

# Mid-south Management Research Consortium (MMRC)

February 27-28, 2015

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

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# Meeting Itinerary

## Friday February 27, 2015

3:00-4:00pm MMRC welcome reception (FedEx Institute of Technology (FIT), Fishbowl 203/205)

**Dr. Patrick Wright (South Carolina): *From the Editor's Seat: The Good, the Bad, and the Ugly***

4:00-5:00pm Facilities tour (FIT Breakouts 102; FIT 226 & 227; FIT FedEx Cafe)

5:00-6:00pm Buffet-style dinner (FIT Fishbowl 203/205)

## Saturday February 28, 2015

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, FIT 227):

1. Dr. Mark Bing (Ole Miss) – moderated multiple regression & suppression effects (FIT 102A)
2. Dr. Micki Kacmar (Texas State) – ethics (FIT 102P)
3. Dr. Chuck Pierce (Memphis) – meta-analysis & content analysis (FIT 102Q)
4. Dr. Rich Gentry & Jennifer Palar (Ole Miss) – reputation & organization theory (FIT 102R)
5. Dr. Mark Gavin (West Virginia) – multilevel research methods (FIT 102S)
6. Dr. Jim Combs (Alabama) – how to publish & make a theoretical contribution (FIT 102T)
7. Dr. Garry Adams (Auburn) – strategic leadership & managerial discretion (FIT 102U)
8. Shannon Rawski (Arkansas) – interpretative framing & OB research (FIT 226)
9. Dr. Joe Labianca (Kentucky) – social networks (FIT 227)
10. Dr. Jun Xia (UT-Dallas) – resource dependence & power (FIT Fishbowl 203/205)

12:00-1:30pm Buffet-style lunch (FIT Fishbowl 203/205)

1:30-4:00pm **Breakout sessions** (FIT Fishbowl 203/205; FIT 226 & 227)

1. 1:30 in FIT Fishbowl 203/205: Dr. Kristl Davison (Ole Miss) -- *Frame-of-Reference Effect and Faking in Conditional Reasoning Tests*
2. 1:45 in FIT 227: Dinesh Hasija (Arkansas) -- *The Power of Two: CEO Tandems in Family Firms*
3. 2:00 in FIT 226: Sarah Holtzen (Arkansas) -- *Understanding How Clans Exert Control: Implications for Human Resource Management*
4. 2:30 in FIT Fishbowl 203/205: Drs. Mark Bing & Kristl Davison (Ole Miss) -- *Development, Investigation, and Extension of the Integrative Typology of Aggression: Implications for Predicting CWBs*
5. 2:45 in FIT 227: Wookje Sung, Meredith Woehler, & Dr. Joe Labianca (Kentucky) -- *Individuals' Responses to Organizational Mergers: Pathways to Organizational Identification and Attachment*
6. 3:00 in FIT 226: Dr. Han Jiang (Memphis) -- *Strong Enough to Fight or Strong Enough to Flee: Social Capital and Executive Ship Jumping in Declining Firms*

4:00-5:00pm MMRC closing reception (FIT Fishbowl 203/205)

**Dr. James Combs (Alabama): *On Becoming a Scholar: Reflections from the Half-Way Point***

5:00pm - Dinner & socializing off campus

# Participants

## University of Alabama

**Wayne Crawford** (wscrawford@crimson.ua.edu) is a doctoral candidate in management at the University of Alabama. His research interests include impression management, organizational politics, employee deviance, and the work-family interface. He has published in *Human Resource Management Review* and *Journal of Occupational Health Psychology*.

**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*. He is a Fellow of the Southern Management Association.

## University of Arkansas

**Hansin Bilgili** (hbilgili@uark.edu) is a doctoral candidate in management at the University of Arkansas. His research interests include strategic leadership and corporate governance.

**Dinesh Hasija** (dhasija@walton.uark.edu) is a first-year management Ph.D. student at the University of Arkansas. His research interests include corporate governance and international management.

**Sarah Holtzen** (Sholtzen@walton.uark.edu) is a doctoral candidate in management at the University of Arkansas. Her research interests include compensation and reward systems, and how these systems motivate employees to engage in functional and dysfunctional behaviors.

**Shannon Rawski** (SRawski@walton.uark.edu) is a doctoral candidate in management at the University of Arkansas. Her research interests include social issues in management such as sexual harassment, (un)ethical behavior, gender in organizations, and identity theory.

