

Mid-south Management Research Consortium (MMRC)

March 1-3, 2013

Department of Management
Fogelman College of Business and Economics
University of Memphis
Memphis, TN
Web: <http://www.memphis.edu/management>

MMRC Coordinator: Dr. Chuck Pierce
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Meeting Itinerary

Friday March 1, 2013

- 3:00-4:00pm MMRC welcome reception (FedEx Institute of Technology (FIT), Fishbowl 203/205)
Dr. Denise Rousseau (Carnegie Mellon): *Evidence-based Management and Training/Development/Teaching/Research Conducted by New PhDs*
- 4:00-5:00pm Facilities tour (FIT Breakouts 102; FIT 226 & 227; FIT FedEx Cafe)
- 5:00-6:00pm Break/dinner preparation
- 7:00pm Group buffet-style dinner at The Peabody Hotel (Forest Rm)

Saturday March 2, 2013

- 9:00-9:30am MMRC planning (FIT Fishbowl 203/205)
- 9:30-12:00pm Roundtable sessions in five 30-minute rotations (FIT Fishbowl 203/205; FIT Breakouts 102; FIT 226 & 227; FIT FedEx Cafe):

1. Dr. Garry Adams (Auburn) -- corporate governance (FIT 102A)
2. Dr. Jim Combs (Alabama) -- writing & publishing management research (FIT 102P)
3. Emilija Djurdjevic (Arkansas) & Oscar Holmes IV (Alabama) -- on job market as PhD student (FIT 102Q)
4. Dr. Paul Drnevich (Alabama) -- strategic management theories; RBV/DC; integrating management theory w/ information systems & technology (FIT 102R)
5. Drs. Frances Fabian (Memphis) -- entrepreneurship (FIT 102T)
6. Dr. Mark Gavin (W. Virginia) -- multilevel modeling/HLM (FIT 226)
7. Dr. Jodi Goodman (W. Virginia) -- research design & data-analysis strategies (FIT 227)
8. Dr. Micki Kacmar (Alabama) -- reviewing, coauthoring, ethics, lessons learned (FIT Fishbowl 203/205)
9. Dr. Joe Labianca (Kentucky) -- social networks (FIT FedEx Cafe)
10. Dr. Tim Munyon (Tennessee) -- personality/individual differences/extra-role behavior (FIT FedEx Cafe)

12:00-1:45pm Lunch meetings off campus

2:00-4:00pm Breakout sessions (FIT Breakouts 102; FIT Fishbowl 203/205; FIT 226 & 227; FIT FedEx Cafe)

1. 2:00 in FIT Fishbowl 203/205: Jonathan Biggane (Memphis) -- *Are We Breaking Up? The Employment Relationship Revisited*
2. 2:30 in FIT 227: Robert Steinbauer (Memphis) -- *Development of Employees' Moral Disengagement Over Time: From Organizational Entry to Exit*
3. 2:45 in FIT 226: Theresa Floyd (Kentucky) -- *It's Not What They Look at That Matters, It's What They See: How Observers' Perceptions and Interpretations Affect the Benefits of Social Capital*
4. 3:00 in FIT Fishbowl 203/205: Brandon Ofem (Kentucky) -- *Entrepreneurial Orientation, Collaborative Structure, and Organizational Performance*

4:00-5:00pm MMRC future planning & closing reception (FIT Fishbowl 203 & 205)

5:00-6:00pm Break/dinner preparation or departure

6:00pm Dinner & socializing off campus

Participants

University of Alabama

Wayne Crawford (wscrawford@crimson.ua.edu) is a first-year Ph.D. student in management at the University of Alabama and is interested in human resources.

Dr. James G. Combs (jcombs@cba.ua.edu) is the Will and Maggie Brooke Professor of Entrepreneurship at the University of Alabama. Dr. Combs' research interests include franchising, research synthesis (meta-analysis), corporate governance, and family business. He has published his research in journals such as *Academy of Management Journal*, *Strategic Management Journal*, *Journal of Management*, *Journal of Business Venturing*, *Entrepreneurship: Theory & Practice*, and *Organizational Research Methods*. Dr. Combs has served as an Associate Editor at *Academy of Management Journal*, and Special Issue Editor for *Organizational Research Methods* and *Entrepreneurship: Theory & Practice*.

