

Mid-south Management Research Consortium (MMRC)

February 28-March 1, 2014

Department of Management
Culverhouse College of Business
University of Alabama

MMRC Coordinator: Dr. Micki Kacmar
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Meeting Itinerary

Friday February 28, 2014

- 2:00pm Hotel Check-in
- 3:00pm Meet in hotel lobby for campus tour and transfer to Alston Hall
- 4:00pm Welcome Reception Alston Parlor 4th floor
- 4:15pm Keynote address Michael Hitt, Texas A&M University "The Future of Management Research and Publication: The Next Decade"
- 5:15pm Culverhouse College of Business facilities tour
- 6:15pm Groups meet for dinner and drinks

Saturday March 1, 2014

- 8:30am Continental Breakfast available Hall of Fame Room 100 Bidgood
- 9:00am MMRC Welcome 110 Bidgood – Bring your coffee and rolls
- 9:30-11:45 Roundtable sessions in three 45-minute rotations

1. Dr. Garry Adams (Auburn) – power and politics (Bidgood 13)
2. Dr. Kim Campbell (Alabama) – communication tips (Bidgood 15)
3. Dr. Jason Colquitt (Georgia) – justice (Bidgood 17)
4. Dr. Jim Combs (Alabama) – reviewing (Bidgood 110)
5. Dr. Russell Crook (Tennessee) – non-market strategy (Bidgood 115)
6. Dr. Frances Fabian (Memphis) – writing for journals not committees (Bidgood 117)
7. Rachel Frieder and Michelle Zorn (Florida State) – tale of two job searches (Bidgood 119)
8. Dr. Mark Gavin (W. Virginia) – multilevel modeling/HLM (Bidgood 121)
9. Dr. Rich Gentry (Mississippi) – behavioral theory (Bidgood 123)
10. Dr. Tim Munyon (Tennessee) – teams (Bidgood 125)
11. Dr. Chuck Pierce (Memphis) – meta-analysis (Bidgood 140)

12:00-1:45pm Lunch provided by The University of Alabama Alston Parlor 4th floor

2:00-3:50pm Research Presentation

Bidgood 13 (Campbell)

- 2:00-2:30 Drew Carnes, West Virginia University "Bringing work stress home: The impact of role stressors on marital satisfaction"
- 2:40-3:10 Shannon Rawski, University of Arkansas "Sexual harassment training and employee identity threats"
- 3:20-3:50 Mike Baer, University of Georgia "Uneasy lies the head that bears the trust: The effects of being trusted on emotional exhaustion"

Bidgood 15 (Dulek)

- 2:00-2:30 Larry Tribble, University of Alabama "Exploring the effect of governance form on value creation and capture in outsourcing relationships"
- 2:40-3:10 Theresa Floyd, University of Kentucky "The effect of observers' attributions about networking behavior on performance: How they think you got there matters"
- 3:20-3:50 Dr. Jeff Martin, University of Alabama "Dynamic managerial capabilities"

- 4:00pm Closing reception Alston Parlor 4th floor
- 4:15pm Closing keynote Jason Colquitt, University of Georgia "Research and Publishing: How to Build a Better Boat" Alston Parlor 4th floor
- 5:15pm MMRC future planning session Alston Parlor
- 6:00pm Departure or dinner and drinks

Participants

University of Alabama

Amine Abi Aad (aaabiaad@crimson.ua.edu) is from Beirut, Lebanon. He is a 4th year PhD student in strategic management. He received a B.E. and MBA from the Lebanese American University. Previously, he worked as an entrepreneur in Lebanon in entertainment and services businesses. He is interested in studying emerging markets.

Dr. Craig Armstrong (carmstrong@cba.ua.edu) is an Associate Professor at the University of Alabama. His research has been published in the Journal of Management, and he has presented numerous papers on strategic management and entrepreneurship at regional, national, and international conferences. In 2008 he received a grant from the University of Alabama to establish a laboratory for studying entrepreneurial resourcefulness. He is a member of the editorial board and a reviewer for the Journal of Small Business Management. He is a member of the Academy of Management, Strategic Management Society, Association for Business Simulation and Experiential Learning, Institute for Operations Research and Management Science, and the Southern Management Association.

