


 UNIVERSITY OF TEXAS ARLINGTON

DEPARTMENT OF MANAGEMENT NEWSLETTER

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

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Greetings from the Chair

Welcome to the latest edition of the *Department of Management Newsletter*. We are coming to the end of yet another year. Looking back, it was a very successful and productive year with the departmental faculty excelling in their research and teaching activities.

We had two new additions to the faculty this semester. **Feirong Yuan** joined the department as an Assistant Professor. More details about her background appear separately elsewhere in this newsletter. **Alankrita Pandey** joined us as a Visiting Assistant Professor. She defended her dissertation last summer. Three new students joined our PhD program. We welcome them as they begin their long intellectual journey.

Dr. **Wendy Casper** returned from her year-long faculty development leave which took her to many cities

and universities both in the US and abroad. These leaves permit faculty to renew themselves and advance their research in keeping with the research mission of the university.

Dr. **Susanna Khavul** was promoted to the rank of Associate Professor and granted tenure by the University. Congratulations and best wishes for many productive decades with UTA.

Finally, as we approach the holidays, I wish you a merry Christmas, a happy new year, and a relaxing break at the end of a very hectic semester. 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 (Interim Chair)

Welcome to Dr. Yuan!

Dr. Feirong Yuan joined as an Assistant Professor in Fall 2012. Dr. Yuan holds an undergraduate degree in Finance from Fudan University and a Masters in International Business from the Shanghai University of Finance and Economics. After earning her PhD in Management from Texas A&M University in 2005, she taught at the University of Kansas for six years. Her research focuses on issues related to creativity, innovation, and organizational change. Great to have you with us, Dr. Yuan!



Publications

Journal Articles

Basuil, D. & Casper, W. J. (2012). Work-family planning attitudes among emerging adults. *Journal of Vocational Behavior*, 80(3), 629–637.

C.B. Moore, R.G. Bell, I. Filatotchev, I. & A. Rasheed. (2012). “Foreign IPO Capital Market Choice: Understanding the Institutional Fit of Corporate Governance,” *Strategic Management Journal*, 33(8): 914-937.

Khavul, S., Prater, E., Swafford, P.M. (2012). Responsiveness of entrepreneurial new ventures internationalizing from core emerging markets. *International Journal of Operations and Production Management*, 32(10): 1147-1177.

Lawler, E., **Benson, G.** and McDermott, M. (2012), "What makes performance appraisals effective." *Compensation and Benefits Review*, 44:4, pp. 191-200.

R. Sambharya & **A. Rasheed.** (2012). "Global risk in a changing world: New paradigms and practice." *Organizational Dynamics*, 41(4): 308-317.

Wayne, J. H. & **Casper, W. J.** (2012). How does firm reputation in human resource policies influence college students? The mechanisms underlying job pursuit intentions. *Human Resource Management*, 51, 121-142.

Zheng, C., **Khavul, S.**, Crockett, D. (2012). Does it travel? The effects of pre-internationalization experience on post-entry organizational learning in entrepreneurial Chinese firms. *Journal of International Entrepreneurship*. 10(3): 232-254.

Book Chapter

F. Cocchiara, D.J. Gavin, J.H. Gavin, and **J.C. Quick.** "The "right" tools: Stress response lessons from the opposite sex." In A.M. Rossi and P.L. Perrewé (Eds.). *Stress and the Quality of Working Life*. São Paulo: Editora Atlas.

Casper, W. J. & DePaulo, B. (2012). "A New Layer to Inclusion: Creating Singles-Friendly Work Environments." In M. J. Sirgy, N. P. Reilly, & C. A. Gorman (Eds.) *Handbook of Ethics and Employee Well-Being, Volume VII*. Springer Publishers.

J.C. Quick, & D.L.Nelson. 2012. "Stress at work." In Aldag, R.J. (ed.), *Organizational Behavior, The Marketing & Management Collection*, Henry Stewart Talks Ltd, London

L.E. Tetrick, **J.C. Quick,** & P.L. Gilmore. (2012). "Research in organizational interventions to improve well-being." In C. Biron, M. Karanik-Murray, & C.L. Cooper (Eds.) *Improving Organizational Interventions for Stress and Well-Being*: pp. 59-76. New York and London: Routledge – Taylor & Francis Group.

