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 four new members to the faculty – Joe Ewen, Christopher Harris, Dwight Long, and Jeanne Michalski. All four individuals bring unique talents and experience that have already strengthened the Department’s ability to provide the highest quality management education.

I am also quite pleased to announce that George Benson, Abdul Rasheed, and Ken Price are inaugural recipients of the Dean’s Research Fellowship, which was created to acknowledge an individual’s record of sustained scholarship. I cannot think of three more worthy candidates.

The upcoming semester should be equally eventful. For example, the enrollment in our Master of Science in Human Resource Management program should exceed 85 students for the first time. This is particularly noteworthy since this reflects a doubling of enrollment over the last two years. Perhaps even more import, the caliber of the program’s current student body is markedly stronger. The average Graduate Management Admission Test (GMAT) score has increased by over ten percent since 2008. Along with this improvement in GMAT scores, a key clinical indicator for academic success for incoming students, the mean grade point average for current students has increased significantly, as well.

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

Joe Ewen, Lecturer

Joe Ewen received his MBA from Texas Christian University. He held a variety of senior management positions at SBC/AT&T from 1998 through 2008. His most recent position was Regional Vice President of Technology Sales and Customer Service. Mr. Ewen is also a former Arlington City Council Member and small business owner. He teaches courses in organizational behavior.

Christopher Harris, Visiting Assistant Professor

Christopher Harris received his Ph.D. from UT Arlington. His primary teaching and research interests are in the area of human resource management. Dr. Harris graduated in May and recently accepted a position at the University of Tilburg.

Dwight Long received his MBA from UT Arlington. He held a variety of senior management positions at the Belo Corporation over the last 20 years. His most recent position was Director of
Facilities for the Dallas Morning News. Mr. Long also currently serves as the Chairman of the Board for Resource One Credit Union. He teaches courses in strategic management.

**Publications**


**Forthcoming Publications**


Bell, M. P., Kwesiga, E., & Berry, D. P. Immigrants: The new

**Jeanne Michalski** received her Ph.D. from the University of South Florida. She held a variety of senior management positions at GTE and BNSF from 1983 through 2008. Her most recent position was Vice President of Human Resources and Medical at BNSF. She teaches a variety of courses in the area of human resource management.

Dwight Long, Lecturer

Jeanne Michalski, Adjunct Assistant Professor

**Management Website**: http://management.uta.edu


Musteen, M., Datta, D.K., & Kemmerer, B. Corporate reputation: Do board characteristics matter? British Journal of Management


Presentations


Gavin, J.H., Quick, J.C., & Nelson, D.L. “The challenge of ethics: Character, ethical dilemmas, and


Forthcoming Presentations


Christian Obonda (MSRHM Student) and Greg Humensky (VP-HR, Pier 1 Imports)

Manager Website: http://management.uta.edu
Academy of Management

The Department of Management was well represented again this year at the Academy of Management’s (AOM) annual conference in Chicago. 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 participated in the meetings.

AOM Paper Presentations

Basuil, D., & Casper, W.J. “Kindred spirit: Supervisor family support amidst similarities, organizational support and attachment.”


Harris, C., McMahan, G., & Wright, P. “Relationships among human capital, social capital, behaviors, and performance.”

Hurst, C.S., Eby, L.T., & Butts, M.M. “Conversations about health: Supervisor health and safety support scale development and validation.”

Lavelle, J.J., McMahan, G.C., & Harris, C. “Patients and workgroups as sources of justice and beneficiaries of citizenship behavior.”

Moore, C., Bell, R.G., Filatotchev, I., & Rasheed, A. “Foreign IPO capital market choice: Corporate governance, reputation, and organizational identity.”

Opie, T.T., Bell, M.P., & Randle, N.W. “Shifting the paradigm: A focus on overall health to reduce workplace weight discrimination.”

Ozbekgin, M.F., Beauregard, T.A., & Bell, M.P. “A critical review of theory and methods in the work-life literature.”


Yang, T.S. “Meta-analytic review of organizations’ responses to work-family policies.”

Other AOM Activities

Myrtle Bell was elected to the Academy of Management’s Board of Governors. Dr. Bell began serving a three-year term as a Representative-at-Large in August.

Myrtle Bell participated in “The Gender and Diversity in Organizations Doctoral Student Consortium.”

Myrtle Bell participated in a session titled “Where Good Research Proposals Go to Get Funded Well: How to Secure a MERI Grant.”

Myrtle Bell organized a session titled “When Knowledge Wins: Reflections on and Reactions to Adler & Harzing’s (2009) Article.”

Myrtle Bell chaired a session titled “Is Weight the New Race? Implications of Workplace Weight Discrimination.”

George Benson served as a discussant for a session titled “The Ties that Bind: Networks and Career Success.”

George Benson chaired a session titled “Investing in Human Capital: The Effects of Training and Development.”

Wendy Casper co-chaired a session titled “An Examination of Work–Family Conflict Among Low-Income and Nonprofessional Workers.”

Wendy Casper hosted a session titled “Work-Family Interface.”

Susanna Khavul chaired a session titled “Family Ties in Entrepreneurial Business.”

Ann McFadyen chaired a session titled “New Venture Creation: Exploitation Decisions and Processes.”

Gary McMahan chaired a session titled “Exploring the Link Between HR Systems and Outcomes.”
Alankrita Pandey served as a discussant for a session titled “Current Research and Development Regarding the Entrepreneurial Orientation (EO) Construct.”

Sherylynn Roberts served as a discussant for a session titled “Current Research and Development Regarding the Entrepreneurial Orientation (EO) Construct.”

Sherylynn Roberts chaired a session titled “Entrepreneurship.”

Sherylynn Roberts chaired a session titled “Issues and Application of the Entrepreneurial Orientation (EO) Construct.”