Dr. Dan Bachrach (dbachrach@cba.ua.edu) came to the University of Alabama in 2002 from Indiana University, where he got a PhD in OB/HR. His interests include organizational citizenship behavior, time management, transactive memory systems, and software implementation team effectiveness. He is currently working on a series of projects focused on employee risk perceptions and decision making in childcare centers and team efficacy.

Tom Bellairs (tbellairs@crimson.ua.edu) is from Denver, Colorado. He received a B.S. from the United States Air Force Academy and an MBA from the University of Southern California. He has spent the last few years teaching and serving as an assistant basketball coach at the U.S. Air Force Academy. Tom is seeking to expand upon existing theory that relates employee workplace behaviors to resource losses and threats of loss such as furloughs. He is interested in utilizing conservation of resource (COR) theory and further examining organizational citizenship behaviors (OCBs) and counterproductive workplace behaviors (CWB) to investigate the relationships among employees at work, various stressors at home, and the balance of work and family life. For government employees, he is interested in gaining a more robust understanding of how furloughs impact all areas of life and how individuals cope with and handle furloughs.

Dr. Kim Campbell (kcampbell@cba.ua.edu) is the Associate Dean for Assessment and Continuing Improvement and a Derrell Thomas Faculty Fellow. She is a linguist who studies workplace language. She uses that knowledge to design rigorous and relevant educational and training experiences. She also guides higher education administrators and faculty toward continuous improvement of their degree programs, partly to address regional (SACS) and professional (AACSB) accreditation, but mostly to foster organizational learning.

Wayne Crawford (wscrawford@crimson.ua.edu) is a second year doctoral student in the Department of Management at the University of Alabama. He has published in *Human Resource Management Review* and the *Journal of Occupational Health Psychology*. He has also presented peer-reviewed conference presentations at the Academy of Management Annual Meetings and the Annual Meetings of the Southern Management Association. His research interests are geared toward impression management, organizational politics, work-family conflict, and performance appraisals.

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. Juliet Davis (jdavis@cba.ua.edu) is an Associate Professor of Health Care Management at the University of Alabama's Culverhouse College of Commerce. Dr. Davis was a National Institute on Aging Graduate Trainee from 1997 to 1999. She received the Best Paper Based on a Dissertation Award from the Health Care Management Division of the Academy of Management in August 2000. Her research focuses primarily on issues related to nursing facilities and institutionalized populations. She received grant funding from the National Institute on Aging to analyze trends in nursing home segregation. She has published in various journals, including *The Gerontologist*, *Advances in Health Care Management* and *The Online Journal for Rural Nursing*.

Dr. Ron Dulek (rdulek@cba.ua.edu) is the John R. Miller Professor of Management at the University of Alabama. He has co-authored six books and published more than 40 refereed journal articles. In 2006, the Association for Business Communication selected Ron for its highest research honor, the Kitty O. Locker Award for Outstanding Research in Business Communication. In 2007 the senior class at the University of Alabama selected Ron as the inaugural speaker for the newly instituted Last Lecture Series. He has been voted MBA/ EMBA Teacher of the Year eighteen times. He is also a recipient of the National Alumni Association's Outstanding Commitment to Teaching Award, the Thomas D. Moore Outstanding Undergraduate Teacher Award, The College of Continuing Studies Outstanding Teacher Award, and the Penny Allen Award for Outstanding Commitment to Students. Companies with which Ron has worked extensively in the areas of business strategy and managerial communication include: Adtran, Chevron, Energen, IBM, Kimberly Clarke Corporation, Mercedes Benz International, Region's Bank Corporation, and Stora Enso. In the last five years Ron has delivered academic lectures, business seminars, and Executive MBA classes in Antwerp, Belgium; Dresden, Germany; Helsinki, Finland; Cape Town, Pretoria, and Johannesburg, South Africa; Riga, Latvia; Seoul, South Korea; Shanghai, China; and Singapore. Ron currently serves as Chairman of the Board of Alabama Credit Union and sits as a director on various local, state, and national boards.

