair and discussant for a session entitled “Workplace substance abuse prevention: Innovations in SAMHSA model programs” at the American Psychological Association, Honolulu, HI.

Nattharika Rittippant was interviewed for a story involving privatization in Thailand by the BBC London, March 2, 2004.