

DEPARTMENT OF MANAGEMENT NEWSLETTER

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Greetings from the Chair

Welcome to the latest edition of the Department of Management Newsletter. The beginning of a new year is always a good time to look back as well as to look ahead, to reflect on the past and to plan for the future.

The Fall semester was busy with our recruitment efforts in the Human Resources area. Although we had very good candidates, we did not hire anyone this year due to budgetary reasons. Search for a chair in Entrepreneurship is still in progress and we hope to be able to fill that position in the coming months.

Three new students joined our PhD program which continues to be a major area of focus for our department. Two students, Leon Weeks and John DeLeon defended

their dissertations. Congratulations to them and their chairs.

The Spring semester promises to be a busy time with the AACSB accreditation team site visit as well as the 50th Anniversary celebrations of the College. Both will require the participation of all faculty, students, and staff.

Finally, as we return from the holidays, I wish you all another year of professional accomplishments and personal fulfillment. I also want to thank each one of you personally for your help during the past year and for your contributions to the department.

Abdul Rasheed
Department Chair

Welcome!

Jan Piveral joined us as Assistant Professor in Practice and Associate Director of the MSHRM Program. Jan's association with UTA goes back a long time. She earned her BBA from UTA in 1987 and her MS in HRM in 1991. She has extensive experience in the HR area having worked as Director of Human Resources for Galveston county and Vice President of Human Resources for Voyager Healthcare. She is very active in the local HR community. Her professional qualifications include SPHR, SHRM-SCP, and International HRM Certificate. She is a Certified Mediator, Certified Facilitator, and Certified Master Trainer. She served as a member of

our MSHRM Advisory Board for many years and has always been involved with our MSHRM program in one capacity or another.



Publications:

Butts, M. M., Becker, W. J., & Boswell, W. R. (2015). Hot buttons and time sinks: The effects of work-related electronic communication during nonwork time on emotions and work-nonwork conflict. *Academy of Management Journal*, 58, 763-788.

Eby, L. T., **Butts, M. M.**, Hoffman, B. J., & Sauer, J. B. (2015). Cross-lagged relations between mentoring received from supervisors and employee OCBs: Disentangling causal direction and identifying boundary conditions. *Journal of Applied Psychology*, 100, 1275-1285.

Schleicher, D. J., Smith, T., **Casper, W. J.**, Watt, J. D., & Greguras, G. (2015). It's all in the attitude: The role of job attitude strength in job attitude – outcome relationships. *Journal of Applied Psychology*, 100(4), 1259-1274.

Stavrou, E., **Casper, W. J.**, & Ierodiakonou, C. (2015). Support for part time work as a channel to female employment: The moderating effects of national gender empowerment and labor market conditions. *International Journal of Human Resource Management*, 26(6), 88-706.

Yuan, F., & Zhou, J. 2015. Effects of cultural power distance on group creativity and individual creativity in groups. *Journal of Organizational Behavior*, 36, 990–1007.

D.F. Henderson, T.L. Quick, & J.C. Quick. (2015). A century of stress in a global context. *Organizacionnaâ psihologiâ (Organizational Psychology)* (bilingual, Russian and English), 5(3), 10-25.

J.H. Gavin, **J.C. Quick**, & D.J. Gavin. *Violence against Women and Sexual Misconduct on Campus*. Washington, DC. American Psychological Association.

Book Chapters

Lavelle, J.J., Rupp, D.E., Manegold, J., & Thornton, M. (2015). "Multifoci Justice and Target Similarity: Emerging Research and Extensions." In M. Ambrose & R. Cropanzano (Eds.), *Oxford Handbook of Justice in Work Organizations*. Oxford: Oxford Press.

Forthcoming Publications:

Wayne, J. H., **Butts, M.**, **Casper, W. J.** & Allen, T. D. In search of balance: A conceptual and empirical integration of multiple meanings of work-family balance. *Personnel Psychology*.

Ferguson, M., Carlson, D., Boswell, W., Whitten, D., **Butts, M. M.**, & Kacmar, M. Tethered to work: A family systems approach linking mobile device use to turnover intentions. *Journal of Applied Psychology*.

Casper, W. J., **Marquardt, D.**, Roberto, K. & Buss, C. The hidden family lives of singles without dependent children. In Eby, L., & Allen, T. (Eds.) *Oxford Handbook of Work and Family*.