Dr. Jonathon Halbesleben (jhalbesleben@cba.ua.edu) is the Healthsouth Chair of Health Care Management and an Associate Professor at the University of Alabama. He has published over 70 peer-reviewed journal articles in such outlets as the *Journal of Applied Psychology*, *Journal of Management*, *Journal of Business Research*, *Health Services Research*, *Health Care Management Review*, *Organizational Dynamics*, and *Leadership Quarterly*. He has also authored three books about stress and burnout in the health care industry. He is the incoming editor of the *Journal of Occupational and Organizational Psychology* (2013-2015), a co-editor of the *Research in Occupational Stress and Well-Being* series, and on the editorial boards of the *Journal of Applied Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, *Journal of Business & Psychology*, *Journal of Occupational Health Psychology* and *Health Care Management Review*. In addition, his research has been funded by the National Institute of Occupational Safety and Health (NIOSH), Agency for Healthcare Research & Quality (AHRQ), and the Centers for Disease Control and Prevention (CDC). He serves on the board of directors for the Southern Management Association (2010-2013) and is a member of the Academy of Management, Society of Occupational Health Psychology and the American College of Healthcare Executives.

Ali Jifri (aofjifri@crimson.ua.edu) is from Saudi Arabia. He earned a B.S. from King Fahad University of Petroleum and Minerals and an MBA from the University of Denver. Previously, he has worked as a credit analyst. He is interested in the intersection of strategy and entrepreneurship. More specifically, he is looking into the factors affecting the performance of small and medium size enterprises (e.g innovation, organization slack) since their founding up until going public (IPO's) and afterwards in their engagement in mergers and acquisitions (M&A's) activities. Other research interests include the investigation of firm's alliance and dynamic capabilities.

Dr. William Jackson III (wjackson@cba.ua.edu) is the Smith Foundation Chair of Business Integrity and Head of the Department of Management in the Culverhouse College of Business at the University of Alabama. Before joining the faculty at the University of Alabama, Dr. Jackson was a financial economist and associate policy advisor in the Research Department at the Federal Reserve Bank of Atlanta. At the Atlanta Fed, Dr. Jackson

conducted original research on financial markets and financial institutions. He was also an advisor to the Bank on the making of U.S. monetary policy. Previous to his position at the Federal Reserve Bank of Atlanta, Dr. Jackson was a tenured professor of finance at the Kenan-Flagler Business School of the University of North Carolina at Chapel Hill.

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.

Dr. James King (jking@cba.ua.edu) is an Associate Professor of Management at The University of Alabama. He has published articles in such journals as the *Human Resource Management Journal of Vocational Behavior*, *Management Decision*, *Journal of Change Management* and *Human Resource Management Review*. Previously he was on the faculty of Samford University in Birmingham, Alabama. Prior to entering academia he was a human resource professional for the General Electric Corporation where he completed the Human Resource Management (Leadership) Program and worked in areas including recruiting, appraisal, training and labor relations.

Matthew Leon (mrleon@crimson.ua.edu) is a second year Ph.D. student with a focus in Organizational Behavior and Human Resources. Broadly, I am interested in an individual's physiological and psychological reactions to stress. My current research interests are focused on employee engagement and burnout, resilience, and employee interactions.

Melanie Lorenz (mplorenz@crimson.ua.edu) is a second-year Ph.D. student in marketing at the University of Alabama and is interested in entrepreneurship and international business.

Jamal Maalouf (jtmaalouf@crimson.ua.edu) is a fourth year PhD student in strategic management and entrepreneurship at the University of Alabama, Tuscaloosa. Her research interests include organizational routines, strategic decision making, firm performance, and strategic alliances. Jamal is from Beirut, Lebanon. Prior to joining Alabama, she received a bachelor of computer and communication engineering and an MBA from the Lebanese American University, Beirut.

Ashley Mandeville (ammandeville@crimson.ua.edu) is a second-year Ph.D. student in management at the University of Alabama and is interested in human resource management and organizational behavior.

