

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.

Several of our faculty members have won awards for exceptional performance during the last few months. Professor **James C. Quick** is the university nominee for the prestigious Piper Award. Professor **Wendy Casper** won the Outstanding Research Achievement

Award in recognition of her research during the past three years. Professor **Liliana Nordtvedt** was named a **Ford 2015 Mujer Legendaria**, receiving the honor in the Leadership category, among outstanding women entrepreneurs, CEOs, small business owners, or directors of non-profit organizations. Each one of these awards reflects the exceptional excellence of our departmental faculty members and I feel privileged to be part of this team.

On the doctoral front, **Dennis Marquardt** defended his dissertation. He has accepted a position as Assistant Professor with Abilene Christian University. The department has always taken great pride in our PhD program and the faculty have made a strong personal commitment to its success. Congratulations to Dennis and his committee members!

Jennifer Manegold, who spent the last year as Visiting Assistant Professor in our department has accepted a position at Florida Gulf Coast University as an Assistant Professor. **Katherine Roberto** who spent the last semester as a Visiting Assistant Professor with us has accepted a position with Texas A & M University at Corpus Christi as an Assistant Professor. Both are our doctoral graduates and their placements are a continuing affirmation of the quality of our

doctoral program and the dedication of our faculty.

Gary McMahan is retiring after nearly twenty years of distinguished service to the department and the university. We wish him a happy and peaceful retired life.

Patty Crisp who has been teaching full time for the last two years and part-time for almost twenty years is also retiring. She will be splitting her time between sunny Florida and even sunnier Texas.

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. I find it difficult to believe that five years have gone by since I started in this position. 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 (Chair)

Journal Articles

The following articles appeared in print.

Pérez-Nordtvedt, L., Mukherjee, D., & Kedia, B.L. 2015. Cross-border Learning, technological environment and firm performance. *Management International Review* 55:23-51.

D.F. Henderson, T.L. Quick, & J.C. Quick. A century of stress in a global context. *Organizational psihologiâ* (Organizational Psychology) (bilingual journal in Russian and English).

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: 30-44. Hampshire, England: Palgrave Macmillan*

R. Sambharya & A. Rasheed. Does economic freedom in host countries lead to increased foreign direct investment? *Competitiveness Review*, 2015, 25(1): 2-24.

Musteen, M., Datta, D. K., & Butts, M. M. (2014). Do international networks and foreign market knowledge facilitate SME internationalization? *Evidence from the Czech Republic. Entrepreneurship Theory and Practice*, 38, 749-774.

Ng, T. W. H., Feldman, D. C., & Butts, M. M. (2014). Psychological contract breaches and employee voice behaviour: The moderating effects of changes in social relationships. *European Journal of Work and Organizational Psychology*, 23, 537-553.

Forthcoming Publications

The following articles have been accepted for publication.

Eby, L. T., Butts, M. M., Hoffman, B. J., & Sauer, J. B. Cross-lagged relations between mentoring received from supervisors and employee OCBs: Disentangling causal direction and identifying boundary conditions. *Journal of Applied Psychology*.

Butts, M. M., Becker, W. J., & Boswell, W. R. Hot buttons and time sinks: The effects of work-related electronic communication during non-work time on emotions and work-nonwork conflict. *Academy of Management Journal*.

Schleicher, D. J., Smith, T., Casper, W. J., Watt, J. D., & Greguras, G. It's all in the attitude: The role of job attitude strength in job attitude - outcome relationships. *Journal of Applied Psychology*

Datta. D.K., Musteen. M., Basuil. D.A., Influence of Managerial Ownership and Compensation Structure on Establishment Mode Choice: The Moderating Role of Host Country Political Risk *Management International Review*

Basuil. D.A., Datta. D.K., Effects of industry- and region-specific acquisition experience on value creation in cross-border acquisitions: The moderating role of cultural similarity *Journal of Management Studies*.

Bruton, G., Khavul, S., Siegel, D., Wright, M. New financial alternatives in seeding entrepreneurship: Microfinance, crowdfunding, and peer-to-peer innovations. *Entrepreneurship: Theory and Practice*.

Herda, D.N. & Lavelle, J.J. Client Identification and Client Commitment in a Privately Held Client Setting: Unique Constructs with Opposite Effects on Auditor Objectivity. *Accounting Horizons*.

