

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 half way through yet another academic year and we have a lot to look back and be proud of.

The department has been actively engaged in building its faculty core. Dr. **Allison Hall** accepted our offer and will be joining us in Fall 2018. Professor **Wayne Crawford** joined us in the Fall as an Assistant Professor in the Human Resources area. These

two additions have greatly strengthened our department. In addition we are currently actively engaged in a search to add to our faculty strength in the entrepreneurship area.



I also want to welcome Ms. **Ashton Jones** who joined us as our Administrative Assistant. She has been helping us in a part-time capacity for a good part of 2017, but finally decided to make the Management department her home. Welcome, Ashton!

Our PhD program continues to grow. We had six new students starting this Fall. Four students graduated from our program and have found exciting careers in other universities. As we celebrate the success of our doctoral graduates, we wish the new class the very best in their intellectual journey.

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)*

UTA Management Department Ranked 75th in the Nation

According to the Texas A&M / University of Georgia Rankings of Management Department Research Productivity, our department has been ranked 75th in the country. These rankings aggregate publications in the eight top-tier journals in Management, by Management faculty in U.S. Business Schools. The 150-most productive departments with at least two publications were ranked both as a 5-Year Total and for the last 5 individual years. Our rankings were 69th in 2017, 56th in 2016, 57th in 2015 and 63rd in 2013. We did not figure in the rankings in 2014. Congratulations to our faculty and doctoral students who have shown that they can excel in research and have output comparable to other top schools in the nation!

Publications

Journal Articles

A. Wright, Thomas & **Quick, J.C.** & T. Hannah, Sean & Hargrove, M. (2017). Best practice recommendations for scale construction in organizational research: The development and initial validation of the Character Strength Inventory (CSI): Character Strength Inventory. *Journal of Organizational Behavior*. 38(5/June), 615-628.

Quick, J.C. & McFadyen, M. (2017). Sexual harassment: Have we made any progress? *Journal of Occupational Health Psychology*, Special Issue: JOHP at 20, 22, 286-298.

J. Gavin, David & Gavin, Joanne & **Quick, J.C.** (2017). Power struggles within the top management team: An empirical examination of follower reactions to subversive leadership. *Journal of Applied Biobehavioral Research*. 22

Forthcoming Publications

Casper, W. J., Vaziri, H. Wayne, J. H., DeHauw, S. & Greenhaus, J. The jingle-jangle of work-nonwork balance: A comprehensive and meta-analytical review of its meaning and measurement. *Journal of Applied Psychology*.

Volpane, S. D., Marquardt, D., **Casper, W. J.,** Avery, D. R. Minimizing cross-cultural maladaptation: How minority status facilitates change in international acculturation. *Journal of Applied Psychology*.

Carlson, D. S., Thompson, M., **Crawford, W. S.,** Boswell, W., & Whitten, D. Your job is messing with mine! mWork's impact on the spouse's work life. *Journal of Occupational Health Psychology*.

Crawford, W. S., Kacmar, K. M., & Harris, K. J. Do you see me as I see me? The effects of impression management congruence of actors and audiences. *Journal of Business and Psychology*.

Awate, S, and **Ajith, V** and Ajwani-Ramchandani, R (2017) Catch-up as a Survival Strategy in the Solar Power Industry. *Journal of International Management*.

Harris, C., **Lavelle, J.J.,** & McMahan, G.C. The Effects of Internal and External Sources of Justice on Employee Turnover Intention and Organizational Citizenship Behavior toward Clients and Workgroup Members. *International Journal of Human Resource Management*.

Terry, R., **McGee, J.,** & Kass, M. The not-so-free agent: Non-performance factors that contribute to free agent compensation premiums. *Sports Management Review*.

Pisanti, Renato & Montgomery, Anthony & **Quick, J.C.** (2017). Editorial: Psychosocial Job Dimensions and Distress/Well-Being: Issues and Challenges in Occupational Health Psychology. *Frontiers in Psychology*.

J. Gu, I. Filatotchev, R.G. Bell, & **A. Rasheed.** Liability of foreignness in capital markets:

Institutional distance and the cost of debt. *Journal of Corporate Finance*.

L.W. Brown, M. Yassar, M., & **A. Rasheed.** Predictors of foreign corporate political activities in United States politics. *Global Strategy Journal*.

Book Chapter

J.C. Quick, K. DeCay, N. Modha, & J.L. Goolsby. (2017). Chapter 5: Learning to lead: Biographical inquiry through Goolsby interviews. In G. Edwards, S. Kempster, & A. Turner (Eds.). *Leadership Development Field Guide*: pp. 61-75. United Kingdom and United States: Edward Elgar Publishing.

Presentations

AOM Presentations

The Department of Management was well represented at this year's Academy of Management's (AOM) annual conference from August 4-8, 2017 at Atlanta, GA. This prestigious meeting was 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.

Thompson, M., Carlson, D., **Butts, M. M.,** & Weaver, S. P. The costs of work's tense triad on employee healthcare utilization. Proceedings of the annual meeting of the Academy of Management, Atlanta, GA.