Books

J.C. Quick, T.A. Wright, J.A. Adkins, D.L. Nelson, & J.D. Quick. (2013). "Preventive Stress Management in Organization, Second Edition." *Washington, DC. American Psychological Association.*

Rasheed, A. & T. Yoshikawa. (Eds.) (2012). "The convergence of corporate governance: Promise and prospects." *Palgrave MacMillan, Houndmills, Basingstoke.*

Forthcoming Publications

Butts, M., **Casper, W. J.,** & Yang, T. S. "How important are work-family support programs? A meta-analysis of their effects on work-related outcomes." *Journal of Applied Psychology*.

Casper, W. J., De Hauw, S., & Wayne, J. H. "Concepts and Measures in the Work-Family Interface: Implications for Work-Family Integration." In Major, D. & Burke, R. (Eds). *Handbook of work-life integration of professionals: Challenges and opportunities*. Edward Elgar.

Casper, W. J., Wayne, J. H. W., & **Manegold, J. G.** "Who Will We Recruit? Targeting Deep and Surface-Level Diversity with Human Resource Policy Advertising." *Human Resource Management*.

D.L. Nelson & **J.C. Quick.** (2014). ORGB4. Mason, OH: *South-Western/Cengage Learning*.

D.L. Nelson & **J.C. Quick.** (2015). *Organizational Behavior: Science, The Real World, and You,* Ninth Edition. Mason, OH: *South-Western/Cengage Learning*.

Griggs, T., **Casper, W. J.,** & Eby, L. T. "Work, family and community support as predictors of work-family conflict: A study of low-income workers." *Journal of Vocational Behavior*

Herda, D. N. & **Lavelle, J.J.** "Auditor Commitment to Privately-Held Clients and its Effect on Value-Added Audit Service." *Auditing: A Journal of Practice & Theory*.

Herda, D. N. & **Lavelle, J.J.** "The Auditor-Audit Firm Relationship and its Effect on Burnout and Turnover Intention." *Accounting Horizons*.

Herda, D. N. & **Lavelle, J.J.** "How the Auditor-Client Relationship Affects the Extent of Value-Added Service Provided to the Client." *Current Issues in Auditing*.

J.C. Quick, B.J. Gatchel, & C.L. Cooper. "Health and wellbeing." In C.L. Cooper & J. Michie (Eds.) *Understanding our Futures: Why Social Sciences Matter*. Hampshire, England: Palgrave Macmillan.

L.W. Brown & **J.C. Quick.** The economic and strategic environmental context of job burnout. *Journal of Applied Biobehavioral Research (invited)*

Lawler, E., **Benson, G.,** and McDermott, G. "Performance management and rewards systems." *World at Work Journal, World at Work: The Total Rewards Association*.

Musteen, M. **D.K. Datta**, and **M. Butts**, "Do International Networks And Foreign Market Knowledge Facilitate SME Internationalization? Evidence from the Czech Republic". *Entrepreneurship Theory and Practice*.

Pattie, M., **Benson, G.**, **Casper, W.**, and **McMahan, G.**, "Goal congruence: Fitting international assignment into employee careers." *International Journal of Human Resource Management*.

V.K. Garg, R.L. Priem, & **A. Rasheed**. "The cost advantages of multi-unit franchising." *Journal of Marketing Channels*.

Khavul, S., Bruton, G. "Harnessing innovation for change: Sustainability and poverty in developing countries." *Journal of Management Studies*.

Presentations

AOM Paper Presentations

The Department of Management was well represented at this year's Academy of Management's (AOM) annual conference in Boston in August 2012. 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.

Bollmus, M., Ahsan, M., Levitas, E., & **Ann McFadyen**. "Alliance Success: Firm Characteristics and Reputations"

Harris, C.M., **Lavelle, J.J.**, **Hargrove, B.**, & McMahan, G. "Multifoci Justice and Counterpro-

ductive Work Behaviors: The Moderating Effects of Moral Identity and Narcissism."

Manegold, J. G. "The impact of speed and cost on the use of information in the selection process."

Martinson, B. & De Leon, J. "LMX, HR system strength, and HR attributions as antecedents to employee awareness of HR practices."

Martinson, B. Facilitator "The Role of HRM in Workplace Productivity, Attitudes, and Behaviors, Division Roundtable Paper Session."

Mcintosh, C. "ADHD and learning disabilities: Implications for the development of positive work identity."

Roundy, P., Harrison, D., **Khavul, S.**, **Pérez-Nordtvedt, L.**, & **McGee, J.** 2012. "Entrepreneurial savants or purposive thinkers? Alertness and deliberate cognition as paths to action."

