Arrivals

We were very successful with our recent recruiting efforts. The following faculty joined the Department this Fall.

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

Deepak Datta received his Ph.D. from the University of Pittsburgh. He holds the Eunice and James L. West Chair of Private Enterprise and Entrepreneurship. Deepak’s teaching and research interests are in the areas of strategic management and international business.

Becky Neilson received her MSHRM from UTA. She teaches in the human resource management area. Becky is also the advisor for our MSHRM program.

Liliana Nordvedt is ABD from the University of Memphis. Her primary research interests include knowledge transfer activities within multinational firms and the resource-based view of the firm. Liliana teaches in the areas of strategy and international management.

Departures

Kathleen Voges completed her doctoral work this past spring semester and accepted a position at Texas A&M University-Kingsville.

Jennifer Sequeira and Donna Stringer graduated at the summer commencement ceremonies and accepted positions at Southern Mississippi University and West Texas A&M University, respectively.

Awards

Tyge Payne received a Best Reviewer Award from the Academy of Management – Entrepreneurship Division.

Norma Juma received a National Black MBA Association Ph.D. scholarship.

Appeared in Print


Papers Presented


Cocchiara, F.K. and Quick, J.C. “Justice at Work? Fairness and performance (even positive) stereotypes.” Society of Business Ethics, New Orleans, LA.


Papers Accepted for Publication


Quick, J.C., & Quick, J.D. (Guest Editors) “Healthy, happy, productive work: A leadership challenge.“ Organizational Dynamics - Special Issue on Healthy, happy, productive work: A leadership challenge.

Quick, J.D., Henley, A., & Quick, J.C. “The balancing act - At work and at home.“ Organizational Dynamics - Special Issue on Healthy, happy, productive work: A leadership challenge.


Papers Accepted for Presentation

Natarajan, V., Nerur, S. & Rasheed, A. "Do we make an impact?: Assessing the impact of international business journals on mainstream journal using a citation analytic perspective." Academy of International Business-US Southwest Chapter (AIB-SW), Dallas, TX.

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 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 senior faculty across the globe as well.

The overall participation rate of UTA’s Management Department is equally impressive. As the following table illustrates, our department has 13 faculty members. We had 21 individual participants (faculty and Ph.D. students) with a total of 30 entries on the Academy of Management program. The ratio of UTA program participants to faculty as well as the ratio of entries to faculty were greater than even some of the nation’s largest management programs. For example, UTA had 2.3 entries on the Academy of Management program for every faculty member in the Department. While we have a small department (13 faculty), our relative participation rate exceeds every other Texas university (with the exception of A&M). Moreover, only two of the Nation’s largest programs (Penn State and the University of Illinois) had higher faculty to entry ratios.

<table>
<thead>
<tr>
<th>Department</th>
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Top Ten
(Universities with over 30 participants)

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<tr>
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<tr>
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<tr>
<td>U of Michigan</td>
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Texas Universities

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<th>E/F</th>
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</tbody>
</table>

1Participants – appearance on program
2Participants/Faculty
3Entries/Faculty
Papers Presented at the Academy of Management Meetings

Cocchiara, F.K., & Quick, J.C. “Positive stereotypes? Ethnicity-related stressors and within group variance.”

Davis, J. “Effects of environmental munificence, dynamism, and complexity on principal-agent contracts.”

Finegold, D., Hecht, D, & Benson, G. “Corporate boards and company performance: Review of research in light of recent reforms.”

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


Kim, K., & Payne, G.T. “The role of emotion in strategic decision-making.”

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

Kwesiga, E. “Back to organizational socialization: building a case for the advancement of women in organizations.”

Kwesiga, E. “Organizational mortality and immigrant owned organizations.”


Pattie, M. “Leadership development: The developmental difference between socialized and personalized leaders.”


Quick, J.C. “Stress and spirituality.”


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


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


Other Academy of Management Activities

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

McMahan, G. served as a panelist at the Human Resource Division Doctoral Consortium.

McMahan, G. facilitated a session entitled “Strategic Human Resource Systems.”

Other Activities

James Campbell Quick was selected as the Executive Director of the Goolsby Leadership Academy on June 1, 2004.

James Campbell Quick was selected as John and Judy Goolsby Distinguished Professor on September 1, 2004

James Campbell Quick and staff received $24,000 to extend the communication and leadership grant in partial support of the Goolsby Leadership Academy, and to fund the E.F. Faust/Goolsby Doctoral Fellowship.

George Benson received a Course Release Grant of $22,000 from the USC Center for Effective Organizations.