Butts, M. M., Gabriel, A. S., Christian, M. S., & Welsh, D. T. You're not you when you're hungry: An examination of episodic hunger in the workplace.

Greenbaum, R. L., **Butts, M. M.,** Quade, M. J., **Vaziri, H.,** Mawritz, M. B., & Bonner, J. M. Should I "friend" my coworker? The effect of social media posts on workplace relationships.

Khavul, S. & Estrin, S. Governance of new organizational forms in symposium on: From Governance of Innovation to Innovation of Governance.

Levitas, E. & **McFadyen, M. A.** External Funding and Emergent Technology Inputs.

Hoobler, J. M., Lemon, G., & **Casper, W. J.** Employee performance implications of electronic interruptions at work.

DeLeon, J, & **Perez-Nordtvedt, L.** Resources, Innovative Outcomes, and The Symbolic and Substantive Performance of Entrepreneurial Firms.

Brown, L., Goll, I & **Rasheed, A.** Corporate Social Responsibility, Corporate Political Activities and Firm Performance.

Vaziri, H., ERG involvement and employee attitudes and well-being: The why and the when.

Kimmel, M, Benson, G, Terry, R., and Lawler, Employee Involvement: A meta-analytic examination of Lawler's PIRK model on employee and organizational outcomes.

Wendy Casper served as a moderator for Organizational Behavior Research Networking Forum at the 2017 Academy of Management. Atlanta, GA.

Wendy Casper served as discussant for the symposium Current Methodological Issues in Work-Life Research at the 2017 Academy of Management. Atlanta, GA.

Marcus Butts served as the Research Methods Professional Development Workshop Chair.

Nitin Singh chaired a session on entrepreneurship in the Academy of Management meeting at Atlanta.

Nitin Singh was a discussant in the session on Knowledge, experience and learning in the Academy of Management meeting at Atlanta.

Other Presentations

Marquardt, D., **Casper, W. J.,** Henderson, D., & Yuan, F. How non-work engagement enhances creativity: The moderating role of mindfulness. Paper presented at the 2017 Society for Industrial - Organizational Psychology conference. Orlando, FL.

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

Shah, T. Can Big Data and Business Analytics Help

Organizations Achieve Sustainable Competitive Advantage? A Development Inquiry. AOM Big Data Conference, Surrey UK.

Castille, C. M., **Crawford, W. S.,** & Simmering, M. You gotta keep em' separated: The efficacy of proximal remedies for method variance. Annual Meeting of the Southern Management Association, St. Petersburg, FL. *Winner, Best Overall Conference Paper, Best Paper in Track Human Resources/ Organizational Research Methods.*

Zare, M. & **Crawford, W. S.** LMX and transformational leadership: A critical review. 2017 Annual Meeting of the Southern Management Association, St. Petersburg, FL.

Terry, R., & **McGee, J.,** Magnetic Stars: Enhancing Organizational Recruitment Efforts through Star Signaling Paper accepted for presentation at the 2018 Western Academy of Management. Salt Lake City, UT.

Ledford, G., **Benson, G. & Schneider, B.** (2017). Performance Feedback Culture: The Key to Performance Management Effectiveness? Center for Effective Organizations Webinar.

Benson, G. (2017). Creating a Performance Feedback Culture. HR Southwest, Ft. Worth, TX.

Benson, G. (2017). Creating a Performance Feedback Culture. Oklahoma City Human Resource Association, Oklahoma City OK.

Nitin Singh attended late stage Southern Management Association annual Doctoral Student Consortium at St. Pete Beach, Florida, October 2017.

Ankita Agarwal, Anil Pillai, Joohan Lee & Ajith Venugopal attended early stage Southern Management Association annual Doctoral Student Consortium at St. Pete Beach, Florida, October 2017.

Awards & Honors

Obedkova, Anna was awarded the Fall 2017 College of Business Dissertation Research Grant.

Dissertations

Hoda Vaziri defended her dissertation titled *“Me, Myself and I, at Work and at Home, Today, Tomorrow, and the Day After: Understanding Intra-Individual Multiple Selves Across the Work-Nonwork Interface”* on July 10, 2017. Her dissertation chair was **Marcus Butts**, and **Wendy Casper** served as Co-Chairs. Hoda Vaziri is currently working as a Post-Doctoral Researcher at Purdue University.

Demetria Henderson defended her dissertation titled *“An Exploration of Social Class: Its Symbols and Influence on the Selection Process and Career Success”* on August 22, 2017. **Wendy Casper** was her dissertation chair. Demetria Henderson is currently working

as a Visiting Assistant Professor at James Madison University.

Mike Kimmel successfully defended his dissertation titled *“Stakeholder - specific reputation and organizational effects of overall and employer reputation”*. **George Benson** was his dissertation chair. Mike Kimmel is currently working as an Assistant Professor at Missouri Western State University.