Kristen Shanine (kkshanine@crimson.ua.edu) is a third-year Ph.D. student in the Department of Management at the University of Alabama. Her research interests include organizational behavior and entrepreneurship with a focus on the family business.

Oliver Stoutner (ostoutner@crimson.ua.edu) is from Chicago, Illinois. He earned his B.A. from the University of Iowa and an MBA from the University of Alabama in Huntsville. Oliver has fifteen years of experience in non-profit and public broadcasting leadership. Most recently Oliver served as general manager for Alabama's NPR affiliate in Huntsville. Oliver's research interests include psychological safety, organizational citizenship behaviors, risk perceptions, and social identity.

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.

Reg Tucker (rtucker@crimson.ua.edu) is a first-year Ph.D. student from New Orleans, Louisiana. He earned a B.A., MBA, and JD from Louisiana State University. Previously, he worked for the Louisiana Legislative Auditor and Apple. His research interests include impression management and uncertainty management theory.

Dr. Eric Williams (ewilliam@cba.ua.edu) is a Professor of Health Care at the University of Alabama. He has published in a number of management, health care, and medical journals including *Health Services Research*, *Journal of Management*, *Medical Care*, *Medical Care Research and Review*, *Health Care Management Review*, *Journal of General Internal Medicine* and *Journal of Family Practice*. He has made more than 30 presentations at national conferences and served as reviewer and session discussant. He also received the 2000 Best Paper Award from the Health Care Management Division of the Academy of Management, the 1996 Best Poster Award from the Association of Health Services Research, and the 1992 Best Empirical Paper from the Eastern Academy of Management. He is an active member of the Academy of Management, the Organizational Behavior Teaching Society, the Academy Health and the Southern Management Association.

University of Arkansas

Sarah Holtzen (Sholtzen@walton.uark.edu) is a second-year PhD student in the Department of Management at the University of Arkansas. Her research interests focus on compensation and reward systems, and how these systems motivate employees to engage in both functional and dysfunctional behaviors.

Shannon Rawski (SRawski@walton.uark.edu) is a 4th year PhD Candidate from the University of Arkansas. Her research interests include social issues in management such as sexual harassment, (un)ethical behaviors, and gender in organizations. Much of her research also draws on identity theory as a theoretical basis.

Dorothea Roumpi (DRoumpi@walton.uark.edu) is a 1st year PhD student from the University of Arkansas. Her research interests include work-family conflict, family-friendly policies, and identity theory.

Eric Yochum (EYochum@walton.uark.edu) is a 1st year PhD student from the University of Arkansas. His research interests include work stress and well-being, work-family conflict, and 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*.

Shelley Davis (sad0007@tigermail.auburn.edu) is a doctoral student in the Department of Management of the Raymond J. Harbert College of Business at Auburn University. Her primary research area includes topics relating to the employment relationship with specific interests in attachment theory, leader-member exchange, organizational justice, psychological contracts, and workplace incivility.

Jason DeBode (jdd0012@tigermail.auburn.edu) is a doctoral candidate in the Department of Management at the Raymond J. Harbert College of Business at Auburn University. His dissertation is on strategic leadership, specifically focusing on how CEO's create diversity in their Top Management Teams (TMTs) and the positive and negative repercussions of that diversity over time. His primary research area is on strategic leadership with a specific emphasis on the TMT. Additionally, his supplemental research areas focus on advanced methods (i.e., longitudinal analyses, multi-level analyses), organizational ethics, and most recently entrepreneurship.

Mikhail Gorshunov (mag0036@tigermail.auburn.edu) is a doctoral student in the Department of Management of the Raymond J. Harbert College of Business at Auburn University. He is interested in the study of destructive leadership behaviors which create negative consequences for organizations, their members and stakeholders. Second, he is interested in explaining the different patterns of misconduct at major US healthcare organizations. Third, he is interested in examining effects of Board of Directors inter-connections, demographic and

professional histories on emergence of misconduct at major US healthcare organizations. Finally, he is interested in studying effects of payment changes on trends in post-acute care.