Other Presentations

J.C. Quick. Live your dream, change the world. Reunion College, Colgate University, Hamilton, NY, 1 June, 2012

J.C. Quick. Goolsby Leadership: High Performance, Integrity, Character. Speedway LLC Emerging Leaders Program, Wright State University, Dayton, OH, 17-18 September, 2012

Khavul, S., Chavez, H, Bruton, G.D. When institutional change outruns the change agent: The contested terrain of entrepreneurial microfinance for those in

poverty. Babson Research Conference, Fort Worth, TX. June 2012.

L.W. Brown. The Studebaker Company: A story about resources, dynamic capabilities, and vehicles. Southern Management Association, Ft. Lauderdale, FL. 31 October, 2012

L.W. Brown, J.C. Quick, & C.L. Cooper. The Use of Character in Organizational Research: A Review and Future Directions. British Academy of Management, Annual Meetings, Cardiff, Wales, 13 September, 2012

McGee, J., Khavul, S., Harrison, D., & Pérez-Nordtvedt, L. When the Going Gets Tough, the Tough Get Going Entrepreneurially: The Relationship Between Environmental Hostility, Entrepreneurial Orientation, Entrepreneurial Self-Efficacy and Firm Performance. Paper presented at the 2012 Babson College Entrepreneurship Research Conference, Fort Worth, TX.

Mohrman, S., Levenson, A., **Benson, G.**, and Fenlon, M. "What makes research useful?" American Accounting Association Annual Meeting, Washington D.C.

Ozbek, O.V., & Aldag, R.J. "The effects of top management team demographics on decision implementation and decision outcomes." Decision Science Institute's 43rd Annual Meeting, San Francisco, CA

Ozbek, O.V. "Are there any linkages between cognitive diversity within the top management teams and strategic decision speed?" Decision Science Institute's 43rd Annual Meeting, San Francisco, CA

Pandey, A., Manegold, J. G., Lavelle, J. J., & McMahan, G. C. Procedural Justice, Affective Commitment, and the Mediating Role of Perceived Support and Trust: A Multifoci Perspective. Southern Management Association Conference, Ft. Lauderdale, Florida, November 2012.

Yamakawa, Y., **Khavul, S.**, Peng, M., Deeds, D. Venturing from emerging to developed economies: A knowledge based view. Strategic Entrepreneurship Journal Special Issue: Entrepreneurship and Strategy in Emerging Economies, Shanghai, China. May 2012.

Abdul Rasheed was a panelist in a session on “Bibliometric Approaches for Understanding Strategic Management in Transition” at the Strategic Management Society annual conference in Prague in October 2012. He also acted as a facilitator for the session “Challenges for Stakeholder Management.”

Awards

Dennis Veit attended the NACADA awards banquet in Nashville TN and received the National Outstanding Advisor Award for 2012

James Campbell Quick was 2012 Regents’ Outstanding Teaching Award Nominee, UT Arlington.

Jim Lavelle received a Best Reviewer Award, Journal of Organizational Behavior, 2012

Marcus Butts received a Best Reviewer Award from the Careers division at the 2012 AOM conference.

Pandey, A., Manegold, J. G. received the Best Doctoral Student Paper award in the Healthcare and Public Administration track

Susanna Khavul received the IDEA Thought Leader Award Winner (2012) from the Academy of Management Entrepreneurship Division. The award recognized the best published scholarly work in entrepreneurship in the past year. The research, coauthored with Garry D. Bruton and Helmuth Chavez, titled, “Microfinance in emerging economies: Building a new line of inquiry from the ground up” appeared in the *Journal of International Business Studies*.



Other News

Dennis Veit was installed as Director of College Relations for the Southwest Region of SHRM on the Southwest Regional Council. He was also installed on the Board of Directors of Texas State SHRM for 2013. He also attended the SHRM National Leadership Conference in Washington, D.C.

Marcus Butts and his wife welcomed their first child, Charlotte Elizabeth Butts, on September 30, 2012.

Myrtle P. Bell was named an Affiliate for the Center for African American Studies, University of Texas at Arlington.

Susanna Khavul was elected for a two year term to be the Representative at Large of the Entrepreneurship Interest Group in the Strategic Management Society.

Congratulations!

We would like to congratulate the following PhD students and their dissertation chairs for successfully defending their dissertations. Our newly minted PhDs are:

Alankrita Pandey

The Road Less Traveled: The moderating effects of relational coordination on the relationships among human capital, employee behaviors and performance.

Chair: **Gary McMahan**.

Jason Lambert

The Moderating Effect Of Instrumental Job Attributes On The Relationship Between a Firm's Perceived Value Of Diversity and its Organizational Attractiveness.

Chair: **Myrtle Bell**.

