

DEPARTMENT OF MANAGEMENT NEWSLETTER

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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 academic year. Looking back, it was a very successful and productive year with the departmental faculty excelling in their research and teaching activities.

The Spring semester was a time for many arrivals and departures. Two of our colleagues will not be returning to teach in the fall semester. **Dr.**

James C. Quick is moving to the next stage of his career after 42 years of teaching in the Management Department. He will continue to be active with his research and editorial activities. **Dr. Janice Baldwin** is also retiring. She has been a part of our department in different capacities over an extended period of time and we wish her a very happy retired life. **Dr. Alison Hall** will be joining us as an Assistant Professor in Fall 2018. We will be continuing with additional recruitment efforts next year at both the tenure-track and non-tenure track ranks.

On the doctoral front, **Anna Obedkova** defended her dissertations and will be joining Towson University as an Assistant Professor. Professor **Amy Henley**, a 2005 graduate of our department will be joining University of North Dakota as Dean in Fall 2018. The department has always taken great pride in our PhD program and the faculty has made a strong personal commitment to its success.

Finally, as we begin the summer, I wish everyone a relaxing break at the end of a very hectic semester. This is an opportunity to travel (as many are doing in connection with the Academy meetings and the AIB

conference), to catch up on research, and to have at least some personal time for family and friends. I also want to thank each one of you personally for your help during the past academic year. It is truly a privilege to be able to serve you and the department. Let us celebrate our successes together and share our sorrows with each other. We are a great team and great things are ahead of us.

Abdul Rasheed
(Department Chair)

Publications

Journal Articles

Volpone, S. D., Marquardt, D., Casper, W. J., Avery, D. R. (2018). Minimizing cross-cultural maladaptation: How minority status facilitates change in international acculturation. *Journal of Applied Psychology*, 103, 249-269.

Casper, W. J., Vaziri, H. Wayne, J. H., DeHaw, S. & Greenhaus, J. (2018). The jingle-jangle of work-nonwork balance: A comprehensive and meta-analytic review of its meaning and measurement. *Journal of Applied Psychology*, 103, 182-214.

Tillman, C.J., Gonzalez, K., **Crawford, W. S.**, & Lawrence, E.R. (2018). Affective responses to abuse in the workplace: The role of hope and affective commitment. *International Journal of Selection and Assessment*, 26, 57-65. 10.1111/ijsa.12203.

Tillman, C. J., Gonzalez, K., Whitman, M. V., **Crawford, W. S.**, & Hood, A. C. (2018). A Multi-Functional View of Moral Disengagement: Exploring the Effects of Learning the Consequences. *Frontiers in Psychology*, 8, 2286. <http://doi.org/10.3389/fpsyg.2017.02286>.

Digital Article

Quick, J.C. & **M.A. McFadyen**. 2018. Bad behavior is preventable. *Harvard Business Review*.

Forthcoming Publications

***Crawford, W. S.**, Thompson, M. J., Ashforth, B. E. Work-life events theory: Making sense of shock events in dual-earner couples. *Academy of Management Review*.

*equal contribution from first and second author.

Lavelle, J.J., Harris, C.M., Rupp, D.E., Herda, D.N., Young, R., Hargrove, M.B., Thornton, M., & McMahan, G.C. "Multifoci Effects of Injustice on Targets of CWB and the Moderating Roles of Symbolization and Victim Sensitivity." *Journal of Organizational Behavior*.

Regan, O., Simmonds, T.K., & **Quick, J.C.** Biobehavioral differences between the sexes, stress, and implications for woman and leadership. *Journal of Applied Biobehavioral Research*, special issue on industrial and organizational psychology (invited).

Crockett, D., **McGee, J.**, and Payne, G.T. Employing new business divisions to exploit disruptive innovations: The interplay between characteristics of the corporation and those of the venture management team. Reprint in special issue on disruptive innovation in *The Journal of Product Innovation Management*.

Presentations

AOM Presentations

The Department of Management will be represented at this year's Academy of Management's (AOM) annual conference from August 10-18, 2018 at Chicago, IL. This prestigious meeting is the leading conference of the university professors and doctoral students who conduct research and teach in the area of management and attracts over 11,000 participants worldwide.

Terry, R., **McGee, J.**, & Freling, R. Star Power: A Meta-Analytic Review of the Star Employee-Organizational Performance Relationship.

Shin, K. H. & **Pérez-Nordtvedt, L.** Organizational Regular Rhythm of Change

Speed: Antecedents and Consequences.

Yang, T. S., Baker, A. N., & **Casper, W. J.** (2018). Congruence between work-family boundary flexibility preferences and ability and burnout: Relationships with self-reported and partner burnout.

Crawford, W. S. & Ferguson, M. J. Work-life events theory: Making sense of shock events in dual-earner couples.

Miles, J., **Crawford, W. S.**, Andrews, M., & Kacmar, K. M. Ethical leadership and employee attitudes: The moderating role of regulatory focus.