Matt Hersel (mch0005@tigermail.auburn.edu) is a first year management doctoral student at Auburn University. He received his MBA from Auburn University and his BSBA in Finance from Auburn University. His research interests include entrepreneurship, corporate entrepreneurship, and corporate strategy.

Christopher Shook (SHOOKCL@auburn.edu) (Ph.D., Louisiana State University) is the Russell Professor of Management and Management Department Chair at Auburn University. Previously, he held positions at the University of Texas at Arlington and Northern Illinois University. He was a Fulbright Scholar in Bucharest and Cluj-Napoca Romania, and has held visiting positions in Pau and Poitiers, France. His research interests include methodological issues in strategic management and entrepreneurship research, and entrepreneurial intent in international contexts. His research has appeared in the Strategic Management Journal, Academy of Management Journal, Journal of Management, Entrepreneurship Theory and Practice, and Organizational Research Methods. Chris served as Senior Associate Editor of the Journal of Management from 2008-2011 and serves as President of the Southern Management Association.

Florida State University

Kaitlyn DeGhetto (krd11@my.fsu.edu) is a Strategic Management Ph.D. candidate at Florida State University. Her research interests include institutional risk factors and international investment decisions, acquisition processes, and corporate governance. Kaitlyn teaches Strategic Management and Business Policy to upper-level undergraduate students at FSU. She received her MBA and BA in Business Administration from the University of Florida. Prior to entering the doctoral program at FSU, Kaitlyn worked in the health care and wholesale/distribution industries, as both a business development manager and product manager.

Rachel Frieder (rek09@my.fsu.edu) is a Ph.D. candidate in Organizational Behavior and Human Resource Management at Florida State University. Her current research interests include antecedents and boundary conditions of political skill, organizational politics perceptions, and leadership. Rachel is also interested in advanced data analysis methods such as structural equations modeling and hierarchical linear modeling. She will be joining the talented faculty at Old Dominion University this coming fall.

Zachary Russell (zar12@my.fsu.edu) is a doctoral student in Organizational Behavior and Human Resources at Florida State University. His research interests include reputation, work-life balance, birth cohorts, and attitudes towards labor unions. Zach holds a Bachelor of Arts degree in Business Administration, with a concentration in Finance, from Western Washington University, and a Master of Business Administration, also from Western Washington University.

Michelle Zorn (mlz09@my.fsu.edu) is in the final stages of dissertation research in Strategic Management at Florida State University. Her research interests include corporate governance, mergers & acquisitions, competitive dynamics, and family businesses. She recently accepted a position at Auburn University for fall 2014.

University of Georgia

Mike Baer (baer@uga.edu) is a fourth-year doctoral student in the Department of Management at the Terry College of Business at the University of Georgia. His research interests include trust, justice, and social exchange. He holds a Master's degree in Business Administration (MBA) and a B.A. in History from Brigham Young University. Prior to entering the doctoral program, he worked for five years as the owner of a construction company and for four years as an entrepreneur.

Dr. Jason Colquitt (colq@uga.edu) is the William Harry Willson Distinguished Chair and Professor in the University of Georgia's Terry College of Business, Department of Management. He received his Ph.D. from Michigan State University's Eli Broad Graduate School of Management, and earned his B.S. in Psychology from Indiana University. His research interests include justice, trust, and personality influences on task and learning

performance. He has published more than thirty articles on these and other topics in *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, and *Personnel Psychology*. He recently completed a three-year term as the Editor-in-Chief for *Academy of Management Journal*, after previously serving as an Associate Editor. Professor Colquitt is currently serving on the editorial boards of *Academy of Management Journal*, *Administrative Science Quarterly*, *Journal of Applied Psychology*, and *Personnel Psychology*. He is a recipient of the Society for Industrial and Organizational Psychology's Distinguished Early Career Contributions Award and the Cummings Scholar Award for early to mid-career achievement, sponsored by the Organizational Behavior division of the Academy of Management. He also authors one of the top-selling organizational behavior textbooks, now in its fourth edition.