**Jacqueline Tilton** (jdtilton@email.uark.edu) is a first-year management Ph.D. student at the University of Arkansas. Her research interests include social class, emotions, and selection.

## Auburn University

**Garry L. Adams** (adamsg1@auburn.edu) is Ph.D. Program Coordinator and 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 is published or in press in journals 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*, among others. Dr. Adams serves on the Editorial Board of *Group and Organization Management* and has served as a reviewer for the *Academy of Management Journal*, *Journal of Management*, *Journal of Business Research*, *Knowledge Management Research and Practice*, and *Journal of Applied Social Psychology*.

**Matt C. Hersel** (mch0005@auburn.edu) is a second year doctoral candidate in the Raymond J. Harbert College of Business at Auburn University. His research interests broadly fall under strategy & entrepreneurship and specifically include early-stage venture financing, cognitive and social factors in entrepreneurship, and business ethics.

**Dr. Kevin Mossholder** (kmossh@auburn.edu) is C.G. Mills Professor of Management at Auburn University, with research interests involving interpersonal workplace interactions and their effects on organizational outcomes. He is a Fellow of the Society of Organizational Behavior, Society for Industrial and Organizational Psychology, American Psychological Association, and Southern Management Association. He has consulted with organizations such as the United States Air Force, Whirlpool, Sony, and AT&T. His articles appear in various journals including *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*. He has served on editorial boards such as *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, and *Organizational Research Methods*.

## **Binghamton University, State University of New York**

**Dr. Vishal Gupta** (vgupta@binghamton.edu) is an Associate Professor of Strategic Management at Binghamton University-SUNY. His research interests include Entrepreneurial Orientation (EO), gender issues in entrepreneurship, Austrian economics, and corporate entrepreneurship. His research has been published in journals such as *Journal of Applied Psychology*, *Journal of Management*, *Journal of Business Venturing*, *Entrepreneurship Theory & Practice*, and *Organization Studies*.

## **University of Kentucky**

**Tejaswi Channagiri Ajit** (tch238@uky.edu) is a doctoral candidate in strategic management in the Gatton College of Business and Economics at the University of Kentucky. His research interests include social networks, how signaling in inter-firm rivalry networks impacts the competitive behavior of firms within those networks, network evolution within organizations, and agent-based simulation models.

**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*.

**Wookje Sung** (lowolf81@gmail.com) is a doctoral candidate in management in the Gatton College of Business and Economics at the University of Kentucky. His research interests include social networks, culture, institutional theory, subgroups/subculture, leadership and organizational change. He is currently focusing on subgroups identified by cohesive ties and their roles in changing organizational culture, and person-subgroup fit and its outcomes.

**Meredith Woehler** (meredith.woehler@gmail.com) is a third-year Ph.D. student in management in the Gatton College of Business and Economics at the University of Kentucky. Her research interests include individual differences (personality and demographics, with a special interest in gender) and individual agency within social network change.

## 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 is a Senior Associate Editor of the *Journal of Management*, Fellow of the Southern Management Association, a past Chair of the HR Division of the Academy of Management, and also a newly confirmed Fellow of the Society for Industrial and Organizational Psychology. He has published his research or has articles forthcoming in journals such as *Academy of Management Journal*, *Academy of Management Perspectives*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, *Organization Science*, *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.

**Tsvetomira Bilgili** (tvkaneva@memphis.edu) is a doctoral candidate in the Department of Management, Fogelman College of Business and Economics, University of Memphis. Her research interests include global and corporate strategy with a focus on understanding the influence of the organizational environment and firm-specific factors on firm conduct and performance.

**Christian Calderon** (c.calderon@memphis.edu) is a third-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, and turnover as well as diversity management.

**Daniel Detwiler** (djdtwiler@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 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 Associate Professor of Strategic Management and Entrepreneurship in the Department of Management, Fogelman College of Business and Economics, University of Memphis. Her research concentrates on decision making, knowledge, and the nature of environments, with a focus on culture in international environments, and obstacles and motivators for entrepreneurship. She is a past chair of International and Organizational Theory for the Southern Management Association, and past executive council member for the MOC Division of the Academy of Management. Her research has been published in journals such as *Academy of Management Review*, *Strategic Management Journal*, *Journal of Management Studies*, *Journal of World Business*, *Management International Review*, and *Journal of International Management*.