Dr. Paul Louis Drnevich (dren@cba.ua.edu) is an Associate Professor of Strategic Management at the University of Alabama's Culverhouse College of Commerce and Business Administration. Dr. Drnevich's research interests include examining the contributions of resources and capabilities to value creation and appropriation in uncertain environments; the role of information technology (IT) in enhancing or enabling contributions, particularly to innovation, performance, and survival in entrepreneurial ventures and small business; the design and application of virtual environments to simulate conditions of high environmental dynamism; and the application of research to solve problems in management education, business practice, and public policy. He has authored research for outlets such as the *Strategic Management Journal*, *MIS Quarterly*, *Decision Sciences*, *Academy of Management Learning & Education*, and *Journal of Small Business Management*.

Oscar Holmes IV (ohlmesiv@cba.ua.edu) is a Ph.D. Candidate of Management/Organizational Behavior at the Culverhouse College of Commerce and Business Administration at The University of Alabama. His research interests include understanding how managers can maximize employee productivity by fostering more inclusive work environments that mitigate interpersonal and organizational threats. He has accepted an Assistant Professor of Management position at Rutgers University School of Business, Camden.

Ali Jifri (aojifri@crimson.ua.edu) is a second-year Ph.D. student in management at the University of Alabama and is interested in strategic management.

Dr. K. Michele (Micki) Kacmar (mkacmar@cba.ua.edu) is the Durr-Fillauer Chair of Business Ethics at the University of Alabama. Dr. Kacmar's research interests include ethics, impression management, organizational politics, and work-family conflict. She has published over 100 articles in journals such as *Academy of Management Journal*, *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, and *Human Relations*. Dr. Kacmar served as an Associate Editor for *Academy of Management Journal* from 2007-2010, served as the Editor of the *Journal of Management* from 2000-2002, and as an Associate Editor for *Human Resource Management Journal* from 1996-1999.

Matthew Leon (mrleon@crimson.ua.edu) is a first-year Ph.D. student in management at the University of Alabama and is interested in organizational behavior and employee well-being.

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Larry Tribble (larrytribble@cba.ua.edu) is a Ph.D. Candidate in Management Information Systems at the University of Alabama. His research includes the strategic impact of Information Technology and governance of complex asset acquisition transactions between firms.

University of Arkansas

Hansin Bilgili (hbilgili@walton.uark.edu) is a first-year Ph.D. student in the Department of Management at the University of Arkansas. His research interests include organizational change and strategic management with a focus on top management teams, organizational strategy, and performance.

Emilija Djurdjevic (edjurdjevic@walton.uark.edu) is a fifth-year PhD student in the Department of Management at the University of Arkansas. Her research interests include social influence processes in organizations and personality measurement and modeling.

Amy Guerber (aguerber@walton.uark.edu) is a fifth-year PhD student in the Department of Management at the University of Arkansas. Her research interests include organizational ethics, organizational crises and crisis communications, and organizational identity.

Auburn University

Dr. Garry L. Adams (adamsg1@auburn.edu) is an Associate Professor of Strategic Management at Auburn University. Dr. Adams' research interests include corporate governance, power and politics in organizations, organizational learning and resource management, and merger and acquisition integration processes. His work has been published or is in press in outlets such as *Academy of Management Review*, *Journal of Applied Psychology*, *Journal of Management*, *Leadership Quarterly*, *Business Horizons*, *Journal of Knowledge Management*, *Journal of Business and Psychology*, *Journal of Leadership and Organizational Studies*, *Journal of Managerial Issues*, and the initial volume of *The Many Faces of Multi-Level Issues*.

Dr. Kevin Mossholder (kmossh@auburn.edu) is C. G. Mills Professor of Management at Auburn University. His research interests involve interpersonal workplace interactions, their effects on organizational outcomes, and contextual issues that shape such effects. He has consulted with public and private sector organizations such as the United States Air Force, Whirlpool, Sony, and AT&T. He has published his research in journals such as *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, *Organizational Behavior and Human Decision Processes*, and *Personnel Psychology*.