Distinguished Speakers

Beta Gamma Sigma/ Goolsby Leadership Academy Distinguished Visitors

The Beta Gamma Sigma UT Arlington Chapter, the Goolsby Leadership Academy, the Department of Art and Art History in the College of Liberal Arts, the Department of Architecture in CAPP, and the Department of Psychology in the College of Science teamed to host Sir Cary and Lady Rachel Cooper in September for a series of individual and joint lectures and seminars on campus as well as in the Arlington and Worth communities.



Professor Sir Cary Cooper, CBE held the Goolsby–Dorman Endowed Chair during his visit whilst Distinguished Professor Lacy Rachel Cooper, OBE was Beta Gamma Sigma Distinguished Scholar. Sir Cary is 50th Anniversary Professor of Organizational Psychology and



Health, Alliance Manchester Business School, The University of Manchester, England while Lady Rachel is Distinguished Professor of Design Management and Policy as well as Director of Imagination Lancaster at Lancaster University, England.

The Beta Gamma Sigma UT Arlington Chapter was recognized with Highest Honors for 2017 – 2018. The Goolsby Leadership Academy was founded in 2003 and has hosted more than 13 distinguished professors and leaders over the past 13 years, starting in Fall 2004.

2017 MBA Study Abroad to Spain and Portugal

Jeffrey McGee continued his involvement in the study abroad program to Spain and Portugal for UT Arlington graduate business students. “Sustainability: Lessons from Iberia” addressed how sustainability changes the competitive landscape and reshapes the opportunities and threats that companies face. Dr. McGee, along with a group of 25 business students and three guests spent eleven days in Madrid, Lisbon and Porto visiting some of the largest and most influential organizations in the Iberian Peninsula. They met with the top executives from companies such as Acciona, Grupo Siro, Taylor Fladgate, and Sonnae and discussed the respective organization’s sustainability initiatives, strategies, and other management issues.



The 2017 UTA MBA Study Abroad Program visiting Acciona S.A., a Spanish conglomerate group dedicated to the development and management of infrastructure and renewable energy.

Jeffrey McGee is co-leading 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 will be joining Jeffrey and Melanie McGee as they visit some of the leading companies in South America including Techint, Copec and SAP.

SHRM Updates

Annual Bear Drive had begun for 2017 under the supervision of SHRM advisor, **Dennis Veit**. In this semester the Student SHRM board met with the Founders of Project Hope and set up boxes for donations throughout the College of Business building and other locations on campus. Goal for this event was to get 1500 bears to be delivered to Project Hope by December 8th.

Student SHRM Chapter Receives Prestigious Award from World’s Largest HR Association.

The Society for Human Resource Management (SHRM) is the world’s largest HR professional society, representing 285,000 members in more than 165 countries. For nearly seven decades, the Society has been the leading provider of resources serving the needs of HR professionals and advancing the practice of human resource management. SHRM has more than 575

affiliated chapters within the United States and subsidiary offices in China, India and United Arab Emirates.



It awarded a 2016-2017 Merit Award designation to the SHRM Chapter of The University of Texas, Arlington for providing superior growth and development opportunities to its student chapter members. Of the 327 student chapters from across the United States, the Student SHRM Chapter of the University of Texas – Arlington was one of 149 winners.

Media Attention

Liliana Perez-Nordtvedt interview was aired in the News at Telemundo 39, in Spanish on Sexual harassment in the workplace.

Wendy Casper’s research was featured in *Workforce Magazine* in the article “Some Solo Workers are Feeling Singled Out” by Clif Boutelle, May 19, 2017.

Abdul Rasheed’s opinion about reward points for credit cards was published at *wallethub.com* under experts’ advice section.

Other News

Liliana Perez-Nordtvedt is currently serving as the President of Phi Kappa Phi, Chapter 300 at the University of Texas at Arlington. PKP is the oldest honor society and it is multidisciplinary. She is also a Faculty Fellow for Beta Gamma Sigma.

Wendy Casper gave an invited webinar on “Working on work-life balance in academia” for the American Association of Anatomists. July 2017.



Abdul Rasheed was honored with an AGBA Fellow Award for “most distinguished academic accomplishments on the global stage” at the 14th World Congress of the Academy for Global Business Advancement conference held at Moi University, Kenya on Nov 25th, 2017.

Abdul Rasheed conducted a Faculty Development Workshop on Strategies for Success in the Global Academic Arena at the 14th World Congress of the Academy for Global Business Advancement conference held at Moi University, Kenya on Nov 23rd, 2017.

Anna Obedkova accepted an offer for Assistant Professor at Towson University for Fall 2018.

Dr. James C. Quick was in the Invocation and planning committee for Veterans Day Ceremony, Veterans Memorial, Veterans Park in Arlington, Texas, 10 November.



Dr. James C. Quick was a Host Commander for MOWW Massing of the Colors, First Presbyterian Church in Fort Worth, 12 November.

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

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

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

Dr. James C. Quick was the Chapter Advisor for Beta Gamma Sigma.

Jeffrey McGee served as a judge for the 2017 Fort Worth Business Plan Competition. October 12.

Jeffrey McGee is serving as a judge for the Fort Worth Chamber of Commerce Small Business of the Year Award selection committee.

