



DEPARTMENT OF MANAGEMENT NEWSLETTER

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

Greetings from the Chair

Welcome to the latest edition of the *Department of Management Newsletter*. As you will see in the following entries, this has been a very busy and eventful semester. Perhaps most notable, we welcomed three new members to the faculty - **Marcus Butts**, **Yongmei (Lucy) Liu**, and **Margaret (Ann) McFadyen**. All three individuals bring unique talents that have already strengthened the Department's ability to provide the highest quality management education and research.

The upcoming semester should be equally eventful. For example, the enrollment in our Master of Science in Human Resource Management program should exceed 50 students for the first time. This is particularly noteworthy since fewer than 20 students were enrolled in the program just three years ago.

As we approach the end of the year, I want to thank each of you for making this such an exciting time for the Department of Management.

Jeffrey E. McGee, Chair

New Faculty

Marcus Butts received his Ph.D. from the University of Georgia. His principle areas of research are careers, mentoring, teams, and research methods. Marcus teaches courses in the areas of organizational behavior and human resource management.



Marcus Butts

Yongmei (Lucy) Liu received her Ph.D. from Florida State University. Her principle areas of research include the role of emotion in team process and organizational change. Lucy teaches courses in organizational behavior.



Yongmei (Lucy) Liu

Margaret Ann McFadyen received her Ph.D. from Texas A&M University. Her primary research interests include knowledge creation, social capital, innovation and technology management. Ann teaches courses in strategic management.



M. Ann McFadyen

Appeared in Print

Wendy Casper, Weltman, D., & Kwesiga, E. 2007. Beyond family-friendly: The construct and measurement of singles-friendly work cultures. *Journal of Vocational Behavior*, 70(3): 478-501.

Finegold, D., Hecht D., & **George Benson G.** 2007. Corporate boards and company performance: Review of research in light of company reforms. *Corporate Governance: An*

International Review, 15(5): 865-878.

James Lavelle, Rupp, D., & Brockner, J. 2007. Taking a multifoci approach to the study of justice, social exchange, and citizenship behavior: The target similarity model. *Journal of Management*, 33(6): 841-866.

Yongmei Liu, Ferris, G.R., Zinko, R., Perrewé, P.L., Weitz, B., & Xu, J. 2007. Predictors and outcomes of political skill and reputation in organizations: A four-study investigation with convergence. *Journal of Vocational Behavior*, 71: 146-165.

Yongmei Liu, Combs, G.J., Ketchen, D.J. Jr., & Ireland, R.D. 2007. The value of human resource management for organizational performance. *Business Horizon*, 50, 503-511.

Macik-Frey, M., **James C. Quick**, & Nelson, D. 2007. Advances in occupational health: From a stressful beginning to a positive future. *Journal of Management*, 33(6): 809-840.

Nelson, D.L., & **James C. Quick**. 2008. *Understanding Organizational Behavior*, 3e. Mason, OH: Cengage/Southwestern.

Sequeira, J., Mueller, S.L., & **Jeffrey McGee**. 2007. The influence of social ties and self-efficacy in forming entrepreneurial intentions and motivating nascent behavior. *Journal of Developmental Entrepreneurship*, 12(3): 275-293.

Sequeira, J. & **Abdul Rasheed** 2007. Start-up and growth of immigrant small businesses: The impact of social and human capital. *Journal of Developmental Entrepreneurship*, 11(4): 357-375.

Virick, M., Lilly, J., & **Wendy Casper**. 2007. Doing more with

less: Work-family balance among layoff survivors. *Career Development International*, 12(5): 463-480.

Papers Accepted for Publication

Beauregard, A., Ozbilgin, M., & **Myrtle Bell**. Revisiting the social construction of family in the context of work. *Journal of Managerial Psychology*.

Myrtle Bell & Berry, D.P. Viewing diversity through different lenses: Avoiding a few blind spots. *Academy of Management Perspectives*.

Dennis, B., Buchholtz, A.K., & **Marcus M. Butts**. The nature of giving: A theory of planned behavior examination of corporate philanthropy. *Business & Society*.

Marcus M. Butts, Durley, J.R., & Eby, L.T. Reflections on theoretical approaches and methodological issues in mentoring research. In T.D. Allen & L.T. Eby (Eds.) *Blackwell Handbook of Mentoring: A Multiple Perspectives Approach*. Oxford, England: Wiley-Blackwell Publishing.

Marcus M. Butts & Ng, T. W. H. Chopped liver? OK. Chopped data? Not OK. In C.E. Lance & R.J. Vandenberg (Eds.) *Statistical and Methodological Myths and Urban Legends: Received Doctrine, Verity, and Fable in Organizational and Social Research*. Mahwah, NJ: Lawrence Erlbaum Associates.