Florida State University

Bruce T. Lamont (blamont@cob.fsu.edu) is the Thomas L. Williams Eminent Scholar in Strategic Management in the Department of Management, College of Business, Florida State University. His research interests include the effective management of acquisition integration processes, knowledge investments, and novel extensions of organization theory. Dr. Lamont has published his research in journals such as *Academy of Management Journal*, *Academy of Management Review*, *Journal of International Business Studies*, *Journal of Management*, and *Strategic Management Journal*.

Michelle Zorn (mzorn1@gmail.com) is a fourth-year doctoral candidate in the Department of Management, College of Business, Florida State University. Her research interests include corporate governance, CEO/TMT dynamics, mergers and acquisitions, and family businesses.

University of Kentucky

Dr. Giuseppe (Joe) Labianca (joelabianca@gmail.com) is a Gatton Endowed Professor of Management in the Gatton College of Business and Economics at the University of Kentucky. Joe's research interests include interpersonal conflict and social networks, social networks and groups, perceptual accuracy of social networks, and understanding social comparisons from a network perspective. He has published his research in journals such as *Academy of Management Journal*, *Academy of Management Review*, *Organization Science*, *Science*, *Journal of World Business*, *Strategic Organization*, *Social Networks*, *Advances in Strategic Management*, and *Information Systems Review*.

Theresa Floyd (theresa.floyd@uky.edu) is a fourth-year Ph.D. student in Management in the Gatton College of Business and Economics at the University of Kentucky. Her research interests include social networks, social influence processes, social cognition, decision-making processes and workplace attitudes such as organizational commitment and identification. Her dissertation focuses on how the relational behaviors of individuals in the workplace are perceived and interpreted by others, and how those perceptions and attributions affect the individuals' outcomes.

Adam Jonas (abjonas@uky.edu) is a first-year Ph.D. student in Management at the Gatton College of Business and Economics at the University of Kentucky. His research interests focus on social network analysis, interventions and the diffusion of innovations within organizations, social capital, and power.

Brandon Ofem (brandonofem@gmail.com) is a fifth-year Ph.D. student (ABD) in Management in the Gatton College of Business and Economics at the University of Kentucky. His research interests include entrepreneurial orientation, inter-organizational collaboration, and new venture finance. He is serving as a project manager for research on economic development networks in Appalachia funded by the National Science Foundation. His dissertation stems from the project.

Chris Sterling (chris.sterling@uky.edu) is a fifth-year Ph.D. student (ABD) in Management in the Gatton College of Business and Economics at the University of Kentucky. His research interests lie at the intersection of organizational behavior and social network analysis and include social comparison, deviant behavior, social perception, competition, and time perception.

University of Memphis

Rachida Aissaoui (rissaoui@memphis.edu) is a fourth-year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. Her research interests include power and institutionalization of practices, social power and influence, organizational and institutional strategy, and organizational research methods.

Dr. David G. Allen (dallen@memphis.edu) is a Distinguished Professor of Human Resource Management in the Department of Management, Fogelman College of Business and Economics, University of Memphis. Dr. Allen's research interests include the flow of human capital into and out of organizations. He has published his research in journals such as *Academy of Management Journal*, *Academy of Management Perspectives*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, *Personnel Psychology*, *Organizational Research Methods*, *Human Relations*, and *Human Resource Management Review*. Dr. Allen is interested in the role of social networks, reactions to technological and structural change, and research methods in understanding turnover, as well as the practical impact of turnover and retention management in organizations.

Dr. John Amis (johnamis@memphis.edu) is an Associate Professor in the Department of Management, Fogelman College of Business and Economics, University of Memphis. His research interests include organizational and institutional change. Dr. Amis has published his research in journals such as *Academy of Management Review*, *Academy of Management Journal*, *American Journal of Public Health*, *Human Relations*, and *Organizational Research Methods*. His current research on childhood obesity was funded by the Robert Wood Johnson Foundation.

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Jon Biggane (jbiggane@memphis.edu) is a third-year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. With a focus on organizational behavior, his research interests include employee turnover, embeddedness, self-defeating behavior, and effects of social structure.