Myrtle Bell accepted an invitation to join the editorial board of the Journal of Management, Spirituality and Religion.

James C. Quick attended an Advisory Board meeting for Leadership Worth Following in Las Colinas on October 16-17.

James C. Quick attended the Psychological Health External Advisory Board meetings in Washington DC on December 3-4.


Sherylynn Roberts participated in a paper development workshop titled “Considering ‘Environment’: An Examination of Change Terminology” at the Southern Management Association meeting in Asheville, NC, November 2009.

Sherylynn Roberts served as a Discussant for a session titled “Something for Everyone” at the Southern Management Association meeting in Asheville, NC, November 2009.

Dennis Veit will assume the duties of incoming President for the Mid-Cities Chapter of The Society of Human Resource Managers (SHRM) on January 1, 2010. In preparation for this new role, Dennis was invited to the National SHRM Leadership Conference held annually in Washington D.C. This conference is designed to give guidance to newly-elected SHRM Chapter Presidents and provide updates in Employment Law to all attendees. While at the conference, Dennis accepted the 2009 SHRM Pinnacle Award and a $1,000 grant, on behalf of the Mid-Cities Human Resource Association (MCHRA). The MCHRA received the award for its Felony Friendly Community Career Fair held this past year. Since the MCHRA has formally adopted the UT Arlington SHRM chapter, Dennis will work diligently in the coming year to include more of our students in activities and events sponsored by the MCHRA.

MSHRM Update

The Master of Science in Human Resource Management (MSHRM) program recently received accreditation from the Society of Human Resource Management and the Human Resource Certification Institute. UT Arlington’s MSHRM program is one of only 67 that possess this recognized accreditation.

The MSHRM program has continued its efforts to gain exposure within the business community by engaging in the following activities:

• Sponsorship of the Fort Worth Human Resource Management Association Summer Social.

• Platinum sponsorship of the Mid-Cities Human Resource Association Annual Drive.

• Sponsorship of the 2009 Society for Human Resource Management Southwest Conference.

• Sponsorship of the Fort Worth Human Resource Management Association Luncheon.

• Partnership with jobing.com to create a job posting website for MSHRM students.

Becky Wilson (VP-HR, JP Morgan Chase), George Benson (Associate Professor), and Tae Yang (Ph.D. Student)
The MSHRM Advisory Council convened its semi-annual meeting in September. Photos of the event are included throughout this edition of the Newsletter.

**Visiting Faculty**

**West Management Seminar**

Albert A. (Bert) Cannella, Jr., the Earl B. and Ethel P. Koerner Chair in Strategy and Entrepreneurship at Tulane University, presented “Shaking hands while fighting: The antecedents of alliance formation between rivals” on September 18th as part of the West Management Seminar Series. Dr. Cannella is the former Hahnco Companies Professor of Strategy and Entrepreneurship at Arizona State University. He was on the faculty at Texas A&M University between 1989 and 2003, where he served as B. Marie Oth Professor of Management and Head of the Center for New Ventures and Entrepreneurship. His research has appeared in *Academy of Management Journal*, *Academy of Management Review*, *Strategic Management Journal*, *Journal of Management*, and *Journal of Financial Economics*, among other outlets. He teaches strategic management, research methods, and entrepreneurship.

The West Management Seminar series was initiated in Spring 2005 with the objective of inviting internationally recognized scholars to share their research with faculty and doctoral students at the College of Business. The seminar is supported by funds associated with the Eunice and James West Chair. Previous speakers have been: James P. Guthrie, Docking Distinguished Professor of Business, University of Kansas (Spring 2005), Robert Folger, Gordon Barnett Professor of Business Ethics, University of Central Florida (Fall 2005), Nandini Rajagopalan, Simonsen Chair in Strategic Management, University of Southern California (Spring 2006), Jeff Covin, Samuel and Pauline Glaubinger Professor of Entrepreneurship, Kelly School of Business, Indiana University (Fall 2006), Michele (Micki) Kacmar, Durr-Fillauer Chair of Business Ethics and Professor of Management, University of Alabama (Spring 2007), Pamela (Pam) Perrewe, Distinguished Research Professor and Haywood and Betty Taylor Eminent Scholar, College of Business, Florida State University (Spring 2008), Shaker Zahra, Robert E. Buuck Chair of Entrepreneurship, Carlson School of Management, University of Minnesota (Spring 2008), Patrick (Pat) M. Wright, William J. Conaty GE Professor of Strategic Human Resources, Cornell University (Fall 2008) and Robert E. Hoskisson, Professor and W. P. Carey Chair in the Department of Management at Arizona State University (Spring 2009)

The Goolsby Leadership Academy was founded in 2003 and has hosted six previous Goolsby Distinguished Visiting Professors, all distinguished/chaired professors at their respective institutions, including departmental doctoral alumnus Debra L. Nelson of the William S. Spears School of Business at Oklahoma State University.

**Goolsby Leadership Academy**

Thomas A. Wright, Professor and Jon Wefald Leadership Chair in the Department of Management at Kansas State University, was the most recent Goolsby Distinguished Visiting Professor. The 2009-2011 Goolsby Scholars (Cohort VI) hosted his presentation “Character-Based Leadership” in the Honors College, 101 College Hall. Dr. Wright is an authority in employee health and performance, business ethics, and leadership. He is the principle investigator in a U.S. Army grant to study character-based leadership among 100 combat squads in collaboration with Jim Quick and drawing on the Goolsby leadership model. In addition to his many publications in the *Journal of Organizational Behavior and Academy of Management Review*, Dr. Wright is a Fellow in both SIOP and the Association of Psychological Science. On a personal note, he is the 2006 World Champion Bench Presser in the men’s master division for his age and weight class.