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, George Benson and Wendy Casper were granted tenure and promoted to the rank of associate professor. George and Wendy are both valuable members of the Management Team and I look forward to working with them for many years to come.

We also bid farewell to Becky Neilson. Becky has served as our advisor for the MSHRM program for the last four years, and has been instrumental in helping us build the program, in terms of both quantity and quality of students. The Department’s loss, however, is COBA’s gain, as Becky will now serve as the Director of Graduate Business Services, which provides administrative support services to all graduate programs within the college. In this new role, I am confident that Becky will continue to support our efforts to build the MSHRM program.

I am pleased to announce that we have successfully recruited an exceptionally qualified individual, Dennis Veit, to assume the MSHRM advisor role. Dennis brings with him a depth of executive HR industry experience, impressive academic credentials, and access to an extraordinarily rich network of individuals within the local HR community. I am quite confident that Dennis will further strengthen our MSHRM program, taking us to the next level.

I want to sincerely thank each of you for making this such an exciting time for the Department of Management. Keep up the outstanding work!

Jeffrey E. McGee, Chair

James C. Quick received the “Outstanding Honors College Faculty Award.”

James C. Quick was inducted into the “Academy of Distinguished Teachers.”

Appeared in Print


Casper, W. J., & Harris, C. 2008. Work-life benefits and organizational attachment: Self-interest utility and signaling theory...


Rob Brockman (EVP-Administration, Cash America International) and Althea Williams (VP-HR and Learning, John Peter Smith Health Network)


Lahiri, S., Pérez-Nordtvedt, L., & Renn, R. Will the new competitive landscape cause your firm’s decline? It depends on your mindset. Business Horizons.


Papers Presented


Casper, W. J. “Supervisor support in Brazil and the U.S.: Implications for work-family conflict.” Lucas Global Leadership Symposium, Lucas Graduate School of Business, San Jose State University, San Jose, CA, April, 2008.


Papers Accepted for Presentation


Management Website: http://management.uta.edu
The Department will be well represented again this year at the Academy of Management’s (AOM) annual conference in Anaheim, California. 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 7,000 participants worldwide.

The following entries demonstrate the extent to which the department will contribute and participate in the meetings.

**AOM Paper Presentations**

**Al Shammari, H., & Rasheed, A.** “CEO incentive compensation and risk-taking behavior: The moderating role of CEO characteristics.”

**Bell, M. P., & Connerley, M.** “A question we should ask: Why isn’t diversity a required course for management students?”

**Benson, G., & Levenson, A.** “Career goals and perceived developmental support as drivers of turnover in a professional services firm”


**Casper, W. J. & Pandey, A.** “Workplace flexibility: Only for the privileged?”

**Crockett, D., & Khavul, S.** “Transferable experience and learning in international entrepreneurial firms.”

**Crockett, D., & McGee, J.** “Exploitation of corporate venturing activity: The role of strategic and structural context.”

**Garg, V. K., Priem, R. L., & Rasheed, A.** “Franchising organizational forms and drivers of competitive advantage.”

**Guzak, J.** “Coping strategies for ethical dilemmas: Why people may or may not whistle-blow.”


**Hurst, C., Bell, M. P., Livingston, B., & Berry, D.** “Why are low wage workers invisible in the study of work and family?”

**Huy, Q., Reus, T. H., & Liu, Y.** “Emotional capability during the post-merger integration process.”

**Lavelle, J. J., & Folger, R.** “Delivering bad news: How one source of injustice spawns another.”

**Lavelle, J. J., McMahan, G. C., Harris, C., & Henley, A.B.** “Multifoci justice, social exchange, and citizenship behavior: A test of the target similarity model.”


**Martin-Tapia, I., Musteen, M., Datta, D., & Guthrie J. P.** “Getting lean while in the land of plenty.”

**Ng, T. W. H., Butts, M. M., & Vandenberg, R. J.** “The moderating role of contract replicability in psychological contract research.”

**Price, K., Henley, A. B., Lavelle, J. J., Taneja, A., & Vinekar, V.** “Multiple facets of team voice: The role of relational demography, personality, and team structure.”