Wendy Casper will be a member on the panel, Improving Balance: Trends and Future Directions for Exploring Work-Life Enhancements through Policy.

Wendy Casper will be Chair of the Symposium, A Dyadic Look at the Work-Family Interface.

Accepted for Presentation

Terry, R., & **McGee, J.** Star Gazing: Do Stars Help Achieve Competitive Advantage? Paper accepted for presentation at 2018 British Academy of Management Human Resource Management Annual Conference, Birmingham, UK.

Other Presentations

Yang, T. S. & Casper, W. J. Good actor or good soldier? How target of beneficial behavior relates to motive attribution. Presentation at the Third Symposium on Attribution Theory. Tallahassee, FL.

Yang, T., Crawford, W., Casper, W. J., & Baker, A. N. Congruence between self-rated and partner-rated work interference with family as a predictor of family interference with work. Presentation at the 2018 Society for Industrial-Organizational Psychology conference. Chicago, IL.

Terry, R., & McGee, J., Magnetic Stars: Enhancing Organizational Recruitment Efforts through Star Signaling. Western Academy of Management. Salt Lake City, UT, March 2018.

Venugopal, Ajith. Corporate Sustainability and Corporate Financial Performance: The Mediating Role of Firm's Resources. Junior Faculty and Doctoral Consortium, Sustainability, Ethics & Entrepreneurship Conference, March 2018, Washington, DC.

Benson, G., Shah, T., & Nerur, S. Using Text Analytics to Identify Coaching and Development in Performance Appraisal. AOM Big Data Conference, April 2018, Surrey UK.

Shah, T. Can Big Data and Business Analytics Help Organizations Achieve Sustainable Competitive Advantage? A Development Inquiry. AOM Big Data Conference, April 2018, Surrey UK.

Lamarre, Esther presented her research work at the Baruch College Research Symposium in New York.



Scholarships and Awards

Willie Lim ranked 6th in the world for the 'Spring 2018 Capsim Challenge'. Capsim only recognizes the top 6 out of all students who participate in the Challenge.

Kilho Shin and Ajith Venugopal won the 2018 Joseph Rosenstein Awards for the 'Best Student Paper' accepted for presentation at 2018 Academy of Management conference.

Nitin Singh won the John Dean Stanley scholarship.

Ajith Venugopal received the Carla Buss scholarship for 2018 for exhibiting special combination of academic

excellence and positive community building.



Faculty Development Leaves

Professors Ann McFadyen and Liliana Nordtvedt were granted Faculty Development Leaves (FDL) by the university during 2018-19. FDLs enable faculty to focus a semester on research, either to complete current research projects or to start new ones. Congratulations, Ann and Liliana!

Dissertations

Anna Obedkova defended her dissertation titled "The Role of Time Horizons in Shaping the Antecedents and Consequences of Hedge Fund Activism" on April 11, 2018. Her dissertation chairs were Ann McFadyen and Parthiban David (American University). Anna will be starting as an Assistant Professor at Towson University in Maryland. Congratulations to Anna and her committee.

Study Abroad

Jeffrey McGee and **Melanie McGee** continue to co-lead the study abroad program to Spain and Portugal for UT Arlington graduate business students. “Sustainability: Lessons from Iberia” addresses how sustainability changes the competitive landscape and reshapes the opportunities and threats that companies face. The McGees, along with a group of 25 business students and three guests will spend eleven days in Madrid, Lisbon and Porto visiting some of the largest and most influential organizations in the Iberian Peninsula. They will meet with the top executives from companies such as Acciona, Grupo Siro, Taylor Fladgate, and Sonae and discuss the respective organization’s sustainability initiatives, strategies, and other management issues.

Below is the picture of the 2018 UTA MBA Study Abroad group with Dean Dombroski.



Navigating Global Business: Lessons from Latin America

Jeffrey McGee and **Melanie McGee** co-lead the inaugural study abroad trip—Navigating Global Business: Lessons from

Latin America—to Chile and Argentina during the 2017/18 Winter Intersession. Twenty-eight undergraduate business students joined the McGee as they visited some of the leading companies in South America including Bayer AG, Ball Corporation, and Santa Rita.

The picture of 2018 Navigating Global Business: Lessons from Latin America group at the headquarters of Bayer’s South American Crop Science Division appears below:



2018 Mav Challenge

Jeffrey McGee organized the 2018 \$10,000 Mav Challenge. The preliminary event featured 30 students who pitched their ideas and products for a panel of five judges and an audience of over 300. The finalists were **Lea Petri**, accounting and information systems senior, **LaTasha Taylor Starr**, industrial systems and manufacturing engineering doctoral student, **math sophomore Rahul Dwivedi**, computer science senior **Cameron Moreau** and finance sophomore **Ahmad Mohammad**.