**Dr. Han Jiang** (hjiang2@memphis.edu) is an assistant professor of strategy and entrepreneurship in the Department of Management, Fogelman College of Business and Economics, University of Memphis. His research interests include managerial social network and social capital, strategic leadership and managerial decision, interfirm relationship, and corporate governance. Dr. Jiang has published his research in journals such as *Journal of Management* and *Journal of Management and Organizations*. His research has been funded by the Chinese National Foundation of Natural Science Research and Chinese National Social Science Foundation.

**Tong Hyouk Kang** (tkang1@memphis.edu) is a first-year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. His research interests include corporate governance, entrepreneurship, and social networks.

**Kathy (Qing) Ma** (qma@memphis.edu) is a second-year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. She has published her research in *Human Resource Management Review*. Her research interests include employee turnover, job satisfaction & organizational commitment, and employee recruitment & selection.

**Dr. Charles A. (Chuck) Pierce** (capierce@memphis.edu; **MMRC Coordinator**) 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. He is a Fellow of the Southern Management Association and a past Chair of the Research Methods Division of the Academy of Management. 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 Krishna Reddy** (Rreddy1@memphis.edu) is a fourth-year doctoral candidate in the Department of Management, Fogelman College of Business and Economics, University of Memphis. His research is at the intersection of strategic management and international business. His research focuses on the confluence of institutions and market transactions; specifically, international investment strategies such as mergers and acquisitions and foreign direct investments.

**Dr. Alex Rubenstein** (rbnstein@memphis.edu) is an assistant professor of human resource management and organizational behavior in the Department of Management, Fogelman College of Business and Economics, University of Memphis. His research interests include newcomer socialization, employee turnover, interpersonal relationships at work, and individual differences in personality and ability. Dr. Rubenstein has published his research in journals such as *Academy of Management Journal*, *Personnel Psychology*, *Journal of Business Ethics*, and *Multivariate Behavioral Research*.

## University of Mississippi

**Dr. Danielle Ammeter** (dammeter@olemiss.edu) is a Clinical Assistant Professor in Management in the School of Business Administration at the University of Mississippi. She previously worked for the American Heart Association (AHA) in Human Resources, most recently as the Director of Talent Management, where she managed the processes for onboarding, performance management, employee engagement, national and local talent reviews and succession management, and career/leadership development. Prior to joining the AHA, Danielle was an Assistant Professor of Management, teaching and publishing research in the areas of business ethics & accountability, HR management, international HRM (dual-career issues), and leadership. Her current research interests are employee and academic engagement drivers and outcomes, leadership, and HRM (sourcing candidates, onboarding, performance management, professional development).

**Dr. Tony Ammeter** (tammer@bus.olemiss.edu) is an Associate Dean and holds a joint appointment as an Associate Professor in the Management Department and MIS Department in the School of Business Administration at the University of Mississippi. He is interested in organizations made up of knowledge-based workers and the impact of information systems on working, managing, and leading in these organizations. Particular interests include leadership, student and workplace engagement, political skill, moral accountability, and open source software development. His articles have been published in journals such as *Journal of Management*, *Leadership Quarterly*, *Academy of Management Learning and Education*, *Information Systems Research*, *Information & Management*, *Group & Organization Management*.

**Dr. Mark N. Bing** (mbing@bus.olemiss.edu) is an Associate Professor of Management at the University of Mississippi. From 2001 to 2005, he served as the U.S. Navy's SUBSCREEN Principal Investigator and in that capacity directed large scale psychological screening operations for the Submarine Force, and also developed an equation to predict failure in the Submarine Force that is still in place to this day and used for improved enlisted submariner selection decisions. Dr. Bing's research interests include human resource selection, personality measurement, personality test faking, test development and validation, CWBs, and research methods and statistics. He is on the Editorial Boards of *Journal of Applied Psychology*, *Organizational Research Methods*, and *Journal of Business and Psychology*. Dr. Bing is also a newly confirmed Fellow of the Society for Industrial and

Organizational Psychology. He has published his research in journals such as *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Journal of Management*, *Journal of Organizational Behavior*, *Organizational Research Methods*, *Journal of Vocational Behavior*, *Academy of Management Learning and Education*, and *Journal of Personality Assessment*.