**Other AOM Activities**

**Myrtle P. Bell** will serve as a discussant for a symposium titled “Immigration: Unexplored Issues in the Academy.”

**Myrtle P. Bell** will participate in a workshop titled “Coalition for Faculty Diversity Publishing.”

**Myrtle P. Bell** will participate in a session titled “The Questions We Ask & Don’t Ask: Where Should We Go From Here?”

**Myrtle P. Bell** will participate in a caucus titled “How Racial Ideologies Frame the Questions We Ask in Diversity Research.”

**Myrtle P. Bell** organized a professional development workshop titled “Teaching Diversity in Multiple Contexts and Creating a Diversity Minor.”

**Myrtle P. Bell** will serve as a presenter for a session titled “The Questions We Don’t Ask: Making Low-Wage Earners Visible in Management Research on Work and Family.”

**Myrtle P. Bell** will participate in the All-Academy Professional Development Workshop entitled: “The Questions We Ask and Don’t Ask: Where Do We Go From Here in Our Research?”

**Myrtle P. Bell** will serve as a discussant for a session titled “Immigration: Unexplored Issues in the Academy.”

**Myrtle P. Bell** will serve as a participant in a session titled “The
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Reality, Fallacy & Morality of Immigration: Where Do We Go from Here?”

Myrtle P. Bell will receive the “2008 Trailblazer Award” from KPMG’s Ph.D. Project Management Doctoral Student Association.

George Benson will serve as a discussant for a session title “Managing Mentoring.”

George Benson will serve as a discussant for a session titled “Employee and Management Development Issues.”

Ann McFadyen will serve as a discussant for a session titled “Social Capital in Alliances.”

Ann McFadyen will chair a session titled “New Product Development and Adoption: Radical Innovations Radical Innovations.”

Alankrita Pandey will serve as a participant in a session titled “The Questions We Ask about the Entrepreneurial Orientation (EO) Construct.”

Sheryllynn Roberts will chair a session titled “The Questions We Ask about the Entrepreneurial Orientation (EO) Construct.”

Other Activities

Myrtle P. Bell participated in the Sisters of the Academy inaugural writing retreat on April 12, 2008 at Western Connecticut State University.

Myrtle P. Bell was named an Associate Editor of Academy of Management Learning and Education, effective July 1, 2008.

Myrtle P. Bell presented “Diversity: What you need to know, but probably don’t” to the Notre Dame Club of Dallas on February 20, 2008.

Myrtle P. Bell was selected as one of 100 distinguished global thought leaders from business, education, and government to participate in the Society for Human Resource Management’s first Leadership Summit on Diversity and Inclusion, April 7-8, Washington, DC.

Myrtle P. Bell was interviewed on Fox 4’s “Insights” weekly program on February 2, 2008, discussing racism, politics, and race and sex and the 2008 presidential election.

Myrtle P. Bell was quoted in “Racial Harassment Still Infecting the Workplace,” msnbc.com, by Eve Tamincioglu, January 13, 2008.

George Benson joined the editorial board of Group & Organization Management.


Wendy Casper joined the editorial board of the Journal of Vocational Behavior.

James C. Quick chaired the Rotary District 5790 Peace Fellowships Committee that successfully nominated Jay Gilliam for a 2-year, $50,000 scholarship for international peace studies at the International Christian University, Japan. Jay was one of only nine Americans selected for the award.

James C. Quick was a nominee to the Psychological Health External Advisory Subcommittee, Defense Health Board reporting to the Secretary of Defense (SECDEF)

W. Walsh (PI) and James C. Quick submitted a three-phase, $1.35 million proposal for “Building and Maintaining an Ethical Climate” based on the Goolsby model of integrity and leadership.


James C. Quick was the invited keynote speaker for a session titled “The Positive Future of Organizational Health” at the Society for Industrial and Organizational Psychology, San Francisco, April, 2008.