Wendy Casper & Harris, C. Work-life benefits and organizational attachment: Self-interest utility and signaling theory models. *Journal of Vocational Behavior*.

Deepak Datta & Guthrie, J. Dumb and dumber: The impact of downsizing on firm performance as moderated by industry conditions. *Organization Science*.

Deepak Datta, Musteen, M., & Herrmann, P. Ownership structure and CEO compensation: Implications for the choice of foreign market entry modes. *Journal of International Business Studies*.

Eby, L. T., McCleese, C. S., & **Marcus M. Butts**. Qualitative research: The red-headed stepchild in organizational and social science research? In C.E. Lance & R.J. Vandenberg (Eds.) *Statistical and Methodological Myths and Urban Legends: Received Doctrine, Verity, and Fable in Organizational and Social Research*. Mahwah, NJ: Lawrence Erlbaum Associates.

Gibson, A., & **James C. Quick**. Best practices for resolving human dilemmas at work. In R. Burke and C.L. Cooper (Eds.), *Building More Effective Organizations*. Cambridge, England: Cambridge Univ. Press.

Goll, I., Johnson, N., & **Abdul Rasheed**. Top management team demographic characteristics, business strategy, and firm performance in the U.S. airline industry: The role of managerial discretion. *Management Decision*.

James Lavelle, Brockner, J., Koovsky, M., **Kenneth Price**, Henley, A., Taneja, A., & Vinekar, V. Commitment, procedural fairness, and organizational citizenship behavior: A multifoci analysis. *Journal of Organizational Behavior*.

Yongmei Liu, Prati, M.L., Perrewé, P.L., & Ferris, G.R. The relationship between emotional resources and emotional labor: An exploratory study. *Journal of Applied Social Psychology*.

Macik-Frey, M. & **James C. Quick**. Leadership from a positive health perspective. *Journal of Organizational Behavior*.

Macik-Frey, M., **James C. Quick**, & Nelson, D.L. Occupational health psychology: From preventive medicine to psychologically healthy workplaces. In A. Antoniou, G. Chrousos, C.L. Cooper, M. Eysenck, and C. Spielberger (Eds.). *Handbook of Occupational Health Psychology and Medicine*. Athens, Greece and Oxford, England: Edward Elgar Publishing. (anticipated in Greek and English).

Nelson, D.L., & **James C. Quick**. *Organizational Behavior: Foundations, Realities & Challenges, 6th Edition*. Mason, Ohio: Cengage/Southwestern.

Nelson, D.L., & **James C. Quick**. *ORGB*. Mason, Ohio: Cengage/Southwestern.

Nerur, S., **Abdul Rasheed**, & Natarajan, V. The intellectual structure of the strategic management field: An author co-citation analysis. *Strategic Management Journal*.

Liliana Pérez-Nordtvedt, Kedia, B., **Deepak Datta**, & **Abdul Rasheed**. Effectiveness and efficiency of cross-border knowledge transfer: An empirical examination. *Journal of Management Studies*.

James C. Quick & Cocchiara, F. Occupational health psychology. In I. Weiner and E. Craighead (Eds.) *Corsini's Encyclopedia of Psychology, Fourth Edition*. New York: John Wiley and Sons.

James C. Quick & Nelson, D.L. Developing personal intelligences through testing and feedback. *Consulting Psychology Journal: Practice and Research*. Special issue on Leadership Development edited by **James C. Quick** & Nelson, D.L.

James C. Quick, Quick, J.D., & Nelson, D.L. *Preventive Stress Management in Organizations* –

Revised Edition. Washington, DC: American Psychological Association.

Sequeira, J.M., & **Myrtle Bell**. The value of the MBA education and its role in Entrepreneurship for women and minorities. In M. Ozbilgin & A. Malach-Pines (Eds). *Career Choice in Management and Entrepreneurship*. Cheltenham, UK: Elgar.

Sitzmann, T., Brown, K. G., **Wendy Casper**, Ely, K., & Zimmerman, R. A review and meta-analysis of the nomological network of trainee reactions. *Journal of Applied Psychology*.

Streich, M., **Wendy Casper**, & Salvaggio, A. Examining couples' agreement about work-family conflict. *Journal of Managerial Psychology*.

Papers Presented

Davis, J., Payne, G. T., & **Jeffrey McGee**. "Meta-analytic investigation of moderators and measures of the entrepreneurial orientation-firm performance relationship." Southern Management Association, Nashville, TN, November, 2007.

Musteen, M., & **Deepak Datta** "Learning about foreign markets: A study of Czech international SMEs" UCLA-McGill Conference on International Entrepreneurship, Los Angeles, CA, September, 2007.