O. V. Ozbek The right people in the wrong places: The paradox of entrepreneurial entry and successful opportunity realization. *Academy of Management Review*.

N. Rittippant & A. Rasheed. Antecedents of FDI options by Thai public firms. *Management Research Review*.

S. Nerur, A. Rasheed, & A. Pandey. Citation footprints on the sands of time: An analysis of idea migrations in strategic management. *Strategic Management Journal*

Yuan, F., & Zhou, J. Effects of cultural power distance on group creativity and individual group member creativity. *Journal of Organizational Behavior*.

Yuan,F.,& Marquardt, D. Innovative behavior. Oxford Bibliographies in Management (Ed. Ricky Griffin). *NewYork: Oxford University Press*.

Book Chapters

The following book chapters have been published.

Datta. D.K., Basuil. B.A., Does Employee Downsizing Really Work? In *Andresen, M and Nowak, C. (Eds.), Human Resource Management Practices: Assessing Added Value*, p. 197-221, Springer, 2015

D.L. Nelson & J.C. Quick. (2017). ORGB5: Organizational Behavior. Mason, OH: South-Western/Cengage Learning.

L.W. Brown, **D.J. Marquardt**, & **J.C. Quick**. Ethical Leadership: A Review and Proposal for the Future of the Construct. *Foundations and Trends in Organizational Behavior*.

Casper, W. J., Marquardt, D., Roberto, K. & Buss, C. The hidden family lives of singles without dependent children. In Eby, L., & Allen, T. (Eds.) *Oxford Handbook of Work and Family*.

AOM Presentations

The Department of Management will be well represented at this year's Academy of Management's (AOM) annual conference in Vancouver in August 2015. 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.

Mawritz, M., Graham, K., **Butts, M. M.**, & Mathe-Soulek, K. They bring it on themselves: The high-performing deviant as a provocative victim of abusive supervision and the exacerbating role of supervisor bottom-line mentality.

Vora, D., Jiraporn, N., & **Casper, W. J.** Do Multicultural Hispanic Americans Choose More Culturally Appropriate Persuasive Arguments than Monocultural Americans?

Kimmel, M.A. An exploration of citations to journal editors before and after their terms: implications for publishing ethics.

Levitas, E. & **McFadyen, M. A.** The role of R&D and patent signaling in altering firms' finances constraints.

Pérez-Nordtvedt, L., Harrison, D., McGee, J., & Khavul, S. Riding With the Cowboys: Do Entrainment and Entrainment Quotient Matter to Firm Performance?

McIntosh, C., Fake it 'Til you make it? Implications of facing racial diversity deceptions on recruitment websites.

J.C. Quick. Examining the work-family interface with the lens of occupational health psychology: What have we learned?

M.B. Hargrove, W.S. Becker, & **J.C. Quick**. The curvilinear relationship between ethical arousal and ethical performance.

AIB Presentations

The following papers have been accepted for presentation at the 2015 AIB annual meeting in Bangalore, India.

Basuil D.A., **Deepak. D.K.**, Value Creation in Cross-Border Acquisitions: Do Outside Directors Make a Difference?

Basuil D.A., **Deepak. D.K.**, Examining Firm and Host Country Influences on Relative Transaction Size in Service Sector Cross-Border Acquisitions: An Empirical Assessment.

Other Presentations

Baldwin, J. & George, B. "Will International Economic Uncertainty Jeopardize Public and Private Pension Funds in the Future?" was presented at the Southwest Academy of Management [SWAM]/Federation of Business Disciplines in Houston, TX in March 2015.

Hall, A.V., Sockbeson, C.S., Leading like a woman: Roles, Influence and Follower Perceptions. Society of Industrial and Organizational Psychologist Annual Meeting, Philadelphia, PA.

Roundy, P., Harrison, D.A., **Khavul, S., Pérez-Nordtvedt, L., & McGee, J.** Seeing opportunity amidst chaos: Entrepreneurial alertness and disruptive environmental change. Paper presented at the 2015 United States Association for Small Business and Entrepreneurship (USASBE), Tampa, FL. January, 2015.

McGee, J. Boots to business: Why veteran make better entrepreneurs. Paper presented at the 2015 United States Association for Small Business and Entrepreneurship (USASBE), Tampa, FL. January, 2015.