Jason has joined Savannah State University as an Assistant Professor, starting Fall 2012

Congratulations are also in order for Dr. **Sheryllynn Roberts** who is joining University of Texas at San Antonio as a Research Associate in their Institute of Economic Development in January. Sheryllynn

spent a total of eight years with our department in various capacities such as doctoral student, Visiting Assistant Professor, and adjunct instructor.

Sadia Piprawala received a scholarship from HR Certification Institute, based upon her performance in meeting the HRCI certification guidelines. Congratulation, Sadia!

A Study Abroad Experience for Masters Students



Jeffrey McGee re-launched a study abroad experience for UT Arlington graduate business students after a ten-year hiatus. This past May, 31 MBA students travelled to the Iberian Peninsula for a ten-day tour of some of the most influential companies in Spain and Portugal. These students interacted with CEOs and other top executives focusing on their organizations' sustainability initiatives. Co-led by Melanie McGee, Director of MBA Programs, the three-credit hour study abroad enabled students to learn firsthand about groundbreaking corporate sustainability initiatives at 10 firms including Santander, one of the world's largest financial services firms; Siro, Spain's largest packaged-foods company; Acciona, one of the largest European alternative energy firms; and Sonae, a retail company

and the largest private employer in Portugal.

With the success of the 2012 experience, plans are already underway for the 2013 MBA Study Abroad.

Goolsby Leadership Academy: Fall Cohort 9 Event

Lieutenant General Rick Lynch, US Army (Ret.) was Goolsby Cohort 9's featured speaker on "Honor & Integrity" for their Fall Cohort Event. General Lynch is currently the Executive Director, UTARI (UTA Research Institute) and Special Advisor to President James D. Spaniolo.



Goolsby Cohort 9 (32 2012-2014 Goolsby Scholars) planned and executed an outstanding event in the Lone Star Auditorium, Maverick Athletic Center, with live video feed for the overflow audience of nearly 650. Building on the record event of Goolsby Cohort 8, GC9 extended the message with coverage of General Lynch's remarks on-line in the *Shorthorn* on Friday, 2 November. General Lynch was Class of 1977 at West Point – United States Military Academy. His awards and decorations include the Distinguished Service Medal, Defense Superior Service Medal (with Oak Leaf Cluster), Legion of Merit (with Oak Leaf Cluster), and the Soldier's

Medal. His wife Sarah joined him during the preparatory lunch on 1 November as well as during his evening address. Thanks to General and Mrs. Lynch for a terrific Goolsby message!

The Goolsby Leadership Academy was founded in 2003. Goolsby Cohort 5 began the tradition of a Fall Cohort Event. Goolsby Cohorts 6, 7, 8, and 9 built on that foundation, enriching and elaborating the tradition, bringing honor to themselves and the Goolsby Leadership Academy.

MSHRM Update

Here are some highlights of the program as well as activities of our Student SHRM chapter.

Our Student Chapter has instituted a "Bear Drive," partnering with Project Hope and Fannie Mae of Dallas to collect Teddy Bears that will be given out to the Children's Ward at Presbyterian Hospital on Christmas. Boxes for collection are in the Library, UC, College of Business and the College of Nursing. Our goal is to collect 100 Bears for giveaway.

We also brought in speakers such as:

- Norm Bobay - President of MAX to speak to our students on November 16th.
- Eric Dunlap - VP of recruiting for BNSF Railroad. He presented a workshop on Interviewing skills and market conditions to our student on October 12th.
- Financial Literacy program offered by Fannie Mae which is a Government Agency that handles housing loans and credit repair for Individuals. They offer classes to college and high school students to

learn about finances, market conditions, credit and credit repair.

In addition, we were able to send five of our SHRM students to Texas A&M to attend a SHRM student event presented by SHRM Southwest at Texas A&M University. It was a workshop and a mixer for students in SHRM student Chapters throughout Texas to meet and learn more about SHRM.

We continue building a relationship with the Dallas SHRM (one of the country's top five largest SHRM Chapters). We have already set up Mentoring Program with the Dallas

HR as of Spring 2012 for MSHRM students and began setting up some internships with new companies.

Holiday Party!

The department held its Holiday party on Friday, December 7th. This year's theme was "Around the World in 80 Dishes." Although we did not have eighty dishes, we still managed to go around the world with unique and authentic dishes from so many different countries including iconic fried chicken from KFC! The event was well attended and everyone had a great time as the pictures below illustrate!



(From left to right: Wendy Casper, Ann McFadyen, O. Volkan Ozbek, Feirong Yuan)



(From left to right: Kent Price, Susanna Khavul, George Benson)