The final round of the Mav Challenge program featured mentorship and coaching from TECH Fort Worth that allowed

the five finalists to hone their business ideas before pitching to group of successful UTA College of Business alumni—**Nick Barber**, Founder of Sigma Relocation Group and **UMoveFree Apartment Locators**, **Andrew Feghali**, Founder of **Aeroblaze Laboratory**, **Erika Hersh**, Loan Officer for Fort Worth office’s **PeopleFund**, **Molly Sandlin**, Founder of **CAET Project Management Consultants, LLC** and **James Sellers**, Founder of **Sellmark Corporation** and recent panelist for the College of Business’ Executive Dinner 2018.



Moreau was awarded the \$10,000 cash prize. **LaTasha Star** and **Lea Petri** were the first and second runners up, respectively.

Beta Gamma Sigma

The UT Arlington Chapter of Beta Gamma Sigma was one of six 2018 outstanding chapter award winners. The 2018 Outstanding Chapter Award was accompanied by a \$500 scholarship for 2018-2019 which the chapter awarded to its 2018 Outstanding Member Award honoree **Nicolle Busto**, who is also a Cohort 13 Goolsby Scholar. **Nicolle** is one of the six world-wide to have won one of the BGS \$500

scholarship and will be a student at UTA in the 2018-2019 academic year.



One of our new Beta Gamma Sigma inductees and Goolsby Scholars, *Pedro Guanarteme Nuez Delgado*, also won B.G. Wilson Scholar-Athlete of the Year Award.

The chapter presented its 2018 Beta Gamma Sigma Professor of the Year Medallion at the Spring Faculty Meeting on 4th May, 2018.

SHRM Updates

The Spring Semester has been an exciting one for the SHRM Student Chapter and was topped off with a final semester end banquet, celebrating their accomplishments for the Semester. Our annual "Outstanding Award" packet has been sent to National SHRM and we are excited about the opportunity to earn our fourth Outstanding Award.

In addition, this was a busy Semester as our group hosted three outside speakers during the semester as well as two "Meet and Greet" events bringing together several

Universities in the DFW area such as UTD, UTA, UNT, TWU. It was a well-attended event where all the students got to meet peers seeking careers in the Human Resource discipline. Also, three of our Board members were able to attend the three day long Regional SHRM Seminar being held at TWU in Denton. They were able to attend meetings throughout the day and join the group in the early evening for their mixer. All in all they were able to learn more about the HR career path while meeting folks from the five state region who comprise our Southern Region of SHRM



MSHRM Program

Our MSHRM program has experienced a good increase in participation beginning this Spring. The program brought in eighteen new students during our Spring 2018 semester!

Continuing this growing pattern, we are looking to a good Fall entrance of new MSHRM students. Presently we have eight new students approved for starting the program in Fall and an additional two for the Summer of 2018.

Annual Spring Fling

The Spring Fling this year was held at the University Club on Friday, April 13th. The party was well attended by faculty, staff, doctoral students, alumni and retirees. Some pictures from the party appear below.



Congratulation

Ajith Venugopal is blessed with a baby girl 'Aarabhi'. Department of Management welcomes the little bundle of joy.

Retirements



After 42 years of exemplary service to the department, **Dr. Quick** is moving on to the next phase of his career. The only faculty member to be elected to both the Academy of Distinguished Scholars and Academy of Distinguished teachers, Dr. Quick's contribution and accomplishments are too numerous to list. Dr. Quick was involved in the launch of two major scholarly journals and has edited several scholarly volumes. His textbook is one of the most widely used ones in the Organizational Behavior area.



Dr. Quick mentored a large number of doctoral students who have made a mark in their areas. Dr. Quick was the first

occupant of the John and Judy Goolsby - Jacquelyn A. Fouse Endowed Chair. We will very much miss his mentoring and collegial company. Dr. Quick plans to continue to remain active with his editorial responsibilities and his research.

Dr. Janice Baldwin has served the department with distinction for the last decade and a half. Her areas of expertise were Human Resource Management and Organization Behavior. Holder of a PhD from University of North Texas, a J.D from Southern Methodist University and an MBA from University of Texas at Arlington, Dr. Baldwin's erudition and expertise were of immense value to the department. We wish her a very happy retired life.



Other News

A. Rasheed served as a judge for LSAMP BD ACES competition on April 18, 2018. This competition recognizes doctoral research by minority students in the science and engineering areas.

J. C. Quick is the Chairman (2018-2019) for Editor Search Committee, *Journal of Applied Psychology*.

J. C. Quick was a Member for Publications and Communications (P&C) Board of the American Psychological Association.

J. C. Quick served as Vice President, Clan Campbell Educational Foundation.

J. C. Quick served as the Faculty Advisor for Goolsby Student Organization, Rotaract Club and Flying Mavericks.

J. C. Quick was the Chapter Advisor for Beta Gamma Sigma.

J. McGee served as a judge for the Fort Worth Chamber of Commerce Small Business of the Year Award selection committee.

W. Casper, A. Venugopal, N. Singh, E. Lamarre, J. Lee volunteered in a charity activity in honor of Carla Buss Scholarship on 23rd March, 2018. A mobile food pantry in partnership with Arlington Charities was hosted and it provided food to those in need; approximately 150 members of the Arlington community were benefitted.