C. Navis & **O. V. Ozbek**. The right people in the wrong places: The paradox of entrepreneurial entry and successful opportunity realization. *Academy of Management Review*

McGee, J. & Peterson, M. The long-term impact of entrepreneurial self-efficacy and entrepreneurial orientation on venture performance. *Journal of Small Business Management*.

Herda, D. N. & **Lavelle, J.J.** How Client Identification and Client Commitment Uniquely Influence Auditor Objectivity. Practitioner Summary, *Current Issues in Auditing*.

Quick, J.C., Macik-Frey, M., & Nelson, D.L. Job stress. *Neuroscience and Biobehavioral Psychology*

S. Nerur, **A. Rasheed**, & A. Pandey. Citation footprints on the sands of time: An analysis of idea migrations in strategic management. *Strategic Management Journal*.

J.C. Quick, D.F. Henderson, & Y. Hayashi. The Preventive Management of Occupational and Organizational Stress. *International Journal of Environmental Research and Public Health: Special issue on Occupational Stress, Human Health and Wellbeing*.

J.C. Quick & M.A. McFadyen. Sexual harassment and sexual assault: Then and now. *Journal of Occupational Health Psychology*. 20th Anniversary retrospective review article.

Presentations:

AOM Presentations

The Department of Management was well represented at this year's Academy of Management's (AOM) annual conference in Vancouver in August 2015. 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 11,000 participants worldwide.

Mawritz, M., Graham, K., **Butts, M. M.**, & Mathe-Soulek, K. They bring it on themselves: The high performing deviant as a provocative victim of abusive supervision and the exacerbating role of supervisor bottom-line mentality.

Vora, D., Jiraporn, N., & **Casper, W. J.** Do Multicultural Hispanic Americans Choose More Culturally Appropriate Persuasive Arguments than Monocultural Americans?

Kimmel, M.A. An exploration of citations to journal editors before and after their terms: implications for publishing ethics.

Levitas, E. & **McFadyen, M. A.** The role of R&D and patent signaling in altering firms' finances constraints.

Pérez-Nordtvedt, L., Harrison, D., **McGee, J.**, & **Khavul, S.** Riding With the Cowboys: Do Entrainment and Entrainment Quotient Matter to Firm Performance?

Khavul, S., Markoczy, L., **Croson, R.T.A.**, Yitshaki, R. The moderating role of goal specificity on escalation of commitment in entrepreneurial firm exit.

McIntosh, C., Fake it 'Til you make it? Implications of facing racial diversity deceptions on recruitment websites.

J.C. Quick. Examining the workfamily interface with the lens of occupational health psychology: What have we learned?

M.B. Hargrove, W.S. Becker, & **J.C. Quick.** The curvilinear relationship between ethical arousal and ethical performance.

J.C. Quick (Chair), J.H. Greenhaus, E.E. Kossek, M.B. Perrigino, **D.Henderson**, and **J.C. Quick.** Work family decision-making and the changing nature of work, family, and jobs in the era of globalization.

AIB Presentations

The following papers were presented at the 2015 AIB annual meeting in Bangalore, India.

Basuil D.A., **Deepak. D.K.**, Value Creation in Cross-Border Acquisitions: Do Outside Directors Make a Difference?

Basuil D.A., **Deepak. D.K.**, Examining Firm and Host Country Influences on Relative Transaction Size in Service Sector Cross-Border Acquisitions: An Empirical Assessment.

SMA Presentations

The Department of Management was well represented at this year's Southern Management Association (SMA) annual conference in St.Pete Beach, Florida in October 2015. This prestigious meeting is the leading conference of university professors and doctoral students who conduct research and teach in the area of management. The SMA membership consists of more than 1,000 management professors, doctoral students, and executives, representing more than 200 colleges, universities, and business firms in 43 states and numerous countries worldwide.

Marquardt, D., **Vaziri, H.**, Brown, L., &

Butts, M. M. . Moral person and moral manager: A meta-analytic mediation model of ethical leadership.

Wendy Casper was a Panel Member in the session "Human Resource Management in Family Businesses."

Wendy Casper was a Presenter and Panel Member in the session "Advice from PhD Advisors." Pre-doctoral consortium.