J.C. Quick. Goolsby Leadership: High Performance, Integrity, and Character. Speedway LLC Emerging Leaders Program, Wright State University, Dayton, OH, 15-16 March.

Khavul, S. Estrin, S. Equity Crowdfunding and Early State Entrepreneurial Finance. Royal Economic Society (Manchester UK, April 1, 2015).

Dissanayake, I., Zhang, J., **Yuan, F., & Wang J.** Jan., 2015. Community Involvement in Virtual Crowdsourcing Communities. Presented at the 48th Hawaii International Conference on Systems Science, Kauai, HI.

Dissertations

Dennis Marquardt successfully defended his dissertation on March 4th, 2015 titled, *An Analysis Of The Interplay Between Goal Orientation And Ethical Leadership And The Theoretical Processes Through Which Ethical Leadership Influences Work Outcomes*. Chairs: **Myrtle Bell & Wendy Casper**. Congratulations Dennis!!

Awards & Honors:

James C. Quick has been selected as UTA's Piper Award Nominee for the year. This honor is a clear indication of his devoted, enthusiastic and long-standing commitment to students and the teaching mission of the University. Winners of UT Arlington's 2015 teaching honors was recognized at the Spring Meeting of the University Faculty and Associates, which took place on Tuesday, May 5th at 4:00 PM in the Rio Grande Ballroom of the E. H. Hereford University Center.



Professor **Wendy Casper** won the University Award for Outstanding Research Achievement for the period 2012-14. This award recognizes outstanding UTA faculty for their research during the prior three years. She was one of the three winners and the only one from the college of Business. Dr. Casper's research has primarily focused on the areas of Work-Family balance, human resource management, and cultural diversity. Of these, her work on work-family balance is the most developed stream. Dr. Casper's work on the work-life issues faced by single workers without children has been well-recognized in the scholarly community and by the popular press. Her research in this area was a finalist for the Rosabeth Moss Kanter award for the "best of best" work-family research and mentioned by the media in various outlets including the *Wall Street*

Journal, the *Washington Post*, *US News and World Report*, and *MSNBC* news. She was recognized at the Spring Meeting of the University Faculty and Associates, which took place on Tuesday, May 5th at 4:00 PM in the Rio Grande Ballroom of the E. H. Hereford University Center.



Myrtle P. Bell was awarded a Distinguished Visiting Fellowship at Queen Mary, University of London (April 12-26) to conduct research with faculty and doctoral students at the university's interdisciplinary Centre for Research in Equality and Diversity. She will present the Centre's 10th anniversary lecture, Diversity-Education for Change and an international workshop on diversity and data.

J. Baldwin was presented "Best Reviewer Award" by Southwest Academy of Management [SWAM]/Federation of Business Disciplines in Houston, TX in March 2015.

Dwight Long received 'Recognition for Excellence in Teaching' certificate from Capsim. This is in recognition of Jameson Reimann, one of his students the undergraduate Capstone class winning the international business simulation challenge, defeating more than 788 competitors from around the world. The Capsim International Spring Business Simulation Challenge, open to all students who have completed a Capsim simulation in their course, attracted students from 34 countries including China, Egypt, the UK, Kenya, Thailand, Australia and the United Arab Emirates. This is an important achievement and reflects well on Dwight's mastery of the simulation as well as his ability to motivate his students to compete at a high level.

Liliana Perez-Nordtvedt named Ford Mujer Legendaria. Ford Motor Company recognized the achievements of 20 legendary Latina women who are making a difference in the workplace, their homes, the environment, and the community. Dr. Perez-Nordtvedt, management associate professor, was selected to receive the honor in the Inteligente category.



Wendy Casper was elected to the Executive Committee for the Work and Family Researchers Network.

Dwight Long was re-elected as Chairman of the Board of Directors of Resource One Credit Union for another 3 year team.

Abdul Rasheed has been appointed to the Editorial Review Board of Management and Organization Review.

Dennis Marquardt received an ACES Honorable Mention Award for his research presentation entitled, "Moral Person and Moral Manager: A Meta-Analytic Mediation Model of Ethical Leadership" on March 25, 2015 at UT-Arlington.