John Wiley Lynch (jwlynch@uga.edu) is a 3rd year doctoral candidate at the University of Georgia. He received his Master of Arts in Counseling and Personnel Services at the University of Maryland, College Park, and his Bachelor of Science in Psychology at the University of Georgia. His research interests include employee identity, reputation, and involvement in the workplace.

Ryan Outlaw (routlaw@gmail.com) is a third year management (OB) PhD student at the University of Georgia. Prior to UGA, I received my MBA (2009) and my BS in Construction Management (2005) from Louisiana State University. My research interests include justice, trust, and counterproductive work behavior.

Dr. Jessica Rodell (jrodell@uga.edu) is an assistant professor in the Department of Management at the University of Georgia's Terry College of Business. She received her Ph.D. and MBA from the University of Florida's Warrington College of Business. Her research interests include employee volunteering, justice, and emotions.

Georgia State University

Dr. Lisa Lambert (lisalambert@gsu.edu) is an Associate Professor of Managerial Sciences in the J. Mack Robinson College of Business at Georgia State University in Atlanta. She received her Ph.D. from the University of North Carolina at Chapel Hill and her MBA and undergraduate degrees from Northwestern University. Dr. Lambert's research focuses on the psychological contract, leadership, person-environment fit theory, and research methods. She has published in the *Journal of Applied Psychology*, *Personnel Psychology*, *Psychological Methods*, *Organizational Behavior and Human Decision Processes*, and *Organizational Research Methods*. She is serving on Editorial Boards for the *Academy of Management Journal*, *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Organizational Research Methods* and the *Journal of Business and Psychology*. Dr. Lambert has served as the Chair of the Research Methods Division of the Academy of Management and is currently serving on the Board for the Southern Management Association. She has consulted for various companies in retail, medical and manufacturing industries, and with employment training programs.

University of Kentucky

Tejaswi Channagiri Ajit (tch238@uky.edu) is a second year PhD student in the department of management within the Gatton College of Business and Economics at the University of Kentucky and am also associated with the LINKS center that our department houses. I am majoring in strategic management. Broadly, my program of research seeks to illuminate and better understand new directions in topics within strategy and management by bringing a social network perspective to bear upon them. Specific current projects focus on (1) how signaling in inter-firm networks influences perceptions of competitive rivalry between firms and (2) network evolution within organizations.

Theresa Floyd (theresa.floyd@uky.edu) is a Doctoral Candidate in her fifth year at the University of Kentucky. Theresa is an organizational behavior scholar with a focus on workplace social networks. Theresa's research uses a social networks perspective to examine how the networking behaviors of individuals are perceived and interpreted by others, how these interpretations affect individuals' reputations and outcomes, and how gender and status affect how an individual's behaviors are perceived and interpreted. Theresa also does research on how workplace attitudes are transmitted through network ties, as well as how social networks affect and are affected by organizational culture.

Adam Jonas (abjonas@uky.edu) is a second year PhD student at the University of Kentucky. My primary areas of interest are organizational behavior and social network research methods. I am currently looking at the effects of self-monitoring personality type on social network tie formation and gender differences in networking behavior at professional conferences.

Wookje Sung (lowolf81@gmail.com) received his B.A. in Business Administration and M.S. in management from Yonsei University, South Korea, and is a second year doctoral student of management at the University of Kentucky. His research interests focus on group effectiveness, conflict, OCB, subgroups, and social networks.

University of Memphis

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.

Jon Biggane (jbiggane@memphis.edu) is a 4th year doctoral student in the Department of Management at the University of Memphis, specializing in OB/HR. Prior to pursuing a PhD, he held positions in leading organizations such as General Electric, A.M.E.S., and the New York State Senate. He has also worked as a Management Consultant where he assisted organizational leaders on issues related to strategy, structure, sales, management, and operations. He holds a MBA and BBA in Management, both from the University of North Carolina Wilmington. Jon's research interests include intraorganizational relationships, with particular emphasis on recruitment and retention of key employees and organizational change management. He intends to continue his career in academia at a well-regarded research university within the United States. Recent graduates of this program have earned tenure-track positions at highly esteemed institutions such as the University of Alabama, Virginia Commonwealth University, Ole Miss, Mississippi State University, the University of North Texas, Rutgers University, and the University of New Mexico.