Wendy Casper was a Presenter and Panel Member in the session "Is a PhD for me? What are my options?"

Obedkova, Anna "Lost in the Sea: Spin-offs Typology. Performance Implications for Necessity and Focus-increasing Spin-offs"

Lavelle, J.J., Pandey, A., & McMahan, G.C. "Patient Injustice and Nurses' Performance: Mediating Roles of Emotional Exhaustion & Surface Acting."

Kimmel, Michael A., Benson, G. S. and **Terry, Ryan P.** Methodological moderators of the observed relationship between HR systems and organizational performance: A meta-analytic investigation.

Fallatah, Mahmoud. Network resources, knowledge utilization, and the dynamics of networks: Evidence from the National Basketball Association.

Other Presentations

J.C. Quick: Goolsby Leadership: High Performance, Integrity, and Character. Speedway Emerging Leaders Program, Wright State University, Dayton, Ohio, 13-14 September.

Chen, V. C. P. & **Casper, W. J.** (2015). What is work-life balance? Paper presentation at the 2015 Institute for Operations Research and the Management Sciences (INFORMS) conference. Philadelphia, PA.

Terry, R. & McGee, J. Navigating the Talent War: Lessons from Major League Baseball Free Agency Markets. Paper accepted for presentation at the 2016 Western Academy of Management. Portland, OR.

J. Gu, R.G. Bell, & **A. Rasheed.** "Liability of Foreignness in Capital Markets: Distance and the Cost of Debt." Paper presented at the 2nd Annual Conference on "Advancing Finance Perspectives in IB Research" at The Vienna University of Economics and Business, Austria, September 2015.

R.G. Bell, **A. Rasheed** & S. Beldona. Survival in Foreign Capital Markets: The Role of Institutions and Corporate Governance. Paper presented at the *Advances in International Management Paper Development Workshop*, Denver CO, October, 2015.

Khavul, S. served as a panelist on session on *Equity Crowdfunding and Early Stage Entrepreneurial Finance* at the Strategic Management Society conference in Denver in October, 2015. This session was organized by the Kauffman Foundation.

Khavul, S. was the keynote speaker at the Microfinance Research Conference, Solvay Business School, Brussels, 2015. The conference marked the 10th anniversary of the Center for European Research in microfinance.

Khavul, S. Estrin, S. Equity Crowdfunding and Early Stage Entrepreneurial Finance. Oxford Entrepreneurship Research Conference at Saïid Business School, Oxford University. This conference is an annual gathering of leading entrepreneurship scholars.

Myrtle P. Bell was the featured speaker at the Honors College Colloquium on December 4 and presented "Evidence of the Persistence of Employment Discrimination and Exclusion in the United States"

Awards & Honors

James C Quick, was elected as Chair of the Academy of Distinguished Scholars, UT Arlington.

James C Quick has been nominated for the 2016 Regents' Outstanding Teaching Award.

M. Ann McFadyen has been selected for Leadership Fort Worth Leadership Class 2015-2016.

Dissertations

The following students successfully defended their dissertations.

Leon P. Weeks. Moderating effects of institutional logics on strategic response to coercive institutional change.

Chair: **Susanna Khavul**

Current Position: Assistant Professor, Southern Adventist University, Collegedale, TN.

John A. DeLeon. Resources, innovative outcomes, and the symbolic and substantive performance of entrepreneurial firms: An examination of independent popular music artists.

Chair: Pérez-Nordtvedt, L

Current Position: Assistant Professor, Tarleton State University, Stephenville, TX

Congratulations to the newly minted graduates and their chairs!



College of Business 50th Anniversary Celebrations

As part of the 50th Anniversary Celebrations of the college of Business, the Department of Management along with Fort Worth Human Resource Management Association, Mid-Cities Human Resource Association, and

UTA SHRM will be hosting a half-day event focused on the challenges and opportunities of human capital and talent management in the coming decades. The event billed as

NEXTGENHR

will bring together top human resources academic researchers and practitioners, as well as area Society for Human Resource Management groups, to discuss the future of human resources. The event will be held at the University Center on Wednesday, February 17th from 1:00 -5:00 pm.

The following is a list of featured highlights of the conference.