Yongmei Liu & Brymer, R.A. "Dispositional differences in emotion regulation, emotional experiences at work, and work-related outcomes: A two-study investigation." Southern Management Association, Nashville, TN, November, 2007.

Yongmei Liu, Zhu, W., & Perrewé, P.L. "Authentic leadership and follower emotional reactions to major obstacles at work." Southern

Management Association, Nashville, TN, November, 2007.

Pattie, M., & **Christopher Harris**. "The feminization of expatriation: Gender differences in type of assignment, performance, and withdrawal intentions." Southern Management Association, Nashville, TN, November, 2007

James C. Quick, Macik-Frey, M., & Nelson, D.L. "Leadership and emotion at work: Advances in occupational health." Symposium: Positive Emerging Trends in Organizations, American Psychological Association, San Francisco, CA, August, 2007.

James C. Quick, Macik-Frey, M., Nelson, D.L., Rossi, A.M., & Liu, J.Y. "Occupational health psychology: A retrospective review and prospective look, with optimism – Five emerging themes in the study of people at work." XIII European Association of Work & Organizational Psychology, Stockholm, Sweden, May, 2007.

James C. Quick, Nelson, D.L., & Macik-Frey, M. "Leadership and emotion at work: Advances in occupational health." American Psychological Association, San Francisco, CA, August, 2007.

Sheryllynn Roberts. "Catastrophic environmental disequilibrium and new venture survivors: a search for evidence of Schumpeter's entrepreneurial engine." Babson College Entrepreneurship Research Conference, Madrid, Spain, June, 2007.

Sheryllynn Roberts, **Christopher Harris**, & **Gary McMahan**. Interorganizational relationships: The effect of entrepreneurial orientation and moderation by environment and organizational structure. Southern Management Association, Nashville, TN, November, 2007.

Sambharya, R., & **Abdul Rasheed** "Conceptualizing global risk in a changing world: Looking beyond the political dimension." 5th Annual AIBS/JIBS Conference, Miami, FL, December, 2007.

Katie Shumate & Wendy Casper. "Bullseye! Attracting Target Recruits with Family-Friendly and Diversity Benefits." Southern Management Association, Nashville, TN, November, 2007. This paper appeared in the *Best Paper Proceedings*.

Papers Presentations



The Department was well represented again this year at the Academy's annual conference. 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 5,000 participants worldwide.

The following entries demonstrate the extent to which the department contributed and participated in the meetings.

Paper Presentations

Alhorr, S., Moore, C.B., Payne, G.T., & **R. Greg Bell.** "Economic integration and cross-border corporate entrepreneurial activity: Evidence from the European Union."

Al Shammari, H., & **Abdul A. Rasheed.** "CEO option pay and CEO risk taking: The moderating effects of corporate governance."

George Benson, Liliana Pérez-Nordtvedt, & Deepak Datta. "Expatriate assignments: Organizational and personal effects."

Crockett, D., Payne, G.T., & **Jeffrey McGee.** "Launching successful corporate entrepreneurial initiatives: The role of functional-area support and decision autonomy."

Davis, J., **Jeffrey McGee, & Gary McMahan.** "Firm-level entrepreneurship and performance: An examination and extension of relationships and measurements of the entrepreneurial orientation construct."

Christopher Harris & Gary McMahan. "Revisionist approach to strategic human resource management: A people-focused perspective."

Henley, A.B., **Gary McMahan, Kenneth Price, & James Lavelle.** "The effects of pay compression on perceptions of pay fairness and employee withdrawal."

Susanna Khavul, Bruton, G., Zheng, C., & Wood, E. "Learning during and after internationalization by entrepreneurial firms from emerging economies."

King, J.E., **Myrtle P. Bell, & Lawrence, E.** "Religion versus other diversity: Comparisons, contrasts, and a call for research."

Yongmei Liu, Perrewe, P., Ferris, G., & Humphrey, R. "Strategic emotional display: The construct and its correlates."

Jeffrey McGee, Mueller, S, Peterson, M., & Sequeira, J. "Entrepreneurial self-efficacy: Refining the measure and examining its relationship to attitudes toward venturing and nascent entrepreneurship."

Mustina, M., **Deepak Datta, Zahra, S.** "International networks, foreign market knowledge and internationalization of Czech SMEs."

Ng, T. & **Marcus M. Butts.** "Organizational efforts to lower employees' turnover intentions and the role of locus of control."

Ng, T., **Marcus M. Butts, Dejoy, D., & Wilson, G.** "Coworker support and felt job stress: The moderating effects of role ambiguity and work overload."

Pattie, M., & **George Benson** "Expatriate performance and turnover intentions: Congruence between expatriates and supervisors."

Liliana Pérez-Nordtvedt, Kedia, B.L., Deepak Datta, & Abdul Rasheed. "Effectiveness and efficiency of knowledge transfer: An empirical examination."