**Dr. Walter Davis** (wdavis@bus.olemiss.edu) is an Associate Professor of Management at the University of Mississippi. He teaches courses in advanced human resource management, strategic management, and research methods. His research interests include employee proactivity, self-management, goal orientation, and strategic human resource management. His articles have been published in journals such as *Journal of Management*, *Personnel Psychology*, *Journal of Organizational Behavior*, *Human Performance*, *Leadership Quarterly*, and *Group and Organization Management*.

**Dr. H. Kristl Davison** (kdavison@bus.olemiss.edu) is a Clinical Assistant Professor of Management at the University of Mississippi. Her research interests include employment discrimination, gender and diversity issues, organizational justice and ethics, counterproductive workplace behavior, applicant faking, and personnel selection. She has published her research in journals such as *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Personnel Psychology*, *Journal of Vocational Behavior*, *Organizational Research Methods*, *Academy of Management Learning and Education*, *Journal of Management Education*, and *Journal of Business and Psychology*. She serves on the Editorial Board of *Organizational Research Methods*, and is the Associate Chair of the Awards Committee for the Society for Industrial and Organizational Psychology (SIOP).

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**Jennifer Palar** (jpalar@bus.olemiss.edu) is a third year doctoral candidate at the University of Mississippi. Her dissertation is on the reputation change of strategic leaders, specifically focusing on societal and organizational factors that influence the decline of CEO reputation and impact of a decline on reputation repair over time. Her research primarily focuses on strategic leadership with other research in the areas of corporate reputation and branding, family business, and social approval.

**Stephen Poor** (spoor@bus.olemiss.edu) is a second year management Ph.D. student at the University of Mississippi. His research interests include ethics, justice, and management history.

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## Mississippi State University

**Dr. James M. Vardaman** (jvardaman@cobilan.msstate.edu) is an Assistant Professor of Management and Hunter Henry Notable Scholar at Mississippi State University. Dr. Vardaman's research focuses on employee retention and individual responses to organizational change. His research has appeared or is forthcoming in journals such as *Organization Science*, *Academy of Management Perspectives*, *Journal of Organizational Behavior*, *Human Relations*, and *Entrepreneurship Theory and Practice*. Dr. Vardaman is an Associate Editor for *Journal of Change Management* and serves on the editorial board of *Human Resource Management Review*.

## Texas State University

**Dr. K. Michele (Micki) Kacmar** (micki.kacmar@gmail.com) is Professor and Fields Chair of Ethics and Corporate Responsibility in the Department of Management at Texas State University. Her research interests include impression management, organizational politics, ethics, and work-family conflict. She has published over 100 articles in journals such as *Academy of Management Journal*, *Journal of Applied Psychology*, and *Organizational Behavior and Human Decision Processes*. Dr. Kacmar served as Editor of the *Journal of Management* from 2000-2002, as an Associate Editor of the *Academy of Management Journal* from 2007-2010 and *Human Resource Management* from 1996-1999, and on the Board of Directors of the Society for Human Resource Management Foundation from 1993-2000. She is a Fellow of the Southern Management Association.

## University of Texas at Dallas

**Dr. Jun Xia** (jun.xia@utdallas.edu) is an Associate Professor of Strategy in the area of Organizations, Strategy, and International Management at the University of Texas at Dallas. Dr. Xia's research interests are in four areas: (1) organization theories (resource dependence, power, and institutional process), (2) corporate strategies (antecedents of mergers and acquisitions, joint ventures, alliances, and divestitures), (3) social networks (outcomes of embeddedness), and (4) international business (foreign market expansion, state ownership, and institutional changes in transition/emerging countries). His research topics include the termination of venture capital investments, national industry standards making, performance implications of interpersonal and interfirm networks, outcomes of joint ventures, and strategies of multinational firms.

## West Virginia University

**Andrew M. Carnes** (andrew.carnes@mail.wvu.edu) is a doctoral candidate in the Department of Management, College of Business and Economics, West Virginia University. His research interests include social influence processes, decision making, and employee selection.

**Dr. Mark Gavin** (mbgavin@mail.wvu.edu) is a faculty member and Ph.D. Program Coordinator in the Department of Management, College of Business and Economics, West Virginia University. He researches in the areas of interpersonal trust, leadership, 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 serves on the editorial boards of *Journal of Applied Psychology*, *Journal of Management*, *Journal of Occupational and Organizational Psychology*, *Journal of Organizational Behavior*, and *Organizational Research Methods*. He is a Fellow of the Southern Management Association, former president of the Southern Management Association, and a former chair of the Research Methods Division of the Academy of Management.



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