Leading and Empowering Millennials: A Practical Example
Anne Donovan, PwC Human Capital Transformation Leader

Cutting Edge Performance Management

George Benson, UT Arlington
Associate Professor

Everything You Wanted to Know About Recruiting Today (But Were Afraid to Ask)
Matt Charney, Executive Editor, Recruiting Daily

SHRM Updates

During the fall semester 2015, the UTA's student chapter of the Society for Human Resources Management (SHRM) organization underwent a transition of advisors. Dennis Veit, who led the UTA student chapter of SHRM for 8 years, handed the reigns over to Jan Piveral, MSHRM, SPHR, SHRM-SCP, a graduate of UTA's MSHRM program and SHRM member for 26 years. The transition did not slow down the student chapter. The dynamic student chapter was busy with bake sales, the annual Teddy Bear

drive, guest speakers, and canned food drive. The fund raising has been a great success and will provide access for student SHRM members to participate in HR case completion in Atlanta, GA.

Also, notable, UTA's student chapter of the [Society for Human Resource Management](#) (SHRM) received a 2014-2015 Outstanding Student Chapter Award for the second year in a row. The award recognizes student chapters that provide exceptional growth and development opportunities to their members.

The UTA student chapter has been active on campus and in the DFW community with programs with the Tarrant County Food Bank, Mission Arlington, and Project HOPE.

MBA Study Abroad 2015

Jeffrey McGee continued the study abroad program to Spain and Portugal for UT Arlington graduate business students this Summer Intersession.

"Sustainability: Lessons from Iberia" addresses how sustainability changes the competitive landscape and reshapes the opportunities and threats that companies face. Dr. McGee, along with a group of 20 students and alumni, spent ten days in Madrid, Lisbon and Porto visiting some of the largest and most influential organizations in the Iberian Peninsula. They met with top executives from companies such as Acciona, Grupo Siro, Portucel, Amorim, Taylor Fladgate, and Sonnae about their respective organization's sustainability initiatives, strategies, and other management issues.



2015 UTA MBA Study Abroad participants in the Douro River Valley, Portugal.

Other News:

O. Volkan Ozbek accepted Assistant Professor position at University of San Diego, California. Congratulations, Volkan!

Jeffrey McGee served as a judge for the Fort Worth Business Assistance Center Business Plan Pitch Competition, October 1st.

Entrepreneur Society

The Entrepreneur Society presented “MAVSTART” on November 11th. The event, sponsored by Frost Back, required participating students to pitch a business idea to a panel of expert judges within three minutes. Thirteen business ideas were pitched for \$2,500 in prizes. First place went to Andrew Feghali and his business Aero Blaze. Second place went to SafTacMag by Matt Harding. Third place went to Feed Me by Lynee Brittney Hall, Natasha Cooper, Kanooz Goli, and Vihitha Kanumuru.



Andrew Feghali surrounded by MAVSTART judges.

Distinguished Speakers



Dr. **Leslie Hammer**, Professor of Psychology and Director of the Occupational Health Psychology Program at Portland State University, Senior Scientist at the Oregon Health & Science University, and Associate Director of the Oregon Healthy Workforce Center (NIOSH TWHTM Center of Excellence) was Goolsby Visiting Professor on 18–20 October. Her public address was titled “Interventions to Reduce Work–Life Stress and Improve Health of Workers.” During her session with the Goolsby Scholars she focused on the Family Supportive Supervisory Behaviors (FSSB) model developed with Ellen Kossak and on their SERVe (Study for Employment Retention of Veterans) research.



BNSF Endowed Professor of Leadership **Mary Uhl-Bien**, Organizational Behavior Division Chair in the Academy of Management, was the 2015 Goolsby Distinguished Visiting Professor. Dr. Uhl-Bien’s invited public lecture was “Leadership in a Complex World” on 17 November and captured her dynamic tension model of enabling leadership that facilitates entrepreneurial and administrative activities in an organization. Her prepared remarks were followed by a long line of those asking questions for over 30 minutes. She added a strong plank to the BNSF–Goolsby bridge. Former BNSF CMO John Lanigan was a key executive during the formative years of the Goolsby Leadership Academy and our own Dr. Jeanne Michalski, former BNSF CHRO, brought the BNSF leadership model to the Goolsby 10th Anniversary Special Edition.