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University of Mississippi

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Dr. Samantha Fairclough (sfairclough@bus.olemiss.edu) is an Assistant Professor of Management in the School of Business Administration at the University of Mississippi. Her research interests include the maintenance and micro-foundations of institutions and institutional logics, and the strategic management of family businesses.

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Mississippi State University

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University of North Carolina at Charlotte

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University of Tennessee

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Dr. Rhonda K. Reger (rreger@utk.edu) is a Professor of Strategic Management and Entrepreneurship at the University of Tennessee. Dr. Reger's research employs a cognitive perspective on strategy and entrepreneurship topics to better understand why some firms perform better than others. She has published her research in journals such as *Academy of Management Journal*, *Academy of Management Review*, *Strategic Management Journal*, *Organization Science*, *Journal of Management*, *Journal of Management Studies*, *Organizational Research Methods*. Her current research interests include competitive dynamics, reputation and identity after wrongdoing, and the influence of third party intermediaries on firm performance.

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University of Tennessee at Chattanooga

Dr. Katherine A. Karl (katherine-karl@utc.edu) is a Professor of Management at the University of Tennessee at Chattanooga. Her research focuses on student incivility, nontraditional Ph.D. programs, and workplace policies on social networking, fun, romance, and attire. She has published her research in journals such as *Journal of Management*, *Journal of Organizational Behavior*, *Journal of Business and Psychology*, *Journal of Managerial Psychology*, *Business Horizons*, *Public Personnel Management*, *Journal of Education for Business*, *International Journal of Selection and Assessment*, and *Human Resource Development Quarterly*.

West Virginia University

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Dr. David D. Dawley (dddawley@mail.wvu.edu) is an Associate Professor of Management at West Virginia University. His research interests include post-bankruptcy outcomes, job embeddedness, turnover, and organizational commitment appearing in outlets such as the *Journal of Management*, *Journal of Vocational Behavior*, *Journal of Leadership and Organizational Studies*, *Journal of Psychology*, *Journal of Organizational Analysis*, *Journal of Social Psychology*, and *Career Development International*.

Dr. Mark Gavin (mbgavin@mail.wvu.edu) is a faculty member and PhD Program Coordinator in the Department of Management, College of Business and Economics, West Virginia University. He researches in the areas of interpersonal trust, leadership, emotions, employee behavior, and multilevel phenomena. His research has appeared in outlets such as *Academy of Management Journal*, *Human Relations*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, *Organizational Behavior and Human Decision Processes*, and *Personnel Psychology*. He is currently serving as a Representative-at-Large on the Board of Governors of the Academy of Management.

Dr. Jodi S. Goodman (jsgoodman@mail.wvu.edu) is an Associate Professor of Management in the Department of Management, College of Business and Economics, West Virginia University. Dr. Goodman's research interests include learning processes that contribute to the development of adaptive expertise; organizational responses to public policy, competitive, and market environments; and research methodology. Her work appears in journals such as *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, *Organizational Behavior and Human Decision Processes*, *Organizational Research Methods*, and *Personnel Psychology*.

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Curtis Sproul (curtis.sproul@gmail.com) is a first-year Ph.D. student in the Department of Management at West Virginia University. He is interested in strategic management and entrepreneurship.

University of Wollongong

Dr. Joy V. Peluchette (joyp@uow.edu.au or jvpeluche@gmail.com) is a Lecturer of Management in the Faculty of Commerce at the University of Wollongong in Wollongong, NSW Australia. She was previously on the faculty at the University of Southern Indiana for 20 years serving as Professor of Management. Her research interests include human resource management implications of social networking, cyber-bullying, workplace attire, and workplace fun. Dr. Peluchette has published her research in journals such as *Journal of Vocational Behavior*, *Human Resource Development Quarterly*, *Journal of Business and Psychology*, *International Journal of Selection and Assessment*, and *Journal of Education for Business*. In 2002-2003, she served as Program Chair and then President of the Midwest Academy of Management. She's currently Editor of one of the quarterly issues of the *Journal of Leadership & Organizational Studies*.