James C. Quick participated in “Break the Chain of Job Strain” for a campus wide, community-focused monthly series sponsored by the School of Nursing and Organizational Wellness and Learning Systems of Fort Worth.

Abdul A. Rasheed was a keynote speaker at the East Asia International Business Conference held at Northeastern Illinois University where he presented “Corporate governance in Japan:
Differences with the U.S. model” on February 25, 2008.

**West Management Seminar Series Activities**

Professors Pamela L. Perrewé and Shaker Zahra were the two most recent West Seminar Visiting Faculty.

Pamela L. Perrewé, Distinguished Research Professor and Haywood and Betty Taylor Eminent Scholar in the College of Business at Florida State University, presented “Occupation Stress: A Program of Research and Some Half-Baked Ideas” on February 22nd.

Dr. Perrewé received her Bachelor degree in Psychology from Purdue University and her Master and Ph.D. degrees in Management from the University of Nebraska. Her research interests are in the areas of job stress, burnout, coping, organizational politics, emotion and personality. Dr. Perrewé has published several books, approximately 20 book chapters, and over 90 journal articles. She has served on the Board of Scientific Counselors of the National Institute for Occupational Safety (NIOSH), in conjunction with the National Center for Disease Control from 2004-2007. She currently serves as a member of the Editorial Review Board for a number of journals including *Journal of Occupational Health Psychology*. Dr. Perrewé holds a fellow status with Southern Management Association, the Society for Industrial and Organizational Psychology, and the American Psychological Association. She is the co-editor of an annual series entitled, *Research in Occupational Stress and Well Being* published by Elsevier Science, Inc.

Dr. Shaker Zahra, Robert E. Buuck Chair in Entrepreneurial Studies and academic director for the Gary S. Holmes Center for Entrepreneurship at the University of Minnesota, presented “Heterogeneity in Local Entrepreneurship: The Effect of MNE Knowledge Flows and Local Absorptive Capacity” on April 25th.

Dr. Zahra’s research covers corporate entrepreneurship, technological entrepreneurship, and international entrepreneurship. He has published six books and his research has appeared in journals such as *Academy of Management Journal*, *Academy of Management Review*, *Strategic Management Journal*, *Journal of Management*, *Journal of Management Studies*, *Information Systems Research*, and *Journal of Business Venturing*. Dr. Zahra has served as a member of 15 editorial review boards. He was awarded an honorary Ph.D. by Jonkoping University, Sweden in 2004. He currently serves as a member of the board of the Southern Management Association. In addition, he has also been elected as the incoming Program Chair of the Entrepreneurship Division of the Academy of Management.

The West Management series was initiated in the Spring of 2005 and is supported by funds associated with the Eunice and James West Chair in Business. The seminar brings in internationally recognized scholars to UT Arlington to share their research with COBA faculty and doctoral students. To date, there have been four speakers – all distinguished/chair professors at their respective institutions.

**MSHRM Program**

The Master of Science in Human Resource Management program has experienced tremendous growth over the last several years. Fifty-four students are currently enrolled in the program, representing an increase of over 100 percent in the last three years alone.

The MSHRM Advisory Council convened its semi-annual meeting in February. Photos of the event are included throughout this edition of the Newsletter.

**MSHRM Advisor Council**

Althea Williams (VP-HR and Learning, JPS Health Network), Rob Brockman (EVP-Administration, Cash America), Bill Mercurio (Manager-HR, Miller Brewing), Howard Kimpel (VP-Retired, JC Penney), Allen Mushinski (VP-HR, Fidelity Investments), Michelle Kirby (SVP-HR, Texas Health Resources), Marissa Andrada (SVP, GameStop), Jean Hood (VP-HR, UT Arlington), Beckie Wilson (VP-HR, JPMorgan Chase), Andrew Pryor (VP-HR, Beryl Companies), Steven Klug (AVP-HR and Operations, BNSF), Gary McPherson (Director-HR and Enterprise Staffing, Lockheed Martin Missiles and Fire Control), and Jeffrey McGee (Chair, Department of Management)

**Gary’s Back!**

Gary is well and back in the classroom