Prati, M., **Yongmei Liu, & Bass, K.** "Religiosity and workplace behavior: A manifestation of emotional intelligence."

Kenneth Price, Kathleen Shumate, Rowe, N., James Lavelle, & Henley, A. "Complementary effects of relational dissimilarity and group faultlines: A multi-level of diversity." This paper appeared in the *Best Paper Proceedings*.

James C. Quick, Nelson, D.L., & Macik-Frey, M. "Managers, leaders, and occupational health: Preventing damage and promoting well-being."

James C. Quick, Joplin, J.R.W., Frazier, M.L., Johnson, P., Bolton, J., Little, A., Nelson, D.K., Gooty, J., Manning, T.T., & Berson, Y. "Good relationship, positive outcomes: Attachment theory, trust, and leadership at work."

Sheryllynn Roberts. "Jarred or canned: A discussion of environmental change terminology."

Sheryllynn Roberts. "A pilot bare-bones meta-analysis of international

joint venture studies: Performance and control.”

Sitzmann, T., Brown, K., **Wendy J. Casper**, Ely, K., Zimmerman, R., Bauer, K. “A review and meta-analysis of the nomological network of trainee reactions.”

Other Academy of Management Activities

Greg Bell chaired a session titled “Social Movements, Trends and Creating Value through Organization.”

Myrtle Bell participated in a session titled “Shared Sisterhood? A New and Challenging Reality of Black-Brown Relations.”

Myrtle Bell served as the Division Chair for the Gender and Diversity in Organizations Division.

Susanna Khavul served as a discussant for a session titled “International New Ventures.”

Yongmei Liu chaired a session titled “When Emotion is No Longer (Merely) Feelings: The Social Role of Emotion in Organizations.”

Yongmei Liu chaired a session titled “Customer Service: The Role of Relationships and Emotion.”

James C. Quick chaired a session titled “Good Relationships, Positive Outcomes: Attachment Theory, Trust, and Leadership at Work.”

Awards

Myrtle P. Bell received the NAACP of Arlington’s “Mary McLeod Bethune Heritage Award for Education” on November 9, 2007.

Myrtle P. Bell received a “Best Reviewer Award” from the Academy of Management’s Gender and Diversity in Organizations division,

Marcus M. Butts received the “2006 Best Article of the Year

Award” from *Organizational Research Methods*.

Kathy Dunn was recognized as a University of Texas at Arlington “Outstanding Employee.”



Kathy Dunn and Eunice Currie (Assistant Vice President for Human Resources Management and Development)

Other Activities

Myrtle P. Bell presented the keynote speech titled “Diversity education and training: What do we know?” at the Teaching and Training Workplace Diversity Conference at George Mason University on July 17, 2007.

Gavin. J.H., Nelson, D.L., Quick, J.D., & **James C. Quick** will present a paper titled “The theory of preventive stress management in organizations: A 10 year review and update” at the APA/NIOSH Conference in Washington, DC, March, 2008.

James C. Quick was invited to give the keynote address titled “The positive future of organizational health” at the SIOP Annual Conference, April, 2008.

James C. Quick presented “Stress...Use it or lose it! Dead or alive in today’s world of work” at a research seminar offered by the Lancaster University Management School on June 11, 2007.

James C. Quick presented the keynote address titled “Turn EVIL around and LIVE: Virtue ethics for UT Arlington and beyond” for UT

Arlington’s Academic Integrity Week on October 9, 2007.

James C. Quick presented “Stress...Now and then” at the Arkansas State University College of Business on October 17, 2007.

James C. Quick presented “Corporate warfare and Goolsby Leadership” during a Combat Leadership Course offered by the United States Military Academy at West Point, NY on November 7, 2007.

James C. Quick presented “GOOLBSY LEADERSHIP and ‘The Fighting Emotions’” at Faculty Colloquium offered by the United States Military Academy at West Point, NY on November 8, 2007.

James C. Quick presented “Competencies of the stars: Emotional competence at work” at the OU-OSU Executive Education Partnership Program in Stillwater, OK on July 24-25, 2007.

James C. Quick presented “Goolsby Leadership: High performance, integrity, and character” at the Speedway SuperAmerica Emerging Leaders Development Program offered by Wright State University in Dayton, OH on November 15, 2007.

Abdul Rasheed accepted an editorial board position at *Group & Organization Management*.

Abdul Rasheed accepted an editorial board position at *Issues in Social and Environmental Accounting*.

Abdul Rasheed accepted an editorial board position at *Great Lakes Herald*.

Rossi. M., & **James C. Quick** offered a course in Stress Management in Brazil on June 24-25, 2007. The course was sponsored by CROME and the International Stress Management Association.