Tsvetomira Bilgili (tvkaneva@memphis.edu) is a third-year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. Her research interests include the role of institutions and bilateral relations between countries on foreign direct investment and cross-border mergers & acquisitions in particular.

Christian Calderon (c.calderon@memphis.edu) is a second-year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. His research interests include employee recruitment, retention, & turnover as well as diversity management.

Daniel James Detwiler (djdetwiler@memphis.edu) is a first-year Management Ph.D. student in the Fogelman College Business at the University of Memphis. His research interests include (but are not limited to) corporate social responsibility, organizational ethics, firm reputation, social media and organizational attraction, and gender issues in the workplace.

Dr. Frances Fabian (ffabian@memphis.edu) is an Assistant Professor of Strategic Management and Entrepreneurship in the Department of Management, Fogelman College of Business and Economics, University of Memphis. Dr. Fabian's research interests include applications to strategy of theories from cognition, perspectives on the conceptualization of environments and their implications for decision making, and complexity theory. She has published her research in journals such as *Academy of Management Review*, *Strategic Management Journal*, *Journal of Management Studies*, and *Management International Review*.

Dr. Ben L. Kedia (bkedia@memphis.edu) is the Robert Wang Professor of International Business and Director of the Wang CIBER, Department of Management, Fogelman College of Business and Economics, University of Memphis. Dr. Kedia's research interests include cross-cultural and comparative management as well as international business strategy. He has published his research in journals such as *Academy of Management Review*, *Organization Science*, *Journal of Management Studies*, *Journal of International Management*, *Journal of World Business*, *International Business Review*, *European Management Journal*, *Journal of High Technology Management Research*, *Columbia Journal of World Business*, *Management International Review*, *California Management Review*, and *Personnel Psychology*.

Qing (Kathy) Ma (qma@memphis.edu) is a first-year doctoral student in management at The University of Memphis. Her research interests are employee turnover, job satisfaction & organizational commitment, and recruitment & selection.

Dr. Charles A. (Chuck) Pierce (capierce@memphis.edu) is the Great Oaks Foundation Professor of Human Resource Management and Chair of the Department of Management, Fogelman College of Business and Economics, University of Memphis. Dr. Pierce's research interests include workplace romance, sexual harassment in organizations, test bias and discrimination in employee selection, managerial ethics and ethical decision making in organizations, and organizational research methods (e.g., meta-analysis). He has published his research in journals such as *Academy of Management Journal*, *Journal of Applied Psychology*, *Personnel Psychology*, *Organizational Behavior and Human Decision Processes*, *Journal of Management*, *Human Resource Management*, *Journal of Organizational Behavior*, and *Organizational Research Methods*.

Rama Reddy (rreddy1@memphis.edu) is a Ph.D. student of Management/strategy & International business at the Fogelman College of Business and Economics at The University of Memphis. His research interests include institutions, mergers & acquisitions and emerging market multinationals.

Nicholas Rhew (ndrhew@memphis.edu) is a third-year PhD student in the Department of Management in the Fogelman College of Business at the University of Memphis. His research interests include the cross-border activities of emerging market multinationals, managerial responses to political corruption, and entrepreneurial ethics.

Kulraj Singh (ksingh1@memphis.edu) is a late stage (fourth year) PhD student at the University of Memphis. His areas of interest are philosophy of science, research methods (both qualitative and quantitative), learning, and change. His dissertation is in the area of change in health care in Tennessee.

Robert Steinbauer (rstnbuer@memphis.edu) is a fourth-year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. His research interests include ethical decision making, moral disengagement and self-defeating behaviors.

University of Mississippi

Laura Achee (acheel@bellsouth.net) is a first year PhD student at Ole Miss. My focus is strategy and my research interests include organizational change, processes and incentives.

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