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 year. Perhaps most notable, we were very successful with in recent recruiting efforts. Marcus Butts, Yongmei (Lucy) Liu, and Margaret (Ann) McFadyen will be joining the Department in the fall.

We also bid farewell to one of our largest cohorts of graduating doctoral students. Faye Cocchiara accepted a position at Arkansas State University, Justin Davis accepted a position at Ohio University, Marilyn Macik-Frey accepted a position at Nicholls State University, and Marshall Pattie accepted a position at Towson University.

Finally, we held the Inaugural Advisory Council Reception at the newly-renovated Sante Fe Station. Faculty, current students, alumni, and prospective students were invited to meet and mingle with advisory council members. Over 90 people attended the event and a good time was had by all, as illustrated by just a few of the reception photos included in this edition of the Newsletter.

A special thanks to each of you for making this such an exciting time for the Department of Management.

Jeffrey E. McGee, Chair

New Faculty

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

Yongmei (Lucy) Liu received her Ph.D. from Florida State University. Her principle areas of research are social functions of emotions, emotion regulation, and the role of emotion in team process and organizational change. Lucy will teach courses in the area of organizational behavior.

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 will teach courses in strategic management.

Awards

Charles Dewar received the 2006-2007 UT Arlington College of Business Administration “Outstanding Adjunct Instructor Award.”

Kenneth Price received the 2006-2007 UT Arlington College of Business Administration “Distinguished Research Publication Award.”

Abdul Rasheed received the 2006-2007 UT Arlington College of Business Administration “Outstanding Graduate Teaching Award.”

Abdul Rasheed received a “Faculty Development Leave” for the Spring 2008 semester.

Appeared in Print


**Aaron Halzer, Matt McKinney, and Becky Neilson**

**Papers Accepted for Publication**


Finegold, D., Hecht, D., & **George Benson**. “Corporate boards and company performance: Review of

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research in light of company reforms.” Corporate Governance: An International Review.


James C. Quick and Charlotte Jo White

Papers Presented


Papers Accepted for Presentation


The Department will be 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 will contribute and participate in the meetings.

Papers Presentations


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

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

Faye K. Cocchiara, & Kwesiga, E. “The role of sociolinguistic cues in the evaluation of job candidates.”

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

Justin Davis, Jeffrey McGee, & Gary McMahan. “Firm-level entrepreneurial orientation 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.”


King, J.E., Myrte 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.”

Marshall Pattie & George Benson “Expatriate performance and turnover intentions: Congruence between expatriates and supervisors.”


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


Sherylynn Roberts. “Jarred or canned: A discussion of environmental change terminology.”

Sherylynn Roberts. “A pilot bare-bones meta-analysis of international joint venture studies: Performance and control.”


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.”

**Goolsby Leadership Academy Activities**

Dr. Richard Boyatzis was Goolsby Distinguished Visiting Professor, Spring 2007. He is Professor in the Departments of Organizational Behavior and Psychology at Case Western Reserve University and Professor of Human Resources at ESCADE in Barcelona, Spain. He is co-author of the National Bestseller Primal Leadership: Realizing the Power of Emotional Intelligence (Harvard Business School Publishing) and co-author of the Emotional Competence Inventory (The Hay Group). Dr. Boyatzis led two presentations on resonant leadership and personal renewal, one co-sponsored by Texas Health Resources.

**West Management Seminar Series Activities**

Dr. Micki Kacmar was the latest participant in the West Management Seminar Series. Dr. Kacmar met with faculty, doctoral students, and presented “Let’s Take a Walk on the Dark Side” on April 20th.

Dr. Kacmar is the Durr-Fillauer Chair of Business at the College of Business Administration, University of Alabama. She is a leading scholar in the areas of business ethics, impression management, and organizational politics. Dr. Kacmar has published over 60 articles in journals such as Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, and Journal of Business Ethics. She served as the Associate Editor for Human Resource Management Journal from 1996-1999 and as the Editor of the Journal of Management from 2000-2002. She currently serves on the Editorial Board for the Journal of Applied Psychology, Journal of Management, Journal of Managerial Issues, Human Resource Management Journal, and Organizational Analysis. She is active in the Academy of Management having been elected to the Executive Committee for the HR Division. Dr. Kacmar also served a six year term on the Board of Directors of the Society for Human Resource Management Foundation. She is a Fellow in the Society of Industrial and Organizational Psychology and the Southern Management Association.

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.

**Other Activities**

Myrtle P. Bell was a featured speaker at Radford University’s Women’s History Month events on March 21-23. Her keynote speech was entitled “Creativity, Justice, and Diversity in Organizations”. She also participated in a roundtable with the College of Business and Economics on measurement and effectiveness of teaching diversity.

Myrtle P. Bell appeared on Fox 4’s “Insights” weekly program with Shaun Rabb on Sunday, April 1. The interview focused on diversity in organizations, immigration, and the diversity of the 2008 potential presidential nominees.

Myrtle P. Bell was an invited panelist at the Arlington NAACP Women in the NAACP conference on April 14th at Tarrant County College.

Professor Parthiban David, Rath Chair in Strategic Management at the University of Oklahoma was a guest faculty at Strategic Management Doctoral Seminar in Spring 2007.

Jim Lavelle was appointed to the Editorial Board of the International Journal of Conflict Management.

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