Other News

Congratulations to the following doctoral graduates who have accepted Assistant professor positions for Fall 2015:

Dennis Marquardt Abilene Christian University.

Katherine Roberto Texas A&M University at Corpus Christi.

Jennifer Manegold Florida Gulf Coast University.

Marcus Butts had an addition to his family: Connor James Butts was born on January 24th, 2015.

Marcus Butts was interviewed on KERA about the implications of after work email communications.

Marcus Butts was interviewed on the Julie Rose show on BYU radio about his study on after work email and emotional reactions.

Wendy Casper gave an invited talk Finding your work-life balance for the TEXO Women's Forum. Dallas, TX.

Marcus Butts will be a faculty participant in OB Division Doctoral Consortium PDW.

McGee, J., served as a panelist on sustainability at the USPAACC-SW: Regional Women Business Symposium, May 8th.

Quick, J.C., Co-Sponsor, Mid-Winter Meeting, Society of Consulting Psychology/Division 13, American Psychological Association, San Antonio, TX, 6-9 February.

Quick, J.C., served as a Maverick Veterans Zone designee in the College of Business.

Distinguished Speaker



Margaret A. Shaffer, Professor, Richard C. Notebart Distinguished Chair of International Business and Global Studies, Sheldon B. Lubar School of Business, The University of Wisconsin Milwaukee, spoke on Global Work Experiences: *A Research Journey from Concept Creation to Scale Development to Model Testing* on 10th April.

Entrepreneur Society

The Entrepreneur Society hosted an "Elevator Pitch," on April 8th. The event required participating students to present an entrepreneurial idea, business model, marketing strategy, competitive analysis, and financial plan within 90 seconds.



Jeffrey McGee, Frank Villareal, Samer Yousif (President, Entrepreneur Society), Maryam Alam, and Joe Barrera (Director of the Shimadzu Institute for Research Technologies).

Eight business ideas were pitched before a panel of expert judges. Maryam Alam and Frank Villareal, undergraduate biology students, won the grand prize with business idea based on an early cancer screening procedure. Undergraduate business student, Sergio Aguirre, won the second prize with an idea for traffic light warning. Undergraduate business student, Mario Posada was awarded third prize with a business concept focusing on personal development skills.

SHRM Updates

On April 15 we held an HR Executive Panel Discussion and Mixer. We had a fantastic group of HR professionals take questions from MSHRM students on a wide range of topics including diversity, analytics, and the future of HRM. The panel reflected on their own careers and had given great advice followed by a mixer and conversation. Thank you to our panel which included Michelle Kirby(CHRO at Texas Health Resources), Steve Klug (AVP HR at BNSF), Beckie Wilson(VPHR at JP Morgan Chase), Darren Nelson(Director of Recruiting at Dr. Pepper Snapple Group), Matt Hirst(Director of OD and Talent at Gamestop), Scott Kahl(Asst Superintendent for HR at AISD)



The 2015 MSHRM Alumni Mixer was held at Olenjack’s Grille in Arlington. The mixer was attended by 45-50 people including alumni, student, MSHRM Advisory Board members, faculty and College leadership. We had a great event to celebrate our 2014-2015 graduates and thank Dennis Veit as he retires from his role at MSHRM Advisor.



Spring Fling



Dean with the PhD students

The Spring Fling this year was held at Hilton Garden Inn on Friday the 24th of April 2015. The party was well attended by faculty, staff, doctoral students, alumni and retirees despite the inclemental weather. Everyone had a great time and some pictures from the party appear here.

MBA Study Abroad

Jeffrey McGee is continuing the study abroad program to Spain and Portugal for UT Arlington graduate business students this Summer Intersession. “Sustainability: Lessons from Iberia” addresses how sustainability changes the competitive landscape and reshapes the opportunities and threats that companies face. Dr. McGee, along with a group of 20 students and alumni, will spend ten days in Madrid, Lisbon and Porto visiting some of the largest and most influential organizations in the Iberian Peninsula. They will speak with top executives from companies such as Acciona, Grupo Siro, Portucel, Amorim, Taylor Fladgate, and Sonnae about their respective organization’s sustainability initiatives, strategies, and other management issues.



Dr.Lavelle, Prof.Long and Dr.Rasheed



2015 UTA MBA Study Abroad participants at pre-departure event.